



भारतीय प्रबंध संस्थान रायपुर
Indian Institute of Management Raipur

Gender in Workplace



Introduction (Programme)

Low employment participation of women remains a grave concern in the Indian context. As per data from the recent Periodic Labour Force Survey 2020-21, female labor force participation (for women aged 15 years and above) hovers around 32 percent, compared unfavorably to the global female labor force participation of about 53 percent. While low employment participation remains a concern, another daunting issue is that a major share of women in the workforce are relegated to lower rung occupations.

Even those women who are able to climb up the occupational ladder are subject to numerous challenges that are sourced in the existing social norms, stereotypes, and biases that workplaces and society at large tend to propagate and perpetuate. These factors hinder women's professional growth and impedes their ability to achieve their full potential. Addressing and challenging these biases is essential for fostering gender equality, promoting diversity, and creating inclusive work environments. By recognising and addressing gender biases, organisations can harness the full potential of their workforce and promote equal opportunities for all employees. Harnessing the untapped potential of women in our workforce has the potential to yield substantial returns on investments made by the government and businesses. In line with findings from the McKinsey Global Institute, India could witness a remarkable surge in GDP by 2025, surpassing the projected business-as-usual figures by 18 percent, which amounts to an impressive USD 770 billion.

This program aims to empower women leaders by equipping them with the necessary tools, knowledge, and resources to effectively navigate workplace biases and become agents of change. The program has the underlying motive of sensitizing women of the existing biases, discriminatory practices, stereotypes, and similar conventions that hurdles their professional journey in particular and participation in the labour market in general.

Objectives

The program objectives are:

- To sensitize women leaders about the discrimination that women face in the workplace and foster a deeper understanding of the unique challenges and issues for women in professional settings.
- To encourage participants to engage in a collaborative exploration of the issues women face in the workplace
- To facilitate a comprehensive understanding of strategies and approaches to effectively address the problems women face in the workplace and build strength to face these challenges and forge ahead.

For Whom

The program is specifically designed for women in middle and senior-level managers who might be heading a group, department, work unit, or organization.

Pedagogy

The program pedagogy will include various methods of training such as lectures, discussions, exercises and role plays.

Programme Directors



Dr. Ashapurna Baruah

Assistant Professor, Economics & Public Policy

Dr. Ashapurna Baruah is an Assistant Professor in the area of Economics at the Indian Institute of Management Raipur. She holds a Ph.D. degree in Economics from Jawaharlal Nehru University (JNU), New Delhi. She completed her M.Phil. degree at the Centre for Development Studies (CDS), Thiruvananthapuram. Her doctoral thesis is an enquiry into how the changes in the rural economy affect labour market outcomes among marginalised women. Her research interests are gender & labour, employment, and rural development in particular and development economics in general.



Dr. Shabna P

Assistant Professor, Humanities & Liberal Arts

Dr. Shabna P is an Assistant Professor in the area of Humanities and Liberal Arts at Indian Institute of Management Raipur. She received her PhD in Sociology from the Indian Institute of Technology, Madras. She was a Fulbright Doctoral Research Scholar at the Department of Women's Studies, San Diego State University, California. She has published articles in peer-reviewed academic journals and has presented her research at various conferences.



Dr. Suneetha Saggurthi

Assistant Professor, HRM & Organizational Behaviour

Dr. Suneetha Saggurthi is an Asst. Professor in HRM & Organizational Behaviour, Organizational Behavior Human Resource Management and Fellow in Management XLRI Jamshedpur, Recipient of Case writing Scholarship from Case Centre U.K in 2019 along with Cledwyn Fernandez for the case The Journey of Life Craft: Resolving the Paradox of Passion. First runner up for AMLE's best paper Award 2016. 1st Prize in Case Study Presentation in Responsible leadership: Sharing of Case studies. National Convention at XLRI Jamshedpur, 2011. accredited assessor for competency-based assessment centres. Building leadership capacities in women Workshops for personal exploration, Workshops on crossing the threshold – transitional spaces for college students, MDPs on Transition from College to