



## International Conference

On Hybrid Mode

# Working Women and Well-being: Exploring Policies, Rights and Well-being Initiatives



**Date: 28-29 January 2025**

Organized by

**Department of Fashion Technology & Designing, MLSU**

Academic Association

- Academy of Wellbeing Society, Udaipur
- Swami Vivekanand Balika Shiksha Prachar Samiti, Jaipur
- Knowledge Hub Global, India
- Red Ribbon Club, MLSU

Media Association



**The Mewar Updates**

## About the Conference

An international conference dedicated to discussing and advancing the social and legal rights, safety, and well-being of working women. The event brings together experts, policymakers, industry leaders, and advocates exploring comprehensive welfare policies and practices that promote equitable workplaces and support the holistic well-being of women in the workforce.

### **Technical Session I: Legal and Policy Frameworks: Local to Global Perspectives**

**Theme:** Examining laws, workplace policies, and global best practices to ensure equality, rights, and justice for women.

1. **Welfare and Support Policies for Job Satisfaction**
  - Comprehensive safety measures in production environments
  - Welfare initiatives: grievance redressal, counselling, mentorship, and flexible working hours
  - Promotion criteria to support gender inclusivity
2. **Government Schemes for Employees and Mills**
  - Awareness of schemes tailored to mill workers and employees (gender-inclusive)
  - Utilization of schemes to promote welfare and industrial growth
3. **Employee Recognition and Development Programs**
  - Gender-equitable incentives, rewards, and career growth opportunities
  - Support mechanisms for performance-based promotions
4. **Grievance Redressal and Workplace Harassment Policies**
  - Establishing effective grievance platforms
  - Policies and training on inclusivity, harassment prevention, and discrimination
5. **Leave Policies and Work-Life Balance Initiatives**
  - Parental, health-related, and sabbatical leave provisions
  - Strategies for balancing career progression with personal and family responsibilities

### **Technical Session II: Strategies for Skills Development and Economic Empowerment**

**Theme:** Exploring innovative approaches to skill-building, equitable pay systems, and fostering financial independence for working women.

1. **Skill Upgradation and Creative Stress Busters**
  - Regular skill enhancement programs and career training
  - Workshops and activities for creative stress management
2. **Quality Control and Workplace Audits**
  - Certification processes and adherence to workplace policies
  - Types of audits (financial, social, environmental, and gender) ensuring compliance
3. **Equitable Pay and Economic Empowerment Initiatives**
  - Transparent pay systems and gender pay gap reduction
  - Financial literacy and entrepreneurial skill-building programs

### **Technical Session III:Future of Work: Inclusivity, Leadership, and Technology**

**Theme:** Discussing how inclusivity, leadership, and technological advancements can create equitable and diverse workplaces.

1. **Inclusive Leadership Models**
  - Encouraging women in leadership roles through mentorship programs
  - Policies to foster diverse leadership pipelines
2. **Technology-Driven Workplaces**
  - Leveraging digital tools for productivity and inclusivity
  - Training programs to enhance technological competence
3. **Mental Wellness and Team-Building Initiatives**
  - Yoga, meditation, and mental health awareness campaigns
  - Team-building activities and socio-cultural programs

### **Technical Session IV:Advocacy for Holistic Well-Being of Working Women**

**Theme:** Addressing physical, psychological, social, and emotional well-being through strategies for a balanced work-life and supportive environments.

1. **Health and Safety Measures**
  - Access to dispensaries, medical facilities, and first-aid support
  - Gender-specific restrooms, hygienic washrooms, and sanitary vending machines
2. **Facilities and Amenities for Employee Well-being**
  - Worker accommodations, childcare facilities, and nursing rooms
  - Canteen services, recreation areas, and transport facilities
3. **Social Support Systems**
  - Peer support groups and professional counseling services
  - Initiatives for community building and personal growth

**Note:**Online presentations of all the technical sessions will be conducted in this session via Google Meet platform. Registered participants will receive a unique link and instructions to join via mail. Kindly check your inbox 24 hours before the session starts.

### **SUBMISSION GUIDELINES**

The papers must be in the usual standard format with an abstract and particulars about the author. It must be sent to the Conference / Organizing Secretary (Soft copy in MS Word, Font (English: Times New Roman & Hindi: Devlys 010 or Krutidev 010 only), Size-12 and Line spacing-1.5) latest by January 25, 2025 on conference mail id.

[womenandwellbeingconference@gmail.com](mailto:womenandwellbeingconference@gmail.com)

Papers will undergo a rigorous peer review process by a technical committee before being accepted for presentation at the conference. Accepted papers will be categorized into two groups: **High-Quality Papers** and **Satisfactory Papers**. High-Quality Papers will be allotted 10 minutes for presentation, while Satisfactory Papers will be limited to a 5-minute summary presentation.

Only full papers submitted by the stipulated deadline (January 11, 2025) will be considered for inclusion in the e-conference proceedings, which will be published with an ISBN.

## IMPORTANT DATES

Conference Date	Submission of Paper/Abstract	Last Date of Registration
28- 29 January 2025	25 January 2025	25 January 2025

## REGISTRATION/ DELEGATE FEE

Academicians & Faculty Members	Life Members of SVBSPS/AWBS	Research Scholars	Students	Corporate/ Industry	On Spot Registration
INR 1500	INR 1200	INR 1000	INR 500	INR 2500	2500

\* In case of two or more authors, it is mandatory for all the authors to register separately for the conference; otherwise, the paper will be published in the name of the person who has registered as a delegate to the conference.

\* The registration fee includes a conference kit, local hospitality and an e-souvenir.

\* No accommodation will be provided for delegates. They have to make their own arrangements for accommodations. However, they may request the required assistance in accommodation (on payment) from the organizing secretaries.

\* Selected papers will be published in journal **Shodh Unnayan**(ISSN No. 3048-846X Print)

**Link for Registration:** <https://forms.gle/P2msbuLDnDuut85r8>

**Link for membership of SVBSPS:** [https://bit.ly/SVBSPS\\_Membership\\_Form](https://bit.ly/SVBSPS_Membership_Form)

**Link for whatsapp group:**<https://chat.whatsapp.com/Cp9zLiKIMFf34iIXC4Yml4>



- Through UPI on: vpa : swami94147823@barodampay
- Through NEFT/RTGS/IMPS in the account as under

Name of Bank & Address	<b>Bank of Baroda, Mahesh Nagar, Jaipur, Rajasthan</b>
Name of Account (Current A/c)	<b>Swami VivekanandBalikaShikshaPracharSamiti</b>
Branch IFSC Code	<b>BARBOMAHESH (Fifth character is zero)</b>
Current A/c No.	<b>56700200000823</b>

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Society, Udaipur

**ORGANIZING SECRETARY**

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Incharge Head, Dept. of Fashion  
Technology & Designing, MLSU,  
Udaipur

**CONFERENCE CONVENER**

**Dr. Shailendar Maurya**  
Chairman, Swami Vivekanand  
Balika Shiksha Prachar Samiti,  
Jaipur

**CONFERENCE FACILITATORS**

- **Dr. Shweta Sharma**, CEO,  
Knowledge Hub Global, India
- **Dr. Alpna Singh**, Secretary,  
Academy of Well Being Society,  
Udaipur
- **Advocate Aastha Arora**, Legal  
Expert, India

**SESSION CONVENERS**

- **Dr. Jayshree Singh**  
Head, Department of English, Bhupal  
Nobles University, Udaipur
- **Dr. Simple Jain**  
Centre for Training & Empowerment  
of Rural Women, SDAU, Gujarat
- **Dr. Chetna Kumawat**  
Head, Dept. EAFM, MLV Govt.  
College, Bhilwara
- **Ms. Annu Jain**  
GF, MLSU

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## About Mohanlal Sukhadia University

Mohanlal Sukhadia University (erstwhile Udaipur University) at Udaipur is a State University established by an Act in the year 1962 to cater the needs of higher education in Southern Rajasthan with more than 2.25 Lakh Students. University has ensured overall socio-economic growth of all the sections of society by encouraging greater access and inclusive approach making it most preferred institution for higher education, learning and research.

Conscious about its social responsibilities, the university has played significant role in socio-economic development of backward, under-privileged and socially challenged people through its various extension activities. UGC sponsored "Women's Study Centre" and Ministry of Health and Family Welfare supported "Population Research Centre" established in the university have contributed significantly in the areas of women empowerment, gender equality and child development. Visit: [www.mlsu.ac.in](http://www.mlsu.ac.in)

## About Academy of Wellbeing Society, Udaipur

The Academy of Well-Being Society was established in 2007 with a vision to create a unique institution dedicated to understanding and enhancing human well-being.

Since its inception, the Academy has been actively involved in fostering a multidisciplinary approach by bringing together psychologists, psychiatrists, behavioral scientists, agricultural scientists, home scientists, and health practitioners from diverse disciplines and sectors, including academia, industry, healthcare, education, hospitals, and defense.

One of the Academy's significant achievements is the publication of a bi-annual journal, Journal of Well-Being, which showcases original research articles authored by students and experts.

The organization takes pride in editing and publishing these articles, contributing to the understanding of the human psyche in the context of contemporary behavioral developments. To date, numerous volumes have been published, reflecting the Academy's commitment to academic excellence and societal impact.

The Academy continues to serve as conceptual framework for like-minded individuals dedicated to advancing the holistic growth of society through innovative research and knowledge dissemination.

## About Swami Vivekanand Balika Shiksha Prachar Samiti, Jaipur

Swami Vivekanand Balika Shiksha Prachar Samiti (SVBSPS) is a non-profit organization recognized by NITI Aayog, Ministry of Social Justice & Empowerment, and Government of India. The organization was formally registered under the Rajasthan Societies Registration Act 1958 on September 8, 2004. For the past 20 years; this organization has

been dedicated to promoting girls' education and women's development. Even before its formal establishment, the organization was actively working to promote girls' education through free classes, adult education in slum areas and various camps and workshops from May 11, 2002.

The organization continues to organize seminars, lectures, workshops and webinars to promote education, particularly for women and girls. The primary objective of the organization is to advance education in underprivileged areas, communities and groups, introducing them to developmental programs and initiatives aimed at the holistic growth of women and girls.

### **About Knowledge Hub Global (KHG), India**

Knowledge Hub Global (KHG) is a renowned organization with over 17 years of expertise in the visa and immigration industry. Established in Singapore on May 11, 2007, KHG has consistently demonstrated its dedication to facilitating seamless international journeys for individuals and students. The organization expanded its operations to India in 2009, the Philippines in 2012, and further strengthened its global presence with offices in Australia and the United Kingdom by 2018.

KHG has forged partnerships with over 60 esteemed colleges and institutions worldwide, providing extensive opportunities for students pursuing global education. The organization actively promotes educational and professional development through tailored guidance, workshops, webinars, and personalized services to meet diverse immigration and study abroad needs. With a commitment to excellence and a focus on empowering students and professionals, KHG fosters global opportunities and facilitates cultural exchange, ensuring holistic growth and success for every client.

### **About Red Ribbon Club, MLSU**

The RRC aims at harnessing the potential of the youth by equipping them with correct information on HIV/AIDS Prevention, Care and Support and Treatment. It also aims in building their capacities as peer educators in spreading messages on positive health behaviour in an enabling environment and increasing voluntary blood donation from among youth. RRC motivates youth and build their capacity as peer educators and change agents by developing their skills on leadership, negotiation, and team building. RRC Tap the vibrancy of Youth and channelizing the energy of the youth in a positive direction.

For further assistance or query

Contact: **Dr. Dolly Mogra (7976791683) Dr. Shailendar Maurya (9414770142)**