



# NATIONAL CONFERENCE



*on*

# Gender Justice in the Corporate Sector: Promoting Inclusion & Equality

*organised by*

**Centre for Gender Justice Studies  
Maharashtra National Law University, Nagpur**

**&**

**Centre for Business Laws and Taxation  
Rajiv Gandhi National University of Law, Punjab**

*November 9, 2024*



*Conference Venue: RGNUL Punjab Campus*

# **ABOUT MAHARASHTRA NATIONAL LAW UNIVERSITY, NAGPUR**

Maharashtra National Law University (MNLU), Nagpur was established by the Government of Maharashtra in 2014. The university is an academic fraternity of individuals who foster the aim of excellence and holistic development in order to contribute effectively to society. The university aims to train socially responsible and accountable legal professionals. In order to realize this holistic vision, the University, through its multidisciplinary centres, strives to develop legal and intellectual acumen for the academic fraternity in order to institute a confident and critical outlook towards the profession and society.

# **ABOUT CENTRE FOR GENDER JUSTICE STUDIES**

The Centre for Gender Justice Studies is an endeavour of Dr. Shilpa Jain, Associate Professor of Law at Maharashtra National Law University, Nagpur. The Centre was founded to respond to the development of rights for people identifying with different genders, facilitating the realisation of their basic rights. The Centre endeavours to undertake interdisciplinary studies involving legal academia and other stakeholders to contribute in the best possible manner to the global pool of knowledge on this subject and the discourse.

## **ABOUT RAJIV GANDHI NATIONAL UNIVERSITY OF LAW, PUNJAB**

The Rajiv Gandhi National University of Law (RGNUL), Punjab, was established by the Rajiv Gandhi National University of Law, Punjab Act, 2006. The Act incorporated a University of Law to fulfil the need for a Centre of Excellence in legal education in the modern era of globalization and liberalization. The university endeavours to serve society through reforms in legal services by way of preparing professionally competent lawyers, inquisitive researchers, able administrators, conscientious judicial officers, and above all, socially responsible citizens, who shall be whole-heartedly and continuously engaged in the process of nation building.

## **ABOUT CENTRE FOR BUSINESS LAWS AND TAXATION**

CBLT has been established to promote interdisciplinary research on Business Laws and Taxation. The Centre aims to engage in meaningful research in these domains. The Centre also endeavours to formulate policies in a prescriptive sense. For this purpose, the Centre strives to collaborate with other stakeholders and institutions for continuous growth in the field of business laws and taxation. The Centre aims to establish an effective venue for discussion and dialogue on contemporary Business law and Taxation issues.

## **ABOUT THE CONFERENCE**

In today's evolving corporate landscape, understanding the intersection of gender with business practices is crucial for fostering a fair and inclusive work environment. The "Gender in the Corporate Sector: Promoting Inclusion and Equality" conference aims to delve deeply into this intersection, addressing the multifaceted challenges and opportunities that arise from gender dynamics in the workplace. This event aims to bring together industry leaders, policymakers, advocates, scholars and students to explore how gender influences various aspects of corporate life, from compensation and leadership to technology and consumer behaviour.

The conference will focus on key issues such as closing the gender wage gap, developing inclusive policies for menstruation, maternity, and transgender inclusion, and enhancing representation in leadership roles. Attendees will be participating in diverse discussions on overcoming employment biases, promoting shared parental responsibilities, and leveraging corporate social responsibility (CSR) to drive gender equality. With expert panels, interactive workshops, and ample networking opportunities, this event will provide actionable insights and strategies to create a more equitable and inclusive corporate environment. Join us to be at the forefront of shaping gender equity in the business and corporate world.

## **CALL FOR PAPERS**

Papers for presentation at the National Conference are invited from academicians, practitioners, researchers, scholars and students on the issues related to, but not limited to, the specified themes. The sub-themes are not exhaustive and the researchers are free to write on any topic related to the theme.

Authors of selected papers will be allowed to present their papers as per the requirement of the theme during sessions on the days of the seminar in person. Selected full papers will be published in a special volume on the seminar in the form of an edited book with an ISBN number.

## **AWARDS**

The “Best Paper” will be selected amongst the papers received well within the specified deadline for submission of the full paper. Further, the criteria for “Best Paper” include adherence to all the rules related to formatting and payment of the requisite fee.

# CONFERENCE SUB-THEMES

- Gender Bias and Compensation Disparities
- Menstruation, Maternity and Other Healthcare Policies in the Corporate Landscape
- Work-Life Balance: Redefining Family Roles
- Debunking Skill Perception Bias: Access to Professional Development
- Gender Bias in Employment Opportunities: Bias-Free Recruitment and Career Advancement
- Leadership Roles Across Genders: Breaking the Glass Ceiling
- Gender Inequities in Capitalist Structures
- Economic Participation of Women and Transgender Individuals
- Gendered Intellectual Property Rights: Impact on Innovation and Ownership
- Gender and Technology: Bridging the Digital Divide
- Inclusive Corporate Policies: Interplay of Gender and Other Identities in the Corporate World
- CSR Initiatives for Gender Equality: Promoting Inclusive Corporate Responsibility

## CONFERENCE SUB-THEMES

- Comprehensive Parental Leave: Best Practices for Supporting All Parents
- Creating Safe Work Environments: Policies and Support Systems
- Entrepreneurship and Gender; Trade and Gender
- Inclusive Networking Opportunities: Building Supportive Professional Communities
- Corporate Feminism and Economy
- Gender and Consumer Choices: Market dynamics and preferences
- Gender Dynamics in White Collar Crimes

**Note:** The above-listed themes are illustrative and the Author(s) are at their discretion to choose any other sub-theme for their paper related to the conference's general theme. The list is merely suggestive and not exhaustive.

# SUBMISSION GUIDELINES

## Abstract

The abstract should not exceed 300–350 words and must reach the organiser on or before 20 September 2024. All abstracts must be accompanied by a cover page containing the following details:

1. Name of the Author(s)
2. Sub-Theme (Optional)
3. Email ID
4. Contact Number
5. Postal Address

**Note:** Co-authorship is permitted to a maximum of 2 authors. All submissions must be the author's original and unpublished work, and should not be under process for publication in any other journal.

**Link for submission of abstracts:**  
[https://docs.google.com/forms/d/e/1FAIpQLSfc5cx12T2JyGBXmh0yALvkMzAVQj-7UeE5HzockdPdWUypwA/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfc5cx12T2JyGBXmh0yALvkMzAVQj-7UeE5HzockdPdWUypwA/viewform?usp=sf_link)



# SUBMISSION GUIDELINES

## Full Paper

The following guidelines should be followed while submitting the full paper:

- The word limit of the paper shall be 3000-6000 words (exclusive of footnotes).
- The font style of the paper should be Times New Roman with font size being 12 for the main text and 10 for the footnotes.
- The line spacing for the main text and footnotes should be 1.5 and 1 respectively (Endnotes are not permitted).
- Margins of 1 Inch should be maintained on all four sides of the pages.
- Citation Style to be followed is Bluebook, 20th edition.
- The File Name should be in the format given: Name of Author-Title of paper
- The abstract and full paper have to be submitted in .doc/.docx format.
- A plagiarism declaration statement should be attached along with the full paper. (The permitted similarity index is 10%).
- The use of AI in writing is prohibited.

**Note:** The link for submission of full paper shall be shared once the abstract is accepted.

# REGISTRATION

Abstract selection would be intimated through email. After the selection of the abstract, the participants are required to pay the requisite fees for registration and email the receipt of the payment to [cgjs@nlunagpur.ac.in](mailto:cgjs@nlunagpur.ac.in) & [cbltevents@rgnul.ac.in](mailto:cbltevents@rgnul.ac.in). Upload the fee receipt in the registration form.

Fee payment for registration can be made through the link provided below. The last date for registration fee payment is on or before 2 October 2024.

**Link for fee payment:**  
[https://lsacademia.in/lsa\\_rgnul/eventPortal/loginFrom.jsp](https://lsacademia.in/lsa_rgnul/eventPortal/loginFrom.jsp).

## Registration Fees

### Students and Scholars:

- Single-Authorship- Rs. 700/- (exclusive of GST)
- Co-Authorship- Rs. 1000/- (exclusive of GST)

### Academicians and Professionals:

- Single-Authorship- Rs. 1000/- (exclusive of GST)
- Co-Authorship- Rs. 1500/- (exclusive of GST)

## Accommodation

Please note that accommodation is available on a first-come, first-serve basis and requires a separate accommodation fee. Details shall be shared separately.

## IMPORTANT DATES

ABSTRACT SUBMISSION  
DEADLINE  
**25/09/2024**

INTIMATION OF ABSTRACT  
SELECTION  
**30/09/2024**

REGISTRATION DEADLINE  
**02/10/2024**

FULL PAPER SUBMISSION  
DEADLINE  
**30/10/2024**

NATIONAL  
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GENDER JUSTICE IN  
THE CORPORATE  
SECTOR: PROMOTING  
INCLUSION & EQUALITY  
**9/11/2024**

**Note:** The deadline for compliance with the  
aforementioned dates is 11:59 PM respectively.



**CENTRE FOR GENDER JUSTICE STUDIES,  
MNLU NAGPUR**

**&**

**CENTRE FOR BUSINESS LAWS AND  
TAXATION, RGNUL PUNJAB**



# **CONFERENCE COMMITTEE**

## **PATRON-IN-CHIEF**

Prof. (Dr.) Vijender Kumar  
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Nagpur

Prof. (Dr.) Jai S. Singh  
Vice-Chancellor, RGNUL  
Punjab

## **PATRON**

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Registrar-in-Charge, MNLU  
Nagpur

Prof. (Dr.) Anand Pawar  
Registrar, RGNUL Punjab

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& Centre Co-ordinator,  
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