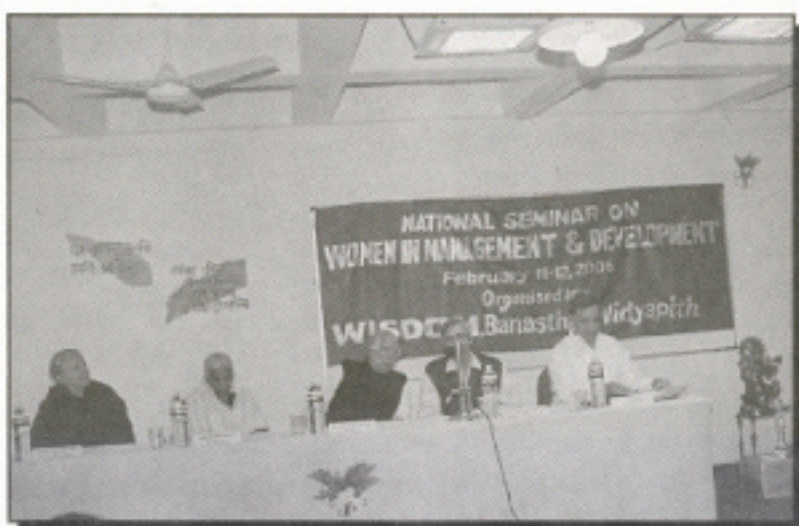


NATIONAL SEMINAR ON 'WOMEN IN MANAGEMENT AND DEVELOPMENT'



In recognition of the growing role of women at the workplace, WISDOM organized a two day National Seminar on Role of Women in Management & Development on 11-12 February 2006. With women making a mark for themselves in all walks of life, their contribution to society is no longer limited to the household. In the field of management, more and more women are scaling new heights of success. The purpose of the seminar was to provide a platform for the discussion of challenges faced by women at the workplace and also to bring to light the various opportunities available to women.

Prof. Diwakar Shastri, President, Banasthali Vidyapith inaugurated the program. In his presidential comments, Prof. Shastri emphasized the need for breaking the psychological glass ceiling that exists in the minds of women. Often women themselves create mental blocks in the path of their career growth. Thus, there has to be an effort on the part of women themselves to break these mental blocks and only then can they expect the society to do something for them. Vice-President Mrs. Kamla Shastri, Secretary, Prof. Chitra Purohit, Prof. Subhash Sharma, Director IIPM, Bangalore were among other dignitaries. Prof. Siddharth Shastri, Dean, Wisdom delivered the welcome speech. Prof. Jaya Indiresan, Advisor, Asian Centre for Organization Research & Development (ACORD), New Delhi, Dr. Ramani Natarajan, Director, Women's Institute of Entrepreneurship and Management, Bangalore and Dr Mala Kapadia, Associate Professor, S.P.Jain Institute of Management and Research, Mumbai, chaired the sessions. Prof. Subhash Sharma delivered the keynote address in which he outlined the implications for women in the era of globalization. He stressed that more women should enter the corporate world so as to bring about social change. Feminism as a social movement should be given greater push. At the political level also there should be a sharing of power and women should be represented in large numbers in legislative assemblies.

Prof. Jaya Indiresan, discussed ways of Releasing Leadership Potential of Women

Students. She talked about the need for parents and community to be gender sensitized and the role of educational institutions in breaking stereotypes. With an increase in the enrollment of women students in educational institutions, there is a growing awareness about the low status of women in society. A large number of women occupy the lower levels and they are conspicuous by their absence in senior management and leadership positions. She outlined the best practices adopted by some institutions and strategies for releasing the leadership potential of women students.

Ms Mala Kapadia discussed the role of women and Yin energies in creating and perpetuating this new leadership style along with the integrated intelligence of IQ, EQ and SQ.

Dr. Ramani Natarajan delivered a lecture on 'Workplace and Women' and outlined the various limitations that women face in their professional advancement. She opined that discrimination, limits to physical mobility, socialization and exclusive responsibility of domestic work were major factors that limit the development of women.

Prof. Rekha Govil, in her paper entitled IT Culture Development and Women Empowerment through Localized Home Entrepreneurship, shared her experiences relating to the 'Gramudyog Project' being run by Apaji Institute of Mathematics and Applied Computer Technology (AIM & ACT) and sponsored by the Ministry of HRD, Govt. Of India. The project has been run in various districts of Rajasthan and through this project computer literacy has been provided to women. They have been encouraged to start their own enterprises.

The speakers presented their views on the importance of women development, the role played by Banasthali Vidyapith, Feminism and other significant issues. Few major points that were raised included the importance of women in politics and Banasthali Vidyapith's contribution to the development of women professionals.

'In these 10 years, WISDOM has emerged as a brand name. If a thousand WISDOMs bloom, then development of women will not be a distant goal. Social change can be created only if there are more and more women entrants in the corporate world. Today, the market is more open and ready to accept their hard work and dedication.'

The seminar drew a good response, with paper contributions coming from all over the country. It was well represented and people from all the five zones of the country participated in the seminar. More than 50 papers were received on the various topics of the seminar, which helped in generating good discussion over the two days of the event.

□□□