

Special Lecture on

“Empowering Equality: Overcoming Gender Based Disparities”

Date: 28.06.2025

Venue: Kousali Institute of Management Studies, Karnatak University, Dharwad

Resource Person: Ms. Shantika Muradeshwar, HR Manager and Legal Expert, Kirloskar Institute of Management, Harihara

Centre for Multi-disciplinary Development Research, Dharwad, organised a special lecture on "Empowering Equality: Overcoming Gender-Based Disparities" for MBA students on 28th June 2025 in collaboration with the Kousali Institute of Management Studies, Karnatak University, Dharwad. In today's globalised and competitive world, workforce diversity is a reality, with people from diverse backgrounds, cultures, and identities working together. Workforce diversity offers huge challenges as well as opportunities too. Despite the progress, gender-based disparities persist in areas such as wages, promotions, and job assignments. This special lecture aimed to highlight the importance of gender equality in the workplace, which is a key Sustainable Development Goal (SDG), and the role of law in promoting empowerment.

The resource person, Ms. Shantika Muradeshwar, HR Manager and Legal Expert, threw light on the root causes of gender-based disparities, which often begin in the home itself; Various societal norms, cultural norms also contribute to this disparity. She discussed various types of disparities, unequal pay, types of jobs assigned, stereotyping in organisations and society, their impact, and strategies for protection. She also covered the topic of sexual harassment at the workplace, emphasising that it can affect individuals of all genders irrespective of male, female or transgender. She elaborated on anti-harassment laws, the Equal Pay Act, and other relevant legislations to students.

Through case studies and interactive discussions, the students gained valuable insights into the complexities of gender-based disparities and the importance of promoting equality in the workplace. The lecture provided a platform for students to engage with the topic and develop a deeper understanding of the challenges and opportunities in achieving gender equality. By

sharing her personal work experience, she provided valuable insights for students and empowered them by providing information about workplace diversity, equality etc. which will help them to be an empathetic leader in future.

Around 80 participants have participated in the event. The session has been inaugurated by Dr. Jai Prabhakar, Programme Coordinator - CMDR, Dr.Pushpa Hongal, Assistant Professor & Coordinator FDP/MDP Cell, KIMS, KUD and presided over by Dr.R.R.Kulakrni, Professor, KIMS, KUD. Dr.Dundappa Badlakkanavar, Dr. Ashok and Mr.Pundappa and others were also present in the session.



