



2-DAYS NATIONAL SEMINAR

organised by

SARASWATI MAHILA MAHAVIDYALAYA

sponsored by

NATIONAL HUMAN RIGHTS COMMISSION (NHRC)

(25-26 NOV, 2026)

Mode of Seminar: **HYBRID**

FROM MARGIN TO MAIN STREAM

*Women at Organized & Unorganized
Work Sectors.....*



ABOUT THE NATIONAL HUMAN RIGHTS COMMISSION

The National Human Rights Commission (NHRC), India is a statutory body established under the Protection of Human Rights Act, 1993. It is entrusted with the responsibility of promoting and protecting human rights, including the rights relating to life, liberty, equality and dignity. The Commission addresses human-rights concerns through inquiries, recommendations, studies, awareness and human-rights education, and engagement with institutions and stakeholders.

VISION & MANDATE

The Commission's mandate includes inquiry into human-rights violations or negligence in their prevention by public servants, review of safeguards, study of treaties and international instruments, research, human-rights literacy and awareness, and recommendations for effective protection of rights.



ABOUT THE SARASWATI EDUCATIONAL INSTITUTIONS (SEI)

SARASWATI MAHILA MAHAVIDYALAYA, PALWAL, HARYANA

Established in 1988, Saraswati Mahila Mahavidyalaya (SMM) is a Government-aided postgraduate institution dedicated to bridging the gender gap in higher education. Saraswati Mahila Mahavidyalaya, Palwal is a women-focused educational institution committed to providing accessible and quality higher education while fostering academic development, confidence, values and social responsibility among its students. The institution seeks to create an inclusive learning environment and to contribute to the educational and social empowerment of women.



SARASWATI INSTITUTE OF LAW, PALWAL

Established in 2017, Saraswati Institute of Law (SIL) is committed to quality legal education, academic excellence, and holistic student development. Envisioned as a “temple of learning,” SIL integrates rigorous academics with practical exposure, ethical values, and professional growth. The institute conducts seminars, conferences, moot courts, and research activities, earning recognition through a Chief Minister Fellowship research project and an ICSSR-sponsored research project. SIL hosts National and International academic events on contemporary legal issues and organizes educational visits to Courts, Jails, Parliament, and other Legal Institutions.



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Prof. Dr. Monika Gupta
Seminar Director
Principal (off.), Saraswati Institute of
Law, Palwal

ABOUT THE SEMINAR

“The Constitution is not a parchment of paper but a vehicle of life. Its promises must reach the last woman in the queue of justice.”

The Two-days National Seminar, “From Margin to Main Stream – Women at Organized & Unorganized Work Sectors”, focuses on the position, contribution, rights, dignity, safety and opportunities of women across formal and informal employment. It examines structural inequalities, unpaid labour, workplace prejudice, occupational health and safety, reproductive concerns, sexual harassment and the continuing gap between constitutional guarantees and lived realities.

The seminar also considers the socio-economic implications of women's participation in the workforce, the opportunities and risks created by artificial intelligence, religious sensitivity and workplace neutrality, intersectional vulnerabilities, women's representation and reservation, and the effectiveness of existing laws and policies. It seeks interdisciplinary dialogue among academicians, legal experts, policymakers, industry representatives, researchers and civil society to develop evidence-based and practical strategies for gender justice and inclusive workforce participation.

OBJECTIVES OF THE SEMINAR

- To examine women's contribution in work force and related prejudice or constraints.
- To examine health care services, nutrition, occupational risk, reproductive concerns & sexual violence/harassment at workplace.
- To examine socio-economic implications on women being in work force.
- To explore impact of AI on women's employment & opportunities.
- To critically evaluate existing laws and policies on women's labour rights and workplace security.
- To examine the need and scope of reservation for women.
- To analyze issues of religious sensitivity and workplace neutrality.
- To investigate intersectional vulnerabilities among Dalit, Tribal, and minority women.
- To propose policy recommendations and affirmative strategies.

THEME

From Margin to Main Stream – Women at Organized & Unorganized work sectors

SUB-THEMES

1. Women in the Workforce: Participation and Barriers

- Gender stereotypes and workplace discrimination
- Wage inequality and occupational segregation
- Glass ceiling and leadership barriers
- Women in formal and informal employment
- Workplace safety and mobility

2. Women's Health and Safety at Work

- Physical & Mental Health and workplace risks
- Nutrition and healthcare access
- Reproductive health, Menstrual Health and maternity concerns
- Health and safety of informal women workers

3. Unpaid Work and the Care Economy

- Unpaid household and care work
- Recognition and valuation of women's work
- Work–life balance and time poverty
- Equal pay for equal work
- Care responsibilities and women's employment
- Women's work and household economic well-being

4. Artificial Intelligence and the Future of Women's Work

- AI and women's employment
- Automation and job displacement
- Digital divide and skill gaps
- Women in STEM and emerging technologies
- AI-enabled opportunities and entrepreneurship

5. Labour Rights, Law and Workplace Security

- Women's labour rights and constitutional protection
- POSH and prevention of workplace harassment
- Implementation of labour laws and policies
- Grievance redressal and institutional accountability
- Safe and dignified workplaces
- CEDAW, ICESCR and Indian Labour Law: Translating International Commitments into Workplace Protection
- Articles 14, 15, 16, 19, 21, 39 and the Changing Landscape of Women's Labour Rights

6. Reservation, Representation and Women's Leadership

- Women's reservation and affirmative action
- Representation in employment and leadership
- Women in decision-making positions
- Political representation and economic empowerment
- From numerical representation to meaningful participation

7. Religion, Identity and Inclusion at the Workplace

- Religious freedom and workplace practices
- Dress, symbols and religious expression
- Workplace neutrality and reasonable accommodation
- Religious discrimination and exclusion

8. Intersectionality and Marginalised Women Workers

- Dalit, Tribal and minority women workers
- Migrant and rural women workers
- Women with disabilities and workplace inclusion
- Women as Gig Workers, Brick Kiln Workers or Manual & Construction Labour

9. Policy Strategies for Women's Economic Empowerment

- Women's entrepreneurship and financial inclusion
- Skill development and employment opportunities
- Gender-responsive budgeting
- Social security and welfare measures
- Evidence-based policies for inclusive growth

10. Gender-Responsive Governance, Climate Resilience and the Future of Women's Work

- Gender-responsive policies, budgeting and governance
- Gender mainstreaming and SDGs for women's economic empowerment
- Climate change, women's livelihoods and environmental vulnerability
- Women's leadership, entrepreneurship and transformative change
- Strengthening women's labour force participation towards Viksit Bharat @2047

NOTE: The above themes are indicative and may encompass other relevant contemporary legal and socio-economic issues related to the conference theme.

IMPORTANT DATES

- Abstract Submission Date - 31st Oct, 2026
- Abstract Acceptance Date - 3rd Nov, 2026
- Full paper submission with plagiarism report & AI report - 15th Nov, 2026
- Date of Seminar - 25-26th Nov, 2026

REGISTRATION

- This National Seminar is sponsored by NHRC.
- NO REGISTRATION FEE will be charged from Participants.
- All participants are required to present their paper.
- Delhi-NCR & Haryana participants shall attend in offline mode compulsorily. (Other participants may opt for hybrid mode)
- A maximum of 2 authors are allowed for a paper.
- Registration link:

<https://docs.google.com/forms/d/e/1FAIpQLSckgQzn1q4SDI08eUVZx19wH9P-GBYy091Bb5ajVDHu0qp2Jw/viewform?usp=header>

SUBMISSION GUIDELINES

- Abstract (300-500 words).
- Abstract should include objectives, methodology, data sources, and keywords.
- Submissions must be original and unpublished.
- Abstract should be typed in MS Word using Times New Roman font, 12-point size, and 1.5-line spacing.
- Abstracts are to be submitted with the registration form.

- Each paper should have a cover page containing the title of the paper, name of the author, Institution, name, email id and phone number.
- Late abstracts will not be entertained.

PUBLICATION OPPORTUNITIES

Participants presenting full papers will have the opportunity to publish their research in reputed National / International reputed journals as per their policies and standards. It is subject to the requisite permission of NHRC.

PAPER PRESENTATION & CERTIFICATE

Certificate of Presentation will be issued only after successful presentation of the paper in the assigned technical session.

In case of co-authorship, at least one author must present the paper at the seminar. The presenter must be physically present during the session.

Failure to present the paper will result in no certificate issuance.

One Best Presenter Certificate will be awarded to the participant for outstanding presentation.

PLAGIARISM & ACADEMIC ETHICS

IMPORTANT GUIDELINES

- Only registered and presented papers will be considered for certificate.
- Authors must submit a full-length paper following the prescribed format.
- Papers must be original and within the word limit of 5000 to 8000 words (excluding the footnotes).
- Footnotes need to follow as per APA 7th Edition citation style.
- Papers with plagiarism exceeding 9% will be rejected.
- The use of AI-assisted content must comply with academic integrity standards, and any violation may lead to disqualification.
- Final decision regarding publication rests with the editorial board and publishing partner. Only after the requisite permission of NHRC.

ACCOMMODATION

- No TA/DA will be provided to participants.
- Participants are advised to make their own arrangements for travel.
- Accommodation may be arranged. (Chargeable)

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