

dit

म्बेडकर

**Volume 7, Issue 1 (IX)**  
January - March 2020

ISSN 2394 - 7780

**International Journal of  
Advance and Innovative Research**  
(Conference Special)



**Indian Academicians and Researchers Association**  
[www.iaaedu.com](http://www.iaaedu.com)



Shurparaka Educational & Medical Trust's  
M. B. Harris College of Arts &  
A. E. Kalsekar College of Commerce & Management  
Nallasopara (W); Tal. Vasai, Dist. Palghar - 401 203



Celebrating **70** Glorious Years  
1950 2020



**sasmira's**  
**Institute of Commerce and Science**

Affiliated to University of Mumbai



**SASMIRA'S**  
**INSTITUTE OF COMMERCE AND SCIENCE**  
Mumbai

Affiliated to University of Mumbai





*lina*

**sasmira's**

**Institute of Commerce and Science**

Affiliated to University of Mumbai

## **National Conference**

*On*

# **Women Empowerment: Transcending Social Horizon**

**8<sup>th</sup> February, 2020**

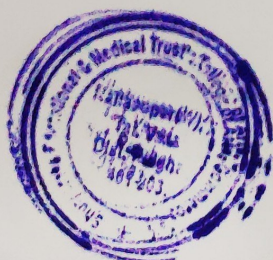
ORGANIZED BY  
**SASMIRA's INSTITUTE OF COMMERCE AND SCIENCE**  
Worli, Mumbai



Publication Partner  
**Indian Academicians and Researcher's Association**



<b>BREAKING OF GENDER STEREOTYPES IN FAMILY</b>	136 – 141
Neha Bhushan Sawant and Priyanka Santosh Bhalekar	
<b>PORTRAYAL OF WOMEN IN INDIAN MEDIA</b>	142 – 147
Priyanka Santosh Bhalekar and Reshma Chandan S. Rajput	
<b>CHANGING STATUS OF WOMEN IN ADVERTISING</b>	148 – 149
Dr. Nidhi Pundir	
<b>A STUDY TO UNDERSTAND THE IMPACT OF GST ON A WOMEN'S WALLET</b>	150 – 154
Jyoti Peswani and Dr. Pushpendu Rakshit	
<b>CHALLENGES &amp; OPPORTUNITIES IN WOMEN'S EDUCATION</b>	155 – 157
Madhavi Amondkar and Seema Vishwakarma	
<b>A STUDY ON STRESS FACED BY WOMEN TEACHING IN SELF FINANCE PROGRAMS</b>	158 – 162
Prof. Soumya George and Prof. Remya George	
<b>A STUDY OF GENDER INEQUALITY IN APPOINTMENT OF TEACHERS IN EDUCATION SECTOR IN MUMBAI REGION</b>	163 – 167
Sanjay C Premchandani	
<b>EQUALITY OF WOMEN AT WORKPLACE: EQUALITY OF WOMEN AT URBAN AREA'S</b>	168 – 171
Akanksha Singh and Piyushkumar Darji	
<b>SUSTAINABLE FINANCIAL SCHEMES FOR MICRO WOMEN ENTREPRENEURS AND THEIR AWARENESS</b>	172 – 179
Sayali Dilip Jadhav	
<b>STUDY ON HOUSEHOLD FINANCE AND THEIR SPENDING BEHAVIOUR</b>	180 – 186
Russell D'Souza	
<b>A STUDY OF WORK LIFE BALANCE OF WORKING WOMEN IN WORLI</b>	187 – 192
Madiha Banu Ansari and Dr. Ritu Bhattacharyya	
<b>WOMEN'S EQUALITY IN THE SOCIETY</b>	193 – 194
Tehseen Shaikh	
<b>DECODING POSH – INDIA'S LAW ON PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE</b>	195 – 199
Evonne Jagdish Sakhrani	
<b>COMPARATIVE STUDY ON STRESS AMONG WORKING AND NON WORKING WOMEN</b>	200 – 205
Shinde Shubhangi Baban Maya and Vaishali Kothiya	





**WOMEN'S EQUALITY IN THE SOCIETY**

Tehseen Shaikh  
Assistant Professor, A. E. Kalsekar College of Commerce & Management, Nallasopara (W)

**ABSTRACT**

This research paper is all about the main agenda of showing the equality at workplace. The equality is not only about the men and female but also about difference of rights, opinion, caste, Creed and custom, disable etc. It also shows the equal treatment to all. Workplace matters a lot in today's era. People should get equal importance and fair treatment at workplace. Workplace matters to all individual since it's a place where people spent most of their life in earnings and making their life more balanced and to cope up with their financial problems and situation. It's really important to understand the value of equality at workplace so that it will make right path to all.

**INTRODUCTION**

Equality, the word itself means "EQUAL". Equality is what today our society needs for Women at all section. Here it's not only about the particular place but it's about the workplace. In our society women plays a very important role in all sectors. Developing women means developing nation. When we speak about equality it means gender equality i.e. male, female, caste, custom, disable. Equality means making sure people are given equal opportunities, equal pay, equal rights, equal respect, and equal authority and are accepted for their differences. When we speak about equality it also shows many aspects regarding caste, religion, discrimination about upper and lower. We all are human being discriminating through these believes will only create problem at workplace and.

Workplace is an essential part of our lives since we earn to live it is most important daily routine. One must understand that equality at work place should be given utmost important for women's to learn and grow their confident with high spirit and enthusiasm. There should be no discrimination between male, female at workplace regarding her rights, values, pay, respect and authority. It also means that women should be given comfort to work without harassment of their personal issues or family background.

Equality in the workplace means that no person should experience or fear discrimination based on their gender, sex, age, race, etc. ... here one should also note that being a woman her safety is more important. She should be allowed to leave before midnights or late night. If her work demands late shift or overtime, as equality at all work are for sure but at the same time it should also be noted that *she is a women, a mother a wife, a daughter, a sister of other family. at workplace flexible shift should be allotted to ladies to pursue her other activity properly keeping in view her safety.*

**OBJECTIVE**

1. To study the conceptual framework of paper.
2. Importance of Equality in workplace.
4. Measures to improve Equality in workplace.

**RESEARCH METHODOLOGY**

The paper is based on the secondary sources of data i.e. websites, books, journals etc.

**Important of equality in workplace**

**EQUALITY**, it means no discrimination between male and female, fair and black, upper or lower class, religion and creed, close associates and colleges etc. Equality plays a very important role in the quality of life and lives. There should be no discrimination among this and also there should be no indiscriminate with women. There should be any favouritism at workplace apart from all there should be no politics at all. Work culture should be healthy and good for all working and especially ladies. *Discrimination is the unfair treatment of someone for their gender, race, nationality, sexual orientation, religion, age or disability.*

*No groupism harassment, sexual harassment, women outlook, body shaming, body figure, etc.* "Doing right by women in the workplace does not mean treating them with just respect. It also means not isolating or ignoring them – and making access equal. Whether that means you take all your direct reports out to dinner or none of them, the key is to give men and women equal opportunities to succeed, to grow, to build confident, to understand etc.

For smooth functioning of working culture of any organization Equality must be maintained.

