



Notice for the PhD Viva Voce Examination

Mr Lakshay Sharma (Registration Number: 2070305), PhD scholar at the Department of Economics, School of Social Sciences, CHRIST (Deemed to be University), Delhi NCR Off-Campus will defend his PhD thesis at the public viva-voce examination on Wednesday, 12 February 2025 at 10.30 am in the Discussion Room, Second Floor, A Block, CHRIST (Deemed to be University), Delhi NCR Off-Campus.

Title of the Thesis : **Gender Discrimination at Workplace: A Study of National Capital Region**

Discipline : **Economics**

External Examiner - I : **Dr Ashulekha Gupta**
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The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Registrar

Place: Bengaluru

Date: 28 January 2025

ABSTRACT

The position of women in society and their socio-economic contributions have been extensively studied, yet gender discrimination remains a critical barrier to actual progress in India. Despite remarkable economic growth, women's inclusion in the workforce is crucial for sustainable development. Studies highlight that India's GDP could grow by 1.5 percentage points with increased female workforce participation (World Bank, 2018). However, India's ranking of 140 out of 156 in the Global Gender Gap Report (2021) underscores the urgent need to address persistent inequalities in economic empowerment, education, health, and political participation. The study investigates workplace gender discrimination and bedevilment faced by women, their impact on turnover intention, and potential solutions. Findings reveal widespread issues, including wage disparities, limited promotions, hiring biases, and discriminatory management. Workplace bedevilment, such as verbal, physical, and sexual bedevilment, fosters a hostile work environment, increasing stress and turnover intention. Sectoral and regional variations highlight the need for tailored interventions. The research recommends education and training programs, robust enforcement mechanisms, inclusive workplace policies, and greater gender diversity in leadership. By addressing these issues, policymakers and organizations can create supportive environments, enabling women to thrive and contribute meaningfully to India's socio-economic development. These insights offer a roadmap for fostering gender equity and empowerment.

Keywords: Gender Discrimination, Workplace Bedevilment, Turnover Intention, Female Employees, National Capital Region

Publications:

1. **Sharma, Chaudhuri, & Nagpal.** (2022, November). *Exploring the Gender Digital Divide: A Study to Measure Digital Literacy and Digital Access of Females*. Retrieved March 11, 2024, from <http://www.pbr.co.in/2022/November11.aspx>
2. **Sharma, L., Salineeta, Poddar, P. N., & Singhal, P. B.** (2024). Investing in Women, Investing in the Planet: Quantifying the Impact of Women's Empowerment on Environmental Sustainability. *Revista De Gestão Social E Ambiental*, 18(6), e05345. <https://doi.org/10.24857/rgsa.v18n6-096>
3. **Sharma, L., & Chaudhuri, S.** (2024). *Breaking Barriers: Exploring the Impact of Socioeconomic Factors on Gender Discrimination in Education - A Panel Regression Analysis in India*. *Pacific Business Review (International)*. <http://www.pbr.co.in/2024/May11.aspx>.