

STRIDES - A STUDENTS' JOURNAL OF SHRI RAM COLLEGE OF COMMERCE

VOLUME 4 – ISSUE1 & 2

JULY 2019 - JUNE 2020

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STRIDES - A STUDENTS' JOURNAL OF SHRI RAM COLLEGE OF COMMERCE

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It is a double blind reviewed bi-annual Journal launched exclusively to encourage students to pursue research on the contemporary topics and issues in the area of commerce, economics, management, governance, polices etc. The journal provides an opportunity to the students and faculty of Shri Ram College of Commerce to publish their academic research work.

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Principal's Message



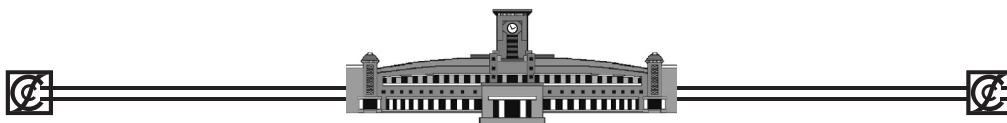
To achieve and promote excellence in research and publish quality academic as well as educational resources as guided by the Mission Statement of the College, Shri Ram College of Commerce had launched a Journal, "Strides- A Students' Journal of Shri Ram College of Commerce" on the occasion of 91st Annual Day of the College held on 13th April, 2017. The Journal was released by then the Hon'ble Union Minister of Human Resource Development, Shri Prakash Javadekar. The Journal publishes the research papers and articles written by students of the College under the mentorship of Faculty Members which go through an intense review mechanism before getting published.

Through the Journal, students get an excellent platform to enhance their research calibre, display their academic perspective, and practically apply their classroom learnings to real-world situations. The present Issue includes several multi-disciplinary and contemporary topics such as "Quantum computing: A futuristic frontier in the financial sector", "Unfolding the Global Hunger Index 2020", "Role of Monetary and Fiscal policies during Covid-19: India and Comparative Analysis", "An analysis of macroeconomic and bank-specific causes for burgeoning NPAs in India", "The political leaning paradox", and "Re-engineering climate change solutions through carbon credit trading".

I wholeheartedly congratulate the Editor, Strides, Dr. Rajeev Kumar and students whose research papers got published in Volume 4 Issue 1 & 2 of the Journal. Simultaneously, I encourage more students to contribute their research papers for the successive Issues.

My best wishes for your future endeavours!

Prof. Simrit Kaur
Principal



Editor's Message

Shri Ram College of Commerce is well known for its academic excellence and dedicated approach towards dissemination of knowledge in the academic world. The College acknowledges and values the role of research in education and is firmly committed to develop and encourage an inclination towards research in both faculty and students. To reaffirm this ethos, the College has taken the initiative to launch a new Journal named 'Strides - A Students' Journal of Shri Ram College of Commerce' to encourage students to pursue research under the guidance of the faculty of Shri Ram College of Commerce.

It is a bi-annual Journal launched exclusively to publish academic research papers and articles by the students on contemporary topics and issues in the area of commerce, economics, management, governance, policies etc.

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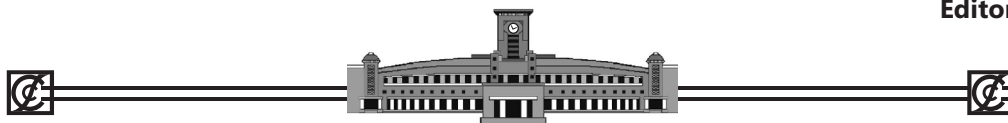


publication. The research work published in Strides is absolutely original and not published or presented in any form at any other public forum.

The foundation issue of the Journal "Strides - A Students' Journal of Shri Ram College of Commerce, Volume 1, Issue 1, 2016-17" was successfully released on 91st Annual Day of SRCC held on 13th April, 2017 by Shri Prakash Javadekar, Honb'le Union Minister of Human Resource Development, Government of India. The successive issues of 'Strides - A Students' Journal of Shri Ram College of Commerce' have been released bi-annually. However, due to the COVID19 pandemic and ensuing lockdowns the current issue has been delayed.

I congratulate all the students whose research papers are published in this issue of Strides and express my sincere thanks to their mentors and referees.

Dr. Rajeev Kumar
Editor



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STRIDES - A STUDENTS' JOURNAL OF SHRI RAM COLLEGE OF COMMERCE

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Devising Optimistic Work Climate for Women

ABSTRACT

Women are always thoughtful, productive, skilful and perform their work with love, passion, and spirit. Active participation of women has been low due to the disparity in the workplace. The motive of this paper is to highlight, the major challenges faced by working women in India like sexual harassment, gender pay gap, dual career, discrimination at times of pregnancy, and harassing them mentally. This study shows how women workers are more discriminated than men. And to overcome these biases, workplaces must go along with acts & laws and should provide better transport facilities, crèche facilities, and effective work-life balance. To empower women, an organization must follow certain policies and activities.

Keywords: Gender Inequality, Harassment, Work-life Balance, Appraisal, Women Empowering.

INTRODUCTION

Gender disparity implies inequality between genders and gives more favours to men through social norms. Women are frequently limited in employment, education, asset ownership,

deciding for family and society. In past decades, women's responsibility is to be focused on domestic roles but now compared to men, most young women are doing their higher studies and have begun to show their skills in the workplace. Hence this makes women live independently, improving their personal growth and financial stability. Both genders are gradually going to work and no one's profession takes priority over another. In certain places, the level of participation in the workplace between men and women is equal, although the variability can be seen from working in various positions based on their seniority, job experience, and pay scale (Mikkola, A., 2005). Leadership and power are often affected by gender difference. Sexual harassment is one of the important issues which pulls the women's right to work and leads to unethical behaviour in the workplace, which decreases their level of participation. Most of the women earn less compared to men, which creates gender disparity in earnings. This gender disparity can be seen in all countries in one or the other forms. Hence, this paper focus on the workplace gender disparity in India.

GENDER DISPARITY IN INDIA

The injustice of women, which starts in the womb. Abuse of women can take different forms in India like family abuse, acid throwing, workplace sexual assault, forced marriage, and death by dowry. India has the lowest degree of gender equality compared to other countries such as China, Nepal, Srilanka, and Bangladesh (Human Development Report, 2019). The most critical standard of assessing social change is education. Between the ages of 15-24, young women in India may not complete even their primary education. In many schools in rural areas, a common toilet will be used for boys and girls so the parents are hesitant to send girls to school. Based on the census of India 2011, around 64% of women are literate. The future of women is influenced by this. Women are getting very few financial opportunities and some companies are only concerned about their safety, transport service, family commitments, etc. The remaining work provides the difficulties confronting women in the workplace and offers ways to resolve the issues.

MAIN OBJECTIVE OF THE STUDY:

- To impart an analysis of various disparities experienced by women in the workplace.
- This paper endeavours to sketch out some of the feasible management practices that could be performed as fruitful steps to overcome the obstacles, which fosters positive work culture.
- It attempts to elaborate the field of vision on the acts and laws prevailing in the constitution associated with this proceeding.
- The research further facilitates in exploring work-life balance and various principles that empower women's participation, where it brings to light their unique qualities, abilities, and skills which may capitalize women in the work climate.

REVIEW OF LITERATURE

We have a vast variety of literature available on gender disparity covering Indian as well as foreign contexts. However, there were few research papers which are really impactful.

Farhana Mahmood, Sonia Rezina (2016) concentrates on the main factors that contribute towards women empowerment in Bangladesh. It spotlighted a policy framework that should be employee-friendly and to centralize greater on women's rightness apart from equality. The study had a stronger insight on the aspects which impede women's participation, the effects of gender inequality, and the adversities experienced by the working female labour force in Bangladesh. Broadbridge and Hearn (2008) stated significant steps in the scope of sexuality & administration.

Rehman & Azam (2012) deal with significant elements in the diverse socio-cultural climate of Pakistan, which include women's work and family performance. The interpretive phenomenological approach was used, which helped to figure out the challenges, the effective strategies, and techniques that can be used to achieve work-life balance by women entrepreneurs in Islamic patriarchal society. Philip N. Cohen (2013) expressed that

occupational segregation is a significant feature of Gender bias in income which also adds to other aspects of imbalance.

Dragana Stojmenovska et.al., (2021) says that gender gap is seen greater in higher positions of management and considered to be more desirable for males. The gender difference prevails predominantly in supervisory roles which have authority over internal resources and it seems to be lowest in areas related to human resources. Catherine Verniers, Jorge Vala, (2018) documents psychical operations that include perseverance of Gender inequality, which is against women in the workplace. Women's work intimidates their domestic life and children which challenge their role as a mother. In order to promote gender equity, myths of motherhood uphold the gender framework in many countries.

Mitashree Tripathy (2018) has given a detailed study about gender division and inequality in the Indian workplace. Types of gender discrimination were also discussed as well as the ability and skills that women should develop for better living. Organizations must play a vital role in bringing out skilled women, hence they should club together with women employees in achieving their level of confidence and success. To eliminate gender bias, there must be a combination of women's strength and growth. The involvement of Organizations would remove gender disparity from the workplace and society. Sanghamitra Buddhapriya (2009) observed the kinds of work-life assistance that women need from employers to neutralize their both personal lives and work. They scrutinized some of the problems like organisational stages, family type, and married status. They suggested sturdy choices for amenities like adaptable working hours, medical facilities for the elderly, child care convenience, and ductile location.

Meenu Gupta (2018) highlighted the various reasons for low participation and measures to encourage the engagement of women in the workforce. Also indicated that India must uplift many women to work, safety in their travel, and provide maternity benefits. They should track down the individual qualities and attempt ways to maximize them. There was also a similar paper written by Sonia Mehta (2017) that brings out multiple factors that impact the women journalist and key issues for each factor.

Shikha Chandra (2014) exposed the reality of gender discrimination in boardrooms notably in India as well as in other countries. They have attempted to refine society and administration by creating uniform chances regardless of their gender. To lift the women to fill up senior-level management positions, they have suggested certain proposals to be concerned by administrative bodies and government.

The existing literature mainly concentrates on one or other aspects related to gender disparity. There are few papers that discussed various aspects related to gender disparity. This literature gap is the main motivation for taking up the topic "*Devising Optimistic Work Climate for Women*".

METHODOLOGY

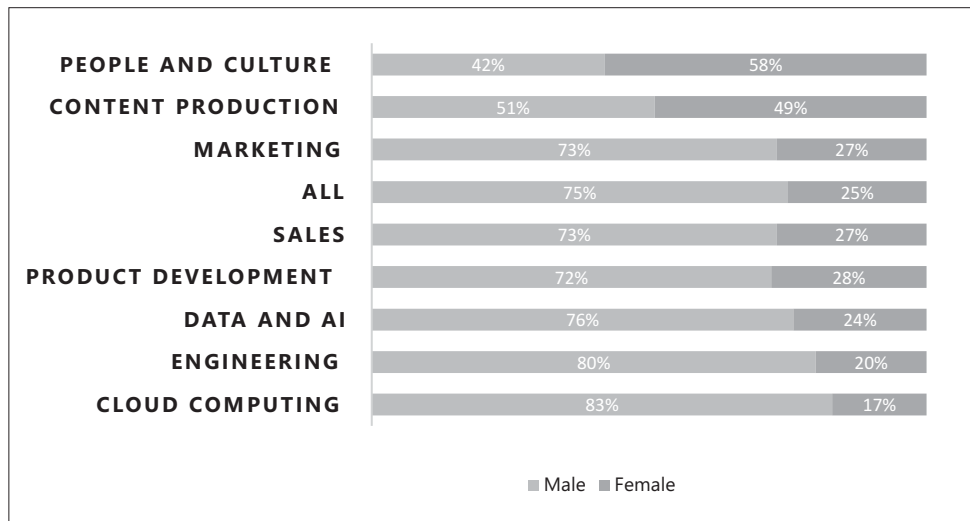
In the present study, secondary data were used to gather information on gender disparity in the workplace. The data are collected from various websites, newspapers, Journals, and existing surveys. To complement the research several other reports and government reports were also used. All these data are useful in the success of this study.

REPRESENTATION OF WOMEN IN DIFFERENT PROFESSIONAL CLUSTERS:

Nowadays, women increasingly bridging their leadership roles at global, state, and local levels in governance, entrepreneurship, employment, and technology. They are ready to face obstacles and started to enter managerial positions, where they have to put forth their entire skills and abilities. Usually, woman executives are required to complete their assignments that are allocated under timelines and are required to complete their task from the organizational point of view so they are task-focused. Women leaders often foster coordination and integration among the team members. Figure 1 shows, the participation of Indian women is low as compared to men in various professional fields. Women's participation in the labour force (24.8%) is lesser than men's (81.6%) (World Economic Forum, 2020). India has been ranked 23rd globally with the women representing in the board at 15.2% which is less than the global average of 20.6%. In the last three years from 2016 to 2019, there has been an increase of women characterization on board from 6.9% to 8.5%. It has also been mentioned that India stands as the third-

lowest country in the women Chief Executive Officer (CEO's) representation and second-lowest for women Chief Financial Officer (CFO's) representation in Asia (Credit Suisse Research Institute, 2019). This situation should be changed and some initiatives should be taken to motivate and encourage women's participation in top-level management positions.

Figure 1-Share of men and women professional cluster in India



Source: WEF (World Economic Forum), 2020

THEORETICAL RESEARCH

Challenges Faced in the Workplace

The succeeding study targets various challenges experienced by working women in the workforce in the era of the 21st century.

- Sexual Harassment

Sexual harassment which demonstrates 'gender inequality', is a major challenge faced by women within the workplace. To resolve the harassment complaints, the law has been ordering to set up a committee within the workplace.

#Metoo campaign owns its origin from Hollywood and agitated the globe entirely and it is strongly correlated between women and the workplace, which created awareness and lighted sexual harassment in the workplace. #Me too movement was founded by African-American activist Tarana Burke, and her main aim was to create a special space for women of colour from socio-economic lower backgrounds in the United States, to come forward, share their experiences and begin the process of healing. It was started with paving an opportunity for women in all the fields to redress their voices against predators (Bhattacharyya, 2018). A single woman complaint might be eliminated but as a group, it's considered in the organizations/institutions. #Metoo movement in India was stimulated as a global campaign against sexual abuse and assault, where they shared their stories about the abuse done by men, who are in control. To avoid sexual harassment, the Ministry of Women and Child Development, has initiated an online complaint box in 2017 for sexual harassment in the workplace, where they received 600 complaints in the first two years.

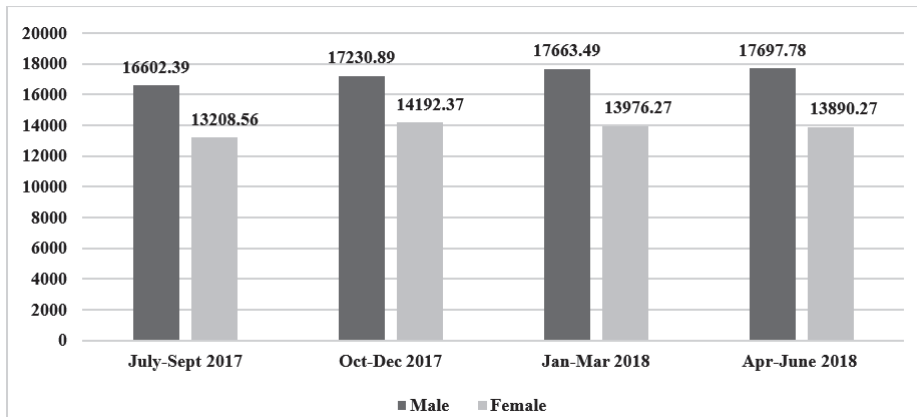
- Gender Pay Gap

The '*Equal pay for equal work*' is a term that everyone should agree on. Regrettably even today, men and women in the same place are being paid different incomes and salaries. In the workplace, there are more senior men compared to women and men appear to be rewarded more than women, which has affected the gender pay gap adversely. Recent studies show that the talents and abilities of women are undervalued and they often earn less money than men for equal jobs (Robin Bleiweis, 2020). Based on the gender roles, the jobs are differentiated and they receive lower salaries and fewer benefits. To fulfil caregiving or other unpaid responsibilities, women are overwhelmingly forced out of the organization, thus they will have less job experience compared to males.

The Period Labour Force Survey (PLFS) for 2017-18 was issued by the Ministry of Statistics and Program Implementation (MOSPI). This survey brings out the picture that the three-fourth female population employed in the workforce are earning less than the male population. Figure 2 shows the pay difference between male and female in India, who comes under salaried employment. This value in the chart indicates the average income of males and females per

month. This chart illustrates that male's average income rises periodically compared to women.

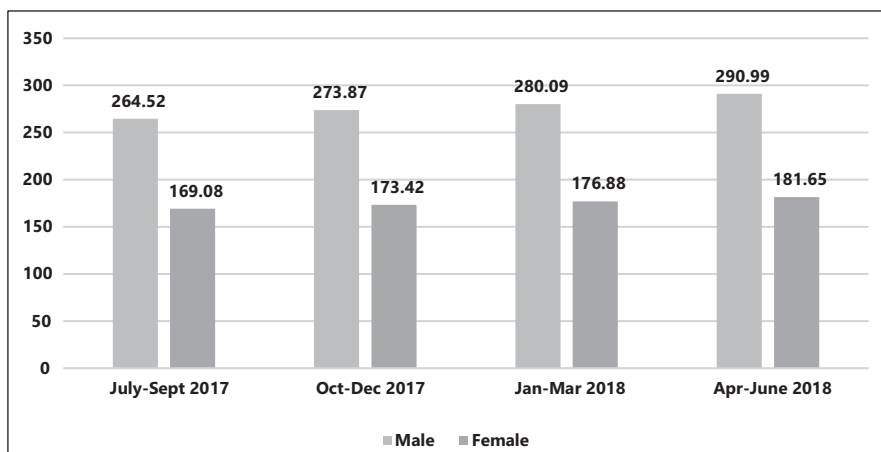
Figure 2-Salaried Employment



Source: The Hindu

Figure 3 shows the pay difference between male and female in India who comes under casual labour. This value in the chart indicates the average income of males and females per month. This chart states that the overall income of male increases regularly as compared to female.

Figure 3-Casual labor



Source: The Hindu

- Dual Career of women

As '*human wants are unlimited*', there is an increase in wants and cost of living, which arises a need for dual-earning in their family to cope up with basic necessities. So, the women who already played the role of a domestic engineer at home are compelled to play another role in their jobs. They have to face challenges in the workplace as well as in managing their household work. Therefore, she has to balance the job and household activities in her daily routine.

During these covid times, women who played roles like teacher, lecturer, professional, etc have performed their jobs at home and this type of work culture creates stress which affects their household activities. Also, the existence of a male chauvinistic society makes women less eager to continue their career path, as she faces the difficulty of working with male employees and the female workers won't advance help to female subordinates. Hence, by performing these multitasks, women lose their interest in working a full-time job, and either she leaves the job or changes the job, or opt for a part-time job.

- Pregnancy Discrimination

Due to pregnancy or maternity or childbirth-related health issues, women are being treated unfriendly in the workforce, where she is discriminated against her pregnancy. In many job sections (recruitment, promotion, training, employee benefits, etc.) maternity women are refused to allow in an organization (Nisha Kumari Kulkarni, 2019). In recent, companies are backing away the eligible applicants since they do not want workflow disruptions and the manager dismissed pregnant workers from the organization concerning women's safety and health. Reducing maternity leave affects the work-life balance of working women. Pregnancy discrimination complaints could also be based on reducing the number of hours a woman works based on her pregnancy, or the use of other strategies to restrict her production, which may lead to termination. These forms of behaviour are pushing a woman in changing assigned tasks, stopping her from professional development, or looking for higher positions. Valid accommodations are not provided to women in the workplace, as they may not get a distinct work area or allow a

person to stay in one place to complete her tasks or altering routine plans due to health issues and not affording private spaces apart from bathrooms to feed milk for a child in a firm.

- Mental Harassment

It's been around 74 years since independence, but women still didn't get freedom from the sayings like they are unfit, unskilled, incapable, not suitable for jobs, inefficient to perform particular tasks, which creates an attitude among the women to work hard to prove their productivity than men that they are also capable, which is on one side it is appreciable but on the other hand, it creates mental stress among them. These impediments tempt the women to work hard which leads the male superiors to accelerate higher expectations on women which acts as another mental pressure on them. They lose their interest to work if they receive pay less than the men for the same work done. They rarely get promotions and increments in the workplace, to avail these benefits in consideration they are mentally harassed by the male superiors. These circumstances make the women less eager to work.

ELIMINATING GENDER BIAS IN THE WORKPLACE

In times of yore, women played a role only as of the domestic engineer, where they hoard money for sustaining in difficult times and prospects. But presently women started gaining more knowledge about the current economic demands of their families and emerging forward as professionals. Organisations must recognize that women have a great calibre, which fosters optimistic change in the socio-economic conditions of the nation. So, each enterprise should try to implement a far-reaching plan of action to eradicate gender bias in the workplace which is recommended below:

- Crèche Facility

The major impediment which stops women from leaving their home to work is taking care of their children, so the establishment of the crèche in the workplace will be the best solution to overcome this obstacle. It is mandatory for every organization with 50 or more employees to have a crèche (Maternity Benefit Amendment Act, 2017). The crèche needs to be located either within the workplace or within the limits of 500 meters away from the workplace. It

should be made available for eight to ten hours. They should make sure that the crèche is spacious and there must be a minimum gap of 10 to 12 square feet per child. There must be a committee formed within the workplace for monitoring the crèche which may have representatives from creche workers, parents, and administration.

- Safe Transport System

Providing a safe transport system is important to minimize harassment against women. As public transport is considered unsafe for women, it stops the majority of women to go for jobs as they don't have facilities to afford their own transport. If they use public transport, they may experience a severe level of violence and harassment, while travelling to and from work (Farhana Mahmood, Sonia Rezina, 2016). To avoid this and to make them participate in the workforce, they need to be provided with safe transport facilities separate for female workers, if possible, it can also be accompanied by female drivers and attenders.

- Corporate Wellness Programme

In the current world, the workplace is filled with vibes like stress, deadlines, and competitions. These vibes have a direct impact on productivity in the organization as well as in their household activities (Sanghamitra Buddhapriya, 2009). Moreover, in their busy schedule, they won't allocate much time for relaxation, so introducing wellness programmes in the workplace will act as a stress reliever for most of the women. To improve concentration, promote open awareness of thoughts, feelings, and reduce stress practicing mindfulness meditation in the workplace will be a solution.

- Motivational Session

For a woman to overcome all the above-mentioned challenges, organizing some motivational sessions with successful or experienced women from the particular industry will be very helpful. In which they can share about the problems faced, how they overcame them in their career journey, the factors which motivated them to excel in the field, and explaining about the future opportunities available to them. It may act as a remedy for them to overcome all their challenges faced by them. It can act as a catalyst and motivate them

to work hard, which increases their productivity and makes them focus on their career development plans.

- Performance Appraisal Programme

The organization should plan to conduct a performance appraisal once a month to track the employee's progress. It may be more beneficial for the employer as well as employees to look into the fields where they lack, which can be improved and how can be improved by guiding them with solutions (Radhika Kapur, 2019). Also, they should organize a counselling session for employees by appointing a counsellor who has the experience, knowledge, and capability of providing solutions to their problems relating to the workplace. By consulting the counsellor, they may get some idea about how to maintain the work-life balance, reduce stress, perform the tasks efficiently to meet deadlines.

- Acts and laws

The acts and laws which prevails in the Indian constitution to defend women from sexual harassment, to provide maternity benefits, and other conveniences are mentioned below:

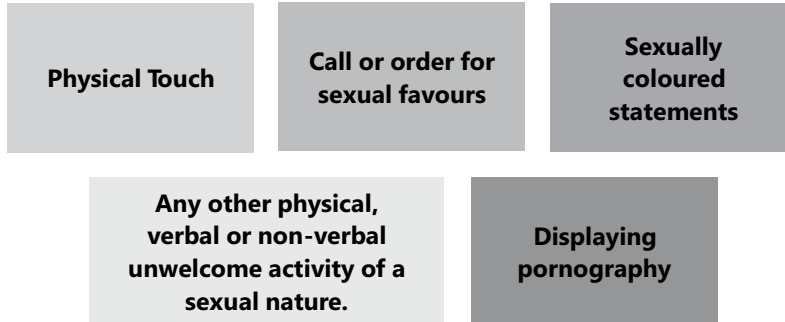
i. Maternity Benefit in India

During the most critical period in a woman's life, several companies in India do their part in keeping and empowering women workers. The Maternity (Amendment) act 2017, has extended maternity leave for working women from 12 weeks to 26 weeks, and if the nature of work permits, women can also work from home (M Gupta, 2018). Nearly four times a day and two breastfeeding breaks are to be entitled till the child turns 15 months. This act applies to any factory or farm or mine or government-owned enterprises and any shop wherein only ten or more workers are employed or are being employed on any day of their employment. To maintain the integrity of motherhood, maternity leave and benefits are offered by ensuring complete and safe maintenance for women and their children while they do not work. Maternity leave and other health care benefits are now more necessary as the numbers of female workers are rising.

ii. The Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) act, 2013

This act seeks to protect women from sexual harassment at their workplace. This act will give understanding to gender equity, life, liberty, and equality in every working condition. Thus, this act will improve the sense of security among women and improve their participation in work, which may result in growth. According to this act, any of the following circumstances which results in sexual harassment if it occurs or is present or associated with any act or conduct of sexual harassment: Implied or explicit promise in her employment of preferential treatment. The implied or explicit risk in her employment of detrimental treatment. Work interruption or creating a bad atmosphere or hostile work for her. Her health or safety is affected due to embarrassing treatment. In Figure 4, sexual harassment involves unwanted behaviour which is sexually determined, such as:

Figure-4: Unwanted behaviour in sexual harassment



Source: India Fillings (2018)

iii. Shops and Establishments Act/Factories Act, 1948

- There should not be any bias in the case of female employees in terms of hiring, offering salaries or transfers, or promotions.
- In a shop or institution, female workers should be permitted to work between 6 am to 7 pm only.
- Both genders should be prescribed with separate urinals and latrine facilities in the workplace and there should be a secured space for

female workers.

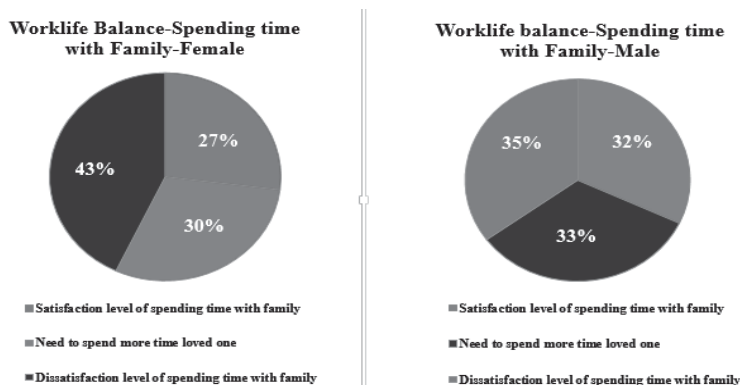
- The factory must provide space for washing and to dry clothes for male and female workers.
- In pressing cotton in the cotton opener, child and female workers are not allowed to work strictly.

Certain Guidelines are also given when a company wants female workers to work. To provide a safe environment, female workers who are employed in night shifts are facilitated with various amenities too.

- Work-Life Balance

In the present era, when industries are changing dynamically and rising at a faster rate, where the work has also been largely affected. Workers have to balance both their jobs and personal responsibilities actively. Due to their lack of commitments, absenteeism, and low retention level the organization faces problems in turnover rates, production, and marketing. Data from the latest ISS study shows that the employees are facing difficulties to cope up with both their career and personal lives. To know the nature of work-life balance in India, Monster performed research in the Indian workplace. Figure 5, illustrates the survey of both men and women in spending their time with loved ones.

Figure-5: Pie chart of Work-life balance-Genders

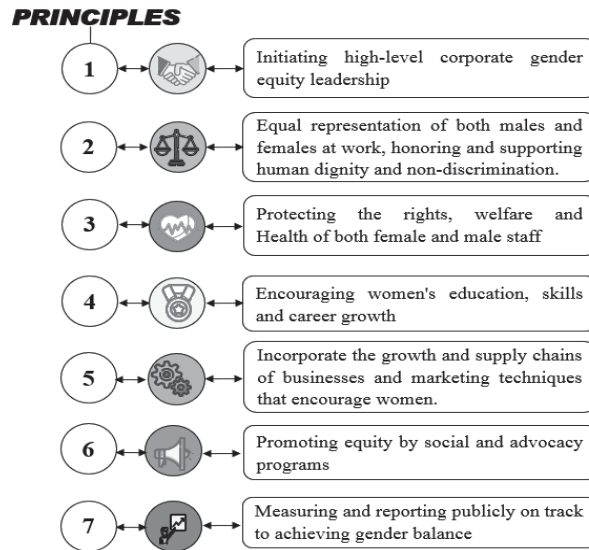


Source: Monster India

The above Pie chart infers that people's common belief about women would be that they want to spend their leisure time with friends and family, the report says that men still want the same thing. The percentage of male who wanted more time with family is slightly higher than female. The majority of the women convey that only 12% of men were taking care of children at the home and 65% of men say women look after their kids. Hence, the organization should provide a perfect work-life balance for both men and women. Rather than just focusing on strength, allowing workers to work as a team, may make things easier to work and different skills come together to simplify the work. In the long-term activities, constructing a timeline will yield better results. Starting a job that they are passionate about it, may help to achieve the perfect work balance by building a career that makes them happier.

- Empowering women

Empowering the working women will encourage them to live their life independently. The development which is more important can be facilitated by factors such as awards, promotion into the senior leadership level, interpersonal communications, and growth opportunities. Women have to accept the vital challenge and boost up further and kick start their confidence and boldness. In terms of gender diversity, women want to take a look at how they are operating, ideas for improving themselves, setting up business objectives, and enhancing themselves to be the best. The companies can also conduct audits on equal pay, must notice the differences in pay scale, and ensure that both genders with equal abilities and skills are paid equally. Figure 6, says about, a binding agreement between the UNGC (United Nations Global Compact) and UN (United Nation) Women, the Women's Empowerment Principles (WEPs) which focus on providing companies with seven key principles on how to enhance equality for women and empowering women in the workforce, global market, and society.

Figure-6: Women's Empowerment Principles

Source: ILO (International labour Organization), 2020

CONCLUSION

The primary aim is to prioritize pivotal features that lie beneath the dormant participation of women in the Indian workplace. Their duties in taking care of menage are the main reason that hampers the progress in their walks of life. The career progression of a well-accomplished woman is vital and any kind of family commitments should not levy any hurdles to this concern. And other challenges like sexual harassment, gender pay gap, dual-career for women, pregnancy discrimination, etc. which were experienced by women are discussed. These features enlightened the concerns on gender bias and its effects on female workers in their working chamber.

Our Nation should try to implement the course of action to empower women to enter the professional world by offering secured travel, cater to infant care facilities, conducting wellness and performance appraisal programmes, and augment mandated maternity benefits through various acts and laws like The Maternity (Amendment) act 2017, Sexual Harassment act, 2013, etc. were communicated. The suggested principles should be discharged by keeping a

proper track and trying to comply with their passion by providing chances, integrity, earnings, and appreciation.

Organisation must attempt to visualize women's proficiency and aptness, elevate the status of skilled women, and try to gain firmness so that they may usher a revolution in their administration. To maintain an equilibrium between work and life dilemma, organisations must offer assistance to the female labour pool for achieving a stable family and ensure that they adhere to women's safety and follow the rules and regulations as prescribed by the government and other agencies.

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HISTORY OF THE JOURNAL

The idea to launch this Journal was discussed in December 2016 by the former Officiating Principal, **Dr. R. P. Rustagi** with **Dr. Santosh Kumari**, the Editor of the Journal. Since the idea appealed to **Dr. Santosh Kumari**, she took the initiative to contribute to SRCC by creating this new academic research Journal and took the responsibility for its Creation, Registration, License and ISSN (International Standard Serial Number) etc. along with *Editorship*. Therefore, **Dr. Santosh Kumari, Assistant Professor in the Department of Commerce, Shri Ram College of Commerce** was appointed as the Editor of the Journal vide. Office Order – SRCC/AD-158/2017 dated March 14, 2017. She meticulously worked hard in creating the concept and developing the structure of the Journal. She introduced the concept of COPE (Committee On Publication Ethics) to maintain the high academic standards of publication.

On behalf of SRCC, **Dr. Santosh Kumari** made every effort in seeking License from Deputy Commissioner of Police (Licensing), Delhi to register the Journal at "The Registrar of Newspapers for India, Ministry of Information and Broadcasting, Government of India". The paper work for seeking license started under the former Officiating Principal, **Dr. R.P. Rustagi** on March 27, 2017. The foundation Issue of the Journal "**Strides – A Students' Journal of Shri Ram College of Commerce, Volume 1, Issue 1, 2016-17**" was successfully released on the 91st Annual Day of SRCC held on April 13, 2017 by **Shri Prakash Javadekar, Honb'le Union Minister of Human Resource Development, Government of India**. The title of the Journal got verified and approved by the Registrar of Newspapers for India, Ministry of Information and Broadcasting, Government of India on April 21, 2017. On September 1, 2017, **Prof. Simrit Kaur** joined SRCC as Principal and signed each and every legal document required for further processing and supported **Dr. Santosh Kumari**.

On December 18, 2017, the College got the license "**License No. - DCP / LIC No. F. 2 (S / 37) Press / 2017**" to publish 'Strides – A Students' Journal of Shri Ram College of Commerce'. Due to change of Printing Press, the License got updated on March 09, 2018. On April 26, 2018, the SRCC Staff Council unanimously appointed **Dr. Santosh Kumari as the 'Editor of Strides'** for the next two academic years.

On April 27, 2018 (The Foundation Day of the College), **Dr. Santosh Kumari** submitted the application for the registration of the Journal. On May 04, 2018, the SRCC received the '**Certificate of Registration**' for "**Strides – A Students' Journal of Shri Ram College of Commerce**" and got the **Registration No. DELENG/2018/75093** dated May 04, 2018. ***On behalf of Shri Ram College of Commerce, it was a moment of pride for Dr. Santosh Kumari to receive the 'Certificate of Registration' on May 04, 2018 at the Office of Registrar of Newspapers for India, Ministry of Information and Broadcasting, Government of India (website - www.rni.nic.in).***

On May 07, 2018, **Dr. Santosh Kumari** submitted the application for seeking ISSN (International Standard Serial Number) at "ISSN National Centre – India, National Science Library, NISCAIR (National Institute of Science Communication and Information Resources). Weblink - <http://nsl.niscair.res.in/ISSNPROCESS/issn.jsp>". Finally, the College received the International Standard Serial Number "**ISSN 2581-4931 (Print)**" on **June 01, 2018**.

We are proud that this journal is an add-on to the enriched catalogue of SRCC's publications and academic literature.

STRIDES - A STUDENTS' JOURNAL OF SHRI RAM COLLEGE OF COMMERCE
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