2nd ACCESSIBILITY AND INCLUSION CONFERENCE, 2015
INCLUSIVE WORKPLACE: BETTER PLACE FOR WORK

(Scheduled on Friday, 20 February 2015)
To Be Organized by

UNIVERSITY SCHOOL OF MANAGEMENT STUDIES,
GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY, DELHI
THE EVENT.... About the Program

“Pluralism” allows for the diffusion of power rather than the concentration; in this sense, there is a continuous interaction between power and pluralism. Pluralism means diversity, and the more diverse voices there are, the less concentrated power is.

Within this context existing economic, political, social and cultural constructs have resulted in paradigms with variants of power. This has been made possible by and is intertwined with institutional consolidation. Business firms, households, public agencies, government departments/agencies and non-governmental institutions have all reacted to these consolidations by creating, promoting and securing, values and knowledge that have greatly impacted on how to determine a rational understanding of power distributions.

Pluralism as the contextual framework for rational thinking has allowed for and created the vision that there are pluralities of diverse facts and passage of time amongst other things, for the consolidation of these processes that permeates throughout the diaspora. This vision, though can sometimes easily allow for, instances of pure speculations. Facts are actually strongly influenced by contexts, as context brings real knowledge to existing objective data.

Call for Papers

We invite original papers from Academicians, Industry Professionals, Doctoral Scholars, Consultants, NGO’s, and Management Students for publication in the proceedings of the conference and presentation. A list of the indicative sub themes (not restrictive) covering Issues, Opportunities, Practices and Strategies in various areas is given below:

- Gendering work, gendered work
- the place of theory in working life research
- health and work, wellbeing at work
- Legal aspects of work
- education and work
- history of working life
- leadership and innovation
- Creating balance between development and wellbeing
- Role of value based education in society
- Spiritual causes for organizational failures
- Leadership crisis in modern times

Conference Proceedings

Proceedings of the conference will be published in the form of an edited book through a leading publisher for wider dissemination of the deliberations along with a CD. Doctoral students/Students will be provided only with soft copy of the proceeding on a CD.

Who Will Be Attending

The conference shall be beneficial to decision makers from the Industry in the fields of Human Resource Management/Business Management, Academicians and Researchers, Management students and other related professionals in Management and allied areas.
Fees Structure (Proposed)

<table>
<thead>
<tr>
<th></th>
<th>For Indian Residents (in INR)</th>
<th>For Non-Indian Residents (in USD/EURO)*</th>
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<tbody>
<tr>
<td>Industry Professionals</td>
<td>₹ 3,000/-</td>
<td>$ 50 / € 36</td>
</tr>
<tr>
<td>Academicians</td>
<td>₹ 2,000/-</td>
<td>$33 / € 24</td>
</tr>
<tr>
<td>Doctoral Students</td>
<td>₹ 1,000/-</td>
<td>$ 17 / € 12</td>
</tr>
<tr>
<td>Other Students</td>
<td>₹ 500/-</td>
<td>$ 9 / € 6</td>
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* Fees for Non-Indian Resident candidates would depend on the currency exchange rate at the time of registration.

MOTIVE BEHIND CONFERENCE

To take an initiative about an environment where everyone is treated with dignity and respect, where the talents and skills of different groups are valued, and where productivity and customer service improves because the workforce is happier, more motivated and more aware of the benefits that inclusion can bring an inclusive workplace is one where the human rights principles of fairness, respect, equality, dignity and autonomy are promoted and are part of the organization’s everyday goals and behavior. In an inclusive workplace:

- There is a welcoming workplace culture where everyone is treated with respect and dignity and everyone feels valued.
- Policies are in place concerning equality and human rights, working conditions, dignity at work, employee welfare and fair recruitment and procurement practices.
- Members of staff at all levels are aware of the inclusive values of the organization and are actively consulted and involved in policy development.
- The workforce is representative of the local community or customers (or if not, under-represented groups are encouraged to apply).
- All employees are encouraged to develop and progress, and any barriers faced by specific groups are identified and action taken to address them.
- Unnecessary hierarchies and occupational segregation, where groups of employees are congregated into certain areas, are discouraged.
- The organization is aware of any potential tensions within the workplace, and takes action to anticipate and address them.
- Inclusive strategies are fully supported and promoted by senior staff.

Guidelines for Full Paper

The paper should begin with a title page including title, author(s) names, and institutional address along with email. The manuscript should begin from next page with title, an extended abstract, and a list of keywords. The authors name and affiliation should not reflect anywhere on the manuscript for the peer review process. The total length of the paper must not exceed 10-12 A4 size pages excluding...
bibliography and appendices, single-line spacing, 12 font, Times New Roman, and 1” margin on all sides of the page in MS Word compatible format text. Papers MUST ONLY be submitted through E-mail at hrconf.2015@yahoo.com. The author needs to send along with the paper his/her brief bio-data and the certificate of originality and consent for publication in proceeding without which it will not be accepted. All the papers will be peer reviewed by an expert committee with respect to their quality, originality, and relevance. Authors are advised to check their papers for plagiarism. Selected papers will be published in the proceeding provided at least one of the authors will register and present the paper. In case of joint authors, each author has to individually register to attend/participate and avail the conference kit otherwise Conference Kit will be provided to the registered author only. All rights of publication of papers presented in the conference shall rest with the Conference Organizers.

WHO WE ARE

Guru Gobind Singh Indraprastha University is a dynamic growth oriented university facilitating and promoting professional education and research in emerging areas of higher education. The Govt. of NCT of Delhi established its first University with the name Guru Gobind Singh Indraprastha University in 1998. It is a teaching and affiliating University with the explicit objective of facilitating and promoting “studies, research and extension work in emerging areas of higher education with focus on professional education, for example engineering, technology, management studies, medicine, pharmacy, nursing, education, law, etc. and also to achieve excellence in these and connected fields and other matters connected therewith or incidental thereto.”

The University School of Management Studies (USMS), the Management School of the University with a passion for academic excellence (ranked as A++ in the Business India Survey) has come to be known as one of the most respected B Schools in India. The school, within a short span of time, has developed itself as a unique and progressive school with its distinct curriculum and innovative teaching methodology. The intellectually stimulating environment at the school provides a nurturing ground for developing competent management professionals in tune with the changing business environment and emerging managerial needs. The school encourages individual growth, team building, extra-curricular activities, industry interaction and a multidisciplinary study culture.
ORGANISING COMMITTEE...

PATRON
Prof. Anil K. Tyagi,
VICE CHANCELLOR, GGSIP UNIVERSITY, DELHI (INDIA)

CONFERENCE CONVENER
Prof. Sanjiv Mittal,
DEAN, USMS

CONFERENCE COORDINATOR
Dr. Shalini Garg

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National Conference on Creating an Inclusive and Accessible Workplace – HR Initiatives,
University School of Management Studies,
GGS IP University, Sec – 16C, Dwarka
Email: hrconf.2015@yahoo.com
**DELEGATE REGISTRATION FORM**

Name of the Participant:……………………………………………………………………

Type of Participant: Industry / Academician / Doctoral Student / Others

Designation: ………………………………………………………………………………………

Organization/Institution name: …………………………………………………………………

Mailing Address: …………………………………………………………………………………

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Note: Fee is payable by DD in favour of “Registrar, Guru Gobind Singh Indraprastha University” payable at Delhi. Please write your name at the back of the DD. (Kindly fill separate form for each delegate) Please send this form duly filled in along with the draft to:

Dr. Shalini Garg
Conference Coordinator, University School of Management Studies, D Block, GGS Indraprastha University, Sector – 16C, Dwarka, Delhi-110078.

(Note: In case of more delegates, Registration Form can be copied)
University School of Management Studies, D Block, GGS Indraprastha University, Sector – 16C, Dwarka, Delhi-110078