

un~~gender~~ acta

News updates about gender & workplace from around the world.

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Tara Krishnaswamy

The woman mopping the lobby was fluently conversing in English on her phone. I commended her, asking why she chose a janitorial job instead of the service or retail sector? Pat came the reply; my husband won't allow me to earn more than he does!

Surveys clearly indicate that patriarchal norms and roles are the biggest inhibitors to women's labour force participation, forcing 95% into the unorganized sector due to poverty.

Not on the rolls and often from oppressed castes, they have limited recourse to state, law and capital. This makes them expendable victims of sexual harassment, which they must either endure or leave without complaint. Complaining implies job loss, deprivation and, even if pursued, money and time, both of which they lack.

Despite the POSH Act of 2013 covering women in informal labour, the compounding of caste, class and gender oppression renders women in the unorganized sector, though major contributors to the GDP, easy targets of exploitation with impunity.

Tara Krishnaswamy is the founder of Shakti, a non-partisan women's collective.

Conversation With Leaders

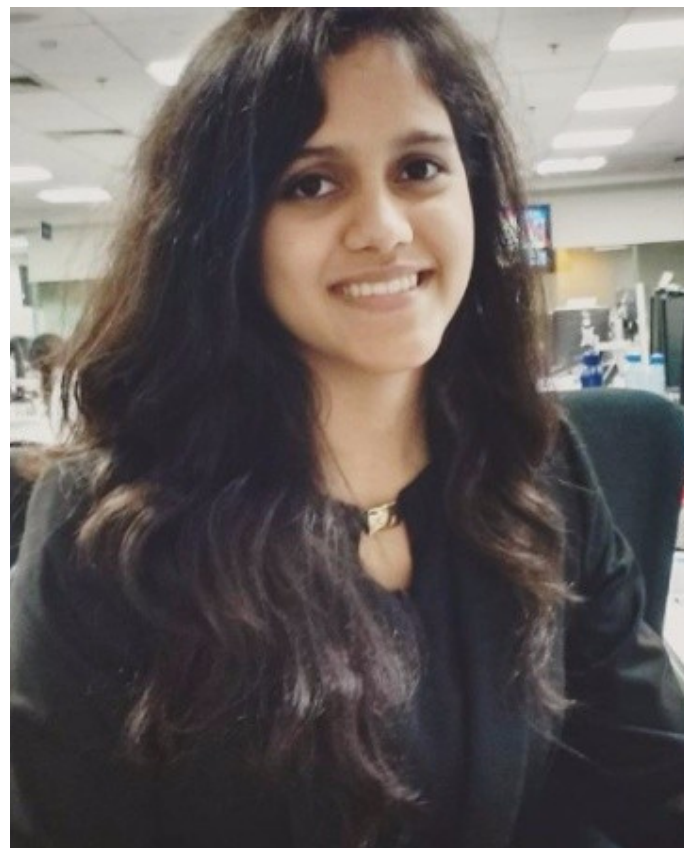
Conversation With Leaders is an ongoing series of interviews with industry leaders to highlight the best practices in organisations in the areas of safety, law, healthcare, D&I, gender rights and empowerment. We use these conversations to help other companies build diverse and inclusive workplaces.



VC FUNDS

To Flourish, Women In Finance Must Have Access To A Strong Support Network

Mansi Verma is a Senior Investment Manager at Ventureast. In conversation with Pallavi Pareek, Founder and CEO, Ungender, Mansi discusses the many facets that need consideration when we think of gender representation and participation within the venture capital space, right from education to constant mentorship for young women joining the industry.



VC FUNDS

Decoding Gender In Venture Capital Firms And The Startup Ecosystem In India

Triyansha Vijayvargiya is an Investment Associate with the Chiratae Ventures. An IIT Kharagpur graduate, Triyansha was working as an Investment Banking Analyst at Deutsche Bank before joining Chiratae. In conversation with Pallavi Pareek, Founder and CEO, Ungender, Triyansha discusses the urgent need for venture capital firms to have a conversation about diversity, inclusion and balance.

From Ungender's Desk



MANELS

8 Steps To Organise Diverse And Inclusive Online Discussions

This document has been curated to guide any entity about to organize a panel, jury, industry representation, and/or speaker group.



MATERNITY BENEFITS ACT

5 Changes Made To Maternity Benefits Under New Labour Code

Based on these recommendations, the Ministry of Labour and Employment introduced four Bills on labour codes to consolidate 29 central laws in 2019.

JUDGMENT ROUNDUP

PoSH Judgments From Aug '20

In this edition, we are bringing two essential PoSH judgments that were taken in the month of August 2020 that highlight the powers of the ICC and adds to our understanding of what qualifies as a 'workplace'.



GENDER & WORK

Bollywood: A Workplace By Men, Of Men, For Men?

This piece attempts to highlight some aspects of the industry that reflects its unwillingness to address and fix its gender issues.



Must Read: Gender News



[Jerusalem's Traveling Troupe Of Lockdown DJs Turns The Tables On Disability](#)

[I Have Turned Adversity To My Advantage: Manasi Joshi](#)

[What Gender Gap In Chess?](#)

[Can A Bill Have A Gender? Feminine Wording Exposes Rift](#)

['Schitt's Creek' Star Dan Levy Calls Out Indian TV Channel For Censoring Gay Kiss](#)

[Inside Sandeep Nagar, India's New Haven For Transgender Women](#)

[Survey Reveals Extent Of Gender Discrimination In Football](#)

[If Laws Are Gender Neutral, Then Why Are Same-Sex Couples Not Being Able To Register Their Marriages In Delhi?](#)

[Princeton Agrees To Backpay Nearly \\$1M To Female Professors After Gender Discrimination Allegations](#)

[A Gender Neutral Spanish Pronoun? For Some, 'Elle' Is The Word](#)



Must Read: D&I News



[Penguin Random House Leads Path To Diversity.](#)

[How #BLM Has Redefined D&I In The Workplace](#)

[Their Bosses Asked Them to Lead Diversity Reviews. Guess Why.](#)

[Baxter Healthcare India Wins At The Global Diversity, Equity and Inclusion \(DEI\) Summit Awards 2020](#)

[Casteism Camouflaged As Culture](#)

[Starbucks Links Pay to Diversity Targets, Releases More Data](#)

[Wells Fargo CEO Ruffles Feathers With Comments About Diverse Talent](#)

[Disney+ Adds Longer Content Advisory On Movies For Negative Depictions' Of Race](#)

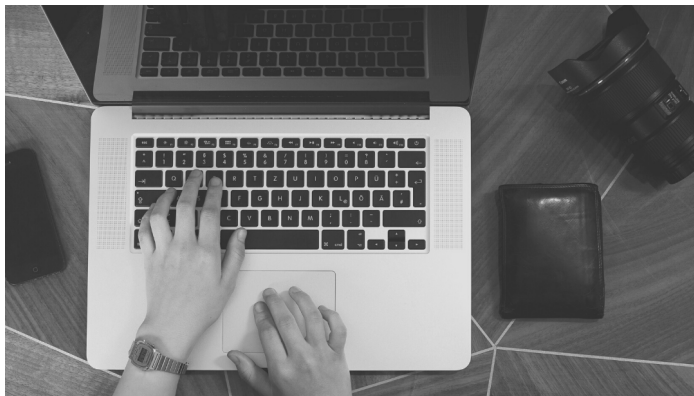
[Make Remote Work A Long-Term Option For Workplace Diversity.](#)

[Empathy, Employee Support Key D&I Strategies Amid Uncertainty.](#)



Learn With Ungender

India Inc needs more certified and qualified POSH Practitioners.



EXECUTIVE CERTIFICATE PROGRAM FOR
POSH PRACTITIONERS

Get Certified as a POSH Practitioner.

Enroll now. contact@ungender.in



Who is involved in administering the Executive POSH Certificate Program? The program is conceptualised, co-ordinated & marketed by Ungender, focusing on ensuring diversity and inclusivity at workplaces.

Ungender is a leading advisory firm focusing on end-to-end implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Enrol for our PoSH programme.

[Download the Brochure](#)
[Make the Payment](#)

#LEARNWITHUNGENDER

POSH CERTIFICATION WORKSHOP

HR | POSH PRACTITIONERS | LAWYERS

OCTOBER 23 & 24, 2020
10AM - 3PM
ZOOM CLASS
COST: INR 10,000



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Taught and Facilitated by:



Suruchi Kumar,
Head, Legal Services, Ungender



Pallavi Pareek,
Founder, Ungender

Overview of the two day sessions:

- Intent of the PoSH Law
- Key definitions
- Documentation
- Investigation procedure and discourse on principles of natural justice
- Appeal to authorities
- Compliance under PoSH Law
- Penalties under PoSH Law



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write to
contact@ungender.in or call
on 9582630056 for more
information.



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What is the programme: A two-day certification workshop to provide your organisation and its members the skills for addressing sexual harassment at the workplace.

Dates: The PoSH certification workshop will be conducted on 23rd and 24th October, 2020, broken down into 5 hours for each day, with a lunch break in-between and an overnight assessment test.

Fee: 10,000/- along with certificate (exclusive of taxes).

Who Will Conduct The Program: Pallavi Pareek, Founder and CEG of Ungender Legal Advisory and Conduct and Suruchi Kumar, Head of Legal Services at Ungender.



UNGENDER'S INCLUSIVE WORKPLACES SURVEY

It has been proven time and again that companies that are inclusive fare better on the whole. According to a recent study by the McKinsey Global Institute (MGI), titled 'Diversity Matters,' in which 366 public companies were surveyed from different countries in the Western world, it was found that:

- Gender-diverse companies are more likely to perform 15% better
- Ethnically-diverse companies are more likely to perform 35% better

When a company pays attention to who they invite to represent their workforce, they create wonderful spaces where people, regardless of their gender, sex, sexuality, caste, race, race and ability can co-exist and co-work.

Are your company's diversity and inclusion metrics fantastic? Do the employees in your organisation feel they are seen and heard and can represent with an empowered voice? We are conducting this survey to gauge how you are experiencing your organisation.

We are conducting this survey to gauge how you are experiencing your organisation. This is a response survey to map **India's Most Inclusive Workplaces.**

Take The Survey.

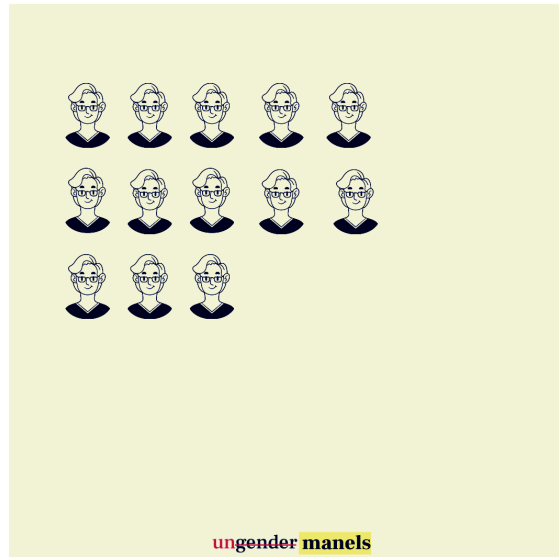
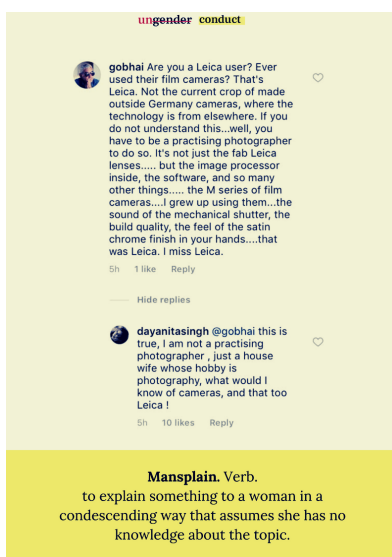
Ungender Unlearn

All of us are a product of age old conditioning supported by the language we learned, books we read, media we watched.

Add to this societal rules that have been passed on through generations. Un-learn harmful language and biases.



Why we #Ungender language: Language is crucial in recognising women as independent entities with agency, and plays a significant role in appreciation of their labour and identity.



GENDER BIAS

Men and women have both been conditioned to be gatekeepers of patriarchy. Gender roles and expressions form part of the conditioning. Representation and acknowledgement of women's expertise are key to fixing the gender gap and addressing bias.

Ungender Suggests

How can we do better? How can we reach out and change what we see and hear and address gender diversity, gender roles and expressions?

Here are some of the ways.



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जेंडरिंग

समाजीकरण की विशिष्ट प्रक्रिया जो बच्चों को उनकी लिंग भूमिकाओं के बारे में सिखाता है, जेंडरिंग कहा जाता है, विभिन्न मर्दानगी और स्त्रीत्व को अपने व्यक्तित्व में उतारने और उन्हें अपने व्यवहार, दृष्टिकोण और भूमिका में अपनाने की प्रक्रिया को जेंडरिंग कहा जाता है,

रूथ हार्टले के अनुसार, समाजीकरण चार प्रक्रियाओं के माध्यम से होता है, हेरफेर, नाला बंदी, मौखिक अपील और गति विधि जोखिम।

#GENDERDICTIONARY



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GENDERING

The specific process of socialisation which teaches children their gender roles is also called gendering or gender indoctrination. Different social mechanisms teach children masculinity and femininity of personality and make them internalise behavior, attitudes and roles. According to Ruth Hartley, socialisation takes place through four processes, namely, manipulation, canalisation, verbal appellation and activity exposure.

#GENDERDICTIONARY

LEARNING

Ungender's Gender Dictionary is an attempt to open up gender terms in India's regional languages for the LGBTQ+ community. Azaadi Foundation International and Ungender brings you the first list of words translated to Hindi.

D&I needs to be something that every single employee at the company has a stake in.



BO YOUNG LEE,
Chief Diversity and Inclusion
Officer, Uber

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#D&I CHAMPION

MICROSOFT

GLOBAL PROGRAM TITLED CODESS
DESIGNED TO INSPIRE FEMALE CODERS.

Program titled DIGIGIRLZ gives middle and high school girls opportunities to connect with Microsoft employees and learn about careers in technology.



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DIVERSITY AND INCLUSION MONTH

Do you engage and try to learn from communities? What is your understanding of diversity and inclusion? Ungender's new series of D&I quotes from leaders around the world is an effort to expand the scope of dialogue around a subject that affects millions of individuals.

Gender Inclusive Appointments & Awards

What happens when under-represented gender groups are appointed to prominent positions? It allows others to aspire to those positions and gives them hope. Representation and acknowledgement of work goes a long way to empower and nurture the workforce.



Monica Das To Be India's First Transgender Presiding Officer

In the upcoming Bihar assembly elections, transgender Monica Das will discharge duty as the presiding officer.



Meet Myanmar's First Openly Gay Election Candidate

From florist and noodle soup chef to HIV prevention worker, the 39-year-old says he has been lucky not to suffer discrimination in his varied career in Myanmar's second city.



Belgium appoints Europe's first transgender deputy PM

Petra De Sutter, a gynecologist and Green party Member of the European Parliament, became one of seven deputy prime ministers in Belgium's coalition government, ending a 16-month deadlock after an inconclusive election

CONDUCT

SaaS product that combines data, technology and law to solve the gender inclusion mandate.

WHO IS CONDUCT FOR

CONDUCT is for workplace leaders — including managers, CXOs, business owners, CEOs, Internal Committee members, HR managers, CHROs and most importantly, for employees.

HOW DOES CONDUCT HELP

Learnings designed based on employee profiles.

Micro lessons, combined with behavioural nudges.

Safe, secure, and structured system of misconduct redressal.

Robust complaint management system for Internal Committees.

WHY CONDUCT

We believe that every individual has the capacity to become an internal inclusion and safety leader. We can help build inclusive teams, streamline documentation, and enhance learning.

CONDUCT

Legally compliant complaint management system that helps in building the most effective and efficient redressal mechanism to live up to employee expectations.

DID YOU KNOW?

52% of respondents said they have been called a homophobic slur at work?



www.getconduct.in

CONDUCT

An admin system to facilitate learning and profiling, tracking progress at functional, location, and hierarchy based team clusters.

ARE YOU AWARE?

That one time offline sessions do not allow for any retention on critical information?



www.getconduct.in

CONDUCT

Legally compliant complaint management system for your Internal Committee/s of POSH Act, 2013 and Transgender Person's Protection Act, 2019

DID YOU KNOW?

77% respondents do not know what their legal rights are if accused of sexual harassment at the workplace.



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CONDUCT

Conduct is your toolkit to address gender laws compliance and D&I aspirations through a tech plus data-driven solution.

DID YOU KNOW?

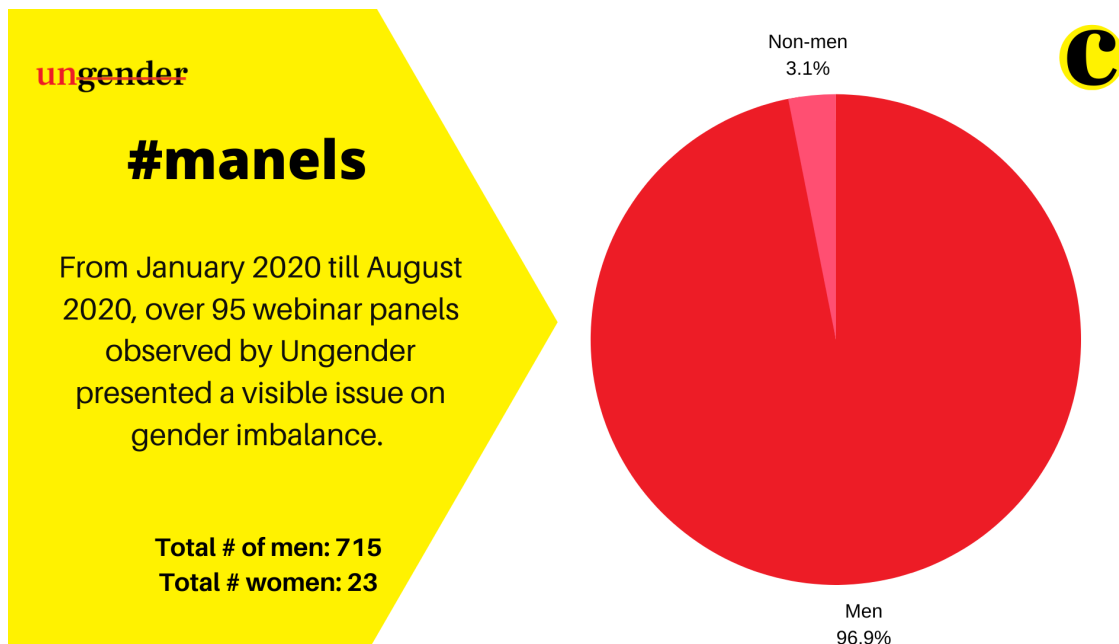
In the past 6 years there are more than 300 cases that have gone to higher courts for misconduct at workplace based on gender and discrimination.



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Building Gender Balanced Panels



Word: Manel

Definition: A panel, where all members present are "male." Have you noticed a rise in #Manels — or all male panels recently? We have. It seems even during the #Covid19 lockdown, webinars are not mindful of diversity in the way they shape participation.

Women make up a considerable part of the formal workplace and yet they are not fairly represented in opinion spaces. Other genders also have little or no representation at these events. At Ungender, we curate a [#NoMoreManel thread](#) on Twitter because we feel representation forms the backbone of empowerment. To be seen and heard is to inspire others to aspire to these roles.

So we, at Ungender Legal Advisory, decided to put out a call to action about how we can help change the narrative. We [created a Google form](#) to collect responses online on experts in various subject areas who aren't just cisgender male. The form has over 50 categories and allows anyone either to nominate themselves or recommend a speaker from an under-represented gender; Cisgender women, trans woman, trans man, nonbinary individuals, and others who identify as gender fluid.

What we hope to do is when we have crowdsourced a big enough list, we hope that it will serve as a helpful document to refer to for organisations when they are putting together panels and will have names they can reach out to represent as experts. On our Twitter #manel thread, we will continue to [\[\] panels that are balanced and \[\] for panels that are not.](#) [Access the form here.](#)

Report Of The Month

In every issue of Ungender Acta, we will bring you key research happening around the world in the space of workplace, gender, pay, diversity, inclusion, and a lot of other things.



A [National Statistical Office \(NSO\) report](#) released recently says, the average Indian woman spends 243 minutes, a little over four hours, on these unpaid domestic work, which is almost ten times the 25 minutes the average man does. Due to the greater burden of domestic work, men spend more time than women in every other activity -- working, studying, even just taking care of themselves. The report is based on a survey of 138,000 households in 2019 and looked at anyone over the age of six. In terms of participation, 81% women take on domestic chores, compared to just 26% of men.

243

minutes is the time an average Indian woman spends on unpaid domestic work, which is almost ten times the 25 minutes the average man does.

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2.5%

of a 24-hour period is spent by men engaged in either unpaid domestic work or unpaid care-giving services.

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19.5%

An average Indian woman spends 19.5% of her time engaged in either unpaid domestic work or unpaid care-giving services,

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81%

of women take on domestic chores, compared to just 26% of men.

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[READ THE REPORT](#)

Videos & Podcasts

Videos and podcasts we love!



YouTube Live with Janet Stovall,
TED speaker and Diversity
Pragmatist



YouTube Live on: Political
organisations as equitable
workplaces for women



YouTube Live with Richi Nayak,
Associate Professor at Queensland
University of Technology.

The podcasts and shows we love, and we want you to listen and learn from.

Making The Invisible, Visible

Understanding multidimensional poverty for people with disability.

The Will To Change: Uncovering True Stories of Diversity & Inclusion

Everyone has a diversity story- even those you don't expect. Get ready to hear from leading CEO's, bestselling authors and entrepreneurs as we uncover their true stories of diversity and inclusion

Queering Desi

In each episode, a guest chats with long-time community activist and writer, Priya Arora, about their journey and what it means to be true to who you are.

About Acta

'Acta' is a gender newspaper that curates gender and workplace news from India, and the best organisational practices. This is our attempt to keep you informed about what is happening in the gender and workplace around the world. It is curated keeping in mind the shifting conversations around gender and the need for companies to stay abreast of labour laws, good practices and reference material. If you are interested in featuring your story in it, or your company's news on #PoSH compliance, write to us in the address below.

About Ungender

Ungender Legal Advisory is a diversity and inclusion laws advisory firm – working on bridging the gender and inclusion divide at workplaces. Our collective intelligence is an output of working with over 300 companies directly, educating over 10,000 companies leaders, 250+ case investigations, and sensitizing over a lakh individuals on diversity and inclusive laws. Our dedicated efforts towards this have resulted in niche advisory on compliance and implementation of various labour laws.

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