

un~~gender~~ acta

News updates about gender & workplace from around the world.

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It has been a aspirational week for women and girls everywhere as Kamala Harris, an American politician and attorney, is set to assume office as the vice president-elect of the United States. She is the first woman and the first woman of colour to do so.

Harris will be sworn in alongside president-elect Joe Biden who defeated incumbent president Donald Trump. Harris is of Tamil and Afro-Jamaican ancestry and will also be the first African-American, first Asian-American and first Caribbean-American vice president.

Harris's victory has been a great leap in the journey of what women can achieve when they set their ambition high, a fact she too acknowledged in her victory speech.

"So, I'm thinking about her and about the generations of women – black women. Asian, White, Latina, and Native American women throughout our nation's history who have paved the way for this moment tonight. Women who fought and sacrificed so much for equality, liberty, and justice for all, including the black women, who are too often overlooked, but so often prove that they are the backbone of our democracy." We dedicate this issue to women.

Rituparna Chatterjee is the Director of Communications at Ungender Legal Advisory.

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.



SEXUAL HARASSMENT

Dr. Richi Nayak On Developing An Algorithm That Weeds Out Misogyny Online

Dr. Richi Nayak is an Associate Professor in the School of Computer Science at the Queensland University of Technology. In conversation with Rituparna Chatterjee, Director of Communications, Ungender, Professor Nayak talks about how she came to develop an algorithm to counter misogyny online.

VC FUNDS

Investor Vandana Tolani On The Need To Change Gendered Conditioning For Progress

Vandana Tolani is the co-founder of the boutique investment firm, Convanto that helps early-stage startups with fundraising. In conversation with Pallavi Pareek, Founder and CEO, Ungender, Vandana discusses the need for education to trigger large scale changes on how women are finally able to operate within the formal workforce.



From Ungender's Desk

Intent vs. Perception



ungender explains: what is sexual harassment at work

WORKPLACE

Sexual Harassment At Work: Does Intent Matter More Than Perception?

To understand the PoSH Act better, it's essential we first begin with what the law says constitutes sexual harassment.

TRANS RIGHTS

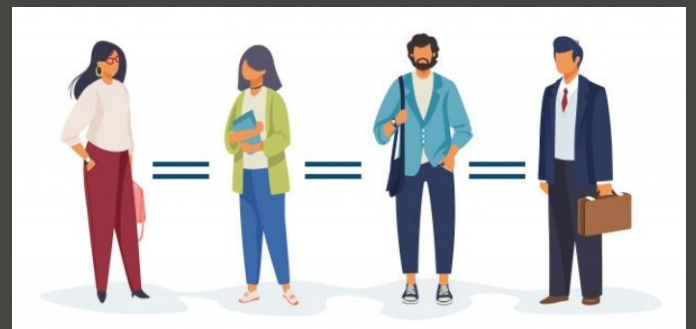
SC Issues Notice On Plea To Protect Trans Folks From Sexual Crimes

On Oct 12, the Supreme Court issued a notice to Centre regarding a petition filed in the Court seeking equal protection for the transgender community against sexual crimes.

EXPLAINED

What The New Labour Codes Mean For Women And PWDs

On Sept 19 the new Labour Codes were passed which, are fated to be brought into force by end of 2020.



DIVERSITY AND INCLUSION

6 Steps Bosses Must Take To Ensure Employees Feel Valued

While diversity in the workplace has a lot of benefits, when managed poorly, it can lead to employees feeling undervalued and unwelcome.



India's New Labour Codes Explained

Must Read: Gender News



[One In Five Men Don't Believe Gender Inequality Is A Reality](#)

[Why Male And Female Nudity Are Two Different Things](#)

[More Men Are Infertile Than You Would Like to Accept](#)

[Belgium To Introduce 'X' As Third, Non-Binary Gender](#)

[Study Shows Gender Bias In Perceptions Of Ride-Sharing Performance](#)

[Gender Inequality Comes To A Dead End On This Delhi Street](#)

[Why Gendered Meat Eating Has Passed Its Expiry Date](#)

[How I Shed White Ideals Of Masculinity](#)

[Delaware Makes History by Electing Its First Transgender State Senator, Sarah McBride](#)

[How This Metro Station Has Created An Inclusive Workplace The Transgender Community](#)



Must Read: D&I News



[Starbucks Pledges To Have 30% Of Corporate Workforce Identify As A Minority By 2025](#)

[Citi Launches 'True Name' Feature With Mastercard To Allow Trans & Non-Binary People To Use Chosen Names](#)

[4 TED Talks On Diversity \(And What They Mean For HR\)](#)

[AmEx Pledges \\$1 Billion In Push to Promote Gender Equity](#)

[Greg Clarke Resigns As FA Chairman After Apologising For Saying 'Coloured Footballers'](#)

[Unconscious Gender Bias In The Workplace](#)

[NASCAR Takes Bold Action to Combat Social Injustice](#)

[Ageism Is The 'Ism' We Aren't Talking About](#)

[The Lack Of Focus On The Intersection Of LGBTQI+ & Disability Rights Movement](#)

[David Toole, Disabled Dancer With Grace In His Hands, Dies](#)



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

CAPACITY BUILDING WORKSHOP FOR IC MEMBERS

WHO SHOULD ATTEND: INTERNAL COMMITTEE MEMBERS

NOVEMBER 21, 2020
10AM - 4PM
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 session:

- Investigation Process, Timelines
- Important Aspects Of Investigation
- IC & Powers Of A Civil Court
- Conclusion Of A Matter
- Duties & Responsibilities of IC Members Under The 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 exclusively for Internal Committee members.

Dates: The PoSH certification workshop will be conducted on November 21, 2020, with a lunch break in-between and an assessment test.

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

Who Will Conduct The Program: Pallavi Pareek, Founder and CEO 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.

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WHAT NOT TO DO WHEN LOOKING INTO A SEXUAL HARASSMENT COMPLAINT

A case of sexual harassment in any organization is a matter of grave concern. It immediately becomes imperative for the organization to provide a safe space for the complainant. So where do companies often go wrong?

- 1 TAKE CONVERSATION WITH COMPLAINANT CASUALLY**
It is a common mistake that when a Committee (as a whole or as a member) becomes privy to an incident, they decide to first meet the Complainant and understand it further.
- 2 RELY ON THE MEMORY OF PEOPLE**
Document everything, every conversation, and interaction.
- 3 HAVE INDIVIDUAL MEMBER MEETINGS**
Maintain the quorum all the time. Maintain that the Chairperson is part of all the meetings.
- 4 TAKE THE CONFIDENTIALITY MANDATE LIGHTLY**
The law has put a lot of emphasis and importance on maintaining the confidentiality of Committee proceedings and has defined a fine of INR 5,000 for violation.
- 5 FORGET TO CREATE MINUTES OF MEETINGS**
A case file is a collection of all documents pertaining to a specific complaint and its investigation procedure.
- 6 FORGET THAT YOUR DUTY IS TOWARDS BOTH PARTIES TO PROVIDE A FAIR PROBE**
It is normal for Committee members to form an opinion based on their own biases which is further reflected in their behavior and attitude during the meetings.
- 7 FORGET THAT IT IS YOUR DUTY TO EDUCATE THE PARTIES**
At the time of receiving the complaint and during the initial meetings, the Committee must educate both parties on this.
- 8 FORGET TO GAUGE THE NEED FOR INTERIM MEASURE ON YOUR OWN**
Another mistake that Committee members make is to expect that a Complainant will seek for an interim measure on their own.

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WHY POSH TRAINING IS IMPORTANT

LEGAL MANDATE

As per section 19(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, every employer is required to conduct regular awareness workshops for all the employees to understand the provisions on the law on the subject issue.

AWARENESS

The regular workshops and awareness sessions are important for employees of the organization so that they are aware of the provisions and can restrain themselves to get involved in any such case.

EMPLOYEE RETENTION

When employees feel safe and protected in the workplace it leads to higher productivity and employee retention. Nobody wants to work in an environment where they have to daily bother themselves about a colleague's inappropriate behaviour or lewd comments.

SAFE WORKING ENVIRONMENT

When you train employees on what is not acceptable at the workplace it minimizes the chance of sexual harassment complaints. It also breeds a sense of safety among employees when they notice that their company is proactively involved in training employees.

SAFEGUARD REPUTATION

If such an incident takes place, the reputation of the company will definitely go down. This will result in a very negative affective effect on the employees as well.

REACH OUT TO US ON
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5 THINGS HR MANAGERS SHOULD DO TO STOP SEXUAL HARASSMENT AT THE WORKPLACE

PROTECTION AGAINST RETALIATION

HR needs to create a fearless environment in the company so that when an employee actually gathers the courage to report harassment, they shouldn't be apprehensive because of hostile treatment they may receive.

ESTABLISH NORMS

Companies that are successful at creating an atmosphere where all the staff regularly attend training sessions on what behaviour is not appropriate, and what realistic steps to take if and when one either witnesses or is a victim to sexual harassment, are doing great in combating sexual harassment.

RISE ABOVE LABELS AND SEE PEOPLE

HR should do everything they can to be seen as a place to go to for help, not the department that keeps employees from reporting sexual harassment. They should, ideally, be seen as quick to act, but impartially.

MAKE IT EASY TO REPORT HARASSMENT

Anything that makes an employee uncomfortable should be reported. This goes from the classic "sleep with me or lose your job" to staring and unwanted, "accidental" touching. All such acts come under the definition of sexual harassment under POSH Act.

TAKE NEW STEPS

HR should be prepared to do more than what is needed. Training has to be seen as being helpful. While it is admirable that a company will take steps to correct a misdeed, it would have been even better had there been an ongoing conversation about workplace harassment.

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We help you unlearn biases to make co-working a safer and better experience for people of diverse gender identities.

Business Insider India @BiIndia

"Every voter in Bihar has clearly stated that he is an aspirant and his priority is only and only development.": tweets PM Narendra Modi

#BiharElectionResults2020 #BiharElections

Narendra Modi @narendramodi · 6m

बिहार के युवा साथियों ने स्पष्ट कर दिया है कि यह नया दशक बिहार का होगा और आत्मनिर्भर बिहार उसका रोडमैप है। बिहार के युवाओं ने अपने सामर्थ्य और NDA के संकल्प पर भरोसा किया है। इस युवा ऊर्जा से अब NDA को पहले की अपेक्षा और अधिक परिश्रम करने का प्रोत्साहन मिला है।

Narendra Modi @narendramodi · 7m

बिहार के प्रत्येक वोटर ने साफ-साफ बता दिया कि वह आकांक्षी है और उसकी प्राथमिकता सिर्फ और सिर्फ विकास है। बिहार में 15 साल बाद भी NDA के सुशासन को फिर आशीर्वाद मिलना यह दिखाता है कि बिहार के सपने क्या हैं, बिहार की अपेक्षाएं क्या हैं।

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.

#InclusionDictionary

Unconscious Bias

An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation.

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#InclusionDictionary

Intersectionality

The intertwining of social identities such as gender, race, ethnicity, social class, religion, sexual orientation, and/or gender identity, which can result in unique experiences, opportunities, and barriers.

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Ungender's Diversity & Inclusion Dictionary is an attempt to capture the most commonly used D&I terms in our vocabulary.

Think of financial inclusion as a pathway out of poverty and inclusive growth as a path to shared prosperity. The former is transactional. The latter is transformational.



SHAMINA SINGH,
President, Mastercard Center For
Inclusive Growth

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Virat Kohli to return from Australia tour after first Test as BCCI grants Team India captain paternity leave

Virat Kohli, who led India to a historic Test series win in Australia in 2018-19, will return from the upcoming tour of Australia after the first Test in Adelaide, after being granted paternity leave by the BCCI.

CRICKET Updated: Nov 09, 2020, 18:24 IST

hindustantimes.com
Hindustan Times



India's captain Virat Kohli celebrates with his wife Anushka Sharma after winning the series 3-1 following play being abandoned on day five in the fourth test match between Australia and India at the SCG in Sydney, Australia, January 7, 2019. (REUTERS)

POSITIVE CHANGES

Do you engage and try to learn from communities? What is your understanding of diversity and inclusion? We hope to help you learn by flagging positive social changes and empowering conversations with leaders in the field.

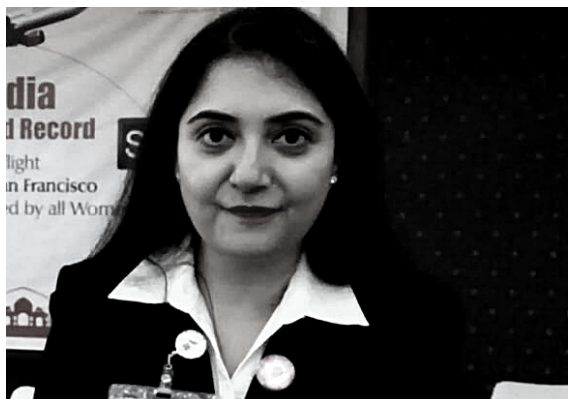
Gender Inclusive Appointments & Awards

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.



Kotak Mahindra Bank appoints Shweta Pathak as Vice President Human Resources

In her new role, Shweta would be leading Campus and Talent Branding for the bank.



Harpreet A De Singh, CEO of Alliance Air, first woman to head an Indian Airline

She's the first woman CEO of an Indian carrier.



Priyanca Radhakrishnan Is New Zealand's 1st Indian-Origin Minister

Radhakrishnan was appointed in the New Zealand Cabinet led by Prime Minister Jacinda Ardern, who recently won the general election by a landslide.

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

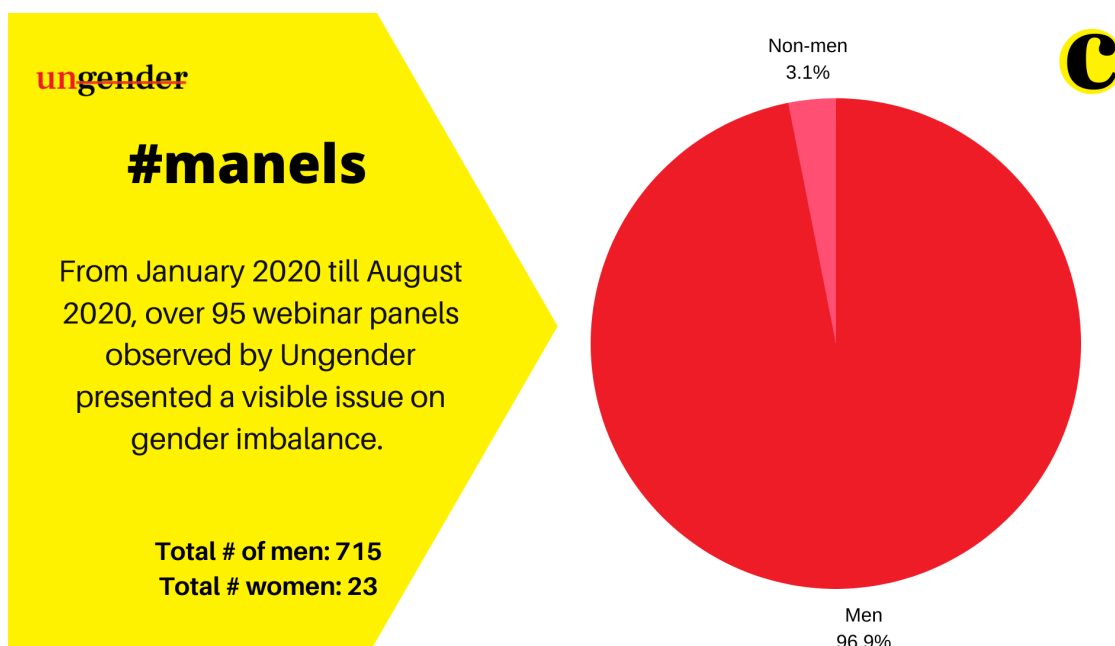
We believe that every individual has the capacity to become an internal inclusion and safety leader. We can help build inclusive teams, streamline documentation, and enhance learning.

Every year, companies are increasing their risk of monetary and legal consequences with non-compliant handling of POSH activities.

You manage your business, let us manage your compliance.

getconduct.in

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.

.....

What is the state of gender equality in the world? What do data tell us about progress towards the commitments made in the Beijing Platform for Action, which, 25 years after its adoption, remains the most comprehensive road map for advancing women's rights worldwide. [The World's Women 2020](#) is a collection of 100 stories providing up-to-date assessments of progress towards gender equality in the following six critical areas, including, under each area, the impact of COVID-19 on women: (a) population and families; (b) health; (c) education; (d) economic empowerment and asset ownership; (e) power and decision-making; and (f) violence against women and the girl child.

27%

is the global gender gap (as of 2020) in labour force participation, which has narrowed only marginally over the past 25 years.

Worlds Women 2020 Data

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74%

more men worldwide, in 2020, participated in the labour force than women (47%).

Worlds Women 2020 Data

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14%

of countries in Southern Asia with available data made a 14-weeks minimum statutory paid leave period available to expecting mothers.

Worlds Women 2020 Data

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9/10

countries where discriminatory social norms towards women in paid employment were reported to be the most prevalent were located in Southern Asia, Northern Africa and Western Asia.

Worlds Women 2020 Data

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READ THE REPORT

Videos & Podcasts

Videos and podcasts we love!

**ARE THE
ARMED
FORCES
EQUITABLE
WORKPLACE
FOR WOMEN?**

WHEN:
OCT 23
6PM - 7PM

**WHO SHOULD
ATTEND: ARMY,
NAVY & AIR
FORCE, & HR
PROFESSIONALS**



SURUCHI KUMAR,
HEAD OF LEGAL SERVICES,
UNGENDER



MAJOR NEHA PATEL,
INDIAN ARMY



**MAJOR SIPRA MAJUMDAR
PRABHAKARAN, INDIAN ARMY**



**SQD LEADER MAMTA THAPLIYAL
SINGH, INDIAN AIR FORCE**



**ANURADHA KANCHI,
COMMANDER, INDIAN NAVY**

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Ungender Roundtable: POSH & Compliance

Are the armed forces equitable workplace for women?

Inducing D&I DNA in startups with Deeksha Ahuja

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

Dear HBR: Sexism

Understanding multidimensional poverty for people with disability.

Unladylike

Find out what happens when women break the rules - those unwritten but all too real bullsh*t expectations of how we should live our lives.

Popaganda

Bitch Media's twice monthly feminist pop culture podcast Popaganda, as well as fresh stories from our friends at Audio Smut. Subscribe to the podcast via RSS or on iTunes!

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.

Write to us

General queries:

contact@ungender.in

Curator of Acta:

rituparna@ungender.in

Insights

rajkanya@ungender.in

Legal queries

suruchi@ungender.in

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