

un~~gender~~ acta

News updates about gender & workplace from around the world.

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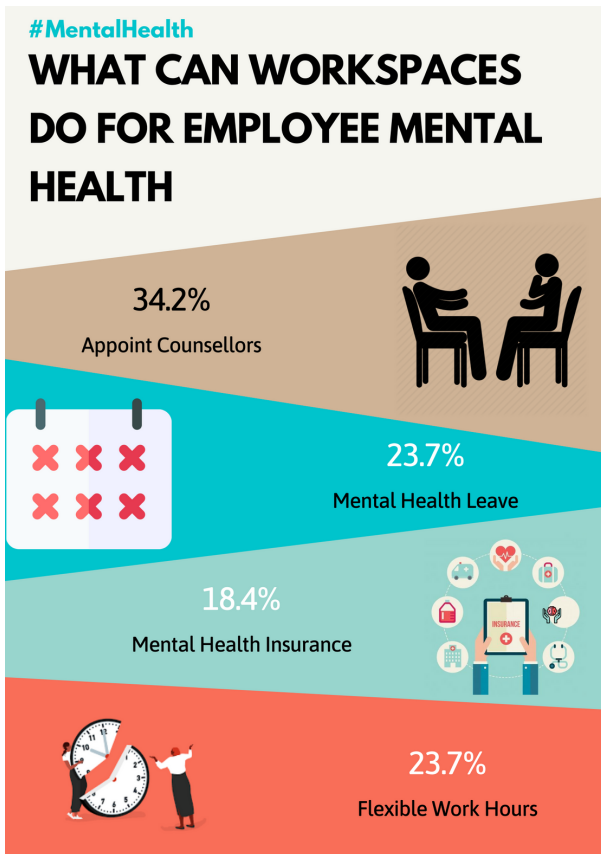


Dr Soumitra Pathare

Neglected for long, the Covid pandemic and the associated lockdowns have made Indians realize the importance of mental health issues in the past few months. Our policy makers as well as the general public now recognizes the need to address mental health issues. For example, Ms Preeti Sudan, India's top health bureaucrat, recently wrote two articles in newspapers highlighting the need to address mental health impact of the epidemic.

We have also seen much more public discussion about mental health in newspapers and social media. The recent death of a film star has also focused attention on suicides, a topic which we have always neglected, although one of every three persons dying by suicide in the world is an Indian.

As a mental health advocate, I am happy to see that we are finally addressing these important topics in our public discourse.



However, I am also disappointed with the content and tone of the public conversations. Mainstream and social media have taken a voyeuristic approach to dealing with these issues rather than address some of the structural social issues underlying both mental health and suicides.

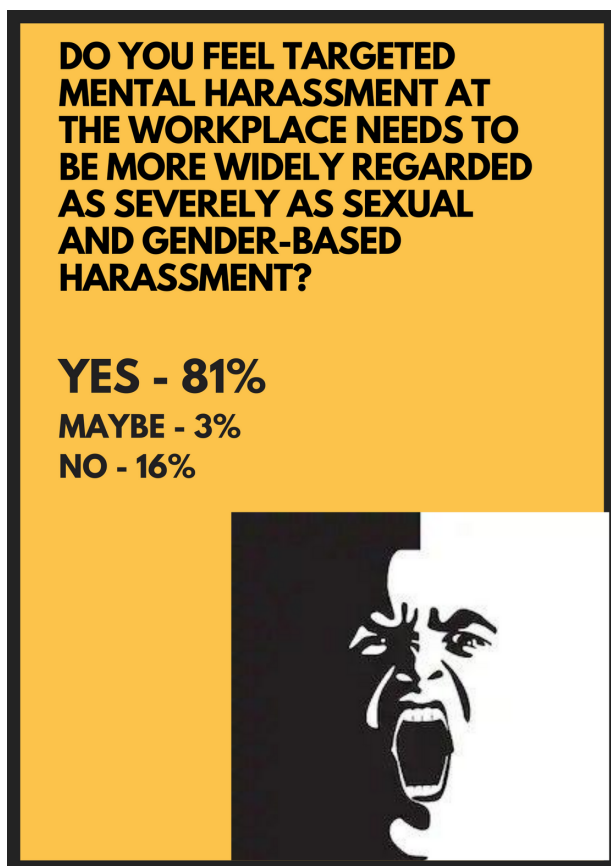
For example, I have seen little discussion in our media about the fact that nearly a third of Indian women dying by suicide also have a history of domestic violence, or the impact of economic crises on suicides which has been well-documented across many countries over time.

The voyeuristic approach to mental health and suicides also ignores the impact of such reporting on those living with mental health problems and those vulnerable to suicide. There have been instances of people being triggered and experiencing a relapse of their mental health condition and “copycat” suicides due to media breaking all internationally agreed suicide reporting guidelines.

In the coming months, I hope that we see a change in our media discussion to focus on important issues impacting mental health – for example the role of caste, gender, livelihoods, discrimination and the lack of access to quality mental health, in both causing and maintaining poor mental health.

(Dr Soumitra Pathare MD MRCPsych PhD is a Consultant Psychiatrist and Director of Centre for Mental Health Law and Policy at the Indian Law Society, Pune, India. He can be contacted at spathare@cmhlp.org)

[Related Read: How To Measure The Mental Health Status Of An Organisation?](#)



From Ungender's Desk



PERIOD LEAVE

Natasha Ramarathnam Looks Back At Workplaces In The 90s

When I entered the formal workforce in the mid 1990s, it was a male territory.



POSH AND WORKPLACE

The Six Elements Of Effective Anti Sexual Harassment Training

Here are a few good practices that can contribute to making the learning environment a safe space.

LEGAL ROUND UP

The PoSH And Trans Rights Cases That Were Heard In Indian Courts In Past Three Months

Ungender's quarterly roundup of cases.



SEXUAL HARASSMENT

Can 'Culture' At A Company Prevent Sexual Harassment?

The average corporate workplace culture today is a culture that has long abetted toxic masculinity,



Favourite Reads



[10 Women Leaders In The Tech Industry You Probably Haven't Heard Of](#)

[If NEP 2020 Wants Gender Inclusion, Why Is It Ghosting LGBTQIA+?](#)

[Pinterest Ex-COO Is Prepared to Take Gender Case to Trial](#)

[Are Women Happier Than Men?](#)

[Work, Re-Cultured: A Sex Worker Trying To Standardize Pandemic Safe Sex Protocols](#)

[A Businesswoman From Jammu Talks About Sex & Toys](#)

[As Pandemic Grinds On, Mourning Queer Sex & Spaces](#)

[How Lack Of Access Affected Emotional Well-Being Of People With Disability During COVID-19](#)

[I Couldn't Find Characters With Disabilities In Comics, So I Made My Own!](#)

[Transgender Persons Get Right To Inherit Agricultural Land In Uttar Pradesh](#)



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](#)

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FOR REGISTERED USERS ONLY

**LEGAL DEVELOPMENT AND
POSH ACT, 2013**

Aug 8 | 4PM-5PM




Focus on critical judgments pertaining to the adoption and implementation of the POSH Act, 2013.

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FOR REGISTERED USERS ONLY

**LEGAL DEVELOPMENTS AND
POSH ACT, 2013**

Aug 15 | 4PM-5PM




Focus on some critical judgments pertaining to the adoption and implementation of POSH Act, 2013.

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**STRATEGISING IC CONSTITUTION
UNDER THE POSH ACT, 2013**

Aug 22 | 4PM-5PM




- Legal requirements for eligibility
- Strategizing IC composition & constitution for multiple locations
- Identifying conflict of interest in nomination and selection

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FOR REGISTERED USERS ONLY

**ADDRESSING BIAS UNDER POSH
ACT, 2013, IMPLEMENTATION**

Aug 29 | 4PM-5PM



- Identifying biases
- Legal aspects in the law with respect to these biases
- Strategy and documentation of addressing these biases

A series of webinar sessions on Legal Developments and the POSH Act, 2013, conducted by Ungender's founder and CEO Pallavi Pareek and Legal Head, Suruchi Kumar, focussing on critical judgments pertaining to the adoption and implementation of POSH Act, constitution of Internal Committees and aspects of the law that will help PoSH practitioners interpret the law better and streamline their work.

For booking sessions with us, visit our [Learnings Page](#).

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

provides you with a learning report for tracking progress at functional, location, and hierarchy based team clusters.

DO YOU KNOW

If your employees are actually learning anything from the POSH sessions/videos?



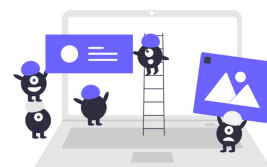
www.getconduct.in

CONDUCT

provides you with a complaint management system to ensure a seamless process to receive and address sexual harassment complaints within your company.

ARE YOU SURE

your existing awareness programmes are actually making a difference in your team culture?



www.getconduct.in

CONDUCT

provides companies with a legally compliant complaint management system for their Internal Committees to streamline documentation to increase effective communication.

ARE YOU CONFIDENT

about the documentation procedure followed by your Internal Committees in their POSH investigations?



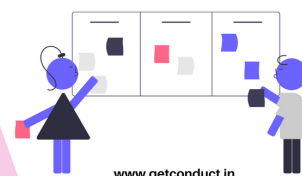
www.getconduct.in

CONDUCT

provides you with a complaint management system to ensure a seamless process to receive and address sexual harassment complaints within your company.

DID YOU KNOW?

85% of the employees don't know where to file a complaint of sexual harassment within their company?



www.getconduct.in

getconduct.in

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.



HUMAN RESOURCES

Bringing Your Skill To The Table Is All That Should Matter In Hiring, Says Nandita Gurjar

Nandita is currently an independent director with Birlasoft, Pune. In conversation with Ungender Legal Advisory's CEO and Founder, Pallavi Pareek, Nandita talks about what needs to change for women at workplace, the future of HR and hiring across industries and also takes a trip down memory lane.

HUMAN RESOURCES

Capturing Feedback On HR Policies Is Essential, Says Suhail Vadgaokar Of Urban Company

Suhail Vadgaokar is Director, People Operations, at the Urban Company. His work spans talent acquisition & HR business partnering. In conversation with Ungender Legal Advisory's CEO and Founder, Pallavi Pareek, Suhail talks about how ensuring the basics such as time-off, constant communication, employee appreciation and awareness of mental health is vital to HR and organisational success.



Conversation With Leaders

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FILMS AND TELEVISION

Films Have Much Greater Female Participation Now: Anupama Chopra

Anupama Chopra is one of the best known names in Indian cinema. With more than 25 years in the cinema industry and as an author, journalist, film critic, director of MAMI, and the founder of the digital platform Film Companion. In conversation with Ungender Legal Advisory's CEO and Founder, Pallavi Pareek, Anupama talks about what sets were like in the 90s and how things have changed.

FEMINISM

Principles Of Building A Feminist Leadership: Conversation With Japleen Pasricha And Nalini Menon

A feminist conversation about workplace, inclusive hiring and what feminism means to people in India, across media and other industries, with Japleen Pasricha, Founder of Feminism In India, and Nalini Menon, HR executive at FII, hosted by Pallavi Pareek, CEO and Founder of Ungender and Conduct.



Building Gender Balanced Panels

Mahatma Gandhi Central University, Bihar-INDIA

National Webinar
on
India's National Security Challenges in the Contemporary Times

Tuesday: 18th August, 2020
Time: 4:00pm IST

Patron
Prof. G Gopal Reddy
Pro Vice Chancellor
MGCUB, Bihar-INDIA

Guest of Honour
Shri Shakti Sinha
Director, A.B. Vajpayee Institute of
Policy Research and International
Studies, M.S. University, Baroda

Keynote Speaker
Dr. Arvind Gupta
Director, Vivekananda International
Foundation, New Delhi & Former Dy.
National Security Advisor, Govt. of India

Guest of Honour
Shri Seshadri Chari
Strategic Analyst & Former Convenor,
Foreign Affairs Cell, BJP

Chief Patron & Chairperson
Prof. Sanjeev Kumar Sharma
Hon'ble Vice Chancellor
Mahatma Gandhi Central University
Bihar-INDIA

Convener
Dr. Aslam Khan
Associate Professor
Gandhian & Peace Studies

Advisory Committee
Prof. Rajeev Kumar
Dean, Faculty of Social Sciences
Prof. Sunil Mahawar
Head, Department of G&PS

Organizing Committee
Co-Convenor:
Dr. Jugal Dadhich
Organizing Secretaries:
Dr. Abhay Vikram Singh
Dr. Ambikesh Tripathi

Distinguished Speakers
Prof. Arvind Kumar
Head, Dept. of Geopolitics and IR
Manipal University

Dr. Arun Vishwanathan
School of National Security Studies,
Central University of Gujarat

Registration Link: <https://forms.gle/C8kFTnSGXGimV7e19>

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.](#)

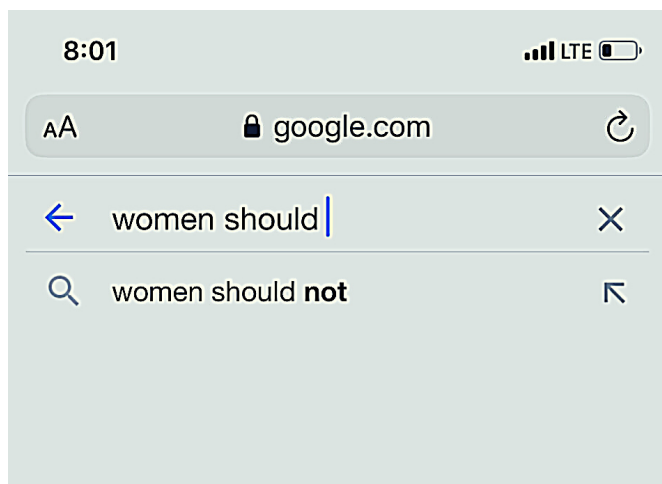
Ungender Unlearn

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.



What has "putting themselves last" meant for women's right to rest? Covid-19 testimonials have proven that women are exhausted with paid and unpaid labour. The Period Leave debate highlighted how people view women as productivity tools even at the cost of their rest. In 2018, the Kerala government announced it will amend its labour laws to include a clause obliging employers to let women sit. Right to rest is human rights and should be viewed as such. Pop culture normalising a woman's exhausting labour in the name of love is harmful because of the message they convey about gender roles.



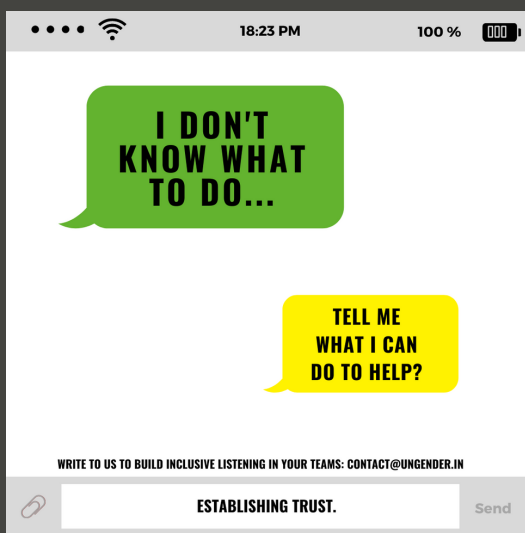
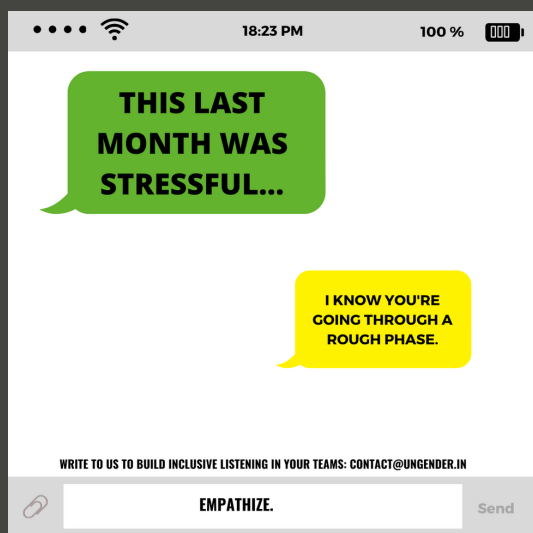
GENDER BIAS

Over centuries, men and women have been conditioned to be gatekeepers of patriarchy which often spills over at the workplace. Gender roles and expression form part of the conditioning. Workplaces should centre diversity and inclusion in all that they do.

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.



ACTIVE LISTENING

Do you know what 'active listening' means? Our new series is on how to listen better at the workplace. One of the first things to do is to establish trust when you are listening to someone.

Q.

Does a businesswoman who gets harassed at a client's workplace have any recourse under this Act?

A.

Yes, a businesswoman can file a complaint under this Act if she experiences sexual harassment at a client's workplace.

ACTIVE LEARNING

Do you engage and try to learn from communities? We urge you to know the PoSH Act better to know your rights better. Does a woman have to be part of an organisation's primary workplace to be able to file a complaint? Is a Zoom webinar chat box workplace? Is your home a workplace? How is workplace defined under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013?

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.



Alicia Boler Davis Becomes The First African-American Woman On Amazon's Elite S-Team

For the first time in Amazon's history, the company has added a Black woman to its senior leadership team, or the S-Team as it is popularly known as.



Chrystia Freeland Appointed Canada's First Female Fin Min

Amid a tumultuous year, Canada's deputy Prime Minister Chrystia Freeland has made history becoming the country's first ever female finance minister.



Kamala Harris Appoints Indian-American Sabrina Singh Press Secretary

United States Senator Kamala Harris on Sunday appointed Sabrina Singh the press secretary for her vice presidential campaign

Report Of The Month

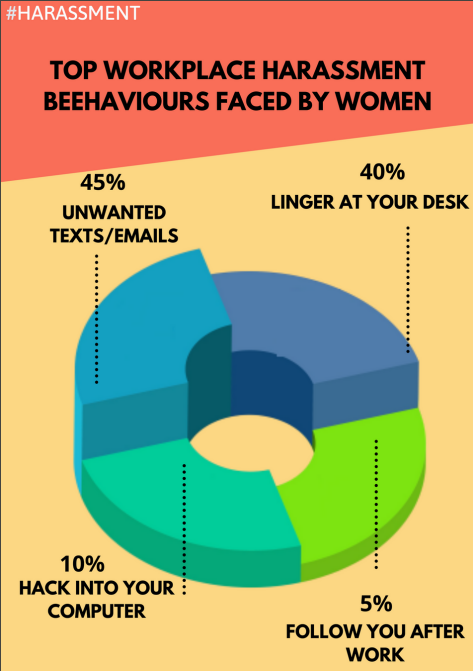
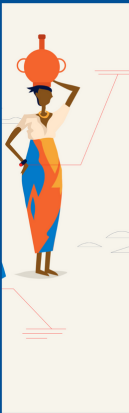
In every issue of Ungender Acta, we will bring you key research happening around the world in the space of workplace, gender, pay, diversity, inclusion, and a lot of other things.

.....

This [Ungender poll report](#), is our effort, to assess if people’s attitude knowledge and self-reported practices as lived experiences, have undergone any change around these key topics. In looking at this data, we have been particularly interested in how “gender roles” play a part in the responses we receive. Our intent is to, every six months, tabulate the results of our polls to generate data that will help us understand work practices, compliance, expectations and learnings better and help us analyse this data to press companies for policy changes.

SHOULD COMPANIES HAVE OPTIONAL WORK FROM HOME POLICIES TO ALLOW EMPLOYEES, ESPECIALLY WOMEN, MORE FLEXIBILITY IN MANAGING WORK AND PERSONAL HEALTH?

YES - 87 %
MAYBE - 3%
NO - 10%



WOULD YOU SAY THAT TEMPORARY EMPLOYEES OF AN ORGANISATION CANNOT FILE A SEXUAL HARASSMENT CASE WITH THE COMPANY'S IC?

**YES 18%
MAYBE 18%
NO 64%**

HAVE YOU EVER BEEN PUT ON PROBATION AND EVALUATION AFTER YOU FILED A COMPLAINT OF SEXUAL HARASSMENT AT YOUR WORKPLACE?

YES - 67%
No - 33%



DO YOU HAVE THE CONTACT DETAILS OF THE IC OF YOUR ORGANIZATION?

**YES - 20%
NO - 80%**



HAVE YOU EVER LOST A WORK OPPORTUNITY BECAUSE OF YOUR GENDER?

**YES - 56%
NO - 44%**



FULL REPORT

Ungender In The News

Chats, interviews and news and social media collaborations we are a part of.

DEMOCRACY NEWS LIVE
IT MATTERS

**I HAVE MY PERIODS:
TIME TO SAY IT LOUD AND CLEAR**

AUGUST 17TH, 2020 5:30 PM INDIA, 12 PM GMT, 8AM EASTERN.

ROHIT GANDHI
EDITOR-IN-CHIEF (HOST)

PRAGYA ROY
CONTENT EDITOR AT FEMINISM IN INDIA

ANANYA CHHAOCHHARIA
FOUNDER PRINT IT RED

PALLAVI PAREEK
FOUNDER AT UNGENDER

ARIJUN UNNIKRISHNAN
DIRECTOR OF PROGRAMMES AT THE RECIRCLE

BHARTI
FOUNDER BODHON

WWW.DEMOCRACYNEWSLIVE.COM

UTALK WITH UINCEPT
EVERYTHING ENTREPRENEURSHIP

**WOMEN
AS SOCIAL
ENTREPRENEURS**

19th August 2020 | Wednesday
5:30PM IST

WATCH LIVE ON

#SAFTYCHAT
24TH AUGUST, 2020
11:00 AM EST / 8:30 PM IST

Topic: **Sexual Harassment at Workplace**

GUESTS

ungender
@UngenderTalks
Ungender

nyaaya
@Nyaayaln
Nyaaya

Talk LoudST | Period leaves & diversity of opinions Recorded Live

Participants: kriti vageyi, Sumita Maheshjee, Anuradha Exwalzed, Shobha, Pallavi Pareek, rituparnachatterjee

Diverse & Inclusive Panels > Manels

Say No To Manels! Here Are 3 Ways To Organise An Inclusive Webinar

Ungender Legal Advisory in Gender and Sexuality
August 13, 2020

How Not To Offend Your Colleagues At Work

Ungender Legal Advisory in Society
August 11, 2020

Blogs on Youth Ki Awaaz

NEWS18 HOME CORONAVIRUS POLITICS INDIA ENTERTAINMENT TECH AUTO BUZZ VIDEOS

NALSA Judgement of 2014 Was 'Pathbreaking'. But Has It Really Made India More Trans-inclusive?

To bring about a change in the mindset of the people, a change in the law of the land is a prerequisite.

Megha Chandra

NEWS18.COM
LAST UPDATED: AUGUST 19, 2020, 1:24 PM IST

SHARE THIS: f t w s i

#EndTransDiscrimination

The landmark judgment of National Legal Services Authority v. Union of India [1] was passed in 2014, in order to increase inclusion and equality among the trans community in India | Image

Blogs on News18


the Correspondent

Newsletter

5 days ago • Reading time 5 - 6 minutes • [Remind me later](#)

How to 'ungender' work

Tanmoy GOSWAMI
Sanity correspondent



Interview With The Correspondent

Videos & Podcasts

Videos and podcasts we love!



'Empathetic HR Leadership' with
Heather Saville Gupta



'Gender and AI' with
Aparna Devi Moola



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

A Thirsty Mind - A Podcast by Abhiram

Meet Bharti Kannan, founder of Boondh, an NGO that works on educating people on menstrual hygiene.

Rage Against the Machine

How is the AI ecosystem evolving? How do different individuals and organisations perceive Artificial Intelligence? Does "Ethical AI" miss the hills for the trees?

Nerdette

A safe space for nerding out about all the things you're watching, reading, listening to and encountering in real life with host Greta Johnsen.

Rupaul: What's The Tee?

In this podcast RuPaul and his cohost Michelle Visage discuss pop culture, advice, beauty advice and behind the scenes of their hit show RuPaul's Drag Race.

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

varna@ungender.in

Legal queries

suruchi@ungender.in

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