

# un~~gender~~ acta

News updates about gender & workplace from around the world.

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## Rituparna Chatterjee

A new [LinkedIn survey](#) has found that nearly 50% of India's working women are stressed due to the pandemic. The survey, based on the responses of 2,254 professionals, from the weeks of 27 July - 23 August, paints a grim picture of the emotional and physical distress of working women, including mothers, while men seem to be fairing slightly better. With the country facing a jobs crisis, a deeper look is needed into how Covid has affected women's savings.

How can companies account for exhaustion and burnout when dealing with a diverse workforce? In this edition, we [also feature a conversation](#) with Parmesh Shahani, the head of Godrej India Culture Lab, and author of *Queeristan*, on ways to build diverse and inclusive workplaces.

"When you ignore women in panels or discussions, you're actually ignoring their entire body of work," Rajeswari Pillai Rajagopalan, the Head of the Nuclear and Space Policy Initiative at the Observer Research Foundation, tells Pallavi Pareek, CEO, Ungender during a chat. Enjoy the interviews and more in an edition that packs the best of the world in the gender and workplace space.

# 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.



## DIVERSITY & INCLUSION

### Parmesh Shahani On The Need For LGBTQ Inclusion In Corporates, Trans Needs, Caste, And More

Parmesh Shahani is the founder of the award-winning Godrej Culture Labs, known for being an experimental idea space that starts important conversations and brings together the best of India's diverse culture.

## MANELS

### Nuclear Policy Expert Raji Rajagopalan On Manels And How To Fix Them

Currently the Head of the Nuclear and Space Policy Initiative at the Observer Research Foundation, Rajeswari Pillai Rajagopalan is a foreign policy expert with 20 years of experience. She's previously worked with the National Security Council Secretariat and the Institute of Defence Studies and Analyses in New Delhi.



# From Ungender's Desk



## WORKPLACE

### Why Your Company Must Conduct Anti Sexual Harassment Trainings

Anti-sexual harassment training is one of the most important things an employer can do to prevent harassment in the workplace.



## LEGAL ROUNDUP

### Maternity Benefit Cases That Were Heard In Courts In Past 3 Months

A quarterly legal round-up of cases pertaining to the Maternity Benefits Act for the period of June to Aug.

## DIVERSITY AND INCLUSION

### A Case For Cognitive Diversity At The Workplace

For many companies, diversity has been limited to increasing the number of under-represented minorities.



## MATERNITY BENEFITS ACT

### Quick Legal Guide For Compliance

On 3rd April 2017, the Maternity Benefit Act, 1961 was amended and given Presidential assent.





# Favourite Reads



[Grandmother Has Heartwarming Coming Out Moment After A Lifetime Of 'Never Liking Men That Much'](#)

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['Filipinx,' 'Pinxy' New Nonbinary Words In Online Dictionary](#)

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[Call Of Duty Cold War's Treatment Of Gender Is A Problem](#)

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[Say No To Gender Stereotypes! Men Wear Makeup Too!](#)

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[The Atlantic Tried To Artistically Show Gender Dysphoria On Its Cover. Instead It Damaged The Trust Of Trans Readers](#)

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[Kerala: Intersex Baby Poem Gets A Dance Version](#)

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[Dutch Author First Non-Binary Person To Win International Booker Prize](#)

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[Caster Semenya Loses Appeal to Defend 800-Meter Title](#)

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[Gender Norms Hurt Incarcerated Boys, Girls Even More](#)

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[Afghan All-Girls Robotics Team Designs Low-Cost Ventilator To Treat Coronavirus Patients](#)

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# 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](mailto: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**

**Sep 5 | 4PM-5PM**



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

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**FOR REGISTERED USERS ONLY**

**LEGAL DEVELOPMENT AND POSH ACT, 2013**

**Sep 12 | 4PM-5PM**




We will cover aspects of the law that have been either not implemented properly by the employer, or violated by them.

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, focusing 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](#).

**Learn.  
Grow.  
Ungender.**

Be a part of India's largest database of POSH experts.



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# 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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“

मर्द को दर्द नहीं होता है

”

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“

मर्द खाना नहीं बना सकता है

”

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“

मर्द को फर्क नहीं पड़ता की वो कैसा दीखता है

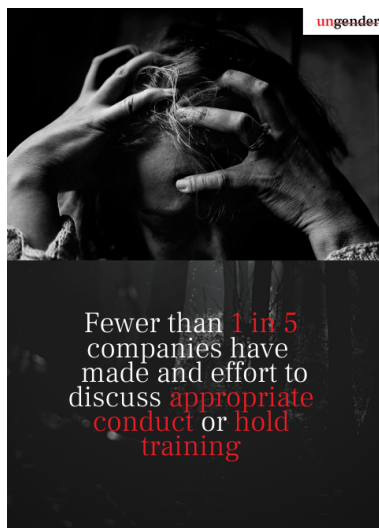
”

Why we need to #SmashPatriarchy — while women bear the worst brunt of misogyny and patriarchal conditioning, the stereotypes that society weave around strict gender roles harm both men and women.

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## 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.

While welcoming people to meetings or events **include everyone** and **every gender** by greeting like “Welcome, everyone” or “Good morning, folks”

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#UNGENDERYOURWORKSPACE

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**Don't assume that everyone is heterosexual.** Avoid using language such as “wife” or “husband”. Instead **use** “Partner” or “Parent”.

#INTERSEXDAY  
#UNGENDERYOURWORKSPACE

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## LANGUAGE AND LEARNING

Changing the language we use at home and at the workplace, and the expressions we are taught to use, to grow, and be more inclusive.



“

My goal is to change the face of leadership, to make it more diverse and not so that leaders can check a box and feel like they have complied with something or they have been politically correct but because they understand, that diversity is making their organization more innovative and by embracing diversity, by embracing diverse talent, we are providing true opportunity for everyone.

ROCÍO LORENZO

## DIVERSITY & INCLUSION

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.



## First Woman IPS Officer To Serve As CRPF IG Srinagar

A 1996-batch IPS officer, Charu Sinha was deputed with CRPF in 2018. Her career has seen her tackle Naxalism, factional feuds & what appeared to be a mental health crisis in CRPF.



## LA Pride Producer Names Black Transgender Woman As President

For the first time in its 50-year history, Christopher Street West, the nonprofit organization that produces LA Pride, has named a Black transgender woman as president of its board.



## Canadian Space Agency Set To Get First Female President As Space Race Gains Steam

The Canadian Space Agency will get its first female president this month as the space race continues to heat up, with private firms working alongside governments to put humans once again on the moon.

# 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](http://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](http://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.



[www.getconduct.in](http://www.getconduct.in)

### CONDUCT

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

#### DID YOU KNOW?

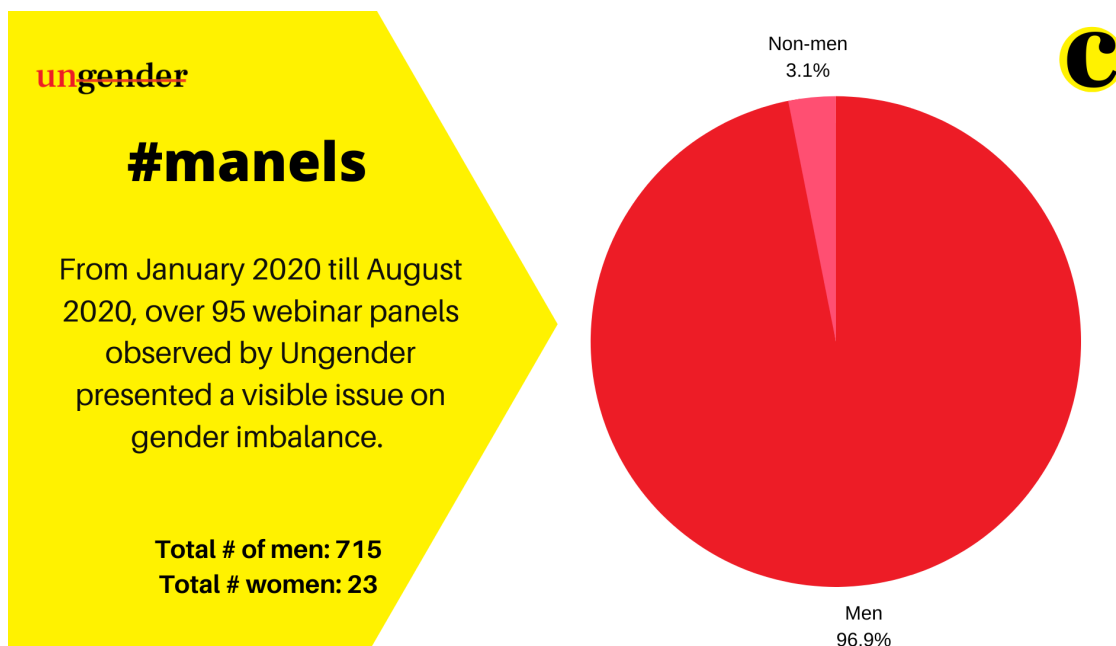
In the past 6 years there are more than 300 cases that have gone to higher courts for misconduct at workplace based on gender and discrimination.



[www.getconduct.in](http://www.getconduct.in)

**[getconduct.in](http://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.

A [LinkedIn Workforce Confidence Index](#), based on survey responses of 2,254 professionals in India, from the weeks of 27 July - 23 August, has revealed that the pandemic has taken a deep toll on India's working mothers and working women. Around 31% working mothers are currently providing childcare full-time, as compared to only 17% working fathers, according to the survey. According to the report, 47% of women respondents said they are experiencing more stress or anxiety due to the pandemic. For men, this number stood at 38%. More than 44% working moms are working outside their business hours to provide childcare, nearly twice as many men (25%).

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20% WORKING MOTHERS RELY ON A FAMILY MEMBER OR FRIEND TO TAKE CARE OF THEIR CHILDREN

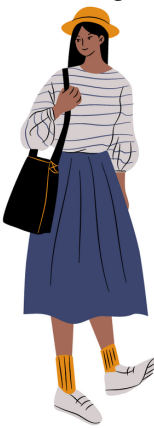


SOURCE: LINKEDIN WORKFORCE CONFIDENCE INDEX

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47% OF WORKING WOMEN SAY THEY ARE EXPERIENCING STRESS OR ANXIETY DUE TO THE PANDEMIC



SOURCE: LINKEDIN WORKFORCE CONFIDENCE INDEX

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ONE IN THREE WORKING MOTHERS ARE CURRENTLY PROVIDING CHILDCARE FULL-TIME.



SOURCE: LINKEDIN WORKFORCE CONFIDENCE INDEX

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TWO IN FIVE WORKING MOMS ARE WORKING OUTSIDE THEIR BUSINESS HOURS TO PROVIDE CHILDCARE



SOURCE: LINKEDIN WORKFORCE CONFIDENCE INDEX

[READ THE REPORT](#)

# Videos & Podcasts

Videos and podcasts we love!



[Quint: 'Lost Job Offer As Recruiter Refused To Employ Hijabi Journalist'](#)



[Vitamin Stree: Periods & You](#)



[AI & Gender chat with Aparna Devi Moola Of Edge Networks](#)

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

## Disability And Mental Health Ft. Dr. Satendra Singh

Dr. Satender Singh takes us through his journey of living and fighting for his rights and hence the rights of others- Fighting the stigma of his disability- discrimination, and harassment.

## The Diversity Gap

"You don't belong here."

I've seen this play out countless times. Good intentions fall short of good outcomes. It's hard to know what to do next.

## Gay Relationships Are Hard

James thinks back to his childhood and the effect that's having on his... boyfriend!

## 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

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