

un~~gender~~ acta

News updates about gender & workplace from around the world.

In This Issue

Editorial: Pg 1

From Ungender's Desk: Pg 2

Favourite Reads: Pg 3

Learn With Ungender & CONDUCT: Pg 4 & Pg 5

Conversation With

Leaders: Pg 6&7

Manels: Pg 8

Ungender Unlearn: Pg 9

Ungender Suggests: Pg 10

Appointments: Pg 11

Report: Pg 12

Videos: Pg 13



Kiran Manral, Author

Covid-19 has broken any notion women might have had about the gendered division of housework. The past four months have taken feminism back a couple of generations. Professional women now realise that childcare and domestic duties continue to be their primary responsibility.

Women perform 76.2 percent of total hours of unpaid care work, thrice as much as men. Work hours have multiplied for professional women, even though women have always traditionally borne the burden of a second shift at home.

Women are dealing with the loss of private time and space. Women are more likely than men to lose their jobs during the pandemic, with sectors such as retail and hospitality being hit. Online learning for children has become a mother's task. Fears of underperforming at work, and being constantly on call has led to an increase in anxiety, driving many women to quit their jobs.

Another fallout of the pandemic is the terrifying spike in domestic violence cases with women bearing the brunt, across socio economic strata. We need to talk about this. We need these conversations to realign women and men equitably in the domestic as well as the professional space.

From Ungender's Desk



GENDER & WORKPLACE

5 Companies With Period Leave

Period leave is neither new, not novel. The state of Bihar have had two extra days of casual leave for women government employees since 1992.



MATERNITY BENEFIT ACT

Maternity Benefits and Creche Facilities For Contractual Labour

Women in self-employment or in casual (contractual) workers, do not share in India's growth story.

DIVERSITY AND INCLUSION

Six Ways To Begin Measuring Diversity At Workplace

Several organisations are now beginning to understand the importance of measuring Diversity and Inclusion at workplace.



QUEER VOICES

Effect Of NALSA Judgement (III).

This is part three of a three-part series analysing the effects of the NALSA judgement on the inclusion of the transgender community.



Favourite Reads



[Pinterest Accused of Gender Bias in Suit By Former No. 2 Executive](#)

[Instead Of Saying 'Hey, Guys!' At Work, Try These Gender-Neutral Alternatives](#)

[Please, Stop Making Results About Girls Versus Boys](#)

[The Key to an Inclusive Recovery? Putting Women in Decision-Making Roles](#)

[Run By Trans Women, This Budget Canteen Empowers & Serves Yummy Food](#)

[How COVID-19 Is Changing Queer Spaces](#)

[ISIS Has Been Raping Gay Men And Trans Women In Syria](#)

[Reforming 'Dad Leave' Is A Baby Step Towards Greater Gender Equality](#)

[Study: Transgender And Gender-Diverse Individuals Far More Likely To Be Autistic](#)

[Zomato Grants Female And Transgender Employees 10 Days Menstrual Leave](#)



Learn With Ungender

We believe that every individual has the capacity to become an internal inclusion and safety leader.



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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FOR REGISTERED USERS ONLY

**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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**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?



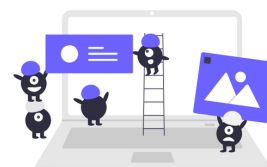
www.getconduct.in

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?



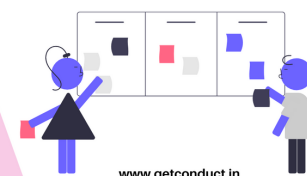
www.getconduct.in

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.



LEARNING AND OD

Learning Now Leads Technology in L&D, Says Shantanu Bhattacharya

In conversation with Ungender Legal Advisory's CEO and Founder, Pallavi Pareek, Shantanu Bhattacharya, an L&D, HR and OD expert focussing on design and development of AI-driven tech platforms, talks about how L&D will change in the future and what the challenges for blended learning will be.

QUEER VOICES

Change Mindsets For Inclusive Workplaces: Suresh Ramdas

Suresh Ramdas works as an LGBTQ+ advocate for inclusion in the corporate space. With 15+ years of experience in Customer Support and in the space of Diversity & Inclusion, he is also the co-Founder of "Working With Pride" (WWP) group. He is also the winner of Mr. Gay India 2019 & featured as 2019's OUTstanding 50 LGBT+ Future Leader. Ungender asks Ramdas what he thinks about the "future of workplace" and what that really means from a diversity and inclusion perspective.



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DIVERSITY AND INCLUSION

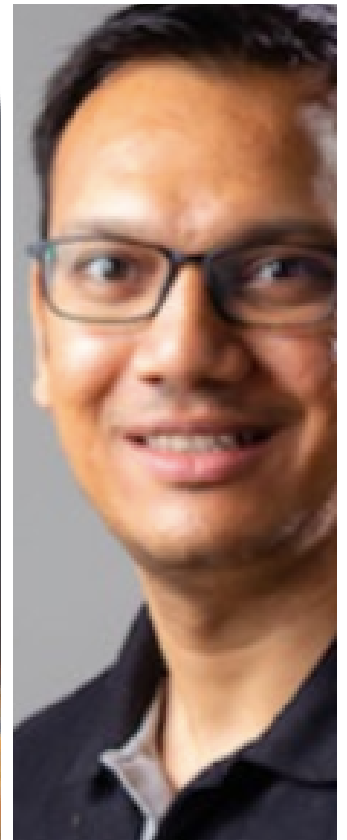
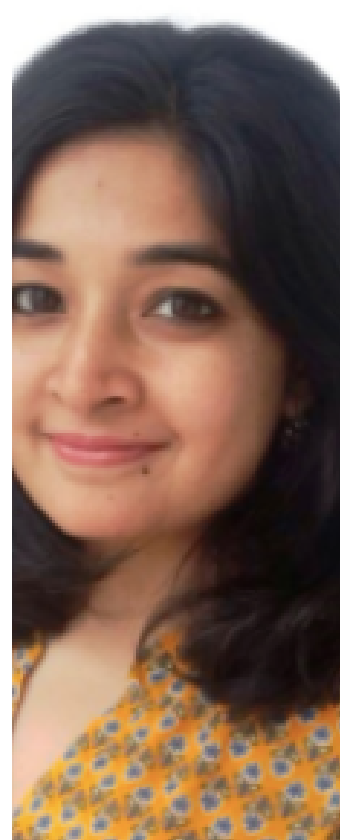
D&I Results In High Return On Investment, Says Shibeen Moitra

Shibeen Moitra is a strategic Human Resources (HR) leader at IQVIA with broad international experience spanning India, Middle East, Africa and the APAC. He focusses on significant organization transformations leading to improvement in market share and productivity & engagement of workforce.

DIVERSITY AND INCLUSION

Value Fit Should Be An Explicit Goal For D&I: Rahul Gonsalves

Rahul Gonsalves is the founder & CEO of Obvious.in. Monica Pillai heads People Operations there. In conversation with Ungender Legal Advisory's CEO and Founder, Pallavi Pareek, Gonsalves and Pillai talk about what it takes to create a really diverse team, from the ground up. Gonsalves strongly believes that designing the right kind of org is an essential prerequisite to designing the right kinds of products.



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.](#)

Ungender Unlearn

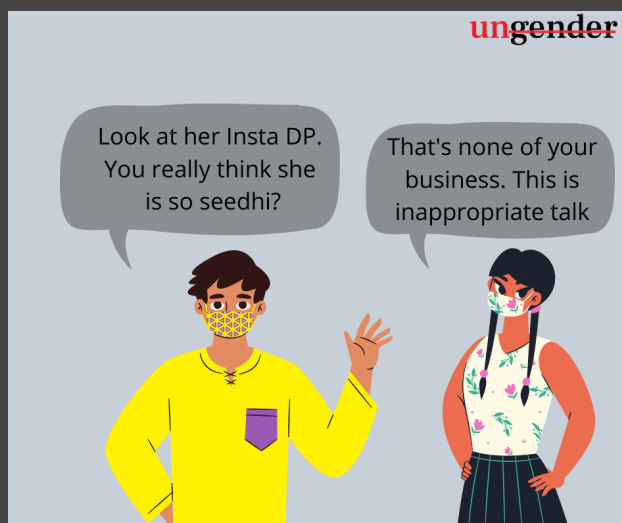
All of us are a product of age old conditioning supported by the language we learned, books we read, media we watched.

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



STEREOTYPES

Gender stereotypes harm. At Ungender, we have started to analyze advertisements over the years to see how brands wove narratives around gender roles and work and how times have changed.



INTERNALISED BIAS

Addressing internal bias is key to understanding how our prejudices are harming others at the workplace and at other spaces.



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.

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Ze

(Pronounced "zee" or "see")

A gender-neutral third-person singular subject pronoun, equivalent to singular they, and coordinate with gendered pronouns he and she.

#GENDERDICTIONARY

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BREASTFEEDING WITHIN THE FIRST HOUR OF LIFE IS RECOGNIZED AS ONE OF THE MOST IMPORTANT ACTIONS FOR INFANT SURVIVAL. YET IN INDIA, ONLY

56.6 %

INFANTS START BREASTFEEDING WITHIN ONE HOUR OF LIFE.

<https://www.unicef.org>

ACTIVE LEARNING

Read, learn, observe, and look up on the Internet what you do not organically know. Read the PoSH Act to know your rights and protect the rights of others at the workplace. Attend our webinars.

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@UngenderTalks

Which aspect of the **#COVID #lockdown** are you struggling with the most?

Household chores	24.7%
Primary caregiving	4.9%
Work from home	12.3%
Mental health	58%

ENGAGEMENT

Do you engage and try to learn from communities? Polls are a great tool for engagement. They allow organisations to gauge what their audience is thinking.

EMPOWERMENT

Amplify women. Make active resolutions to address your biases. Read more on gender and equality, and how power structures work.

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"WE ALL KNOW HOW MUCH MENTAL AND PHYSICAL PAIN WOMEN GO THROUGH DURING THIS PHASE. YET NOBODY COMES FORWARD TO EASE IT A BIT FOR THEM."

SAMYO DATTA, FOUNDER & CEO
FLYMYBIZ (DIGITAL MEDIA
COMPANY)

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"IT'S ONLY RIGHT THAT WE PROVIDE THE WOMEN WHO WORK WITH US WITH A SUPPORTIVE WORK ENVIRONMENT AND CONSIDERATE POLICIES."

DEVLEENA S MAJUMDAR,
HR PRESIDENT,
CULTURE MACHINE, DIGITAL
MEDIA STARTUP

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.



Joe Biden's Choice Of VP Candidate: Kamala Harris

US presumptive Democratic presidential candidate Joe Biden's selection of Senator Kamala Harris gives him a running mate who can appeal to African American voters — core to his support base.



D Roopa Moudgil Is Karnataka's First Woman Home Secretary

A Batch 2000 officer, Roopa, currently in the role of inspector general of police (IGP), Railways, Bengaluru, has been transferred as IGP and PCAS, Home Department, replacing Umesh Kumar.



KU Names Director Of Centre For Sexuality & Gender Diversity

Kristopher Oliveira will lead the Centre for Sexuality & Gender Diversity at the University of Kansas. Oliveira (he/his) is an advanced doctoral student in Department of Sociology at University of South Florida.

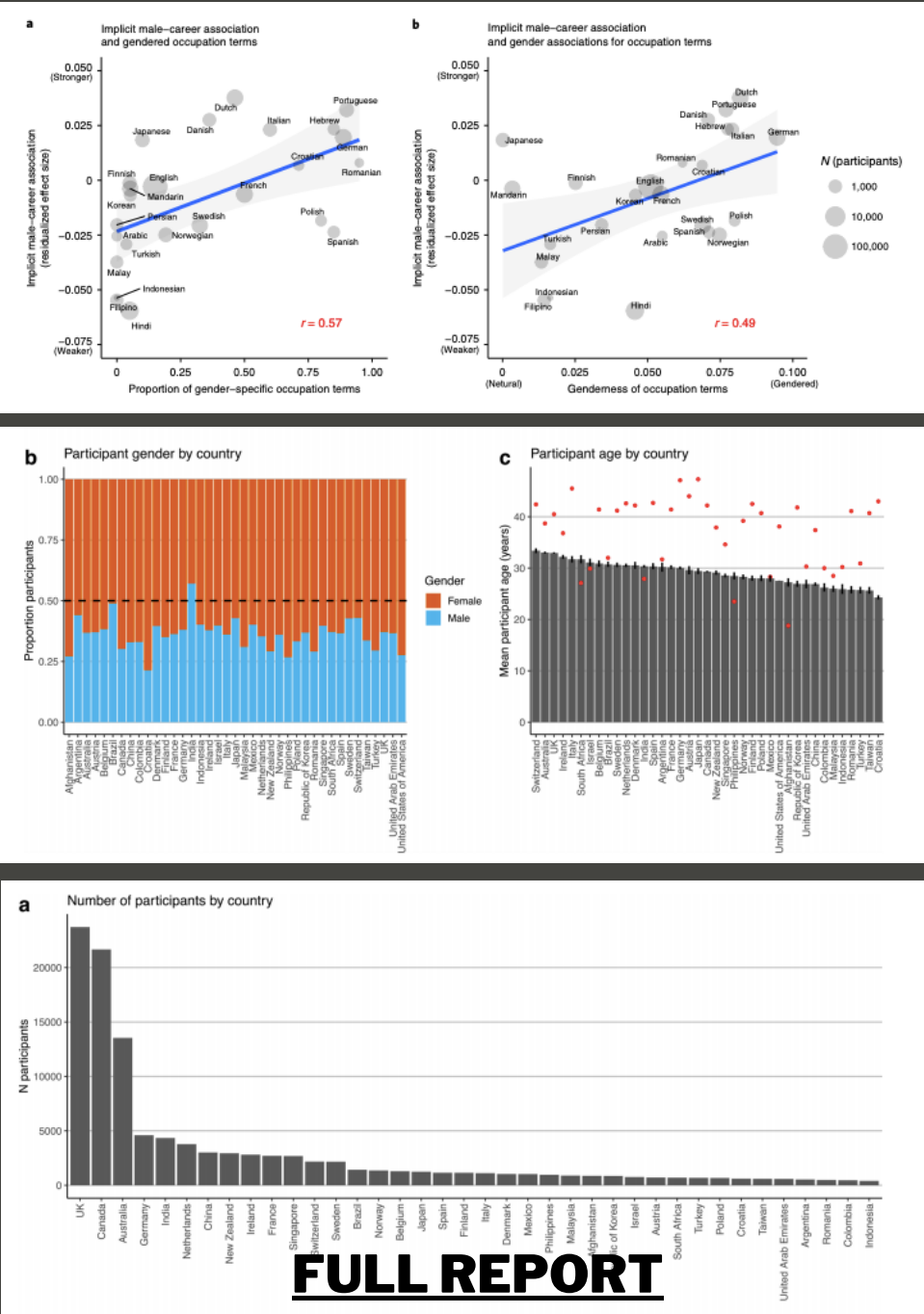
Report Of The Month

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 new study from Carnegie Mellon University discovers the 25 languages which contain the most gender bias and English ranks high. The research suggests that speaking English shapes our behaviour. Countries with high gender bias had fewer women in STEM. By the time they are two, children begin to acquire the gender stereotypes in their culture. These stereotypes can have undesirable effects. For example, in one study, six-year-old girls were less likely than boys to choose activities that were described as being for children ‘who are very, very smart’ and also less likely to think of themselves as ‘brilliant’. Such beliefs may, over time, translate to the observed lower rates of female participation in STEM fields.



Countries with older populations have stronger career-gender associations.



FULL REPORT

Videos, Podcasts, Shows

Hey! Our YouTube channel is up and running. This edition of the gender newspaper will feature our live videos conversations.



A conversation with film critic, author and founder of Film Companion, Anupama Chopra.



A conversation with film actor Sushant Singh.



A conversation with Suhail Vadgaokar, Director People Operations, Urban Company.



A conversation with Nandita Gurjar, former Global Head, HR, Infosys Group.

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

How To Be A Girl

How to Be a Girl is an audio podcast about life with a young transgender daughter, as they attempt together to sort out just what it means to be a girl.

Three Token Brown Girls

Radical social justice intersectional podcast featuring two women of colour.

She's All Fat

The intersections of fat women, fat trans and queer folks, and fat people of colour — to tell their own stories in a conversational setting.

The Sanskaari Sass Podcast

Join an urban Indian woman and a lot of sassy guests for intimate conversations about feminism, living with the patriarchy, dealing with the patriarchy, unlearning patriarchy, fighting patriarchy all while keeping it sassy.

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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