

un~~gender~~ acta

News updates about gender & workplace from around the world.

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Onir: What does Pride mean to me?

I am trying to think how I can answer this beyond the obvious. Increasingly what Pride has started to mean to me is to recognise and assert what is "Queer Gaze." To raise my voice for my space. To keep telling the mainstream narrative that equal rights do not mean that my aspirations and needs are the same as what has been defined by a heteronormative, patriarchal society.

To say that we are suffocated by the same narrative since childhood and always trying to blend in. But no, now you need to recognise that the way I look and perceive the world is different. My values are different. They might overlap, but it is not the same. Just like the patriarchal narrative tries to justify misogyny with "but many women approve this," similarly there is a constant effort to define queer narrative by "but many want this."

You forget that for centuries we've been told those were the only values, and that was everyone's aspirations. It's taken me so long to find my voice. My Pride teaching you to accept me for what I AM. I will not let my voice be hijacked.

From Ungender's Desk



QUEER VOICES

Going Beyond Recruitment

The treatment of people from the LGBTQIA community at the workplace remains poor. This is especially true of entry level trans employees, reports [Poorvi Gupta](#).



EXPLAINERS

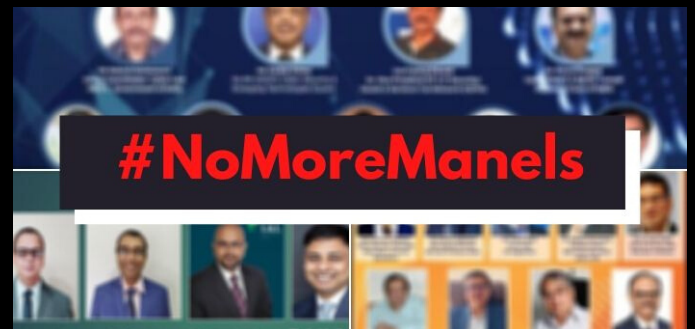
The PoSH Act In Retail Spaces

Explainers are a new series at [Ungender Insights](#). As part of this, we will examine how the PoSH Act plays out in retail which employs a fair number of women, writes Vasudevan V

OPINION

The Menace Of Manels

In this piece, we focus on a small sample of 57 manels to share observations on the range of participants, the topics discussed and what these manels mean for the cause of Diversity and Inclusion



JUDGEMENT REVIEW

Mental Health And Employment

In summary the judgement concluded that a person with such a disability (which varies in degree across the duration of a lifetime) cannot be denied employment and the right to lead a life with dignity.





Favourite Reads

Noida Metro Station Dedicated To Transgender Individuals Renamed As 'Rainbow Station': [Read.](#)

The Lack of LGBTQ+ Employment Protections in India: [Read.](#)

Coming Out As A Demisexual: [Read.](#)

Why Are Trans Women Missing In The Advertising Industry? [Read.](#)

Acceptance Of LGBTQ People Has Risen Worldwide, Says Pew Survey: [Read.](#)

Fidelity International Rolls Out Equal Paid Parental Leave To All Employees. [Read.](#)

Gourab Ghosh, The First-Ever Homosexual Candidate To Contest JNU Elections. [Read.](#)

Learn With Ungender

We believe that every individual has capacity to become the internal inclusion and safety leader for their company. As workplaces struggle to find the experts to guide them, our learning program has been building the next cohort of industry leaders to be the leaders of tomorrow.

[Download the Brochure](#)

[Make the Payment](#)



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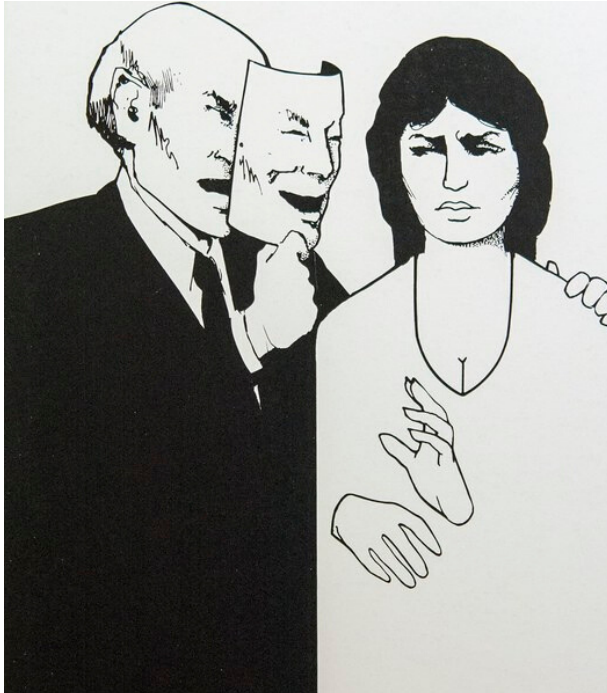
ENROLL NOW.

Get Certified as a POSH Practitioner.

write to us at contact@ungender.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.



In The Name Of Mediation, Most PoSH Cases Are Settled: Alka Singh

POSH

Alka Singh, the in-house legal counsel with Bounceshare.com, a rental scooter and bike service that provides affordable rentals to commuters, in a conversation with [Rituparna Chatterjee](#), Ungender Legal Advisory's Director of Communication, speaks of the many ways companies typically subvert a law intended to protect women, while claiming to ensure compliance.

WORKING MOTHERS

Working Parents Do Not Have Flexibility, Says Amita Bhardwaj

Amita Bhardwaj, Director of Curriculum with Footprints Childcare Pvt. Ltd, in a conversation with Ungender Legal Advisory's Director of Communication, Rituparna Chatterjee, outlines how Footprints, which employs a large number of women support staff, has had to up-skill and strategise to stay afloat during the Covid lockdown. She also talks about how companies can better help working mothers.



#NoMoreManels

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.

**Of the 57 manels
Ungender tracked,
24.5% were
organised or
co-organised by CII.**



In 57 manels, no.of men -

min = 3
max = 31

05

Ungender Unlearn

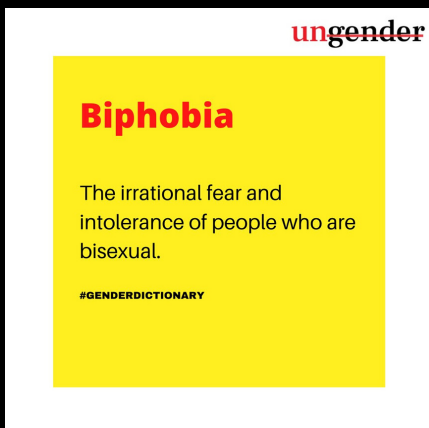
All of us are a product of age old conditioning supported by the language we learned, books we read, media we watched.

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



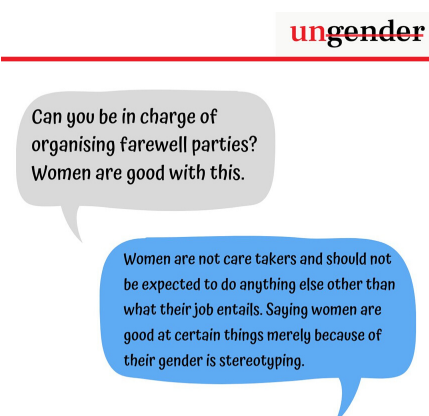
STEREOTYPES

Through these placards, we address why stereotypes are harmful. They stop gender groups from reaching their full potential, and live a life without threats, ridicule and moral policing from others.



BIAS

Bias addressing is key to understanding how our prejudices are harming others at the workplace and at other spaces.



CONDITIONING

Over centuries, men and women have been conditioned to be gatekeepers of patriarchy which often spills over at the workplace. Gender role and expression form part of the conditioning.

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.

? Guess the word.

I _ T _ _ _ E _

HINT:

An umbrella term used to describe a wide range of natural biological variations of individuals born with a chromosomal pattern, a reproductive system, and/or sexual anatomy that does not fit typical binary notions of male or female bodies.

Q.

Who is the 'Sexual Harassment Of Women At Workplace (Prevention, Prohibition and Redressal) Act, 2013' for?

A.

This Act is for working women of any age who have experienced any act of sexual harassment at a workplace.

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. Be an ally.

Ungender Legal Advisory
@UngenderTalks

Have you ever used the excuse of a fever to take a day off from work due to mental health, because you couldn't state the real reason for fear of being judged?

Yes	76.2%
No	0%
Not applicable	23.8%

21 votes - Final results

“

I was being compared for my dark skin like I have something less. Someone even told me that pink is not my colour, I could not use that colour for a long period of time and then I came back with an overuse of that colour. As a contemporary woman, I think my way of seeing and exploring feminism is through all the marginalized, suppressed areas in life.

Mithu Sen

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. Quoting people from under represented gender groups is a good way of providing them with visibility and support.

How to make job descriptions more gender inclusive

We have **zero tolerance sexual harassment policy**

Emphasising on your gender inclusive policies like POSH, maternity benefits, paternal leave, childcare facilities and expressing your commitment towards diversity and inclusion is a valuable practice.

INTERVIEW QUESTIONS THAT INDUCE BIAS

GENDER
#NONEEDTOASK

EMPOWERMENT

Do not ask questions during job interviews that reflect bias. Make job descriptions gender neutral.

Gender Inclusive Appointments & Awards

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



Major General Nigar Johar Appointed As First Female Lieutenant General Of Pak Army

Pakistan Army has appointed a woman officer as lieutenant general for the first time, the military's media wing said on Tuesday.



Vini Mahajan Appointed First Female Chief Secretary Of Punjab

Prior to the new appointment, Mahajan was serving as the additional chief secretary of investment promotion, industries and commerce, information technology, and governance reforms and public grievances.



Trans Latino Man Named Social Worker of the Year

This year, trans advocate and military veteran Zander Keig made history when the National Association of Social Workers (NASW) awarded him the honor of Social Worker of the Year.

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.

In this edition, we highlight PwC's report, 'Winning The Fight For Female Talent', which explores how organisations seek to deliver on their gender diversity attraction goals — a crucial read especially in the post-Covid job market where women are likely to bear the brunt of loss of work and slowdown. PwC's research is the collective insight of 328 executives and 4,792 professionals from over 70 countries and a key element of this report is that it shows how women view companies and what they see as the gaps in both talent attraction and the effort that goes towards levelling the playing field. This report will help companies course-correct, and strategise better on attracting an untapped talent pool.



Highlights From The Report

80% of employers said they've aligned their diversity & recruitment strategies as diversity efforts operated in silo will not achieve goals.

Of the employers who said they've adopted diversity practices, 71% said these were having an impact on their recruitment efforts.

Three shining stars emerge as the most attractive employer traits. These are 1) opportunities for career progression, 2) competitive wages, and 3) a culture of flexibility and work-life balance.

READ THE FULL REPORT

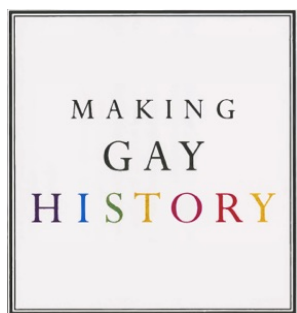
Videos, Podcasts, Shows



In every edition of the gender newspaper we feature a video that we love. The video we showcase either tells a powerful story, has a strong message that uplifts, or highlights a facet of gender and workplace we think our readers can benefit from. During #Pride2020, this video by Humsafar Trust has messages from well known LGBTQ+ leaders and allies.

International Queer Pride Celebration Humsafar Trust

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



Making Gay History.

"A never before heard conversation with trans icon, self-described drag queen, and Stonewall uprising veteran Sylvia Rivera. Sylvia relives that June 1969 night in vivid detail & describes her struggle for recognition in the movement."

Chaiya With Maya

"Chaiya with Maya is a talk show that gives visibility to people who have been bullied and treated as a nobody in the society. Maya intends to give them voice. Of course, there will be Chai spilled on various topics."



Gaysi Podcast



"Gaysi invited four students from Ruia College to talk about their experience of bullying — from calling women “flat screen” to being taunted for being too tall or not fit enough, from being outed without their consent to being isolated by their peers for expressing romantic inclination for a same sex person."

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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