

Gender Neutral Policies At Workplaces In India

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INTRODUCTION

Meaning of Gender Neutrality

The gender negligence, also called gender-neutral or gender-neutral movement, describes the idea that politics, language, and other social institutions should avoid gender differences or gender differences, to avoid discrimination because of the impression that there are social roles for the species is more suitable than the other.³

Need of Gender Neutral Policy at Workplaces

The economy in India, telecommunications, technology dependency and many social aspects are constantly changing and thus the relationship between men and women. Before the feminist movement, most men and women had relationships very different from those of today. Feminism has strongly influenced the relationship between men and women at work. The struggle of the sexes still rages in the minds of many.⁴

The super-women came to compete in the world of man and with the definition of man of success. The men answered angrily, which led between men and women in a constant conflict. The benefits were physical abuse, domestic violence control women and sexual harassment in the workplace. It is therefore necessary to create a symbiotic relationship between man and woman, through gender sensitivity.⁵

Understand what it is that gender sensitivity and impact:

- The concept of gender sensitivity is designed to reduce the barriers of personal and economic development created by sexism.
- It is advisable to break the ice between the sexes so that they know and understand better. They should express positive feelings about

their work and people around.

- Sensitivity of the sexes encourages respect for the individual regardless of sex.
- There will also be the many challenges that will fill the gender differences to promote equality in the areas of education, employment and other areas of work and family.
- According to modern trends, men and women are also active players in the family, community and national affairs. Women must be recognized as being half of the most valuable resources in the world, called people.
- Employers should work at the workplace to make equal employment opportunities and not distinguish the management of persons on the basis of gender. For all management goals, men and women are equipped with the ability to work with care.
- Human resources managers should define together how to create a friendly and supportive environment for the workers in the transition to the workplace.
- The directions should educate employees on gender sensitivity to prevent or minimize sexual harassment issues are illegal and train employees to be more singing and not to say such progress, but with a smile.

In India, we see a growing incidence of rape and inadequate behavior towards women. In view of these incidents, the Supreme Court had purchased the Vishaka directives on sexual harassment in the workplace in 1997, and now the Parliament has passed a law to deal with this threat in the workplace. The law passed is known as the "2013 Act sexual harassment of women at work (prevention, prohibition and rehabilitation)". The Act enters into force on 9 December 2013 established.⁶

Highlights of the legislation are:

- All employed women (directly and indirectly) will be protected by law.
- Applies to all jobs, units, branches, institutions, etc. of each organization.
- Sexual harassment includes one or more of the following actions or behaviors (directly or implicitly):
 1. body contact and progress; or
 2. A requirement or requirement for sexual favors ; or
 3. Delivering sexually colored remarks; or
 4. Display of pornography; or
 5. Any other physical behavior, verbal or nonverbal unwanted sexual.

All companies and organizations have no choice but to create the internal complaints committee as prescribed by law. The law does not apply to the aspect of compliance with male employees and businesses can improve the existing law and internal complaints committee for male employees also receive complaints about sexual harassment in the workplace.⁷

It is outside the scope of this editorial to bring all aspects of the law, it is an attempt to educate readers on gender issues and understand what sexual harassment. I am convinced that awareness of gender issues falls within the broader framework of the Organization's "Diversity Initiative".The Co.'s efforts to create a safe working environment for the workers who work with dignity and respect.⁸

India Inc. introduces Gender Neutral Policy

India Inc. develops and becomes sensitive to gender, the male model of ambition is gradually a quiet funeral. Most organizations have begun to operate on a neutral gender policy, the assessment is based on results rather than on the ability of an employee to establish long hours with a high mobility factor. Traditionally these have been a positive tendency to male employees to penalize

women.⁹

Similarly, employees are based on years of experience and success that take maternity leave are now back with compensation to work not the year they completed. After their return from maternity leave, most organizations rate the time spent at work rather than the number of months they've been looking for.¹⁰

The concept of a neutral sex policy pursues accelerated. Although a larger number of companies will put pressure on the initiative of diversity at all levels, which will focus on more women who are aiming to correct the efforts to correct the gender balance is currently in the system. Cecy Kuruvilla , global director (leadership development/diversity), Sodexo Remote Sites & Asia-Australia (AMECAA) said that that he believes that the purported "male model" is hyped and undoubtedly not one that caters the reason of most corporations' business outcomes. We have sufficient instances of businesses being performed on the "male model" deteriorating in times of marketplace difficulty and not capable to reflect back fruitfully In fact, more and more men are in search of life and work ,are unbolt to the view of a plan that caters both genders opportunities to balance work and personal/family life.¹¹

In Sodexo, initiatives to ensure the participation of disadvantaged groups in the end for all employees are beneficial. For example, Sodexo mentoring and flexible initiatives, both designed to meet the needs of women, were later proven to be beneficial to both sexes.¹²

Experts in the field of recruitment advise companies to adopt neutral policies. Tulika Tripathi, MD, Page Group, India, a specialized personnel service provider said that as companies strive to improve diversity at different levels, it is imperative that they adopt neutral gender policy in the form of odds without neutral bias and non-positive discrimination.¹³

She also mentioned that traditionally, unconsciously, organizations have defined a “male model”, followed by ambition by any time / everywhere, that is, high mobility and the ability to work long. A gender approach would measure the outcome of the results rather than in hours or mobility. Similarly, a gender-specific model does not define career paths as linear but interruptions of career. Consequently, this model is compared with the reference personnel that the reference employee is returning after a break, based on years of experience / benefits, rather than looking at the year in the crowd they have graduated.¹⁴

Sriharsha Achar , chief people officer, Apollo Munich Health Insurance also remarked that at Apollo Munich, female employees in parental leave can expect a higher degree in the investigation period based on their performance during the evaluation period. The system of performance appraisal is transparent to reward performance, based on the delivered results, not spent time workplace outdoors or outdoors.¹⁵

In fact, this year during the evaluation process, after the positive feedback from their immediate managers Report, some of the women before were promoted to the next year in our management hierarch and also that Over the past 12 months, Apollo Munich Health Insurance has received several women employees who have been paid more than six months’ wages and extended maternity leave (unpaid) with their newborns. After returning to work, there was no hesitation on the part of the administration to replace them in their previous contributions.¹⁶

Gender neutrality describes the idea that companies should avoid differing according to sex people die in order to avoid discrimination. In today’s corporate culture, where more and more women are competing in the workplace with recommendation: your male colleagues compete against each other, it is imperative that companies follow the principle in spirit and

letters of this as it is in the industry does not matter for the gender agreed that the other.¹⁷

Sodexo has found that company, one way of change in the mentality to train, the complete in your hope and the fashion for gender equality to die, the gender equality and variety than a good business practice also top talents retain both sex.¹⁸

Parameter to ensure Gender Neutrality in Indian Companies

The World Economic Forum (WEF) recently conducted a first-ever study covering the world’s largest employers in 20 countries and benchmarked them against gender equality policies. The results published in WEF’s “Corporate Gender Gap Report 2010” revealed that India has the lowest percentage of women employees (23 percent). This figure indicates that corporate India still has a long way to go in improving its gender equity standards.¹⁹

Some companies are in the front row in terms of gender equality in India however. NASSCOM has launched a “Gender Integration Award” for companies to promote the leadership and development of women. Infosys Technologies was one of the outstanding winners of this award in recent years. In 2009, companies such as IBM, Daksh, Hytech Professionals India Ltd. Integra Software Services (P) Ltd. were awarded by NASSCOM.²⁰

The main parameter of gender equality is to examine the proportion of women working in a particular company. In India, this figure is still low, as indicated in the survey of the GEF. This figure is somehow a true indicator of the extent to which a company is actively pursuing a neutral recruitment process with respect to gender in different categories and workstations.²¹

In addition to the gross share of women employed, it is equally important to assess company policy on the promotion of women to higher positions. This can be determined by

analyzing data about the company's employees to determine the proportion of women employed at the lower level or workstations at the reception, the proportion of women employed in middle management positions, and the proportion of women employed to determine as a senior and executive in the company.²²

The company policy on benefits for women, such as transport facilities, maternity leave, health insurance, child care facilities and support for the education of children is another indicator of a neutral approach to gender perspective. These are specific incentives directed at the welfare of women within an organization. Some Indian companies, especially in the IT, pharmaceutical and manufacturing sectors, are at the forefront in this regard. These companies buy maternity insurance coverage for their female employees, which is a new trend that shows an increased awareness of women's employees in the organization.²³

Another important point of reference for gender justice policy is explicit and vigorous company against sexual harassment and the safety of women. This is an area where workers have long been used in countries like India. It takes an organizational sensitivity to face these questions of effectiveness in the field of the field, despite the constitutional laws against exploitation.²⁴

"Forum for Women in Leadership" to promote a forum for the best business practices for women in the workplace is a quick overview which is the seriously lacking Indian companies in the implementation of best practices. Also, many companies with high growth and public sector organizations "Navratna" lacking focus on gender equality in the workplace.²⁵

There is an urgent need to take self-observation on a part of the Indian companies that evaluate their culture and internal procedures based on these parameters and take

corrective actions as needed. In addition, the government and social organizations must show more recognition to organizations that take an initiative and take concrete action to follow best practices for fairness between the sexes in the workplace.²⁶

Gender specificity of the Sexual Harassment law

As the name of the Act itself specifies- The Sexual Harassment of women at workplace, 2013 protects women employees from sexual harassment that is perpetrated by the male employees who are working at that workplace. There is no law made by the Parliament of India to protect the males who are subject to harassment perpetrated by females or males. Absence of the gender neutral laws is the basic criticism of this act as it does not take into consideration the issue like gender based discrimination and gender equality at workplaces.²⁷

This is a violation of the Article 14 and Article 15 of the Constitution of India. There are several cases of assault and humiliation of men by women. So it is necessary for the enactment of gender neutral laws that protect the interest of both the genders. Since our law grants many benefits to the women and places them often at a higher pedestal which often lead to negative results as the women start misusing the law for their personal gains and benefits. Due to this there is always an apprehension and fear in the minds of men as the Sexual Harassment law is fully capable to destroy and hamper the long build goodwill and reputation of men by ill willed women. However, law has made certain provisions which enable to prevent the misuse of the Act by ill willed women that is embedded in the Section 14 of the Act: Punishment for false and malicious complaint and false evidence.²⁸

The Act on Sexual Harassment was adopted to protect the interest of women and to ensure equality in society guaranteed under Articles 14

and 15 of the Constitution of India. Moreover, Article 21 of the Constitution also grants the right to life and dignity²⁹.

Although some people think that the concept of sexual harassment is not based on sex or gender, but it is linked to dominance, power and power. But the main thing we must ensure that in women, men should also be covered under the protection from harassment according to the law.³⁰

CONCLUSION

The EEOC applies a variety of federal laws that prohibit discrimination on grounds of race, colour, sex, religion, nationality, age, disability and genetic information as well as retaliation for protected activities. The interpretations made by the Commission of these laws apply to its decision and its implementation in the public and private sector. Discrimination on the basis of gender equals the unequal treatment of working conditions, wages, recruitment, benefits, actions and bonuses. It is illegal to use different criteria for men and women. For many, it is now clear at least in theory, though not always in practice.

(Endnotes)

- 1
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