



Transgenders' Bill 2019 Denies the Community to Decide their Own Identity



The Indian Parliament has made into law the Transgender Persons (Protection of Rights) Bill, 2019, which had been framed for the welfare of transgender persons. The Bill was passed in the Lok Sabha on August 5, a month after its introduction in the House, and the Rajya Sabha cleared it on November 26, with a last-minute move to refer it to a Select Committee being

defeated in a voice vote. The community had organised protests across the country, urging changes to the Bill, claiming that in the form in which the central government had conceived it, it showed a poor understanding of gender and sexual identity. Activists had problems right from the beginning, starting with the name. The present Bill of the centre seeks to deny the right of the transgender community to decide their own identity a right granted by the Supreme Court. Thousands of LGBTQ community members came out to protest in the latest battle for gay and transgender rights in the country. The bill prohibits discrimination and criminalises physical abuse against the transgender community but has been summarily rejected by the very people it seeks to protect. "It is not just problematic but regressive," said Grace Banu, founder of the Trans Rights Now collective. The activists' demand was for comprehensive anti-atrocities and anti-discrimination legislation that would be able to uphold equal access to civil rights. But they say the new Bill's discrimination clause is not clearly defined, which means the measure will have no teeth. It also does not explicitly state common forms of discrimination in employment, education and housing.

How to Recruit More Women to Your Company

Once in the pipeline, women are more likely to get hired. The challenge is getting them there. Many leaders care about gender diversity, at least they say they do. A LinkedIn research shows that 78% of talent professionals say that diversity is a top hiring priority for their company and gender diversity in particular is the No. 1

issue they are tackling in this area. The latest Women in the Workplace report by McKinsey and Company shows some progress in this area, but there is still work to be done. While female representation in the C-suite is on the rise, only one in five executives in the C-suite is a woman today, and women remain underrepresented at all levels. Data has given insights into recruiting strategies that can help leaders bring in more women today and attract women candidates in the future. Companies can make some immediate changes to their recruitment model. They can make job postings more inclusive, share stories of women who are succeeding across all levels of the organisation, post salary ranges for positions, etc.



RDW University to Open Centre for Gender Research

Rama Devi Women's University in Bhubaneswar, Odisha, will open a multi-disciplinary centre for gender research in its campus. It will collaborate Delhi University for this purpose. Students from science, arts, commerce and other professional courses can carry out research on gender issues.

