



**CHRIST**  
(DEEMED TO BE UNIVERSITY)  
BANGALORE · INDIA

Gender Studies Committee,  
School of Law, CHRIST (Deemed to be University)

*presents*

# On Women in the Workplace: A Policy Hackathon

*With expert jury from a Tier 1 law firm*



March, 2024

# *About* CHRIST (Deemed to be University), Bangalore



The CHRIST (Deemed to be University) was born out of the educational vision of St. Kuriakose Elias Chavara, an educationist and social reformer of the nineteenth century in South India. He founded the first Catholic indigenous congregation, Carmelites of Mary Immaculate (CMI), in 1831 which administers CHRIST (Deemed to be University). CHRIST (Deemed to be University) was established as 'Christ College' in 1969. It undertook path-breaking initiatives in Indian higher education with the introduction of innovative and modern curricula, insistence on academic discipline, imparting of holistic education and adoption of global higher education practices with the support of creative and dedicated staff. The multidisciplinary university which focuses on teaching research and service offers Bachelors, Masters, and Doctoral programmes in humanities, social sciences, sciences, commerce, management, engineering, architecture, education, and law to about 25,000 students. CHRIST (Deemed to be University) has seven campuses, four centred in Bangalore (Bangalore Central Campus, Bangalore Bannerghatta Campus, Bangalore Kengeri Campus, and Bangalore Yeshwanthpur Campus), Delhi NRC Off-campus and Pune Lavasa Off Campus. The central campus is a living example of harmonious multiculturalism with students from all the states and union territories and around 60 different countries. CHRIST (Deemed to be University) publishes six peer-reviewed research journals and has published more than 300 books in Kannada and English. A promoter of sports, music, and literary activities, it is a nurturing ground for creative excellence.

# *About School of Law*

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School of Law, CHRIST (Deemed to be University), through its five-year law Program, has carved a space for itself in the top league of premier law schools in India. The school molds its students through a combination of exposure to the advanced syllabus, clinical legal education programs, and faculty monitored participation in curricular and extra-curricular activities.

The syllabus for the five-year program goes far beyond the basic requirements of the Bar Council of India reflecting the current trends and demands of academia and the industry. Besides having a league of highly qualified faculty, the educational process is supported by a library equipped with a rich depository of online and offline resources. The School of Law will strive to work with an untiring commitment to the cause of rule of law and promotion of excellence in the realm of legal education in India.

# *About the Gender Studies Committee*

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CHRIST (Deemed to be University) has always supported holistic education and development, and the education of students on issues surrounding gender is an intrinsic part of such development. The Gender Studies Committee at the School of Law endeavours to create safe spaces for students to have healthy and well-informed discussions.

Dysphoria, and dysmorphia, expansively envelop human beings across the lines of gender, caste, class, creed, colour and every other possible division you can think of in this diverse, diverse world. Most of the time, it isn't like we're completely and utterly lost, either. We know conditioning happens, and we also know how subtle it can be. At the Gender Studies Committee, we attempt to undo this entrenched gendered conditioning. The Gender Studies Committee is not merely a committee and has transcended to become a community of broad-minded and forward-thinking individuals, engaged in an analysis of the underlying socio-cultural factors that influence the way we think, rationalise and behave. Through the years we have organised lectures, panels, reading circles, open forums, et cetera on all things gender.

# *Background Guide*

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## *Note to the drafter*

For gender minorities, despite having broken the glass ceiling, to achieve formal equality- as Katherine O'Donovan rightly puts it-they must enter the marketplace *as if they are men*. The workplace also treats them like a homogenous entity- without space for accommodations.

You are a member of the *Labour and Employment* team and have been tasked to draft a policy fostering innovative solutions and strategies to address inequality and empower gender minorities in the corporate sector. For most in the community, negotiating for reproductive rights with their employer at the workplace is recurring. They continue to face various barriers and biases that hinder their advancement and limit their opportunities for leadership and career growth. Corporate policies play a crucial role in shaping the work environment and can either propagate or dismantle gender disparities.

Thus, you are tasked with drafting a policy that attempts to undo this and allows them to negotiate collectively in one model policy, which can be adopted across corporations. The policy drafted must aim at identifying the barriers in existing corporate policies, develop creative and innovative solutions that address the challenges, assess the impact of proposed policies on furthering gender equality and inclusion, and strategies to implement the policies within the corporate for actionable and definite results.

This will act as a *model policy* for institutions, organizations, and corporations to implement, setting a standard for inclusivity and equity. Please note that the policy must be all-encompassing and will be marked for how best it accommodates for gender minorities in the workplace with clarity and compassion.

# *Background Guide*

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While the belowmentioned may be used as a foundational checklist, it is non-exhaustive. We encourage the draft to think creatively, expansively and beyond the binary- either of gender, expression or thought.

The drafter must make specific accommodations regarding reproductive health should be outlined, including prenatal care, maternity care, abortion, and transitioning care, all without any discrimination or barriers, and it should address parental leave, care leaves, transition-related, and gender affirmation-related leaves. Further, the policy must ensure that services, such as hormone therapy, gender confirmation surgery, and mental health support, are accessible and must accommodate the needs of its employees- if and when the need arises. The drafter must take into account the needs of employees during such surgeries, pregnancy, childbirth, and postpartum recovery.

Points to be considered while drafting the policies:

- Providing for flexible work arrangements that accommodate a healthy work-life balance (parental leave, childcare support, menstrual leave, gender-affirming care etc.)
- Accommodating for biases, and socio-cultural landscapes to encourage and support women in leadership and management positions.
- Recognising intersectionality and diversity.
- Prioritising privacy, transparency and confidentiality when addressing matters related to reproductive health and decision-making as well as in promotions, salaries, and evaluation of performance.

The policy must analyse the existing jurisprudence and align the policy accordingly. Participants are encouraged to refer to various case studies, reports, legislations, legal frameworks, and personal testimonies by the relevant stakeholders.

# *Details of the Competition*

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The Gender Studies Committee is organising its first Policy Hackathon to accommodate the reproductive rights of gender minorities at the workplace. The Hackathon will require participants to draft a *model policy* regarding menstrual leave, abortion and gender-affirming care, among others, for Companies, Institutions and Organisations. *The expert jury for the Hackathon will comprise the esteemed labor and employment team of a Tier 1 law firm.*

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## **GUIDELINES**

### **I. ELIGIBILITY & COMPOSITION**

All undergraduate students of law, policy and other relevant social science backgrounds are eligible to take part in the Hackathon. This Competition is open nationwide to all law Colleges/Institutions/Universities. Students may either participate individually or in teams consisting two (2) members.

## II. REGISTRATION

- All interested students shall be required to register for the event in order to be eligible to send in submissions. Each team shall be provided with a team code that they shall use as a reference point throughout the competition.
- The registration fee is *Rs. 500/- per team*.
- Request for refund of the registration fee shall not be entertained.

Registration link: <https://forms.gle/ZFzMtFwC5NryvZXDA>

The last date to register is: 25th February, 2024.

## III. RULES FOR SUBMISSION

### Suggestive Heads

Title - Provide a suitable title.

Policy Statement - Give a brief description of the objective(s) of the policy and recommendations.

Existing Jurisprudence - Provide a review of the extant jurisprudence surrounding the subject matter, in India and globally.

Policy Draft - This will be the main body of the policy recommendations to tackle the issues identified in the background.

Conclusion - This will include a summary of your considerations and draft proposal.

### Submission Guidelines

1. The name of the document should be “team code - Written Submission”
2. Submissions must be made via the google form only
3. In the event the team has issues relating to the submission of their submission, they shall contact the committee at the provided email address within the stipulated deadline
4. The subject of the mail should be “team - Written Submission | GSC 2023”

### Formatting Guidelines

1. All submissions must be in Times New Roman, Font Size 11, Spacing 1.15; Footnote Size 9, Spacing 1.0; Margins: Left 1 inch, Right 1 inch, top 1 inch, and Bottom 1 inch.



2. The page limit of the written submission shall not exceed ten pages (excluding the cover page).
3. The relevant sources/ references must be mentioned as footnotes. Plagiarism will result in disqualification.
4. Citations must strictly conform to Harvard Bluebook Format (21st Edition).
5. The written submission must not contain the names of the participants.
6. All the entries should be submitted in PDF format with the mentioned document name.
7. The authors shall bear sole responsibility for the accuracy of facts, opinions or views mentioned in their Submission.

#### IV. GENERAL GUIDELINES

- The organisers reserve all the rights over the submissions so received.
- The decision of the organisers and the judges is final and binding.
- Non-adherence to the rules and guidelines mentioned shall lead to disqualification of the team.

#### V. PRIZES

1st Place: Rs. 9,000

2nd Place: Rs. 6,000

3rd Place: Rs. 3,000

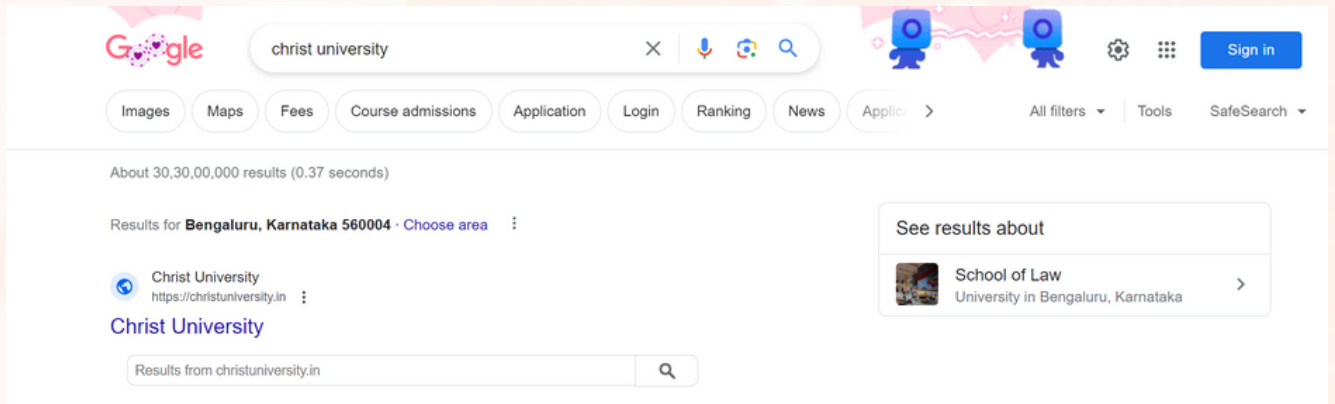
The top 10 submissions will receive certificates of merit recognising the same, while all the participants will receive certificates of participation.

*\*The winning team will be considered for an internship at a tier 1 law firm subject to the Firm's policy.*

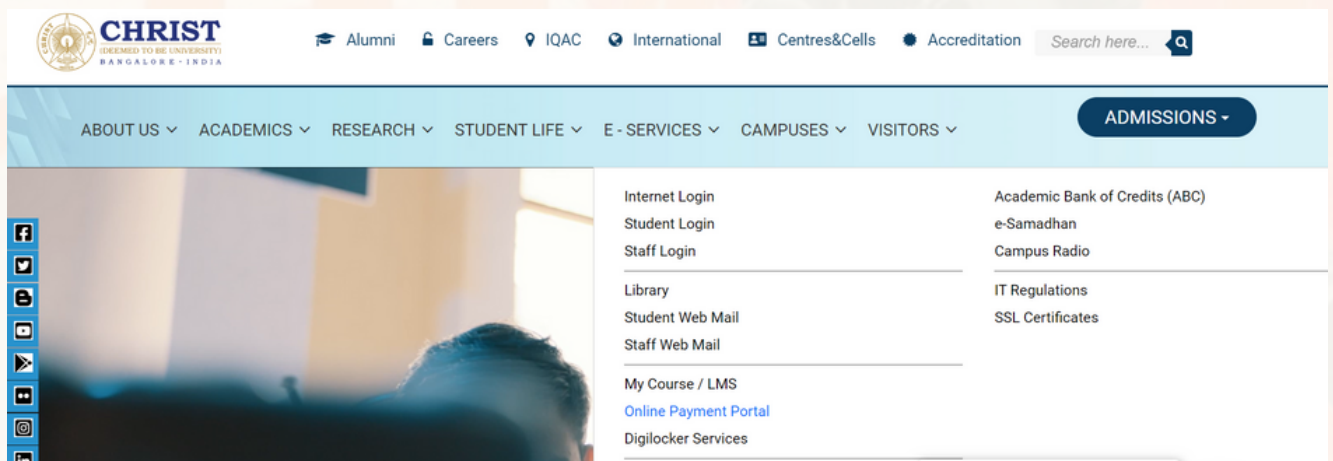
*Please note that the prize money amount is subject to taxation vide GST and will be deducted at the source.*

# GUIDE TO THE PAYMENT PORTAL

Go onto the official *Christ University website*.

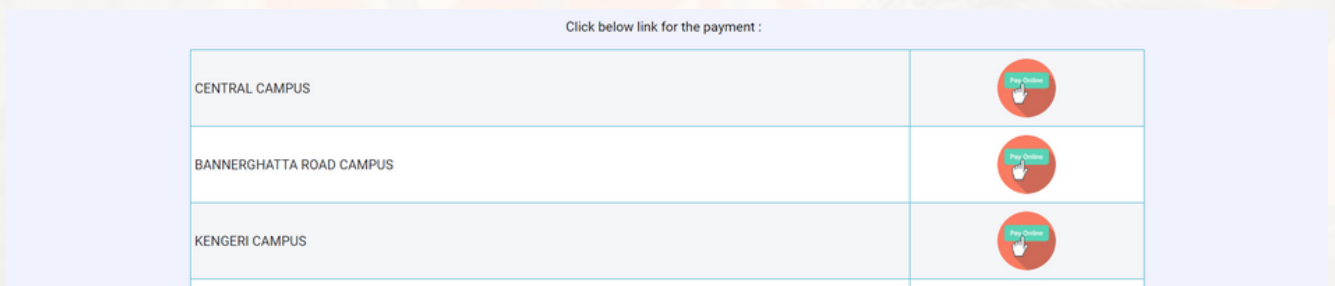


Click on the *Online Payment Portal*.



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Click on *Central Campus*.



# GUIDE TO THE PAYMENT PORTAL

Click on 'FEST'



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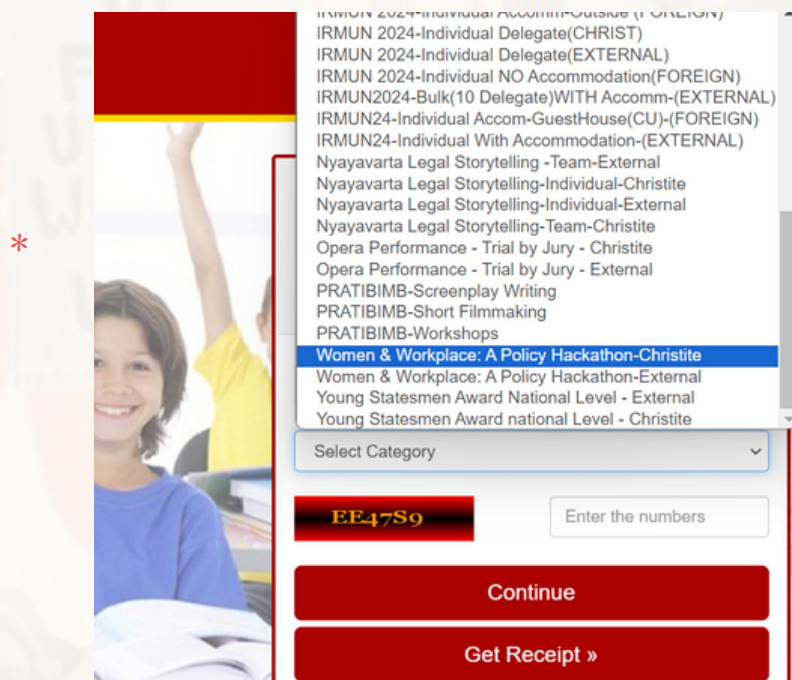
Select Category

EE4789 Enter the numbers

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Select the options accordingly and *proceed to payment*.



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IRMUN 2024-Individual Accommodation (FOREIGN)  
IRMUN 2024-Individual Delegate(CHRIST)  
IRMUN 2024-Individual Delegate(EXTERNAL)  
IRMUN 2024-Individual NO Accommodation(FOREIGN)  
IRMUN2024-Bulk(10 Delegate)WITH Accom-(EXTERNAL)  
IRMUN24-Individual Accom-GuestHouse(CU)-(FOREIGN)  
IRMUN24-Individual With Accommodation-(EXTERNAL)  
Nyayavarta Legal Storytelling -Team-External  
Nyayavarta Legal Storytelling-Individual-Christite  
Nyayavarta Legal Storytelling-Individual-External  
Nyayavarta Legal Storytelling-Team-Christite  
Opera Performance - Trial by Jury - Christite  
Opera Performance - Trial by Jury - External  
PRATIBIMB-Screenplay Writing  
PRATIBIMB-Short Filmmaking  
PRATIBIMB-Workshops  
**Women & Workplace: A Policy Hackathon-Christite**  
Women & Workplace: A Policy Hackathon-External  
Young Statesmen Award National Level - External  
Young Statesmen Award national Level - Christite

Select Category

EE4789 Enter the numbers

Continue

Get Receipt »

# Evaluation *Rubrics*

|                               |                                                                                                                                                                                                                         |          |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Drafting                      | We are looking for simple, straightforward, error-free writing.                                                                                                                                                         | 10 Marks |
| Research                      | We will gauge an understanding of the issues, identifying the right themes and resources, and quality, extent, and relevance of the research to the issues.                                                             | 10 Marks |
| Standard of Proposed Measures | We will assess how convincingly the problem has been considered, and how well the team's position has been put forward. We will evaluate whether loopholes have been identified, anticipated and appropriately plugged. | 10 Marks |
| Feasibility of Solution/s     | We will assess if the solution/s proposed will make sense in practice - i.e., in the real world. This is not intended to be a mere theoretical or academic exercise.                                                    | 10 Marks |
| Articulation                  | We would like to see well-structured submissions. We will look at the flow of the submission, style of writing, language, grammar and overall presentation including formatting.                                        | 10 Marks |

# *Timeline for the Competition*

1

Release of Competition Dates & Call for Registrations  
out on 15th February, 2024

2

Release of Policy Guidelines & Call for Submissions  
open from 15th February, 2024

3

Last Date for Registration & Clarifications  
open till 5th March, 2024

4

Deadline for Written Submissions  
by 15th March 2024

5

Declaration of Results & Prizes  
by 25th March, 2024

# For more *Information*

## MANAGEMENT

*Fr. Thomas T.V*, Director  
*Dr. Jayadevan S Nair*, Dean  
*Dr. Sapna S*, Associate Dean  
& Head of Department

## FACULTY CO-ORDINATORS

*Prof. Dr. Valarmathi R*  
*Dr. Chaitra R Beerannavar*


## STUDENT CONVENORS

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## Gender Studies Committee

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