



# CFBP TIMES

COUNCIL FOR FAIR BUSINESS PRACTICES



September, 2017

## Our Mission

"We shall promote the highest ethical practices, by business & professionals, in order to provide complete satisfaction to consumers & other stakeholders."

## Seminar - 15<sup>th</sup> September, 2017 Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)



L to R - Dr. Anita Shantaram, Mr. Anantram Mittal, Mr. Apurv Sardeshmukh, Mr. Rushikesh Kadam, President Kalpana Munshi, Mr. Ashok Ajmera, Dr. Sunita Chugh, Mr. Niranjn Jhunjhunwala, Ms. Shelly Gupta and Ms. Asha Idnani

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Participate in

## Godrej - CFBP Consumer Film Festival

### CONTESTS

Participate in Consumer Film Festival by Displaying your Writing Skills in Short Story Writing | Script writing | Slogan Writing | Acting Skills in Street Play Competitions  
Painting Skill in Colouring the Posters and Short Film Making on Consumer Topics

### TOPICS

Jago Grahak Jago | Right to Voice | Swatch Bharat - Hamari Zimmedari  
Right to Act | Mera Haq - My Right

All Winners Shall Be Honoured With A Cash Prize, a Trophy And The Certificate, At The Hands Of Chief Guest - Smt Rajashree Birla During The Glittering Function "Godrej - CFBP Consumer Film Festival Award Nite" on Tuesday 21st Nov At Hotel St Regis, Imperial Hall, Mumbai.

All Young And Senior Men , Women, Students, Ngos, Corporates, Film Fraternity, Media And Advertisement Organisations , Rotarian's, Rotaractors Are Welcome To Participate

Send Your Entries To : [consumerfilmfestival@gmail.com](mailto:consumerfilmfestival@gmail.com)

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### Our Mission

"We shall promote the highest ethical practices, by business & professionals, in order to provide complete satisfaction to consumers & other stakeholders."



## Participate in Godrej - CFBP Consumer Film Festival Competition

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## FROM THE DESK OF



President Kalpana Munshi

CFBP has strong fundamentals and these strong fundamentals are responsible for our success stories. "When fundamentals are strong, bankruptcy is far away" that is what is said in business language. When CFBP's strong fundamentals are evident, there cannot be any bankruptcy of action. We can weather another ride on the rollercoaster of service. If have faith, enthusiasm and a strong resolve to Make Dreams Real.

Bad times are good times to offer you services. CFBP exists because of bad times for some. We therefore cannot afford to be complacent or wait for a more suitable time. Now is the time and need to act.

This is very precious and none of us know what is around the corner. Time is not something we can temper with a take for granted, it just keeps ticking on regardless of who and what we are. Never wait until tomorrow for what we

can accomplish and afford today. If we wait and fail to do what we think is right, then we are denying ourselves of what should have been our life's greatest accomplishments. Do not wait till the eleventh hour.

Time is like a bank that credits us every morning. It carries no balance over and allows no overdraft. If we fail to use the day's deposits, the loss is ours because there is no drawing against "Tomorrow".

Let's not wait for the future. The time is now and tomorrow's history will be written today. Let's be an important part of Tomorrow by Acting Today.

Let's support the Consumer Movement.

**"We shall promote the highest ethical practices, by business & professionals, in order to provide complete satisfaction to consumers & other stakeholders."**



L- R Ms. Mamta Thakkar, Ms. Asha Idnani, VP Mr. Shrikant Soman, Mr. Padmakar Nandekar, Mr. Vineet Bhatnagar, President Ms. Kalpana Munshi, IPP Mr. Shekhar Bajaj, Mr. Ramaguda Patil, Ms. Shelly Gupta and Ms. Madhuri Hande



## “DEMYSTIFYING THE ACT”

**Distinguished Speaker:**  
**Mr. Apurv Sardeshmukh**  
**Partner, Legasis Partners**

One of the more sort of surprising aspect of the Indian legislative history that we actually did not have a law with respect to sexual harassment of woman till about 2013 and even prior to that only 1997 did you know there was some sort of guidelines that was incorporated with respect to sexual harassment of woman at workplace and that only came in by a matter of a judgement of Supreme Court in a case which is famously known as the “Vishakha Case” it was in a respect to a lady in Rajasthan, who was harassed at her workplace and the matter went up to the Supreme Court and the Supreme Court then laid down certain guidelines with respect to how woman employee should be treated at workplace. They famous came to be known as Vishakha Guidelines. Its actually quite strange that even from 1997 to 2013 and 2012 we did not still have a legislation, so every time there was a matter with respect to sexual harassment at workplace people actually refer to the Vishakha Guidelines, so it is the Supreme Court Guidelines that were in place. A lot of those guidelines are now been replicated in the Act but the guidelines are very important, the judgements are very important, some of the principles that Supreme Court held. What the Supreme Court held that Gender Equality when you talk about the gender equality it include protection from sexual harassment, if a female is undergoing sexual harassment at workplace that means a discriminating against her, there is no gender equality there, the Supreme Court then also laid down what constitutes sexual harassment?, we study that or we look at it in detail and will see in my subsequent slides, what replicated in the Act, more importantly our Constitution provides us with certain fundamental rights, fundamental rights as Citizens of India under Article 21, and the Supreme Court said that safe working environment is a fundamental right of a working woman it’s a very essential fundamental right, you cannot take it away from her, it is as important as right to life which is also a fundamental right and finally what the Supreme Court said is that working with full dignity is the fundamental right as well, so the dignity of a woman employee is as important as anything else when it comes to rights of human being. So when people come to us and says male employees are complaining unfortunately we have to tell them under this Act there is no recourse, there might be recourse under other Acts but under the existing Act there is no recourse for male employees importantly as we have seen in the Vishakha Guidelines it defined what sexual harassment is, we see the first sort of arrow points, physical contact and advances, demand and request for sexual favour, making sexual coloured remarks, and showing pornography that’s fairly, you know the specific acts that we are talking about it’s a last arrow that is very critical here, it says any other unwelcome physical, verbal or non-verbal conduct of sexual nature the critical words are “any other” and “unwelcome”, so if a female employee would perceive certain actions to be of sexual nature and she would be uncomfortable with it, she has a right to take recourse under this Act, and an Employer have to act under this Act, I will give an example of a case that was referred to me, making or giving an indication that your female employee conducts certain things or does certain things she will in return get increment, or get promoted or get benefits is sexual harassment. The Act is very wide, definition of sexual harassment under the Act is very wide. As rightly pointed out, you know the three components of act off course Prevention,

Prohibition and Redressal. So the Employers are under the liability to prevent it, prohibit it and off course there is unfortunately incident it is to redress it, as we go forward we probably look into that. Very interesting places visited by employee during course of employment, one of the queries that I had once when I was dealing with a client was the Senior employee was inviting a female employee for discussion purposes in a hotel room when they were travelling beyond a reasonable hours that can be construed to be harassment. If you interpret the Act, its not that it just need to a office per se, so places where people are travelling for work, your transportation, your buses, your cabs are also considered as places of employment for the purpose of this Act, it need not just be a office premises, your Contract Labours if they are in the premises of another entity that considered to be a workplace and it covers employees of all categories, regular employees, temporary employees, individuals engaged on a daily wage basis, individuals persons engaged through agents, contract labourers, it is actually covering every possible type of employees and it is within its definition of work place contemplating every type of work place where work may be held. Moving to the specifics of the Acts, the Act contemplates formation of the Internal Complaint Committee, organizations and entities which have more than 10 employees there is requirement of having Internal Complaints Committee, for those organization which is less than 10 employees there is a Local Committee, which is government is require to form at the District level and sexual harassment cases in those organization have to be referred to the District level Local Committee for complaints. One of the more important part of the Internal Complaints Committee is that every office where there are more than 10 employees, is require to have that Internal Complaints Committee. Very often clients asking me that you know we have an Internal Complaints Committee and we connect everyone through the Video Conference or a telephone call, No, if you have more than 10 employees in an office, you may have three, four, five offices every office there has 10 more than employees will be require to have that Internal Complaint Committee, you can’t have the meeting through Video Conference facility, cannot have investigation by Video Conference or telephone conferences. The Preceding Officer as per the Act of that Committee is require to be a Senior Woman employee from that work place, if that workplace does not have a Senior woman employee then it may go to the other administrative units organization, that two members committed, what the Act says committed to the cause of the woman or experience in social work that are required to be a part of this committee, one member from a Independent NGO, who suppose to be a part of the committee. One of the critical aspect of this Act is that there should be half of the members should be woman for the purpose of the internal constitution committee, in my experience lot of organizations are actually struggling to form these internal committee, there is a little bit of the awareness with respect to the what the internal committee should be is, is not that, even if it is there the criteria should be specified under the Act I think people are struggling to meet that, people are struggling you know when they say experience, familiar with the issues relating to woman issues, or issue of the sexual harassment, they struggling to meet it, you know you have to understand that we are, means so many organizations, so many



companies, so many entities for them in a....they need to perhaps a re-think on the Constitution of the committee because lots of people come and say we want to form a committee, we are keen on addressing issues but we don't know how to form, we don't have the necessary resource, requirement to form the internal committee. Now what happens when, unfortunately for incident of sexual harassment takes place, a complaint is require to be filed, if that happens within three months. You cannot have incident when that happen say twelve months back and someone then comes up and tries to file a complaint twelve months later, unfortunately that cannot happen. You need to file it within three months. However, if there is a series of incidents then that three months period is calculated from the last incidence. If a complaint cannot be filed by a female employee it can also be filed by her relative, her friend, her co-worker, a legal heir under different circumstances. Sometime people are afraid to approach, there is uncomfortableness in making a complaint of this nature, there is sometimes a fear of or you know some sort of retribution so they may not approach it, but in this cenario if someone known to that female who is been harass is aware of it she can filed a complaint. The Complaint off course goes to the internal committee where the internal committee has been constituted, if there is a entity where internal committee has not been constituted, it then goes to the district committee, once the complaint has gone to the internal complaint committee, what are they require to do?, the first thing they are require to do under the Act, they see some sort of conciliation that is possible, however the conciliation is very critical has to be with the consent with the affected person, you cannot impose a conciliation on the affected person, the law says very clearly that you cannot have monetary settlements for conciliation, so hypothetically you cannot say you will give "X" amount of money if you withdraw this complain if there is a conciliation, conciliation has to be with consent, conciliation has to be without any monetary benefits or any other sort of tangible benefits to the employee. There are certain provisions under the Act where you know if any aggrieved employee is uncomfortable during the time of investigation from working in office or visiting the office, she can be granted leave under the Act, and that provision has also been given, now let's see that conciliation given has not work then internal committee has to conduct an inquiry, the inquiry has again completed within 90 days that's a time frame, the logic is very clear you don't want an inquiry to go on and on and on, it has to be completed within 90 days and the report has to be submitted to the employer or a district officer within 10 days of the completion of the enquiry, so if it's a ICC, the ICC submits it to the employer, if the district committee submits it to the district officer collector in this case, if there is no finding then obviously there is no action against the employee, if there is a malicious intent in the complaint unfortunately there have been incidences where females have filed compliant on account of malicious complaint, on account of not being given what they think that there is due, then the Act also says that the action can be taken against a complainant. If the person who has been alleged to have been committed an act is proven guilty then the employer, the ICC recommends the action that can be taken against the employer, now the action can vary, if can be a fine, it can be termination, it can be a letter of apology, it can be some sort of monetary fine as I said, it can be you know the salary may not be paid for some time, it may be a demotion, the rules with respect to the Act are very clear and then the person who has aggrieved can appeal to the court or tribunal within 90 days of the recommendation so in a nut shell this is some sort of process that will be undertaken when a complaint is filed on sexual harassment. As I say there are certain other measures under the provisions of the Act, there can be interim relief granted, you know you can grant leave to a woman for a period upto three months, if she is uncomfortable to visit the office, you can transferred the aggrieved woman, very importantly there is action against frivolous complaint, I was actually reading an article other day which said lots of frivolous sexual harassment complaints are

made in the periods between March to September when promotions, appraisals and all of these act takes place, where people who are unhappy they to try and get some sort of retribution and revenge filed a complaint, but there is a provision under the Act you can actual filed the complaint also and take the action against the Complainant, if the complaint is found to be frivolous, lot of things go in investigating a complaint, cannot be looked upon on an isolated basis, so I remember attending a session where these issues were discussed, if someone is friendly and over a period of time, there has been a type of conversation and that type of conversation is carried forward and just an isolation because of something is gone against you, you take that type of conversation and file a sexual harassment complaint it cannot be considered it as sexual harassment, if a male superior employee and a female employee have been are used to talking in a certain way or for instance are over a period of time have some sort of visited certain places and just because one incident has gone against the female employee she filed a isolation, it should not be looked upon as isolation. Duties of employer, the Act is very clear what employer needs to do, provide a safe working environment, display consciously at the workplace the penal consequences of indulging in an act, most organization are now required to say that they have sexual harassment committee, if there is sexual harassment incident please find a complaint against this Committee, organize workshops, treat sexual harassment as misconduct, if you recollect the Tehalaka case, the Tarun Tejpal case, lot of their employees actually got into trouble because they did not act on the female first complaint, because this is very important for employee to actually act when a complaint of this nature is found, and then the penal consequences on employers who do not act. Three pillars, as I said prevention of sexual harassment, prohibited and if there is a complaint redress that sexual harassment complaint. There is a difference between the Indian Act and Global Act, sometimes you know employees are held vigorously liable for instances in the USA and UK, if the employer, if there is an act which is considered as sexual harassment the employer is also held liable, in Japan for instance they treated as breach of Employment Contract you can be suit for damages, in Europe it's a discrimination as well so its not a act, it's a discrimination and you will be held liable for that as well. I think in terms of the challenges as I said the Internal Complaints Committee how effective it is, lot of people are not able to constitute the Internal Committee, the complaints are sometime of false and malicious and lots of time ICC also actually don't know how to act, they might found someone guilty, first of all there is apprehension that this is guilty or not because what we see sometime television on very straight forward, most of the time in my experience cases are not very straight forward someone is messaging you know sending messages, someone having conversation not very simple and very straight forward determined whether the act has taken place or not? And that is what the Internal Committee has to decide.Thank you.



**Mr. Apurv Sardeshmukh Reiving  
Token of Gift From Mr. Ashok Ajmera**



## “Demystifying the Act”

**Distinguished Speaker:  
DR. SUNITA CHUG**

When I started my career in 1990 as I still remember the first year of my job, I was just nine months in my job and I find myself in a Taxi with this very respectable Senior, almost 20 years senior to me and insisting on misbehaving and it was the culmination of a three day seminar that we had in Thana and we were coming back, because there was a lot of drinks at the end of the dinner and even today I don't drink then it was completely out of question for me, I was just young at workplace and I find myself in the Taxi going home and wondering if I should complain but this was 1991 and there was no law and till today it hounds me as what's the value of your voice Sunita and I have never spoken on the subject of harassment before it was Anita who insisted on it, because I have done my Phd. in the area of leadership and gender and gender and inclusive workplace as Shailey said is very important to me, woman have talent and must be treated with respect and dignity and safety at workplace as Apurv so beautifully mentioned that's what the law is all about, I haven't yet met anybody who insists on harassment, no one wants to harass, the intention is not to harass, what's the experience, if the experience is of harassment and intention never was to harass, then who is responsible? And that's the fine line in fact the leadership behavior I am teaching this to male and female leaders across organizations how do you behave like a leader, how to behave like a credible leader and here was this 20 years senior leader in that taxi with me he definitely failed from my eyes, I was not in any mood to get depressed or dejected at my workplace, I was in my mood to complain but he definitely lost the entire opportunity, I could have destroyed his career if I wanted to but I chose not to go by that path, that was my first year, and I played my cards wisely, I chose not to be with him, it was embarrassing and awkward that's one story, cut fifteen years later, in 2010 a very interesting gentleman called me up on the phone and cracked many jokes on the phone was very light hearted, I have been recommended by somebody else, a woman by chance, a very intelligent woman, a friend in my network had recommended me for some work with this client, and respectable client, and you know how it is for us consultants, we run our own shop, so very very excited when somebody calls up and says "we want to work with you, we want to hire you, you must do this assignment" and I could almost feel my saliva dropping, I hope that I should get this assignment because this is a guy just look like a fun guy to work with, he was the founder of a very large organization in Dehradun and he was an ambitious, achievement oriented person so there was no way I was going to doubt him on the phone call and cut next story he invites me to Dehradun for two days to visit the organization and it is only an introduction to the organization and you must see the organization, feel the organization and feel the pains of the organization and then you will be hired and I was forty years old, sexual harassment far from my mind, I am forty years old closing on menopause, where is the problem?, so I go with this person and M. S. Dhoni got married in this hotel called Vishranti, and we stayed there I assumed that there be a team of people from the organization but it turned out only he and me were there and it also turned out that he invited me to the bar and I haven't seen this bold person in my life, never carved down by anything so I also may be attracting people to, sort of you know do that, or speak like that I don't know how responsible I am, I come to that later, because I am going to talk about the responsibility of woman and next hour I find myself having dinner in the bar and he asks me a couple of times that if I have

drinks and I say No, I don't and neither did he and I got the assignment and I work for four long years, I made a lot of money and I love that entire opportunity turned out that he was only testing my ethical integrity as the founder because there was so much money at stake, and there was so much very confidential information at stake in the organization in the client that I work in a team which went on for four years, I still feel goose bumps thinking of that whole evening at Vishranti wondering what's up with this man? I kept asking myself that why he is pushing my buttons like this? Why he is asking me to come to the bar it's not enough to come to a hotel but the whole discussion in the entire evening was on safe topics on safe zones, was all about work and I have no reason to complain in any way, so I have this very fantastic and intelligent conversation and have this assignment. These two stories have come to my mind when Anita invited me to the session and I just thought you know harassment is an experience. Harassment is definitely not an intention and leaders and none of us in this room ever want to harass somebody neither would we like to actually complain about somebody who harassed because that's our face saving culture that we are brought up in so poor legacies and poor companies like this who have such fantastic valuable law, firms running here because research says that only 50 of 500 incidences are actually reported and this is the research going back into 2010 other research that I read 21.4% of all civil servants in India in a very solid study was done quoted that actually woman civil servants were harassed, so 88% in an IT study a very large study of 600 managers in the BPO sector of IT industry, 88% of them actually reported in the study that they had been harassed in one form or the other, its another matter how many went to 77 out of the 135 who were studied in the health care sector 135 of them were woman in that particular health care industry or organization and this is a solid study 77 of them who were woman doctors or nurses or attendant or staff actually said that they have been harassed so the plant is much more, I was shocked when I was reading some of the research because I have been interested in this space but I am kind of beyond harassment you know I wanted to talk leadership so romantically to discuss leadership which is unbiased and you know doesn't never fall into the prejudice zone you know I want to be in a beautiful side not on the side which is really dark. Reuter study says that India tops in the list of sexual harassment with 26% reported, so 26% is highest percentage, if 100 have experienced 26 reports, that's what I understood from study. So these are some of the statistics which I



**Dr. Anita Shantaram, President Ms. Kalpana Munshi  
Dr. Sunita Chugh**



thought very powerful actually very telling and compelling. I don't know if I am selling sexual harassment Act more severely to each one of you but I am definitely telling you a story that one great leader or 100's of great leaders I don't think they can walk this path, I don't think that they can ever go through the experience of even one thing bordering on harassment, they cannot afford it, so I think so many great people we know in this world, I know they don't have skeletons in their cupboards but one's who are not making it to leadership positions or leadership behaviors. I think it's largely because they have skeletons in their cupboards, they have been inclined to some amount of harassment because I tell you what is the real story is. Sexual harassment is the unwanted impositions of sexual requirement in a context of a relationship of unequal power. So it's a power game and leadership is all about power that's why I love this subject. It's the assertion of power of one sex over another, so the moment that's where I bring the responsibility, the moment you see the intelligent, intimidating, powerful woman in the workplace you decide subconsciously, and my subject for today is language of harassment the language of harassment doesn't starts with words it's starts with an assumption, it starts with the bias, it starts with the knowing, it starts with the judging, it starts with the categorization, it's as simple as me saying 10 people in this room are wearing glasses and the remaining 20 are not wearing glasses, it's a categorization, the moment I categorize something and then I loaded, I say all people wearing glasses are intelligent, so I am labelling loading and judging, so all people who are nodding their head in this room are understanding what I am saying, all people who are not nodding it is as stupid as that, because people who are not nodding could be understanding, people who are not wearing glasses could be more intelligent than the people who are wearing glasses, so these assumptions and these bias are created, language is created within ours, within us and then it rolls out then it comes to my tongue, then it comes to my mind, then it comes into behavior, so I am only behaviorist, I am not physiologist so I look at things from outside why would somebody harassed, nobody has the intention to harassed but yes we do experience harassment, so assertion of power is one very solid, its one sex over another it could be as Apurv said equally true from for a man being harassed. I have come across many cases of that in multinationals where there are all woman teams who are actually making life so difficult for and not only language in every other way. So power can be asserted by any one group over another and the behavior typically as he was also mentioning and because I am a behaviorist around gender sexes remarks off-course one, sexually crud and offensive behavior could be labelled under the law, infantiles, treating somebody like a babies, like an infant, so there is lot of that going in an organization it is very different from patronizing, it like almost reducing you to a bird brain, you know somebody will just treat you like a kid and you will lose, it called gas lighting also, if you look up gas lighting it is just erosion of your brain, somebody will keep telling you No you are not tall, No you are not tall, and if you hearing it for 25 years, you start believing that you are not tall, you are not that fair you are actually very whitish and you are start believing it, it's on all front, in behavior it's very important thing, you know to reduce somebody to a child and a bird brain and its coming up very powerfully in sexual harassment, work and family policing, you know you say work from home and the moment I start working from home you will get 20 more phone calls because there is no trust, and because of that there will be harassment around work from family policing and gender policing and gender policing is a very, you know I just giver you classic example that I say very often in a classroom, you know you are sitting and struggling, typing away, you just imaging Apurv, he is typing away very fast on his computer because he has to submit a report at Legacis at, be a legacis at 4.30 and he decided to spent the morning at home because he had a sink filled with dishes and the sink was very full and it was chocking and the water was leaking and he was very harassed and he just called up the Plumber and he ask the Plumber to come and Apurv is now ready

to finish his report, it's 2.00 O'Clock and by 2.45 if he doesn't finish, he can't have lunch and finish all the other things and be in the office at 4.30 for the crucial meeting with his boss and this is 2.00 O'clock and the doorbell rings and he opens the door and he sees a Plumber and guess what he sees the woman Plumber, and what happens to Apurv? What's is the first thought of Apurv? You open the door you see this woman Plumber, the first thought come into Apurv's mind Can she do that?, yes, that is the assumption, but what happen behaviorally after that, which is I want to hear, can she do that? if it is a male plumber he sitting and typing away, but if it's a female plumber, I bet, he is monitoring her performance, She Can't do it, She won't be able to do it, she won't get it right, I won't go for the meeting, I am totally jammed today, that's the thinking and that's fast thinking, that's fitted in our subconscious, it's not about male plumbing and female plumbing, just about competence, at workplace you are so doubting and you want the control and you don't want to things fail, this is just a gender policing and this is just a classic example, I just hope this is just gone home. It's subconscious, it is written so deeply within ours, it is not something "jo hamare bas me hai, it is not even in our bas, so I just want to say these are the behavioral typically that happens and some of us are not in control of this, what do we do about it is that I wanted to say about in next two slides, I categorize, I start labeling it, I start judging, and then stereotyping happens, then I make in group, out group of all people with specs closer to me, and I am the leader I like you more because you are most serious, out group is created, so in group might be male if I am a female boss, it might be female, if I am a male boss, possible, I just asking you to thing in group and out group behavior, because it happens all people I like who shake their heads when I am talking, and all people who don't shake their head are part of the out group, this is very easy stuff, this is how it happens, prejudice happens, and behaviorally all this exclusion and discrimination and all which Apurv was talking about, it can all get termed as gender discrimination, it's starts with me categorizing, judging me, labelling and then behaviorally excluding, Next slide please, it's called ladder of prejudice, it starts with the language of abuse, it's start with the language of some jokes, some SMSs, which Apurv was talking about, it start with putting pressure, because it power assertion, putting pressure, then you starts avoiding, you start excluding these people, don't call them, you start separating them, and you start discriminating, it is actually and there is a research supremacy of one group over another and in all my leadership talks I am talking about gender ratios, gender diversity ratios in top team my gut feeling is that all the research that I read, junior management and middle management experience maximum amount of harassment for various reasons and off-course it's another story for another time I will tell you how even after reporting woman doubt whether they did the right thing, woman doubt whether they were responsible for traking that man in the cab, woman doubt whether they should have done it because they have lost more face that the other person and thus story continues and not about woman leaders in corporates, it's actually woman leadership is not going to happens because it starts right there the age of 24 and 22 when the power game starts and one sex over another sex is a very common practice. Thank you so much.



**Mr. Anand Padwardhan, Dr. Anita Shantaram,  
Mr. Apurv Sardeshmukh, President Ms. Kalpana Munshi,  
Dr. Sunita Chug, Ms. Shelly Gupta ,Ms. Asha Idnani**

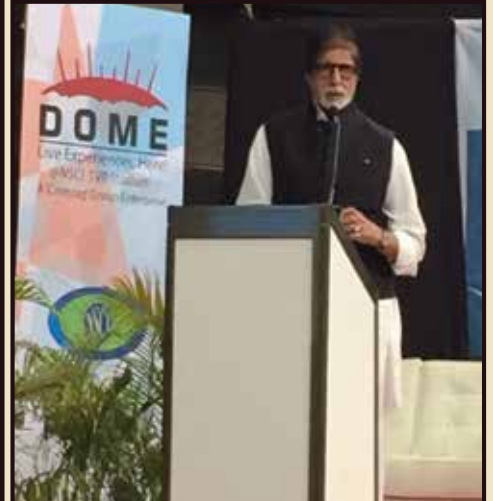
# Participation in the Exhibition at NSCI

MCGM Had Organised An Exhibition Between 1<sup>st</sup> September to 4<sup>th</sup> September, 2017 on  
"WASTE MANAGEMENT"

CFBP Had A Very Prominent Stall No 39 Visited By People From All Over  
Our Staff Members and CFBP Members Very Effectively Promoted Consumerism By Displaying CFBP  
Activities Through Banners, Standees, Pamphlets And Personal Communication  
There Was Lots Of Curiosity Among The Visitors To Know More About CFBP Activities.



MCGM Commissioner, Shri Amitabh Bacchan,  
Hon'ble Shri Devendra Fadnavish and Shri Udhav Thakare



Guest of Honor Shri Amitabh Bacchan



Mr. Padmakar Nandekar & Cuffe Parade Committee



Ms. Kuncti Oza & Ms. Kiran Bajaj



Ms. Naina Desai, Ms. Bhupen Chedda and Ms. Asha Idnani



President Kalpana Munshi with Mr. Arvind Sawant,  
MP and Advisory Board Members





COUNCIL FOR FAIR BUSINESS PRACTICES



### Our Mission

"We shall promote the highest ethical practices, by business & professionals, in order to provide complete satisfaction to consumers & other stakeholders."

8<sup>th</sup> September, 2017

#### **Honourable Shri Girish Bapat**

Minister of Food and Drugs Administration Civil Supplies and Consumer Protection  
Parliamentary Affairs  
Government of Maharashtra

Respected Sir,

#### **Sub: Need for Issue of Partial Medicine Strip by Chemist Shop**

We wish to bring to your kind attention a practice adopted by medical shops across the State. The medical shops issue a full strip of 10 tablets even though the patient needs only much smaller number. This unhealthy practice immensely benefits the pharmaceutical companies and medicine shops while cutting a hole in the pockets of the common man.

There are two reasons put forward by the medical shops in defence of this practice:

- The expiry date of the medicine has to be checked before issuing the medicine. If partial strip bearing the expiry date stamp on the backside of the strip is issued to the patient, then the remaining strip will not carry any expiry date stamp. This will expose the medical shop of breach of legal compliance if they issue such medicine to patient after the lapse of expiry date.
- The dealer does not take back the unsold stock of partial strips of medicines. He takes back only the full strips.

Both the above arguments appear to be reasonable. To overcome this difficulty, we suggest that the pharmaceutical companies make strips of 4 tablets instead of 10 tablets as present. This will answer both the above arguments of the medical shops and it will also substantially reduce the medical expenses of the patient.

We request you to make appropriate regulatory order to pharmaceutical companies and to medical shops and also issue a public announcement in this regard.

We hope for a positive response from your good sleeves.

Thanking You,  
Yours Faithfully,

Sd/-  
Shrikant Soman  
Vice-President  
Chairman-Health Care Committee

Shrikant Soman  
Vice-President  
Chairman-Health Care Committee  
CC:

- DR. PALLAVI DARADE(IRS)  
Commissioner  
Food and Drug's Administration & Food Safety Commissioner, Maharashtra State.  
Contact Details :  
Toll Free : 1800 222 365, Fax No. : 022-26591959  
E-Mail : comm.fda-mah@nic.in.

You are cordially invited for a Seminar on

# Wealth and Succession Planning

## "WEALTH AND SUCCESSION PLANNING ESSENTIALS"



Distinguished Speaker  
Mr. Dr Rajiv Agarwal,  
Centre For Family  
Managed Business, S. P. Jain

## "KEY LEGAL DOCUMENTS: WILLS, FAMILY TRUSTS AND FAMILY CONSTITUTIONS"



Distinguished Speaker  
MS. Tahera Mandviwala  
Head Private Client Practice, Tdt Legal

## "CHIEF GUEST"



Hon'ble Justice  
Mr. B. N. Srikrishna  
Former Judge  
Supreme Court of India

## AN EDUCATIONAL PROGRAMME

Day & Date: Friday, 27th October, 2017 | Time : 5:45 pm – Registration

Venue : Kamalnayan Bajaj Hall, Bajaj Bhavan, Ground fl, 226 Nariman Point, Mumbai 400021.

Shelly Gupta

Chairperson, Programmes committee

Dr. Anita Shantaram

Co-Chairperson, Programmes committee

Applications are Invited for

## CFBP - JAMNALAL BAJAJ AWARDS FOR FAIR BUSINESS PRACTICES



The Awards are conferred every year on business and associations, which display an outstanding commitment to Fair Business Practices. It comprises the prestigious CFBP Trophy and a laudatory Citation.

The Awards are open to all Public/Private Sector, Co-operative Ventures, Service Industries, Partnership and Proprietary business, Federations/ Chambers of Commerce, Trade Association and Charitable organizations from all over India.

The Council for Fair Business Practices (CFBP) is a unique, self regulatory body of business and industry dedicated to upholding the voluntary Code of Fair Business Practices. Formed in 1966, CFBP instituted these Awards in 1988 in memory of the Shri Jamnalal Bajaj to honour those who adhere to Fair Business Practices in the interest of the consumer and the community at large.

**All nominations should be received at CFBP  
Office by 10th October, 2017**



COUNCIL FOR FAIR BUSINESS PRACTICES

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