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## A STUDY OF GENDER NEUTRALIZATION WITH REFERENCE TO ATUL SUBHASH CASE

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### ABSTRACT

Gender neutrality aims to eliminate gender-based distinctions in language, policies, and societal structures to foster equality and inclusivity. This research explores the concept of gender neutralization, its historical and theoretical foundations, and its significance in legal and social frameworks. The study examines the Atul Subhash case as a key example of how gender-specific laws can be misused, resulting in unfair legal outcomes. Public perception and survey data highlight growing support for gender-neutral reforms, revealing dissatisfaction with existing gender-biased legal provisions and concerns about their potential for misuse. Key findings indicate strong advocacy for legal neutrality, emphasizing fairness and impartiality over gendered protections. The study underscores the necessity of revising gender-specific laws, implementing gender-neutral legal language, and ensuring balanced judicial practices. By addressing societal and legal biases, this research contributes to ongoing discussions on establishing an equitable legal system that

treats all individuals fairly, regardless of gender.

**KEYWORD:** Gender neutrality, gender-neutral laws, legal equality, Atul Subhash case, gender bias, legal reform, false accusations, judicial impartiality, inclusivity, gender-neutral policies.

## INTRODUCTION

Gender neutrality involves treating all individuals equally, without emphasizing or favoring any gender. Rooted in early academic thought, especially Michel Foucault's 1976 work, it challenges traditional gender roles and aims to foster inclusivity. As awareness of gender diversity increases, gender-neutral practices are being adopted in education, workplaces, and law. Gender neutralization goes further by removing gender-specific roles and language, promoting equal rights and opportunities for all. This shift is necessary to address discrimination against those outside traditional gender norms. Legal systems, historically based on binary gender concepts, often fail to protect non-binary and transgender individuals. Cases like Atul Subhash expose these shortcomings, emphasizing the need for inclusive legal reforms. This research uses the Atul Subhash case to examine the development of gender-neutral policies, legal challenges, and their societal impact, aiming to propose ways to build a more equal and respectful future for all genders.

## OBJECTIVES OF STUDY

- 1) To examine the role of gender neutralization in Atul Subhash case and analyze potential biases in the law favouring women.
- 2) To analyze the concept of gender neutralization in contemporary legal and social framework.
- 3) To recommend strategies for promoting gender neutralization in legal and social context.

## LITERATURE REVIEW

(Chakraborty, 2025) This paper examines the misuse of these women-specific laws, with a focus on the Atul Subhash case, and highlights the challenge of balancing protection for women

with preventing false accusations. The study critically analyzes the societal and legal impacts of such misuse, exploring the consequences for both the falsely accused and the integrity of the legal system. It discusses the need for reforms to ensure fair and equal application of these laws, without undermining their protective intent. The paper emphasizes the importance of gender-neutral laws and judicial fairness to protect both genuine victims and those wrongfully accused. Through this analysis, the paper aims to contribute to the ongoing discussion of gender justice, legal reforms, and the pursuit of equality in India's justice system. (Tanwar, 2024) This article discusses the importance of raising awareness about male mental health, improving judicial practices, and creating laws that treat everyone equally, regardless of gender. It emphasizes the need for better mental health resources for men, fairer legal processes in matrimonial cases, and changes to laws to prevent misuse. By promoting understanding, fairness, and legal reforms, the paper calls for a society where everyone, regardless of gender, is treated equally, heard, and supported.

(Manish, 2024) The suicide of 34-year-old Atul Subhash tragically illuminates critical deficiencies within India's legal and judicial framework, specifically concerning the resolution of domestic conflicts and the treatment of men entangled in legal proceedings. Atul's death, the culmination of years of legal battles, unsubstantiated allegations, and perceived prejudice within the judiciary, has ignited widespread debate regarding the urgent need for judicial reform and improved support systems for men navigating legal challenges. His detailed suicide note and accompanying 81-minute video provide compelling evidence of the profound emotional, financial, and psychological anguish he suffered as a result of a system that seemingly failed him. Atul's troubles began after his 2019

marriage to Nikita Singhania, which quickly dissolved amidst serious legal accusations, including dowry harassment, unnatural sex, and even murder. The immense emotional and financial burden he carried, compounded by alleged extortion from his wife's family and impropriety by a family court judge, ultimately drove him to take his own life. His case starkly reveals the potential for gender bias within India's legal system, where laws designed to safeguard women can, at times, be misused, resulting in inequitable treatment for men. This misuse can include false accusations, protracted legal proceedings, and financial exploitation, all of which can contribute to severe mental distress. This situation demands immediate and comprehensive judicial reforms. These reforms should encompass stronger mechanisms for holding judges accountable for misconduct, improved case management systems to expedite resolution and reduce delays, and a more equitable application of gender-specific laws. Furthermore, it is crucial to provide mental health support for litigants enduring lengthy and stressful legal processes. Atul Subhash's case is not an anomaly; it reflects systemic issues that must be addressed. His death serves as a stark and painful reminder of the urgent need for change to prevent similar tragedies and create a legal system that truly delivers justice and fairness for all, regardless of gender. It underscores the importance of a balanced approach that protects the rights of all parties involved and ensures that legal processes are conducted fairly and efficiently.

(Article, 2024) This article examines the escalating problem of violence and emotional abuse directed at men in India, highlighting the ingrained gender prejudice that often results in devastating consequences like suicide and legal exploitation. This article contends that the lack of gender-neutral laws and biases within the legal system compound these difficulties, leading to emotional distress and, in extreme

cases, suicide. The research emphasizes the urgent need for reform in both legal structures and societal perspectives. It stresses the importance of gender-neutral laws that guarantee equitable treatment for both men and women in legal matters. Furthermore, it advocates for a more humane judicial system focused on fairness in marital disputes and the creation of safe spaces where men can seek assistance without fear of judgment. Finally, the article urges government intervention to protect the rights and well-being of all individuals, irrespective of gender, and to confront the often-overlooked epidemic of male victimization in domestic violence situations.

#### RESEARCH METHODOLOGY

This research systematically gathers and evaluates data on gender neutralization in relation to the Atul Subhash case. Utilizing a descriptive and exploratory approach, it investigates the impact of gender-neutral language and policies on legal interpretations and societal views. Descriptive research provides important insights into the role of gender-neutral frameworks in shaping legal discussions, social structures, and institutional policies. It is particularly effective in studying historical cases, legal rulings, and public responses to gender-neutral terminology, helping to identify patterns and shifts in gender representation. However, a key limitation is its inability to determine direct causation, often requiring additional research methods, such as qualitative interviews or case law analysis, to develop a more comprehensive understanding of the broader effects of gender neutralization in legal and social contexts.

**Primary Data:** For this particular study, the primary data consisted of the responses gathered through an online survey. The data was primarily utilized in the analysis and was referenced throughout different sections of the study. The main research goal was to gain insight into public perceptions, legal viewpoints, and

social attitudes toward gender neutralization in light of the Atul Subhash case.

**Secondary Data:** Secondary data is information obtained from pre-existing sources like research papers, articles, legal documents, and reports. For this particular research, secondary data was extracted from literature related to gender neutralization, court cases, and sociological analyses. Analyzing these sources offered valuable background information, aiding in setting the study within the broader context of gender equality and legal frameworks. Various sources, including websites, academic journals, and legal archives, were utilized to gather data.

**Type of population:** This study explores individuals' experiences and perspectives on gender neutralization, regardless of their geographical background. Participation was open to individuals beyond those with academic or legal expertise in gender studies, focusing instead on their lived experiences, professional interactions, and societal observations related to gender-neutral language and policies. The diverse range of participants provided meaningful insights into the ongoing discourse on gender neutrality, highlighting its influence across social, cultural, and professional spheres. By examining their viewpoints, challenges, and interpretations, the study aims to assess the broader implications of gender-neutral practices in both legal frameworks and everyday societal interactions, with a specific emphasis on the Atul Subhash case.

**Sample Area:** The population for this study consisted of individuals familiar with the Atul Subhash case.

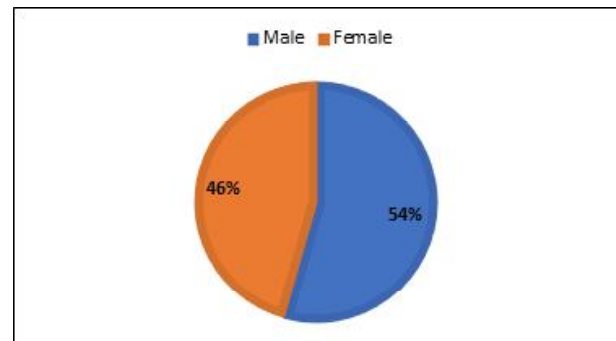
**Sample Size:** Due to time and resource constraints, we utilized a random sampling method. We restricted the sample size to 46 willing participants, with the intention of ensuring diversity in age, gender, and professional background. Despite the modest sample size, our objective was to gather a wide

range of perspectives on gender neutralization and its societal implications.

## DATA ANALYSIS AND INTERPRETATION

### 1. Gender

**Fig: 4.1 Gender distribution**

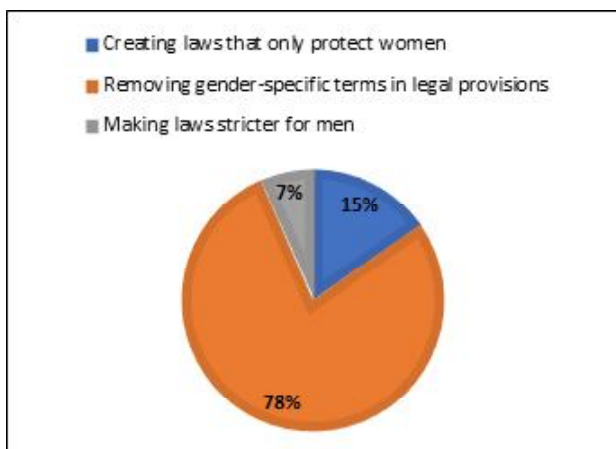


#### Interpretation:

Out of a total of 46 responders, 54% were male (25) and 46% were female (21).

### 2. What do you understand by the term gender neutralization in law

**Fig: 4.2 Gender Neutralization meaning**



#### Interpretation:

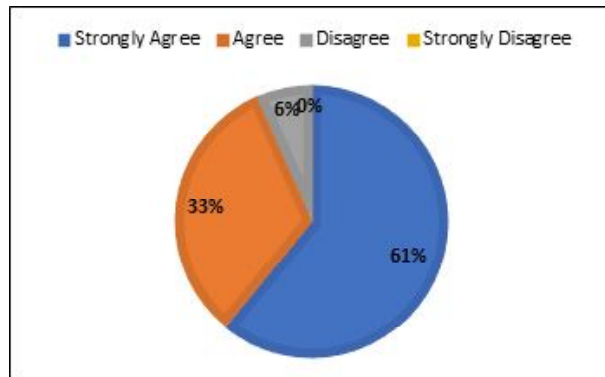
Removing gender-specific terms in legal provisions received the highest support at 78%, indicating a strong preference for gender-neutral language.

Creating laws that only protect women garnered 15%, while making laws stricter for men had the lowest backing at 7%, reflecting less support for gender-biased legal measures.

### 3. Do you think Gender Neutralization is important in today's scenario

**Fig: 4.3**

### Is Gender Neutralization important in today's scenario



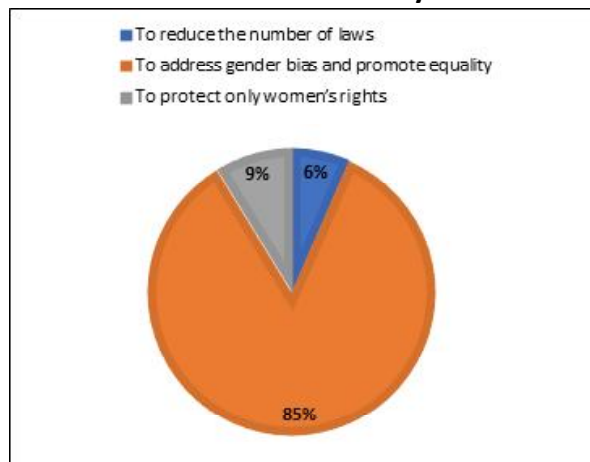
#### Interpretation:

61% of respondents strongly agree, 33% agree, 6% disagree, and 0% strongly disagree, indicating a predominantly positive consensus.

4. Why is gender-neutral legislation important in modern society

Fig: 4.4

### Gender Neutralization legislation important in modern society



#### Interpretation:

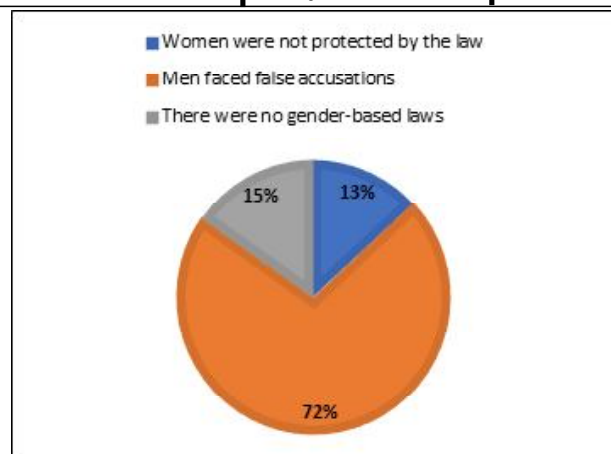
85% of respondents believe that addressing gender bias and promoting equality is important, while 9% prioritize protecting only women's rights, and 6% suggest reducing the number of laws.

5. Which problem was seen in the Atul Subhash case

Fig: 4.5

### Problem seen in the Atul Subhash case

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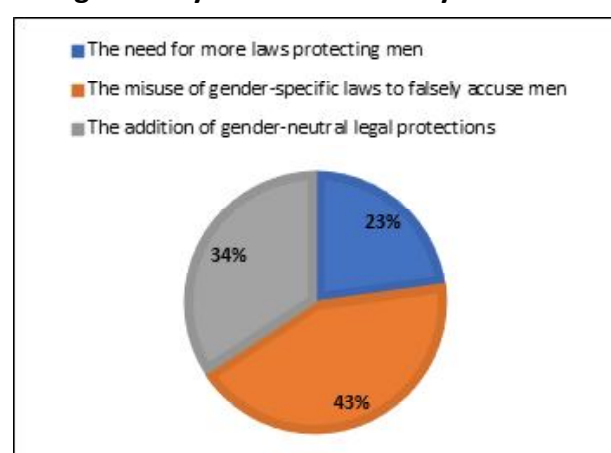
#### Interpretation:

Men faced false accusations had the highest concern, with 72% (33 out of 45) of responses.

Women were not protected by the law accounted for 13%, while No gender-based laws made up 15% of the responses.

6. Key concern raised by the Atul Subhash case

Fig: 4.6 Key concern raised by the case



#### Interpretation:

The misuse of gender-specific laws to falsely accuse men received the highest concern, with 43% (30 responses).

The addition of gender-neutral legal protections followed at 34% (24 responses), while the need for more laws protecting men had 23% (16 responses).

7. What does the term "Gender Bias" refer to in the context of the Atul Subhash case

Fig: 4.7

Term "Gender Bias" refer to in the context of the Atul Subhash case



#### Interpretation:

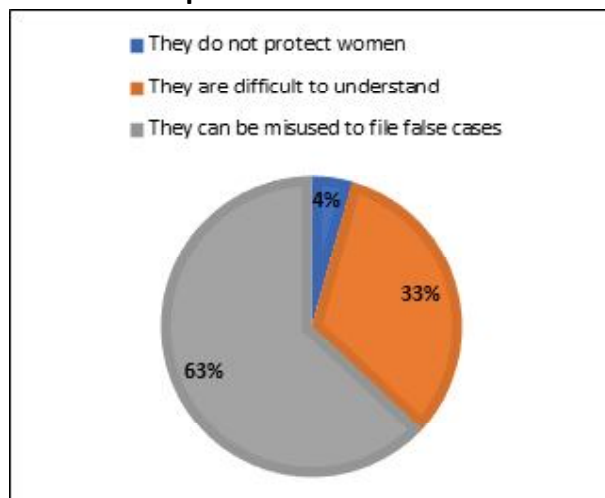
Preference for men in legal cases received 9% of responses, indicating a small portion of participants perceive a bias towards men.

Unequal treatment of genders in the law had the highest share with 82%, highlighting a strong belief in gender disparity.

Strict laws for all genders accounted for 9%, reflecting an equal call for fairness across genders.

8. Main concerns about gender-specific laws in India

**Fig: 4.8 Main concerns about gender-specific laws in India**

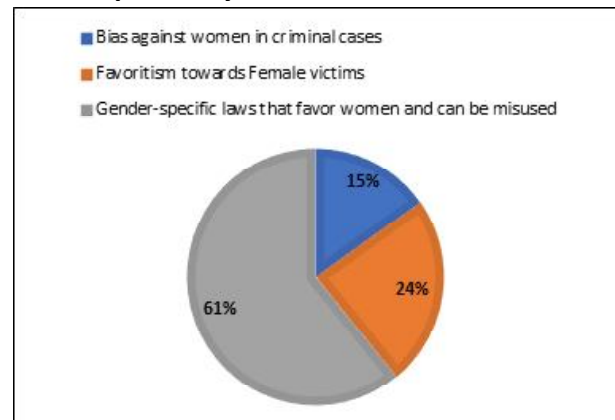


#### Interpretation:

4% of respondents believe that the laws do not protect women. 33% find the laws difficult to understand. 63% think the laws can be misused to file false cases.

9. What potential bias in the legal system was exposed by the Atul Subhash case

**Fig: 4.10 Potential bias in the legal system exposed by the Atul Subhash case**



#### Interpretation:

Bias against women in criminal cases: 7 responses (15%).

Favoritism towards female victims: 11 responses (24%).

Gender-specific laws that favor women and can be misused: 28 responses (61%).

10. How can gender-neutral laws reduce the misuse of gender-specific laws, as seen in the Atul Subhash case

**Fig: 4.11**

**Gender-neutral laws reduce the misuse of gender-specific laws**



### Interpretation:

By making it harder to file any legal complaint: 31 responses (41%) the most favored approach. By punishing only women for false accusations: 30 responses (40%) a close second. By giving men more legal rights than women: 14 responses (19%) the least preferred option.

11. Why is gender neutralization important in family law, as seen in the Atul Subhash case

12. **Fig: 4.12 Gender neutralization important in family law**

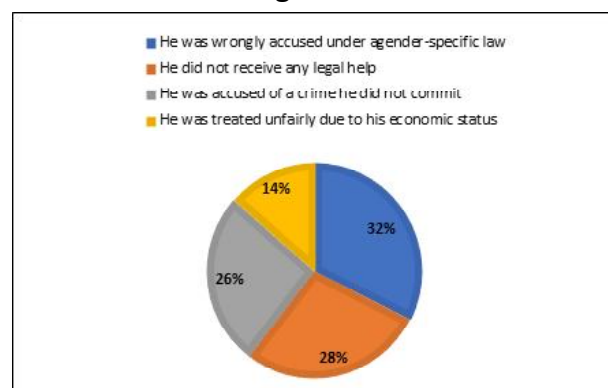


### Interpretation:

To ensure fairness for both men and women in family disputes: 40 responses (87%). To remove women's rights in marriage disputes: 5 responses (11%). To prevent men from filing cases: 1 response (2%).

13. What legal issue did Atul Subhash face that sparked debate about gender-neutral laws

**Fig: 4.13**  
**legal issue Atul Subhash face that sparked debate about gender-neutral laws**

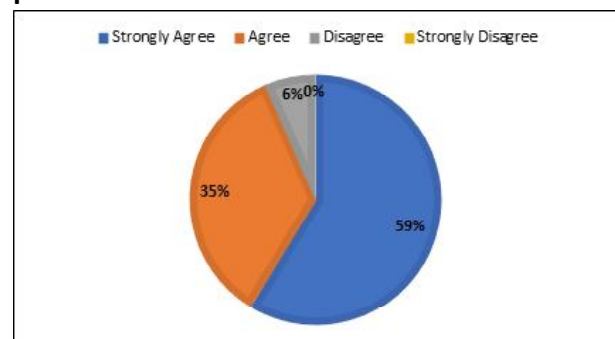


### Interpretation:

The highest concern was that 32% of respondents believed he was wrongly accused under a gender-specific law. This was followed by 28% who noted he received no legal help, 26% who felt he was accused of a crime he didn't commit, and 14% who highlighted unfair treatment due to his economic status.

14. Do you think Gender neutralization should be promoted in legal and social context

**Fig: 4.14 Gender neutralization should be promoted**



### Interpretation:

Gender neutralization should be promoted: Strongly Agree: 27 responses (59%). Agree: 16 responses (35%). Disagree: 3 responses (6%). Strongly Disagree: 0 responses (0%). A significant 94% of respondents support gender neutralization, with a strong majority (59%) expressing strong agreement.

### FINDINGS

This study reveals strong public support for gender-neutral legal reforms, with most participants favoring the removal of gender-specific terms from laws to ensure fairness and equality. There is little support for laws that favor one gender, such as those exclusively protecting women or targeting men. Concerns about misuse of gender-specific laws particularly false accusations against men, as highlighted in the Atul Subhash case, further reinforce the demand for impartiality. Respondents emphasize the need for legal systems that prevent exploitation and promote equal treatment, regardless of gender. Many also



call for stricter complaint regulations and consequences for false allegations, not to give men more rights but to achieve balance. The findings highlight dissatisfaction with perceived biases, difficulties in understanding legal processes, and the broader inequities that exist, particularly for individuals from lower socioeconomic backgrounds. Overall, the study underscores a growing consensus that gender-neutral legislation is essential for creating a fairer and more just legal system.

### CONCLUSION

Public opinion overwhelmingly supports gender-neutral legal reforms, with a strong demand to remove bias and ensure equal treatment for all. The study highlights widespread rejection of laws that favor one gender, with fairness and impartiality as top priorities. A key concern is the misuse of gender-specific laws for personal gain, as seen in the Atul Subhash case, which many believe reflects systemic bias and injustice. Respondents advocate for stricter complaint regulations to prevent false accusations, emphasizing accountability without undermining legitimate claims. Importantly, there is no push to give one gender more rights only to eliminate imbalance. The findings also reject extreme measures that harm either gender, reinforcing that true legal equity, not reversal of bias, is the goal. Overall, the study calls for urgent legal reform, underscoring that justice must be based on facts and fairness, not gender.

### RECOMMENDATION

To build a fair and inclusive legal system, several key reforms are essential. First, legal language must be revised to eliminate gender-specific terms, ensuring that laws apply equally to everyone. Existing gender-biased laws should be reviewed and updated to promote equity and prevent misuse. Stronger safeguards are needed to deter false accusations, including stricter filing processes and penalties for proven false claims, which will protect the integrity of genuine

cases. Equal access to legal aid is also crucial, regardless of gender or socioeconomic background, as illustrated by the Atul Subhash case, where lack of fair representation was a major concern. Public awareness campaigns and legal literacy programs can educate individuals on their rights and discourage the misuse of gender-specific laws. Additionally, family and marriage laws must be restructured to ensure balanced treatment for all parties, avoiding gender favoritism. Judges, lawyers, and law enforcement officers should be trained in gender-neutral practices to reduce bias in legal proceedings. Transparent legal reforms, supported by public consultation and expert input, will help rebuild trust in the system. Independent oversight bodies should monitor these reforms, ensuring accountability and continuous improvement. Lastly, due process must be upheld in all criminal cases to prevent wrongful convictions and maintain justice. Together, these measures can create a legal framework that is truly neutral, just, and resistant to misuse, aligning with public concerns and the lessons from the Atul Subhash case.

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## “A study on Customer Acquisition Strategies and Value Chain Performance at RMG worldwide courier and Cargo”

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### ABSTRACT:

This study explores customer acquisition strategies and value chain performance within RMG Worldwide Courier and Cargo, a delivery service company. This approach provided insights into RMG's strategies for customer engagement and retention, which play a crucial role in their overall value chain. By examining RMG's processes, this paper aims to shed light on effective acquisition techniques and analyze how value chain optimization can enhance service delivery and customer satisfaction in the logistics sector. The logistics sector is a cornerstone of the global economy, responsible for the efficient movement of goods and services. This paper examines the evolution of logistics, beginning with the transformative impact of the Industrial Revolution in the late 18th and early 19th centuries. The introduction of mechanized production, steam engines, and expansive railroad networks significantly improved transportation efficiency, allowing