



REPORT

FICCI's SEMINAR ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN ACT.

20th July 2019 at Chennai

FICCI Tamil Nadu State Council organized a Seminar on “Prevention of Sexual Harassment of Women Act” on 20th July 2019 at Madras management Association, Chennai. The HR Committee constituted by FICCI has always been creating awareness on contemporary issues, value creation for the business entities and taking up larger issues that require Government’s intervention.

The objective of the Seminar was to;

- 1) Understand the nuances of the Regulatory Policies and the law as well as discuss on challenges in implementation in workplace.
- 2) Imparting extensive understanding on prevention, prohibition and redressal of sexual harassment in workplace environment and the challenges faced by employer with a focus on ensuring that there is compliance with the law.
- 3) Discuss issues about possible changes that need to be made in this context as well how all stakeholders can go one step ahead of the law in ensuring that the workplace is welcoming for all.

The workplace culture in India is evolving in many ways. Boundaries of professional conduct often get muddled. To prevent workplace sexual harassment from becoming the norm, it is important to understand what amount to sexual harassment as well as redressals available under law to prevent/deal with issues of workplace sexual harassment

Ms. Deepali Goyal, Chairperson of FICCI FLO, Chennai presented the Welcome Address and deliberated on the objective of prevention and protecting women against workplace sexual harassment and assuring them a safe, secure and dignified work environment.

Chief Guest, Smt. Letika Saran, IPS., Former Director General of Police gave few insights on the real-life incidents which the department had encountered and briefed on the various compositions of the law relating to the POSH Act. She explained that in a fast-paced life, work plays an important role, not just in giving us economic freedom/ stability but also in creating our identity. Every person, immaterial of age, religion, gender, seniority or designation, plays an important role in ensuring workplace safety. Enabling a safe, secure and inclusive work environment for women is a collective responsibility not just of the employer, but every employee in the organization.

Ms. Geetha Ramaseshan, Advocate and Ms. Sudha Ramalingam, Advocate had the first Session and Discussion on Demystifying the POSH Act.

The next session of Panel Discussion was held on Challenges faced by Employer in connection with POSH which was moderated by Mr. S. Rathinavel Rajan, Head HR, Ball Beverage Packaging India Pvt Ltd and the speakers were Ms. Malini Saravanan, Deputy General Manager (HR), The New Indian Express, Ms. Hema Pasupatheeswaran, Head – Legal & Company Secretary, Hemadri Cements Limited (SRM Group), Ms. Veeralatha Mahendran, Associate VP & Head – L&D and Employee Engagement, Cholamandalam Investment & Finance Co Ltd and Ms. K. Raghavi, Managing Director, The Headway Academy.

The Final Session of Panel Discussion was held on Prevention, Prohibition, Redressal & Responsibility which was moderated by Mr. Sasikumar Gendham, Managing Director, Salcomp Manufacturing India Private Ltd and the speakers were Dr. B. Amutha, HOD – Computer Science & Engg Department, SRM Institute of Science and Technology, Ms. S. Yogachitra, Head HR & Admin, NTC Logistics India [P] Limited, Ms. Geetha Premkumar, Psychologist & Director, Vector Indojanix Pvt. Ltd and Dr. C. Jayakumar, Vice President & Head Human Resources - Divisional Corporate, L&T Construction.

The Vote of Thanks was presented by Mr. B.N.V. Ramana – Director of SSV Finishing School.