



A Study on Assessing Awareness, Attitudes, and Practices Related to the Posh Act 2013 in the Workplace of Alembic CSR Pvt Ltd.

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ABSTRACT

Understanding the POSH Act at Alembic CSR Pvt Ltd

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, commonly known as the POSH Act, was introduced in India to create a safe and respectful work environment for women. This legislation ensures that workplaces implement strong mechanisms to prevent, address, and resolve cases of sexual harassment.

This study explores the awareness, attitudes, and practices related to the POSH Act at Alembic CSR Pvt Ltd. The key findings indicate that while employees have a moderate understanding of the Act, training programs and policy enforcement need significant improvement to enhance workplace safety and inclusivity.

KEY WORDS

1) Awareness of the POSH Act

- Most employees are aware of the Act's existence, but many lack a detailed understanding of their rights and responsibilities under it.
- There is a need for regular awareness sessions to ensure that all employees—especially new hires—are well-informed about the Act.

2) Training Programs and Implementation

- Although the company has conducted some training sessions, their frequency and depth need improvement.
- Employees expressed that real-life case studies, role-play sessions, and interactive discussions could make training more effective.
- Management needs to ensure that all employees, including senior leadership and HR teams, receive proper training to handle complaints sensitively and fairly.

3) Internal Complaints Committee (ICC) Functionality

- The POSH Act mandates that organizations with 10 or more employees must establish an Internal Complaints Committee (ICC) to handle sexual harassment complaints.
- At Alembic CSR Pvt Ltd, the ICC exists, but its visibility among employees is low.
- Some employees are unsure of the process to file a complaint or hesitant due to fear of retaliation.

4) Policy Enforcement and Workplace Culture

- While policies exist on paper, their active implementation requires more transparency and accountability.
- Employees have suggested the need for anonymous reporting mechanisms, strict action against offenders, and stronger leadership involvement in creating a harassment-free workplace.
- A zero-tolerance approach should be actively demonstrated, not just mentioned in policies.

Recommendations for Improvement

1. Increase Awareness Initiatives
 - a. Conduct mandatory annual training sessions for all employees.
 - b. Use multiple channels like emails, posters, and video sessions to reinforce awareness.
 - c. Make POSH policies easily accessible on the company's internal portal.
2. Strengthen Training Programs
 - a. Implement engaging and practical workshops rather than passive presentations.
 - b. Train managers and ICC members to handle complaints sensitively and confidentially.
3. Enhance Accessibility of the ICC
 - a. Introduce anonymous complaint mechanisms to encourage reporting.
 - b. Ensure that ICC members are well-trained, impartial, and easily approachable.
 - c. Conduct regular audits to check how effectively complaints are being handled.
4. Encourage a Culture of Respect and Accountability
 - a. Senior leadership should take an active role in promoting workplace safety.
 - b. Clearly communicate consequences for violations and ensure swift action against offenders.
 - c. Foster an environment where employees feel safe to report concerns without fear of retaliation.

INTRODUCTION

Here's a more humanized version with shorter paragraphs for better readability:

The implementation of the POSH Act marks a significant milestone in ensuring workplace safety and gender equality in India. This law is the result of years of advocacy by women's rights groups, aiming to create a work environment free from harassment. However, its existence also serves as a reminder of past failures, particularly the tragic case of Bhanwari Devi, which exposed the deep flaws in the system.

Bhanwari Devi's case, where she faced assault and a failed justice system, highlighted the urgent need for stronger legal protection. The POSH Act, built on the Vishakha guidelines issued by the Supreme Court in 1997, aims to address these injustices by establishing clear mechanisms for preventing and addressing workplace harassment.

Beyond legal protection, the Act emphasizes the need for workplaces to be respectful, inclusive, and safe for all employees. It mandates organizations with ten or more employees to set up Internal Complaints Committees (ICCs) to handle harassment cases fairly and confidentially. For smaller workplaces, Local Complaints Committees (LCCs) under district authorities ensure that justice is accessible to all women, regardless of their workplace size.

The law recognizes that reporting harassment can be daunting due to fears of retaliation or reputational harm. Therefore, it encourages organizations to build trust by fostering awareness, offering confidential reporting systems, and ensuring that those who report incidents are protected. Leadership plays a crucial role in this process—when senior management actively supports the POSH Act, it sets the tone for a workplace culture of respect and accountability.

However, compliance should go beyond just checking boxes. Organizations that genuinely implement the POSH Act see a positive shift in their work culture, where employees feel safe, valued, and empowered. In contrast, those that treat it as a mere obligation risk maintaining a toxic environment where harassment goes unaddressed.

The effectiveness of the POSH Act depends on proper execution—ensuring ICC members are well-trained, addressing unconscious biases, and fostering an environment where victims feel comfortable coming forward. By viewing the Act as an opportunity for cultural change rather than just a legal requirement, organizations can create workplaces that are not only safe but also truly equitable and inclusive.

Ultimately, the POSH Act is not just about punishment—it's about prevention, education, and systemic change. A workplace that prioritizes dignity, respect, and fairness is one where everyone, regardless of gender, can thrive.

DEFINITION

Sexual harassment refers to any **unwelcome behavior of a sexual nature** that makes a person feel uncomfortable or unsafe in the workplace. This can include **physical contact, inappropriate verbal comments, suggestive gestures, or any action that creates a hostile or intimidating work environment**. To address and prevent such issues, the **POSH (Prevention of Sexual Harassment) Act** was introduced in **2013** in India. This law aims

to protect women from sexual harassment at their workplace by ensuring that organizations have proper policies, complaint mechanisms, and strict action against offenders. It requires companies to create a safe, inclusive, and respectful work culture for all employees

OBJECTIVES

- Assess awareness levels of the POSH Act among employees.
- Examine employee attitudes towards workplace harassment policies.
- Evaluate the effectiveness of existing training and compliance mechanisms.
- Recommend strategies for policy improvement.

REVIEW OF LITERATURE

Sexual harassment includes any unwanted behavior of a sexual nature that causes discomfort or a sense of insecurity in the workplace. This could involve physical touch, inappropriate remarks, suggestive gestures, or any action that creates a toxic or intimidating environment. To prevent and address such concerns, the POSH (Prevention of Sexual Harassment) Act was enacted in 2013 in India. The act is designed to safeguard women from workplace harassment by mandating that organizations establish clear policies, an effective complaint system, and strict disciplinary actions against offenders. It emphasizes the need for companies to promote a workplace culture that is safe, inclusive, and respectful for all employees.

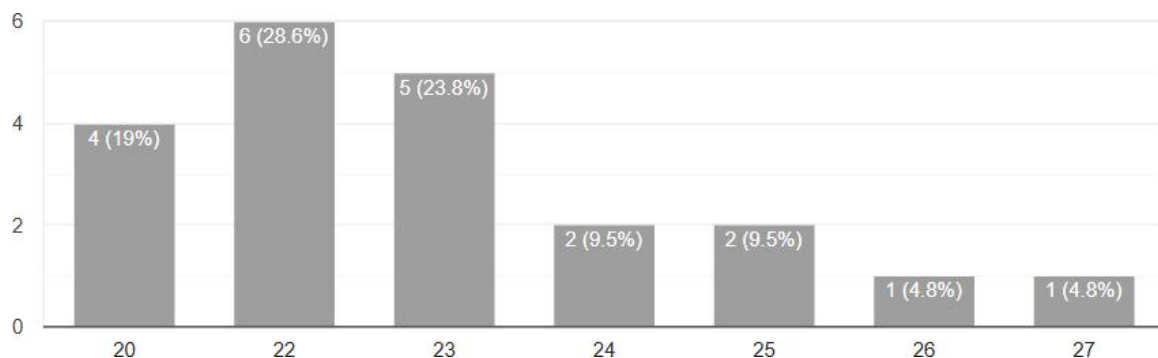
RESEARCH METHODOLOGY

This study adopts a mixed-methods research approach, combining both quantitative and qualitative techniques to provide a comprehensive analysis. Data was gathered from a sample of 150 employees working at Alembic CSR Pvt Ltd., ensuring a diverse range of perspectives. Surveys were conducted to collect numerical data, while interviews provided deeper insights into employees' experiences and opinions. The collected data was analyzed using statistical methods to interpret quantitative findings and thematic analysis to identify key patterns and themes from qualitative responses. This dual approach enhances the reliability and depth of the study. However, a notable limitation is that the research is confined to a single organization, which may limit the generalizability of the results to other companies or industries. Despite this, the study offers valuable insights into employee perspectives within the given organizational context.

DATA ANALYSIS AND INTERPRETATION

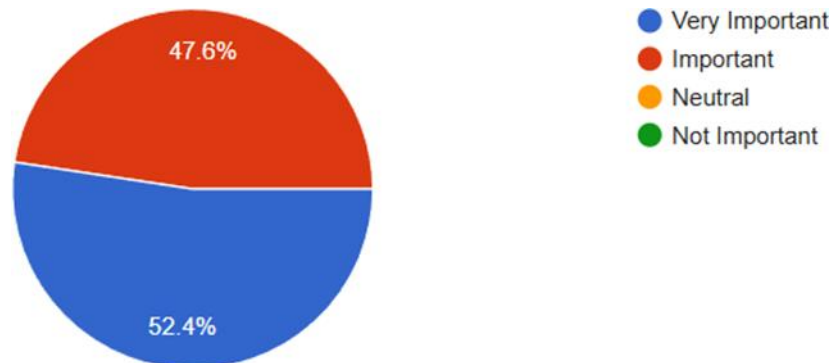
Table 1. Showing the age of respondent

Sr. No	Categories	Frequency	Percentage
1	20 years	4	19%
2	22 years	6	28.6%
3	23 years	5	23.8%
4	24 years	2	9.5%
5	25 years	2	9.5%
6	26 and above	2	9.6%



The survey received 21 responses, with the majority of respondents falling within the age range of 20 to 23 years. The most common age among participants is 22 years old, accounting for 28.6% of responses, followed by 23 years old at 23.8%. Additionally, 19% of respondents are 20 years old, while 9.5% each are 24 and 25 years old. The least represented age group is 26 years old, making up 4.8% of the total responses.

2. How important do you think it is to have a POSH Act at the workplace?



All 21 respondents consider the POSH Act important in the workplace, with a majority (52.4%) rating it as "Very Important" and the remaining 47.6% considering it "Important." This reflects a strong awareness and appreciation of workplace safety and harassment prevention policies, emphasizing the necessity of maintaining and reinforcing such measures.

MAJOR FINDINGS

This study explores the impact of organizational change on employees, shedding light on their attitudes, behaviors, and adaptability. As companies evolve due to technology, market shifts, or restructuring, employees often face challenges in adjusting. The research highlights key factors like leadership style, communication, and workplace policies that influence how smoothly these transitions occur.

A major focus of the study is the Prevention of Sexual Harassment (POSH) Act 2013, which is crucial for fostering safe workplaces. The survey found that while HR departments are well-versed in the Act, employees in technical fields like IT and engineering have less awareness. While many respondents consider the Act essential, concerns remain about its enforcement and reporting mechanisms. Fear of retaliation and doubts about the investigative process often discourage victims from speaking up.

To address these issues, companies should enhance communication, provide training, and create inclusive work cultures. Interactive learning sessions and bystander intervention training were among the suggested solutions to improve awareness and accountability. Transparent policies and better reporting systems could also encourage employees to report incidents without fear.

Ultimately, the research emphasizes that while organizations have made progress, there is still room for improvement in policy enforcement, training programs, and employee support. Future research could explore long-term trends in employee adaptability and policy effectiveness.

SUGGESTIONS

To create a safer and more inclusive workplace, organizations must actively promote awareness of the **POSH Act 2013** through regular training and engagement programs. Instead of passive presentations, interactive workshops with real-life scenarios and bystander intervention techniques can help employees recognize and respond to harassment effectively. Establishing **confidential reporting mechanisms**, such as anonymous helplines, is crucial to encourage victims to speak up without fear of retaliation. Strengthening **Internal Committees (ICs)** with diverse and well-trained members will ensure unbiased investigations and build employee trust. Additionally, **regular policy reviews**, leadership involvement, and recognizing best practices can further reinforce a culture of respect and accountability. By implementing these measures, organizations can foster a safer work environment where every employee feels protected and empowered.

CONCLUSION

The survey results emphasize the crucial role of the **POSH Act** in creating safer and more inclusive workplaces. While awareness of the Act is widespread, its implementation and effectiveness vary across different departments. Organizations have made commendable efforts to educate employees, but challenges such as fear of retaliation, reluctance to report harassment, and inconsistent enforcement persist.

One of the most significant takeaways from the data is the **importance of training and awareness programs**. Interactive learning, scenario-based training, and bystander intervention strategies are key to fostering accountability and improving responses to harassment. Additionally, establishing **confidential reporting mechanisms** and strengthening **Internal Committees (ICs)** will empower employees to report incidents without fear.

The reluctance to come forward due to **social stigma, reputational concerns, and job security fears** highlights the need for organizations to implement secure and discreet reporting processes. It is vital that complaints are handled sensitively and that whistleblowers are protected from any negative repercussions.

Leadership involvement plays a fundamental role in shaping workplace culture. When senior management actively supports POSH initiatives and participates in awareness programs, it sends a strong message about the organization's commitment to safety and respect. Regular policy evaluations and recognizing departments that uphold best practices will further reinforce a harassment-free environment.

While significant progress has been made, there is still room for improvement. By **addressing these challenges and adopting strategic solutions**, organizations can enhance the **effectiveness of the POSH Act**, ensuring workplaces where every employee feels safe, respected, and empowered to thrive