



RE-DEFINING
HR & BEYOND

A Newsletter By



RethinkHR

India's Most Widely Read HR Newsletter



WELCOME

Hello, HR leaders, inipated RethinkHR Conference in Bangalore this month! This event will be a powerhouse of ideas, networking, and knowledge sharing, spotlighting vital topics like **workplace safety, employee engagement, and cutting-edge HR strategies**. Don't miss the chance to be part of this vibrant community of HR innovators pushing the envelope in every aspect of people management.

India's HR Scene

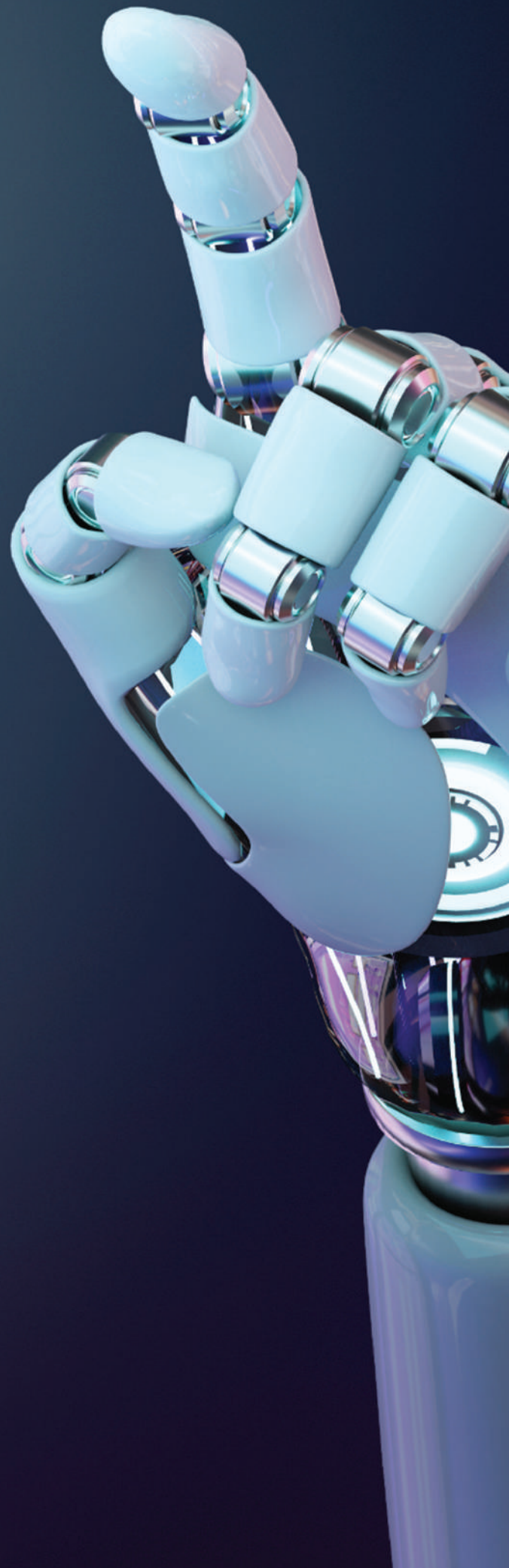
A SLOW START WITH HUGE POTENTIAL!

The AI conversation is gaining traction across industries in India, and HR is no exception. According to NASSCOM, 60% of Indian companies are actively exploring AI solutions for recruitment, employee engagement, and performance management. But here's the catch—implementation rates remain low.

Why the hesitation?

- ▶ **SKILL GAPS:** Only 41% of HR leaders feel confident about navigating AI tools and integrating them into their workflows.
- ▶ **COMPLIANCE FEARS:** HR professionals are naturally cautious about AI introducing potential biases or legal risks.
- ▶ **FEAR OF THE UNKNOWN:** Many teams are unsure where to start or how to select tools that align with their unique needs.

Yet, the potential benefits are immense. Imagine AI freeing HR teams from mundane tasks, enabling them to focus on fostering meaningful employee connections and driving strategic initiatives. Together, as the RethinkHR community, we can bridge these gaps and usher in a new era of AI-driven efficiency and empathy.



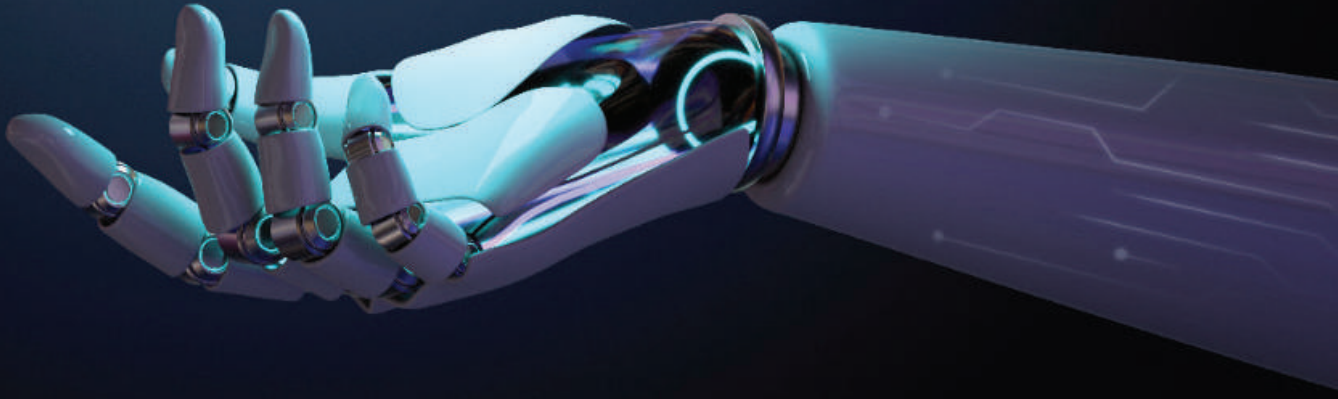
THROWBACK TO THE BANGALORE EDITION RETHINKHR CONCLAVE



workplaces and reimagining the role of HR in a rapidly evolving world. From embracing technology to redefining engagement, these leaders are setting the stage for a new era of employee experience. And now, get ready for what's next: the highly anticipated RethinkHR Conference in Bangalore this month! This event will be a powerhouse of ideas, networking, and knowledge sharing, spotlighting vital topics like **workplace safety, employee engagement, and cutting-edge HR strategies**. Don't miss the chance to be part of this vibrant community of HR innovators pushing the envelope in every aspect of people management.

AI SUCCESS STORIES FROM INDIA

SEVERAL INDIAN ORGANIZATIONS ARE ALREADY SHOWING US
HOW AI CAN REVOLUTIONIZE HR:



Aditya Birla Chemicals

Adies to highlight responsibilities under the POSH Act. Participants found the session engaging and informative, with meaningful takeaways that emphasized the importance of creating a safe work environment.



BPCL (Bharat Petroleum Corporation Limited)

BPCL engaged experts from POSH at Work to facilitate workshops focre.



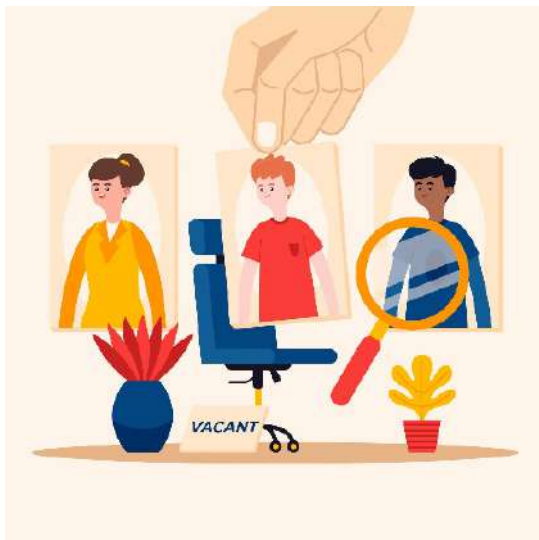
Welingkar Institute of Management

The Welingkar Institute incorporated POSH training into its induction progrformed community.

BLOG



Everything You Need to Know about POSH Act & Building Safe Workplaces



Creating a workplace where everyone feels safe, respected, and valued is no longer just a corporate ideal—it's a necessity. The Prevention of Sexual Harassment (POSH) Act, introduced in 2013, stands as a powerful framework in India to combat workplace harassment, fostering environments that uphold dignity and respect for women. But implementing POSH isn't just about compliance; it's about commitment to a culture of safety, trust, and inclusivity. In this blog, we'll explore the essence of the POSH Act, discuss recent trends, and share actionable steps to promote a harassment-free workplace.

The POSH Act

Introduced to address workplace harassment, the **Prevention of Sexual Harassment of Women at Workplace (POSH) Act** empowers organizations to create a safe and respectful work environment. Its scope covers every workplace with ten or more employees, mandating the formation of **Internal Complaints Committees (ICCs)** to handle harassment complaints with fairness and confidentiality.

Key provisions of the POSH Act include:

- ▶ **Formation of an ICC:** Each workplace must establish an ICC to manage complaints of sexual harassment. The committee should have an impartial structure, with members trained to address complaints confidentially and respectfully.
- ▶ **Awareness and Training:** Employers are responsible for conducting regular awareness and training programs to inform employees about the POSH Act, what constitutes harassment, and how to report incidents safely.
- ▶ **Legal Obligations and Compliance:** Organizations that fail to comply with POSH can face significant penalties, including fines and even revocation of business licenses. This reinforces the importance of adherence not just as a legal formality but as an ethical imperative.

The Rising Awareness and Current Trends in POSH Compliance

In recent years, there has been a significant increase in reported sexual harassment cases across various industries, reflecting a heightened awareness of workplace rights and a stronger resolve to combat misconduct. According to Complykaro's recent data, sexual harassment complaints in FY24 increased by 40% compared to the previous year, with 932 cases reported among BSE 30 companies alone.

This trend highlights a positive shift towards transparency and accountability in organizations, driven by:

- ▶ **Sectoral Shifts in Culture and Reporting:** Industries like banking and technology have seen a pronounced rise in complaints, with companies such as ICICI Bank experiencing an increase from 43 cases in FY23 to 133 cases in FY24. TCS and other prominent tech firms are also witnessing more complaints, largely attributed to better reporting mechanisms and a culture that empowers employees to speak up.
- ▶ **Increased Awareness of Rights:** Employees today are more informed about their rights and the resources available to them under the POSH Act. This awareness fosters a work environment where issues are no longer brushed aside but addressed with seriousness and empathy.

Protecting Yourself Under the POSH Act

As an employee or job seeker, knowing your rights under the POSH Act can be empowering. Whether you're starting a new role or navigating a long-standing position, here are some proactive steps to protect yourself:

- ▶ **Know Your Rights:** Familiarize yourself with the POSH Act's provisions. Understanding what constitutes sexual harassment and your rights as an employee can empower you to recognize and address inappropriate behavior effectively.
- ▶ **Document Incidents:** If you experience or witness harassment, document key details—dates, times, locations, and people involved. Having a well-organized record can strengthen your case if you decide to report the incident.

- ▶ **Utilize Company Resources:** Many organizations have specific policies for handling harassment complaints. Before joining a new company or inquiring within your current role, learn about the company's POSH policy and the support it offers to ensure a safe working environment.
- ▶ **Seek Support Networks:** Workplace harassment can be an isolating experience. If you're uncomfortable or unsure, reach out to trusted colleagues, professional associations, or external organizations dedicated to women's rights.

What To Do If You Experience Harassment

Should harassment occur despite preventative measures, it's essential to know the steps for taking action:

- ▶ **File a Complaint with the ICC:** Report the incident to your company's ICC within three months of the occurrence. The ICC is required to handle all cases with confidentiality and fairness. If your organization doesn't have an ICC, contact a Local Committee established under the POSH Act.
- ▶ **Consider Legal Recourse:** If the internal process fails to address your concerns or if you face retaliation after filing a complaint, legal options are available. Filing a report with the police under relevant sections of the Indian Penal Code (IPC) may offer further recourse.
- ▶ **Seek External Support Services:** Many NGOs and legal aid organizations provide guidance on workplace issues. They can offer insights into navigating your situation and support you in asserting your rights effectively.

Best Practices for Organizations Implementing POSH

For HR leaders and organizations, implementing the POSH Act involves more than just policy compliance. It's about building a culture that prioritizes safety and respect. Here are some best practices that organizations can adopt:

- ▶ **Conduct Regular Training and Awareness Programs:** Routine training on gender sensitivity, harassment prevention, and bystander intervention can create a more aware and responsible workforce.
- ▶ **Create Robust Awareness Campaigns:** Inform employees about POSH policies through campaigns, newsletters, and easily accessible resources. Awareness ensures that employees know their rights and how to report issues if they arise.
- ▶ **Establish Clear Reporting Mechanisms:** Make reporting processes straightforward and safe. Employees should feel confident and protected when coming forward with complaints.
- ▶ **Encourage Open Dialogue:** A culture that values transparency encourages employees to voice their concerns without fear. Leaders should be approachable and willing to discuss workplace safety issues openly.
- ▶ **Regular Compliance Audits:** Conduct periodic audits to assess the effectiveness of POSH compliance measures, including ICC operations and the impact of training programs.

Looking Forward

The POSH Act goes beyond legal requirements—it embodies an ethical commitment to cultivating a workplace where everyone can contribute without fear of harassment or discrimination. For organizations, adopting POSH practices isn't just about avoiding penalties; it's about building an inclusive, forward-thinking work environment that attracts and retains top talent.

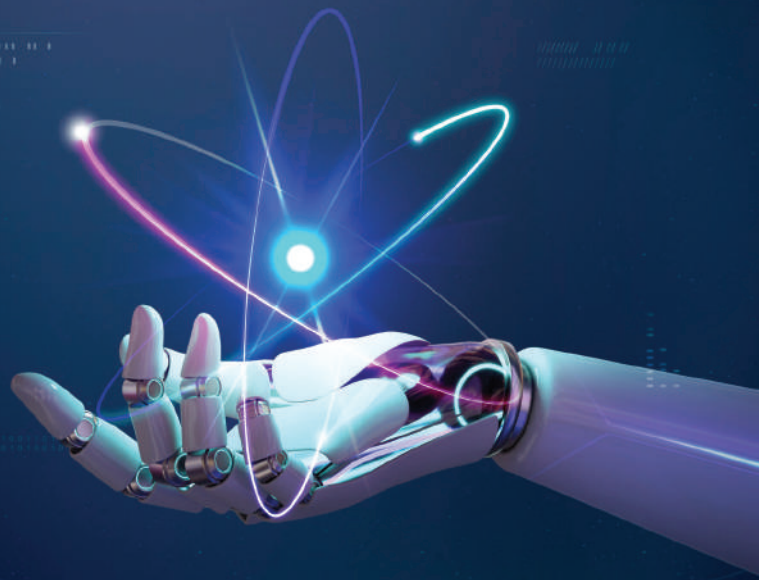
At RethinkHR, we believe in empowering HR professionals to take proactive steps in implementing effective POSH policies that go beyond compliance. By promoting a culture of respect, dignity, and safety, we can redefine workplace norms and help create workplaces that are truly welcoming to all.

Thank you for joining us in this important discussion! We encourage HR leaders to embrace these guidelines as part of their mission for a respectful workplace. Stay tuned for our next edition, where we'll dive into more emerging HR trends and insights. Together, we can make significant strides towards a future where every workplace feels safe, supportive, and inclusive.

To Read More Blogs



Top Movements



BFSI

- ▶ Tata Investment Appoints Alice G. Vaidyan As ID, Amit Dalal Elevated As MD
- ▶ Palamadai S. Jayakumar and Pradip M. Kanakia Appointed As Independent Directors Of ICRA
- ▶ Praveena Rai Takes Charge as Managing Director and CEO of MCX
- ▶ Subhasis Ghosh Appointed CEO of Kotak Mahindra Pension Fund, Bringing Decades of BFSI Expertise
- ▶ Visa announces Rishi Chhabra as new Country Manager for India

Consumer Ecommerce

- ▶ Atul Jain Appointed As MD And CEO Of Aptech
- ▶ Pepperfry appoints Shubbam Sharrma as Chief Growth Officer
- ▶ Livpure appoints Rahul Khanna as Head of Strategic Business Unit
- ▶ Stéphane de La Faverie Named CEO of Estée Lauder Companies
- ▶ Croma appoints Shibashish Roy as Chief Executive Officer

GOVERNMENT

- ▶ Trump appoints Brendan Carr as FCC Chair

HEALTHCARE

- ▶ Karunakaran Azhisur Joins Guardian India as Chief Information Officer
- ▶ Dr. D. Y. Patil Medical College appoints Dr Rekha Arcot as Dean
- ▶ Roshali Nakandala Leads Human Resources and Corporate Communication at B. Braun Group
- ▶ Joyeeta Chatterjee Joins Sentiss Pharma as Chief Human Resources Officer to Support Global Expansion
- ▶ Gopala Krishna Mantha Appointed as Head of HR at Apollo Home Healthcare, Leading Transformative Talent Strategies

HOSPITALITY

- ▶ Siddharth Kadri joins Tamarind Global as General Manager – Marketing
- ▶ Araiya Palampur appoints Acharya Javvaji as General Manager
- ▶ Ibis Hotels strengthens Sales leadership with strategic appointments across key Indian markets
- ▶ The Fern Hotels & Resorts appoints Pratesh Patil as GM – operations south & east India
- ▶ Courtyard by Marriott Mumbai International Airport welcomes chef Siddique as masterchef

INDUSTRIAL MANUFACTURING

- ▶ Kedar Lele Appointed As MD Of Castrol India
- ▶ Nikita Abhanave joins Skoda Auto Volkswagen India as Digital Marketing Head
- ▶ Raja Naeem returns to Nissan Motor India as Head of Marketing and CX
- ▶ Kennametal India appoints Amit Laroya as new chairman
- ▶ Chandra Mouli appointed as new CEO of Vajram Electric Mobility

INFRASTRUCTURE

- ▶ Ritwik Bhattacharjee Elevated to Interim CEO at Embassy Office Parks REIT
- ▶ Satyaki Mookerjee Joins Jio-bp as Chief Digital Officer
- ▶ Ashwin Ramanathan Joins Peninsula Land As Independent Director
- ▶ KP Group appoints Dr Alok Das as Group Chief Executive Officer
- ▶ SKIL Group appoints Nazneen Batliwalla as HR Head

LEGAL_LAW

- ▶ Elan Krishna joins Oon & Bazul as Partner in Dispute Resolution practice
- ▶ Argus Partners elevates Priyanka Shetty to Partnership
- ▶ Kaushik Mukherjee joins IndusLaw as Equity Partner in Capital Markets practice
- ▶ ALMT Legal promotes Ahetesham A Thaver as Associate Partner
- ▶ Mayer Brown Partner Soumitro Mukerji joins DLA Piper in International Finance practice

MEDIA

- ▶ Abhishek Gulyani is Zeno Group's India MD & APAC Corporate Affairs Head
- ▶ Netflix India's Chetan Jhawar joins Prime Video & Amazon MGM Studios
- ▶ PR Professionals appoints Rajveer Ahuja as Director – Film & Entertainment
- ▶ Ittisa Rejigs Leadership
- ▶ FCB/SIX India elevates senior leadership team with key promotions

Courtesy Power Moves



What's Next for the RethinkHR Community?

The road to AI adoption in HR is filled with both opportunities and obstacles, but as a community, we're here to support each other every step of the way.
What challenges are you facing in integrating AI into your processes?
What resources or insights would help you feel more confident about embracing this technology?
Let's keep the conversation going! Share your thoughts, ideas, and questions with us. Together, we can overcome these hurdles and create workplaces that are not only efficient but also deeply human.
As we step into 2025, let's commit to rethinking HR like never before. Whether it's leveraging AI, fostering diversity, or championing employee well-being, the RethinkHR community is here to lead the way.

Thank you for being part of this important conversation! Stay tuned for our next edition where we will explore more HR trends and insights! Feel free to share your thoughts or suggestions on topics you'd like us to cover next!



Presents

RethinkHR
5th Annual Conclave
PUNE - DELHI - HYDERABAD - BANGALORE - MUMBAI

5th Annual RethinkHR Conclave Mumbai Edition

TRUST, TECH, AND TALENT:
Navigating the New Frontiers

21st February
Friday 2025



Novotel Andheri,
Mumbai

**BLOCK YOUR
DATE**

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About Sapphire Connect

Sapphire Connect, an initiative of Sapphire Human Solutions, is India's leading B2B meeting specialist focused on creating knowledge-sharing and networking platforms through conferences, business meetings, webinars, virtual conferences, bespoke events, and research papers. With over a decade of experience in CXO facilitation, Sapphire Connect aims to establish industry and function-specific destinations that encompass the entire ecosystem. They bring together industry leaders to share critical intelligence, network, and impart knowledge through bespoke platforms and business communities, fostering actionable intelligence and preparing senior leaders to navigate future challenges effectively.

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Thank you for joining us on this journey with The RethinkHR Newsletter community, and we look forward to hearing from you! We look forward to empowering your business success with actionable HR insights and strategic guidance in the months ahead! Until then, stay tuned!