

# Creating Equitable Workplaces: Going Beyond POSH

January 30 – February 1, 2025



**Executive  
Education**

INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD

विद्याविनियोगाद्विकासः

# Creating Equitable Workplaces: Going Beyond POSH

January 30 – February 1, 2025

## Introduction

In today's rapidly evolving workplaces, fostering gender diversity and inclusivity is essential for success. The "Creating Equitable Workplaces: Going Beyond POSH" programme aims to provide participants with a comprehensive understanding related to managing gender diverse workplaces and the Sexual Harassment legislation so that they can use this knowledge to make their workplaces more inclusive, fair, and POSH-compliant.

Starting with a fundamental unpacking of the term "gender" and what "gender-based discrimination" means at the workplace, the programme highlights the pressing need for gender diversity and addresses the challenges that often arise. Participants will gain a clear, actionable understanding of sexual harassment laws, the internal complaints committee's critical role, and the impact of sexual harassment on workplace culture. Beyond theory, this programme offers practical strategies for creating equitable workplaces that prioritize inclusivity, respect, and safety for all.

## Programme Objectives

- Build a robust understanding of gender-based discrimination and sexual harassment, exploring their real-world implications for organizational success.
- Gain a comprehensive overview of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act of 2013, with practical insights on its implementation.
- Equip participants with proven tools to foster gender equity and create an inclusive, compliant workplace culture that drives performance and innovation.

## Programme Contents

### 1. Unpacking "gender", "gender-based discrimination" and "gender equality" in relation to the workplace

Dive deep into the concepts of gender, gender-based discrimination, and gender equality within the workplace. Understand how these factors influence the gender pay gap and leadership disparities and learn why promoting gender equality is a business imperative that boosts both performance and profitability.

### 2. Integrating gender in the workplace

Explore the cultural constructs of masculinity and femininity and how they shape interpersonal relationships, workplace dynamics, and individual psychology. Learn how to break down stereotypes and foster an environment that embraces diverse gender identities and expressions.

### 3. Understanding POSH Act

The programme will provide a thorough analysis of the POSH Act, including its key provisions, the role of internal complaints committees, and the intricacies of handling complaints, inquiries, and decisions. Gain clarity on maintaining confidentiality, addressing power dynamics, and building a culture of accountability and justice.

### 4. Addressing Challenges and Driving Gender Equity

Delve into the social and cultural barriers that prevent the reporting of sexual harassment. Through research-based insights and practical strategies, learn how to create a gender-sensitive environment that supports survivors and ensures legal compliance while promoting equity across your organization.

# Creating Equitable Workplaces: Going Beyond POSH

January 30 – February 1, 2025

## Who Should Attend

This programme is ideal for leaders, HR professionals, managers, compliance officers, and government officers committed to championing gender-inclusive, sensitive, and equitable workplaces. Whether you're responsible for implementing POSH guidelines, driving gender diversity initiatives, or shaping policies within public institutions, this programme will equip you with the knowledge and skills to make a tangible impact.

## Pedagogy

The program employs an interactive and hands-on approach, blending lectures, case studies, role-playing, and group discussions. Participants will engage in experience-sharing sessions, exploring real-world scenarios and receiving personalized guidance from faculty on handling critical issues related to gender and harassment in the workplace.

## Faculty

**Prof. Pritha Dev (Faculty Chair)**

**Email: [pritha@iima.ac.in](mailto:pritha@iima.ac.in)**

Pritha Dev is an Associate Professor in the Economics area at the Indian Institute of Management Ahmedabad. She was the founding Chairperson of the Gender Center at IIMA. She was earlier the Chairperson of the Committee for Managing Gender Issues (the internal complaints committee for sexual harassment at IIMA). Before joining IIMA, she worked as faculty at the Business School of the Instituto Tecnológico Autónomo de México (ITAM) in Mexico City, Mexico.

Her research and teaching interests are at the intersection of gender game theory, economics of networks, and experimental economics. Within

gender, her work focuses particularly on issues related to sexual harassment, gender based violence and health. Her work has been published in the leading economics journals and presented at leading international conferences. She has been one of the co-organizers of the Network Science in Economics and Finance conference series at IIMA. She has worked with the Niti Ayog on a project related to price predation in two-sided markets. She has also worked on a project funded by the NHRC, which dealt with sexual harassment of low-wage workers. She is currently working on a project with the NCW on women's safety in cities.





# Creating Equitable Workplaces: Going Beyond POSH

January 30 – February 1, 2025

## How to Apply

To register for the programme, fill in the application form through the link below:

<https://bit.ly/CEW-GBP>

The closing date for receiving applications is January 16, 2025. The last date for early bird discount is January 9, 2025. All applications are subject to review and approval by the programme faculty (usually after the due date for receiving applications). A formal acceptance letter will be sent to the selected candidates. Applicants are requested to make their travel plans only after receiving the acceptance letter.

For more information, please contact us at **namrata-exed@iima.ac.in** or call **99090 38772**. Alternatively, you can reach us at **exed@iima.ac.in** or call **+91 79 7152 6400**.

## Certification

A Certificate of Participation will be issued to the participants at the end of the programme, subject to their having attended all the sessions of the programme. Absence from any session needs to be with the prior approval of the Programme Faculty Chair.

## Venue & Accommodation

The programme will be held at the Indian Institute of Management Ahmedabad. Participants would get full board and air-conditioned single room accommodation either on campus or with empanelled hotel partner.

IIMA norms do not allow participants to have guests staying with them during the programme.

## Programme Fee & Payment

INR 1,20,000 plus GST per person for participants from India and its equivalent in US Dollars for participants from other countries. The fee includes tuition fee, programme materials, boarding and lodging.

The programme fee along with the application form should be received by the Executive Education Office latest by January 16, 2025. In case of cancellations, the fee will be refunded only if a request is received at least 15 days prior to the start of the programme. If an application is not accepted, the fee will be refunded to the person/organisation concerned.





# Creating Equitable Workplaces: Going Beyond POSH

January 30 – February 1, 2025

**The programme fee can be paid in one of these two ways:**

## **[A] Electronic Fund Transfer**

1. Name of Beneficiary: Indian Institute of Management Ahmedabad
2. Savings Bank A/c IIMAHMOEP  
HDFC Bank Limited, Ahmedabad Vastrapur Branch (IFSC Code: HDFC0000048, MICR Code: 380240003)
3. Name of Remitter: \_\_\_\_\_ (Please mention the name of the sponsoring organization)
4. Purpose of Remittance: Creating Equitable Workplaces: Going Beyond POSH
5. IIMA Permanent Account Number (PAN): AAATI1247F
6. IIMA Tax Deduction Account Number (TAN): AHMI00189A
7. IIMA GST Registration Number: 24AAATI1247F1Z4 (SAC: 999293)

After making the payment, please email us the complete transaction details so that we can link your remittance with your nomination.

## **[B] Payment Gateway**

**Please visit the following link for Payment Gateway: <https://bit.ly/CEW-GBP-Payment>**  
**Discount**

**Early Bird Discount:** Applications received with payments on or before January 9, 2025, will be entitled to an early bird discount of 7%. Early submission of fee and application does not, however, guarantee acceptance of the application.

**Group Discount:** Any organisation sponsoring four or more participants will be entitled to a

discount of 7% on the total fee payable provided that at least four participants actually attend the programme. Organisations can avail themselves of both the discounts subject to a maximum overall discount of 10%.

Any organisation sponsoring 25 or more participants across all the programmes of IIMA in one academic year will be entitled to an overall discount of 15% on the programme fee payable.

The above discounts will be applicable only when the requisite numbers of participants actually attend the programmes.

Programme dates and fee are subject to change at the discretion of the Institute.



## IIMA Alumni Association

Participants who are attending short-duration Executive Education Programmes for the first time, on or after April 1, 2012, will have to attend for a total of 21 days in one or more programmes in order to be eligible for alumni status and alumni identity card, both of which will be awarded on the payment of a one-time alumni fee of INR 10,000/- + GST.

## Indian Institute of Management Ahmedabad (IIMA)

IIMA was set up by the Government of India in collaboration with the Government of Gujarat and Indian industry as an autonomous institution in 1961. The Institute provides education, training, consulting, and research facilities in management.

### Major Programmes Offered by IIMA

- Two-Year Post Graduate Programme in Management (MBA)
- Two-Year Post Graduate Programme in Food and Agri-business Management (MBA-FABM)
- Ph.D. Programme in Management
- One-Year Full Time Post Graduate Programme in Management for Executives (MBA-PGPX)
- Executive Education offers short duration programmes through open enrollment, customisation and online for various levels of experienced professionals across industry
- Faculty Development Programme (FDP)
- ePost Graduate Diploma in Advanced Business Analytics (ePGD-ABA)
- Armed Forces Programme (AFP)
- Online MBA

The Institute has 100 plus faculty members working in the following management areas and centres:

## Disciplinary Areas & Groups

- Centre for Management in Agriculture (CMA)
- Communication
- Economics
- Finance and Accounting
- Human Resources Management
- Information Systems
- Marketing
- Organisational Behaviour
- Production and Quantitative Methods
- Public Systems Group
- Ravi J. Matthai Centre for Educational Innovation (RJMCEI)
- Strategy

## Interdisciplinary Centres

- Arun Duggal ESG Centre for Research & Innovation
- Ashank Desai Centre on Leadership and Organisational Development
- Brij Disa Centre for Data Science and Artificial Intelligence
- Centre for Digital Transformation
- Centre for Innovation Incubation & Entrepreneurship (CIIE)
- Centre for Management of Health Services (CMHS)
- Centre for Transportation and Logistics
- Gender Centre
- India Gold Policy Centre (IGPC)
- JSW School of Public Policy
- Misra Centre for Financial Markets and Economy (MCFME)
- NSE Centre for Behavioural Science in Finance, Economics and Marketing



विद्याविनियोगादिकामः

# Executive Education

INDIAN INSTITUTE OF MANAGEMENT AHMEDABAD

Vastrapur, Ahmedabad - 380 015, India  
Phone: +91-79-7152-6400 | Email: [exed@iima.ac.in](mailto:exed@iima.ac.in)  
Website: [www.iima.ac.in/executive-education](http://www.iima.ac.in/executive-education)