



KOCHI

**ISTD KOCHI WELCOMES YOU TO A
ONE-DAY INTERACTIVE SENSITIZATION AND
AWARENESS RAISING PROGRAMME ON**

**Sexual Harassment in the Work Place and
The Sexual Harassment of Women in the Work Place
(Prevention, Prohibition and Redressal) Act 2013**

by



Mr. M. P. Joseph IAS (Fmr.)

**A rare
opportunity!**

Learn from an experienced
Lead Trainer, Expert and Sensitizer
with an international, national and
state level understanding
of the issue

14.12.2018 | 9am to 5pm

Park Central, Kathrikadavu, Kaloor, Kochi

ABOUT THE PROGRAM

The **#MeToo** movement that began a year ago in the US has now arrived in India with a series of posts on social media with the Hash tag MeToo. Almost every one of these posts pertain to events that occurred many years ago, at times even decades ago. And yet, in the current atmosphere of Gender Justice that is blowing across the country, these posts are receiving a lot of traction.

The target of the Hash tag has so far included politicians, famous film stars and CEO's with national and international fame including leading persona from Kerala. It has included many in the print and visual media.

All the posts have so far been based on incidents that have alleged to have occurred in the work place. With the movement gaining ground, many young and old persons alike are anxious about what would constitute Sexual Harassment in the work place. They are afraid that even innocent acts they do can come in for prosecution or at least the threat of legal action.

The workplace is also a very important place for romances and genuine love and affairs. There have been innumerable instances of love blooming in workplaces. But the question that vexes many of our executives, young, middle aged and old is where does genuine romances and love and even affairs end and where does harassment begin in the workplace.

The programme being intended for a broad spectrum of managers and employees, if need be, be delivered trilingually, in English, Malayalam and Hindi. As all are aware in the context of the #MeToo movement gaining ground in the country, the issue has raised several levels of anxiety amongst managements, senior, mid and junior level officers, and ordinary staff and employees of all types of public, private and corporate managements. A programme like the one proposed would then be very important from a Management perspective and from the perspective of its senior, middle and lower level executives and managers, supervisors and employees.

The Programme will be delivered by **EXIME Consulting Group** in association with Lenner Mae PathWay Consulting Private Limited.

These anxieties are leading to a lot of disquiet among in our workplaces especially in the Airline, Airport and Hospitality industry and also amongst start-ups, software developers, manufacturing, service and diverse type of industries such as film, visual and print industry, sports field etc. etc.

On the one hand there is such anxiety among individuals both men and women. On the other hand, the professionals are also worried on the actions they have to take to prevent sexual harassment, how to respond to allegations of such harassment or even misconduct, what are the statutorily mandated areas which they have to comply with.

The problem exists in all type of industries irrespective of its magnitude, geography and the scope. The promoters and senior management of such enterprises are anxious that they should not be breaking the laws regarding harassment in the work place by omission or commission.

In the context of the #MeToo movement one of the essential and high-demand training that is required would be to sensitise employees of the law on sexual harassment and particularly on the Prevention of Sexual Harassment at the Workplace Act.

The Act speaks of an Internal Complaints Committee and steps to be taken if a complaint is received. As most of our Managements may not know about the issues connected with this and would be seriously interested in it in the context of the MeToo movement, one-day training on the subject be held. The one-day programme would address a host of related issues including but not limited to:

1. What is sexual harassment
2. What is a work place?
3. What would constitute sexual harassment in the workplace
4. How would you distinguish romance from harassment? Where does the Laxman Rekha lie.
5. Do and Don'ts for Men in the work place.
6. Do and Don'ts for Women in the work place.
7. The UN position on Sexual Harassment at the Workplace.
8. The provisions of the Prevention of Sexual Harassment at the Workplace Act.
9. What Managements and HR should be aware of.
10. What Employees should be aware of.
11. The Internal Complaints Committee.
12. Case Study
13. Role Play.
14. Conclusion.

ABOUT THE LEAD SENSITIZER AND EXPERT TRAINER

The, Lead Trainer, Expert and Sensitizer Mr. M. P. Joseph IAS (Fmr.) does not require an introduction to an audience in Kerala. He was former District Collector Ernakulam and Mayor of Cochin City. He was Labour Commissioner Kerala for the longest time ever. He then spent 20 years in the UN where he worked in India and abroad in the ILO. During the period has become closely conversant with the UN's policies on sexual harassment in the work place and has participated in many initiatives on the issue. Later he also included the subject in his courses for MBA students at Business School. Mr. Joseph thus comes with an international, national and state level understanding of the issue and is a fluent public speaker in English, Malayalam and Hindi.

Mr. Joseph is a postgraduate in solid state physics from Cochin University of Science and Technology CUSAT. In addition, he holds Masters in Human Resource Development from University of Manchester, Manchester, UK.

ABOUT ISTD

ISTD was established in April 1970 as a non- profit Society and is a premier institution in the field of Training & Development in the country.

For further details check our website [**http://www.istd.co.in**](http://www.istd.co.in)

CERTIFICATE:

Delegates will be issued with an ISTD Course attendance certificate by the end of the session.

TARGET PARTICIPANTS:

ICC Members, Entrepreneurs, Directors, Senior Management team in HR and line management, who are part of building an organization.

COURSE FEE:

Rs.4000/-* for non-members & Rs.3000/-* for ISTD Members (* Taxes All Inclusive)

REGISTRATION:

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NOMINATION FORM

Sexual Harassment in the Work Place and The Sexual Harassment of Women in the Work Place (Prevention, Prohibition and Redressal) Act 2013

Park Central, Kathrikadavu, Kaloor, Kochi

ABOUT THE PARTICIPANT:

Name: _____

Designation: _____

Organisation: _____

Address: _____

Pincode: _____ Mobile: _____

Email: _____

SPONSORING AUTHORITY (If nominated by and organisation)

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Nirmala Lilly

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