

## HR Law Hotline

December 12, 2023

**CELEBRATING 10 YEARS OF POSH ACT- STRIDES TAKEN, MILES TO GO: EVOLUTION OF POSH LAW AND ITS APPLICATION SINCE 2013 (ANVAY INSIGHTS 2023)**

This article was first published by Anvay 2023 on December 12, 2023.



### SUMMARY

*"I measure the progress of a community by the degree of progress which women have achieved."* ~ Bhim Rao Ambedkar

The Indian Constitution provides equal rights to women to work in a safe and equitable environment. In tandem with it, the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("PoSH Act"), emerged as a law to protect women against workplace sexual harassment. The PoSH Act not only addresses immediate concerns related to sexual harassment but is also deeply rooted in constitutional values promoting gender equality. It underscores the imperative of safeguarding women's dignity and rights at the workplace, in alignment with the constitutional mandate to ensure that women can freely participate in the workforce without prejudice, fear, or discrimination.

Globally, employers are known to take matters of workplace discrimination rather seriously. Despite the robust framework of the PoSH Act, there remains certain gaps to be bridged in order to align it with the global standards. This article delves into the practical application of the PoSH Act and opportunities for its effective implementation to provide safer workplaces.

Please click [here](#) for our detailed article.

– [Sayantani Saha](#) and [Nipasha Mahanta](#)  
You can direct your queries or comments to the author

### DISCLAIMER

The contents of this hotline should not be construed as legal opinion. View detailed disclaimer.

This Hotline provides general information existing at the time of preparation. The Hotline is intended as a news update and Nishith Desai Associates neither assumes nor accepts any responsibility for any loss arising to any person acting or refraining from acting as a result of any material contained in this Hotline. It is recommended that professional advice be taken based on the specific facts and circumstances. This Hotline does not substitute the need to refer to the original pronouncements.

This is not a Spam mail. You have received this mail because you have either requested for it or someone must have suggested your name. Since India has no anti-spamming law, we refer to the US directive, which states that a mail cannot be considered Spam if it contains the sender's contact information, which this mail does. In case this mail doesn't concern you, please unsubscribe from mailing list.

## Research Papers

### Compendium of Research Papers

January 11, 2025

### FAQs on Setting Up of Offices in India

December 13, 2024

### FAQs on Downstream Investment

December 13, 2024

## Research Articles

### INDIA 2025: The Emerging Powerhouse for Private Equity and M&A Deals

January 15, 2025

### Key changes to Model Concession Agreements in the Road Sector

January 03, 2025

### The Revolution Realized: Bitcoin's Triumph

December 05, 2024

## Audio

### Securities Market Regulator's Continued Quest Against "Unfiltered" Financial Advice

December 18, 2024

### Digital Lending - Part 1 - What's New with NBFC P2Ps

November 19, 2024

### Renewable Roadmap: Budget 2024 and Beyond - Part I

August 26, 2024

## NDA Connect

Connect with us at events, conferences and seminars.

## NDA Hotline

Click here to view Hotline archives.

## Video

### "Investment return is not enough" Nishith Desai with Nikunj Dalmia (ET Now) at FI18 event in Riyadh

October 31, 2024

### Analysing SEBI's Consultation Paper

on Simplification of registration for  
FPIs

September 26, 2024

Scope of judicial interference and  
inquiry in an application for  
appointment of arbitrator under the  
(Indian) Arbitration and Conciliation  
Act, 1996

September 22, 2024