Advantages and disadvantages of Online POSH Trainings

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As per the Section 19(c) the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, it is the Duty of Employer to,

> *"organize workshops and awareness programmes at regular intervals for sensitising the employees with the provisions of the Act and orientation programmes for the members of the Internal Committee in the manner as may be prescribed"*

And the Section 13 of the Rules too clearly states the duties of employer in formulating and disseminating various awareness programs for employees and capacity building sessions for Internal Committee members.

In complying with the above, many employers do arrange for Online sessions for the employees, for the following reasons:

1. There are no specific trainers in such organization
2. The Human Resources personnel have limited time to provide such programs during Induction
3. Employees are immediately pressed into Operations/On the job Training, hence they can make themselves aware of
   a. the Company policy,
   b. Code on ethics,
   c. Anti-Sexual Harassment Policy,
   d. Disciplinary action taken on sexual harassment as a misconduct, etc

   Sometime during the initial engagement period, mandatorily.

4. Employees engage during different shift timings of the day and bringing them as a group at a specific time for training, has a impact on the deliverables.

Advantages of Online sessions:

- Compliance with the provisions of the Act / Rules
- Employer can claim with internal / external audits that they had completed the required sessions
- It can cater to all employees, without disturbing their regular working schedules
- No requirement of assembling of persons and each individual can complete at their leisure
- Cost of manpower/s, to train is saved
- As there will not be any frequent change in the provisions of the legislation or policy provisions of the company, a training once formulated can be used for all those new joinees and for refresher trainings.

Disadvantages of Online sessions

- **Online programs will consume more time for participating member**
- **Own learning will be difficult in subjects like sexual harassment**
- **Employees may tend to procrastinate the session, requires more self-discipline**
- **Employees feels isolated (which defeats the purpose of training) and they will shy away from grouping**
- **Many will not be actively learning but tend to complete the session for the sake, it being mandatory.**
- **Tendency to ask clarification will be more on subjects like POSH, which will be deprived**
- **Monotonous training curriculum across the offices in different States may not serve the purpose of "removing underlying factors that contribute towards a hostile work environment against woman"**
- **One single version of online training may not be suitable for different types of classes of employees in an organization**

A physical classroom session is always better in subjects like Sexual Harassment. Challenges of specific manpower or cost towards outsourcing the training can be overcome with "train the trainer" concept by choosing Departmental Manager's get trained who can in-turn train their team members.

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