

SheSR
CONSULTING LLP

SheSR Speaks

/ Ed.1

We are happy to present the first edition of our newsletter “**SheSR Speaks**” It is our endeavour to bring the latest legal and legislative updates, and best practices on **PoSH, DEI and CSR** to you. We hope you enjoy reading this as much as we did putting it together.

As we reflect on our collective experiences, we recognise the critical importance of fostering a workplace that prioritises safety and respect for all. It is imperative to recognise that a respectful environment is not just a preference but a fundamental right under Article 21 of the Indian Constitution.

Introducing SheSR PoSH Bot!

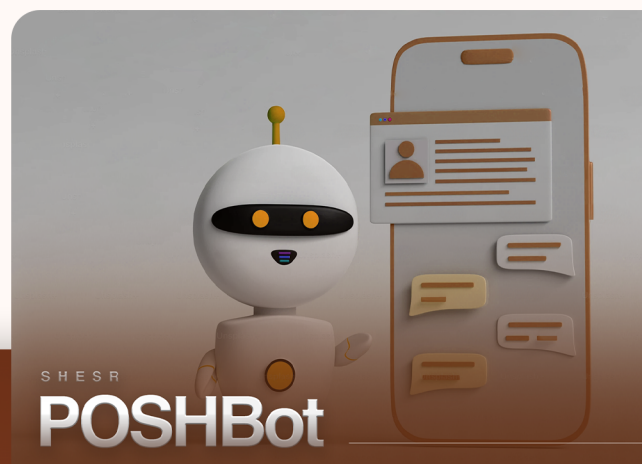
As we turn 2, we are excited to announce the launch of the SheSR PoSH Bot on our website. This **AI Bot* has been designed to provide information on the Sexual Harassment of Women at Workplace** (Prevention, Prohibition and Redressal) Act and the framework created pursuant to the Act.

At SheSR, we believe in **creating safe workplaces** and the SheSR PoSH Bot is a part of our ongoing commitment to empower individuals with the right tools to enable their agency.

Visit our website to explore this new feature and take the first step towards making your workspace safer and more inclusive.

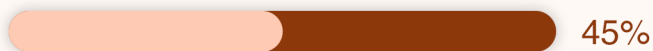
[Check out the Bot Here](#)

*The responses provided by the Bot are for informational purposes only and should not be relied upon as a substitute for legal advice.



Numbers that Count

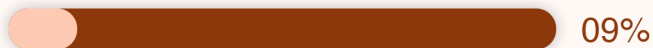
VERBAL SEXUAL REMARKS



UNWANTED TOUCH



AWARNESS OF POSH ACT



Recent statistics paint a stark picture of workplace harassment. A study conducted by the **National HRD Network and Stratex Consulting** in **2022** reveals that **45%** of respondents have faced verbal sexual remarks, and **50%** have experienced unwanted touch. Surprisingly, **63%** reported no sexual harassment, suggesting significant under-reporting or a lack of awareness about what constitutes harassment. As of **November 2021**, only **8%** of respondents were aware of the **PoSH Act**. The survey also highlighted **950 cases** of virtual harassment compared to **487** incidents of physical harassment.

The **India's Best Workplaces for Women 2023 Report** underscores a persistent gender disparity, with women's representation in executive, C-level management, and CEO positions stagnating at **16%** for the years **2022 and 2023**.

According to the **Indian LGBT Workplace Climate Survey 2016**,

40% of the respondents say that they have faced harassment at the workplace for from the **LGBT+ community**.

About 2/3rd of the respondents say that they have heard homophobic comments in the workplace. (**100 LGBT+** employees across the three major sectors of Information Technology, Banking & Finance and FMCG & Manufacturing were surveyed.)

HARASSMENT AT WORKPLACE



HOMOPHOBIC COMMENTS



It is important to understand that we cannot foster a safe workplace without making it safe and inclusive for everyone.

At **SheSR**, our mission is to reshape the landscape of workplaces by addressing gender inequality and disparity at its core.

Through strategic interventions in Prevention of Sexual Harassment in workplace (**PoSH**) awareness and sensitisation, and Diversity, Equity, and Inclusion (**DEI**), we strive to cultivate work cultures that prioritise belongingness and inclusivity as foundational values. We also help companies realise their social mission, develop CSR strategies, and make a significant impact.



Safety Net

While **PoSH** compliance is mandated, it often remains a mere compliance checkbox for many organisations. This neglect compromises the safety of the employees, the diverse fabric of workplaces and impacts the feeling of inclusion. **PoSH** compliance not only ensures the safety of all employees, but it also contributes to the creation of equitable and inclusive workplaces.

[Read more about it here](#)

Diversity, Equity & Inclusion (DEI):

Diversity, equity, and inclusion are three closely linked values held by many organisations that are working to be supportive of different groups of individuals, including people of different castes, regions, races, ethnicities, religions, abilities, genders, and sexual orientations. **DEI** is essential for creating equitable workplaces. We specialise in programmes designed to bring more women into the workplace and retain them in the workforce.



[Read more about it here](#)

Corporate Social Responsibility (CSR):

We help companies realise their social responsibility, develop **CSR** strategies, and make a significant impact. CSR is crucial for organisations to contribute to the common good and helps companies measure, track and improve their performance project impact. We assist them in identifying **NGO** partners, monitoring progress, and generating reports for advocacy.



We also support **NGOs** with strategy development, document verification, annual report compilation, and fundraising. We design pitch decks to create compelling presentations that effectively convey the organisation's mission and attract potential donors.

[Read more about it here](#)

Partner's/Advisor's Corner

Sex Workers Unite to Fight for Equality


My trip to Bangkok in March was a unique one. I was there on an official assignment, as an interpreter. This was a first for me. And that too, to a group of sex workers from Mysuru and Kolkata who were attending a conference organised by the Asia Pacific Network of Sex Workers (**APNSW**). Having documented the lives of sex workers and **HIV** positive persons for twenty years, this experience of meeting and interacting with sex workers from different countries of the Asia Pacific region was indeed a one-of-a-kind opportunity.

[Read more about it here](#)

Have a question or a concern?

Reach out at hello@shesr.in.



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