

Model Curriculum

Micro Credential Name:	**Prevention of Sexual Harassment and Redressal (POSH) Compliance at Workplace**
Micro Credential Code:	**TIOCES/MCr-0003**
Version:	**1.0**
NSQF Level:	**2**
Model Curriculum Version:	**1.0**

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Training Parameters

Sector	Education, Training and Research		
Country	India		
NSQF Level	2		
Aligned to NCO/ISCO/ISIC Code	NCO-2015/2424.9900		
Minimum Educational Qualification and Experience	**S. No.**	**Academic/Skill Qualification (with Specialization - if applicable)**	**Required Experience (with Specialization - if applicable)**
	1.	Ability to read and write	
Pre-Requisite License or Training	Not Applicable		
Minimum Job Entry Age	Not Applicable		
Last Reviewed On	30-04-2025		
Next Review Date	TBD		
NSQC Approval Date	TBD		
MCr Version	1.0		
Model Curriculum Creation Date	30-04-2025		
Model Curriculum Valid Up to Date	TBD		
Model Curriculum Version	1.0		
Minimum Duration of the Course	7.5 Hours		
Maximum Duration of the Course	7.5 Hours		

Program Overview

This section summarises the end objectives of the program along with its duration.

Training Outcomes:

At the end of the program, the learner should have acquired the listed knowledge and skills to:

- Explain the legal, constitutional, and gender-justice principles underpinning the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- Define and distinguish key statutory concepts related to sexual harassment, workplace, aggrieved woman, employer, and forms of harassment.
- Interpret the provisions, scope, and intent of the POSH Act, 2013 and Rules, including civil and criminal liabilities.
- Analyse landmark judicial pronouncements and their relevance to workplace sexual harassment prevention and redressal.
- Describe the roles, duties, and accountability of employers and Internal Complaints Committees (ICC) under the Act.
- Explain inquiry procedures, timelines, confidentiality requirements, and appeal mechanisms prescribed under the POSH framework.
- Identify and classify workplace behaviours and incidents to determine whether they constitute sexual harassment under the POSH Act.
- Constitute and operationalize an Internal Complaints Committee (ICC) in compliance with statutory composition and governance requirements.
- Receive, record, and process complaints in accordance with prescribed procedures, timelines, and confidentiality norms.
- Conduct fair, impartial, and legally compliant inquiry proceedings, applying principles of natural justice.
- Prepare inquiry reports and reasoned recommendations, including interim reliefs, disciplinary actions, and compensation measures.
- Advise employers on compliance, risk mitigation, and preventive strategies to promote safe, inclusive, and legally compliant workplaces.

Modules:

The table lists the modules and their duration corresponding to the Standalone NOS.

NOS and Module Details		Theory Duration *(in Hrs:Mins)*	Practical Duration *(in Hrs:Mins)*	Total Duration *(in Hrs:Mins)*
TIOCES/MCr-0003: Prevention of Sexual Harassment and Redressal (POSH) Compliance at Workplace NOS Version: 1.0 NSQF Level: 3		**06:00**	**01:30**	**07:30**
Module 1:	Introduction to the Micro-Credential "Prevention of Sexual Harassment and Redressal (POSH) Compliance at Workplace"	01:00	00:00	01:00
Module 2:	Sexual Harassment at workplace is a form of gender discrimination	01:00	00:00	01:00
Module 3:	Vishakha Guidelines and other important judicial pronouncements	01:00	00:00	01:00
Module 4:	Prevention, Prohibition and Redressal Act, 2013 for Sexual Harassment at Workplace	01:00	00:00	01:00
Module 5:	Case Study – 1 and 2 on Sexual Harassment and its prevention at Workplace	00:00	00:45	00:45
Module 6:	Medha Kotwal Lele Case	01:00	00:00	01:00
Module 7:	Role of Presiding Officer and Members of Internal Complaints Committee (ICC)	01:00	00:00	01:00
Module 8:	Case Study – 3 and 4 on Sexual Harassment and its prevention at Workplace	00:00	00:45	00:45
Total Duration		**06:00**	**01:30**	**07:30**

Module Details

Module 1: Introduction to the Micro-Credential "Prevention of Sexual Harassment and Redressal (POSH) Compliance at Workplace"

Mapped to TIOCES/MCr-0003, v1.0

Terminal Outcomes:

- Understand the purpose, scope, and relevance of the POSH micro-credential.
- Recognise the importance of a safe and dignified workplace.
- Identify the objectives and expected learner roles under the program.
- Understand basic terminology related to workplace conduct and safety.
- Appreciate individual responsibility in maintaining respectful workplaces.

Duration: 01:00	**Duration: 00:00**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
• Understand the significance of effective implementation of POSH law. • Identify enforcement gaps highlighted by the case. • Recognise accountability of organisations and authorities. • Understand strengthening of ICC mechanisms. • Appreciate monitoring and compliance responsibility.	
Classroom Aids	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
NA	

Module 2: Sexual Harassment at workplace is a form of gender discrimination

Mapped to TIOCES/MCr-0003, v1.0

Terminal Outcomes:

- Understand sexual harassment as a violation of equality and dignity.
- Identify different forms of sexual harassment at workplaces.
- Recognise power dynamics and gender bias in workplace behaviour.
- Understand the impact of harassment on individuals and organisations.
- Appreciate ethical and respectful professional conduct.

Duration: 01:00	**Duration: 00:00**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
• Identify workplace behaviours that constitute sexual harassment under different professional situations. • Differentiate between acceptable workplace interaction and unwelcome conduct through scenario-based analysis. • Explain the ability to classify incidents into Quid-Pro-Quo and Hostile Work Environment categories. • Analyse the impact of gender stereotypes and bias on workplace behaviour and employee dignity. • Explain workplace situations to determine whether conduct violates equality and respectful workplace principles. • Define appropriate response and reporting behaviour when witnessing or experiencing workplace harassment. • Apply principles of professional ethics and respectful communication during workplace interactions. • Explain how to assess the organisational and individual consequences of sexual harassment on productivity, morale, and mental well-being. • Identify discriminatory practices and gender-biased conduct in simulated workplace situations. • Explain awareness of employee rights and responsibilities in maintaining a safe workplace environment.	
Classroom Aids	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
NA	

Module 3: Vishakha Guidelines and other important judicial pronouncements

Mapped to TIOCES/MCr-0003, v1.0

Terminal Outcomes:

- Understand the background and intent of the Vishakha Guidelines.
- Identify key judicial decisions shaping POSH compliance.
- Recognise the role of judiciary in protecting workplace rights.
- Understand evolution from guidelines to statutory law.
- Appreciate legal accountability of employers.

Duration: 01:00	**Duration: 00:00**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
• Explain the significance of the Vishakha Judgment in establishing workplace protection against sexual harassment. • Analyse landmark judicial pronouncements and relate them to present-day POSH compliance requirements. • Identify the legal principles derived from major POSH-related court cases and apply them to workplace situations. • Interpret the evolution of workplace sexual harassment law from judicial guidelines to statutory legislation. • Examine case-based situations to identify violations of dignity, equality, and workplace safety. • Differentiate between physical, verbal, and non-verbal forms of sexual harassment using judicial interpretations. • Explain the ability to assess employer accountability based on judicial precedents and compliance obligations. • Apply legal reasoning from landmark cases to determine appropriate organisational response mechanisms. • Evaluate workplace incidents in light of constitutional protections and gender justice principles. • Explain awareness of judiciary-led preventive measures for ensuring safe and inclusive workplaces.	
Classroom Aids	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
NA	

Module 4: Prevention, Prohibition and Redressal Act, 2013 for Sexual Harassment at Workplace

Mapped to TIOCES/MCr-0003, v1.0

Terminal Outcomes:

- Understand the structure and scope of the POSH Act, 2013.
- Identify duties of employers under the Act.
- Recognise rights of aggrieved persons.
- Understand complaint handling procedures at a basic level.
- Appreciate legal consequences of non-compliance.

Duration: 01:00	**Duration: 00:00**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
• Explain the scope, objectives, and key provisions of the Sexual Harassment of Women at Workplace Act, 2013. • Identify the roles and responsibilities of employers under the POSH Act for ensuring workplace compliance. • Demonstrate the procedure for filing and processing complaints under the POSH framework. • Classify workplace incidents according to statutory definitions provided under the POSH Act. • Demonstrate understanding of Internal Complaints Committee (ICC) constitution and functional requirements. • Apply complaint handling procedures while maintaining confidentiality and procedural fairness. • Identify timelines, documentation requirements, and inquiry stages involved in POSH complaint redressal. • Analyse organisational non-compliance situations and determine applicable legal consequences and liabilities. • Demonstrate awareness of interim relief measures, disciplinary actions, and compensation provisions under the Act. • Apply principles of natural justice and ethical conduct during complaint inquiry and redressal processes.	
Classroom Aids	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
NA	

Module 5: Case Study – 1 and 2 on Sexual Harassment and its prevention at Workplace

Mapped to TIOCES/MCr-0003, v1.0

Terminal Outcomes:

- Apply POSH concepts to real workplace situations.
- Identify harassment and non-harassment scenarios.
- Analyse responses taken in case situations.
- Suggest preventive actions based on cases.
- Demonstrate ethical judgement in simulated situations

Duration: 00:00	**Duration: 00:45**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
	• Identify harassment scenarios from case studies. • Distinguish acceptable and unacceptable behaviour. • Demonstrate correct reporting awareness. • Apply basic POSH concepts to cases. • Suggest preventive workplace actions. • Demonstrate respectful communication. • Show ethical judgement in simulations.
Classroom Aids	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
NA	

Module 6: Medha Kotwal Lele Case

Mapped to TIOCES/MCr-0003, v1.0

Terminal Outcomes:

- Understand the significance of effective implementation of POSH law.
- Identify enforcement gaps highlighted by the case.
- Recognise accountability of organisations and authorities.
- Understand strengthening of ICC mechanisms.
- Appreciate monitoring and compliance responsibility.

Duration: 01:00	**Duration: 00:00**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
• Explain the Medha Kotwal Lele case background. • Identify issues in POSH implementation. • Describe directions issued by the judiciary. • Understand accountability mechanisms. • Explain role of monitoring authorities. • Recognise importance of functional ICCs. • Understand compliance reinforcement.	
Classroom Aids	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
NA	

Module 7: Role of Presiding Officer and Members of Internal Complaints Committee (ICC)

Mapped to TIOCES/MCr-0003, v1.0

Terminal Outcomes:

- Understand the significance of effective implementation of POSH law.
- Identify enforcement gaps highlighted by the case.
- Recognise accountability of organisations and authorities.
- Understand strengthening of ICC mechanisms.
- Appreciate monitoring and compliance responsibility.

Duration: 01:00	**Duration: 00:00**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
• Describe ICC composition rules. • Identify roles of Presiding Officer. • Explain responsibilities of ICC members. • Understand inquiry principles. • Explain confidentiality requirements. • Recognise ethical conduct expectations. • Understand procedural discipline.	
Classroom Aids	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
NA	

Module 8: Case Study – 3 and 4 on Sexual Harassment and its prevention at Workplace

Mapped to TIOCES/MCr-0003, v1.0

Terminal Outcomes:

- Understand the significance of effective implementation of POSH law.
- Identify enforcement gaps highlighted by the case.
- Recognise accountability of organisations and authorities.
- Understand strengthening of ICC mechanisms.
- Appreciate monitoring and compliance responsibility.

Duration: 00:00	**Duration: 00:45**
Theory – Key Learning Outcomes	**Practical – Key Learning Outcomes**
	• Analyse advanced case study situations. • Apply ICC roles in simulated exercises. • Identify procedural gaps in scenarios. • Demonstrate correct response behaviour. • Suggest fair and compliant actions. • Practice confidentiality and sensitivity. • Demonstrate responsible workplace conduct.
Classroom Aids	
Training Kit - Trainer Guide, Presentations, Whiteboard, Marker, Projector, Laptop, Video Films	
Tools, Equipment and Other Requirements	
NA	

Annexures

Trainer's Requirements

Minimum Educational Qualification	Specialization	Relevant Industry Experience		Preferable Training Experience	
		Years	Specialization	Years	Specialization
Post Graduation	Any Stream	2	In HR / Administration	1	Education and Training on POSH compliance
OR					
Graduation	Any Stream	4	In HR / Administration	1	Education and Training on POSH compliance

Trainer Certification	
Domain Certification	**Platform Certification**
Recommended that the Trainer is certified for the Micro-Credential: *"Prevention of Sexual Harassment and Redressal (POSH) Compliance at Workplace"*, mapped to the Micro-Credential: "TIOCES/MCr-0003, v1.0". The minimum accepted score is 80%.	Recommended that the Trainer is certified for the Job Role: *"Trainer (VET and Skills)"*, mapped to the Qualification Pack: "MEP/Q2601, v3.0". The minimum accepted score is 80%.

Assessor's Requirements

Minimum Educational Qualification	Specialization	Relevant Industry Experience		Preferable Training / Assessment Experience	
		Years	Specialization	Years	Specialization
Post Graduation	Any Stream	2	In HR / Administration / POSH compliance	1	Education and Training on POSH compliance
OR					
Graduation	Any Stream	4	In HR / Administration / POSH compliance	1	Education and Training on POSH compliance

Assessor Certification	
Domain Certification	**Platform Certification**
Recommended that the Assessor is certified for the Micro-Credential: *"Prevention of Sexual Harassment and Redressal (POSH) Compliance at Workplace"*, mapped to the Micro-Credential: "TIOCES/MCr-0003, v1.0". The minimum accepted score is 80%.	Recommended that the Assessor is certified for the Job Role: *"Assessor (VET and Skills)"*, mapped to the Qualification Pack: "MEP/Q2701, v3.0". The minimum accepted score is 80%.

Assessment Strategy

This section includes the processes involved in identifying, gathering and interpreting information to evaluate the Candidate on the required competencies of the program.

1. **Assessment System Overview:**

   Assessment is done through ICES affiliated Assessment Agencies. Assessors are trained and certified by ICES after Training of Assessor (ToA) program. Assessments are conducted to gauge and assess the trainee's skill and knowledge competency in the specified areas.

   The assessment will have both theory, practical and viva components as per ratio specified in the Micro Credential **Prevention of Sexual Harassment and Redressal (POSH) Compliance at Workplace**.

   During the practical task, trainees are assessed on their workmanship, quality of finished product and time management. They will be graded for all their assessments based on the approved assessment strategy which is signed off by ICES. The Assessor submits an assessment plan to ICES prior to assessments.

   The assessment plan contains the following information:

   - What will be assessed, i.e. the competency based on each outcome (based on theory and practical questions)
   - How assessment will occur i.e. methods of assessment
   - When the assessment will occur
   - Duration of assessment
   - Where the assessment will take place i.e. context of the assessment (workplace/simulation)
   - The criteria for decision making i.e. those aspects that will guide judgments
   - Where appropriate, any supplementary criteria are used to make a judgment on the level of performance.

   ICES will be monitoring thoroughly the complete Assessment process.

2. **Testing Environment:**

   - Training partner shares the batch start date and end date, number of trainees and the job role.
   - Assessment will be fixed for a day after the end date of training. It could be next day or later. Assessment will be conducted at the training venue/test center only.
   - The knowledge/theory assessments are conducted with proper seating arrangements with enough space between the candidates to prevent mal practicing.
   - Question set for Theory and Practical will be distributed to each candidate by the Assessor.
     - Theory testing will include MCQ type questions, pictorial questions etc. which will test the trainee on his theoretical knowledge of the subject.

- Practical assessments will be conducted in the approved test centers. The training provider will ensure adequate tools and materials are available to conduct the practical test.
- Viva Testing will be conducted during or post to the practical assessment by the assessor concerned. This Viva Assessment is applicable to understand the outcomes from OJT attended by the candidate concerned, However this Micro-credential is not assigned with Viva marks

- One (1) Assessor is eligible to conduct assessments of a batch of maximum 30 candidates.
- The assessment must comprise of two components, namely:
  - Knowledge assessment (Theory assessment)
  - Skill assessment (Practical / Hands-on Skill assessment)

3. **Mode of assessment**
   - Demonstration/Practical Performance /Skill Assessment
   - Synoptic multiple-choice question test for Theory Assessment
4. **Performance/skill assessment:**
   - The performance/skill assessment will be conducted through demonstration/practical
   - For the practical test trainees are assessed through a given task, which they have to complete correctly for them to be marked as passed.
   - The assessment is conducted in a simulated working environment. Due to this fact, the assessors must note that the naturally occurring evidence of competence is unavailable or infrequent. Simulation must be undertaken in a Realistic Working Environment which provides an environment that replicates the key characteristics of the workplace in which the skill to be assessed is normally employed.
5. **Knowledge Assessment:**
   - The knowledge assessments are conducted through Theory (written) Test and Viva Test
   - Synoptic test is used for this. It is an MCQ (Multiple Choice Question) test which is prepared externally and externally marked, meaning by agency having no link with training partners.
   - The Viva test will be conducted by the assessor in the oral mode considering the communication and domain understanding of skills of trainees.
   - The assessment strategy, weightage and duration of assessment for **Prevention of Sexual Harassment and Redressal (POSH) Compliance at Workplace** is summarized below:

Assessment Type	Formative or Summative	Strategies	Weightage	Duration (hours)
Knowledge	Summative	MCQ	70	0.5 Hour
Skill	Summative	Structured practical Task	30	0.5 Hour

6. **Assessment Quality Assurance levels/Framework**
    - ICES has developed assessment criteria framework for each Qualification pack as per National Occupational Standards. The criteria framework includes weightages/marks for each criterion under knowledge and skill. The criteria ensure quality assurance as they ensure valid, consistent and fair assessments at all locations. Issued to the affiliated Assessment body. The Assessment Body develops questions based on ICES's approved assessment criteria.
    - The training partner will intimate the time of arrival of the assessor and time of leaving the venue. Random spot checks/audit may conducted by ICES to monitor assessment.
    - Continuous Monitoring through virtual and In-person mode are conducted to ensure the assessment is conducted as per stipulated process
    - Process and Technical audit of assessment batches by quality team are conducted to avoid errors in assessment process
    - A well -defined comprehensive framework of NON-COMPLIANCE MATRIX is defined and implemented to identify the non-compliance made by assessor and AA and punitive actions are taken correspondingly.
    - The capacity building sessions are conducted regularly for assessors and assessment agencies to update them about best practices in assessment
7. **Types of evidence or evidence-gathering protocol:**
    - Evidence in the form of answer sheets in case of knowledge assessments (Theory only) is collected.
    - For Practical and Viva assessments videos and photographs are prepared as evidence. These are submitted by the assessor to the assessment agency. ICES does random checks of the same with the participant/ trainee's ID and ascertains authenticity and validity of assessments.
    - Post Assessment, the evidence are uploaded by Assessor to assessment agency and further assessment agency to ICES as per stipulated TAT
    - Evidence are broadly photographic and video graphics in nature (Geo-Tagged)
    - Results along with evidence to be submitted to ICES by the concerning Assessment Agency in the prescribed format and on Digital Format and Physical Format (As required)
    - Results to be uploaded on SIDH and other relevant portals for collective data management.
8. **Method of verification or validation:**
    - The process and technical audit of assessment batches are done by Awarding Body
    - Attendance of each candidate is verified and it is ensured that only those candidates are assessed by assessors who are meeting the stipulated minimum percentage of attendance
    - The result of each candidate is verified; it is verified that that result on SIP is matched with respect to summary sheet submitted by AAs
    - Under detailed technical audit for sample batches, the knowledge and skill assessment results for each candidate are checked in technical aspect.
    - All the evidence of batches are preserved on server of Awarding Body digital platform
9. **On the Job:** OJT is Not Applicable for Skill training in this Micro-Credential.

References

Glossary

Term	Description
Sector	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria (PC)	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are occupational standards which apply uniquely in the Indian context
Qualifications Pack (QP)	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.
Knowledge and Understanding (KU)	Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.
Organisational Context	Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/ Generic Skills (GS)	Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to

	most job roles.
Electives	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
Options	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.
Vishaka Guidelines	Guidelines from Vishaka v. State of Rajasthan case [Foundational judicial framework for workplace harassment prevention (1997)]
Medha Kotwal Lele Case	Medha Kotwal Lele v. Union of India judgment [Important judicial precedent affecting inquiry procedures and standards]
Service Rules	Civil Service Rules and Conduct Rules [Government employees conduct standards applicable alongside POSH Act]
Quid Pro Quo	Latin: "something for something" [Form of sexual harassment involving job benefits/threats in exchange for sexual favors]
Hostile Work Environment	Legally recognized form of harassment [When unwelcome conduct creates intimidating, hostile, or abusive workplace]

Acronyms and Abbreviations

Acronym	Description
NOS	National Occupational Standard(s)
NSQF	National Skills Qualification Framework
QP	Qualification Pack
TVET	Technical and Vocational Education and Training
MSDE	Ministry of Skill Development and Entrepreneurship
NCVET	National Council for Vocational Education and Training
NSDC	National Skill Development Corporation
ICES	Integrated Council for Entrepreneurship and Skilling (erstwhile Integrated Council for Entrepreneurship and Skilling)
AB	Awarding Body
AA	Assessment Agency
TP	Training Partner
TC	Training Centre
ITI	Industrial Training Institute
ISCO	International Standard Classification of Occupations
NCO	National Classification of Occupations
NCrF	National Credit Framework
NEP	New Education Policy
Q-File	Qualification File
MC	Model Curriculum
PC	Performance Criteria
KU	Knowledge and Understanding
GS	Generic Skills
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
DDUGKY	Deen Dayal Upadhyaya Grameen Kaushalya Yojana
STT	Short Term Training
RPL	Recognition of Prior Learning
NAPS	National Apprenticeship Promotion Scheme
NQR	National Qualification Register
OJT	On the Job Training
NSQC	National Skill Qualification Committee
IS	Indian Standard
POSH	Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace
SHWP	Sexual Harassment of Women at Workplace
SHWWP (PPR)	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)
ICC	Internal Complaints Committee
PPR	Prevention, Prohibition and Redressal
DoPT	Department of Personnel and Training
HR	Human Resources
SOP	Standard Operating Procedure