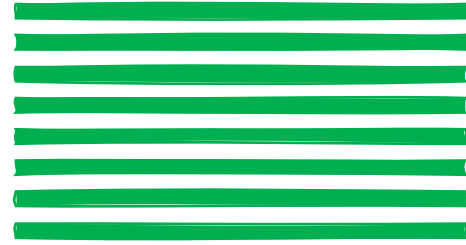


THE INSIGHT

WEEKLY NEWSLETTER FROM
HR VIDYALAYA CORPORATE SERVICES LLP

30 JULY 2023 | VOLUME - 179



First Page

Indian establishments are flooded with newer projects and the fresher's (who are Trainees, Apprentices and Interns) play major role in handling/executing such deliveries. This is due to more influx of students, from various streams, who are getting graduated each year. Unmindful of waiting for the core job, the Millennial are readily getting engaged with any job (as they are so flexible to work culture, timings and learnings), where they get knowledge and their newer skill/s is/are being spruced up.

Though such Millennial do move-out of the job, in a very short period, most of the establishments do prefer Millennial over others, for many reasons. (Hope this can be discussed in a different blog). The issue of having more such fresh Campus-out's pose few increased task for the Employer, to an extent, in the area of Sexual Harassment @ workplace.

The usual tendency of Millennial are:

They feel that their employers "do dominate" them in the name of many "Policies"

The core policy the Millennial dislike is "Dress Code Policy", which may or may not, be a significant influence on Sexual Harassment at workplace (most of the Sexual Harassments reported are, "unintentional comments" on the woman, but the "impact" is so high). Being Campus-out, many feels that they should not "still be treated as Students" to come in Time, adhere to policies, etc. Employers do face challenges in complying in accordance with the Provisions of the legislation (POSH Act) namely:



Widely disseminate the formulated internal policy of declaring for Prohibition, Prevention and Redressal of Sexual Harassment at workplace. Making all employees including new joinees, who were majorly Millennial was a 'Task' for the Employers. Many a times, Employers were clueless whether the "message" has been received by them to ensure the workplace "Safe". This is on the high when the "Policy" was included in the "Orientation program" for the new joinees.

Arrange for regular sensitization programs – classroom or online sessions – which should make the employees aware of what is Sexual Harassment and how to prevent it in workplace. Though in many cases, (where it is reported for subject purposes), only seniors are involved, keeping watch on those who still conduct themselves with the same "personality on campus", (though unintentionally), which may have an impact.

Bringing all employees (including quite casual natured, Millennial) in the same frequency to the expectation of HR Policy or Code of Ethics on Sexual Harassment, is a continuous challenge for any Employer.

While such cordial environment involving diverse culture of people from various States, Age and gender, are a welcome sign, the employer becomes nervous when a Harassment of Sexual Nature is reported. Most of the Managements, during such trials, expect a smooth conduct of inquiry and recommendations of IC, are accepted by all.

As of today (30 July 2023 @ 14.00 hours)

There is no extension in due date

Due date for Filing IT return is 31st July 2023

Have you Filed, yours?

Filing of Half Yearly Return

Under Tamilnadu Factories Rules

Is due by July 31. 2023

For the past few days, the Portal is not working

If the same continues for today and tomorrow,

Employers can submit the Returns

By Physical Mode by 31st July 2023

Later file by online, once it is ready.

Do not miss the Deadline.....

Very simple data only....

What is the market for next 1 year and what we should not miss in next 18 months

What is the current Functionalities of the solution and will it satisfy client's need?

Who are the Competitors and their major wins this period and plans of merger/acquisition

Performance Improvement
What worked for last year and what not??

Business Solutions

Position Yourself

What do you want to achieve?
What is the Differentiator ?
For which client's you have solution?
Will it increase client's Revenue?
Atleast will it decrease the cost of client?

Review of current capabilities

- Quality deliverables within budget
- What is the clients satisfaction ratings?
- Can we retain and get references?

Target Segment & approach

Sales Action Plans

Technology enhancements

SWOT Analysis on Customer expectation, Market & Technology

Budgeting – for Start-up Business

To be successful, invest time to create and manage Budgets

Prepare and review Business Plans and periodically monitor Finance

Budgeting is effective way to control your cash Flow

It will allow you to invest in fresh opportunities @ appropriate time

Budget is to

- Control Finances
- Ensure to fund the current business commitments
- Enabling confident financial decisions
- Meeting objectives

Essentials of Budget

It should enable Business to

1. Improve Profits
2. Reduce Costs
3. Increase ROI

Creating a budget is Based on the

1. Projected Sales
2. Direct Costs
3. Fixed Costs



SUSPENDING AN EMPLOYEE??



There are 3 important requirement needed to suspend an employee

- 1 Employer must have justifiable reason to believe that that employee has engaged in serious misconduct
- 2 There must be an Objectively justifiable reason to deny the employee access to the workplace
- 3 Employee must have an opportunity to state a case before the employer makes any final decision to suspend him/her

Why Employee Leave Organization?

Always targeted and Unrecognized even during proven deliverables

Feeling a Iron Curtain Between Employees And Management

No Engagement of Re-Engagement @workplace

Office Politics

Loss of Trust & Confidence with Leadership

BOSS

Neither Growth nor Opportunity to advancement in Career

Work - Life **IMBALANCE** Due to Overwork and Stress

Mismatch of Role or Workplace was not as expected

Absence of Mentoring & Feedback

Bias, Favouritism, discrimination and Preferential Treatment only To select few

Woman in a Workplace? Please know

When to Say "STOP"?

The key to end
Sexual Harassment
@ Workplace

Woman in a Workplace? Please know

How to Say "NO"?

The essential to stop the
Crime @ Workplace

Woman in a Workplace? Please know

The Perpetrator

Can be identified amongst
the Men, only if you,
Women, rise to the occasion

Woman in a Workplace? Please know

Your report of an incident

Will help identify the
(a) attitude of a respondent
(b) impact on the aggrieved
(c) lacunae in the workplace

Woman in a Workplace? Please know

If you fail to report

The other socially vulnerable communities

- (a) Individuals with physical challenges
- (b) Alternate sexual orientations (LGBT)
- (c) unconventional gendered behavioural individuals
(masculine women and effeminate men)

will be subject to much more cruel sexual harassment

Difference between Contract Labour and Outsourcing

CONTRACTING

Engagement of Labour through third party vendor for accomplishment of certain works, other than CORE, is called system of Contracting

Engaging contractual labourer inside the premises for jobs and contracting out certain incidental or lean activities – both are considered as CONTRACTING

Contract Labour engagement model

- 🏢 Engagement is covered under CLRA Act and other subsidiary legislations
- 🏢 Agreed number of labourers are engaged in the premises of the Principal Employer, to perform certain Jobs
- 🏢 Contractor will supply the skilled/other manpower & ensure their availability
- 🏢 Principal Employer will Control through the Representative of Vendor
- 🏢 Principal Employer is accountable for wages, other social security benefits and Workplace incidents of those contractual labours engaged in the premises
- 🏢 Between the Principal Employer and the Contractual Labour there exist an Indirect - Employer ~Employee relationship

Outsourcing model

- 🏢 Engagement is Not covered by any Employment/Labour Legislation
- 🏢 The Services are adhoc and/or intermittent
- 🏢 No supervision and control by the Principal Employer
- 🏢 No Obligation from the Principal Employer for any monetary payments of specific number of employees
- 🏢 Service provider's employees does not have any work related relationship with the Principal Employer, though the services are meant for them.