



## Top Post



After celebrations of successful landing of Chandrayaan – 3 and Silver Medal by Chess Prodigy Praggnanandhaa, it is now the G20 Summit, in the Limelight.

The Group of Twenty (G20) is the premier forum for international economic cooperation. It plays an important role in shaping and strengthening global architecture and governance on all major international economic issues.

India holds the Presidency of the G20 from 1 December 2022 to 30 November 2023.

The G20 was founded in 1999 after the Asian financial crisis as a forum for the Finance Ministers and Central Bank Governors to discuss global economic and financial issues.

The G20 was upgraded to the level of Heads of State/Government in the wake of the global economic and financial crisis of 2007, and, in 2009, was designated the “premier forum for international economic cooperation”.

The G20 Summit is held annually, under the leadership of a rotating Presidency. The G20 initially focused largely on broad macroeconomic issues, but it has since expanded its agenda to inter-alia include trade, sustainable development, health, agriculture, energy, environment, climate change, and anti-corruption.

The G20 Presidency is responsible for bringing together the G20 agenda in consultation with other members and in response to developments in the global economy.

The G20 Logo draws inspiration from the vibrant colours of India’s national flag – saffron, white and green, and blue. It juxtaposes planet Earth with the lotus, India’s national flower that reflects growth amid challenges. The Earth reflects India’s pro-planet approach to life, one in perfect harmony with nature. Below the G20 logo is “Bharat”, written in the Devanagari script.

The theme of India’s G20 Presidency - “Vasudhaiva Kutumbakam” or “One Earth · One Family · One Future” - is drawn from the ancient Sanskrit text of the Maha Upanishad. Essentially, the theme affirms the value of all life – human, animal, plant, and microorganisms – and their interconnectedness on the planet Earth and in the wider universe. Congratulations to Government of India for successfully hosting the G20 Summit.

# HRV POST

Assortment of People Related Info, having impact on you & your Organization.  
HR Vidyalaya Corporate Services LLP

Weekly Newsletter

Volume – 184 | 03 September 2023

## Value Payable Post: ASKSREE

By Gayathiri Sridharan



Dear “The Insight” Readers,

We launched “**AskSree**” column to answer your questions regarding Work Life. Renowned Organizational Psychologist, **Gayathiri Sridharan** uses psychological research to answer your everyday dilemmas. She received her training from Loughborough University, UK, and a thorough HR professional with almost a decade of praxis in various realms of Strategic Human Resource Management. You may please send your queries to the email ID: [itsmegayathiri@gmail.com](mailto:itsmegayathiri@gmail.com). Solutions will be published in “HRV POST.”

### Quest & Solution

Dear Sree,

My son is thirteen years old. Day by day I am finding it difficult to converse with him. Is there a way to communicate better with him? - Sahil.

Dear Sahil,

Dozens of research studies spearheaded by American psychologists Charles “Rick” Snyder and Shane J. Lopez demonstrate how people’s capacity to reach their desired goals can be increased by conceiving multiple possible pathways.

Building on this work, David Noble and Carol Kauffman developed an approach called “four stances,” to help leaders generate options for communicating better with their team members.

The interesting feature of this **four-stance approach** is that it can be applied anywhere where you feel that you are a leader/parent/guide.

Let us understand the four stances and how you can apply this as a parent.

The first one is **Lean In**. Taking an active stance on resolving an issue. Your actions in this stance include deciding, directing, guiding, challenging, and confronting. Most of the time, as a parent, we get on to the mode of **Lean In**.

**Communicating with  
your Children**

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Learn that **Lean In** is a wise option when

- ✳ Your son is passive and needs help organizing and focusing his efforts
- ✳ You have to energize him without triggering fear
- ✳ There is a change is happening rapidly and chaotically

Learn that **Lean In** is NOT A wise option when

- ✳ Your son is not ready to share his views with you
- ✳ He needs some more space and time

**All Challenges**

**Have Solutions**

The Second one is **Lean Back**. Take an analytical stance to observe and understand . Actions include analyzing, asking questions, and possibly delaying your response.

Learn that **Lean Back** is a wise option when

- ✳ His emotions are running high and diverse views will help think through
- ✳ If he is an introvert, he will respond better to the information than to inspirational rhetoric

Learn that **Lean Back** is NOT A wise option when

- ✳ You have already discussed many times and they are not yielding any results
- ✳ Asking questions is obfuscating him rather than clarifying his thinking

The 3rd option one is **Lean With**. Take a collaborative stance, focusing on caring and connecting. Actions include empathizing, encouraging, and coaching.

Learn that **Lean with** is a wise option when

- ✳ When he feels very low
- ✳ When your support brings hope in him

Learn that **Lean with** is NOT A wise option when

- ✳ When you notice he needs space to think
- ✳ When he wants to feel independent.

**Lean In**

**Lean Back**

**Lean With**

**Don't Lean**

The last option is **Don't Lean**. Don't Lean is about being still and disciplining yourself to create space. This stance also serves to calm you if your emotions have been triggered. Actions include contemplating, visualizing, and settling through diaphragmatic breathing.

Learn that **Don't Lean** is a wise option when

- ✳ When he needs a break
- ✳ When he feels that your intrusion is slowing him down

Learn that **Don't Lean** is NOT A wise option when

- ✳ When he is stepping into action
- ✳ When a crisis hits and he is looking to you for guidance

**For All Psychometric Solutions for  
your Organization's Employees'**

**Reach – Gayathiri Sridharan**

**Write to**

**[itsmegayathiri@gmail.com.](mailto:itsmegayathiri@gmail.com)**

## Post Card - NEWS and Analysis

Tamil Nadu – Change in Holiday

### News – 1

- ♪ Change in the Public Holiday for Vinayakar Chaturthi in Tamil Nadu
- ♪ Changed from 17<sup>th</sup> September 2023 (already notified) to 18<sup>th</sup> September 2023

### Analysis



1. For those who have not included Vinayakar Chaturthi in Form-III of Tamil Nadu National, Festival and Special Holidays Act, you can either declare 18<sup>th</sup> as a Holiday or Not.
2. But those Organizations (Shop, Establishments or Factories, etc.), who had declared Vinayakar Chaturthi in Form-III as one of the Festival Holiday, you have to revise Form-V and declare Holiday on 18<sup>th</sup> September 2023

### News – 2

- ♪ In view of the magnitude of the event and the logical arrangements involved for the Group 20 (G-20) Summit to be held in New Delhi on 8<sup>th</sup> to 10<sup>th</sup> of September 2023, The Labour Department of Delhi Government has declared Public Holiday for these days, for establishments.

### Analysis



1. It will be a Paid Holiday for All employees of Shops, Commercial and Business Establishments.
2. There shall not be deduction in wage or deduction in available Leave of the Worker / Employee
3. And there shall not be any compensatory work in the future days.

Delhi – Paid Holiday

## News – 3

- Merely because respondents have a full-fledged office in Delhi or that appellant was posted in Delhi immediately before his transfer to Chennai, would not confer territorial jurisdiction on the Delhi Courts

*J Balaji vs. The Hindu, New Delhi; Hon'ble Delhi High Court; 29 August 2023*

## Analysis



- Though the Industrial Disputes Act does not make any reference to the aspect of territorial jurisdiction, however, situs of the place of employment of workmen determines territorial jurisdiction of Labour Court for deciding Labour dispute raised by a Workman and the place of his initial appointment or the place of his promotion would be of no help to him in conferring the territorial jurisdiction upon a Court which otherwise does not have the same.

## News – 4

The judge's role is to objectively interpret and apply the law, free from any form of gender bias or predisposition. Gender-specific legislation exists to address the unique concerns and challenges faced by particular genders within society. However, this does not imply that the judge is to be influenced or swayed by gender-related factors when administering justice unless specific presumptions are legislated in favour of a particular gender in law. In essence, judicial neutrality is an indispensable cornerstone of the legal system, ensuring that all parties, regardless of gender, are treated fairly and equitably.

*Varun Bhatia vs. State and another, New Delhi; Hon'ble Delhi High Court; 28 August 2023*

## Analysis



- The Delhi High Court, ruled that calling a woman 'gandi aurat' or being rude to her will not attract an offence under section 509 of the Indian Penal Code (IPC)
- The court considered the case and Section 509 of the IPC and ruled that calling a woman 'Gandi Aurat' without contextual words indicating an intent to outrage her modesty does not constitute an offense under Section 509 of IPC. Moreover, insulting or being rude or not behaving in a chivalrous manner is not covered under the definition of outraging a woman's modesty; and set aside the trial court's order

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Maternity Leave

## HRV Speed

Query: Is weekly-off included in 26 weeks or 12 weeks of Maternity Leave (meaning – while calculating 26 or 12 weeks, do we have to consider weekly-off also?)

Answer: Yes. Maternity Leave includes not only weekly off days, but other National, Festival Holidays also.

New Hire – Joining Programs

## HRV Speed

Query: Is Orientation and On-Boarding are same or different?

Answer: Both are Different. Orientation is knowing about the Company, its Value, Culture, Vision, Mission, Policies, etc. It is more of engaging the new hire making a lasting relationship to the Organization. And it also requires the new hire to fill/submit/nominate – many employment related forms. It involves a courtesy meeting with Peers, Managers, etc. and may get completed by a day or two.

Whereas On-Boarding is a continuous process, which may extend to 1 year, too. Such period will ensure new hire's success with the Organization. It involves, training, managing him/her effectively and transform him/her successfully in the position.

During On-Boarding the Objectives, Key-Results are determined, and specific feedback/assessment are also being carried out. Success is measured periodically (in an equal interval).

## HRV Speed

**Query:** PROBATION – is it Mandatory for all types of Employment? Is Notice period different from Confirmed employees? Is leave allowed to Probationers?

**Answer:**

1. It is suggested that an Employer need to have Probationary period even for Senior Management Employees. It is phase where both employee and employer know each other. It is a period of Adjustment and Adaptation.

Employee understands the Culture and Job. The Employer recognizes the attitude of the person (employee) on job and his/her deliverables.

If there is no Probation period, then separation Management/Senior Management employees by Employer will lead to a financial burden because of the longer notice period.

2. The Notice period during Probationary Period is usually lesser than (can even 7 days or 15 days) the notice period for Confirmed employees. It is easier for both parties to get separated easily and speedily.

Post Probation period, an employee can be,

- a) Confirmed on successful performance on the job.
  - b) Extended for specific period for not meeting the Objective.
  - c) Deemed to be Confirmed on expiry of Probation, whether there is a performance measurement or not.
  - d) Separated, for poor performance.
3. Any Probationer is an on-roll employee. He/She is eligible for all types of leave applicable to Confirmed employees. A Probationer can even avail the pro-rated leave applicable to be him/her for the period they served.

It is wrong in not considering leave entitlement or not allowing leave for Probationers.

## Inland Letter for the Month – September 2023 (for Establishment Compliance)

### **Profession Tax Payment in Tamil Nadu**

April to September 2023 – I/2023-24

**Due is – September 15, 2023**

The Deduction should have happened in August 2023 wage month.

For those who had joined in the month of September and if they fall in respective Slabs of the PT, then the same must be paid separately within 15 days of close of September month.

### **Other Compliances for September 2023 month**

1. PF and ESI due dates – 15<sup>th</sup> of September
2. PF – IW return (All Establishments to file) – 15<sup>th</sup> of September - IW-1
3. PF – EDLI return (exempted establishments – 25<sup>th</sup> September – 7(IF)

### **Worker Welfare Fund**

1. Kerala – 5<sup>th</sup> of September

### **Profession Tax – State/Due Date of monthly remittance**

1. Andhra Pradesh – 10<sup>th</sup> of September
2. Assam – 28<sup>th</sup> of September & Annual Enrolment due on 30<sup>th</sup> September
3. Gujarat – 15<sup>th</sup> of September & Annual Enrolment due on 30<sup>th</sup> September
4. Karnataka – 20<sup>th</sup> of September
5. Maharashtra – 15<sup>th</sup> of September
6. Odisha – 30<sup>th</sup> of September
7. Punjab – 30<sup>th</sup> of September
8. Telangana – 10<sup>th</sup> of September
9. West Bengal – 21<sup>st</sup> of September
10. Nagaland, Tripura, Sikkim – 30<sup>th</sup> of September
11. Meghalaya, Mizoram – 28<sup>th</sup> of September