



## HR Scoops BY HUMANAGERS

Labour Reforms | HR Practices | Global HR

SEPTEMBER, 2021

VOLUME 1

### LABOUR REFORMS

#### Basic pay to be 50 percent of CTC

The new wages make it compulsory for organization to make sure that 50 percent of employee CTC is basic pay while remaining 50 percent comprise other employee allowance including house rent, overtime etc.

If company pays any additional exemptions or allowance that exceed 50 % of the CTC the same will be treated remuneration to be added to wages.

*(New Wage Code Rule)*



#### 15 Minutes of overtime payment

There is also rule upcoming for any 15 minutes or more overtime will be attracting overtime payments to employees. *(Hindustan Times Report)*

#### 48 hours set worktime for one week

The govt has also made it clear that 48 hours is maximum limit for one week capacity and the employers are flexible to choose work time and make it available in 4 days, 5 days or 6 days week structure.

*(indiatvnews.com)*

#### Gratuity becomes mandatory

In new wage code, gratuity becomes mandatory for fixed-term employees, irrespective of five-year completion norms. It also allows employees to avail encashment of leaves. *(timesnow.com)*

#### Increase in working hours

There will also an extension to 9 hours of working to 12 hours so they can work for 4 days instead of 5 days. *(indiatvnews.com)*

Changes  
in the  
Labour  
Code



### TRENDS 2021

Remote Working is Here to Stay

Reinventing the Employee Experience

Online Training and Upskilling

Employee Wellbeing and Mental Health

Cloud-based HR Systems

People Analytics

Virtual Onboarding

Artificial Intelligence (AI) in HR

click here for more info-  
<https://empxtrack.com/blog/hr-trends-2021/>

# HR PRACTICES

## Dell revamps policies to assist employees during pandemic

Dell has revamped its policies to assist team members, providing a dedicated 24x7 helpline, enhanced medical insurance and introducing a special category of crises leave for those who need to take care of themselves or their families. The company has procured over 1000 oxygen concentrators for employees who may need them. Dell Technologies has partnered with the Hope Foundation to enable employees to contribute to relief efforts.



## Ericsson launches slew of initiatives to reskill employees

Ericsson has launched a slew of initiatives to help employees adapt to the new ways of working in an efficient and productive manner. The company has created a wide range of reskilling and upskilling programmes across leadership, wellness, soft skills as well as technical skills on topics like Open RAN, cybersecurity, AI/ML, business storytelling, design thinking, and more.

## Tata Steel Wins Heart for Paying Salaries, Benefits to The Families of Employees Who Died Due to Covid

Tata Steel has announced that it would continue to pay monthly salary to the family of all employees who died due to COVID-19. The monthly pay would be the same as the last salary which the person drew before their demise. Along with the salary, the company would also provide medical benefits and residential facilities.



## FACTS

- The word “boss” comes from the Dutch word “baas”, the standard title for the captain of a ship.
- Spain was the first nation to standardize the eight-hour workday, in 1919.
- Burnout is responsible for nearly half of turnover.
- One-third of managers say they generally decide within 90 seconds if they will hire a candidate.
- Twenty years ago, just over 20% of jobs were found using online sources. Today, over 90% of job seekers rely on the Internet to find work.
- The first known pay records come from the Middle East, where — some 4,000 years ago — workers were paid in beer.
- Highly engaged teams see a 41% absence reduction.

# GLOBAL HR



## Canada’s Federal Pay Equity Regime Soon Begins

Canada's Minister of Labor has announced that Canada's federal Pay Equity Act will take effect on Aug. 31. This is a big step toward eliminating systemic discrimination, reducing gender wage inequalities that have been exacerbated by the pandemic and promoting equal pay for work of equal value in the federal sector.

## UK Publishes Policy Paper on Increasing the Normal Minimum Pension Age

On July 20, the U.K. government published its policy paper (NMPA Policy) on the proposed increase of the normal minimum pension age (NMPA) from age 55 to age 57, a change that takes effect on April 6, 2028. This follows from the previous increase in NMPA from age 50 to age 55, which was effective from April 6, 2010. However, this latest increase is stated not to apply to members of the firefighters, police and armed forces public service schemes.

## UK Government Proposes to Prevent Workplace Sexual Harassment

The U.K. government introduced legislation in July 2021 for employers to take proactive steps to prevent sexual harassment on the job. According to the Government Equalities Office—a branch of the U.K. government responsible for social equality—employers are now liable if they fail to provide a workplace free of harassment. Employers need to show they have current anti-harassment policies in place, along with up-to-date training for their employees.

“I am convinced that nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies.”  
– Lawrence Bossidy

HIS	Editor in Chief	Dr. Praveena Muley
	Managing Editor	Ms. Diksha Swaroop Mr. Mohd. Bilal A. Bhada
	Editors	Ms. Janvi Bhanushali Ms. Tanaaz Khan
	Designing Editor	Mr. Dhruv Desai
	Contributors	Humanagers