



# HR Scoops

BY HUMANAGERS

HR Reforms | HR Practices | Global HR

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## HR REFORMS

### Ministry of Labour & Employment and Microsoft India collaborate to skill 10 million jobseekers

Microsoft India announced a partnership with the Ministry of Labour and Employment (MoLE) to launch DigiSaksham - a collaborative digital skills training initiative to empower jobseekers in an increasingly tech driven economy. This joint initiative is an extension of the government’s ongoing engagement to upskill youth from rural and semi-urban areas.



### Women at corporate executive level moves up to 15%

“Companies are increasingly building a cascade effect of DEI Accountability. .”

The study further reveals an increase in percentage of women hires – this has moved up from 31 percent in 2016 to 38 percent in 2021. During the same timeframe, the number of companies having formal programs to identify and recruit second career women (women on career breaks) has moved up from 30 percent to 71 percent.



### What to do in case of Wrongful Termination of employment

As the Pandemic worsened and the economy slowed, a large number of employees were dismissed in various sectors. Such termination entails a risk for the employer in the market, in terms of reputation. These matters are generally dealt under labour and industrial laws, which were enacted to deal with various labour issues, ranging from protection of rights of workmen to regulating instances such as closure, retrenchment, lay off etc, in the establishment.



## TRENDS 2021

Remote Learning

Virtual Team Building Activities

Digital Collaboration Platform

Digital Tracking

Data-Driven HR

Mobile-Friendly Recruitment

Virtual Employee Experience

Productivity

click here for more info-  
<https://www.startuphrtoolkit.com/hr-trends/>

## How equal participation of women can help achieve SDGs

According to the official website of the United Nations Development Programme the fifth of the 17 Sustainable Development Goals (i.e., SDG 5) concerns gender equality and calls upon the international community to “achieve gender equality and empower all women and girls.”



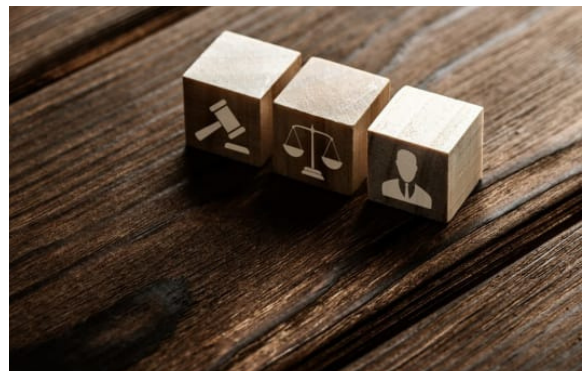
## Home is where HR is: How companies are coming up with new onboarding processes in Covid times

Welcome to the new onboarding processes of the pandemic-influenced age. Here, fresh hires are introduced to the company’s ethos, made to feel as though they are a part of the business, eased into the office’s culture from afar — and gifted hampers tailored to the brand on their first day at work

## Bombay High Court issues complete gag order for workplace sexual harassment cases

Justice Patel's detailed order - which make POSH cases virtually at par with the existing guidelines for rape cases - states that violation of the same or publishing the concerned party's names or other details, even if in the public domain, would be treated as contempt of court. He observed that since there are no set guidelines for such matters, his initial order would set a working protocol for the future orders, hearings, case file management, and would be revised or modified, as needed.

These 'minimum guidelines' issued now deal with the format of filing orders in POSH cases, the filing protocols, grant of access by the registry, etc.



## FACTS

- The majority of job seekers read six online reviews of a company before accepting a position.
- Over 8,000,000 people have found jobs using social media since 2017.
- The first known pay records come from the Middle East, where — some 4,000 years ago — workers were paid in beer.
- The first Personnel Management department was formed by National Cash Register Co. in 1900 to deal with employee concerns, safety, and training supervisors.
- 89% of HR leaders support ongoing peer feedback
- Sickness absence is at its lowest since 1995
- The first “Equal Pay for Equal Work” statement was issued by France in their 1946 Constitution.

# GLOBAL HR



## Trade unions recommend financial aid for unemployed Singaporeans and balancing e ..

A support framework that includes financial aid is needed to help unemployed Singaporeans move into new jobs, leading trade unions in the nations have recommended in an effort to balance the employment of foreigners which has been one of the main issues widely debated in parliament.

## GlobalLogic employees can choose their own 2022 workplace

“At GlobalLogic we have always focused on “what” our talent does, irrespective of location. We are location agnostic and work on how we get things done for our clients. COVID proved exactly what we have believed in and have been doing, which is delivering performance, every time and from anywhere. We are now taking the next leap forward in driving the workplace of the future by listening to what our employees want. We wish to drive and offer the best employee value propositions in the industry”

## Working conditions have improved since onset of COVID-19: EY

The findings show that 61% of employers are planning to make moderate to extensive changes in order to allow more hybrid working, reflecting the views of 90% of employees, who say they want flexibility in when and where they work. However, only 46% have communicated these plans, creating a potential disconnect with employees on crucial issues such as flexibility, culture, and productivity. The remaining employer respondents are either still planning or waiting to communicate any decisions about their new ways of working.

“One machine  
can do the  
work of fifty  
ordinary men.  
No machine  
can do the  
work of one  
extraordinary  
man.”

–Elbert  
Hubbard

# IHS

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