

**HIS****HR Scoops****BY HUMANAGERS**

HR Reforms | HR Practices | Global HR

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**HR REFORMS****BYJU'S rolls out new employee policies.**

BYJU'S, the world's leading edtech company, has announced a massive upgrade to its employee leave policy.

According to BYJU'S updated Child Care Leaves, employees with children aged up to 12 years are eligible for 7 leaves annually. In a step towards creating a fair and balanced work culture, all women employees at BYJU'S are eligible for a total of 12 period leaves in a calendar year.

Also, under the new Maternity Leaves policy, in addition to the 26 weeks of paid leave, BYJU'S offers an additional 13 weeks of unpaid leave. For new fathers, the number of Paternity Leaves has been increased from seven to 15 days.

*(New Wage Code Rule)***TRENDS  
2021**

Ethical leadership

Getting back to the workspace

Preparing for multiple future

Impactful rewards

Automation of tasks

Mental health support

Career experiences

HR tech for good

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

**UST Bengaluru plans to hire 12,000 employees by 2023.**

The global technology company is planning to expand its local presence in India to attract the best talents.

UST, a leading digital transformation solutions company has announced the expansion of the workforce in its Bengaluru, Karnataka centre to over 6000 employees. The company has also added over 2000 employees since February 2020, the post-pandemic era. In line with the company's accelerated growth strategy, UST Bengaluru centre plans to double the number of employees to 12,000 by 2023.

**17-19% attrition rates among top 5 IT companies in H2FY22:****UnearthInsight**

With an estimated high attrition rate of 17-19% in the IT Sector in H2FY22, net employee addition of 175,000 will be seen with freshers taking up a larger portion of the recruitment venture. This is expected to bring down the attrition to 16% to 18% in FY22, shares UnearthInsight in its latest report

# HR PRACTICES

## Quality assurance firm Testhouse launches ‘career returner programme’

Technopark-based leading software testing and quality assurance firm Testhouse has announced its latest career returner programme to provide job opportunities and IT skills training for people seeking to re-enter the workforce.

This initiative is designed to create job opportunities for people whose careers have recently been stunted by the Covid-19 pandemic or other medical or personal reasons.

The career returner announcement is also targeted at women with young children interested in returning to work. This is a great opportunity for anyone who is interested in learning IT skills and embarking on a new career.



## The gig workforce is growing but female participation remains low

Norms and perceptions around ‘appropriate’ work continue to dictate opportunities for women

When gig economy companies such as Swiggy, Zomato, Urban Company started in India, they were expected to increase female labour participation in the country because of the freelance/flexible nature of work. But the number of women in the gig workforce has stayed low.

Swiggy has just 1,000 women in its fleet of 2,20,000 workers. Only 0.5 per cent of Zomato’s delivery partners are women. On the other hand, Urban Company, which has gigs such as salon and spa, has had more success in terms of women participation; firm says it has 32,000 active service partners, of which a third are women.

## Indra Nooyi, Former CEO of PepsiCo, on Nurturing Talent in Turbulent Times

Indra Nooyi has ideas for how the corporate world needs to evolve. HBR editor in chief Adi Ignatius sat down with the former CEO and chairman of PepsiCo to discuss the power of purpose in driving the strategy, triumphs, and setbacks she experienced as one of the few women running a Fortune 500 company, and how important leadership is for creating truly inclusive workplaces. She urges us to think about how to take care of all workers, at all phases of the supply chain, with a focus on paid leave, and reminds us not to forget essential workers in our discussions about the future of the workplace.



## FACTS

- 76% of job applications are discarded due to having an “unprofessional-looking” email address.
- Wearing blue is the color most likely to land you a new job.
- 78% of employees stick around for opportunities.
- Over half a million resumes are posted each week on Monster.com.
- 80% of small businesses use HR software.
- Over 90% of recruiters regularly check social media platforms to learn more about applicants.
- On average, 250 resumes are being sent for every corporate job offer
- 46% of new hires last less than 18 months in a new position.

# GLOBAL HR



## **Ireland begins gradual return to office with revised restrictions**

As Ireland loosens its pandemic restrictions, employers are adjusting to a partial return to the office and some changes in health and safety guidance. Many employees in Ireland are continuing to work from home at least part of the time, as they did when offices were closed. The new policy continues to encourage remote work but allows for a staggered return to the workplace.

## **Italy: Gender- Equality reporting and certification bill**

On Oct. 26, the Italian Senate Committee on employment and social security matters unanimously passed a bill that enhances and broadened gender-equality reporting obligations and introduced a public gender-equality certification. The legislature's lower chamber had passed the bill earlier, and it will become law after presidential declaration and subsequent publication on the Italian Official Gazette.

## **Apple to pay workers \$30M over bag security issue**

Apple Inc. will pay nearly US\$30m to settle a long-standing class action suit filed by some 15,000 US workers over the tech company's mandate to check employees' bags after workers clock out.

The settlement is in response to a policy that allegedly breached California law because it had subjected staff members to security checks outside of their work hours. The searches purportedly took as long as 45 minutes, post the workers' shift, in order to allow security personnel to go through the contents of workers' backpacks and purses and check for their own electronic devices.

"Treat your employees right, so they won't use your internet to search for a new job."

--Mark Zuckerberg

# HIS

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