

## EFI - CII Daily News

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### **Auto sector hiring may rise by 8-12% in FY19: Report**

The domestic auto industry is likely to witness 8-12 per cent year-on-year growth in hiring this financial year on robust sales, a report said. Majority of the hiring will happen in research and development (R&D), where the focus would be in the areas including design, engine and fuel, human resource solutions provider PeopleStrong said in the report. "Rebounding from last year's hiatus in hiring, the Indian auto industry is set to witness a revival in 2018-19. The industry will see an increase of about 8-12 per cent in hiring compared to last year," it said.

### **BAI plans 8-month internship to turn freshers industry-ready**

Builders Association of India has plans of conducting an eight-month internship programme for civil engineering freshers in order to make them industry ready. It has raised apprehensions over the lack of employability of engineering graduates passing out of college and has said that only five per cent of them possess the requisite skills. In an attempt to bridge the gap, BAI will start training programmes in all its 170 centres across the country. Although there are programmes available under the government, it has not addressed the issue completely.

### **Rise In Minimum Wages: Bombay HC Rules In Favour Of Cleaning Services Against Indian Railways**

In a writ petition filed by A2Z Cleaning Services seeking a revision in reimbursement given by the Indian Railways with regard to cleaning and housekeeping services provided by them, the Bombay High Court has ruled in favour of the petitioners. bench of Justice BR Gavai and Justice Bharati Dangre directed the respondents i.e., Union of India through Ministry of Railways and Ministry of Labour and Employment to reimburse A2Z for an increase in the cost of labour due to an increase in minimum wages notified by the Union of India.

### **Govt. promises industry-friendly measures**

Minister of Labour, Employment and Pollution Control Board M. Kandasamy on Thursday told the members of Confederation of Indian Industries – Puducherry that the government would extend its support to establishing more industries. Stating that Puducherry had been facing financial crunch, he said that Puducherry needed more investments from the

industries. “We might not be able to resolve all the issues faced by the government. But, we will definitely look into the labour-related issues and others that can be resolved. We will extend complete support for the industries,” he said in his keynote address. The representatives of CII stressed that industries need a special police control number for direct access in case of any untoward incident within the premises. This would enable prompt attention and help from the police.

#### **Indian workplaces are expecting to double automation by 2021: report**

Automation and machines have been helping humans accomplish tedious and difficult tasks for a while now. Speaking of the current industrial scenario in India, robots on automated assembly and manufacturing lines are being used extensively to save on time and labour costs. Currently, India uses 14% automation in its workplaces. This number is expected to double by the year 2021, primarily because of the extensive research in the field of robotics and AI-supported manufacturing processes. According to a survey by Willis Towers Watson on companies in India, the prediction is that workplace automation, including Artificial Intelligence and Robotics, is expected to double in the next three years. If the trend is to be believed, India will be using more automation than the global average by 2021.

#### **In corporate Japan, little movement on harassment policies - Reuters poll**

The survey results come after a top Japanese bureaucrat was toppled over a harassment scandal and amid a global #MeToo movement that has forced workplace sexual harassment into national focus. The Finance Ministry's Junichi Fukuda resigned last month after accusations he sexually harassed a female reporter. Fukuda denied the allegation, but the ministry later said he had harassed the reporter and docked his pay. Protests and fierce debate followed the scandal, with a Japanese cabinet minister calling for a law to strengthen relief and protection for victims of sexual harassment. Others hoped Japan might be at a turning point in attitudes towards harassment. It is difficult to accurately gauge how common sexual harassment is at Japanese companies. Lawyers and activists say victims are often wary of speaking out for fear of being blamed or damaging their career. But data points to the depth of the problem. More than 42 percent of women have experienced or witnessed harassment at work, according to a survey last year by Rengo, Japan's biggest trade union confederation.

#### **Employers Unprepared To Deal With Automation In India**

Automation in workplace, along with the use of artificial intelligence and robotics is expected to double in the next 3 years in India. However, only a few organisations and HR functions are totally prepared to address the change in requirements related to automation. According to a survey by broking and solutions company Willis Towers Watson, the India findings of the Global Future of Work Survey reveal that the extent of workplace automation in India in the next three years is expected to be more than the Global and APAC average. Companies in Asia Pacific expect automation to account for on average 23 percent of work being done in the next three years as compared to 13 percent today. In India, it is expected to rise from a current 14 percent to 27 percent in the next three years. However, contrary to the traditional outlook where automation was believed to replace humans to minimise costs, the study found that more than half the companies in India believe that automation will augment human performance and create new work, not replace it. While organisations in India expect the percentage of full-time employees to reduce from 85 percent to 78 percent in 3 years' time, they also anticipate using more contingent and part time workers. The survey also found that 33 percent companies in India today believe that automation enables a flexible deployment of work to other locations, compared to the APAC average of 39 percent.

