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Chairman's Message

Dear Members,

As we enter the 3rd quarter of the financial year 2015-16, the Indian economy looks to be gaining momentum and thereby the job market. Let us hope, the next 6 months brings in a better business climate and growth to all our members.

As I write this, we had our AGM conducted on September 26th, 2015 at Mumbai. While the attendance of more and more members would always be hoped for, the members present participated fully. The OB made a comprehensive presentation on the various activities and initiatives undertaken by the current EC, and the same was well-appreciated by all those present. We also had some members of the Chairman Council and Advisory Board present. All of this outlined the completion of the revival process of ERA, and now the execution phase has begun.

ERA was invited – and we participated in a consultation seminar organized by FICCI and ILO in Delhi, wherein there was participation from Ministries, Federation of Overseas Recruiters Association of India, and ISF – discussing on Legislation and Structure of the HR and Recruitment Industry in India. We hope to engage with them further on this initiative.

As announced during the AGM, our newly designed website is uploaded now. I am sure you all will find it informative and feature-rich. We hope to roll out the Recruiter Certification Programme Initiative first, in Delhi during this Quarter. The Loyalty Band Initiative is also set for its roll-out during the Quarter.

Our revised, Inclusive Membership categories are now open for subscription. While we offer Primary Membership to Recruitment firms, there are 4 more categories, which are:

1.) Corporate 2.) Institutional 3.) Partner 4.) Individual

In the Individual categories, we have:

1.) Recruiter Membership 2.) Student Membership 3.) HR Professionals

All of these and the value proposition are explained in detail on our website and I urge each of you to speak to prospective members from these categories for becoming ERA members and strengthen the fraternity and the cause. For any information or assistance required on membership, you may speak to or write to Ms. Priya Gholap – Manager, Membership & Alliance.

As communicated to all members through mail about the formation of the Chairman Search Committee headed by Mr. Prakash Kewalramani (Ethics Chair), and comprising of Mr. T. Sreedhar (Past Chairman), Mr. Marcel Parker (Member of the Advisory Board), and myself – its being formed. We hope to have our Chairman Elect for the term 2016 -2018 to be on board soon. Let me request each of you to come forward, participate, and make each of these initiatives and programmes at the chapter level a success.

I look forward to all of you being active participants of the revived ERA, encouraging inclusive growth and 'adding value', for the benefit of all members and the Recruitment fraternity at large.

Best Wishes,
C. M. Mathew



Greetings, dear Fellow ERA Members!

"Tolerance" or rather "Intolerance" seems to be the buzzword these days. It has particularly shaken our Nation in the past several days. Guess, even hiring managers have stopped telling us about how they need to urgently beef up their team!

That being the season – thought I will collate the thoughts of some of our prominent thinkers and great leaders and leave it to each of us to ruminate upon, in our own context.



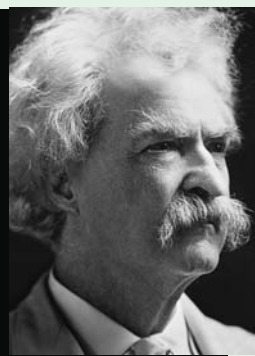
"If we are to have peace on earth... our loyalties must transcend our race, our tribe, our class, and our nation; and this means we must develop a world perspective."

- Martin Luther King Jr.



"It were not best that we should all think alike; it is difference of opinion that makes horse races."

- Mark Twain



"I do not want my house to be walled in on all sides and my windows to be stifled. I want all the cultures of all lands to be blown about my house as freely as possible."

- Mohandas K. Gandhi



"Tolerance is the first principle of community; it is the spirit which conserves the best that all men think."

- Helen Keller



You must have read about some of the interesting developments within ERA written by our Chairman. This issue covers Nisha Kapoor's take on how to recruit the right person for a job and her stab at the Humour column – I guess it is finally humour that helps us retain our sanity... 😊

Suhas Basakhetre has truly gone all out in sharing the wealth of experience and knowledge he has gained on Labour Laws – I am sure this is going to be a huge takeaway for all of us. We have Anju expanding on the necessity of doing things well than doing it all.

Members celebrating are Medi Recruiters and Cucumber Consultants – read on to know why?

Here's wishing you all the very best and a prosperous and peaceful Diwali!

Would be happy to hear from each of you!

All the best!

Parvathy Krishnan

CEO – Cucumber Consultants and Vice Chairperson – ERA
October, 2015

ERA Events

Some important events held during Q2 of FY 2015-16

Chapter	Date	Events and Meetings
Mumbai	11th July, 2015	'Monsoon Masti' – Senior's Day Out designed especially for company owners
Tamil Nadu	15th July, 2015	Chapter Meeting – Welcoming the new Co-Convenor; discussion of future events
Gujarat	24th July, 2015	Training programme on Communication Skills and Time Management for Recruiters
Mumbai	1st August, 2015	Training programme on Rapid Resume and CV Scanning techniques
Gujarat	14th August, 2015	Blood Donation Camp
Andhra Pradesh	21st August, 2015	Training with Mr. Ratnakar Nemani
North India	4th September, 2015	Chapter Meeting
Gujarat	3rd September, 2015	Chapter Meeting for discussion on holding a half-day seminar on 'Bridging the Employability Gap' – Season 2
Karnataka	10th September, 2015	Chapter Meeting

Photographs of some of the events conducted in Q-2 of FY 2015-16

Mumbai Chapter:

'Monsoon Masti' – Seniors Day Out

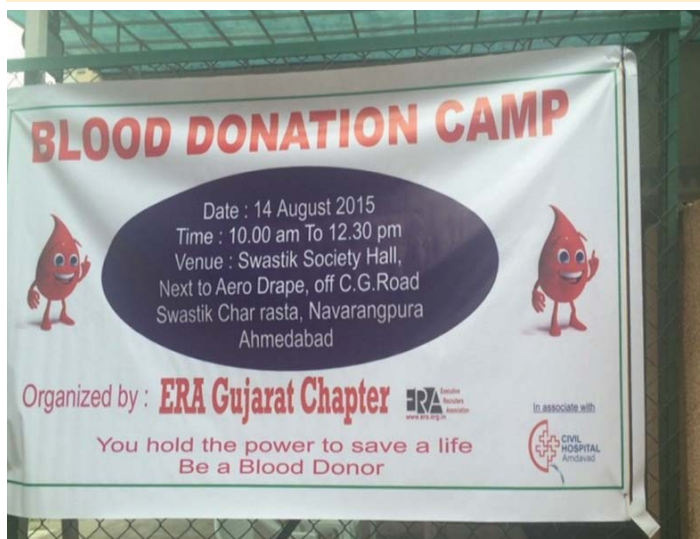


1st August, 2015 – Training Programme on Rapid Resume and CV Scanning techniques



Gujarat Chapter:

Blood Donation Camp



Andhra Pradesh Chapter:

21st August, 2015 – Training with Mr. Ratnakar Nemani



Members Section:

a) New members who joined/revived their membership:

Sl. No.	Chapter	Name of the Organization	CEO
1	Telangana	Metasoft Solutions Pvt. Ltd.	Mr. M Ramamohan
2	Gujarat Orbit	IT HR Solutions	Mr. Mihir Bajaji
3	North India	ABC Consultants Pvt. Ltd.	Mr. Shiv Agrawal

b) Members: Achievements, contributions and news



HOW TO RECRUIT THE RIGHT PERSON FOR THE JOB

Nisha Kapoor, Director – United HR Solutions Pvt. Ltd.

Put about 100 bricks in some particular order in a closed room with an open window. Then send 2 or 3 candidates into the room and close the door. Leave them alone and come back after 6 hours and then analyse the situation.

If they are counting the bricks...
Put them in the Accounts Department.

If they are recounting them...
Put them in Auditing.

If they have messed up the whole place with the bricks...
Put them in Engineering.

If they are arranging the bricks in some strange order...
Put them in Planning.

If they are throwing the bricks at each other...
Put them in Operations.

If they are sleeping...
Put them in Security.

If they have broken the bricks into pieces...
Put them in Information Technology.

If they are sitting idle...
Put them in Human Resources.

If they say they have tried different combinations, yet not a brick has been moved...
Put them in Sales.

If they have already left for the day...
Put them in Marketing.

If they are staring out of the window...
Put them on Strategic Planning.

And then the last but not least – if they are talking to each other and not a single brick has been moved...
Congratulate them and put them in Top Management!!!

On salary day, the boss asks an employee: "Why do you get rashes every time I give you the pay cheque?"

Employee: Boss, I am allergic to peanuts.

Some "Not so funny" answers from candidates:

You have excitedly shared with a candidate about his selection by your client. With bated breath, you are expecting a YES (excited or otherwise). However, this three-letter word "YES" is the most uncommon word in the Recruitment industry. Instead you get to hear some "Not so funny" replies like:

- 1.) "Can I just think a little more about it?"
- 2.) "I just got a counter/better offer this morning."
- 3.) "Oh, the offer is GOOD, but I need to check with my wife."
- 4.) "I'll call you back in some time – 'pucca'/promise."

On the other hand when you call a client for feedback after the interviews, some funny answers from them are:

- 1.) "The job is now ON HOLD."
- 2.) "Your candidate is perfect... Anyone else?"
- 3.) "Hiring freeze ordered by HO!"
- 4.) "Position filled by Internal Placement."



Labour Laws

Mr. Suhas Basakhetre

MD – Prompt Personnel Consultancy Services Pvt. Ltd.

At the outset I must say that I am delighted to write this column and the credit goes to the Vice Chairperson, Ms. Parvati Krishnan, who inspired me to put my knowledge and experience into words. I am privileged to avail this opportunity and overcome my initial hesitation. My humble efforts have finally culminated into this first article of mine. I would love to share the quote by Mahatma Gandhi, who said that: "People often hesitate to make a beginning because they feel that the objective may not be achieved in its entirety. This attitude of mind is precisely our greatest obstacle and only if we think, it can be cleared away." Somewhere one has to start, and small beginnings can lead to bigger gains in life.

I have finally taken the plunge and decided to pen down my thoughts about one of the most relevant topics of discussion in Human Resource Management, that is, the Labour Laws. Through this column, I will be sharing with you the most important changes that are taking place in Labour Laws in India. I hope that my readers would consider my column as an important resource for updates in Labour Laws in the future.

Labour Laws in India are very complex and are undergoing changes rapidly due to changing business contexts, in the light of the forever evolving reach of information technology. And, with India becoming Global-centric, it is indeed crucial to remain updated about the changing equations and new implementations in the arena of Labour Laws.

Keeping this in mind, I have planned to share a minimum of three to four updates through this column. Instead of describing the lengthy texts, I have chosen to give you a brief note on it with a link for more details. Interested members may click the link and download the entire update. This will help me in keeping my write-up concise. In this, my first ever article, I am sharing some very interesting updates about the Provident Fund Act with you. In a nutshell these are:

- EPFO raises Maximum Insurance Cover to Rs. 6 lakhs
- Employer could claim 10% refund of PF administrative charges
- EPFO unveils mobile app, handset-based services

The ramifications of the above changes can be explained to the people of your organisation by you, so that they are aware. And, your establishment can implement and take advantage of these laws. I will keep updating you all about the Labour Laws through this newsletter in fewer and relevant words, so that you can use these nuggets of information and keep yourself updated.

EPFO raises Maximum Insurance Cover to Rs. 6 lakhs

"In a major decision, the Central Board of Trustees under the chairmanship of Bandaru Dattatreya, Union Minister for Labour & Employment enhanced the benefits under the Employees Deposit Linked Scheme 1976 admissible to dependents of EPF members from the present maximum of Rs. 3,60,000 to Rs. 600,000. This will benefit 4 crore EPF contributing members," said a press statement from the Union Labour Ministry. The release mentioned last year that the government paid around Rs. 180 crores to about 30,000 beneficiaries.

One year continuous service to be removed

In another major relief, the trustees also decided to remove the condition of continuous employment of one year under current employer before being eligible for benefits. At present, only a subscriber who has worked for one year continuously in the same organization is eligible for the cover. The nominee of the subscriber gets 20 times of average wage drawn during the past 12 months with 20% on it. This means, on a wage ceiling of Rs. 15,000 every month, the maximum amount assured works out to be Rs. 3.6 lakhs.

Employer can claim 10% refund of administrative charges

For instance, an employer can claim 10% refund of administrative charges paid during the quarter if the establishment provides Aadhar card details of 80% employees, bank details of all the employees and PAN card details wherever applicable. This will become operational from October 1 for one year.

EPFO unveils mobile app, handset-based services

The three new mobile-based services meant for EPF members are a mobile application, SMS-based Universal Account Number activation and a Missed Call service.

Once the new mobile application from the EPFO website is downloaded, the members would be able to activate their UAN accounts from their mobile phones and can also view their accounts to check monthly credits and details available with EPFO.

Similarly, EPF pensioners have been given an option to view their pension disbursement details through this mobile app. Likewise, the employer can also view remittance details.

A new SMS-based UAN activation service has also been launched, which enables members to activate their accounts by sending an SMS to 7738299899. Once the UAN is activated, the member becomes eligible for all services under the program, such as credit alerts, passbooks, and the like. This new service is helpful mainly to those members who may not have easy access to computers or smart phones.

EPFO already has in place a Short SMS service which helps members get their details along with contribution and PF balance through an SMS to 7738299899. As an extension to this service, a Missed Call at 011-22901406 – at no cost to the member – will fetch the user all the required details. As this facility is available only to UAN members, the activation is expected to pick up.



You needn't 'do it all'. Just 'do it well'!

By Ms. Anju Rakesh, Research Consultant, FLEXI Careers India

"I have never met a woman, or man, who stated emphatically, "Yes, I have it all." Because no matter what any of us has – and how much grateful we are for what we have – no one has it all."

– Sheryl Sandberg, COO, FaceBook

I am speaking to the quintessential Indian Woman Professional, here. Let us call her Sita. She is in her thirties, has a promising corporate career, has a beautiful family to go home to... her life is definitely upbeat or so it seems. A closer look at the reality tells us that every passing day she wakes up hoping to find that one perfect solution to do it all – to be the perfectionist at work she aspires to be and to be there for her family when she truly wants to. The client meetings she can't afford to miss if she were to stay on in the rat race to professional glory beckons her when she is at her son's soccer practice. That promotional transfer she really cannot accept when she wants to be around for her aged parents disappoints her, albeit slightly. Sounds familiar, haan... I bet it does!

The infamous double burden that weighs many a woman professional down to an extent that 48% of urban India's women abort their careers midway qualifies as the biggest threat to an average woman's career journey. In survey after survey it is found that work-life balance is something most professional women aspire to. So, how does one strike that picture-perfect balance? Isn't there at least one right way of 'Doing it all' that women can emulate? The answer, my dear Sitas out there reading this piece, is sadly a 'No' or rather not a definitive 'Yes'.

But yes, wait before you sigh and say: "I knew this," and drown yourself in another day of routines. There are ways to battle the juggling pressure well, to enable your career

as you integrate it with your life, and to prosper in your career – aligning your growth with that of your organisation. How these can be achieved would be what I would be sharing with you, soon!

This is no secret formula to a magic concoction that you could gulp down every morning, and ta da, you find yourself 'doing it all' in the course of the day. These are indeed a few self-help tips that when practiced in customised combinations, depending on the life and career stage you are in, can help you navigate the rough waters, sustain your career during testing times, and probably break the notorious glass ceiling and knock your way into the boardrooms. Here you go:

1. Keep honing your skills

Have there been skills that you have been waiting to pick up? Do not hesitate any longer. Plunge yourself to the cause of finding your way to this skill, use your contacts, crawl the web and most importantly start mastering it. It could be a technical certification programme or a soft skill development one. You could be currently working or on a career break. Either ways, you are playing your cards smartly!

2. Read and stay abreast

Sometimes in the mundanity of everyday life, professionals especially women find it difficult to catch up with the

happenings in the world outside theirs. There is food to be cooked, laundry to be done, vessels to be washed, and the never-ending list goes on. You really don't have the time to follow world events. Pause and give it a second thought. They say, if you can you can, if you can't you can't. Exploit the digital revolution – use your smart phone to keep pace. Trust me, the feeling of staying informed gives you a high that boosts your self-esteem immensely!

3. Delegate parts of the 3Cs – cooking, cleaning, and caring

Wifehood and motherhood brings with it a baggage of responsibilities that no matter what, women will continue to shoulder in the years to come. Being a senior manager at an MNC does not exactly exempt you from the societal expectation of the 3Cs. Here, my dear ladies of India, you are lucky to have something that most of your western counterparts do not enjoy. If family is around, ask them. Hire help, otherwise.

4. Take care of yourself

Enough has been said about the ideal Indian woman and her duty of caregiving towards her family. I know many such women who are not forced into doing it but are more than happy to do it. They are professionals with enviable track records at laudable corporate positions who value the essence of being born a woman – the nurturer. If you

are such a woman, I am indeed happy for you. But you cannot afford to ignore yourself – your health, your sensibilities, and your persona. The humungous effort you put in to integrate work and life might simply not be worth it if at the end of the day, you aren't hale and hearty. Alongside career-sustainment and family care, it is important to nurture and even pamper yourself once in a while. Forget not, you are precious!

And, here's the last and perhaps the most important...

5. Learn to network and stay networked

Research shows that women find it easier than men to confide in their friends and seek support. Well, why not exploit this then? In this day and age when all it requires of you to connect to your peers is a smart phone and a couple of apps, stay networked. In professional circles or personal ones, remember to make your presence felt. Be intentional about staying networked!!

I know, a bulletised list might not exactly be your idea of solving the mystery to a perfect career path. But remember, the right intention is the key to success – professional and personal. Go ahead, pick the schemes that resonate with you, some of which you might already be doing. Chart your career and your life 'intentionally'. Here's me wishing you luck in all your future endeavours!



New wing of MediRecruiters Inaugurated!!!

Dr. Shilpa Totala, CEO – MediRecruiters

On 13th September, Sunday, the new wing of MediRecruiters (Doctors & Healthcare Recruitment Consultant) was inaugurated by the able hands of the CEO of MGM Hospital and Research Centre – Dr. Pravin Suryawanshi.



"MediRecruiters" is the first Recruitment consultancy which is directed by a consultant doctor – Dr. Shilpa Totala and is working at a national level. It is specialized for recruiting doctors and healthcare personnel. In 4 years, we have placed more than 200 plus doctors in various locations of India.

Dr. Vilas Magarkar, Dr. Ramakant Bembde, Nilesh Surana, Kavita Magarkar, Dr. Jagannath Dixit, Dr. Kartik Raman, Dr. Ganesh Kulkarni, Vinay Deo, and Dr. Sameer Joshi were the guests of honour and were taken care of well by Dr. Shilpa Totala and Dr. Vinod Totala.

Cucumber Consultants has proudly celebrated its 15th anniversary on 15th September, 2015!

Team Cucumber Consultants

Fifteen years is surely not a very short time... even though whenever we think about days that we specifically celebrate, we keep telling ourselves that it is as good as any other day, and any other day is as good as the 'special' days. Guess, there is some kind of magical feeling that surfaces in one... a time to ponder a wee bit on the past and future... on good and bad... on happy and sad.... on sources of joy and irritation... and of course, we move on.

We realize, every day, that our success is dependent on our clients' success, and we wish to thank all our clients and well-wishers who have been with us as we celebrate our 15-year anniversary.

We also wish to bring to your attention that we have launched a series of initiatives under **Candidate Assistance Programs**.

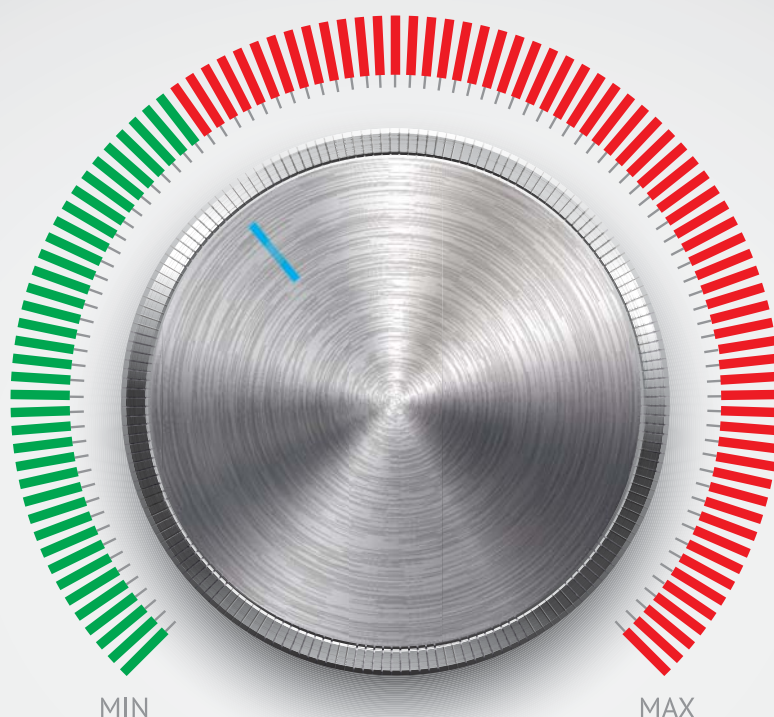
Having celebrated our **15th Anniversary**, we are excitedly giving more structure to the various kinds of 'Support' that we have given to over 2 million people over the years.

We offer Consulting services to individuals on the following:

- Career – Taking stock
- Attending an interview (in person)
- Attending an interview (Videoconferencing/Skype)
- Attending an interview (Telephone)
- Enhancing the resume
- Bagging that first job
- How to effectively use Recruitment consultants in your job search
- Exploring Recruitment as a career of choice.

We are happy and proud to be with Cucumber Consultants and looking forward to the next 15 years!





HAPPY NOISE-FREE DIWALI!

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