

SMILE AND CARE

(YOUR NEWSLETTER FROM CGAS)

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INSTILLING HUMANITY IN HUMAN RESOURCE PROCESSES

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Congratulations and Cheers to our readers as we enter the new year 2021 after de-dusting all our sorrows, ill health, mental stress and economic disruptions for many of us in 2020. Let's get ready to groom ourselves and our businesses like a princess with decorated pure white gown from heaven. This is possible only if we are able to instill the feeling of "Humanity" into our HR Processes. We need to remember the learning nature gave us and not fall back into our old practices. So, I took upon myself to share with our readers here some of the developments we have seen in the last few months. We invite an open discussion on the same.

"Charity Begins at Home". So, let us review your own health status, especially as top executives and entrepreneurs. We, who have survived the storm so far are into our second innings irrespective of our age group. It is important that we take a pledge to protect this gift from the God. No economic recovery or reaching or exceeding the figures of pre-COVID times can be more important than your life. This would trigger a process of focus on health and well-being for our workforce.

Another important opportunity is to restructure your management systems and practices (not certifications) to gear up for investments. This requires shifting the objective of Environment, Health, Safety and compliance from regulatory compliance to Business growth and making the company ready for

Environment and Social Governance (ESG) funds and proactively anticipate the expectation of new customers we want to acquire. A few incidents last month ie in Dec 2020 indicate that how some of the companies are not ready for the major investors and buyers. Many of the companies still feel Green House Gas (GHG) and Sustainability Development Goals (SDGs) and contractor welfare are agenda items for larger companies. We need to shift the mind-set from being a Small and Medium Enterprises (SMEs) looking for Government support to governance mechanisms looking for investments.

The next point I would like to urge is to instill a soul into your processes. Without the smile and purity of intentions, procedures will become pure white gowns being worn by sad people mourning over the death of values or worse a shroud over the contract workers who were not paid wages and celebrating the reversing of some Government orders over the same.

While estimating the cost of compliance at one of the organizations, we found that if overtime is paid at double the rate by this organization for the full day, it equals to the price of one piece of product that they produce. I am not sure if this is the margin and method of profitability that we want to work with or we can do these savings by more positive approaches.

Also, the multinational companies that are investing millions of dollars into EHS Due Diligence and dumping the reports in many cases after the deals are finalized are wasting colossal resources. The lack of sharing of information by local units at which this was done deprives the units of vital information. Better utilization of these resources can be directed for the betterment of living conditions. Let us make our processes and places more Humane.

Views expressed here are of the Managing Director of Corporate Governance Advisory Services. He can be reached for any clarifications at ajay@corpgov-advisory.com

*Just like we need a unified national response to Covid-19, we need a unified national response to climate change. We need to meet the moment with the urgency it demands, as we would during any national emergency - **Joe Biden***

RECENT UPDATES

CGAS continues its expansion into foray into new geographies. Having delivered services in India, Japan, South Korea, Taiwan and Saudi Arabia, CGAS team lead delivered the audit for Responsible Care RC 14001, an emerging tool for chemical and mineral industry in Qatar on behalf of a certification body.

CGAS Team Lead, Ajay Sachdeva, also delivered Environment and Social Governance (ESG) Assessment for a confidential client across multiple facilities in India.

LEARNING OF THE MONTH

Sangeetha Robinson
Sustainability & Inclusion
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Crying need for Safe spaces for People with Disabilities and Old Age

While driving down a road in the heart of New Delhi, I saw a pile of electric cables next to a deep ditch dug on the pavement right next to a bus stop designed to be accessible. That got me wondering about how a person on a wheelchair, disembarking from one of the few low-floor buses we have in the capital city; would be able to get off that pavement! This is just one example of the lack of safety considerations particularly with respect to people with disabilities and elderly in our country. There are, I can assure you, a multitude of others.

The Harmonized Guidelines and Space Standards for Barrier-free Built Environment for People with Disabilities and Elderly Persons' were released in 2016

by Ministry of Urban Development, Government of India. These guidelines cover various aspects of built spaces including Anthropometrics (measurement of the human individual) and Paleoanthropology (understanding human physical variation) in this case for people with varied and often limited abilities.

In addition, the guidelines cover universal design elements within building premises, level changes, fire evacuation needs, alighting and boarding areas, transport and road planning, adapted housing etc.

On looking around us, we realize there is a lot to be desired in India, when it comes to mobility of People with Disabilities and the elderly and even more so with regard to their safety. Since this section of society is extremely vulnerable, it is of utmost importance that their safety concerns be seen through a separate lens. The Harmonized Guidelines, if followed in letter and spirit address most of the concerns.

The author is an Accessibility & Inclusion Consultant and is engaged with PVR to make Cinemas accessible and inclusive.

Views expressed here are of the Author and do not reflect official opinion and/or endorsement by Corporate Governance Advisory Services. She can be reached for any clarifications at sangeeta.robinson@gmail.com

ENGAGEMENT OPPORTUNITIES

VIRTUAL TRAINING ON EHS AUDITS BEYOND ISO

Have you ever been able to bring a smile to somebody's face as an auditor?

23 January 2021, Saturday, 3 pm to 4:30 pm. [Click here for registration: EHS Audits Beyond ISO](#)

After encouraging participation from people from various countries like India, Singapore, and Kuwait and with the confirmation for current program for participants from Vietnam, organizations and individuals who want to improve their Adaptability Quotient in these changing times, CGAS is bringing to you again the opportunity to learn on how to take EHS Audits and Audit skills beyond ISO standards. These include auditing for Responsible Care RC 14001, Due Diligence and ESG and Sustainability Excellence.

Smile News

On This Unique Platform, 7000 Doctors Give Free COVID-19 Consultations in 33 Languages [Project Stepone Volunteer network](#)

Care News

Kerala P.E. teacher's personal home visits cheer students [Helping hand to those stressed out mentally.](#)

EHS News

Indian states, power plants with poor ash utilisation must act now [Clearing huge ash back logs](#)

EDITORIAL DESK



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MESSAGE

Warm greetings from CGAS team on the beginning of 2021. We hope this new year brings good health, happiness, and cheers to all the people around the world. We will continue our endeavor to spread Smiles across our readers, spread positivity and knowledge in our core domain. CGAS Team will be pleased to receive your feedback.



CORPORATE GOVERNANCE ADVISORY SERVICES

To Make "Smile and Care" a Key Enabler in the global arena of Corporate Governance

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