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Dear Colleagues,



“Do not go where the path may lead, go instead where there is no path and leave a trail.” — Ralph Waldo Emerson

The new financial year with whole new possibilities has just started. Going by the various reports published by leading research houses India, in general, is optimistic about 2017-18 in many ways. Businesses are realigning their strategies to meet new challenges, competition, rising cost, changing consumer behavior and demand pattern. According to a latest report published by the World Bank, India will remain the fastest growing economy by a robust 7.8 percent and will continue to grow at 7.9 percent in next 2 years. Central government's economic survey 2016 and union budget also mirrors the same growth story. Implementation of GST is seen as a major driving force for Indian economy in 2017-18.

In a recent research by government, it is found that inter-state labour mobility is significantly higher than previous estimates. It also points out that migration for work and education is accelerating and language does not seem to be a demonstrable barrier to the flow of people. This is exciting news for the industry since it shows the willingness of the people to cross the borders if they can be provided with exciting growth opportunities. This calls upon immediate attention to boost the production output, scale up exports, encourage service sector and facilitate modernization in agriculture to create more jobs. Government has maintained a balanced focus on 'Make in India' as well as 'Skill India' initiatives. The challenge of creating the jobs in India could be seen as a challenge of creating more formal sector jobs which also guarantee workers protection. Identification of key job roles and relevant skill development based on industry inputs will be the differentiator in adding more jobs in formal sectors than in informal sectors. At the same time we cannot ignore those working in the informal sector which still caters to more than 80% jobs in India. Skilling will connect supply with demand, set

expectations around wages and service standards for those in informal sector. Reaching out to them, building an ecosystem to improve their livelihood, connecting them with potential employers should be the focus area in this financial year.

This brings back the focus on the need to accelerate both the government and its training partners' efforts in bridging gaps in educational outcomes, implementation of quality skill development projects. The policy changes made by the newly elected state governments towards skilling initiatives to facilitate the growing skilled manpower demand from the industry are also encouraging.

Wish you a great and productive financial year 2017-18 ahead.

Happy Learning!

Divya Jain
Founder & CEO

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Skates Give Indian Factory Workers True Mobility of Labor



The process of production requires continuous innovation, by introducing such tools and machines that would not only increase the productivity and efficiency per worker as well as overall, but also make the work less tiresome, safer and more entertaining. The introduction of roller skates in textile mills is one such machine.

The use of rolling skates, rather than foot, by textile factory workers, has completely revolutionized the definition of rolling production lines. The speed of work has progressed and the productivity has increased many times. Before this, the workers got exhausted by the end of the day due to the continuous movement throughout the length of 150 feet loom or spinning frame. However, now, the workers glide around without much effort. Thus, they don't get fatigued by the end of the shift and even find the work a fun.

With roller skate, one worker can operate a 120 feet to 150 feet spinning frame with 1,000 needles, a work that required normally 2 workers on the foot, for weaving cotton fibers into yarn. Thus, the productivity per worker has increased and this has resulted in

the overall increase in the productivity.

Keeping all the benefits of roller skates in mind, around 2000 factory workers at KPR Mill, Coimbatore, have been given training on using roller skates at work and this is now increasingly becoming an industry standard.

What started as a novel trial some years back has now spread quickly, as more and more number of factories are introducing skates for improving the speed of work as well as making the work a fun.

As this low tech gear is without stopper brakes, women workers at Precott Mills are strapped around the waist and attached by ropes to pulleys with wheels on them that run across the ceiling. This ensures safety of workers at workplace from accidents. This is a welcome step to avoid the factory from being labeled as 'hazardous'.

The training of women to skate has become a cottage industry for Pavis Parmananthan, who operates 'Pavis Skating Training Centre at Coimbatore'. Thus, this has resulted in the growth of more avenues of employment and enterprise.

The biggest challenge according to Mr. Parmananthan is to train rural women who are shy and hesitate a lot initially to learn skating. However, with a proper counseling their initial hesitation can be overcome.

Annam Sankaralingam, one of the workers at KPR Mills at Coimbatore, feels working with roller skates as half playing and half working. The energy level of the employees is boosted by the movement and an otherwise monotonous work becomes an entertainment with roller skates. Thus, the employees feel motivated as they are able to give more output without getting tired.

Thus, this is a revolution, as the output and efficiency have increased of each worker and this has resulted in the overall increase of output and efficiency. Apart from this, the workers are not required to put a lot of physical efforts and get tired. Above all, the machine has provisions to prevent against accidents.

In short, roller skates have completely changed the operations in textile factories in terms of production, efficiency, involvement and safety of workers for betterment.

Building a Positive Workplace Culture

A workplace culture is the collective views, ideas and practices of all the employees in a workplace and as such it has a great influence on the interactions, relationships and the activities in an organization.

A positive culture at the workplace will enhance the output of employees, which will result in the increased overall output. Further, a positive workplace culture also has the potential of attracting and retaining skilled and talented workforce.

The Importance of Good Leadership

The importance of every employee has his role in the creation of positive workplace culture, the words and actions of leaders and team managers are of immense importance, if they:

- Reinforce positive behavior through clear and consistent interaction and communication.
- Behave in a way they expect from others.
- Tackle the issues immediately that may undermine positive culture.
- Give recognition and appreciation to team and individuals on their success.

Getting the Right Workplace Fit

For the creation of positive work environment, the leaders need to understand the differences in the views, values and personalities of their subordinates and how these individual differences can be aligned with those of the other employees and the business. This understanding can result in the creation of a workplace fit. In such an environment, employees will experience:

- More job satisfaction and closer identification with the aims and objectives of the business.

- Stronger loyalty, commitment and performance and lower absenteeism.

Building Employee Engagement

Employee engagement depends on the opinion of employees about the nature of job, their colleagues, position of the business and the direction towards which it is moving.

If the employees are full engaged they will play an important part in enhancing the work, interest and reputation of business.

A sound workplace culture can be build by businesses through:

- Reinforcing the value of work done by people through regular and positive communication like feedbacks and regular meetings and taking the actions on reasonable feedbacks.
- Supporting and empowering the employees with all the required tools, resources and training for their professional growth and welfare.
- Recognizing and rewarding the employees giving extraordinary results.

The Significance of Teams

Businesses generally work in teams; by bringing together people with diverse experiences, skills and temperaments through good management techniques; to take benefits of combined skills and experiences and to get the work done faster and efficiently.

Teamwork is very important in building trust, confidence and unity and generates a positive workplace culture through providing clear direction, set targets and objectives and work delegation.

Thus; through proper leadership, right workplace fit, employee engagement and channelized team work; proper workplace culture can be build.

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New Institutional Connects

MoU signed with Teerthankar Mahaveer University (TMU)

MoU signed with IIM Kashipur

Festival Greetings

Mahavir Jayanti 9 April	Baisakhi 13 April	Good Friday 14 April	Easter 16 April
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Quote of the Month:

Put your heart, mind, and soul into even your smallest acts. This is the secret of success. – Swami Sivananda