

India Inc: Sandwich leave no more restricted to public holidays

Namrata.Singh@timesgroup.com

Mumbai: There is now a growing trend of employees taking sandwich leave throughout the year, especially to travel on a holiday, said Genius Consultants CMD Rajendra Prasad Yadav. "The trend is not restricted to public holidays alone. Employees are taking sandwich leave all through the year. The fact that even the younger employees are taking such leave to travel augurs well for the economy. We have allowed our employees to take such leave but have also ensured that the business continuity does not get affected," said Yadav.

Mahindra Lifespaces and Kellogg India are among the organisations that have given an additional holiday on Tuesday. In fact, Kellogg India's Taloja factory will also remain shut for four days, starting Saturday. Kriti Sharma, chief people officer, Mahindra Lifespaces, said, "The pandemic taught us many things. While we did a lot for employees' health and well-being during Covid, we did not want to announce a policy that we could not sustain. Our leave policy did not change. But we are very conscious of giving longer weekends to employees wherever possible. Since Diwali is coming on a Monday and Bhai Dooj is on Wednesday which is an optional off for us, we decided to give an off on Tuesday as well."

A marketing communications person said although Tuesday is not a holiday for them, many employees take an off to have a longer stay away from work.

On the other hand, many would also be working overtime during these festive days—a time when consumers

“ We encourage people to take time off more frequently. We don't want burnout because work-life balance has been a very important part of our value proposition

Ameya Sane |
HR DIRECTOR, CIMPRESS INDIA

les rise extraordinarily.

While most of the time, any kind of leave requires an approval from a senior manager, at Cimpres India, employees can take leave without formal prior permission. Ameya Sane, HR director, Cimpres India, said, "We are, structurally and culturally, a decentralised organisation. Additionally, we are a distributed workforce spread across countries and time zones, operating in a 'remote-first' environment. We manage this complexity by keeping flexibility and autonomy as the foundation to our culture, built by trust. We realised that an approval for leave in the system is just a formality and it adds up to a redundant task. In practice, employees do align with managers and relevant team members to take their leaves. Additionally, the systems also ensure that the leaves are visible to everyone in the team. However, there is no formal approval required in any system or app."

Sane said in the past two-and-a-half years, he has not encountered any employee relations issue arising because of this. "...All our 2,000-plus employees are working remotely—and we want employees to pay enough attention to their personal life and well-being and our belief is that's what really makes them high-committed."

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