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HUL to Upskill All Employees by 2025 to Make them Future Ready

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HUL Gears Up for Future-fit, Inclusive Workforce by 2025

Move part of parent Unilever's initiative, which will also focus on raising living standards across its value chain

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New Delhi: Hindustan Unilever, the country's largest FMCG company, will reskill or upskill all its employees for future-fit skillsets by 2025, increase inclusivity and raise living standards across value chain as part of a global initiative of its parent Unilever.

HUL has 21,000 plus employees, including 12,000 blue-collar workers, across its 31 company-owned factories and 15 offices.

The global initiative, to be announced on Thursday, has three priority areas – raising living standards across its value chain, creating opportunities through inclusivity, and preparing people for the future of work – and includes a wide-ranging set of commitments and actions to help build a more equitable and inclusive society.

India will be playing an important role in helping Unilever globally achieve its commitments because the initiative is very relevant to In-

New Social Order

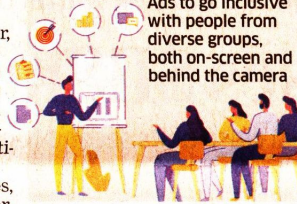
HUL CHARTS OUT A NEW WORK ECOSYSTEM THAT AIMS TO

Raise the living standards across the value chain

Create opportunities through diversity and inclusion

Prepare people for the future of work, which is evolving and changing at a very rapid pace

Ads to go inclusive with people from diverse groups, both on-screen and behind the camera



dia, HUL chairman and managing director Sanjiv Mehta told ET.

The global Unilever commitments include ensuring that everyone who are directly involved in providing goods and services to the company earns at least a living wage or income by 2030; spending €2 billion annually with suppliers owned and managed by people from under-represented groups such as women and differently-abled people by 2025; pioneering new employment models for its employees; and equipping 10 million young people with essen-

tial skills to prepare them for job opportunities by 2030.

“Building a sustainable business for us is extremely important, and we have always believed in the multi-stakeholder model. We are making these decisive commitments to make the world a more equitable and inclusive place,” Mehta said.

With Covid-19 pandemic accelerating the hybrid work models, HUL expects to see greater adoption and demand for new flexible formats of work. “The world is changing with technology, automation, with 4.0 industrial revolution, and this has got accentuated in the last one year. We will be putting in a lot of efforts to make our employees future-ready by 2025. We will pioneer new employment models and provide our people with flexible employment options, by 2030,” Mehta added.

HUL had become the first company in India to launch a formal gender-neutral domestic abuse support policy this year. It is now putting in place new equity, diversity and inclusion strategy.

The company aims to remove barriers and biases in recruitment, and establish leadership accountability. Unilever has already achieved gender balance across its management globally. In India, the gender balance in managerial roles has risen from 18% in 2010 to 42% in 2020.