Our practices ensure that the interests of the company and the dictates of labour law are complied with, without compromising the healthcare issues of our female employees. It is essential to give a brief background here.

From day one, it was clear to us that we would not waste our human resources on the graveyard shift. This is especially important as 99% of

our managers and 38% of their workforce are managed by women who are also mothers re-joining the workforce. When we started this, the word ‘Second Innings’ was not even coined.

We exhibited empathy for our team and ensured that their sleeping time was not compromised. This stands in stark contrast to so many business process organisations that routinely work night shifts year-round, putting the health of

their employees at risk of an early burnout. Basiz is one of the few companies that opted out of this line despite the obvious financial benefit. With diligent planning and well-trained staff, we service our clients from early morning to early night, thus covering all major time zones.

During peak work requirements, which typically last a few weeks, we operate a double-shift office, but never a night shift. We try to schedule work plans such that female employees work during the day,, thus helping them to attend to their family responsibilities too. This also helps in keeping their work-life balance on track.