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एक्सएलआरआई के प्रोफेसर ने विकसित की तकनीक

अब मोबाइल पर मिलेगी कोरोना रिपोर्ट, जिला प्रशासन के साथ मिलकर मुफ्त में दे रहे सेवा

अमिता तिवारी • जमशेदपुर

क्सएलआरआई-जेवियर स्कूल ऑफ मैनेजमेंट के प्रोफेसर गिरिधर रामचंद्र ने जमशेदपुर के लोगों को बड़ी राहत दी है। उन्होंने ऐसी तकनीक विकसित की है, जिससे अब लोगों को अस्पताल या फिर जिला सर्विलांस विभाग के चक्कर नहीं लगाने पड़ेंगे।

लैब से रिपोर्ट आते ही संबंधित व्यक्ति के मोबाइल पर एसएमएस के माध्यम से सूचना चली जाएगी कि रिपोर्ट पॉजिटिव है या निगेटिव। इसके लिए प्रोफेसर ने कोई शुल्क नहीं लिया है, बल्कि टेस्ट केयर एसएमएस

अलर्ट सिस्टम विकसित करने में अपना पैसा लगाया है। बुधवार से यह सिस्टम पूर्वी सिंहभूम जिले में व्यवस्थित ढंग से काम करने लगेगा। खास बात यह है कि गिरिधर रामचंद्र बीते तीन माह से जिला परिवहन विभाग को मुफ्त में अपनी सेवा दे रहे थे।

कोरोना महामारी से लड़ाई में जिला प्रशासन का सहयोग करने के लिए उन्होंने उपायुक्त से आग्रह किया था। उपायुक्त ने उनका आवेदन स्वीकार करते हुए जिला सर्विलांस विभाग में उनको बड़ी जिम्मेवारी सौंपी, जिसे वह भलीभांति निभा रहे हैं।

आसानी से मिल जाएगी रिपोर्ट

प्रोफेसर गिरिधर रामचंद्र ने बताया कि बीते तीन माह में मैंने महसूस किया कि लोग नमूना देने के बाद काफी घबराए हुए होते हैं कि उनकी जांच रिपोर्ट पॉजिटिव आएगी या निगेटिव। इसके कारण वे बार-बार अस्पताल, लैब या जिला सर्विलांस विभाग का चक्कर लगाते रहते हैं। यदि रिपोर्ट नहीं मिली तो वह परेशान होते हैं। साथ ही चिड़चिड़ा भी जाते हैं। इसे देखते हुए मेरे मन में एक विचार आया कि क्यों न एक ऐसा सिस्टम विकसित किया जाए कि इन लोगों को यहां आने की

जरूरत ही नहीं पड़े। उन्हें घर पर ही रिपोर्ट आसानी से उपलब्ध हो जाए। इसके बाद मैंने उसपर काम करना शुरू किया और सफलता मिल गई। दरअसल, हमारे पास नमूना देने वाले का नाम, पता, फोन नंबर सहित अन्य जानकारी उपलब्ध रहती है। अब एक आइडी जेनरेट किया गया है जिसके माध्यम से लोगों को उनके मोबाइल नंबर पर मैसेज भेजा जा रहा है। उन्होंने कहा कि इसे राज्यभर में लागू किया जा सकता है।

कोरोना जैसी

महामारी से निपटने के लिए सबका योगदान जरूरी है। मैं भी इसी उद्देश्य के साथ जुड़ा। मैं तीन माह से सर्विलांस सिस्टम का काम देख रहा हूँ। इस दौरान रिपोर्ट लेने के लिए काफी भीड़ होती थी। अब रिपोर्ट लेने के लिए भीड़ नहीं लगेगी। उनके मोबाइल पर रिपोर्ट चली जाएगी।

गिरिधर रामचंद्र, प्रोफेसर, एक्सएलआरआई।



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Formalise Conditions, Pay of ASHA Workers: House Panel on Labour

Panel seeks to include
9 ILO components like
maternity, medical
care benefits



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New Delhi: The parliamentary standing committee on labour has said that the work of ASHA and Anganwadi workers must be formalised, their wages made specific and they should not be treated as honorary workers. Hundreds of ASHA workers have been on the frontline of Covid-19 related screening and contact tracing and have held protests in several states recently about underpayment and lack of medical protection.

The labour committee led by BJD MP Bhartruhari Mahatab also recommended expanding definition of social security for workers to cover nine components suggested by the International Labour Organisation, including unemployment, maternity, old-age benefits and medical care and to expand the definition of employees to include Anganwadi and ASHA workers.

It also said unorganised workers must include gig, freelance, agricultural and platform workers and the definition of gig worker be made specific to avoid misinterpretation.

A platform of workers under schemes such as Anganwadi, ASHA and national health mission had given a call for a two-day nationwide strike demanding safety insurance, risk allowance and fixed wages. ASHA workers in Bihar, Karnataka and Maharashtra have been protesting for the last few days citing delayed payment, pending dues of promised incentives, despite undertaking the risk of going to Covid-19 hotspots.

People in ASHA are paid incentives for health activity such as immunisation, taking pregnancy women to hospitals, routine checks of people. The workers are mostly women and are attached to local government-run dispensaries, with every worker catering from 40 to 400 households.

Experts on labour have welcomed the House panel recommendations. XLR professor KR Shyam Sundar said, "the government does not consider people employed in ASHA and Anganwadis as workers or employees in the formal sense, despite the fact that the Labour Conference had unanimously recommended that they should be recognised as contractual workers or government employees and regularised. They are scheme-based workers but perform enough

The Suggestions

Labour committee recommends expanding definition of social security to cover nine components recommended by ILO

ILO Components:

Unemployment, maternity, old-age, and medical care benefits

Expanding definition of employees to include other categories of workers such as Anganwadi and ASHA workers

Expanding "unorganised workers" to include gig, freelance, agricultural and platform workers

Making the definition of "gig worker" more specific

ON THE FRONTLINES



Hundreds of
Asha, Angan-
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contact tracing

work to be recognised as workers."

"The government has said that the number of people employed in work is huge and it will impose a fiscal burden on them if they are all recognised as workers... It also says these people work only for four to five hours which is less than part-time workers... But that is only in theory as in reality they work for much more time because they have to keep elaborate records of the families and their own work. Their work is also often not very close to houses so they also travel. Honorarium is a budgetary provision that was fixed at ₹1,200 a month which is also often not paid on time, he said. Even during Covid-19, many of them succumbed to the virus and had to fight for basic things like PPE. Sundar said, "Some state governments such as Maharashtra and Odisha have agreed to give pensions but they should be recognised and do it. They should come under health insurance and all social security benefits should be extended to them."

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গ্রামে কাজ নেই, হাতের টাকাও শেষ, তাই ফেরা

ইন্ডিজিৎ অধিকারী

নয়া দিল্লি, ১০ অক্টো: পকেট বাসি। অথচ গ্রামেও কাজ বাড়ছে। পরিস্থিতির এই চাপেই সন্তোষের ইঁদুরি, প্রবল অনিশ্চয়তা আর দুর্ভোগ মাখায় করেও ফের শহরমুখী শ্রমিকদের এক বড় অংশ।

এক্সপ্লোরেশন-এর অর্থনীতির অধ্যাপক ডে. আর শ্যাম সুন্দরের কথায়, "সকলভাউন যোগ্যতার পরে যে কোনও মুদ্রা গ্রামে নিজের বাড়িতে ক্রিতে চলেছে। বহু পরিবারী শ্রমিক। কাজ খোঁজাও যেমন তার করণ, তেমনই ওই অনিশ্চিত সময়ে আসে নিজের জায়গায়, পরিবারের কাছে ক্রিতে চলেছে। তাই।" ইতিমধ্যে, গভ. কর্তৃক মাস পরিবারের সঙ্গে কাটানোর পরে করোনা-কালের প্রেক্ষাপটে অনিশ্চয়তা এখন কিছুটা গা-সওয়া। বহু দিন-দিন কাটান হচ্ছে সাসের চালানো। তাই শহরমুখী হতে হচ্ছে বাধ্য হয়েই। তখন যেমন 'শা' 'রে' মাইল হেঁটে বাড়ির পথ ধরতে দেখা গিয়েছিল, সজ্জিত তেমনই ওই শ্রমিকদের ফিরে আসতে দেখা যাচ্ছে শহরের রাস্তায়।

এনআইপিএফপি-র অধ্যাপক মোখা চক্রবর্তী বলেন, "সফট সামাল দিতে শুরুতেই সরকারের উচিত ছিল মিন আনা-মিন পাওয়া মজুর, পরিবারী শ্রমিক, কাজ খোঁজাও কীভাবে হাতে টিকে থাকার মতো নগরীতে জোপানো। তা হলে হয়তো এত কুঁকি নিয়ে কাজ বুজতে শহরে ফিরতেন না সন্তোষ।" তাঁর প্রশ্ন, নগর জোপালে সহজে পরিবারী শ্রমিকেরা শহরে ফিরবেন না জানেনই কি সে পরে হাটেনি কেন?

মৌদী সরকারের বুদ্ধি, এই ঘোর অনিশ্চয়তার সময়ে হাতে নগর জোপালেও তাতে অর্থনীতিতে প্রায় দেড়ের সম্মান ছিল অথচ। কারণ, প্রতিফল পরিমিততে সেই টাকা ফান না-করে ব্যাসের সম্মান করতেন সাধারণ মানুষ। ফলে সরকারি ব্যা বৃদ্ধিতে চাহিলার চাকা ঘুরত না। কিন্তু লেবার বর্ডা, এই মুহুর্তে অর্থনীতির অংশ চাহিলার অজা। দরিদ্র মানুষের হাতে টাকা এসে, তার একটি অংশ অসহ্য অঁরা পরতে সন্তোষ

কেনাকাটি। তাতে চাহিলা কিছুটা চাঙ্গা হত। তার সৌভাগ্যে কল-কারখানার কাজে ফিরতে পারতেন অনেক বেশি কর্মী। তা ছাড়া, গ্রামেও কাজ বাড়ত।

কর্মী সংগঠন সিন্ধু নেতা তপন সেনের অভিযোগ, "শহরজোপালে বহু কল-কারখানা চলছে অথচ উপায়ান ক্ষমতা কাজে চলছে। কর্মী লাগছে কম। আবার সরকার যতই একশো দিনের কাজে বাড়তি টাকা জোপানো আর প্রধানমন্ত্রী গরিব কল্যাণ রোজগার যোজনা নিয়ে টাক-টোল পেটাকা, চাহিলার তুলনায় কাজের সংখ্যা নগণ্য গ্রামেও। পরিমিত ভাষায়। বহু বাড়িতে বাড়ি না-চড়ার জোপা। তাই গ্রামের ইঁদুরি নিয়েও অনিশ্চিত জীবিকার খোঁজে অনেকে ফিরতে বাধ্য হচ্ছেন শহরে।"

উপসেক্ষেপে সহো সিএমআই-র পরিসংখ্যান অনুযায়ী, ৯ অগস্ট শেষ হওয়া সপ্তাহে গ্রাম ও শহরে বেকারদের হার যথাক্রমে ৮.৩৭% এবং ১.০১%। ২ অগস্ট শেষ হওয়া সপ্তাহে যা ছিল ৬.৪৭% এবং ৮.৭৩%। অর্থাৎ, দু'জায়গাতেই বেকারের উর্ধ্বমুখী। কিন্তু শহরের থেকেও তার গতি বেশি গ্রামে।

শ্যাম সুন্দরের মতে, গ্রামে রোজগারের পথ মূলত চারটি। কৃষি ক্ষেত্রে পরিমিত শস্য বোনার কাজ শেষের পরে সেখানে এখন কর্মী লাগছে কম। পশুপালন ইত্যাদিতে নতুন কাজের সুযোগ তৈরির সম্ভাবনা অল্প। গ্রামীণ পেরিকারমা নির্মাণ—নতুন প্রকল্পে বরাদ্দ এ ক্ষেত্রে মোহুর্ভে কম। আর একশো দিনের কাজের মতো প্রকল্পে প্রয়োজন তুলনায় কাজের সুযোগ সামান্য। তাঁর কথায়, "পরিবারী শ্রমিকদের অনেকেরই শহরে যে মজুরি পান, গ্রামে তার তুলনায় রোজগার অনেক কম। শহরে জীবনযাত্রাতেও অসুবিধে তাঁরা। তাই তিরিশুরের বড় কারখানা কিংবা পুনে-চাকরের শিল্প ট্রাস্টার থেকে তখন কারখানার মালিক কিংবা টেক্সটাইলের ঘর কাজে ঢকে আসেন, তখন সেই হাতখানি উপলব্ধ করতে পারছেন না তাঁরা। উপলব্ধ সঙ্গে জুটিয়ে নিয়ে যাচ্ছেন পরিমিততের। অনেক বাড়িয়ে সেখানে মাটি কাপতে পাতে, খেতে কাজ বুজিয়ে বসেও।"

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एक्सएलआरआई...शहर-दिल्ली के कैंपस में शैक्षणिक सत्र शुरू

जमशेदपुर | एक्सएलआरआई के जमशेदपुर कैंपस और दिल्ली एनसीआर में सोमवार से नए शैक्षणिक सत्र 2020-21 के लिए कक्षा शुरू हो गई। संस्थान में बिजनेस मैनेजमेंट व ह्यूमन रिसोर्स मैनेजमेंट की ऑनलाइन कक्षा हो रही है। इसकी घोषणा एक्सएलआरआई प्रबंधन द्वारा पहले ही की जा चुकी है। हालांकि, इस संबंध में एक्सएलआरआई प्रबंधन का कहना है कि मंगलवार को इस संबंध में विस्तृत जानकारी दी जाएगी। कयास लगाए जा रहे हैं कि कोरोना को लेकर स्टूडेंट्स व टीचर्स के स्वास्थ्य को देख वर्चुअल क्लास कराने का फैसला लिया है।

Job loss rate rises to five-week high

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Unemployment across India worsened to a five-week high last week, with rural and urban joblessness rising in tandem, as the sowing season drew to a close and the monsoon intensified. Overall unemployment rose to 8.67% in the week ended 9 August from 7.19% the previous week, according to the latest data from the Centre for Monitoring Indian Economy (CMIE). This is the worst job data since the week ended 12 July, and tops the overall monthly joblessness of 7.43% in July.

The rural unemployment rate rose almost two percentage

points to an eight-week high of 8.37% from 6.47% recorded in the previous week as work in farms dwindled and projects under the rural job guarantee scheme had to be postponed because of heavy rain. The previous highest rural unemployment was in the week to 14 June when it was 10.96%.

Similarly, urban unemployment ticked up to 9.31% from 8.37%, reversing the recent declining trend. The monthly urban unemployment of July was 9.15%, CMIE data shows.

Economists and labour market experts said migrant workers have started returning to towns and cities because of limited rural opportunities and the

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Job loss rate rises to highest in five weeks

FROM PAGE 1

shrinking capacity of the agriculture sector to absorb jobs.

"A combined factor of demand and supply, lack of opportunities in rural India and the crop season coming to an end will increase the unemployment scenario in the short-to-medium term. Micro-lockdowns to curb the spread of covid are having their impact as well," said K.R. Shyam Sundar, a labour economist and professor at XLRI Jamshedpur.

"Economic adjustments via welfare schemes such as the national rural employment guarantee scheme will not be able to solve the problems, as work provided through those schemes have a wage and skill mismatch for many workers who had returned," said Sundar, adding the return of migrants will have an immedi-

ate impact on both health and employment in cities, and the tough employment scenario may continue in the short-to-medium term.

"The unemployment rate in the formal sectors is 10-12%. The pandemic's impact on businesses is huge... it is most likely to continue till March end. When firms are back on full capacity and the demand in the market returns, you will see a gradual pickup in job creation. While some sectors like e-commerce and fast-moving consumer goods are seeing gradual growth, several sectors will take months to return to normal. And, again, local curbs and the growing fear of the pandemic are having an impact in local trade segments like malls, markets and restaurants," said R.P. Yadav, chairman and managing director of Genius Genius Consultants, a staffing firm.

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DATE: 12 August 2020

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PAGE: 4

एक्सएलआरआई में ऑनलाइन कक्षा शुरू

जमशेदपुर। एक्सएलआरआई (जेवियर स्कूल ऑफ मैनेजमेंट) में 2020 का नया शैक्षणिक सत्र शुरू हो गया। कोरोना से बचाव के तहत पहले सेमेस्टर के लिए ऑनलाइन क्लास हुई है। इसमें 477 छात्रों ने भाग लिया। इससे जेवियर स्कूल ऑफ मैनेजमेंट के नए छात्रों का स्वागत भी हुआ है। नए छात्रों को नियमित क्लास शुरू होने से पूर्व जानकारी अपडेट करने का काम विशेष ओरिएंटेशन प्रोग्राम के माध्यम से किया जाएगा।

XLRI puts off village exposure programme, new session begins

MI NEWS SERVICE

JAMSHEDPUR: XLRI has dropped the compulsory "Village Exposure Programme" this year due to the Covid-19 Pandemic.

The new students will be taken through a special orientation programme drawn up by the premier B-school to update their knowledge before regular classes commence. This year the orientation programme will be conducted on a virtual platform.

The first year students are required to complete a compulsory Village Exposure Programme wherein they usually go to a village and

stay to get a feel of rural life.

The programme have been designed for the students to create awareness about the realities rural India and foster a sense of team spirit. But, XLRI officials informed that this year the programme was put off because of the covid-19 pandemic.

Meanwhile, the new session for the batch (2020-22) of 477 future business leaders who joined both Jamshedpur and Delhi-NCR campuses began on August 10.

Students of XLRI's two campuses have a standard curriculum, syllabus, peda-

gogy, e-library, and a common admission and placement process and would get the same opportunities and privileges.

The faculty from the main campus will also be taking classes at the new campus.

The new batches at XLRI Jamshedpur campus will have two flagship programs - Business Management (PGDM-BM) and Human Resource Management (PGDM-HRM). It will also have Fellow Programme in Management (FPM) and Executive Fellow Programme in Management (EXEC-FPM).

The new batch at XLRI's Delhi-NCR campus will have



The XLRI campus in Jamshedpur

Business Management (PGDM-BM). The welcome session was conducted online for the students with an inaugural prayer.

The welcome ceremony was addressed by Fr. P.

Christie S.J., director of XLRI-Xavier School of Management, Jamshedpur.

Fr Sebastian George, SJ, director, XLRI's Delhi-NCR Campus and the Dean (Academics), Prof. Ashis Pani.

Fr. P. Christie, director, XLRI-Jamshedpur welcomed the new batch of students of both the campuses. In his welcome address, he emphasized on the four essential hallmarks of Jesuit education. Elaborating on the four themes, he said, "XLRI's successful growth over seven decades has been guided by these four important hallmarks of Jesuit education, and we will continue to place

a strong emphasis on them."

While addressing the students the director of Delhi-NCR campus said, "It's the first time in the history of XLRI that we have the inauguration online due to the extraordinary circumstances created by Covid-19 outbreak. With all classes online, this term will be a new experience for all of us. We are doing everything possible to provide you with a similar learning experience as in the classroom. However, we look forward to seeing your bubble selves on the campus as soon as MHRD and the local district administration give us the green signal.

जमशेदपुर कैंपस से एचआरएम के 181, बीएम के 181, फेलो प्रोग्राम इन मैनेजमेंट के 15 विद्यार्थियों को मिला दाखिला एक्सएलआरआई में सेशन शुरू, ऑनलाइन होगी पढ़ाई

☉ सुरक्षा की दृष्टि से यह
अपनायी गयी तकनीक

वरीय संवाददाता ▶ जमशेदपुर

एक्सएलआरआई के जमशेदपुर और दिल्ली ब्रांच में सोमवार से नये सत्र की शुरुआत हुई. इस दौरान एक्सएलआरआई जमशेदपुर के डायरेक्टर फादर क्रिस्टी ने कहा कि कोविड 19 की महामारी के कारण ऑनलाइन मोड में सत्र की शुरुआत की गयी, जो एक्सएलआरआई की इतिहास में पहली बार है. सुरक्षा के दृष्टिकोण से यह तकनीक अपनायी गयी. इस मौके पर एक्सएलआरआई दिल्ली के डायरेक्टर फादर सबेस्टियन



जॉर्ज, एक्सएलआरआई जमशेदपुर के डीन एकेडमिक्स आशीष पाणी समेत कई अन्य उपस्थित थे.

477 विद्यार्थियों को मिला है दाखिला
: जनवरी में हुई जैट की परीक्षा में देश

भर के करीब एक लाख विद्यार्थियों ने हिस्सा लिया था. लिखित परीक्षा के बाद जीडी-पीआई के बाद अंतिम रूप से दोनों कैंपस के लिए कुल 477 विद्यार्थियों का चयन किया गया है. इसमें

जमशेदपुर कैंपस से एचआरएम के 181, बीएम के 181, फेलो प्रोग्राम इन मैनेजमेंट के 15, एग्जीक्यूटिव फेलो प्रोग्राम इन मैनेजमेंट के 28 विद्यार्थियों को दाखिला मिला. वहीं, दिल्ली कैंपस

**भारत को एक सशक्त देश बनाने के लिए तैयार
करते हैं कुशल मैनेजर : फादर क्रिस्टी**

सत्र की शुरुआत में दिल्ली कैंपस के डायरेक्टर फादर सबेस्टियन जॉर्ज के साथ ही जमशेदपुर कैंपस के डायरेक्टर फादर क्रिस्टी ने संबोधित किया. फादर सबेस्टियन जॉर्ज ने कहा कि नये कैंपस में उन्हें शानदार आधारभूत संरचना के साथ ही आज के दौर व भविष्य को ध्यान में रखते हुए बेहतर शिक्षा दी जायेगी, जबकि फादर क्रिस्टी के कहा कि एक्सएलआरआई का इतिहास स्वर्णिम रहा है. इस संस्थान में एंथिक्स मैनेजमेंट खास तौर पर सिखाया जाता है, जो अपने आप में नायाब है. साथ ही कहा कि किसी भी देश को सशक्त बनाने के लिए बिजनेस लीडर की काफी आवश्यकता होती है. इस दिशा में एक्सएलआरआई एक महती भूमिका निभा रहा है. यहां से इस प्रकार के प्यूचर लीडर तैयार किये जाते हैं, जो देश को सशक्त बनाने में महत्वपूर्ण भूमिका निभा रहे हैं.

में फिलहाल बिजनेस मैनेजमेंट की पढ़ाई ही शुरू की गयी है. इसमें पहले बैच में 72 विद्यार्थियों को ही जगह मिली है.

विलेज एक्सपोजर प्रोग्राम इस बार

नहीं होगा : इस बार कोविड 19 की वजह से विलेज एक्सपोजर प्रोग्राम को रद्द कर दिया गया है. संस्थान प्रबंधन की ओर से बताया गया कि सुरक्षा के दृष्टिकोण से यह निर्णय लिया गया है.

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PAGE: 12

XLRI commences its academic session on virtual platform

Mail News Service

Jamshedpur, Aug 11 : For the first time in its history XLRI (Xavier School of Management) started the new batch of students of the new academic session of 2020 through virtual platform. A total of 477 students joined the XLRI student fraternity. The welcome session was conducted online for the students with an inaugural prayer.

Father P. Christie, director, XLRI, welcomed the new batch of students of both the campuses. In his welcome address, he

Village and Outdoor Programmes for students cancelled

emphasized on the four essential hallmarks of Jesuit education. Elaborating on the four themes, he said: "The first time in the history of XLRI that we have the inauguration online due to the extraordinary circumstances created by Covid-19 outbreak. With all classes online, this term will be a new experience for all of us. We are doing everything possible to provide you with a similar learning experience as in the classroom. However, we look



forward to seeing your bubble selves on the campus as

soon as MHRD and the local district administration

give us the green signal".

He further added: "We are happy that we have a new campus in the Delhi-NCR area. One of the reasons for going to Delhi is the growing demand for more business leaders triggered by the economic growth in India. These extension campuses, from its very inception, were conceived as 'an integral part' of XLRI Jamshedpur. Our two campuses remain part of the same registered society, the same governing

board, and have the same treasurer for all the campuses. Our institutional strategy visualizes both Jamshedpur and Delhi campuses as two entities of the same XLRI institutional brand, and the students of both the campuses belong to the one and only XLRI", he further added. The new students will be taken through a Special Orientation Programme drawn up by XLRI to update their knowledge before regular classes commence. This year the Orientation program will be conducted on a virtual platform.

INDIA INCEMBRACES THE PART-TIME MANAGER

In a pandemic-induced rush to cut costs, firms are hiring managers on short-term contracts. Is it here to stay?



REPORTAGE There is a rush to hire part-time managers in India, as companies look to cut costs in the wake of the pandemic. The trend is being driven by a combination of factors, including the need for flexibility in hiring and the desire to reduce fixed costs. This is particularly evident in the IT and services sectors, where companies are looking to optimise their workforce in the face of uncertain demand.

REPORTAGE The trend of hiring part-time managers is not just limited to the IT sector. It is also being seen in other industries, such as retail and manufacturing. Companies are looking for ways to reduce their overheads and improve their operational efficiency. This is being achieved by hiring managers on a project basis or for a specific period of time. This allows companies to scale their management resources up or down as needed.

REPORTAGE The rise of part-time managers is also being driven by the need for specialised skills. Companies are looking for managers who have specific expertise in areas such as digital marketing, data analytics, and supply chain management. These managers are often hired on a short-term basis to lead specific projects or to provide expert advice. This allows companies to access the skills they need without the commitment of a full-time hire.

REPORTAGE The trend of hiring part-time managers is also being driven by the need for flexibility. Companies are looking for managers who can work on a flexible basis, either part-time or on a project basis. This allows companies to adjust their management resources to match their current needs. This is particularly important in the current economic climate, where demand is uncertain and companies need to be able to respond quickly to changes in the market.

REPORTAGE The trend of hiring part-time managers is also being driven by the need for cost savings. Companies are looking for ways to reduce their management costs. This is being achieved by hiring managers on a short-term basis or for a specific project. This allows companies to avoid the costs associated with full-time employment, such as benefits and long-term contracts. This is particularly important for small and medium-sized enterprises, which may not have the resources to support a large management team.

REPORTAGE The trend of hiring part-time managers is also being driven by the need for innovation. Companies are looking for managers who can bring new ideas and perspectives to the table. This is being achieved by hiring managers on a short-term basis or for a specific project. This allows companies to access the talent of experienced managers who may not be available for full-time roles. This helps companies to stay competitive and innovative in a rapidly changing market.

REPORTAGE The trend of hiring part-time managers is also being driven by the need for diversity. Companies are looking for managers who represent a diverse range of backgrounds and experiences. This is being achieved by hiring managers on a short-term basis or for a specific project. This allows companies to benefit from the different perspectives and skills that a diverse management team can bring. This helps companies to better understand and serve their diverse customer base.

REPORTAGE The trend of hiring part-time managers is also being driven by the need for accountability. Companies are looking for managers who can take responsibility for specific areas of the business. This is being achieved by hiring managers on a short-term basis or for a specific project. This allows companies to assign clear responsibilities and hold managers accountable for their performance. This helps companies to improve their operational efficiency and achieve their business goals.

REPORTAGE The trend of hiring part-time managers is also being driven by the need for transparency. Companies are looking for managers who can provide clear and honest communication. This is being achieved by hiring managers on a short-term basis or for a specific project. This allows companies to ensure that their management team is aligned with their values and goals. This helps companies to build trust with their employees and customers.

REPORTAGE The trend of hiring part-time managers is also being driven by the need for collaboration. Companies are looking for managers who can work effectively with others. This is being achieved by hiring managers on a short-term basis or for a specific project. This allows companies to ensure that their management team is able to work together to achieve common goals. This helps companies to improve their operational efficiency and achieve their business goals.

REPORTAGE The trend of hiring part-time managers is also being driven by the need for leadership. Companies are looking for managers who can inspire and motivate their teams. This is being achieved by hiring managers on a short-term basis or for a specific project. This allows companies to ensure that their management team is able to lead their teams effectively. This helps companies to improve their operational efficiency and achieve their business goals.

REPORTAGE The trend of hiring part-time managers is also being driven by the need for results. Companies are looking for managers who can deliver results. This is being achieved by hiring managers on a short-term basis or for a specific project. This allows companies to ensure that their management team is able to deliver on their promises. This helps companies to improve their operational efficiency and achieve their business goals.

Consensus on gratuity time but not scope

BASANT KUMAR
MOHANTY

New Delhi: The government has agreed to reduce to one year the requirement of five years of continuous service to be eligible for gratuity but limited the scope to those employees with fixed-term contracts.

Labour unions and the parliamentary standing committee on labour, however, have iterated the demand that the benefit be extended to all sections of employees, not only fixed-term workers whose employment ends with the lapse of the contract period and who are mostly low-ranked staff such as labourers, factory operators, helpers and drivers.

An official in the labour ministry said the government was planning to insert a specific provision in the draft Industrial Relations Code to make it obligatory for employers to pay gratuity to those fixed-term employees who have completed a year of service. He said the government had informed the parliamentary standing committee on labour about the plan to reduce the ceiling.

"As it is fixed-term employment, it is coming in a big way. We want the workers to get the gratuity also. So one year will be more appropriate," the report of the committee on industrial code has quoted the labour secretary as saying.

According to the Payment of Gratuity Act, gratuity is paid at the rate of 15 days' wages for every year of service. Now, employees are eligible for gratuity only if they have worked for a minimum of five years continuously.

The government's decision has failed to satisfy the standing committee on labour and workers' organisations. In its

latest report on the Social Security Code, the standing committee headed by BJP parliamentarian Bhairuhari Mahtab has recommended extension of the benefit of the reduced ceiling to all types of employees.

"The committee desires that the time limit of five years as provided for in the Code for payment of gratuity be reduced to continuous service of one year. Such provision be extended to all kinds of employees including contract labourers, seasonal workers, piece rate workers and fixed-term employees and daily/monthly wage workers," the report said.

Mahtab told The Telegraph that social security has to be universal. Gratuity is a key component of social security and cannot be denied to sections of employees, he pointed out.

"Our recommendations are for universalisation of social security. Gratuity is paid as part of full and comprehensive compensation to workers for the services rendered. Employments for a shorter duration are increasing. There is no logic for extending a relaxation in norms to only fixed-term employees and excluding the others," the leader from Odisha said.

The employment of contract workers is renewable. Workers in the unorganised sector, which makes up the vast majority of India's workforce, have no contracts. All of them stand to lose out if the proposed relaxation is not extended to them.

Shyam Sundar, a professor of human resource management at Xavier School of Management (XLRI), Jamshedpur, said the demand for a reduction of work tenure for gratuity was justified.



Compensation of fixed-term employees should be linked to the duration of their employment. The government's decision to reduce the requirement of five years of continuous service to one year for fixed-term employees is a step in the right direction. However, the scope of the benefit should be extended to all employees, not just those with fixed-term contracts. This is because gratuity is a form of social security and should be available to all workers who have contributed to the economy. The government should consider the needs of all workers and not just a select few. This will ensure that the benefit of gratuity is truly universal and that all workers are protected in their old age.

■ IN THE NEWS

Unemployment rate spikes to nine-week high

India's unemployment rate spiked to a nine-week high of 9.1% for the week ended August 16, reports **Surya Sarathi Ray** in New Delhi. Compared with a week earlier, the employment rate and labour participating rate also rose to 38.4% and 42.2%, respectively, the Centre for Monitoring Indian Economy said.

● RURAL PANGS

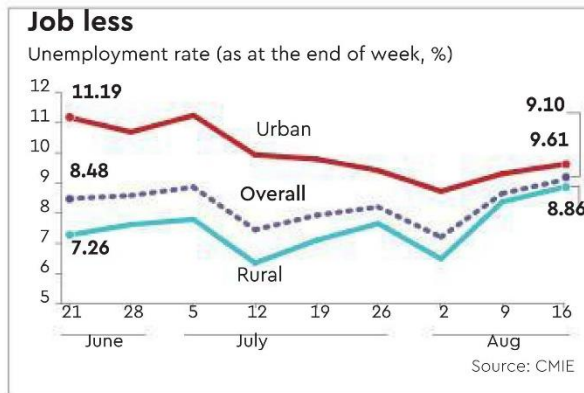
Unemployment rate rises to 9-week high

MGNERGS, agri sowing keep labour participation rate high

SURYA SARATHI RAY
New Delhi, August 17

INDIA'S UNEMPLOYMENT RATE spiked to a nine-week high of 9.1% for the week ended August 16. Compared with a week earlier, the employment rate and labour participating rate (LPR) also increased to 38.4% and 42.2% from 37.09% and 40.62%, respectively, the Centre for Monitoring Indian Economy (CMIE) said.

"There is a big increase in rural India in both employment and unemployment rates. This reflects increased agricultural activities," CMIE's managing director and CEO Mahesh Vyas said.



Buoyed by hectic sowing activity and jobs offered under rural employment guarantee scheme, MGNREGS, the unemployment rate in rural India steadily plummeted 6.34% for the week ended July 12 from 17.92% for the week ended May 31, but it again headed north to 7.10% for the week ended July 19 and further to 7.66% in the very next week;

but fell to 6.47% in the week ended August 2. However, since then the rural unemployment rate has been on the rise to stand at 8.37% for the week ended August 9 and further to 8.86% in the week ended August 16.

In urban India, the unemployment rate has been steadily decelerating from 25.14% for the week ended May 31 to 8.73% for the week

ended August 2; but since then the graph is on the rise to 9.31% for the week ended August 9 and further to 9.61% for the week ended August 16.

XLRI professor and labour economist KR Shyam Sundar said both urban and rural employment rates are likely to rise in the next few months since the sowing of khariff crop is almost nearing its end and the provision of jobs under MGNREGS has also declined after picking in April, May and June; migrant workers are returning to their host states. Also, sudden micro lockdowns have affected the normal functioning of firms in the supply chain and also the small and medium enterprises. As a result, the demand for labour has declined.

After clocking 23.5% in April and May, the overall pan-India unemployment rate first dropped to 17.51% in the first week of June and then it took a

steeper fall to 11.6% in the second week. It further came down to 7.4% in July, lower than the average unemployment rate of 7.6% during the entire 2019-20. For the week ended August 2, it stood at 7.19%; but since then it has been on the rise again to 8.67% for the week ended August 9 and further to 9.1% for the week ended August 16. Unemployment rate in February and March 2020 was 7.8% and 8.8%, respectively.

Overall, India's employment was 37.6% in July. In June, the employment rate was 35.9%, 29.2% in May and 27.2% in April. In March, India's employment rate was 38.2% and in January, it was 39.8%. According to CMIE, the LPR for the week ended August 16 was 42.2% from 40.62% a week earlier. The LPR was at 40.7% in July compared with 42.7% for the whole of 2019-20. It fell to 40.5% in the last week of July 2020.

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India's overall unemployment rate touches a nine-week high at 9.1%

Prashant K. Nanda
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NEW DELHI

India's overall unemployment rate touched a nine-week high, in sync with economists' assessment that the drop in joblessness was due to agricultural activities and, thus, temporary in nature.

The national unemployment rate climbed from 8.67% in the week to 9 August to 9.1% in the week ended 16 August, according to data from the Centre of Monitoring Indian Economy (CMIE).

The previous high was 11.6% in the week ended 14 June. In fact, it was even higher than the monthly joblessness rate of 7.43% witnessed in July, and the pre-covid monthly unemployment rate, shows CMIE data.

The rural unemployment rate climbed from 8.37% in the week ended 9 August to 8.86% in the week to 16 August. Rural unemployment rate was also at a nine-week high, since the 10.96% recorded in the week ended 14 June.

The lowest rural unemployment rate in recent

months was recorded in the week ended 12 July when summer crop sowing was in full swing across Indian with the acreage far higher than last year.

Similarly, the urban unemployment rate was at 9.61% in the week ended 16 August, compared to 9.31% in the previous week. Urban

unemployment crept up for the second consecutive week, and experts said it will continue to remain high in the

short- to medium-term.

"A good crop season managed to taper down the unemployment post-reverse migration. But agriculture

activities is seasonal and, this year, we saw a high absorption of people in that sector. Despite low productivity, it helped the employment

scenario at least from the statistical point of view, but the current situation is different and the unemployment rate

The rural joblessness rate climbed from 8.37% in the week ended 9 Aug to 8.86% in the week to 16 Aug: CMIE

in the immediate to medium range will remain a tough task," said Arup Mitra, a professor of economics at the Institute of Economic Growth.

"The gradual return of migrants to cities despite a spreading pandemic shows that rural India is in need of work. It will also create a demand-supply mismatch in urban areas as unemployment opportunities are not back to pre-covid-19 times," Mitra said, adding that the labour force participation rate in August must be lower than the previous month as agri-

culture activities have dipped, people have started coming back to cities despite lack of jobs amid partial lockdowns across several states.

"Migrants who were earlier employed in construction or manufacturing may not be facing a big challenge as real estate construction has started picking up, but those who were in retail and hospitality sectors has a huge challenge at hand because demand is still low, people are not visiting markets and malls," said K.R. Shyam Sundar, a labour expert and a professor of XLRI Jamshedpur.

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Job, Income Losses Hit Social Security Scheme

Enrolment between Apr and July down by a eighth

Yogima.Sharma
@timesgroup.com

New Delhi: A key voluntary social security scheme for unorganised sector workers has seen a big dip in enrolment since April this year, highlighting the stress on jobs and earnings among street vendors, rickshaw pullers and others following the outbreak of Covid-19 and lockdowns imposed to check its spread.

The Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) scheme saw average monthly enrolment decline to about an eighth since April with average monthly net additions of 15,477 subscribers between April and July compared with an average monthly addition of 132,892 in the preceding four months from De-

Future Uncertain

Unorganised workers not keen on old-age pension scheme, PM-SYM

Average monthly addition of just over 15,000 in four months

December-March average monthly addition was 132,892

This highlights the stress on street vendors, rickshaw pullers & others

cember to March.

Labour ministry data show total subscribers added to the scheme stood at 61,908 between April and July compared with 531,570 net additions between December and March.

Change in Priority of Workers >> 4

Change in Priority of Workers

>> From Page 1

A senior government official told ET that the data clearly reflects the change in priority of unorganised workers amid the pandemic.

"While the contribution amount is small, people are holding on to

cash for any unforeseen medical and other needs instead of opting for some kind of social security, which they may get decades later," the official said.

Under the PM-SYM, launched in February 2019, an unorganised sector worker between 18 and 40 has to contribute ₹55-200 per month, while the Centre makes a matching contribution. This makes the subscriber eligible for a minimum assured pension of ₹3,000 per

month for life on attaining the age of 60.

"With falling income levels and no job security, unorganised workers are not incentivised enough to join the scheme, which fetches returns in the distant future," labour economist KR Shyam Sundar said, adding that the scheme needs to be reworked to make it more attractive. An unorganised sector worker who earns less than ₹15,000 per month, is not an income tax payee and is not covered under any organised social security scheme can enrol under this scheme.

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153,500 cos return to EPFO fold in signs of recovery

The resumption of payments also means a growth in active EPFO subscribers' base

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At least 153,500 companies and establishments have resumed their contributions to the Employees Provident Fund Organization (EPFO) after pausing payments after the national lockdown, indicating a gradual economic recovery.

About 64,000 establishments that were making the contributions in February are, however, still to resume payments to the retirement fund manager.

While 549,037 establishments were contributing to EPFO in February, the number dropped sharply to 332,773 in April, according to official data accessed by *Mint*.

Establishments with 20 or more employees have to mandatorily contribute to EPFO. Every month 12% of the basic salary of employees of these firms is deducted as EPF dues and a matching contribution is made by the employer. While the employees' contribution of 12% goes directly as EPF deposit, of the employers' share, 8.33% goes to the employees' pension kitty and rest to the EPF corpus.

"The rebound of 153,500 firms by end July-early August is an indication of revival," said a government official requesting anonymity.

The revival in some sectors is happening gradually and many companies have started to ramp up production, said experts. Maruti Suzuki India Ltd and Hyundai Motor India Ltd are among companies that aim to boost vehicle pro-



Active contributing subscribers with EPFO climbed to 46.42 million by end-July, according to official data. MINT

duction back to the peak levels of FY18, *Mint* reported on 4 August.

"The economic revival is going to be a slow process. It will take time for companies to come out of the woods, but some sectors such as

the manufacturing sector is also slowly opening up," said K.R. Shyam Sundar, a labour economist and professor at XLRI.

Data released by the National Statistical Office last week showed the

May while the contraction in mining (19.8%) and electricity (10%) sectors recovered only marginally.

The return of these companies as contributing members also means a growth in active EPFO subscribers' base, which had slumped to a low in April, said the first government official cited above. Between end-April and early August, companies have submitted the EPF dues of 8 million more workers.

There were little more than 38.4 million active contributing subscribers with EPFO in April and this has climbed to 46.42 million by end-July, according to official data. To be sure, this is still below the pre-covid levels.

GRADUAL REBOUND

IN February, nearly 549,037 companies and establishments were contributing to the EPFO

THE number of firms making EPF contributions dropped sharply to 332,773 in April

ABOUT 64,000 companies that were contributing to EPFO in February are yet to resume payments

BETWEEN end-April and early August, firms submitted the EPF dues of 8 million more workers

construction, e-commerce, and textiles are showing a positive trend. The demand in the real estate and textile segments are visible from the fact that migrants have started coming back to cities gradually. Besides,

index of industrial production (IIP) contracted 16.6% in June from a 34% contraction in May. In June, manufacturing activity improved the sharpest with contraction in output coming down to 17.1% from 38.4% in

Companies add blue-collar staff; wait for well-paid jobs lengthens

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India may have added nearly 800,000 people to its formal workforce in the April-June quarter, including half a million in June alone, driven by expert services comprising private security agencies, small contractors and manpower agencies.

Figures gleaned from the Employees' Provident Fund Organization (EPFO) show that these payroll additions are being made in poorly paid jobs



Most payroll additions are being made in poorly paid jobs, EPFO data shows. MINT

even as most parts of the formal sector are yet to recover. Good jobs in manufacturing, financial establishments and core

engineering firms are far from making a recovery.

For example, on the one hand, nearly a quarter of a million 18-25-year-olds—considered freshers in the labour market—joined expert services payrolls in April-June. On the other, there were 9,000 payroll additions in trading and commercial establishments, 16,000 in core engineering and a mere 649 in financial establishments in the same quarter, according to payroll data at EPFO.

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Payroll data indicates job recovery's far away

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The situation is almost identical across verticals and age groups. For example, in June, expert services accounted for 345,500—or 65%—of the nearly 530,000 payroll additions among all age groups in the top 10 industry segments.

These segments include computer and hardware, engineering, trading and commercial establishments, financials, building and construction, textiles and hospitals.

Expert services are considered separately from other jobs for provident fund accounting.

"The recovery across industries is yet to happen. The MSME (micro, small and medium enterprises) sector is still in turmoil. The recovery that you see is largely driven by the expert service payroll additions. And they are largely not considered decent jobs. A segment of them may have decent

jobs, but a large portion of the expert services payroll additions is low-paid jobs," said a government official who declined to be named.

"The engineering jobs, the technology and hardware jobs that EPFO payroll data terms as establishments engaged in

huge demand-supply mismatch. The wage disparity is key and in the absence of decent jobs, people are getting into whatever is available. They are low paid, and relatively less productive work. The manufacturing sector is yet to function with full capacity, and commercial trade is facing a

Good jobs in manufacturing, financial establishments and core engineering firms are far from making a recovery

demand crunch; hence, job creation in those sectors is low and will take a long time to revive. What is happening right now is replacement jobs—people who had left because a unit or a factory was closed are coming back to join," said K.R. Shyam Sundar, a labour economist.

"Though we see e-commerce platforms are adding people and a segment of construction is taking back their old people, largely the formal sector is still in pain," Sundar

said, adding that this should be a matter of concern for the entire labour market in general and the youth in particular.

The International Labour Organization, in a report last week, said the youth unemployment rate in India may touch 32.5% in 2020 if the country fails to tame the pandemic by end-September. It has urged countries in Asia-Pacific to address the youth employment crisis through comprehensive labour market policies.

K.E. Raghunathan, former president of the All India Manufacturers Organization, a federation of small and medium firms, said MSMEs are still in pain. "Some of them have started operations with limited capacity, but they are assessing the loss. Exactly when job creation picks up is a tough question. Decent job creation will depend on how long key sectors take to recover after a massive loss in business and poor demand," he added.

■ IN THE NEWS

Unemployment rate decreases to 7.46%

INDIA'S overall unemployment rate fell to 7.46% for the week ended August 23 from the nine-week high of 9.1% recorded a week ago, driven by a fall in the rate in rural India, reports **fe Bureau in New Delhi**. According to CMIE, rural unemployment rate fell to 6.32% for the week ended August 23.

● RURAL PUSH

Jobless rate falls to 7.46%

Urban rate, however, rose to its highest in six weeks to 9.89%

FE BUREAU
New Delhi, August 24

THE COUNTRY'S OVERALL unemployment rate fell to 7.46% for the week ended August 23 from the nine-week high of 9.1% recorded in the previous week, driven by a fall in the rate in rural India.

The urban unemployment rate, however, rose to its highest in six weeks to 9.89%. According to the Centre for Monitoring Indian Economy (CMIE), the rural unemployment rate fell to 6.32% for the week ended August 23 from 8.86% recorded a week earlier. Buoyed by a hectic sowing



The rural rate fell to 6.32% for the week ended August 23 from 8.86% a week ago

activity and jobs offered under the rural employment guarantee scheme, MGNREGS, the unemployment rate in rural India steadily plummeted to 6.34% for the week ended July 12 from 17.92% for the week ended May 31, but it had a topsy-turvy journey since then—rising to 7.66% for the week ended July 26 and then falling to

6.47% in the next week and further moving up to 8.86% for the week ended August 16.

"Many of the returned migrants have either on their own or due to desperate calls made by labour supply contractors have started returning to the urban areas to reclaim their jobs or search for jobs as production activities have increased considerably and the urban informal sector, including the trading sector, is gradually returning to normalcy. Hence, the pressure on the rural labour market is easing though the unemployment rate will see considerable reduction when khariff harvesting will take place around October. The decline in unemployment is partially due to a decline in Covid threat probability," XLR professor and labour economist K.R. Shyam Sundar said.

In urban India, the unem-

ployment rate had been steadily decelerating from 25.14% for the week ended May 31 to 8.73% for the week ended August 2; but since then the graph is on the rise to 9.31%, 9.61% and 9.89%, respectively, in the subsequent weeks.

After clocking 23.5% in April and May, the overall pan-India unemployment rate first dropped to 17.51% in the first week of June and then it took a steeper fall to 11.6% in the second week. It further came down to 7.4% in July, lower than the average unemployment rate of 7.6% during the entire 2019-20. For the week ended August 2, it stood at 7.19%; but since then it had been on the rise again to 8.67% for the week ended August 9 and further to 9.1% for the week ended August 16. The unemployment rate in February and March was 7.8% and 8.8%, respectively.

Govt may merge half a dozen welfare schemes with social security code

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In its effort to extend universal social security to all informal sector workers, the government may merge half a dozen welfare schemes with the labour code on social security.

"While EPFO (Employees' Provident Fund Organization) and ESIC (Employees' State Insurance Corp.) provides social security through establishments, there are multiple social security schemes catering to individuals in the informal sector. They are scattered and mostly overlapping," said a government official, requesting anonymity.

"The social security code in

one of the sections (Section 13) has a provision to bring any scheme on board, which is not part of the framework now. There is a possibility to rationalize several existing schemes for informal sector workers rolled out in recent years through this code," the official added.

Schemes such as the Atal Pension Yojana (APY), PM Jeevan Jyoti Bima Yojana and PM Suraksha Bima Yojana, which are outside the ambit of the labour ministry, as well as the likes of PM Shram Yogi Maan-dhaan and PM small traders' pension are being considered to bring on board," a second official said. "A single framework could be easier for effective implementation,



Currently there are multiple social security schemes catering to individuals in the informal sector. ALAMY

monitoring and outcome assessment." The government wants to expand social security across the labour market, the official added. "Overlapping of schemes does not serve the purpose. For example, PMSY

and APY are similar in nature and the target audience is same. Perhaps it needs to be relooked and rationalized."

When contacted, a labour ministry spokesperson declined to comment.

Labour economist K.R. Shyam Sundar said the social security code needs to differentiate social insurance and social assistance benefits. While the former is in place through existing structures such as the EPFO and ESIC, assistance benefits must be rationalized. "Clear rationalization and repurposing of schemes are a must. Several schemes for informal sector workers are populating the landscape, have an overlapping identity, and promise nil or very low inflation-adjusted assistance. Instead, have a single scheme

for all informal sector workers, and link them to the Aadhaar number and Jan Dhan bank account."

"While the formal sector has clear salary threshold for mandatory social security coverage, for the informal sector, there should be an income threshold. Extremely low-paid workers should not be asked to contribute to availing benefits, but those earning a little better, say, ₹15,000, should contribute along with the government. This will widen the scope and benefits most," he added.

A single framework may help extend benefits of the schemes to informal sector workers