



XLRI in News

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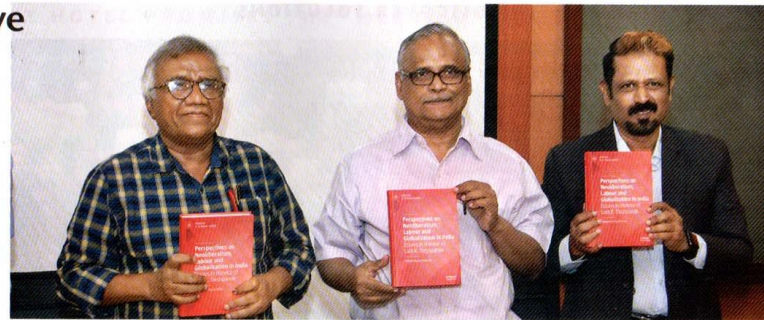
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People

BUSINESS INDIA ♦ THE MAGAZINE OF THE CORPORATE WORLD

New perspective

Perspectives on neoliberalism, labour and globalisation in India and Globalisation, labour market institutions – processes and policies in India, two books edited by **K.R. Shyam Sundar**, eminent labour economist & professor, human resources management, Xavier School of Management (XLRI), were released in Mumbai recently. The two books, comprising essays exploring different perspectives on labour studies in India, have been put together by Sundar in honour of his mentor Lalit K. Deshpande, professor & former director, department of economics, Mumbai University, and published by Palgrave Macmillan. At a function held at the Indira Gandhi Institute of Development Research (IGIDR), Mumbai, the two books were released by **K.P. Kan-**



Laurie Baker Centre of Habitat Studies, Thiruvananthapuram) and Mahendra Dev (professor & director, IGIDR, Mumbai) in the presence of scholars like **Gopal Guru** (professor & editor, *Economic and Political Weekly*), among others. *Perspectives on neoliberalism, labour and globalisation in India* employs a variety of perspectives – institutional, social democratic, Marxist,

gender-based as also informal, Biblical and *dalit* – to critically examine the impact of neoliberal globalisation on both formal and informal sectors of the labour market and the industrial relations system. *Globalisation, labour market institutions, processes and policies in India* explores the effects of product market and labour market reforms on firms, labour institutions and

labour rights in the economic and industrial relations system in India. “These two books constitute an organic whole in critically analysing through different conceptual lenses the very nature and dynamics arising out of the competitive market economy and their impact on labour institutions, processes and policies in the industrial relations system,” said Sundar.

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ओवरटाइम के लिए लेनी होगी लिखित सहमति

संदेश झा
नई दिल्ली, 28 जुलाई



कामगारों से 96 समय से अधिक काम (ओवरटाइम) करने के लिए प्रोत्साहित हो चुके लिखित सहमति लेनी होगी। व्यावसायिक सुरक्षा, स्वास्थ्य एवं कार्यस्थल स्थिति, 2019 संविदा में यह प्रावधान किया गया है।

■ 96 समय से अधिक काम करने के लिए कामगारों से लेनी होगी सहमति

■ हालांकि कुल घंटों में ओवरटाइम किया जा सकता है, इससे संबंधित प्रभावशाली हटा दिया गया है

हालांकि सरकार ने मौजूदा कानून से एक प्रावधान को हटा दिया है जिसमें कहा गया है कि किसी कामगार से कुल कितने घंटे ओवरटाइम करवा जा सकता है। विधेयक के प्रस्ताव के मुताबिक केंद्र या राज्य सरकार एक अधिसूचना के जरिये ओवरटाइम की अवधि निर्धारित कर सकती है। इससे राज्य सरकारें अपने हिसाब से ओवरटाइम की अवधि निर्धारित कर सकती हैं और इसे संघ में इस या उसका भी नहीं करने पड़ेगी। **समाचारभाष्यआई में काम संबंधित प्रबंधन विभाग में प्रोफेसर के ओर ध्यान खींचते हैं कहा, 'ओवरटाइम के लिए कामगार से लिखित सहमति लेना स्वास्थ्ययोग्य कदम है लेकिन जर्मनी हकीकतों को देखते हुए कानून की भावना के हिसाब से कामगारों के अधिकारों को लाना कठिनाई मुश्किल है।'** उन्होंने ओवरटाइम की अवधि तय करने का अधिकार राज्य सरकारों को देने के कदम को आलोचना करते हुए कहा कि इसे नया कानून में ही निर्धारित किया जाना चाहिए। संघ ने कहा, 'सरकारों इस प्रयत्न का पलट्टा उठा सकते हैं। वे राज्य सरकारों पर दबाव बनाएँ कि अगर उनके हिसाब से चीजें तब नहीं की गईं तो वे अपने कारोबार को दूसरे राज्य में ले जा सकते हैं।' उन्होंने कहा कि इस कदम से सभी आर्थिक क्षेत्रों में मतमाने शुरू हो जाएगी जो कानून बनाने की स्वस्थ प्रक्रिया नहीं है।

विधेयक में कहा गया है कि अगर किसी कामगार से ओवरटाइम करवा जाता है तो उसे दोहन देना होगा। प्रस्तावित कानून के मुताबिक वेतन में घूल वेतन, मांगई भत्ता और इतिहास अलग के पटक शामिल होंगे। अलावा, उद्योग ने मंजूर की थी कि सरकार को ओवरटाइम से संबंधित प्रावधान बाजार को शक्तियों पर छोड़ देना चाहिए।

भारतीय उद्योग परिषद (सीआईआई) के अध्यक्ष एमएस डनीकुम्जन ने कहा, 'निर्माण जैसे कुछ क्षेत्रों में कामगार खुद दिन में 12 घंटे काम करना चाहते हैं। अतः कानून से ओवरटाइम से संबंधित प्रावधान को एक समष्टि के रूप में विवेका और कामगारों पर छोड़ देना चाहिए। उन्होंने कहा कि कुछ क्षेत्रों में विवेका कामगारों को ओवरटाइम के रूप में दोहन से भी ज्यादा दे सकते हैं लेकिन कानून से यह सीमित हो जाएगा।

पिछले साल सर्वोच्च न्यायालय ने ओवरटाइम के मुद्दे में कहा गया था कि किसी कामगार को एक तिमाही में 100 घंटे से अधिक काम करने की अनुमति नहीं होगी चाहिए। मसौदे में यह प्रावधान भी किया गया था कि ओवरटाइम करने वाले कामगारों को 10 घंटे से अधिक नहीं होनी चाहिए। लेकिन लोक सभा में ये प्रावधान हटाने के बाद नहीं किया गया है। राष्ट्रीय संसदीय कार्यलय के 2017-18 के वार्षिक अग्र-वर्ष सर्वेक्षण के मुताबिक देश में अधिकतर कामगार हर साप्ताह 48 घंटे से अधिक काम करते हैं जो अंतरराष्ट्रीय अग्र-वर्ष सर्वेक्षण द्वारा निर्धारित कार्यलय से अधिक है।

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Why the Wage Code is inadequate

It contains numerous positive elements, such as introduction of a statutory national floor-level minimum wage for the first time in India, but it has missed an opportunity to do more

K R SHYAM SUNDAR

The National Democratic Alliance (NDA) government during its first stint (2014-19) took a bold decision to rationalise the numerous labour laws into four codes, of which the Code on Wages was one. The Wage Code, which replaces four laws — the Payment of Wages Act, 1948; the Minimum Wages Act, 1948; the Payment of Bonus Act, 1966; and the Equal Remuneration Act, 1976 — was first placed in Parliament in August 2017. It was referred to the Parliamentary Standing Committee, which submitted its report on December 18, 2018. The NDA returned to power with a massive electoral mandate in May 2019 and promptly tabled the Wage Code — revised in the light of recommendations made by the Parliamentary Standing Committee — in Parliament on July 23, 2019.

The Wage Code contains numerous positives, such as universal minimum wages and a statutory national floor-level minimum wage, both for the first time in the history of labour legislation in India, among other things. But law-makers have missed an opportunity to do more, and could have avoided several costly mistakes.

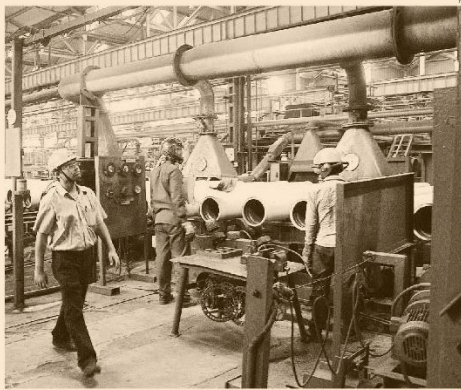
The Preamble of the Code should state the substantive aims of the Code, such as preventing gender-based discrimination, extending universal minimum wages, and so on, rather than stating that it is to "amend [and] consolidate the laws relating to wages and matters connected... which is a procedural act."

The late Prof T S Papad, using National Sample Survey data for 1999-2000, had estimated that the Minimum Wages Act, which provides for coverage of workers in scheduled employments, covered 38.1 per cent of total workers, and even with this restrictive coverage, effective implementation of this law was extremely poor, to put it mildly. Now, the Code claims that it covers all workers in the organised and unorganised sectors (which should include agriculture also) and this would mean coverage of at least 450 million workers (excluding government employment from the 461.4 million workers estimated for 2017-18 by the Periodic Labour Force Survey).

By the way, unlike the existing law, the Code does not specifically mention inclusion of agriculture. Does the government have the wherewithal to effectively ensure realisation of minimum wages for all workers? While it does not mean that the government cannot and should not universalise minimum wage implementation, this ruthless reality should lead to a gradual strengthening of enforcement, to avoid the risk of it degenerating into political rhetoric.

The Code has diluted the provisions relating to gender-based equity in the labour market, contained in the existing Equal Remuneration Act, (ERA) 1976, and missed an opportunity to do more in this regard. Its original draft included only a provision prohibiting gender-based discrimination in wages, and responding to the Parliamentary Standing Committee's recommendation, it has included prohibition of such discrimination in recruitment only in case of similar work. It has left out existing entitlements concerning conditions of service subsequent to recruitment, such as promotions, training and transfers.

Further, the ERA even conceived ways and means of increasing employment opportunities for women by consulting expert advisory committees. To conceive that gender-based discrimination pertains only to earnings and perhaps at the recruitment stage, and to ignore pernicious forms of discrimination and even



The Wage Code will bring down the numerous existing minimum wage rates

deprivation in many aspects of the world of work is to adopt a narrow approach. By providing for a mandatory national floor-level minimum wage instead of the earlier minimum wage rate, the Wage Code will surely bring down the numerous minimum wage rates that exist currently. It propagates multiple wage rates by stipulating minimum wages at the national, zonal and state levels, and further on the basis of norms like skill (four types), adhocness and hazardous. What is worse, it empowers the government to create more norms and yet expects that the number of minimum wage rates will be kept at a minimum.

The Code has diluted the provisions relating to gender-based equity in the labour market, contained in the existing Equal Remuneration Act, 1976

If the objective of minimum wages is to prevent exploitation or poverty alleviation, it should provide not merely for the bare subsistence of life, but for the preservation of the efficiency of the worker. In other words, it should provide for some measure of education, medical requirements and amenities as well. Why should there be a hierarchy of multiple minimum wage rates based on skills? Regional peculiarities could be tackled by a state-level single minimum wage, plus a universal variable cost of living allowance adjusted quarterly instead of half-yearly.

More important is the debate on the determination of the minimum wage, and the fact that the expert committee's "scientifically arrived at minimum wage"

falls far short of the Seventh Pay Commission's level of ₹8,000. This needs urgent revision lest labour becomes restive. Further, the existing law stipulates revision of minimum wages "within an interval of any five years", while the Code requires revision "ordinarily at an interval not exceeding five years", and the latter may formalise revision only after every five years, if at all it is done religiously by governments.

The Minimum Wages Act allows representation on behalf of minimum wage-deprived workers by a legal practitioner, any authorised office-bearer of a trade union, an inspector, or any authorised person chosen by the Authority concerned, which empowers the affected workers considerably. But the Code restricts representation to the trade union of which the affected workers are members, and the inspector. Given low and declining rates of unionisation, this will hurt workers.

Finally, the role envisaged for the curiously titled "inspector-cum-facilitator" is quite limited, as the fundamental "power of entry at any time (or even reasonable hours), any frequency and unlimited one" has been removed in the Code, which violates International Labour Organisation norms on this. The inspection system needs reform to remove harassment and corruption, but the Code is making inspectors powerless "visitors".

In short, the Code aims very high but is inadequate in vital respects, which may even militate against the realisation of its grand promise.

The writer is Professor, XLRI, Xavier School of Management, Jamshedpur

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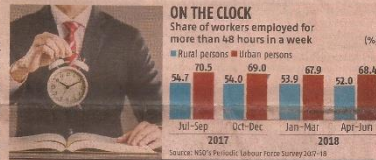
PAGE: 1, 6

Companies will need employee consent in writing for overtime

SOMESH JHA
New Delhi, 28 July

Establishments will require the written consent of workers before asking them to work 'overtime', according to a proposal in the Code on Occupational Safety, Health and Working Conditions, 2019.

The Bill, introduced by Labour and Employment Minister Santosh Kumar Gangwar in the Lok Sabha (LS) last week, has proposed that "no worker shall be required to work overtime by the employer without prior consent of the worker in writing for such work".



The government has removed a provision present in the existing law specifying the number of overtime hours a worker is allowed to do.

Instead, the Centre or state governments may 'prescribe' the period of overtime work through a notification, according to a proposal.

This move may lead to various governments fixing overtime hours, without the need to go through the scrutiny of Parliament.

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Companies will need employee consent ...

"The provision related to seeking a written consent is a welcome move, but the ground realities make it difficult for workers' rights to be protected in the spirit of the law," said K R Shyam Sundar, professor of human resources management, XLRI.

He criticised the move to empower various governments to fix overtime-working hours instead of specifying them in the new law.

"This provision will empower businesses which can exert pressure on state governments by threatening to relocate (their establishments) in the garb of meeting export needs," Sundar said, adding such a move will "unless arbitrariness across economic segments and regions, which has a liberty-law-making process".

The Bill states a worker will be paid twice his or her wage if he or she is allowed to work overtime. "Wage", according to the proposed law, will include the basic pay, dearness allowance, and retention pay components.

Industry had, however, demanded the government leave the provision on overtime to market forces, instead of the authorities prescribing norms for it.

In sectors like construction, workers themselves want to work

for 12 hours a day. Provisions related to overtime should be for employers and employees to sort out," said MS Umleshkar, chairman of the Confederation of Indian Industry's National Committee on Industrial Relations.

He added in some cases, employers might agree to pay more than double the wage for overtime hours, but the law put a restriction on that.

The draft Bill, made public last year for comments, had specified that a worker should not be allowed to work for more than 100 hours a quarter (three months), which is in accordance with the law in place since 2016.

The draft had proposed the number of hours in a day, including overtime, should not exceed 12.

However, these provisions didn't find mention in the bill introduced in the LS. According to the National Statistical Office's (NSO's) Periodic Labour Force Survey of 2017-18, a majority of workers in India worked more than 48 hours in a week, which is higher than the International Labour Organisation's prescribed time-limit.

On average, workers in cities worked 59-64 hours a week and those in villages worked 46-47 hours a week during July-June last year.

The NSO survey showed that, on average, regular wage or salaried employees worked longer (53-56 hours) in a week than the self-employed (46-54 hours) and casual workers (43-48 hours).



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FR. P Christie S.J, Director, XLRI

Fr. P. Christie S.J. is the New Director of XLRI - Xavier School of Management

Fr. P. Christie S.J. is the new Director of XLRI. He took over from Fr. E. Abraham S.J. Speaking on his appointment, Fr. P. Christie S.J. said, "XLRI's mission-led growth over seven decades has been guided by four important hallmarks of Jesuit education - 'excellence, integrity and ethics', 'holistic growth of an individual' and 'social consciousness'. Excellence and ethics are important elements of XLRI's DNA and is passed on to every student of the institution. One of the goals of XLRI is to nurture responsible leaders who are conscious and sensitive towards the needs of lesser privileged sections of the society."

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सोशल लीडरशिप सीरीज • एक्सएलआरआई के फादर अरूपे सेंटर फॉर इकोलॉजी में किया आयोजन सफल उद्यमी के लिए पूंजी से ज्यादा खुद पर करें भरोसा: श्रीकुमार

सिटी रिपोर्टर • जमशेदपुर

एक्सएलआरआई जमशेदपुर के फादर अरूपे सेंटर फॉर इकोलॉजी एंड सस्टेनेबिलिटी (फेसेस) की ओर से शनिवार को पहला सोशल लीडरशिप सीरीज का आयोजन किया गया। दुग्ध-कृषि में उद्यमिता की मिसाल पेश करने वाले दो उद्यमियों ने क्षेत्र की चुनौतियों के साथ बाजार में अपना अस्तित्व बनाए रखने की तरकीब भी बताई। ओडिशा में दुग्ध के क्षेत्र में क्रांति लाने वाले और मिल्क मित्रा नामक डेयरी शुरू करने वाले श्री कुमार मिश्रा ने कहा- बनी बनाई नौकरी छोड़ दुग्ध जैसे व्यवसाय में उतरना आसान नहीं रहा।



शशांक कुमार श्रीकुमार मिश्रा

पहले बाजार को समझा व उसके अनुरूप रणनीति बनाई। मिश्रा ने कहा कि ऐसे व्यवसाय के लिए पूंजी से ज्यादा खुद पर भरोसा ज्यादा जरूरी है। अधिकतर लोगों को लगता है कि पूंजी की बदौलत उद्यम को सफल बना लेंगे, लेकिन यह संभव नहीं है। श्रीकुमार ने पुणे यूनिवर्सिटी से बीई किया है। बाद में जेवियर इंस्टीट्यूट्स ऑफ मैनेजमेंट (एक्सआईएम)

आईआईटी से पढ़ खेती में आया तो लोगों ने कहा पागल - शशांक



एक्सएलआरआई में आयोजित सोशल लीडरशिप सीरीज अपनी बातों को रखते लीडर शशांक और श्रीकुमार।

भुवनेश्वर से एमबीए किया।

परिवार के लोगों को बताया जरूरी- शशांक: आईआईटी दिल्ली से बॉटेक करने के बाद बिहार में कृषि के क्षेत्र में काम कर

रहे ग्रीन एग्री रिवोल्यूशन व देहात संस्था के शशांक कुमार ने कहा - सबसे पहले तो परिवार के लोगों को भरोसा दिलाना जरूरी है कि मैं जो कर रहा हूँ, वो सही है। कई

बार घर वाले ऐसे कदम को गलत ठहराते हैं व आपको हतोत्साहित करते हैं, लेकिन आपको इस पर ध्यान दिए बिना अपने लक्ष्य की ओर बढ़ना होता है। आईआईटी

से पढ़ाई करने के बाद खेती के व्यवसाय में आने पर कई लोगों ने पागल तक करार दिया लेकिन मैं विचलित नहीं हुआ। दोनों उद्यमियों की सक्सेस स्टोरी के बाद विद्यार्थियों ने नया स्टार्टअप शुरू करने व गांवों में ऐसे प्रोजेक्ट शुरू करने के बारे में सवाल पूछे। संस्थान के प्रोफेसर व फेसेस के चेयरपर्सन प्रोफेसर मधुकर शुक्ला ने कहा- इस साल से संस्थान सोशल लीडरशिप सीरीज का शुभारंभ किया है। इसके तहत सामाजिक क्षेत्र में देश-विदेश के सफल उद्यमियों को आमंत्रित किया जाएगा, ताकि वे अपनी सक्सेस स्टोरी विद्यार्थियों के साथ शेयर कर सकें।

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एक्सएलआरआई : ओडिशा में मिल्क मित्रा और बिहार में ग्रीन एग्री रिवोल्यूशन की शुरुआत करने वाले उद्यमी भाग लेंगे

दूध और खेती के क्षेत्र में काम करने वाले उद्यमी आज देंगे टिप्स

सिटी रिपोर्टर | जमशेदपुर

एक्सएलआरआई जमशेदपुर के फादर अरूपे सेंटर फॉर इकोलॉजी एंड सस्टेनेबिलिटी (फेसेस) की ओर से छह जुलाई को संस्थान का पहला सोशल लीडरशिप सीरिज का आयोजन किया जाएगा। शाम चार बजे से संस्थान के लर्निंग सेंटर टू में होने वाले इस आयोजन में

देश के दो सफल उद्यमी स्टूडेंट्स को उद्यमी बनने के गुर बताएंगे। संस्थान के प्रोफेसर और फेसेस के चेयरपर्सन प्रोफेसर मधुकर शुक्ला ने बताया कि इस साल से संस्थान सोशल लीडरशिप सीरिज का शुभारंभ करने जा रहा है। इसके तहत सामाजिक क्षेत्र में देश-विदेश के सफल उद्यमियों को आमंत्रित किया जाएगा, ताकि वे

अपनी सक्सेस स्टोरी विद्यार्थियों के साथ शेयर कर सकें। इससे सफल उद्यमी बनने में उन्हें मदद मिलेगी। ओडिशा में दुग्ध के क्षेत्र में क्रांति लाने वाले और मिल्क मित्रा नामक डेयरी को शुरू करने वाले श्री कुमार मिश्रा विद्यार्थियों को उद्यमिता के गुर बताएंगे। श्रीकुमार ने पुणे यूनिवर्सिटी से बीई किया है। बाद में जेवियर इंस्टीट्यूट्स ऑफ मैनेजमेंट

(एक्सआईएम) भुवनेश्वर से एमबीए किया। श्री कुमार मिश्रा के अलावा दूसरे स्पीकर शशांक कुमार होंगे, जो आईआईटी दिल्ली से बीटेक करने के बाद बिहार में कृषि के क्षेत्र में काम कर रहे हैं। उन्होंने ग्रीन एग्री रिवोल्यूशन और देहात नामक संस्था की स्थापना कर खेती के क्षेत्र में स्थानीय किसानों को रोजगार उपलब्ध कराया है।



शशांक कुमार



श्री कुमार मिश्रा

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दूध और सब्जी बेच बने करोड़पति

जासं, जमशेदपुर : परंपरागत व्यवसाय के साथ कई नए उद्यमों को अपनाने में युवा प्रबंधकों का रुझान बढ़ रहा है। यहां तक कि दूध व सब्जी के व्यवसाय को संगठित तरीके से करते हुए न केवल खुद का कारोबार खड़ा किया जा सकता है बल्कि कुचकों को आर्थिक संकल दे ग्रामीण विकास में योगदान दिया जा सकता है। यह साबित कर दिखाया है मिल्क मंत्रा डेयरी के संस्थापक श्रीकुमा मिश्रा व ग्रीन एग्रीवोल्यूशन देहात के संस्थापक शशांक कुमार ने। एक्सपलआरआइ स्थित फादर अरूप सेंटर फॉर इकोलोजी एंड सस्टेनैबिलिटी के तत्वावधान में सोशल लीडर सीरीज के तहत इन दोनों सामाजिक उद्यमियों ने एक्सपलआरआइ के छात्र-छात्राओं को सामाजिक उद्यमिता के टिप्स दिए। उद्यम शुरू करने से लेकर उसे सफलतापूर्वक स्थापित करने तक अनुभव बताते हुए दोनों उद्यमियों ने छात्र-छात्राओं के सवालों का जवाब भी दिया और इस क्षेत्र के जरूरी स्टैप्स के प्रति जागरूक भी किया।

किसानों का जुड़ाव की बढ़तीत जीता भरोसा : लेक्चर सीरीज के दूसरे उद्यमी ग्रीन एग्रीवोल्यूशन देहात के संस्थापक शशांक कुमार ने भी अपने अनुभवों से रुबुरु कगते हुए कहा कि किस तरह 2008 में आइआइटि दिल्ली से इंजीनियरिंग करने के बाद उन्होंने कई मल्टीनेशनल कंपनियों में नौकरी की और 2012 में ग्रीन एग्रीवोल्यूशन देहात की नींव रखी। बिहार के वैशाली जिले में किसानों के बीच यह परिकल्पना मन में आई कि ऐसा स्टार्टअप शुरू किया जाए जहां एग्रीकल्चर से संबंधित सभी समाधान उपलब्ध हों। शुरू में टिकनर से जुड़े मुझाव के लिए विशेषज्ञों की राय को समझाने में। उनके बीच खते हुए भरोसा जीता। उनके उत्पाद लेने से पहले इसकी व्यवस्था की कि उन्हें उनके



एक्सपलआरआइ में शनिवार को आयोजित सेमिनार में शामिल विद्यार्थी व अन्य • जगज्ज

60 छात्र किसान छह से सात महीने में ग्रीन एग्रीवोल्यूशन से जुड़ गए हैं, संख्या अब भी बढ़ रही है

ग्रीन एग्रीवोल्यूशन

- मिल्क मंत्रा के सीईओ व ग्रीन एग्रीवोल्यूशन देहात के प्रबंध निदेशक ने सामाजिक उद्यमिता पर दिए टिप्स
- एक्सपलआरआइ में सोशल लेक्चर सीरीज के तहत उद्यमियों के अनुभव से रू-थ-रू हुए एक्सपल
- बिहार के वैशाली में किसानों के बीच यह परिकल्पना मन में आई कि ऐसा स्टार्टअप शुरू किया जाए जहां एग्रीकल्चर के सभी समाधान उपलब्ध हों : शशांक कुमार

काम में सहयोगी की भूमिका हो। बीज उपलब्ध कराने से लेकर उर्वरक आदि से जुड़े मुझाव के लिए विशेषज्ञों की राय को समझाने में। उनके बाद हमारी मार्केट जर्नी शुरू हुई। 2012 में पहला देहात सेंटर शुरू किया। किसानों को भी

2012 में पहला देहात सेंटर शुरू किया। इससे किसानों को पहले से ज्यादा फायदा हुआ

धीरे-धीरे बढ़ी सफलता की सीढ़ी : श्रीकुमार मिश्रा

मिल्क मंत्रा डेयरी प्रोडक्ट के संस्थापक व सीईओ श्रीकुमार मिश्रा ने दूध व्यवसाय शुरू करने के शुरूआती समय के संसों को याद करते हुए बताया कि किन तरह दूध उत्पादकों को समझाने और उन्हें भरसे में लेने की कोशिश की। जब वास्तविक रूप से काम शुरू होने का समय आया तो केवल सात पशुपालक किसान टर्नअप हुए। इसके बावजूद उन सात किसानों को साथ लेकर 36 दिनों दूध से उद्यम शुरू किया। मिल्क मंत्रा एक ब्रांड के रूप में स्थापित है। 160,000 से

पहले की अपेक्षा ज्यादा फायदा हुआ और देखते ही देखते छह-सात महीने में 60,000 किसान ग्रीन एग्रीवोल्यूशन से जुड़ गए। 2014 में तकनीक का इस्तेमाल करते हुए 202 माइक्रो इंटरप्रेन्योर स्टेशन शुरू किए। कोशिश की कि हर सप्ताह

1.40 किसानों के साथ जुड़कर ग्रीन एग्रीवोल्यूशन कर रहा काम

अधिक पशुपालक किसान इससे जुड़े हैं। करोड़ों का टर्नओवर है। श्रीकुमार मिश्रा ने सामाजिक उद्यमिता के टिप्स देते हुए बताया कि सबसे महत्वपूर्ण पुंजी है। अगला चरण इविकल बिजनेस मॉडल तैयार करने का होता है। अपने अनुभव बताते हुए उन्होंने कहा कि सलाई डैन मॉडल तैयार करने के दौरान किस तरह की चुनौतियों का सामना करना पड़ा। किसानों का भरोसा बढ़ा, वे खुश हुए तो कारोबार भी आगे बढ़ा। अगला चरण अपने उद्यम को ब्रांड के रूप में स्थापित करने का था।

सभी किसानों से एक बार जरूर संपर्क हो। हमने साफ मन से काम किया और आगे चीजें खुद व खुद होती चली गईं। कई महीने किसानों की आर्थिक स्थिति सुधरी। आज हम 140 हजार किसानों के साथ जुड़कर काम कर रहे हैं।

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नई राष्ट्रीय शिक्षा नीति स्वागतयोग्य कदम : फादर पी क्रिस्टी

जासं, जमशेदपुर : एक मजबूत व प्रगतिशील देश के लिए सुदृढ़ शिक्षा नीति की अहम भूमिका होती है। बजट 2019-20 पर अपनी प्रतिक्रिया में देश के प्रमुख प्रबंधन स्कूल एक्सपलआरआइ के निदेशक फादर पी क्रिस्टी ने कहा कि सरकार की ओर से नई राष्ट्रीय शिक्षा नीति लाने की पहल स्वागतयोग्य कदम है। शिक्षा के क्षेत्र में एक बेहतर गवर्नंस की जरूरत समय की मांग है। उच्च शिक्षा में सुधार के लिए सरकार की घोषणा इस दिशा में अच्छा प्रयास है। उच्च शिक्षण संस्थानों को अधिक स्वायत्तता और एकेडमिक सुधारों के लिए 400 करोड़ रुपये से विश्व स्तरीय संस्थानों की परिकल्पना शिक्षा व्यवस्था को सुदृढ़ करने की दिशा में सही कदम है। हम देश में हायर एजुकेशन कमीशन ऑफ इंडिया (एचईसीआई) के नियमन का इंतजार कर रहे हैं। सही स्ट्रेटजी व संगठनात्मक संरचना से इस लक्ष्य को हासिल किया जा सकेगा। शोध व इनोवेशन क्षेत्र के साथ ही स्टार्टअप को बढ़ावा देने की सरकार की पहल सकारात्मक है। दूरदर्शन टीवी चैनल के लिए स्टार्टअप योजना का मैं स्वागत करता हूं। नेशनल रिसर्च फाउंडेशन (एनआरएफ) को विकसित करने से युवाओं में बौद्धिक क्षमता विकास के साथ ही देश को आगे ले जाने में सहायक होगा।



फादर पी क्रिस्टी, निदेशक एक्सपलआरआइ।

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अब कम ब्याज पर मिल सकेगा लंबी अवधि का ऋण : डॉ. एचके प्रधान

जास, जमशेदपुर : एक्सटर्नल क्रेडिट रेटिंग में भारत की स्थिति काफी अच्छी है। इससे लंबी अवधि के लिए कम ब्याज दर पर ऋण मिलने का रास्ता साफ हो सकेगा। कई सरकारी संस्थाएं अपने पूंजीगत खर्च के लिए उधार ले रही हैं। इससे घरेलू पूंजी बाजार में तरलता आएगी। बजट पर प्रतिक्रिया व्यक्त करते हुए एक्सएलआरआई के प्रोफेसर ऑफ फाइनांस एंड इकोनॉमिक्स डॉ. एचके प्रधान ने कहा कि इस बात की उम्मीद मुझे पहले से ही थी कि सरकार कम दर पर बाहरी ऋण की उपलब्धता सुनिश्चित करेगी क्योंकि सतत ऋण व सकल घरेलू उत्पाद में 68 प्रतिशत अनुपात के साथ भारत का एक्सटर्नल क्रेडिट रेटिंग काफी बेहतर है।

इस बजट से नन बैंकिंग फाइनांस कंपनियों (एनबीएफसी) को नई जान मिलेगी क्योंकि बैंक व म्यूचुअल फंड



डॉ. एचके प्रधान, प्रोफेसर फाइनांस एंड इकोनॉमिक्स एक्सएलआरआई।

क्षेत्र को उधार के लिए बढ़ावा दिया गया है। सार्वजनिक क्षेत्र के बैंकों को दस फीसद तक होनेवाले पहले नुकसान पर सरकार की ओर से वन टाइम क्रेडिट गारंटी के जरिए परीक्षण रूप से सुविधा प्रदान की गई है। इससे भारतीय रिजर्व बैंक के नियामक प्राधिकरण को मजबूती भी मिलेगी।

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Wage system revamp key to more inclusive growth

Zia Haq
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NEW DELHI: India's economic growth could get a boost and be more inclusive with a simplified minimum wages system backed by law, the Economic Survey 2018-19 released by Union finance minister Nirmala Sitharaman on Thursday said. One in every three wage workers in India is not protected by the Minimum Wages Act. A revamp of the country's archaic system of minimum wages will spur incomes and consumption demand among the "vulnerable bottom rung of wage earners", the survey said, laying down broad proposals for a policy framework to streamline wages.

Minimum wages, a welfare feature of most advanced and developing economies, are floor wages benchmarked to inflation and designed to protect vulnerable workers from exploitation. The government is slated to introduce The Code of Wages Bill, 2019 in the current session of Parliament, aimed at rationalising minimum wages in step with proposals made out in the Survey. A key change is that minimum wages will now be backed by law.

This bill amalgamates the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976 into a single piece of legislation. "Rationalisation of minimum wages as proposed under the Code on Wages Bill needs to be supported," the Survey stated.

India has a maze of different minimum wages for various

A REVAMP OF THE ARCHAIC SYSTEM OF MINIMUM WAGES WILL SPUR INCOMES AND CONSUMPTION DEMAND AMONG VULNERABLE BOTTOM RUNG OF WAGE EARNERS, ACCORDING TO THE SURVEY

scheduled job categories for unskilled workers across various states. The Minimum Wages Act, 1948 does not cover all wage workers.

"One in every three wage workers in India has fallen through the crack and is not protected by the minimum wage law," the Survey said.

India has at present nearly 429 "scheduled employments", or job categories in the organised sector. Similarly, there are 1,915 in different job categories for unskilled workers.

A simple, coherent and enforceable minimum wage system, backed by technology, will push incomes up and reduce wage inequality without "significantly affecting employment", the Survey said.

The proposed Code of Wages Bill will also prescribe a universal minimum wage, doing away with job categories.

Economists have long debated the minimum wage. One risk often cited is that a higher floor wage can, at least, theoretically drive up unemployment as firms will tend to cut back on hiring if forced to pay more.

The Survey, however, cited

evidence to show that minimum wages have little or no adverse impact on employment.

"The new wages code bill is revolutionary because it brings statutory backing to minimum wages, a long pending labour right. Yet, having a national rate and then different rates for different zones and states still makes it cumbersome," said R.R. Shyam Sundar, an economist with the Xavier Labour Relations Institute.

"The current federally adopted non-statutory 'national floor level minimum wage' is ₹176 a day. However, different states have varying minimum wage rates, mainly because economic prosperity varies across states.

Quoting a study (Kannan and Papola, 2017), the Survey noted that 38% of the male casual workers and 56% of women casual workers in rural areas, apart from 28% of male casual workers and 58% of women casual workers in urban areas, received wages below the federally fixed minimum wage in 2012.

Such a scenario has resulted in low pay and wage inequality, which in turn pose "serious obstacles towards achieving inclusive growth".

With 80% of "workers in the informal economy", a well designed minimum wage system, the Survey stated, can cut inequalities in incomes, close gender gaps in wages and alleviate poverty.

An effective minimum wage policy can help in driving up aggregate demand and building and strengthening the middle class, and thus spur a phase of sustainable and inclusive growth.

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आम बजट को सत्ता पक्ष ने सराहा, तो विपक्ष ने नकारा

बजट में नयी शिक्षा नीति लाने की पहल स्वागत योग्य : फादर पी क्रिस्टी



जमशेदपुर। एक्सएलआरआई के निदेशक फादर पी क्रिस्टी, एसजे ने आम बजट पर अपनी प्रतिक्रिया देते हुए कहा है कि एक मजबूत शिक्षा प्रणाली एक मजबूत और प्रगतिशील राष्ट्र का आधार बनती है। ऐसे में निकट भविष्य में नई राष्ट्रीय शिक्षा नीति लाने की सरकार की पहल एक स्वागत योग्य कदम है। उन्होंने आगे कहा कि शिक्षा क्षेत्र के भीतर बेहतर प्रशासन की रूपरेखा और सरकार की घोषणाओं जैसे उच्च शिक्षा नियामक सुधारों में सुधार लाने के लिए अधिक स्वायत्तता और बेहतर अकादमिक परिणामों पर ध्यान केंद्रित करने और विश्व स्तर के संस्थानों के लिए 400 करोड़ रुपये के आवंटन की आवश्यकता है। एक मजबूत शिक्षा प्रणाली के निर्माण के लिए सही दिशा में कदम और हम भारत के उच्च शिक्षा आयोग (एचइसीआई) की स्थापना के लिए कानून की प्रतीक्षा कर रहे हैं।

कम आंतरिक उधार की उम्मीद, मजबूत होगी अर्थव्यवस्था : डॉ एचके प्रधान



जमशेदपुर। एक्सएलआरआई में वित्त और अर्थशास्त्र के प्रोफेसर डा एचके प्रधान ने आम बजट पर अपनी प्रतिक्रिया में कहा कि मुझे कम आंतरिक उधार की उम्मीद है, क्योंकि सरकार कम लागत वाले बाहरी ऋणों का दोहन करना चाहती है। 68 प्रतिशत स्थायी ऋण-से-जीडीपी अनुपात के साथ, भारत को एक उत्कृष्ट बाहरी क्रेडिट रेटिंग प्राप्त है और 426 बिलियन विदेशी मुद्रा भंडार जो हमें दीर्घकालिक ऋण और कम ब्याज दरों पर टैप करने में सक्षम करेगी। पहले से ही कई सरकारी एजेंसियां अपने पूंजीगत व्यय के लिए ऑफ-बजट मार्ग के माध्यम से उधार ले रही हैं। ये घरेलू पूंजी बाजारों में कुछ तरलता जारी करेंगे, जो कि पहले ही 25 आधार अंकों की तीन रेपो दर में कमी के बाद आने वाली पैदावार को नरम कर देगा। गैर बैंकिंग वित्त कंपनियों (एनबीएफसी) को कुछ राहत मिली।

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A NATIONAL MINIMUM WAGE CAN HELP CURB DISTRESS MIGRATION

Govt needs to explore ways if country can be divided into 5 wage zones for better wage management, says Survey

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NEW DELHI

India needs to have a mandatory national-level minimum wage to promote social justice and curb distress migration, said the Economic Survey 2019 tabled in Parliament on Thursday.

The Survey said that a mandatory minimum national wage will force states to pay more than the floor rate, but not less. "An effective minimum wage policy that targets the vulnerable bottom rung of wage earners can help in driving up aggregate demand and building and strengthening the middle class," chief economic advisor K.V. Subramanian said.

The Economic Survey suggested that since India is a large and complex country, the centre should explore if it can be divided into five wage zones for better wage management. The move, the Survey said, will improve help regions attract investment and reduce distress migration.

"The central government should notify a national floor minimum wage that can vary across the five geographical regions. Thereafter, states can fix the minimum wages, which shall not be less than the 'floor wage'. This would bring some uniformity in minimum wages across the country and make all states almost equally attractive from the point of view of labour cost for investment, as well as reduce distress migration," the Survey said.

It advised that the proposed labour code should include a provision for a minimum wage for both informal and formal sector workers, as 93% of the labour force is engaged in unorganized work.

"Despite India's outstanding growth in the last two decades, low pay and wage inequality remain serious obstacles towards achieving inclusive growth. An effective minimum wage policy that targets the vulnerable bottom rung of wage earners can help in driving up aggregate demand, and building and strengthening the middle class, and thus spur a phase of sustainable and inclusive growth," said the survey, adding that one in every three wage workers in India is not protected by the minimum wage law.

"Minimum wages should be fixed for four categories namely, unskilled, semi-skilled, skilled and highly skilled, based on the geographical region and should cover all workers..." it added.

In recent years, minimum wage systems have been strengthened by many countries to lift workers out of poverty and to reduce levels of inequality. The renewed interest arises as recent literature and evidence suggest that



In recent years, minimum wage systems have been strengthened by many countries to lift workers out of poverty and to reduce levels of inequality.

minimum wages can promote social justice without any major negative implication for employment if wages are set at an adequate level, the Survey argued.

The system in India is extremely complex with 185 minimum wages defined for various scheduled job categories. "Today, there are

A statutory national minimum wage move is good but dividing the country into five wage zones will complicate the process.

K.R. SHYAM SUNDAR
Labour economist, professor at XLRI Jamshedpur



nearly 429 scheduled employment and 1,915 scheduled job categories for unskilled workers. This massive expansion in job categories and wage rates has led to major variations, not only across states, but also within states," the Survey added.

The International Labour Organization (ILO) has been advocating decent jobs and bet-

ter remunerations for the working class. In a November 2018 report, ILO said that around 41% of Indian employees feel they are poorly paid—India stood fourth from the bottom among the 22 countries of the Asia Pacific region, only above Bangladesh, Pakistan and Mongolia. India's problem is higher informal employment, besides poor quality and low-paid jobs in the formal sector, said

K.R. Shyam Sundar, a labour economist and professor at XLRI Jamshedpur.

While the gradual growth in the formal sector's share in the labour market is a good sign, the government has to put in place systems that will improve the quality of jobs, he added. Short-term contractual employment in the formal sector, or in labour-intensive sectors, will not help, Sundar said.

While workers' unions have been talking about better wages and supporting a national floor price, industry bodies have expressed their reservations. In June, the Confederation of Indian Industries (CII) said that states should have the power to determine minimum wages

as the concept of a national minimum wage will affect job creation.

"A well-designed minimum wage system can be a potent tool for protecting workers and alleviating poverty, if set at an appropriate level that ensures compliance," the Economic Survey said, further highlighting how wage disparity among genders and geographies is a key challenge in the country.

International experience suggests that greater compliance with minimum wages has led to a reduction in wage inequality. India's experience on the impact of minimum wages on wage inequality needs to be evaluated, keeping in mind the segmentation in the labour market and the differences across various categories of workers.

The Economic Survey said effective implementation and monitoring will be key to a national minimum wage floor rate. "A simple, coherent and enforceable minimum wage system should be designed with the aid of technology as minimum wages push wages up and reduce wage inequality without significantly affecting employment."

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LS pushes ahead with labour reforms, passes wage code bill

Lok Sabha clears bill despite opposition concerns over gender disparities in pay, a single minimum wage

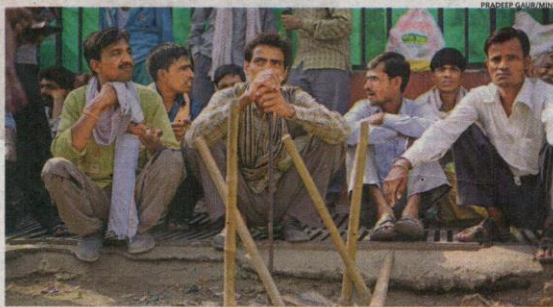
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Pushing ahead with labour reforms, the Lok Sabha on Tuesday passed the wage code bill in the face of concerns over a single minimum wage and gender disparities in pay.

The bill seeks to merge four labour laws related to wages, two of them dating back to 1936 and 1948. It aims to make provision for a national mandatory minimum wage but does not announce one. It makes provision for application of minimum wages for both informal and formal sector workers. It also aims to rationalize the number of wage types from around 2,000 categories to around 200 and reduce the influence of inspectors on companies, a constant demand from employers for years.

Opening the discussion in the Lok Sabha, labour and employment minister Santosh Gangwar called the bill historic, saying it aims to transform old and obsolete labour laws into more accountable and transparent ones.

Gangwar said the bill seeks to universalize the payment of minimum wage and timely payment of wages. "Those who were out of the ambit of minimum wages will get legislative protection of minimum wages after the bill becomes an



An internal committee of the labour ministry had suggested a national minimum wage of ₹375 per day.

Act," he said.

Suresh Kodikunni, a Congress parliamentarian and former junior labour minister said there is no need to codify the labour laws and that the government is only doing it to benefit employers. He said the bill was brought in without enough deliberations and does not make provision for higher income for workers keeping in mind their need and consumption pattern. He said the bill stays away from prescribing a

respectable national minimum wage in sync with 7th Pay Commission-fixed minimum wage of ₹18,000 for government employees.

plus a housing allowance for city-based workers. It had also suggested an alternative region-wise minimum wage ranging from ₹342 to ₹447 per day.

REFORM STEPS

THE bill seeks to merge four labour laws on wages, two of them dating back to 1936 and 1948

IT makes provision for application of minimum wages for both formal and informal workers

NUMBER of wage types to be reduced from around 2,000 categories to around 200, as per the bill

minimum wage.

An internal committee of the labour ministry had suggested a national minimum wage of ₹375 per day based on July 2018 price

minimum wage. K.R. Shyam Sundar, a labour economist and professor at XLRI Jamshedpur said the bill has four

key pain points. "The draft wage code of 2017 had talked about minimum wage but in 2019 it talks about a national floor level. The difference is: floor level means the lowest of the low wage without taking into account the requirement or consumption pattern. This floor level should go," he said.

Sundar said the bill fails to put in place a model to fix minimum wages taking into account suggestions of the Indian Labour Conference of 1957, a court order on 1992, and committee recommendation in 2019.

The bill also does not make it explicit on how it aims to reduce gender discrimination in salary payments and reduces the monitoring mechanism of those who violate the rules.

However, the provision for a minimum wage for all workers—formal and informal—itsself is net positive. Besides, it removes the ₹24,000 threshold under the Payment of Wages Act thus making all employees part of the code. Also, the bill extends the time period for settlement of wage disputes to three years, up from six months to two years earlier.

The Economic Survey presented in Parliament on 4 July has said that a well-designed minimum wage system "can be a potent tool for protecting workers and alleviating poverty, if set at an appropriate level that ensures compliance".

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Other than the extra deduction on new affordable home loan, there is nothing for salaried middle class.

K.R. SHYAM SUNDAR
Labour economist

Income tax burden weighs on the salaried class even as costs climb

No hike in exemption limits and the government's proposal for additional cess on fuel will pinch the salaried

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generally don't talk about salary, but any salaried employee earning ₹1 lakh a month in a metro city is living a hand-to-mouth situation, says Varsha Ratnaparkar, a marketing communication professional in Maharashtra.

Ratnaparkar, 45, believes that while salaried employees pay more tax and lead a more transparent life from the taxation point of view, it's the same category of the population that is at the receiving end of everything. There were expectations that budget 2019 will hike the income tax exemption limit to improve the ease of living of the salaried class.

However, the first budget of the Narendra Modi government's second tenure has left income tax slabs unchanged, to the disappointment of the salaried class.

The income tax slab and benefits announced in the February 2019 interim budget ahead of the general elections by the then finance minister Piyush Goyal has been kept unchanged. However, finance minister Nirmala Sitharaman said her government has continued with Goyal's promises of full tax rebate for citizens with net annual taxable income up to ₹5 lakh.

"Let me recall and reiterate the government's effort over the past five years to alleviate the tax burden on small and medium income earners. This includes self-employed as well as small traders, salary earners, and senior citizens. Only when their annual taxable income exceeds ₹5 lakh, are they required to pay any income tax," Sitharaman said in her budget speech.

This means the full tax rebate is not applicable to individuals earning more than ₹5 lakh.

The Finance Bill says that while there is no income tax for those earning up to ₹2.5 lakh per annum, between ₹2.5 lakh and ₹5 lakh, the tax slab is 5%. Between ₹5,00,000 to ₹10 lakh, it's 20% and above this, the tax slab is 30%.

"Finance minister Sitharaman con-



A higher tax exemption could have increased take-home salary, which would have meant more spending capacity and also higher saving potential, say taxpayers. PRADEEP GUPTA/MINT

tinued with all the proposals related to income tax that Goyal had promised in the vote-on-account budget. But this may not cheer the salaried class. While the government will claim that zero tax for net income up to ₹5 lakh will benefit low paid employees and pensioners, at a time when consumer demand for products like automobile and white goods are low, a higher

pay for? The education cost of my son grows around 20% every year, the health care cost is exorbitant and you cannot avoid such expenses. When we are going to have low-cost facilities in healthcare, education for common salaried workers?" wondered Ratnaparkar, adding that while a certain share deducted from the overall salary is not a problem, it should be com-

exemption there in the income tax. As a citizen and a taxpayer, I expect better government healthcare facilities. For minor flu or cold of your child, you end up spending thousands in private hospitals. Why should one pay ₹5,000 for a service that actually should be available for ₹500. This is where you expect your tax deductions to show up or work for an individual," Sahoo said.

In other words, Ratnaparkar and Sahoo feel that merely appreciating honest taxpayers is not enough, and citizens paying a sizeable share of salary as tax deserve a good return on their tax contribution.

In his 2018 budget speech, then finance minister Arun Jaitley had said, "There is a general perception in the society that individual business persons have better income as compared to salaried class. However, income tax data analysis suggests that a major portion of personal income-tax collection comes from the salaried class".

Official data shows that salaried employees on an average pay three times more income tax than individual business taxpayers. For the assessment year 2016-17, 1.89 crore salaried individuals had filed their returns and

paid a total tax of ₹1.44 trillion, which works out to average tax payment of ₹76,306 per individual salaried taxpayer. As against this, 1.88 crore individual business taxpayers including professionals who filed their returns for the same assessment year paid a total tax of ₹48,000 crore, which works out to an average tax payment of ₹25,753 per individual business taxpayer. Jaitley had said in 2018 Union budget.

"A higher income tax exemption was the need of the hour. The salaried class have been witnessing very moderate pay hikes over the past two years, and with expenses steadily rising, the spending capacity and the potential to save for the future has reduced considerably," said Amit Khurana, managing director of Corporate Access, a human resources firm.

A higher tax exemption could have increased take-home salary which would have meant more spending capacity and also higher saving potential, he said. Higher spending capacity also peps up consumer demand for household and white goods. It has a direct relation with increased investment and production, which will create more jobs and help boost the economy, Khurana added.

However, the budget does have some provisions which will indirectly benefit the salaried class. In addition to the current deduction of ₹2,00,000 on housing loan interest payment, the finance minister proposed to "allow an additional deduction of up to ₹1,50,000 for interest paid on loans borrowed up to 31 March 2020 for purchase of an affordable house valued up to ₹45 lakh".

Sitharaman said a person purchasing an affordable house will now get an enhanced interest deduction up to ₹3.5 lakh. "This will translate into a benefit of around ₹7 lakh to the middle-class homebuyers over their loan period of 15 years".

"Honestly, the salaried class did not get anything substantial to better their living standard from the first budget of the new government. Ease of doing business is great but as a welfare state, we cannot ignore the ease of living of the salaried class who, as the FM correctly said, are honest taxpayers," added Sundar.

Official data shows that salaried employees on an average pay three times more income tax than individual business taxpayers. For the assessment year 2016-17, 1.89 crore salaried individuals had filed their returns and

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BUDGET TALK

We expected a larger focus on education for school-going children. India has almost 250 million children in that age group but very few have access to quality education since it is limited to certain pockets of India. Improving and upgrading our higher education institutes is also required. It was very encouraging when the recently released National Education Policy spoke about adaptive assessments in schools so that children learn at their own pace. It encouraged the use of technology to personalise education so that children learn better. Unfortunately, this wasn't mentioned in the Budget, and we hope that this doesn't just remain on paper.

— Zishaan Hayath, CEO & Founder, Toppr

The new approach of Gandhi-pedia extracted from Budget 2019, allows allocation of ₹400 crore for quality education which is going to enable more number of Indian educational institutions to be featured on international rankings. Besides this, the Study in India scheme will make our nation a captivating destination for foreign students to study here. This will make a way for growth in the educational sector and it will be culturally significant too. Such kind of promotional measures from Budget is great in featuring the economy of India.

— Saurabh Pandey

Senior Faculty, Shankar Academy of Art, New Delhi

We fervently hope that the National Education Policy which is in the works would be finalised very soon so that the essential improvements in school and college level education are also taken up on an urgent basis. This would address the serious problem of lack of employability skills, which is a big concern of employers and would definitely help the growth prospects of the Indian economy. It is very heartening to note the increased focus to push research by setting up the National Research Foundation. The allocation of ₹400 crore to provide impetus to higher education is a positive move too.

— Manek Daruvala, Founder and Director, TIME

This Budget is guided by the mission to strengthen the education sector especially the establishment of the National Research Foundation which will definitely help in creating the right ecosystem for R&D in the country. It was great to see the Government finally taking notice of industry-relevant skills like AI, IoT, Big Data and reforms in the higher education sector. A humble yet notable announcement was the Study in India programme, which holds the potential to put India on the world map. However, we still need a series of fundamental structural reforms — which I hope will be addressed in the near future.

— Anmol Arora, MD - SHEMROCK & SHEMFORD Group of Schools

A robust education system forms the bedrock of a strong and progressive nation. The Government's initiative in bringing in the New National Education Policy in the near future is a welcome step. There is need for better Governance framework within the education sector and the Government's announcements like bringing reforms in the Higher Education Regulatory Arms to promote greater autonomy and focus on better academic outcomes and the allotment of ₹400 crore for world class institutions are steps in the right direction to build a robust education system; and we look forward to the legislation to set up Higher Education Commission of India (HECI). However, this right intent of the government can truly be attained if we also have long-term strategy and organisational structure in place. The Government's decision to promote skill training and sports awareness would definitely help in holistic development of the youth

— F P Christie

SJ, Director, XLRI, Xavier School of Management

The focus on a new National Education Policy, efforts to increase Government funding, emphasis on research, skilling and digital technologies are the levers that will surely help drive India's growth as one of the leading economies in future. We look forward to achieve the collective digital dream.

— Dr Sanjay Gupta, VC, World University of Design

The Budget has proposed significant changes. Apart from focusing on improving research and higher education via the National Research Foundation, it has promoted play-based early childhood education and high-quality teacher training via the new National Education Policy. The Government has also proposed to increase efforts in skills development of our youth by incorporating new technologies in education such as artificial intelligence, big data, cloud computing, and new learning strategies such as virtual realities and robotics. In an admirable move, the National Sports Education Board for the development of skilled sportsmen is to be set up under Khelo India project, so as to promote enthusiasm in sports as an important part of the development of today's learners.

— Beas DevRaihan, Co-founder & CEO, Next Education India Pvt Ltd

The proposed National Research Foundation should enable India to lay more emphasis on the quality and volume of research in emerging areas. We can see an increased focus on start ups and MSMEs with a number of initiatives that may trigger economic growth and employment generation.

— Dr Aseem Chauhan, Chairman and Chancellor of Amity University

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Choose wisely

Students often confuse MBA with PGDM and end up making wrong choices. DR RAMAKRISHNAN RAMAN tells you ways to differentiate

Pursuing post-graduation in management remains one of the most preferred options for Indian students. Generally graduates from engineering, commerce & arts and economics stream aspire to pursue their post-graduation in the management discipline.

This is evident by the number of applications that the competitive exams like CAT (Common Aptitude Test), SNAP (Symbiosis National Aptitude Test) and XAT (Xavier Aptitude Test) receive year after year. Students often face dilemma to choose amongst the two most popular options, namely MBA (Master in Business Administration) and PGDM (Post Graduate Diploma in Management). Some aspirants are not sure about the difference between these programmes. In order to make the right decision, it is important to know how MBA and PGDM are different. According to the present Indian legal framework and rules, only a University can offer an MBA degree. Also, educational institutions which is affiliated to a university can also offer an MBA programme of the university. The legal framework allows a Post Graduate Diploma in Management (PGDM), which is a diploma course to be offered by the institutes that are recognised by the All India Council for Technical Education (AICTE).



These autonomous institutions are not affiliated to any university. However, accreditation by the Association of Indian Universities (AIU) makes an institute's PGDM course equivalent to an MBA.

This is the reason for institutions like SIBM Pune, FMS Delhi and NMIMS Mumbai to offer an MBA degree whereas institutes like XLRI, NITIE and MDI among many others offer the PGDM program. In 2017, Lok Sabha approved the IIM Bill 2017 that promises to grant autonomy to the elite B-schools and allow them to award full-fledged degrees to their graduates instead of post-graduate diplomas in management. IIMs will be able to grant MBA and doctoral degrees once the law is enacted. As on date, even the IIMs (Indian Institutes of Management)

offer only PGDM and not an MBA program.

While both MBA and PGDM programmes essentially train you for managerial and leadership positions, the corporates largely give importance to the institution from which you graduate.

Autonomous institutes which offer PGDM programme and private and deemed universities which offer MBA programme design the curriculum by taking the requirements from the corporate. The curriculum is also revamped very frequently. Hence from a corporate perspective and from the perspective of starting package that is offered to students, the institution's brand is what that matters.

The writer is Director, Symbiosis Institute of Business Management (SIBM), Pune

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PAGE: 3

City youth set to cycle across countries to spread awareness

Cyclathon 3.0- 6,000 Kms, 60 days, 6 countries

DIVYA MODI ■ RANCHI

A city resident is all set to go on a cycling mission covering about 6,000 Kms in 60 days across 6 countries in a bid to create social awareness. Akram Ansari a 24-year-old cycling enthusiast is eager to make the world a better place and is ready to start his expedition Cyclathon 3.0 on August 20 from the city.

Founder and chairman of an NGO called Bless 'n' Bliss the cyclist will address burning issues like lack of education for the underprivileged children, poor employment opportunities for the members of the transgender community and women safety. His 60-day journey will begin in India and take him to Bangladesh, Myanmar, Thailand, Malaysia and

Singapore.

During the course of his journey, Ansari will be addressing seminars at various educational institutions like XLRI Jamshedpur, IIT Kharagpur and NUS Singapore to name a few and speak about his cause. My motive is not just to cycle across the globe. My mission is to get as many people as possible on the same platform and encourage them to work towards these issues," said the cyclist.

The NGO which was started in 2015 operates from Ranchi and Rourkela and works on three major projects. "I started the NGO by collecting Rs 10 from my friends on a weekly basis in college and buying books and stationery for the children beginning at the station."

BnB Shikhalaya operates two educational centres for the underprivileged children in Ranchi and one in Rourkela. "At these centres free education is provided to the children through a digital platform. At present there are 167 children studying with us," he said.

BnB Saksham imparts physical and psychological training to girls on how to save themselves in unwanted situations. It has one centre each in Ranchi and Rourkela with 100 girls getting trained in martial arts and self defense techniques.

BnB Swabhimaan works for creating job opportunities for members of the transgender community. "20 people of this community were given sewing machines and specialised training for six

months. They are now able to lead a dignified life and earn their own livelihood," added Ansari. Bless 'n' Bliss is a registered NGO which primarily operates from donations received from private organisations and individuals.

Ansari has been cycling for a cause since 2016. Cyclathon 1.0 was for about 100 Kms in August 2016 from Bhubaneswar to Jalpur Road in Odisha and focused on women safety and employment for the transgender community. His second expedition Cyclathon 2.0 was for 400 Kms from Jalpur Road to Ranchi in 2017.

"For my third cycling expedition, I humbly request the Chief Minister of Jharkhand to flag off my journey. This will immensely boost my confidence," emphasised Ansari.



24 year old cyclist Akram Ansari
Pioneer photo

Born in Giridih, Ansari is the youngest of seven siblings. He completed his schooling from CCL DAV Public School Giridih and is a B. Tech graduate from NIT Rourkela. Apart from being a cyclist, Ansari is also a trained mountaineer, a marathon runner and a fitness freak.

"My family supports me unconditionally in all my endeavours and always

encourages me to focus on my work. I am also very conscious about my fitness and

make it a point to work out regularly," remarked the entrepreneur.

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XLRI managers' initiative

School students get career tips

PNS ■ JAMSHEDPUR

XLRI students' organisation "Samarthya", in association with Little Flower School, Telco, organised a career counselling fair for school students at Little Flower School, Telco on Sunday.

The event was headed by Ronald D'Costa, the founding member of Samarthya. Also, many professional counsellors were invited to share their experience with the students and their parents. The event saw a participation of 500 students and 50 parents.

Career Counselling Fair was organised with the aim of providing guidance to students and their parents about various career options available to them from the people having first-hand information of the field. The event is designed so as to help students make an informed decision about their career choice by collecting information about different fields of their interest at a single venue.

The event commenced with the address by Ronald D'Costa who has also been on a team for introducing a new concept of training for youth. D'Costa initiated with one of the vital phenomena of today's world i.e. uncertainty.

He explained how important it is today to manage uncertainty as things change constantly. Thus, youth needs



to be put in a situation to cope up with the same and adapt to new ideas and new techniques.

Father Peter, then, emphasised the importance of career counselling and making an informed decision. He said, "One right step in right direction can make your future brilliant". He also expressed how important it is for the whole world that the students put their best foot forward.

For Career Counselling, along with XLRI students, many professionals graced the event for the benefit of students

and went on to share their experiences and their passion that made them choose their

career.

The event offered information about wide gamut of career options from unclimbed Farming, Sports, Photography, Forestry to standardised Engineering, Doctors and Indian Defence.

Tushar Kabir who has studied from Loyola school chose farming as his career and was described as a "gentleman farmer". He went on to say that farming is not just a profession but a way of life and described the unfathomable satisfaction he gets in contributing to feeding the entire nation. He also explained to students how infusion of new technology into

farming has changed it into a proper profession.

Dr. Sanjay Aggarwal who is a psychiatrist by profession told students to think practically and rationally and emphasised on the importance of contingency plans. He tried to put the parent's perspective before students to provide them the holistic view.

Abhinav Chaudhary, Indian Forest Service Officer, shared how he followed his passion of going into administration even after pursuing Science in his under graduation and also listed down the perks of being in the Indian Forestry Services.

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Police association felicitates meritorious children of cops

PNS ■ RANCHI

In its maiden felicitation programme for children of policemen, the Jharkhand Police Association (JPA) on Sunday felicitated as many as 62 children in a bid to encourage them to perform even better in the days to come.

The Chief Guest for the programme, Jharkhand's Director General of Police (DGP), Kamal Nayan Choubey said, "Every parent wants his or her child to perform well in academics. But we all should remember that mounting extra pressure on them may not help." The auditorium of State office of Jharkhand Police Association was packed during the event. In the absence of some awardees, their parents collected the awards on their behalf.

Choubey asked the parents not to get disheartened if their children fail to perform well in academics and have trust in them. "The children who fail to perform well are the ones who require maximum support and encouragement. Do not punish or scold them if they fail to per-



DGP Kamal Nayan Choubey presents a certificate to Malti Murmu daughter of police constable Kali Das Murmu during a felicitation ceremony at Police Association, office in Ranchi on Sunday
Vinay Murmu | Pioneer

form as per your expectation," he said.

Dreaming big, he said, is essential for scripting success stories. "Former President of India, APJ Abdul Kalam had said that dream is not what a person experiences while sleeping but dream is something that does not let him sleep. Earlier, only those people flourished who had strong back-

ground but now the ones who have talent can also achieve success," said Choubey.

The State Police Chief lauded the initiative taken by the JPA and said that it will encourage children to perform better. Anita Singh, wife of JPA's State president Yogendra Prasad Singh, whose son also got felicitated on the occasion, said, "My son has given me the chance to

meet personality like DGP sir and it is great pleasure and honor for me." Singh's son is studying at Indian Institute of Management, Ahmedabad after completing his B Tech from an Indian Institute of Technology.

Retired Inspector NN Pandey came from Jamshedpur to attend the programme to take awards on behalf of his three sons. One of them has cracked Union Public Service Commission in 2011 and is working as an IPS in Uttar Pradesh. His second son is working with a multinational company after completing his MBA from prestigious XLRI Jamshedpur and his third son is a Major in the Indian Army. Pandey said, "It will motivate other children to do well."

Richa Raj, a student of Birla Institute of Technology, Mesra came from Jamshedpur with her mother, who is Inspector in the State Police. "Attending this event is a matter of pride for me and my mother. The association has taken this great initiative to encourage and motivate other students," said Richa.

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एक्सएलआरआई

मिल्क मंत्रा के सीइओ व देहात के एमडी ने सोशल इंटरप्रेन्योर पर एक्सलर्स को दिए टिप्स

दूध और सब्जी बेच कर भी बन सकते हैं इंटरप्रेन्योर

लाइफ रिपोर्टर @जमशेदपुर

इंटरप्रेन्योर बनने के लिए जरूरी नहीं है कि बड़ी पूंजी व बड़ा नाम हो. अब बिजनेस स्कूल से पढ़ाई करने के बाद भी लोग पारंपरिक उद्यम से जुड़े रहे हैं और लाखों-करोड़ों कमाने के साथ ही कई लोगों को नौकरी भी दे रहे हैं. इसके कई उदाहरण समाज में देखने को मिल सकते हैं. उक्त बातें शनिवार को एक्सएलआरआई के लर्निंग सेंटर में आयोजित सोशल इंटरप्रेन्योरशिप लीडरशिप सीरिज के तहत लेक्चर सेशन के दौरान मुख्य रूप से उभर कर सामने आयी. रिसोर्स पर्सन मिल्क मंत्रा डेयरी के संस्थापक श्रीकुमार मिश्रा व ग्रीन एग्रीवोल्यूशन देहात के संस्थापक शशांक कुमार ने देश के भावी मैनेजर्स को संबोधित करते हुए कहा कि दूध व सब्जी के व्यवसाय को संगठित तरीके से करते हुए न केवल खुद का कारोबार खड़ा किया जा सकता है बल्कि कृषकों को आर्थिक संबल दे ग्रामीण



विकास में योगदान दिया जा सकता है. उन्होंने अपना उदाहरण भी दिया. मौके पर अपने उद्यम को ब्रांड के रूप में स्थापित करने के टिप्स दिये गये. बताया गया कि कोई भी उद्यम ग्राहकों के बगैर नहीं चल सकता है, इस लिए ग्राहकों की सहूलियत का हमेशा खयाल रखना चाहिए. इस दौरान आज के दौर में सोशल मीडिया की बढ़ती भूमिका पर भी चर्चा की गयी. कहा कि सोशल मीडिया किसी उद्यम को स्थापित करने में अहम साबित हो सकता है. क्योंकि इसके जरिये कम समय में ज्यादा से ज्यादा लोगों तक पहुंचा

जा सकता है. उन्होंने विद्यार्थियों के सवालों के जवाब में कई टिप्स भी दिये, ताकि वे भी पारंपरिक उद्यम से आने वाले दिनों में जुड़ सकें. **1.40 करोड़ किसानों के साथ जुड़ा है देहात** : ग्रीन एग्रीवोल्यूशन देहात के संस्थापक शशांक कुमार ने भी एक्सलर्स को अपने अनुभवों से अवगत कराया. उन्होंने कहा कि 2008 में आइआइटी दिल्ली से इंजीनियरिंग करने के बाद उन्होंने कई मल्टीनेशनल कंपनियों में नौकरी की. लेकिन वहां कार्य करने के दौरान दिल में एक कसक थी कि कुछ अपना शुरू किया जाये.

बिहार के वैशाली जिले में किसानों से बातचीत के बाद यह निर्णय लिया कि ऐसा स्टार्टअप शुरू किया जाये जहां एग्रीकल्चर से संबंधित सभी समाधान उपलब्ध हों. इसके बाद उन्होंने 2012 में ग्रीन एग्रीवोल्यूशन देहात की नींव रखी. उन्होंने कहा कि किसानों का विश्वास जीतना व उन्हें समझाना सबसे कठिन काम था. लेकिन बाद में सब ठीक हो गया. इसके बाद छह-सात महीने में मार्केट में 60,000 किसान ग्रीन एग्रीवोल्यूशन से जुड़े. 2014 में तकनीक का इस्तेमाल करते हुए 202 माइक्रो इंटरप्रेन्योर स्टेशन शुरू किया. कोशिश रही कि हर सप्ताह सभी किसानों से एक बार जरूर संपर्क हो. यह सब हुआ भी. शशांक ने बताया कि अभी वे 1.40 करोड़ किसानों के साथ मिल कर काम कर रहे हैं. इससे ना सिर्फ उन्हें मुनाफा मिल रहा है बल्कि किसान भी सबल हो रहे हैं. उन्होंने कहा कि पारंपरिक उद्यम को हीन भावना से देखना गलत है. इससे भारत का असल मायने में विकास संभव होगा.

सात पशुपालकों के साथ शुरू किया था उद्यम, अब 60,000 पशुपालक हैं साथ

मिल्क मंत्रा डेयरी प्रोडक्ट के संस्थापक व सीइओ श्रीकुमार मिश्रा ने सभी को संबोधित करते हुए कहा कि किस प्रकार उन्होंने दूध का व्यवसाय शुरू किया, कहा कि जब उन्होंने दूध का व्यवसाय शुरू किया था तो उस वक्त सबसे बड़ी समस्या थी कि किस प्रकार किसान व पशुपालकों को भरोसे में लिया जाये, ताकि वे उन्हें दूध दे सकें. शुरू में कई लोगों ने सहयोग करने का भरोसा दिलाया था, लेकिन ऐसा हो नहीं सका था. सिर्फ सात पशुपालकों को साथ लेकर 36 किलो दूध से उद्यम शुरू किया. लेकिन आज 60,000 से अधिक पशुपालक किसान इससे जुड़े हैं. अब मिल्क मंत्रा एक ब्रांड के रूप में स्थापित है. जबकि करोड़ों का टर्नओवर है. श्रीकुमार मिश्रा ने सामाजिक उद्यमिता के टिप्स देते हुए बताया कि विश्वास सबसे महत्वपूर्ण पूंजी है. साथ ही उन्होंने कहा कि अपने बिजनेस मॉडल में एथिक्स के साथ कभी समझौता नहीं करें. कहा कि एक बार जब उन पर किसानों ने भरोसा किया और वे खुश हुए तो कारोबार भी आगे बढ़ा.

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नयी शिक्षा नीति स्वागत योग्य कदम : फादर क्रिस्टी

किसी भी मजबूत व प्रगतिशील देश के लिए सुदृढ़ शिक्षा नीति की अहम भूमिका होती है . सरकार की ओर से संसद में पेश किये गये आम बजट में नयी राष्ट्रीय शिक्षा नीति लाने की बात कही गयी है, यह स्वागत योग्य कदम है . शिक्षा के क्षेत्र में एक बेहतर गवर्नेंस की जरूरत समय की मांग है . उच्च शिक्षा में सुधार के लिए सरकार की घोषणा इस दिशा में काफी



सुदृढ़ पहल है . उच्च शिक्षण संस्थानों में क्वालिटी एजुकेशन देने के लिए 400 करोड़ रुपये खर्च करना बेहतर प्रयास है . इससे विदेशी छात्र भी भारत आकर पढ़ सकेंगे . हम देश में हायर एजुकेशन कमिशन ऑफ इंडिया (एचइसीआई) के नियमन का इंतजार कर रहे हैं . सही स्ट्रैटजी व संगठनात्मक संरचना से इस लक्ष्य को हासिल किया जा सकेगा .

इसके अलावा कौशल विकास और खेलों के प्रति जागरूकता को बढ़ावा देने संबंधी निर्णय निश्चित रूप से देश के युवाओं के विकास में सहायक होगा . शोध व इनोवेशन क्षेत्र के साथ ही स्टार्टअप को बढ़ावा देने की सरकार की पहल सकारात्मक है . दूरदर्शन टीवी चैनल पर स्टार्टअप योजना के लिए अलग से चैनल का होना स्वागत योग्य कदम है . नेशनल रिसर्च फाउंडेशन (एनआरएफ) को विकसित करने से युवाओं में बौद्धिक क्षमता विकास के साथ ही देश को आगे ले जाने में सहायक होगा .

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भारतीय रिजर्व बैंक के नियामक प्राधिकरण को मजबूती मिलेगी : डॉ. एचके प्रधान

इस बजट से नन बैंकिंग फाइनांस कंपनियों (एनबीएफसी) को नयी जान मिलेगी क्योंकि बैंक व म्युचुअल फंड क्षेत्र को उधार के लिए बढ़ावा दिया गया है . सार्वजनिक क्षेत्र के बैंकों को 10 प्रतिशत तक होनेवाले पहले



नुकसान पर सरकार की ओर से वन टाइम क्रेडिट गारंटी के जरिए परोक्ष रूप से सुविधा प्रदान की गयी है . इससे भारतीय रिजर्व बैंक के नियामक प्राधिकरण को मजबूती भी मिलेगी . एक्सटर्नल क्रेडिट रेटिंग में भारत की स्थिति काफी अच्छी है . इससे लंबी अवधि के लिए कम ब्याज दर पर ऋण मिलने की संभावना है . कई सरकारी संस्थाएं अपने पूंजीगत खर्च के लिए उधार

ले रही हैं . इससे घरेलू पूंजी बाजार में तरलता आयेगी . इस बात की उम्मीद मुझे पहले से ही थी कि सरकार कम दर पर बाहरी ऋण की उपलब्धता सुनिश्चित करेगी . सतत ऋण व सकल घरेलू उत्पाद में 68 प्रतिशत अनुपात के साथ भारत का एक्सटर्नल क्रेडिट रेटिंग काफी बेहतर है .

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एक्सएलआरआई. साइबर काइम पर कानूनी जागरुकता कार्यशाला में बोले हाइकोर्ट के जज

डिजिटल साक्षरता ही साइबर काइम से बचने का उपाय



लोकप्रिय रिपोर्टर जमशेदपुर

जिला विधिक सेवा प्राधिकार के तत्वावधान में हुआ आयोजन

साइबर क्रिम से बचने के लिए सबसे पहले डिजिटल साक्षरता लेना जरूरी है, बिना इसके साइबर अपराधियों से बचना असंभव है, केवल एक दिन जागरूकता कार्यक्रम चलाने से इन अपराधियों से छुटकारा नहीं पाया जा सकता है, क्योंकि साइबर अपराधियों के पास बड़े उपाय हैं, जो आमनी से हमें डरी का शिकार बना सकते हैं, उक्त बारी जिला विधिक सेवा प्राधिकार के तत्वावधान में आयोजित साइबर क्रिम कानूनी जागरूकता कार्यशाला के दौरान बतौर मुख्य अतिथि ज़ारखंड हाइकोर्ट के न्यायाधीश और प्रशासना के चेरमैन एसजी मिश्रा ने कही, वे शनिवार को एक्सएलआरआई के प्रभाग में कानूनी जागरूकता कार्यशाला को संबोधित कर रहे थे।

जमशेदपुर में बढ़ा है क्राइम

श्री मिश्रा ने बताया कि हाल के दिनों में साइबर क्रिम का डेटा जमशेदपुर में काफी बढ़ा है, 292 केस दर्ज हुए हैं, लेकिन पुलिस द्वारा अब तक एक भी ट्रैक नहीं हो रहा है, पुलिस भी अभी और से कई प्रयास कर रही है, लेकिन उसके बाद भी लोग उगी का शिकार हो रहे हैं, ऐसे में एक मात्र उपाय जागरूकता ही है।

कोर्ट को भी होना होगा संवेदनशील

श्री मिश्रा ने कहा कि साइबर क्रिम को लेकर कोर्ट को भी संवेदनशील होना होगा, उन्होंने बताया कि अगर साइबर अपराधी एटोएम केड में प्रवेश कर उसमें मनीन और कैसा लगाती हैं तो इसे रोकने को ज़िम्मेदारी किसकी है, बैंक को इस मामले में और जिम्मेवारी लेनी होगी, उन्होंने बताया



आज सभी के पास स्मार्टफोन है, साइबर क्रिम के कई मामले आ रहे हैं, पुलिस को ए अनुसंधानकर्ता को स्मार्ट तरीके से जांच करना होगा, जांच के लिए हाइकोर्ट साइबर फोरेंसिक टीम खोलने की जरूरत है, डिजिटल लिटररेसी जागरूकता कार्यक्रम के साथ मीडिया को भी अपना रोल प्ले करना होगा।



न्यायाधीश अपराज कुमार सिंह, ज़ारखंड हाइकोर्ट.

साइबर क्रिम के बढ़ते मामले पर अंकुश लगाने के लिए बैंक को भी पुरा रोल प्ले करना होगा, साथ ही जांच करना कठिनी होगी, ताकि जांच के दौरान निष्कर्ष निकले और अपराधियों को जेल भेजा जा सके।



न्यायाधीश अन्त विजय सिंह, ज़ारखंड हाइकोर्ट.

आम लोगों के साथ कोर्सेरेंट हाउस भी साइबर क्रिम के शिकार हो रहे हैं, साइबर क्रिम बिना इलेक्ट्रॉनिक गजट के नहीं हो सकती है, ऐसे में स्टेट लेवल पर साइबर सेल होना चाहिए, साइबर क्रिम के ग्राउंड रियलिटी की जानकारी होनी चाहिए, तब अनुसंधान में सफलता मिल पायेगी।



डीपन उपाध्याय, सेक्यूरिटी ज़ारखंड

नकली वेब पेज और नकली विज्ञापन से बचने की जरूरत है, बैंक से फोन करने वाला व्यक्ति बैंक के अलावे साइबर अपराधी भी हो सकता है, लोगों को इससे बचने के लिए जागरूक होने की जरूरत है, ताकि साइबर अपराधियों का शिकार होने से बचा जा सके।



नवीन कुमार सिंह, पुलिस महानिरीक्षक, ज़ारखंड.

कि ज़ादा लोक करने के मामले में अब फेसबुक का नाम भी आ गया है, पुलिस महानिरीक्षक नवीन कुमार सिंह ने स्लाइड शो प्रस्तुत कर साइबर क्रिम की विस्तृत जानकारी दी, उन्होंने जांच के क्षेत्रों में होने वाली साइबर क्रिम का तरीका और उसके अनुसंधान की जानकारी दी, जमशेदपुर के एसएसपी अनूप विरथे ने भी स्लाइड शो के माध्यम से जिले में साइबर क्रिम का आंकड़ा सभी के समक्ष रखा, एसएसपी विरथे ने वर्तमान में होने वाले मामलों की रीटायर, जिससे आम

जनता परेशान हैं, साथ ही अनुसंधान के दौरान आने वाली परेशानियों से भी अवगत कराया, इससे पहले कार्यक्रम का शुभारंभ दीप जला कर किया गया, मौके पर ज़ारखंड हाइकोर्ट के न्यायाधीश अपराज कुमार सिंह, ज़ारखंड

ज़ारखंड हाइकोर्ट के न्यायाधीश अन्त विजय सिंह, पुलिस महानिरीक्षक नवीन कुमार सिंह, एजीएम आरबीआई रॉपी के राजेश रंजन तिबारी, प्रधान जिला जज मनोज प्रसाद, उपायुक्त रवि शंकर शुक्ला, एसएसपी अनूप विरथे मौजूद थे, कार्यक्रम के प्रांभ होने के पूर्व सभी का स्वागत फूलों का गुलदस्ता देकर किया गया, मौके पर पूर्वी सिंहभूम, चाईबासा और सरायकेला के पुलिस पदाधिकारी, जज व अधिकारता मौजूद थे, धन्यवाद ज्ञापन प्रधान जिला जज मनोज प्रसाद ने किया।

PUBLICATION: The Avenue Mail

DATE: 6 July 2019

EDITION: Jamshedpur

PAGE: 8

Experts welcome budget, call it move towards improving economy

Mail News Service

Jamshedpur, July 5 : City-based industry captains have welcomed general budget 2019. Comment on Union Budget 2019 - Fr. P. Christie, S.J., Director, XLRI- Xavier School of Management said: "A robust education system forms the bedrock of a strong and progressive nation. The Government's initiative in bringing in the New National Education Policy in the near future is a welcome step. There is need for Better Governance framework within the education sector and the government's announcements like bringing reforms in the Higher Education Regulatory Arms to promote greater autonomy and focus on better academic outcomes and the allotment of Rs.400-crore for "World Class



Institutions" are steps in the right direction to build a robust education system; and we look forward to the legislation to set up Higher Education Commission of India (HECI). However, this right intent of the government can truly be attained if we also have long-term strategy and organisational structure in place.

He noted that the government's move to strengthen research and innovation and emphasis on start-ups are positive steps. We welcome the government's plan to have a



DD TV channel for start-ups. The government's vision of developing the National Research Foundation (NRF) will set the implementation process in motion and help not only in intellectual advancement of the youth but of the nation at large.

The government's decision to promote skill training and sports awareness would definitely help in holistic development of the youth."

Dr. H. K. Pradhan, professor of finance and economics at XLRI - Xavier School of

Management said : " I expect lower internal borrowing, as the Government wishes to tap low cost long term external debt. With a sustainable debt-to-GDP ratio of 68 percent and USD 426 billion reserves, India enjoys an excellent external credit rating, which would enable us to tap long term loans and at lower interest rates. Already several government agencies are borrowing through off-budget route for their capital expenditure. These will release some liquidity in the domestic capital markets, which would soften the yields that have already fallen following three repo rate reduction of 25 basis points each.

He went on to add that non banking finance companies (NBFC) got some breather as banks and mutual funds are encouraged to lend, at least

to those having sound financial position, with the government providing kind of backstop facility in the form of one-time credit guarantee to the public sector banks for their first loss upto 10 percent, removing the creation of debenture redemption reserve (DRR), and strengthening the regulatory authority of RBI over NBFC.

Another expert noted that important issues like strengthening affordability of rural as well as urban low cost housing, funding for rural masses, child and woman welfare and healthcare , also focuses on education and capability development amongst the youths have been adequately addressed in this budget. Overall this budget is likely to ease the stress on the economy and contribute to the development of the country.

PUBLICATION: The Avenue Mail

DATE: 8 July 2019

EDITION: Jamshedpur

PAGE: 5

Volunteers join hands to clean Swarnarekha River



Mail News Service

Jamshedpur, July 7: As part of the Clean River Swarnarekha Campaign, team JUSCO along with volunteers from Beyond Fitness, XLRI, Tata Steel,

Tata Power, Inner Wheel Clubs, Rotary Clubs, Kids International School, Valley View School, Mission Gange and others, made an effort to clean Swarnarekha beneath the Domuhani Bridge stretch from 6 am to

7:30am on Sunday morning. More than 300 volunteers including 80 children toiled together and collected waste of about 12.5 tonnes maximum of which were discarded clothes, plastic, tins and glass.

The team had to wade their way through human faeces which proves open defacing is still a problem and we found people washing vehicles, bathing and washing clothes in the river. Mountaineer

Premlata Agarwal, Jusco officials and others were part of the campaign.

They urged all citizens of Jamshedpur to help by making an effort not to dirty this area and keep river bed clean. Be

Zimmedaar towards your own Shaher and save natural resources to keep city beautiful, green and clean. We have water now but if our river beds are dirty then in a few years we will have no water to drink.

PUBLICATION: The Avenue Mail

DATE: 29 July 2019

EDITION: Jamshedpur

PAGE: 5

B-school students give career tips to Little Flower School children

Mail News Service

Jamshedpur, July 28 :

Students of XLRI under the banner of Samarthya, in association with Little Flower School, Telco organised a Career Counselling Fair for school students at Little Flower School, Telco. Twelve resource persons addressed 200 students.

Samarthya is an initiative taken by the students of XLRI to help school students realize their full potential by focusing on social and emotional learning. It is the youth wing of Centre for Research, Training, Education and Leadership (CeRTEL) at XLRI. The model of Samarthya consists of group sessions delivered by a team of Samarthya facilitators for classes of school students in Jamshedpur. Team conducts sessions for XLRI

staff kids to hone their leadership and academic skills.

Students from Standard 9, 10, 11 and 12 were invited to participate in this event. The students were guided through the requirements of various courses and the requisite preparation for their entrance examinations.

"We will also conduct profiling tests that will help in understanding one's persona and will aid in making career related choices. Teachers who play a crucial part in developing the youth are important guests to the event. The event celebrates compassion and love for the community. We hope to reach out to more students so as to bring a change in the lives of the young adults of our country. A career can be a major source of satisfaction in our fleeting lives - we are working to

increase the percentage right from the very beginning of the career choices," said a student of XLRI.

He said that one of the serious issues prevailing in our society is the lack of proper guidance and awareness which leads to uninformed decisions which in turn causes a plethora of problems. Our efforts are aimed at tackling this issue by the horns. A huge information gap exists when students make career related decisions. This gap between their awareness of the careers open to them, the careers which are uniquely right for them, and the career the society leads them to think is their only alternative - is a major cause of concern. This not only expands the horizon of possibilities for the youth but also helps the cause of a developing country like India.

PUBLICATION: The Financial Express

DATE: 15 July 2019

EDITION: Kolkata

PAGE: 12



● **LONG-TERM STRATEGY NEEDED**

Fr P Christie, SJ, Director, XLRI-Xavier School of Management

A robust education system forms the bedrock of a strong and progressive nation. While Union Budget proposals are steps in the right direction to build a robust education system, this intent of the government can truly be attained if we also have a long-term strategy and organisational structure in place.

PUBLICATION: The Hindu Business Line

DATE: 4 July 2019

EDITION: Kolkata

PAGE: 3

Superzop raises ₹8 cr in pre-Series A

Mumbai, July 3

Superzop, a B2B agri-commerce platform for kirana stores, has raised ₹8 crore in a pre-Series A round from SIDBI Venture Capital, CIIE Initiatives (IIM-Ahmedabad's technology incubator) and angel investor Gurumurthy Raman. Launched by IIM-A and XLRI alumni Darshan Krishnamurthy, Raghuveer Allada and Prithwi Singh, Superzop has a network of over 3,000 retailers in Mumbai. OUR BUREAU

PUBLICATION: The Hindu Business Line

DATE: 20 July 2019

EDITION: Kolkata

PAGE: 6

Few jobs, made worse by poor working conditions

Unlike in China, basic rights such as an employment contract are not enforced in India. Legal entitlements, too, are not enforced

KR SHYAM SUNDAR
RAHUL SURESH SAPKAL

The Finance Minister in her maiden Union Budget speech did not make any mention of the “jobs crisis” in the labour market and even the Economic Survey (ES) 2019 did not make a detailed analysis of the huge data contained in the Periodic Labour Force Survey (PLFS), 2017-18.

On the contrary, the ES argued that the so-called Rajasthan model of labour law reforms can create jobs. In the official discourses on jobs, the emphasis is more on numbers than on the “quality of jobs”. We demonstrate using the PLFS data to argue that the quality of jobs has been deteriorating over the years.

According to the PLFS, 71.1 per cent employees in 2017-18 in regular wage/salaried employment (not necessarily same as the permanent/open-ended employment) did not have a written job contract in the usual status (principal and subsidiary statuses, US/PS+SS) in the non-agricultural sector.

Even though the government cautions that the PLFS figures are

not comparable with the statistics provided by the National Sample Surveys (NSS) of years prior to this, the data from both the sources are not likely to diverge so much to render comparisons invalid.

The proportion of regular employees without formal job contract increased during 2004-05 to 2017-18 for both males, from 58.9 per cent to 72.4 per cent (13.5 percentage point hike) and females, from 59.6 per cent to 66.8 per cent (7.2 percentage point increase) and for all persons from 59.1 per cent to 71.1 per cent.

‘Faceless’ employees

The fundamental document of employment is a written (formal) employment/job contract which confers a legal status to the employees and associates them with the firm in which they are employed and provides a basis for claiming legal benefits as per law.

This then constitutes a “fundamental labour market precarity” as these employees are “faceless” ones who cannot lay claim to any benefit as their immediate task will be to establish that there exists an employment relationship and this is



Precarious job security NISSAR AHMAD

virtually an impossible struggle.

In China, the Labour Contract Law 2008 requires the employers to provide a formal contract and shall include the specified aspects of the contract, including wages.

If the employer fails to conclude a written contract within one year of employment of a worker, then the latter will be deemed to have been appointed in an open-ended contract; further if the employers do not specify wages then either the wages in the collective contract or

the principle of equal pay for equal work will be implemented for determining wages.

Here, none of the existing labour laws requires an employer to serve a formal job contract to an employee and the proposed Labour Code on Occupational Safety and Working Conditions provide for the same, but it does not carry the penal corrective clauses existent in China.

Outside the ambit of law

Further, a little more than a half of the regular wage/salaried employees were not eligible for paid leave in the non-agriculture sector, which means either these are out of coverage of laws like the Factories Act, 1948, the Shops and Establishments Act (a regional law) and the Maternity Benefit Act, 1971, or they are denied even if eligible — given that factory employment constitutes a small share of total employment, the latter explanation is feasible.

It is surprising that leave deprivation is gender neutral in the sense that the shares of male and female workers denied paid leave are almost same which also questions

the effective and widespread implementation of the Maternity Benefit Act.

Finally, taking 48 hours a week as the optimal and legal working hours of workers, we find that in the regular wage and salary employment category male workers worked 12 hours and female workers 4.7 hours more than the stipulated working hours.

Not surprisingly, the self-employed are found to be working for longer hours (work intensity) than the wage earners, which goes to prove that they self-exploit themselves to earn more.

This is again proven by the fact that on an average a self-employed person in urban areas in a quarter (July-September) during 2017-18 earned less than a regular wage earner and the difference becomes larger in the case of females and males in urban areas.

People are not only excluded from the labour market, even if they do get a job it's likely to be precarious.

The writers are with XLRI Jamshedpur and National Law University, Mumbai, respectively

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PAGE: 14

The Wage Code Bill is a mixed bag

A 'national minimum wage' is a good idea, but its computation is a cause for concern. Labour inspectors may become ineffective

KR SHYAM SUNDAR

The Wage Code Bill combining four labour laws — the Payment of Wages Act, 1936; the Minimum Wages Act, 1948; the Payment of Bonus Act, 1965, and the Equal Remuneration Act, 1976 — has been introduced in the ongoing session of Parliament.

Though the draft Code is welcome on several grounds — such as with respect to universal minimum wage for the employed and a transparent wage payment system — there are some issues of concern.

The basic issue with respect to minimum wage is the methodology used. A set of criteria was arrived at during the tripartite proceedings of the Indian Labour Conference — supplemented by the Supreme Court's prescription in *Workmen v Reptakos Brett & Co.* in 1992 — which basically combines minimum expenses on food and non-food (clothing, fuel and light, house rent, education, medical expenses, footwear, transport, etc.) items.

Various bodies arrive at differing estimates and therein lies the problem. For example, recently the Seventh Pay Commission arrived at a rather generous minimum wage

(₹18,000 for government employees) and the Expert Committee on Minimum Wages, a rather conservative estimate (₹9,750); the latter is likely to be contested by trade unions. However, these estimates provide the 'bargaining zone' for labour, industry and the government. The best part of the Expert Committee's (EC's) recommendation is a single national minimum wage, without several categories based on skill or other criterion.

The Code (as well as EC and the Economic Survey, 2019) stipulates a national statutory (replacing the existing non-statutory) minimum wage; there could be regional (zonal) and State level minimum wages. The three-tier minimum wage can be problematic. Since the governments/bodies at the national level will fix a conservative minimum wage on the statutory premise that the lower levels should exceed it, and the same logic will repeat at the zonal level.

These conservative wages will penalise high productivity workers in rich States as the State governments are less likely to be generous. They will encourage the low-productivity poor States to stick around these rates given the fiercely competitive wage arbitrage



No idea what the minimum wage is

that prevails to attract investment. Then, the minimum wages in a sense become the 'equilibrium wage rate'.

Further, the zonal approach as an intermediate level is superfluous and is more likely to add to the complexities. The criteria adopted by the EC to classify the States into zones — based on levels of economic development, cost of living, labour market situation, and women's empowerment — could be modified to include human development indices, as minimum wages seek to prevent exploitation and contribute to human development. Institutional indices such as union presence or collective bargaining can also be included.

At any rate, it is better to have a simple two-tiered system — minimum wage at the national and State levels. The Code stipulates revision of minimum wages "at an interval of five years".

Typically wage bargaining in the organised private sector takes place every 2-3 years and in some cases four years (called long-term agreements). And the cost of living adjustments take place depending on the movements in the price indices. Research by Prof. Lalit Deshpande and his colleagues shows that minimum wages often serve as the basis for wage bargaining and it makes sense to make minimum wage revisions along with the median bargaining cycles.

The universalisation of minimum wage is a giant leap in policy, but do the governments have the wherewithal to enforce it?

The Sixth Economic Census enumerated 3.1 million establishments in the manufacturing sector alone, which employ at least one hired worker, and 15.23 million in the broad non-agricultural sector. Inclusion of agriculture will take the total to a massive figure.

The systematic dilution and weakening of the labour law enforcement machinery and the ag-

gressive de-unionisation that have been taking place mean poor monitoring. The proxy economic exercise on gauging the gap between actual average wage of casual workers and the national floor level minimum wages (NFLMW) hides more than it reveals as sectoral/regional gaps could be huge.

Recently, Subhash Bhatnagar, the co-ordinator of the National Campaign Committee for Construction Workers, claimed that 97 per cent of the surveyed construction workers in Delhi were not aware of minimum wages. But the Economic Survey reveals that the compliance gap was much lower for regular than for casual workers. So it's a mixed bag. What is more worrisome is the removal of essential powers of labour inspectors as enshrined in the ILO Convention.

Also, the Equal Remuneration Act, 1976 prohibited gender-based discrimination in terms of wages, recruitment and conditions of service. The Code has omitted the latter two, though the Standing Committee on Labour has recommended their inclusion. The Wage Code leaves much to be desired.

The writer is Professor, XLRI

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EDITION: Kolkata

PAGE: 2

DEAL OF THE FORTNIGHT.

SuperZop raises ₹8 cr in pre-Series A round

SuperZop, a B2B agri-commerce platform for small kirana stores to procure good quality staples – dry agriculture commodities such as rice, wheat and pulses – from large mills, farmer producer organisations and farmers, has raised ₹8 crore in a pre-Series A round, from MS Fund of SIDBI Venture Capital, IIM-Ahmedabad's technology incubator CIIE and angel investor Gurumurthy Raman.

Started by IIMA and XLRI alumni Darshan Krishnamurthy, Raghuveer Allada and Prithwi Singh, SuperZop specialises in ensuring the flow of high quality staples on its platform through its quality assessment technology based on proprietary deep learning algorithm and artificial intelligence.

SuperZop has more than 3,000 retailers in Mumbai. It will use the funds to expand its existing store network to reach over 30,000 B2B customers over the next year, strengthen the technology platform and develop a supplier network technology-enabled supply chain.

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PAGE: 10

AMATEUR CYCLISTS FROM CAPITAL ARE GOING PLACES ON TWO WHEELS, FROM LEH-LADAKH TO PHNOM PENH

Feel the wind in your face as you pedal on faraway lands



A team of Cycle Dost from Ranchi that pedalled from Manali to Khardungla recently. Telegraph picture

ACHINTYA GANGULY

Ranchi: Akram Ansari, a young engineer who runs an event management company in Ranchi, is all set to make his life more eventful. Next month, Akram will start a 6,000km cycling trip from the capital's Morabadi to cover six countries of South Asia, including India, on wheels with the message to educate deprived children.

Another Ranchiite, Kanishka Poddar, an online garments businessman in his 30s, can understand Ansari's passion. A member of Ranchi Cycling Club, Poddar recently took an 18-day cycling trip from Bangkok (Thailand) to

Phnom Penh (Cambodia), covering around 1,000km from June 17 to July 4.

Amateur cyclists of Ranchi are going places, and how.

With names like Ranchi Cycling Club and Cycle Dost, groups of around 40 to 50 riders — otherwise professionals and businessmen juggling busy schedules — meet every Sunday morning and ride on the capital streets. The more dedicated ones ride on Patratu valley nearby. Some, like Ansari, are not members of any club, but are equally driven.

Asked about his forthcoming trip on his Btwin Riverside 500 hybrid cycle, Ansari is all charged up. "My first pit stop is Jamshedpur, before I

reach Bengal and Assam (Silchar) and then Bangladesh to reach Myanmar," Ansari said. "I intend to cover Singapore, Thailand and Malaysia too. I want to create awareness about the urgency to educate deprived children, ensure women's safety and employment for transgender people," the alumnus of NIT-Rourkela added.

He will also speak on these issues at XLRI-Jamshedpur, IIT-Kharagpur, NIFT-Calcutta and NIT-Silchar in India, he said. "I have friends in these institutions who also feel strongly about these issues," he said. And though he doesn't have a sponsor as yet for this ambitious trip, he is undaunted.

"I'm dipping into my savings and my friends will help," he smiled.

Poddar, on his part, said he treated his own self-financed 1,000km cycling trip as a discovery. "I met people, tasted their food, took unusual routes through small towns and villages. I went to world famous tourist spots like Angkor Wat (temple complex in Cambodia) as well as to tiny cafes. Being on a cycle gives one unbelievable freedom anywhere in the world," Poddar added. "People were mostly helpful. Many offered free food and accommodation."

But there were unpleasant experiences too, he said. "When I approached the Cam-

bodian border post from the south-east province of Trat in Thailand, the local immigration officials demanded a bribe that I refused to pay," he said, adding he had to spend the night on no-man's land before moving to another border post at Poipet where he was allowed a hassle-free entry.

Recently, a seven-member team of Cycle Dost covered 520km from Manali to Khardung-la in Ladakh via Leh on their cycles between June 30 and July 9.

"We cycled along one of the highest motorable roads in the world considered the gateway to the Siachen glacier region. People were very friendly and helpful," said

Ganesh Reddy, founder of NGO Citizens Foundation and avid cyclist.

Nipun Jain, a businessman and Cycle Dost team member, said they cycled on Patratu valley to prepare themselves for the Leh-Ladakh trip. "Some 30 members of our club go for long-distance cycling every Sunday."

Any tips for aspiring amateur cyclists making long-distance trips?

"Carry essentials such as dry food items, tent and repair kit in your backpack. Also important phone numbers," Poddar said. "Know when you are tired and stop. You need to stay fit for the long haul," Ansari added.

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DATE: 28 July 2019

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PAGE: 11

XLRI clears career doubts

OUR CORRESPONDENT

Jamshedpur: Confused about career options? XLRI is there to help.

Samarthya, a student society of XLRI, that works for the welfare of schoolchildren, on Saturday organised a career counselling programme called Disha at Little Flower School in Telco. This was the first time that the event was being held outside the institute campus.

Around 500 students (from classes IX to XII) of Little Flower School attended the counselling session conducted by 22 XLRI students from 7.30am to 11.30am.

They schoolkids were accompanied by their parents, who often, sometimes unknowing, end up putting a lot of pressure on children in terms of the career that they should choose.

"Being a counsellor myself, I always organise career counselling sessions to discuss the strength, weaknesses and aptitude of students. Also, there are parents who want to force their preferred career choices on their wards. When I last attended Disha at XLRI, it turned out to be fruitful. So we invited them over," principal of Little Flower School, Ranita Karmakar, said.



Students of Little Flower School in Jamshedpur undergo counselling on Saturday. Telegraph picture

Members of Samarthya briefed students about careers in medicine, commerce, drama, photography, agriculture, chartered accountancy, journalism, sports, law, public services, vet and forestry, dentistry and architecture.

Samarthya had also invited professionals from fields such as pharmacy, fashion designing, medicine and agriculture to share their experience.

Parents were eager about courses that were affordable, a high paying job and a secure future for their children.

"It was an enriching experience. All the resource persons conveyed their thoughts and ideas with clarity. It was an inspirational and informative session," said Hridhima Dhabade, a Class X student of Little Flower School.

VOICES OF FUTURE

The Telegraph puts five questions to students of some of the country's top B-schools

- 1** How do you rate the budget on a scale of 1-10? **2** What is the budget's big idea? **3** Where has the FM scored? **4** Where has she failed? **5** Is the budget indicative of the majority the govt won in the general elections?

IIM CALCUTTA



Sarthak Bajaj



Faridul Qadar



Abhishek V



Himadri Shekhar Chakrabarty

1 5.75

2 Zero Budget Natural Farming, which can catalyse government's target of doubling farmers' income by 2022. It needs a pan-India push so that an average farmer can be pulled out of the debt trap. Though there was substantial obscurity in numbers, the focus on long-run investment needs, infrastructure up-grade, mobilisation of foreign savings and electric vehicles is worth acknowledging.

3 Big boost for the housing sector, infra and liberalisation of norms for FPI (foreign portfolio investment) and NRI investments. We were particularly impressed by the importance given to higher education with the announcement of the National Research Foundation.

4 The major disappointment came from the agriculture sector and in personal taxation. No relief for farmers despite a bad monsoon. In taxation, additional taxes and surcharges were introduced, making it 42% effective tax for the highest income group, also making cash payments costlier with 2% TDS. A detailed roadmap on job creation was needed. The budget also remained largely silent on the health sector.

5 The finance minister has made an honest attempt to put the economy back on track. The policymakers don't seem too perturbed by the future over growth numbers and have instead focused on long-term development parameters.

IIM BANGALORE



Yash Parekh



Jinit Dharja



Mit Parekh



Shubham Verma

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2 In light of the agrarian distress, the FM has focused on farmers' plight. Zero Budget farming will reduce the capital and operating expenditure of farmers, thus optimising cost of production. The creation of 10,000 Farmer Producer Organizations will help increase the collective bargaining power of small and marginal farmers. However, the programmes of lowering the tax burden on the poor, increasing burden on the rich and somehow promising a fiscal deficit of 3.5%, issues which require immediate attention like employment find no prominent mention. The PM has lost a golden opportunity to use the budget as a decisive policy document and has merely presented a statement of financial outlay.

3 Unemployment in India has been at a record high of 6.1%. Yet, there has been no substantial push to employment generating programmes.

4 The budget ticks all major boxes, but scarcely ventures away from the tried and tested programmes of lowering the tax burden on the poor, increasing burden on the rich and somehow promising a fiscal deficit of 3.5%, issues which require immediate attention like employment find no prominent mention. The PM has lost a golden opportunity to use the budget as a decisive policy document and has merely presented a statement of financial outlay.

5 India is a \$3 trillion economy. To grow it to \$5 trillion, the government has tacitly marked a shift from a "consumption-driven economy" to "investment driven economy". We see a shift towards LPG (Liberalisation, Privatisation and Globalisation) 2.0.

IIM SHILLONG



Harsh Jain



Rohit Garg



Suchitra Mandal



Yukti Rajpal

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2 Bank recapitalisation, the significant discount on affordable housing in taxes and disinvestment. The relative importance towards infrastructure and housing was quite high compared to earlier budgets. A move towards a more progressive taxation system, taxation for the wealthy has increased. Also, the decision to reduce stake in PSUs and borrowing money from the overseas market.

3 Ease of doing business by streamlining of KYC norms for foreign portfolio investors to make it investor-friendly. The crunch that NBFCs were facing seems to be easing with increase of credit lines and guarantees by banks and mutual funds to the extent of Rs 70,000 crore. Liberalisation of FDI in aviation, media, animation and insurance intermediaries will also ensure a better business environment.

4 No mention of fiscal deficit target, which the market eagerly looks forward to, was a huge disappointment. On one hand the KYC norms for foreign portfolio investors are easier and on the other, high level of corporate and income tax is a move towards a more uncompetitive economy. Another low was the excise duty increase in petrol and diesel.

5 The budget might help reap long-term benefits but in the short run it's lukewarm.

XLRI JAMSHEDPUR



Janhavi Bapat



Shubham Bhutata



Shekhar Agarwal



Ketan Tripathi

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2 The government is finally focusing on promoting environment-friendly electric vehicles through subsidy, reduced GST and additional I-T deduction for interest on loan up to Rs 1.5 lakh. Bringing NBFCs under RBI could mean higher confidence in the system. Government borrowing from foreign markets, infusion of low-cost foreign funds and reduction in domestic interest rates could result in reduced bond yields and higher private sector capital expenditure on account of reduced interest rates.

3 Despite the huge majority, the government has eschewed big bang reforms in land, labour and the financial sector where reforms are long overdue.

4 Boost to MSMEs through loans of up to Rs 1 crore and inclusion of retail traders and shopkeepers in pension benefits; subsidies for advanced technologies and the electric vehicle sector would help in manufacturing of advanced technology products.

5 The budget is high on optics, but for instance, I-T exemption to middle class and surcharge for the rich are there to please the electorate. No health reforms announced, and allowing foreign direct investment in media is not a very progressive step given the need for transparency.

Compiled by Subhankar Chowdhury, K.M. Rakesh, Roopak Goswami and Animesh Bisoe

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‘Floor’ instead of ‘minimum’ sparks fears of paltry pay

Wage bill wording worry

**BASANT KUMAR
MOHANTY**

New Delhi: The reference to a “floor wage” instead of a “national minimum wage” in the Code on Wages Bill that the Centre introduced on Tuesday has economists and employee associations worried that the yet-unspecified minimum wage would be extremely low.

Under the bill, the Centre will fix a nationally binding floor wage while the states will remain free to fix their own “minimum wages” for various categories of work, provided these are not lower than the national floor wage.

However, a now-lapsed Code on Wages Bill that the government had introduced in August 2017 had mentioned a “national minimum wage” rather than a “floor wage”.

On Thursday, several labour economists suggested that the shift to the expression “floor wage” portended a very low wage similar to the existing but non-binding “national minimum floor-level wage” that would deny the workers even a basic standard of living. This national minimum floor-

level wage is Rs 176 a day.

Section 9 of the latest bill says: “The central government shall fix floor wage taking into account minimum living standards of a worker in such a manner as may be prescribed: provided that different floor wage may be fixed for different geographical regions.”

K.R. Shyam Sundar, a labour economist and a professor at the Xavier Labour Relations Institute, Jamshedpur, said the change in the wording appeared to indicate an intention to fix a bare minimum national wage.

“A ‘floor wage’ indicates the lowest possible wage. The ‘national minimum wage’ was supposed to ensure basic living standards for the worker, and to be close to the prevailing market wage rate,” he said.

The latest bill says the Centre will fix the floor wage after discussions with a Central Advisory Board, which will have representatives from the employers, employee unions and the state governments as well as independent members. The bill does not say what method would be used to work out a wage that would ensure the

minimum living standard.

“The Central Advisory Board is not a body of experts, nor has any expert body been attached to it. How will it arrive at the wage?” Sundar said.

Labour minister Santosh Gangwar had recently said the minimum wage would be fixed at Rs 178 a day but the ministry later clarified he was referring to an updated national minimum floor-level wage rather than the Code on Wages bill.

A committee set up by the central government had studied various reports as well as data on consumption and expenditure patterns and suggested a national minimum wage of Rs 375 a day based on July 2018 prices. It also suggested an alternative regime of region-wise minimum wages ranging between Rs 342 and Rs 447.

The seventh pay commission had in 2016 recommended Rs 18,000 a month as the minimum wage for central government workers.

Another economist said: “The minimum wage should be proportionate to the level of development of the economy. Ideally it should not be above

the per capita income. But it cannot be kept so low that the workers struggle to meet their basic needs of food, education, healthcare, transport and the like.”

Left trade unions have called for a nationwide protest against the bill on August 2.

“The BJP government, (which is) under absolute captivity of the private corporate lobby, could not dare to stand by even the recommendation of their own expert committee, comprising their chosen bureaucrats,” Tapan Sen, general secretary of CPM labour arm CITU, said in a statement.

“To ensure the ‘case of loot by the employers’, this government can go to any extent to throw the workers and employees to sub-human living conditions.”

A civil society group too has opposed the bill since its proposed floor wage will not apply to the Mahatma Gandhi National Rural Employment Guarantee Act.

The NREGA Sangharsh Morcha said this means the scheme’s workers will continue to be exploited and forced to work for a pittance.

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Laborious task of labour reforms

The need for new regulations has been felt since long, but the four Codes proposed by the government are disappointing and lack clarity

By Anshu Sharma



Government needs to bring more uniformity, pragmatic effect, systemic changes and ensure effectively on social partners.

RECENTLY, and in the wake of labour agreements, there has been a renewed interest in India's labour laws. The need for reform has been felt since long, but the four Codes proposed by the government are disappointing and lack clarity.

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—The Editor of Tribune, Delhi, after review of the manuscript, Bangalore