



XLRI in News

July 2020

PUBLICATION: Hindustan Times

DATE: 1 July 2020

EDITION: Ranchi

PAGE: 2

Jamshedpur gets Covid-19 dashboard

HT Correspondent

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JAMSHEDPUR: XLRI-Xavier School of Management has extended its support to Jamshedpur district administration in its fight against the Covid-19 pandemic by developing a district's real-time Covid-19 management dashboard, surveillance and monitoring of quarantined suspects.

"We are happy to facilitate the local administration in an emergency such as this. We have already implemented some of the tasks, and will roll out more in the coming days. We will continue to engage with the local administrations to assess how we can further contribute and make our efforts effective and meaningful. I would like to salute all professionals working tirelessly on the front line in containing the pandemic," said Prof Giridhar Ramachandran, Assistant Professor (Marketing Area), XLRI Xavier School of Management, on Tuesday.

Recently, the East Singhbhum Covid-19 management dash-

board was launched. It captures all the relevant data needed by the district administration for decision making. It also displays key metrics and charts to use and act upon.

Prof Ramchandran said the XLRI had also initiated work on building a Systems Dynamics Model for simulating the impact on the district's health infrastructure.

"Prof Munish Thakur and Prof Alok Raj adapted a model built by MIT and worked extensively to show the impact of different scenarios of lockdown on when the hospital capacity would come under most strain and the model was shared with the Jharkhand health secretary," he added.

A playbook cum checklist was also developed with the support of volunteers to be given to people in home quarantine.

In addition, XLRI has been working closely with local authorities in building awareness to bring behavioural change, stress management and calmness of the mind.

Marginal spike in rural job loss rate during peak season

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NEW DELHI: India's urban unemployment rate remained sticky, falling by a meagre 0.6 percentage point in the week ended June 28 from the previous week, with industrial production yet to pick up pace in the face of a fresh round of lockdown in parts of the country. Economists said the pain will linger.

The urban unemployment rate was 10.69% in the week to June 28, marginally lower than the 11.29% recorded in the week to June 21, according to data released by the Centre for Monitoring Indian Economy. Urban unemployment at 10.69% is still much higher than in pre-lockdown weeks.

Rural unemployment and overall national unemployment climbed up marginally for the first time in six weeks. The rural unemployment rate climbed to 7.62% from 7.26% in the previous week.

Economists ascribed high joblessness to the fact that industrial belts are not running to capacity, and to renewed lockdowns in Maharashtra, Tamil Nadu, Assam and West Bengal.

"Formal sector job creation is driven by demand creation. The labour-intensive manufacturing and heavy machine segments are not functioning with optimal resources, the demand in the market is low and the support supply chain is structurally weak. Besides, MSMEs are in a bad shape and formal sectors are shedding jobs for survival," said



Rural India is better off compared to urban India, where economists ascribe high joblessness to MSMEs being in a poor shape. MINT

RURAL UNEMPLOYMENT RATE CLIMBED TO 7.62% IN THE WEEK TO JUNE 28 FROM 7.26% IN THE WEEK TO JUNE 21, AS PER CMIE DATA

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

"We know what's happening in Maharashtra from both Covid-19 point of view and fresh lockdown rules in parts. Industrial belts in and around Chennai and nearby districts are down due to rising coronavirus cases, and there are states like Assam and West Bengal who have talked about extension of lockdown. All this will have an impact on urban

unemployment which is likely to hover between 10-15% for the next few months," Shyamsundar said.

On Sunday, Maharashtra chief minister Uddhav Thackeray said he does not think the "lockdown restrictions will cease after 30 June. The threat of covid-19 still looms over the state and all precautions need to be taken".

Assam has announced a 14-day complete lockdown in Kamrup (Metro) district, including Guwahati city. In Tamil Nadu, Chennai, Thiruvallur, Kancheepuram, Chengalpet and Madurai are under lockdown after cases surged. By contrast, the situation is better in rural India with unemployment staying below 8%. But in the week to 28 June, joblessness rose for the first time in six weeks.

Comments of K.R. Shyam Sundar on PM's announcement of Relief

Kolkata/ Jamshedpur : Of all the Prime Minister's Garib Kalyan Yojana announced on March 26, 2020 which was announced as the first relief scheme announced by the Finance Minister, the Anna Yojana, viz. providing food security (5 Kg of rice/ what and 1 Kg Chana) to an estimated 80 crore people for three months has been arguably the most successful of all the programmes. Responding to the demands by several state governments, today the Prime Minister has extended this Anna Yojana till November 2020, which is welcome. However, the mention of Chat Pooja among other festivals has a ring of electoral message as Bihar elections are around the corner. This is expected to benefit the migrant population.

While this measure which is substantive in nature, there are two issues that beg question. One, What is baffling is that even as the food security is important, the government is studiously ignoring the direct benefit transfer to at least the targeted BPL population. The 500 rupees Jan Dhan cash transfer is a meagre social assistance. If it is a good one, why is it not continued? Could not the government increase the allowance and possibly make it universal? Given the huge even calamitous suffering, the govern-



ment needs to come up with something more substantial. While the PM need not address the procedural niggles that have plagued the system someone in the government must perforce address the transactional issues that have plagued the country?

The questions that come to the mind are:

1) What is the degree of implementation of FM's much needed extension of food security to an estimated 8 crore migrants who did not have the PDS document and not covered by the NFSA.

2) What is the progress report with regard to the formal identification of migrant workers whose travails still haunt the country? A few state governments are reported to have constituted migrant workers' commission?

3) He also reiterated One Nation One Ration Card

Scheme. However, the government must lay bare to the public as to the progress made on a periodical basis which would provide the much-needed assurance to the people at large given the huge governance deficits that India has witnessed. Specifically the government needs to come clean as to the deficits in the PDS that have been encountered during the last three months and how the government tackled the same.

4) There are reports of huge job losses in the country and possibly lakhs of Start-ups and MSMEs might have perished or in the brink of it. Will the government provide some statistics on these aspects?

5) Further, the SC's judgment on the MHA Order of March 29, 2020 according to which the wage issue will be left to direct negotiations by the parties concerned. What have the State governments done in this regard?

Is this another golden opportunity missed out to provide a better thought out social protection like wage subsidy (still worthwhile for MSMEs) and DBT? More importantly, schemes have been galloping but some systemic progress report is required surely to know the veracity of fantastic figures that have been circulating.

PUBLICATION: Dainik Bhaskar

DATE: 2 July 2020

EDITION: Jamshedpur

PAGE: 5

कोरोना महामारी से उपजी समस्याओं और अवसरों पर एक्सएलआरआई कर रहा रिसर्च मार्केटिंग रिसर्च टीम व ह्यूमन रिसोर्स के विद्यार्थी कर रहे शोध

सिटी रिपोर्टर | जमशेदपुर

कोरोना वायरस से वैश्व स्तर पर हुई समस्या, समाधान व अवसरों पर जेवियर लेबर रिलेशन इंस्टीट्यूट (एक्सएलआरआई) रिसर्च कर रहा है। एक्सएलआरआई में अलग-अलग स्ट्रीम के विशेषज्ञ प्रोफेसर के नेतृत्व में विद्यार्थी रिसर्च में जुटे हैं। कोरोना से उत्पन्न बाजार की स्थिति, बाजार में अवसर, कार्यस्थलों व संस्थानों में हो रहे बदलाव जैसे विषय पर रिसर्च किया जा रहा है।

रिसर्च फिलहाल अपने आरंभिक चरण में है। जानकारी के मुताबिक रिसर्च पूरा होने में लगभग तीन महीने का समय लगेगा। एक्सएलआरआई के मार्केटिंग के प्रोफेसर डॉ. गिरिधर रामचन्द्रन ने बताया कि वर्तमान में कोविड-19 से उपजी परिस्थितियां असामान्य हैं। ऐसे असामान्य समय में उपजी समस्याएं, इनके समाधान व अवसरों पर रिसर्च किया जा

इन बिन्दुओं पर ज्यादा जोर

- कोरोना के बाद व्यापार-बाजार पर प्रभाव
- कोविड संकट में डिजिटल प्लेटफॉर्म कैसे बन रहा नया बाजार
- संस्थानों में अपनाए जा रहे नए उपाय
- श्रमिकों के लौटने के बाद ग्रामीण हालत में बदलाव व अवसर

रिसर्च का रिजल्ट आने में लग सकता है तीन महीने का समय

■ रिसर्च फिलहाल आरंभिक चरण में है। अलग-अलग विषयों पर रिसर्च किया जा रहा है। रिजल्ट आने में 3 महीने लग सकते हैं। प्रोफेसर गिरिधर रामचन्द्रन, असिस्टेंट प्रोफेसर, मार्केटिंग, एक्सएलआरआई

रहा है। रिसर्च पूरा होने के बाद इसे केन्द्र व राज्य सरकार से भी साझा किया जाएगा।

PUBLICATION: Dainik Jagran

DATE: 3 July 2020

EDITION: Jamshedpur

PAGE: 4

एक्सएलआरआई के दिल्ली एनसीआर कैम्पस में अगस्त से ऑनलाइन कक्षाएं

जासं, जमशेदपुर : जेवियर स्कूल ऑफ मैनेजमेंट - एक्सएलआरआई के दिल्ली-एनसीआर कैम्पस में पठन-पाठन शुरू करने के लिए ऑल इंडिया काउंसिल फॉर टेक्नीकल एजुकेशन (एआईसीटीई) की ओर से अनुमति मिल गई है। इसके साथ ही यहां अकादमिक सत्र 2020-2022 के लिए नामांकन की प्रक्रिया शुरू कर दी गई। इसके लिए 120 छात्रों का चयन पहले ही कर लिया गया। इन्हीं छात्रों का नामांकन होना है। एक्सएलआरआई के निदेशक फादर पी क्रिश्टी ने बताया कि चयनित छात्रों का नामांकन होगा। पढ़ाई अगस्त से ऑनलाइन प्रारंभ किये जाने की योजना है। अब चालू सत्र से ही 2020 से एक्सएलआरआई के दिल्ली-एनसीआर कैम्पस में पहले बैच की पढ़ाई शुरू हो जाएगी।

PUBLICATION: Inext
DATE: 3 July 2020
EDITION: Jamshedpur
PAGE: 4

एक्सएलआरआई के दिल्ली एनसीआर कैंपस में अगस्त से ऑनलाइन क्लास

PUBLICATION: Hindustan
DATE: 3 July 2020
EDITION: Jamshedpur
PAGE: 5

एक्सएलआरआई के नए कैंपस में 120 नामांकन

जमशेदपुर। जेवियर स्कूल ऑफ मैनेजमेंट एक्सएलआरआई के दिल्ली-एनसीआर कैम्पस में नामांकन प्रक्रिया पूरी कर ली गई है। नये कैंपस के पहले बैच में 120 नामांकन हुए हैं।

सत्र 2020-2022 से बिजनेस मैनेजमेंट प्रोग्राम पढ़ाई होगी। प्रेस रिलीस में कहा गया है कि नये बैच के 60-60 विद्यार्थियों के दो सेक्शन होंगे। फिलहाल कोरोना के कारण नए कैंपस की ऑनलाइन क्लास ही होगी। नए कैंपस में फैकेलिटी के लिए एक्सएलआरआई जमशेदपुर के प्रोफेसर भी जुड़ेंगे। नया कैम्पस झज्जर जिले में बनाया गया है।

120 चयनित स्टूडेंट्स का
एडमिशन प्रॉसेस शुरू

पहला बैच बिजनेस मैनेजमेंट
प्रोग्राम सिलेबस का होगा

JAMSHEDPUR (2 July, JNN)
: जेवियर स्कूल ऑफ मैनेजमेंट-
एक्सएलआरआई के दिल्ली-
एनसीआर कैंपस में पठन-पाठन
शुरू करने के लिए ऑल इंडिया
कार्सिल फोर टेक्नीकल एजुकेशन
(एआइसीटीई) की ओर से अनुमति
मिल गई है। इसके साथ ही यहां
अकादमिक सत्र 2020- 2022 के
लिए नामांकन की प्रक्रिया शुरू कर दी
गई। इसके लिए 120 छात्रों का चयन
पहले ही कर लिया गया। इन्हीं छात्रों
का नामांकन होना है। एक्सएलआरआई



के डायरेक्टर फादर पी क्रिस्टी ने बताया कि चयनित स्टूडेंट्स का एडमिशन होगा। पढ़ाई अगस्त से ऑनलाइन शुरू करने की योजना है। अब चालू सत्र से ही 2020 से एक्सएलआरआई के दिल्ली-एनसीआर कैंपस में पहले बैच की पढ़ाई शुरू हो जाएगी। फिलहाल पहला बैच बिजनेस मैनेजमेंट प्रोग्राम पाठ्यक्रम के लिए 2020-2022 का होगा। एक्सएलआरआई की

ओर से एआइसीटीई से अप्रूवल के लिए पूर्व में आवेदन किया गया था, जिसे स्वीकृति प्रदान कर दी गई है। एक्सएलआरआई की ओर से उपलब्ध कराई गई जानकारी के अनुसार पहले चरण में कुल दो सेक्शन में पढ़ाई शुरू होगी। प्रत्येक सेक्शन में 60-60 छात्रों का नामांकन लिया जाएगा। यानि पहला बैच कुल 120 छात्र-छात्राओं का होगा।

PUBLICATION: Khabar Mantra

DATE: 3 July 2020

EDITION: Jamshedpur

PAGE: 3

एक्सएलआरआई दिल्ली-एनसीआर में छात्र-छात्राओं का नामांकन शुरू

खबर मन्त्रा ब्यूरो

जमशेदपुर। जेवियर स्कूल ऑफ मैनेजमेंट - एक्सएलआरआई के दिल्ली-एनसीआर कैंपस में पठन-पाठन शुरू करने के लिए ऑल इंडिया काउंसिल फोर टेक्निकल एजुकेशन (एआईसीटीई) से अनुमति मिल गई है। इसके साथ ही यहां अकादमिक सत्र 2020-2022 के लिए नामांकन की प्रक्रिया शुरू कर दी गई। अब चालू सत्र से ही 2020 से एक्सएलआरआई के दिल्ली-एनसीआर कैंपस में पहले बैच की पढ़ाई शुरू हो जाएगी। फिलहाल पहला बैच बिजनेस मैनेजमेंट प्रोग्राम (बीएमपी) पाठ्यक्रम के लिए 2020-2022 का होगा। एक्सएलआरआई की ओर से एआईसीटीई से अप्रुव के लिए पूर्व में आवेदन किया गया था जिसे स्वीकृति प्रदान कर दी गई है।



एक्सएलआरआई की ओर से उपलब्ध कराई गई जानकारी के अनुसार पहले चरण में कुल दो सेक्शन में पढ़ाई शुरू होगी। प्रत्येक सेक्शन में 60-60 छात्रों का नामांकन लिया जाएगा। यानि पहला बैच कुल 120 छात्र-छात्राओं का होगा। 36.34 एकड़ में बना है एक्सएलआरआई जमशेदपुर का यह नया कैंपस

एक्सएलआरआई के दिल्ली-एनसीआर कैंपस का निर्माण 36.34 एकड़ में किया गया है। इसे गोल्ड लेवल ग्रीन बिल्डिंग सर्टिफिकेशन प्रदान किया गया है। यहां एक्सएलआरआई जमशेदपुर का यह पहला ब्रांच है जिसमें पढ़ाई शुरू होने जा रही है। एक्सएलआरआई के करिकुलम के अनुसार ही पाठ्यक्रम तय किया गया है और उसी के हिसाब से पढ़ाई भी होगी। एक्सएलआरआई जमशेदपुर के फैकल्टी भी इस नए कैंपस में कक्षाएं लेंगे। एक्सएलआरआई के दिल्ली-एनसीआर कैंपस झज्जर जिले के औरंगापुर में स्थित है। दिल्ली गुडगांव व रेवाड़ी के केंद्र में बने इस कैंपस की दूरी गुरुग्राम से लगभग 25 किलोमीटर है। इसकी आधारशिला 16 जनवरी 2017 को रखी गई थी। हरियाणा सरकार के कैबिनेट मंत्री ओम प्रकाश धनकड़ ने बिल्डिंग की आधारशिला रखी थी।

PUBLICATION: The Avenue Mail

DATE: 3 July 2020

EDITION: Jamshedpur

PAGE: 2

XLRI receives green signal from AICTE to start Delhi-NCR campus

Mail News Service

Jamshedpur, July 2 : XLRI-Xavier School of Management (XLRI) has received formal approval of All India Council for Technical Education AICTE to start the operations of the XLRI I Delhi-NCR campus. The new campus will be the first branch of one of the most reputed B-Schools of the country.

XLRI I Delhi-NCR campus is located in Jhajjar District, at Aurangpur, which is 25 km from Gurugram and is centrally connected to the main districts like Delhi,

Gurgaon, and Rewari.

The new state-of-the-art campus is spread over an area of 36 acres, and has been designed to promote eco-friendly living and to foster climate consciousness.

The orientation of the campus buildings has been planned using detailed sun studies and applying concepts of solar-passive architecture. The areas that receive harsher sunlight have a second skin in the form of ventilated cladding. The new campus has earned a Gold-level Green Building Certification, and it has been designed using IGBC guidelines to be able to



achieve a platinum rating from IGBC in the future.

XLRI announced the results for the admission of

the two-year post-graduate program in Human Resource Management & Business Management for

Jamshedpur Campus on 20 May 2020. The results for the Executive PGDM (GM) program have also been announced and orientation classes are underway. A total of 590 candidates have been offered admission for Jamshedpur and Delhi campuses.

While announcing the admission process for the first batch of XLRI I Delhi-NCR campus Fr. P. Christie S.J., director, XLRI-Xavier School of Management said "XLRI is India's First B-School, and for seventy years, we had just one campus at Jamshedpur. We are glad to announce that XLRI's Delhi-NCR

campus is all set to start with 120 students for the Business Management program for 2020-22 academic session with the AICTE approval. XLRI has been focusing on helping build the nation with a focus on ethical and value-based management education and grooming future business leaders of India to help shape the destiny of a new India. It continues to have the same vision – to train leaders who will excel in the workplace while upholding high personal values, integrity, and social concern and furthering the greater common good."

PUBLICATION: The Telegraph

DATE: 3 July 2020

EDITION: Jamshedpur

PAGE:

NEW SCHOOL TO PROMOTE ECO-FRIENDLY LIVING WITH SOLAR-PASSIVE DESIGN

XLRI begins Delhi campus admissions

ANIMESH BISOEI

Jamshedpur: XLRI Jamshedpur, one of the oldest B-schools in the country, on Thursday started the admissions process for its Delhi-NCR campus for the academic session 2020-2022 after getting a formal nod from the AICTE on Wednesday evening.

The new campus will be the first branch of the premier B-schools of the country — XLRI (ranked 5th in the National Institute Ranking Framework 2020 of the HRD Ministry) — and is located at Gurgaon in Haryana, about 26 km from Gurgaon and is centrally connected to the main districts like Delhi, Gurgaon and Rewari (Haryana).

XLRI was set up more than seven decades ago in 1949. The new campus spread in over 36 acres has been designed to promote eco-friendly living with solar-passive architecture (areas that receive harsh or sunlight have a second skin in the form of ventilated cladding) and earned a Gold-level Green Building Certification.

"Two sections of 60 students each for the business management program will be offered admissions at the new campus. In the years ahead, the new campus will offer a broad portfolio of courses including the regular, two-year post graduate program in human resource management and business management, executive general management programs for the executives having experience of more than five years and fellow program in management,



The new XLRI Delhi-NCR campus. Pictures by Bhola Prasad

corporate programs and certificate program in entrepreneurship and other industry relevant short and long term programs," said a spokesperson at XLRI Jamshedpur.

Announcing the admission process to the media, director XLRI Jamshedpur, Fr P. Christie said, "We are glad to announce that the new Delhi-NCR campus is all set to start with 120 students for 2020-22 academic session with AICTE approval."

According to director of XLRI Delhi-NCR campus, Fr George Sebastian, with the commencement of the Delhi-NCR campus, the institute would augment the intake of 600 students (both Jamshedpur and Delhi).

"Both the campuses will have the same pedagogy and curriculum and share a pool of highly qualified faculty members. We shall follow one admission process (XAT) and one placement process," said Fr Sebastian.



PUBLICATION: The Pioneer
DATE: 3 July 2020
EDITION: Jamshedpur
PAGE: 2

XLRI RECEIVES AICTE APPROVAL TO START DELHI-NCR CAMPUS

PNS ■ JAMSHEDPUR

XLRI-Xavier School of Management (XLRI) has received formal approval of All India Council for Technical Education AICTE to start the operations of the XLRI I Delhi-NCR campus.

The new campus will be the first branch of one of the most reputed B-Schools of the country.

PUBLICATION: Prabhat Khabar

DATE: 4 July 2020

EDITION: Jamshedpur

PAGE: 7

एक्सएलआरआइ के डीन एडमिन का हुआ तबादला



जमशेदपुर. एक्सएलआरआइ के डीन एडमिन फादर जेरी कुटिना का तबादला कर दिया गया है. फादर जेरी कुटिना को जेसुइट सोसाइटी के जमशेदपुर प्रोविंस का प्रमुख बनाया गया है. इससे संबंधित अधिसूचना जारी कर दी गयी है. गौरतलब है कि फादर जेरी कुटिना लंबे अरसे से एक्सएलआरआइ के डीन एडमिन थे. उन्होंने अपने कार्यकाल में एक्सएलआरआइ की आधारभूत संरचना को मजबूत बनाने के साथ ही एक्सएलआरआइ के विस्तार में काफी अहम भूमिका निभायी. जिसके बाद अब उनकी जिम्मेवारी और बढ़ायी गयी है. फिलहाल फादर जेरी शहर से बाहर हैं. शहर लौटने के बाद वे पदभार ग्रहण करेंगे.

PUBLICATION: The Economic Times

DATE: 6 July 2020

EDITION: New Delhi

PAGE: 9

Indicators to Track Migrants in Works

Govt to estimate movement of workers based on density, distribution, cities, skill sets and recruitment costs

Kirtika Suneja &
Yogima Seth Sharma

New Delhi: The government has begun an exercise to develop indicators to estimate migration in the country after facing flak for large-scale exodus of people from urban centres during the lockdown when about 50 million migrant workers, temporarily out of jobs, returned to their homes.

It is looking at setting up a special commission with migrant worker study groups under it to examine pre- and post-Covid-19 situation and suggest measures to track migrant workers real time, based on density, distribution, cities of migration, skill sets, work profile, and recruitment costs, senior officials told ET.

Hard Work

GOVERNMENT MAY SETUP
SPECIAL COMMISSION

Commission to study pre & post-Covid
migration, suggest indices

Density, cities of
migration, skill-sets,
work profile key
criteria

National Indicator to
facilitate orderly
mobility of people

A national indicator on migrant workers is also under development to facilitate orderly, safe, regular and responsible migration and mo-

bility of people through the implementation of planned and well-managed migration policies, they said. This would subsume all sub indi-

WHY IT'S CRUCIAL

50 m migrant
workers
returned to
home states
amid Covid-19 outbreak

55% households
in rural areas,
67% in urban areas
migrated for jobs in
2007-08

Real-time migration track-
ing to aid policy making

cators and would align India's commitment towards migrant workers and policies related to them under the 17 Sustainable Development Goals of the United Nations that India is committed to improve by 2030.

"We are looking for an indicator on domestic migration," an official in the statistics and programme implementation ministry said. "The labour ministry and states will have to discuss this." There is no framework under which migration takes place at present, other than the Inter State Migrant Workmen Act, the person said.

As per the National Sample Survey Office report on migration in India, almost 55% households in rural areas and 67% in urban areas migrated for employment-related reasons in 2007-08. The survey was

conducted between July 2007 and June 2008, and covered a sample of over 572,000 people.

Economists and industry experts feel the priority of the government should be to create a comprehensive database of migrant workers.

"We need a complete revamp system for registration of migrant workers," labour economist KR Shyam Sundar said. "The government should undertake a decentralised approach, right from the Panchayati Raj Institutions to local bodies, state governments and the Centre, to account for them," he said.

Rituparna Chakraborty, cofounder of human resources company TeamLease, said access to real-time data on manpower, be it migrant workers or informal workers, should be the priority of the government.

● **WAGE WOES**

EPFO base shrank a fifth in April, recovers a little in June

SURYA SARATHI RAY
New Delhi, July 5

WORKERS WHO CONTRIBUTED to the Employees' Provident Fund Organisation (EPFO) in April were about a crore or a fifth less than those that did so in March.

The drop in the number of firms which deposited provident fund monies with the retirement fund body during the lockdown month was a steeper 36% or 1.9 lakh.

A deferment of the due date for EPF deposits for April wages to May 15 and later to June 15 may be part of the reason for the drop. But the steepness of the fall, coupled with the fact that even in June, "contributing members" of EPFO were 35 lakh less than in March and 50 lakh less than the January peak of five crore, demonstrates the extent of non-payment of wages and job losses during the lockdown period.

It also lays bare the high vulnerability of the country's workforce to the short-term vicissitudes of businesses.

Continued on Page 2

EPFO base shrank a fifth in April, recovers a little in June

ATUL GUPTA, PARTNER, Trilegal, said: "The (EPFO) data clearly demonstrates the economic impact of the lockdown on the industry and workforce — establishments weren't in a position to pay wages and make associated PF contributions and/or there were job losses, due to the halting of economic activity.

June, they are still significantly lower than pre-lockdown levels."

During any given month over the past year, the number of 'contributing members' of EPFO used to hover roughly in the range of 4.85-4.95 crore. The number increased to five crore in January 2020. A section of the EPFO contributors is not regular in contributing, while there are dropouts, a sizeable section of the workforce contribute between 1 and 11 months in a year, and including these people, the EPF base is 6.5 crore plus.

According to labour policy expert and XLRI professor KR Shyam Sundar, if, as the government maintains, payroll data indicate jobs created, in that case a decline in absolute number of contributing members to the EPFO should automatically mean job losses.

"The decline in the contributing establishments during the Covid-19 period especially in April and a gradual pick-up in May and June clearly show non-compliance by employers and contractors. It is an indication of non-payment of wages and also loss of jobs especially for the precarious and casual and contract workers," he said.

The Centre for Monitoring Indian Economy has estimated India's unemployment rate spiked from 8.75% in March to 23.5% in April and May. The rate since fell to 8.5% in the week ended June 21, and then rose marginally to 8.6% in the week ended June 28.

Also, as PE reported earlier, the net addition to the EPF subscriber base fell from 10.21 lakh in February 2020 to 5.73 lakh in March, and then sharply to just 1.33 lakh in April.

A person familiar with the EPFO's systems said that the decline in the number of contributing members indicates that 50 lakh people have lost their jobs between January and June. However, he added that it could also mean that their contribution have not come so far,



The significant drop in members cannot be explained by the temporary grace period provided by the EPFO in filing returns and making contributions, since although the numbers have increased from May-

but this may not be the case in most cases since EPFO had given employers the option to separate submission of electronic challan-cum return from making actual payment for the troubled months.

PUBLICATION: Hindustan Times

DATE: 7 July 2020

EDITION: New Delhi (All Edition)

PAGE: 9

Urban joblessness on the rise as cities impose restrictions

Prashant K Nanda

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NEW DELHI: Urban unemployment, having fallen for four straight weeks, has reversed course and risen in the week ended July 5, in tandem with the renewed lockdown in parts of India, according to a survey.

Joblessness in urban areas climbed to 11.26% in the week ended July 5 from 10.69% recorded in the preceding week, according to a Centre for Monitoring Indian Economy (CMIE) survey.

The increase comes after Karnataka, Tamil Nadu, Assam, West Bengal and Maharashtra

imposed fresh curbs on urban activity in the previous week—either in part or fully and for periods ranging from throughout the week to during the weekend. Economists said the continuing struggle by cities to deal with Covid-19, the sub-optimal functioning of industries, the lingering pain of micro and small enterprises and the lack of demand in the market are impacting the overall jobs environment.

“Formal sector jobs in cities will take months to come back, largely because industrial activities have not picked up due to several factors such as health, labour shortage, and the time it is taking to recover from the business loss.

**URBAN JOB LOSSES
ROSE TO 11.26% IN THE
WEEK ENDED JULY 5
FROM 10.7% A WEEK AGO**

Every stakeholder needs to make an effort, and the situation will slowly improve,” said KE Raghunathan, past president of All India Manufacturers Organisation, a federation of micro, small and medium enterprises (MSMEs).

Raghunathan said since migrants have returned to their villages, the industrial belts do not have enough workforce—

“but our understanding is that it will take at least six months before most of the migrants return”.

“Where is the demand in the market to accelerate formal sector employment generation? The income loss and job loss for people in several sectors have created a lot of pain points,” said KR Shyamsundar, a labour economist and professor at XLRI Jamshedpur. Shyamsundar said plummeting incomes have left the salaried class struggling, which will have both a short- and long-term impact on the economy. For example, 85% of households in the national capital region of Delhi have reported

some level of income loss due to the lockdown, according to a survey by the National Council of Applied Economic Research published last week.

“Progress of recovery of jobs has been the weakest among salaried employees. While 17.7 million salaried jobs were lost in April, this loss increased to 17.8 million in May. In June, there was a recovery of 3.9 million salaried jobs. This is the lowest increase in jobs,” CMIE wrote on its website, explaining the June monthly employment data last week. The CMIE data shows both rural and overall joblessness rate climbed marginally for the second consecutive week.

Urban job losses on the rise again

Prashant K Nanda
prashant.n@livemint.com
NEW DELHI

Urban unemployment, having fallen for four straight weeks, has reversed course and risen in the week ended 5 July, in tandem with the renewed lockdown in parts of India, according to a survey.

Joblessness in urban areas climbed to 11.26% in the week ended 5 July from 10.69% recorded in the preceding week, according to a Centre for Monitoring Indian Economy (CMIE) survey.

The increase comes after Karnataka, Tamil Nadu, Assam, West Bengal and

Maharashtra imposed fresh curbs on urban activity in the previous week—either in part or fully and for periods ranging from throughout the week to during the weekend.

Economists said the continuing struggle by cities to deal with covid-19, the sub-optimal functioning of industries, the lingering pain of micro and small enterprises and the lack of demand in the market are impacting the overall jobs environment.

"Formal sector jobs in cities will take months to come

back, largely because industrial activities have not picked up due to several factors such as health, labour shortage, and the time it is taking to recover

from the business loss. Every stakeholder needs to make an effort, and the situation will slowly improve," said K.E. Raghunathan, past president of All India Manufacturers

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Raghunathan said since

In the week to 5 July, urban joblessness climbed to 11.26%, up from 10.69% recorded in the earlier week, a three-week high

TURN TO PAGE 11

Urban job losses on the rise again

FROM PAGE 1

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Shyamsundar said plummeting incomes have left the salaried class struggling, which will have both a short- and long-term impact on the economy. For example, 85% of households in the national capital region of Delhi have reported some level of income loss due to the lockdown, according to a survey by the



Rural and overall joblessness rate climbed marginally for the second consecutive week, shows data.

MINT

National Council of Applied Economic Research published last week.

"Progress of recovery of jobs has been the weakest among salaried employees. While 17.7 million salaried jobs were lost in April, this loss increased to 17.8 million in May. In June, there was a recovery of 3.9 million salaried jobs. This is the lowest increase in jobs," CMIE wrote on its website, explaining the

June monthly employment data last week.

The CMIE data shows both rural and overall joblessness rate climbed marginally for the second consecutive week. While the rural unemployment rate climbed to 7.78% in the week to 5 July from 7.68% in the previous week, the national unemployment rate increased to 8.87% in the week to 5 July against 8.59% in the week ended 28 June.

● MIGRANT WORKERS

Panel for expansion of EPF, ESIC coverage

SURYA SARATHI RAY
New Delhi, July 6

THE PARLIAMENTARY STANDING committee vetting the labour code on social security may make a strong pitch for the government's effective intervention to ensure coverage of Employees' Provident Fund (EPF) and Employees State Insurance Corporation (ESIC) to an estimated 30 lakh migrant workers.

After reaching a consensus among the members, the proposal is likely to find place in the committee's report, which will be submitted to the Lok Sabha secretariat this month, said committee chairman Bhartruhari Mahtab. "Migrant workers, who are under contract and work for longer terms in different industrial clusters, should be given EPFO and ESIC benefits," Mahtab said.

Of course, the Employees State Insurance Act, 1948, is applicable to establishments employing 10 or more people earning up to ₹21,000 a month. The EPFO is applicable to all units employing up to 20 workers. The Employees' Provident Fund & Miscellaneous Provisions Act, 1952, makes it mandatory for all establishments having 20 or more employees earning less than ₹15,000 monthly wage to join the EPF scheme. Others can also join in the scheme voluntarily. The panel will ask for ways to ensure that these rules are complied with and a much larger population of migrant workers are covered.

India has an estimated 100



The parliamentary panel may make a strong pitch for coverage of an estimated 30 lakh migrant workers

million migrant workers who move to industrious states for work. Of them, around 30 lakh work in various industrial clusters, estimates XLRI professor and labour economist KR Shyam Sundar.

There are two types of migrant workers — one whose works are seasonal in nature, say for two-three months and then they come back to their place of origin and then there are some who work in a specific area of industry for years together. They mostly work on contract.

Initially, the government had proposed to universalise social security for all sets of workers, but the Bill it introduced in the Lok Sabha in December 2019 proposed to form a National Social Security Board that would recommend the Centre suitable schemes for the different sections of unorganised workers. The Bill also proposes to empower the Centre to constitute a social security fund for unorganised workers,

platform workers or gig workers or any such class of workers.

Trade unions have also demanded that the scope of the code on social security should encompass all in the unorganised sector; however, the government is not inclined to make much changes from its stand. The committee is not in agreement with the proposal. "Why can't the sending and receiving states have an agreement? The receiving states should identify migrant workers and see if the employers provide them with social security. The government should oversee the whole process. Already Odisha has forged such an agreement with Telengana," Mahtab said.

Sundar said the issue of informal economy workers in general and migrant and construction workers in particular need to be integrally addressed by the labour code on occupational safety, health & working conditions and the code on social security as the issues overlap. "A minimum social protection framework fully-funded by the state concerning the vulnerable-placed segment of informal workers is expected from the lawmakers, but to extend few crumbs of conditional social security to a minority segment of millions of migrants is shocking to see the least," Sundar said.

What the lawmakers could do is to extend the workers under existing social security schemes to workers in eligible enterprises by tweaking those laws like EPF, ESIC and cover others under the unorganised workers' social security provisions. This will be a holistic approach.

PUBLICATION: The Statesman
DATE: 7 July 2020
EDITION: Kolkata (All Edition)
PAGE: 11

PLUS POINTS

Being supportive



XLRI-Xavier School of Management in its response to the unprecedented health crisis across the globe has extended its support to Jamshedpur district administration to fight against the pandemic.

As an initial step, XLRI has begun supporting local authorities in the surveillance initiative which was led by the Rail SSP with the help of some recent graduates of XLRI, who are residents of Jamshedpur. The support enabled the team improve the effectiveness and efficiency of their operations by providing better tools for data entry and conducting training for the team members.

In addition, XLRI has been working closely with local authorities in building awareness to bring behavioural change. XLRI has taken a pragmatic approach in addressing stress management and mental calmness and assessed that it is important for the team to stay motivated and focused. A workshop was organised at XLRI campus for district administration staff.

PUBLICATION: The Financial Express
DATE: 10 July 2020
EDITION: Kolkata (All Edition)
PAGE: 1,2

PENSION SCHEME

Enrolment falls to a tenth from February to April

SURYA SARATHI RAY
New Delhi, July 9

IF THE EPFO payroll data showed a big 20% drop in the number of contributing members in April over the previous month due to the Covid-19 lockdown, the virtual cessation of economic and trading activities during the month and the continuing slack in most sectors have had a more ruinous impact on jobs in the unorganised sector.

Net monthly additions to the Pradhan Mantri Shram Yogi Maandhan (PMSYM), the subsidised pension scheme for workers in the unorganised sector, fell sharply from 1.9 lakh in February to 1.1 lakh in March and then witnessed a precipitous decline to less than 18,000

each in April and May. Worse, reflecting the enormity of the crisis that engulfs the country's big and unwieldy informal sector, net addition to the scheme in June was just 14,484. Most of the job losses/income falls that the data represents look irretrievable at least for the time being, given that till the eighth of this month, fresh enrolments under the PMSYM was less than 2,400.

The pension scheme was launched in February 2019 with a view to giving a modicum of social security cover to the likes of domestic workers, rickshaw pullers, cobblers and other low-income workers in the unorganised sector, which employs over 85% of the country's workforce.

Continued on Page 2



Pension scheme: Enrolment falls to a tenth from February to April

Net enrolment under the scheme peaked at 5.5 lakh in

From the Front Page

As reported by FE earlier, the number of contributing members to the Employees' Provident Fund Organisation (EPFO) in April was a crore or fifth less than in March. The drop in the number of firms who deposited PF monies with the retirement fund body during the lockdown month was a steeper 36% or 1.9 lakh.

The steepness of the fall, coupled with the fact that even in June, "contributing members" of EPFO were 50 lakh less than in March, demonstrates the extent of non-payment of wages and job losses during the lockdown period.

Also, net addition to the EPF subscriber base fell from 10.21 lakh in February 2020 to 5.73 lakh in March and then sharply to just 1.33 lakh in April.

In its latest report, Centre for Monitoring Indian Economy (CMIE) said unemployment rate more than halved in June to 11% from 23.5% in May. Employment rate also improved handsomely from 29.2% in May to 35.9% in June, implying an addition of 70 million jobs.

"The 11% unemployment rate of June is still quite high compared to the less than 8% rate witnessed before the lockdown began. The unemployment rate had been rising steadily since 2017-18 when it had averaged 4.6%. In 2018-19 it rose to 6.3% then in 2019-20 further to 7.6%," CMIE said.

However, it said the declining trend in the unemployment rate seen in June seems to be flattening out. The rate began to fall in the week ended May 31 when it fell to 20.2% after hovering around 24% in the three preceding weeks.

"The dip (in pension scheme enrolment) is an indicator of the reducing monthly income levels of workers in the unorganised sector and growing job redundancies. It could also indicate the choice of the workers to keep more liquidity in their hands rather than contribute to the pension given the present uncertainty. If there was a way to unpack the data between con-

tribution from local as against migrant workers it could have thrown more insights," said Rituparna Chakraborty, executive vice-president, Teamlease.

November 2019. A total of 44.17 lakh workers have joined it since the inception, a far cry from the pace required to meet the ambitious target of 10 crore in five years. Similarly, till now, only 40,368 'vyaparis' (small traders) have enrolled under the Pradhan Mantri Karam Yogi Maandhan Scheme (PMKYMS), rolled out on September 12, 2019. This scheme again has an ambitious target to get three crore retail traders and shopkeepers enrolled, although no time-frame has been set.

Both the schemes are subsidised out of the central Budget, with the government paying 50% of the contribution. The budgetary allocation for the PMSYM for FY21 is ₹500 crore, while that for the PMKYMS is ₹180 crore.

The traders' scheme is limited to those with an annual turnover of up to ₹1.5 crore.

Under both the schemes, a monthly pension of ₹3,000 is offered to a subscriber on attaining the retirement age. Those belong to the entry age group of 18-40 years are eligible for the schemes. These are voluntary and contributory schemes.

Labour economist KR Shyam Sundar said, "The poor record and continuing decline in the rate of growth in enrolment clearly shows that the adverse impact of Covid-19 on the unorganised workers. These labourers' limited capacity or incapacity to pay the stipulated premiums under the scheme appears to discourage fresh enrolments. Under such circumstances, the state as they did for (EPF) payroll should introduce a policy of subsidy for a defined tenure which would incentivise a section of unorganized workers to join the scheme and benefit by it."

PUBLICATION: Hindustan Times

DATE: 14 July 2020

EDITION: Mumbai (All Edition)

PAGE: 11

Rural job loss rate at 4-month low

Prashant K Nanda

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NEW DELHI: Amid plentiful rains, increased sowing and the return of workers to cities, unemployment in India's countryside fell to a four-month low in the week ended July 12, while continuing curbs limited the improvement in towns and cities.

According to latest data from the Centre of Monitoring Indian Economy (CMIE), the rural joblessness rate slowed to 6.34% from the previous week's 7.78%. The latest figure is lower than that for the week to March 22, immediately before India went into a lockdown. In other words, this is the lowest rural unemployment rate after the week to March 15, when rural joblessness was 6.07%.

On similar lines, the overall unemployment rate, too, came down to 7.44% in the week to July 12 from 8.87% in the previous week.

According to Union government data, area sown under kharif crops was 58 million hectares as of last week, 44% higher



■ **Expansion of farming activity and MGNREGS work have helped cut rural job losses.** HT

than a year ago. Focus on the national rural employment guarantee scheme and the return of tens of thousands of migrants to urban areas, too, brightened the rural jobs scene.

"The cooling-off of rural unemployment is due to expanding farming activities, aggressive MGNREGA push in rural India, and the gradual return of migrants to their ex-employers in cities and industrial belts," said KR Shyam Sundar, a labour economist and professor at XLRI Jamshedpur.

"But one must realise that this

improvement in rural employment scenario is institutionalising informality. The job loss in the formal sector, the layoffs that we are witnessing, is leading to self-employment and other odd works, including agricultural work," he said, adding unemployment in urban India will continue to be stubborn.

CMIE data showed urban unemployment continues to remain sticky, though it fell 1.3 percentage points in the week to July 12 over the previous week. It said urban unemployment rate tapered to 9.92% in the week to July 12 over the week to July 5, which is still much higher than pre-covid-19 weeks.

"The cooling-off of urban joblessness slightly is an outcome of gradual but constant unlocking process, and increase in normal trading activities including at local markets, self-employment avenues, etc. Those who are coming back to previous employers due to demand in the workplace are only representing replacement jobs and not representing new jobs," Shyam Sundar added.

PUBLICATION: Mint

DATE: 14 July 2020

EDITION: Kolkata (All Edition)

PAGE: 1

Rural unemployment at four-month low on good rains, NREGA

Prashant K. Nanda

prashant.n@livemint.com

NEW DELHI

Amid plentiful rains, increased sowing and the return of workers to cities, unemployment in India's countryside fell to a four-month low in the week ended 12 July, while continuing curbs limited the improvement in towns and cities.

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The overall unemployment rate, too, came down to 7.44% in the week to 12 July from 8.87% in the previous week.

According to Union government data, area sown under kharif crops was 58 million hectares as of last week, 44% higher than a year ago.

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migrants to their ex-employers," said K.R. Shyam Sundar, a labour economist and professor at XLRI Jamshedpur.

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PUBLICATION: The Financial Express
 DATE: 18 July 2020
 EDITION: Kolkata (All Edition)
 PAGE: 1, 2

RURAL JOB SCHEME

Cash-strapped states cut materials spend to boost relief to poor

SURYA SARATHI RAY
 New Delhi, July 17

AS THE CENTRE fast-tracked release of funds under the rural jobs scheme to provide timely income support to the people in villages, including migrant workers who have returned from cities in large numbers, many cash-strapped states have used the funds to employ the beneficiaries in works involving lesser use of materials, according to data gathered by FE.

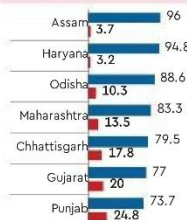
In normal times, of every ₹10 spent under MG-NREGS, ₹6-7 goes to the workers as wages and the balance ₹3-4 is used for purchase of building materials. However, the wage-materials ratio has turned out to be skewed much more towards the wages side in the current fiscal; in a number of states, the ratio has become 8:2 or higher and some states like Assam and Haryana have used 95% or more of the scheme's funds for payment of wages.

An obvious fallout of the states' strategy is that the MG-NREGS work carried out during the Covid period may not have created much durable assets, but according to observers, since the expediency demanded use of the funds for wage payments, the states cannot be faulted for adopting the line. The higher share of spending on wages also

Material benefit

■ So far this fiscal, states have released ₹39,230 cr under MG-NREGS; this is roughly 60% of amount spent in the whole of FY20

■ The Centre's budget for rural jobs scheme this year is ₹1,01,500 cr, up 50% over FY20 outlay



MG-NREGS expenses till July 17 this year (% total)
 ■ Wages ■ Materials
 (Balance amounts spent for administrative/logistical expenses)
 Source: Rural development ministry

shows the poor health of the state finances; under the rules, they have to bear a third of the expenditure on material and skilled labour, while the Centre bears the entire cost of wages for the unskilled labour.

Continued on Page 2

Rural job scheme: States cut materials spend to boost relief to poor

IN LABOUR-SUPPLIER states such as Bihar, Chhattisgarh and Uttar Pradesh, wages have constituted 57.28%, 79.47% and 67.71%, respectively, of the total spending under the popular scheme so far this year. In Telengana, the percentage stood at 88% now. However, in Kerala, which is a labour-absorbing state, wages constitute just 58% of the total amount spent.

"It seems that most of the works created under MG-NREGS have been of non-asset creating variety. The scheme has been liberally used by the state governments as an alternative to direct benefit transfer (DBT) to provide a kind of social security to the rural

poor," said labour economist and XLRI professor KR Shyam Sundar. "The higher the spend on MG-NREGS, the lesser will be reverse migration. It means urban employment is shrinking. It is also an indicator of the slackening of the urban labour market," he added.

PUBLICATION: The Economic Times
 DATE: 21 July 2020
 EDITION: Kolkata (All Editions)
 PAGE: 7

Two Labour Codes May Be Tabled in Monsoon Session

More powers to states on hiring, fixing work hours; curbs on workers to unionise

Yogima.Sharma
 @timesgroup.com

New Delhi: The labour ministry has finalised two labour codes that will give powers to state governments on rules related to hiring, retrenchment and fixing work hours in factories and establishments while imposing curbs on workers to form unions.

The quick roll out of these two central legislations would allow industrial states to tweak their work-related rules to allow factories to continue production with minimum workers as the majority of states continue to face labour shortage.

Sources told ET that the code on occupational safety, health and working conditions (OSH&WC Code) and the industrial relations code (IR Code) would give autonomy to states to amend labour laws to suit their industrial needs and attract investments through labour reforms.

This would pave the way for states to allow fixed-term employment across sectors, increase the threshold on contract workers for obtaining a licence, and increase work hours or enhance the upper limit for seeking Centre's permission to retrench workers.

This flexibility is expected to help industries hire labour as required, which would create more employment.

States could even temporarily do away with the bonus for workers as the two codes give powers to "appropriate authority" to make amendments to Central laws through simple notifications.

"The bills will be tabled in the upcoming Parliament session in August," a senior government official confirmed to

ET. "However, the last code (in all four codes) on social security is still pending with the standing committee on labour and the ministry is not sure if it would also be tabled in the coming session," the official added.

ET has learnt that the parliamentary standing committee on labour is finalizing its recommendations on the Social Security Code and is likely to submit it by end of this month.

However, the labour ministry could take some time to incorporate the recommendations of

Flexible Laws

Two labour codes to be tabled in monsoon session of Parliament

OSH & WC Code and IR Code to see light of the day

These codes empowers states to make certain changes

Rules related to hiring, firing or work hours could be tweaked

States will be able to make changes through notification

Industrial states will benefit most, help manufacturing

Worker related woes of FMCG, consumer durables could be addressed

KEY NUMBERS
 India had 500 million workers
 90% of this is unorganized
 Estimated 50 million of these are migrant workers



the standing committee before finalising the code.

"These two laws will give legal protection to the consumer-driven sectors where production needs to ramp up for the festive season," Suchita Dutta, executive director of Indian Staffing Federation, said. "It will help industries increase output several fold with flexible work arrangements put in place."

However, labour expert KR Shyam

Sundar is apprehensive if the codes will plug the loopholes and address the labour-related shortcomings in the existing labour laws, which have become apparent after the Covid-19 pandemic.

"Government should review the two Codes in the light of Covid-19 pandemic as these codes in the present form will not help maximise labour welfare and help economic growth," Sundar said.

ANIRBAN BORA

PUBLICATION: The Economic Times

DATE: 22 July 2020

EDITION: Kolkata (All Edition)

PAGE: 4

B-Schools Putting in Place Safety Measures for Campus Reopening

A number of IIMs and ISB said all safety measures being put in place to resume physical classes as soon as they receive guidelines from the HRD ministry

**Prachi Verma Dadhwal &
Rica Bhattacharyya**

New Delhi | Mumbai: Top business schools in the country are implementing a slew of measures to keep their campuses safe from Covid-19 pandemic even as they gear up to resume physical classes in two to three months depending on government directions.

A number of Indian Institutes of Management and Indian School of Business said all safety measures are being put in place to resume physical classes as soon as they receive guidelines from the human resources development ministry.

From setting up testing and quarantining facilities within the campuses and frequent sanitisation of premises to staggering

mess timings and offering hybrid classes that students can attend either online or offline, the b-schools are busy chalking out and implementing reopening plans.

"There is no substitute for physical classes and we are hopeful of resuming this by the end of first term (ending in October) if travel rules are relaxed," said Anandakuttan B Unnithan, dean (academics affairs) at IIM Kozhikode that plans to resume on-campus classes by October end depending on the government directive on campus re-opening.

ISB looks to start its PGP (post graduate programmes) classes on campus by the end of August. The final decision will depend on guidelines from the government and situation on the ground, said Ramabhadran Thirumalai, senior associate dean at the Hyderabad-

based business school.

IIM Indore is hopeful of bringing students back to campus before this year ends but in a phased manner. "Our priority is to bring in students who are in remote areas or are facing problems in internet connectivity or access to online classes," said Himanshu Rai, director of the institute.

While labour unavailability is making things tougher, faculty, IT and administration staff are working overtime to lay down the new norms for the campus.

"We are on Zoom calls till midnight to get the students back on the campus," Rai said. IIM Indore is setting up a Covid-19 testing facility within the campus.

IIM Tiruchirappalli plans to give all students single occupancy rooms, with staggered mess timings, and is also setting up a qua-

Safety Measures for Resuming Classes

BACK TO SCHOOL
Top B-schools chart out plans for bringing students back to campus

WORKING OVERNIGHT
Some schools are working late nights to make arrangements for students to return

ACTION PLAN

Institutes are setting up Covid testing and quarantining facilities apart from social distancing measures like staggered entry into the campus and mess areas

CLASSROOM IS CRITICAL: Some students are facing issues connecting online due to connectivity issues. In-person classes are more popular than online classes for management courses, say faculty



rantining facility, its director Bhimaraya Metri said.

IIM Ahmedabad is awaiting the government's directive to open its campus for students, its dean (programme) Shailesh Gandhi said. Ditto for IIM Bangalore. "Based on the evolving situation and government's directives, students may be invited to campus for regular face-to-face classes in the future months," said Abhoy K Ojha, dean (programmes) at IIMB. IIMB, which has started online classes for several programmes, is preparing to welcome around 545 students of its doctoral programme (PhD), and two-year fulltime MBA and MBA (business analytics) courses early next month. However, resuming classes on campus will depend on government directive, Ojha said.

The government had earlier directed schools and colleges to remain closed till July 31.

Some like IIM Lucknow and ISB are also working on a hybrid model – a combination of online and offline – for their new batches.

"Every course will also be offered in a hybrid format. Students can attend courses in class or online," said Thirumalai of ISB.

IIM Lucknow is prepared to offer hybrid classes or 100% online classes depending on the situations, its PGP chairman Ajay Garg said.

XLRI, the country's oldest business school founded in 1949, has decided to hold the first semester of the current academic year online, and to do away with activities like peer-group interaction and mandatory rural area visits till the pandemic situation improves significantly.

PUBLICATION: Dainik Bhaskar
DATE: 23 July 2020
EDITION: Jamshedpur
PAGE: 4

एक्सएलआरआई जमशेदपुर व दिल्ली कैंपस में 10 अगस्त से शुरू होगा सेशन

जमशेदपुर | कोरोना के बीच एक्सएलआरआई के जमशेदपुर और दिल्ली-एनसीआर कैंपस में 10 अगस्त से एकेडमिक सेशन शुरू होगा। एक्सएलआरआई के सुनील वर्गीय ने बुधवार को इसकी जानकारी दी। जमशेदपुर और दिल्ली एनसीआर कैंपस में सिलेबस, ई-लाइब्रेरी, ज्वाइंट प्लेसमेंट प्रोसेस, समर प्लेसमेंट व फाइनल प्लेसमेंट सब कुछ एक जैसा ही होगा। एक्सएलआरआई, जमशेदपुर के निदेशक फादर पी क्रिस्टी एसजे ने कहा कि दोनों ईकाई का प्रबंधन एक ही बोर्ड ऑफ गवर्नर्स द्वारा संचालित होंगे।

PUBLICATION: Hindustan
DATE: 23 July 2020
EDITION: Jamshedpur
PAGE: 5

एक्सएलआरआई का अगस्त से शुरू होगा सत्र

जमशेदपुर। देश के प्रतिष्ठित मैनेजमेंट कॉलेज एक्सएलआरआई की ओर से अगस्त से नए सत्र की शुरुआत कर दी जाएगी। इस दौरान जमशेदपुर एवं दिल्ली-एनसीआर में बने नए कैंपस में एक साथ नए सत्र की शुरुआत होगी। उक्त जानकारी बुधवार को एक प्रेस विज्ञप्ति के माध्यम से लेते हुए एक्सएलआरआई जमशेदपुर के निदेशक फादर पी क्रिस्टी एसजे ने कहा कि दिल्ली-एनसीआर में नए कैंपस के साथ एक्सएलआरआई परिवार का विस्तार हुआ है।

PUBLICATION: Morning India

DATE: 23 July 2020

EDITION: Ranchi

PAGE: 2

New academic session of XLRI to commence from August

MI NEWS SERVICE

JAMSHEDPUR: XLRI- Xavier School of Management, a premier B-School today announced that the new academic session, both at its Jamshedpur and the new campus in Delhi-NCR (in Jhajjar) will commence from August.

The Jamshedpur and Delhi campuses are two entities of XLRI, a premier B-school.

The second campus at Jhajjar (Haryana) in Delhi-NCR region began its admission process for the first batch (2020-2022) after the B-school received its All India Council of Technical Education (AICTE) approval earlier this month for a batch of 120 students in Business Management.

The classes would be conducted online because of the Covid-19 pandemic.

Fr. P. Christie, director, XLRI, Jamshedpur said, The XLRI family just got extended with the new campus in Delhi-NCR. Our extension campus at Delhi-NCR is envisioned as an integral part of the Jamshedpur campus and not as standalone campuses like other management institutes. These complementing satellite campuses and the student community therein would get the same oppor-



XLRI's Jamshedpur campus

tunities and privileges as the Jamshedpur campus. Moreover, they would be bound together by a symbiotic culture and a synergized relationship. Though physically apart, the satellite campuses are and will be one entity and an intrinsic part of the XLRI family striving for the greater common good of the society at large."

Fr. George Sebastian, director of XLRI's Delhi-NCR campus, added, "We are determined to provide all

our students the same high-quality management education and the same set of training. Besides, we would put in place the same summer internship and final placement opportunities. We have full faith in our esteemed members of the faculty serving at the XLRI Jamshedpur campus to pass on the same XL culture and values to all the aspiring business leaders at the new campus at Delhi-NCR. Access, availability,

and deployment of faculty from Jamshedpur and all the common resources available would essentially establish the pedagogy of XLRI in both the campuses."

The new state-of-the-art campus spread over an area of 36 acres and has been designed to promote eco-friendly living and foster climate consciousness.

XLRI, a reputed B-school was founded in 1949. Over the last seven decades, the institute has grown into a top-ranking business management school of international repute with an extensive portfolio of management programs and research publications.

Its alumni are spread around the globe and have demonstrated responsible business leadership in their organizations.

XLRI continually strives to contribute its mite to the professional growth and management of numerous organizations and institutions across industry sectors.

XLRI has been awarded two prestigious International Accreditations, viz., AACSB - The Association to Advance Collegiate Schools of Business and AMBA - Association of MBAs. XLRI has also earned the National Board of Accreditation (NBA) accreditation.

PUBLICATION: The Avenue Mail

DATE: 23 July 2020

EDITION: Jamshedpur

PAGE: 2

XLRI to commence new academic session from August

Mail News Service

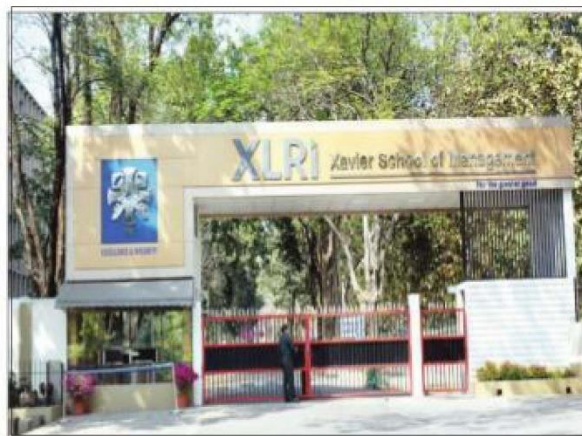
Jamshedpur, July 23 : XLRI – Xavier School of Management, Jamshedpur, and the new extension campus - XLRI Delhi-NCR are both set to commence the new academic session from August 2020.

The Jamshedpur and Delhi campuses are two entities of XLRI that will be overseen by a common Board of Governors. The standard XAT admission process would integrate the students of both the campuses, besides having in place a common curriculum, syllabus, pedagogy, e-library facilities, and, most importantly, a joint

Placement process for Summer Internship and Final Placements.

Commenting on the establishment of the new campus, Fr. P Christie, director, XLRI- Xavier School of Management, Jamshedpur, said, “With the launch of the new XLRI campus in Delhi-NCR, the XLRI family just got extended. Our extension campus at Delhi-NCR is envisioned as ‘an integral part’ of the Jamshedpur campus and not as standalone campuses like other management institutes.

These complementing satellite campuses and the student community therein would get the same opportunities and



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XLRI-Xavier School of Management, Jamshedpur is a premier, private management institute in India founded in 1949 by Fr Quinn Enright, S.J. in the ‘steel city’ of Jamshedpur (www.xlri.ac.in). Over the last seven decades, the institute has grown into a top-ranking business management school of international repute with an extensive portfolio of management programs and research publications. Its alumni are spread around the globe and have demonstrated responsible business leadership in their organizations.

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DATE: 23 July 2020

EDITION: Jamshedpur

PAGE: 2

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Mail News Service

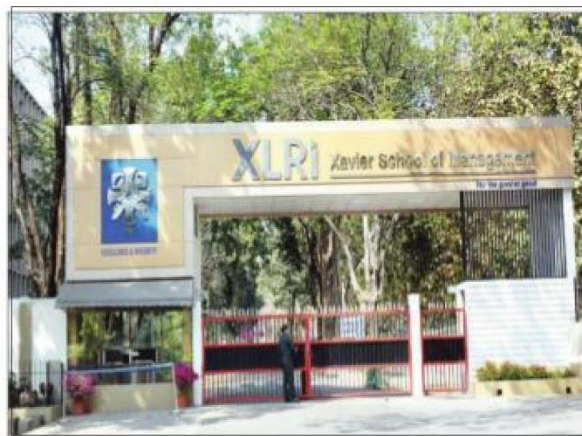
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Commenting on the establishment of the new campus, Fr. P Christie, director, XLRI- Xavier School of Management, Jamshedpur, said, “With the launch of the new XLRI campus in Delhi-NCR, the XLRI family just got extended. Our extension campus at Delhi-NCR is envisioned as ‘an integral part’ of the Jamshedpur campus and not as standalone campuses like other management institutes.

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PUBLICATION: The Pioneer
DATE: 23 July 2020
EDITION: Jamshedpur
PAGE: 2

XLRI to start new academic session from August 2020

PNS ■ JAMSHEDPUR

XLRI — Xavier School of Management, Jamshedpur, and the new extension campus — XLRI Delhi-NCR are both set to commence the new academic session from August 2020. The Jamshedpur and Delhi campuses are two entities of XLRI that will be overseen by a common Board of Governors. The standard XAT admission process would integrate the students of both the campuses, besides having in place a common curriculum, syllabus, pedagogy, e-library facilities, and, most importantly, a joint Placement process for Summer Internship and Final Placements.

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PUBLICATION: News Today
DATE: 24 July 2020
EDITION: Chennai
PAGE: 2

XLRI to commence academic session

| NT BUREAU |
Chennai, July 24:

Xavier School of Management, Jamshedpur, and the new extension campus - XLRI I Delhi-NCR are set to commence the new academic session from August.

The Jamshedpur and Delhi campuses are two entities of XLRI, said a press release and added that the standard XAT admission process would integrate the students of both the campuses, besides having in place a common curriculum, syllabus, pedagogy, e-library facilities, and, most importantly, a joint Placement process for summer internship and final placements.

Commenting on the establishment of the new campus, P. Christie, director, XLRI-Xavier School of Management, Jamshedpur, said, "With the launch of the new XLRI campus in Delhi-NCR, the XLRI family just got extended. Our extension campus at Delhi-NCR is envisioned as 'an integral part' of the Jamshedpur campus and not as standalone campuses like other management institutes."

PUBLICATION: Hans India, City Hans

DATE: 26 July 2020

EDITION: Hyderabad

PAGE: 6

XLRI Delhi-NCR campus gets AICTE approval

XLRI – Xavier School of Management announces the start of the admission process of 120 students for the first batch of XLRI Delhi-NCR campus for the academic Session 2020-2022. Two sections of 60 students each for the Business Manage-

- New campus to offer an extensive range of courses in a calibrated manner
- The campus has been designed with IGBC guidelines to achieve a platinum rating from IGBC

ment programme will be offered admissions. The AICTE has given formal approval to start the operations of the XLRI Delhi-NCR campus. The new campus will be the first branch of one of the most reputed B-Schools of the country - XLRI, Jamshedpur.

XLRI Delhi-NCR campus is located in Jhajjar district, at Aurangpur, which is 25 km from Gurugram and is centrally connected to the main districts



like Delhi, Gurgaon, and Rewari.

The new state-of-the-art campus is spread over an area of 36 acres, has been designed to promote eco-friendly living and to foster climate consciousness. The orientation of the campus buildings has been planned using detailed sun studies and applying concepts of solar-passive architecture. The areas that receive

harsher sunlight have a second skin in the form of ventilated cladding. The new campus has earned a Gold-level Green Building Certification, and it has been designed using IGBC guidelines to be able to achieve a platinum rating from IGBC in the future.

While announcing the admission process for the first batch of XLRI

Delhi-NCR campus Fr. P. Christie S.J., Director, XLRI-Xavier School of Management said “XLRI is India's First B-School, and for 70 years, we had just one campus at Jamshedpur. We are glad to announce that XLRI's Delhi-NCR campus is all set to start with 120 students for the Business Management programme for 2020-22 aca-

demic session with the AICTE approval. XLRI has been focusing on helping build the nation with a focus on ethical and value-based management education and grooming future business leaders of India to help shape the destiny of a new India. It continues to have the same vision – to train leaders who will excel in the workplace while upholding high personal values, integrity, and social concern and furthering the greater common good.”

Fr. George Sebastian, S.J., Director of XLRI I Delhi-NCR Campus added, “Nearly 95,000 students appear for the entrance examination of XLRI every year. With the commencement of the Delhi-NCR campus, the institute would augment the intake of students to 600 students. XLRI Delhi-NCR and Jamshedpur campus will have the same pedagogy and curriculum. Both campuses will share a pool of highly qualified XLRI faculty members. We shall follow one admission process i.e., XAT and one placement process as well. Both the campuses will share the same Vision, Mission, and Values with Ethics and Integrity at its core while steadfastly upholding the principle of Greater Common Good,” he added.

PUBLICATION: News Mania
DATE: 26 July 2020
EDITION: Kolkata
PAGE: 9

XLRI's two campuses all set to commence new academic session from August 2020



July 22, 2020, New Delhi: XLRI — Xavier School of Management, Jamshedpur, and the new extension campus - XLRI I Delhi-NCR are both set to commence the new academic session from August 2020.



The Jamshedpur and Delhi campuses are two entities of XLRI — One Institutional Brand that will be overseen by a common Board of Governors. The standard XAT admission process would integrate the students of both the campuses, besides having in place a common curriculum, syllabus, pedagogy, e-library facilities, and, most importantly, a joint Placement process for Summer Internship and Final Placements.

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PUBLICATION: Mint
DATE: 28 July 2020
EDITION: Kolkata
PAGE: 11

Rural joblessness rate up for second straight week

Rate climbs to 7.66% in the week ended 26 July as agricultural activities slow down

Prashant K Nanda
prashant.n@livenint.com
NEW DELHI

India's rural unemployment rate climbed up for the second consecutive week as agricultural activities slowed down, reducing the capacity of this sector to absorb workers and also because parts of rural India observed fresh lockdowns.

The rural unemployment rate climbed to 7.66% in the week ended 26 July against the 7.1% reported in the week to 19 July, according to fresh data from the Centre for Monitoring Indian Economy (CMIE).

This is lower than the immediate week preceding the lockdown, but is much higher than the week ended 15 March (6.07%), when India was fairly in a better position and the covid-19 pandemic had not spread even moderately.

The national unemployment rate also inched up to 8.21% in the week ended 26 July as against 7.94% in the week to 19 July and 7.44% in the week to 12 July.

However, the urban unemployment rate dropped marginally to 9.78% from 9.92% during the same time period, CMIE data showed.

In a way, this is also the highest joblessness rate in three weeks.

Unlike June, July will not see a good recovery in replacement jobs, and fresh job creation will take time, said economists and experts. They argue that along with the summer crop sowing season, which is drawing to a close, the spreading coronavirus in rural India has impacted the employment scenario.



Job losses in rural areas may push labourers to come to cities again, say experts.

RAMESH PATHANIA/MINT

"The sowing season that starts in June is largely coming to an end by the end of July. This means people who were in agricultural activities during the sowing season are largely not there. A labour-surplus rural economy and less work in farming fields means more people are jobless and at home. This is a

covid-19 infections.

"Look at West Bengal, Assam, Bihar, parts of Odisha, Telangana, Andhra Pradesh and many other states... you get two trends of growth in coronavirus infections and lockdown in parts. This has a direct bearing on self-employment avenues in rural India. I see this to

Experts said urban India will see a marginal recovery as cities such as New Delhi and Mumbai are showing positive progress to some extent, but it will take time for formal jobs to return.

"First, the replacement jobs will come, then self-employment avenues and then fresh job creation once the demand in the market picks up. It's a medium- to long-term process," added K.R. Shyamsundar, a labour economist and professor at XLRI, Jamshedpur.

True to economists' view, the CMIE data for urban unemployment showed that it has marginally dropped to 9.43% in the week to 26 July as against 9.78% in the previous week.

Despite the decline, the urban joblessness rate is still higher than both the rural and overall unemployment rates.

JOBS DATA

THE national unemployment rate inched up to 8.21% in the week ended 26 July

THE overall jobless rate was 7.94% in the week to 19 July and 7.44% in the week to 12 July

THE unemployment rate in urban India marginally dropped to 9.43% in the week to 26 July

DESPITE the fall, the rate is still higher than both the rural and overall unemployment rate

huge challenge and this may push people to come to cities again," said Arup Mitra, a professor of economics at the Institute of Economic Growth in New Delhi.

Mitra said along with the reduced demand in the field, rural India is observing a good growth in

be a trend at least in the near future and influence the employment environment there," he said.

Mitra added that anyway the rural job absorption in recent months "were not decent jobs but distressed employment in the informal sector".

PUBLICATION: The Hindu Business Line

DATE: 28 July 2020

EDITION: Kolkata (All Edition)

PAGE: 2

Publishing in the time of a pandemic

Covid-19 has hit book publishing in unimaginable ways, forcing publishers, writers and readers to alter their behaviour. **Jinoy Jose P** tries to read the mind of the market

On any given day in Irinjalakuda, a small town in central Kerala famous for its art and culture, Current Books would be a cultural hub. Writers and readers would throng the store, owned by Kerala's largest publisher DC Books, to buy and discuss books, and to network. But these days, the popular store is deserted. A printed notice is pasted on the door. Discounts up to 30-40 per cent, it reads, also asking customers to observe social distancing.

"These are pandemic times. So obviously, sales are down," says a salesman at the store. Current Books is not alone. Covid has hit publishing houses deeply, affecting revenues, sales, commissioning of new books and launches. "The pandemic and lockdowns have forced book stores to stay closed. In some areas, some stores have even shut shop," says Ravi Decece, publisher and CEO, DC Books, one of the largest publishers in Malayalam, which also owns Current Books store.

Book publishers expect the pandemic to impact writing and publishing in myriad ways. "Just as any wide-impact event has altered the cultural and social fabric of life and work and art throughout the course of history, so too will Covid," says Meru Gokulakrishnan, publisher and CEO, Penguin Random House India, India's largest English language publisher by revenue.

Ar crisis unfolds

Thomas Abraham, Managing Director, Hachette India, says that from March 15 the publisher has had "zero sales" in all categories, since books are not an essential category. "That state has continued even though reopening was allowed, because of borders being sealed between States, and logistics issues that need to stabilise. Warehouses are working at less than half strength from the reverse migration, and it is hoped that by July or later we will see normalisation," says Abraham.

According to Rahul Srivastava, MD, Simon & Schuster India, sales are severely impacted with the lockdowns and as a result book stores are returning books to reduce their inventories and payables. The heat is being felt in vernacular publishing as well. For publishers such as Sage India, which brings out academic books as well, the lockdown has halted sales. Aarti David, Director, Publishing at SAGE India, says the fact that academic institutions had to be suddenly shut down due to the pandemic triggered a fall in the sales of books to them. But Sage's focus on digital products has helped cushion the crisis. "As the pandemic hit we took a call to release the digital version of our new releases first."

Digital contract

With colleges and other educational institutions moving towards online classes and academic grants and funds being squeezed, the sales of print will take a hit, going forward, observes KR Shyam Sundar, a faculty at XLRI Jamshedpur. Author of over a dozen books, academic and general works, Sundar says e-books will see a fillip now given that classes are moving online. But at the same time books will get slimmer and the content will become more diluted as readability becomes an issue in the social media world. This trend will increase in the post-Covid scenario.

According to Jaya Bhattacharji Rose, a publishing consultant closely tracking India's publishing industry, publishing firms seem to be reviewing their challenges. What are the immediate and long-term plans? On the commissioning front, it's business as usual for now. But Abraham says commissioning of books goes on as before, perhaps "tempered a bit by the new reality and a consciousness that there will be a backlog and huge clutter with some understandably lower frontlist (publishing argot for new books) orders". Sage's David says they have been able to connect with existing as



Uncertain business The publishing industry is going through a churn, with the rise of online education and reading

well as new authors throughout the lockdown. "It has been a bit more demanding, but quite doable," she says. According to her, publishers were more efficient during this difficult time. "We opted for a digital contract signing solution."

Have launches taken a hit? David says they have shifted focus to engage with their authors to host "meaningful and thought-provoking" webinars each week. "We have also hosted virtual launch events for a few new releases such as *Guy Bombay* by Parmesh Shahani and *It's Logical* by Kaustubh Dhargalkar." Hachette's Abraham says that since end-March, they have put together online events for authors to engage with readers in collaboration with various platforms and book stores, including Mompresso, Kitab Khana, Oxford Bookstores and Gurgaon Moms, in addition to sessions on their social media channels.

The e-book bandwagon

Can e-books be the saviour during Covid? Abraham says they are too small in India to make a difference. During the lockdown, they, understandably, saw a surge. Hachette, for instance, had an 87 per cent growth. But e-books as a category

is not yet significant, so that won't help in terms of revenue substitution enough to keep a company going, he adds. Decece says the publisher has seen a 300-400 per cent jump in the sales of digital books. DC has also found that the lockdown has increased people's interest in reading.

This has prompted the company to innovate on delivery solutions. "We have partnered with app-based delivery companies such as Zomato and Swiggy to deliver our books," says Decece.

Srivastava also says e-books have helped the industry keep busy but the financial model is not viable for future growth. David of Sage India says for academic publishing e-book and digital offerings proved to be the elixir. But she adds that we should also not lose sight of the fact that a very large percentage of our population does not have access to internet and electricity; the internet penetration rate of our country is still at 50 per cent. "Therefore, for a vast majority, print is still the only feasible option." Bhattacharji Rose says it needs at least 6-8 months for it to become evident that e-books in trade (general books) publishing is here to stay. "Meanwhile, in academic publishing, digital sales are good."

Nandan Jha, SVP, Product & Sales, Penguin Random House India, says while India is a predominantly print book market, the publisher has made sure that the new titles launched in digital format are relevant, timely and anticipated, giving readers the option to choose e-books. "The *Coronavirus* by Swapnil Parikh, Mahendra Desai and Dr Rajesh Parikh, was a timely release when there was a need for comprehensive, credible and authentic information on the virus."

State must help

Publishers expect the government to take measures to help the industry. Abraham says the government can do many things here. Start with recognising that books are essential (if not critical) products, particularly during lockdowns. A recognition of the importance of indie (independent) book stores would be next, he says. Proper laws and safeguards against piracy would be a third (for instance, insisting on every marketplace vendor going through some degree of scrutiny and having a GST registration). Srivastava wants the government to support book stores and encourage library spending, which will help book sales.

Gaurav Sabharwal, Director, of

Prakash Books says the government should help with liquidity issues, ensuring smaller publishers survive these tough times. Bhattacharji Rose says it would help if the government recognised the creative economy as a critical component of the national economy.

The new normal

Online learning or distance learning will no longer be optional, but a way of life, observes David. Those who are open to change will fare better, she says. Bhattacharji Rose says publishers may explore the subscription model as has been done successfully by some indies (independent publishers) in the UK. "There will be less of a requirement to hold on to inventory so print on demand will become more the norm but it will depend a lot on origination costs being negotiated and brought at par with offset printing," she argues.

According to Kanishka Gupta, author and founder of Writer's Side, a leading literary agency in South Asia, mainstream publishing has always been a "high-prestige, low-profitability industry where many of the financial decisions and practices make absolutely no sense". What the pandemic is going to do is permanently upend existing publishing models and lead to large-scale disruptions.

"With many bookstores shut or operating in a limited capacity, literary festivals getting cancelled or moving online, literary prizes downscaling, books sections in media rapidly shrinking, it will get even harder to promote new writing whether it is literary, commercial or anything in-between," says Gupta.

Bhattacharji Rose says paywalls will become a reality. Ebooks and audiobooks will grow but it depends entirely on the quality of translators and voice actors that can be sourced locally to be cost-effective. Also, e-readers will need to support all Indian language scripts. Smartphones will adapt to be inclusive of scripts and faster

RAMS so as to enable learning and reading at efficient price points. Srivastava of SRS says the publisher will reduce the number of international book releases for the next few months and concentrate on fewer books.

"Expenses will be rationalised, in particular travel expenses." Gradually, online sales are getting back on track and e-book sales have more than doubled. It is a different matter that actual e-book sales are not significant, and this may be the case for a while.

Yet, says Sabharwal of Prakash Books: "This trend will stay for some time so there will be a realignment of sales activities. We are working closely with all online delivery platforms to ensure availability and make up for lost offline sales. We are also investing significantly in online marketing."

Reading future

But for literary agents like Gupta of Writers Side, lockdown period has been "very good" since editors had more time to read and acquire than ever before. "It has perhaps been the best period of my agency career if you look at the range of books I managed to represent and successfully place," he beams.

A survey by Nielsen Book India on Covid-19 impact on India's book consumers (during May 14-June 7) shows two-thirds of book readers say they read more books now, against pre-lockdown periods.

That said, Shyam Sundar, who teaches at XLRI, sees a deeper trend. In the modern age, information has outwitted, outshone ideas. The former is available in plenty with Google and other sources. But the latter lies with books. Hence the decline in reading and in publishing. "Further, the argumentative Indian is missing. Ideas were and are power. Now information is and will be power. Technology and management dominate education and serious and higher-order sciences are declining in terms of importance and interest. This explains the tendencies we see today."

PUBLICATION: Trinity Mirror

DATE: 30 July 2020

EDITION: Chennai

PAGE: 3

XLRI to commence new academic session

Jamshedpur, July 29: Xavier School of Management, Jamshedpur, and the new extension campus - XLRI I Delhi-NCR are both set to commence the new academic session from August 2020. With this strategic expansion to the national capital, XLRI looks forward to inspiring dynamic and purpose-driven professionals to

leap forward and become responsible business leaders shaping a sustainable future. The Jamshedpur and Delhi campuses are two entities of XLRI – One Institutional Brand that will be overseen by a common Board of Governors. The standard XAT admission process would integrate the students of both the campuses.