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White-Collar Worries

The road ahead looks bumpy for executives as layoffs, pay cuts and gigification loom large. Here are some key trends in the job market

By Malini Goyal

It has been over six months but Covid-19 is yet to be tamed. "We don't yet know whether we are at the beginning, middle or at the end of the pandemic," says Manish Sabharwal, chairman, TeamLease Services. It has taken lives. Worse, it is devouring the economy. The GDP growth in the first quarter of 2020-21 contracted 23.9%. For a developing country with 1.3 billion population, 400 million-odd workers and 300 million-odd poor, the grim news is that the decade-long "jobless economic growth has now turned into job-loss growth," says Ishan Anand, assistant professor, O.P.J.S. Global University. Of course, daily wagers and migrant workers at the bottom of the pyramid have been hit hard. But what makes this crisis unique and grave is that it has moved up the labour pyramid, slaying millions of white-collar jobs within months. Well-paid upwardly mobile professionals, who till recently led aspirational lives, have become jobless overnight.

Even as India awaits the economic bounce back, both work and workplace for white-collar jobs have changed forever. Some deep structural shifts are underway. As digitisation intensifies, remote working is here to stay. Automation will displace jobs. Expect work to be digitally skewed and farmed out to different kinds of workers – full-time to freelancers. Wages will increasingly be linked to outcomes. Vertical career paths – mediated by employers and shaped by experience and organisational hierarchy – may no longer be the norm, says Aditi Surti, consultant, IHS. Experts are worried about hollowing out of the middle-class jobs in India much earlier in its growth trajectory.

However, it might be wise to keep two things in mind. One, comparing India with countries like the US and Germany is flawed. India's labour market has plenty of room to boost productivity and raise wages as workers transition from farm to non-farm, rural to urban, self-employment to wage employment and informal enterprises to formal enterprises, says Sabharwal. Abheek Barua, chief economist of HDFC Bank, agrees: "India with abundant labour supply has plenty of scope to attract low end jobs like those in global textiles and manufacturing."

Two, India's policymakers must put employment at the centre of the economic growth agenda. "Jobs are seen as outcomes of growth," says K.L. Shyam Sundar, professor at XLRI. Can we flip the order? Can employment create growth? That is the line of thinking the government must pursue.

It is a piece of advice economists like Dani Rodrik too are giving. "... policies that currently center on tax incentives and investment subsidies must be replaced by customised business services and amenities to facilitate maximum employment creation," he recently wrote.



ILLUSTRATION: ANAND KUMAR

Case of Vanishing Jobs

Among all job categories, formal salaried jobs are relatively stable, offer better employment terms and higher salaries – also the reasons why they are preferred and remain aspirational among the professional class. This segment of the job market has been hit the hardest amid pandemic.

According to the Centre for Monitoring Indian Economy (CMIE), of the 400 million-odd workers in the country, 86 million (over 21%) had salaried jobs during 2019-20. By August 2020, their count had declined to 65 million. Among all types of employment, this dip of 21 million in salaried jobs has been the biggest.

Within the salaried class, the loss of white-collar jobs has been even more worrisome. According to the CMIE, an estimated 12.5 million white-collar professionals (engineers, physicians, analysts, etc. who lay at the top of the job pyramid) were employed during January-April 2020 but plummeted to 12.2 million by May-August 2020 – lower than in 2016.

There are many reasons why this is worrisome. White-collar jobs are slow to fall and slower to rise. To understand this, look at the informal jobs that were hit the hardest initially. In April, as migrant workers trudged home amid the lockdown, daily wage labourers accounted for 91 million of the 121 million jobs lost in April. By August, it bounced back sharply, with a deficit of just under-11 million jobs. Further, there are genuine worries that many of these lost salaried jobs may never come back – thanks to uncertain and muted business environment, automation and gigification of full-time positions and companies getting used to a lean organisation.



"Things will get worse before it gets better. I am super worried. Where will those middle-class jobs come from?"

Pankaj Bansal, CEO, PeopleStrong

Job-Less to Job-Loss Growth

Before the pandemic blighted the job market, India worried about a jobless growth. A 2016 HDFC Bank report said employment elasticity in India has been declining from 0.39 in early 2000s to just 0.15 at present. In a country that adds 10 million-odd new workers annually, job creation has been anemic. A slowing economy amid shrivelled demand, weak exports and investment drought multiplied job woes.

Unsurprisingly, a leaked National Sample Survey Office job survey for 2017-18 suggested that the job market was at its worst, with unemployment rate at a 45-year high of 6.1%. Worse, it was the educated and young workers who were most affected – their unemployment rate were in the double digits. The pandemic has made things worse. According to CMIE data, while workers in the 20-24-year age bracket accounted for under 9% of the workforce, they saw 35% of the job losses until July 2020. Those in the 25-29-year bracket comprised 11% of all jobs but accounted for 46% of all job losses.

Unemployment is bad, but underemployment can be worse. Historically, millions of desperate and unemployed job seekers in India have looked at two sectors – agriculture and entrepreneurship – as the last resort to seek livelihood. Pandemic has intensified the trend. In 2019-20, employment in farming stood at 111 million. By August 2020, it increased by 14 million, says CMIE. Ditto for entrepreneurship (a majority being in the small business category rather than the aspirational ones that make headlines). Between 2016-17 and 2019-20, the number of entrepreneurs in India rose from 54 million to 78 million and jobs created by them grew from 13% to 19%. However, salaried jobs created by them remained almost static at 86 million in the period. While there was a dip in the number of entrepreneurs early in the lockdown, by August, the pre-Covid base of 78 million entrepreneurs had risen by 7 million, says CMIE.

What is important to note is that seeking refuge in desperation was earlier largely limited to relatively low-skilled job seekers. But now, an unprecedented number of skilled, educated and well-placed workers have had to seek livelihoods in these two categories. ATV serial director becoming a vegetable vendor in Aamargh, managers selling fish in Goa, teachers and techies queuing up for MMRCA jobs – social media is replete with such riches-to-rags stories.

"The pandemic has goaded states to intervene in the job market. They are using state machinery to lower job search cost for employers and job seekers"

Abheek Barua, chief economist, HRC Bank

Women Take Bigger Hit

Historically, Indian women have fared poorly in the job market. Even as women's literacy levels have risen – from 54% in 2001 to 87% in 2018 – tragically, their labour participation rate has declined from 32% in 2005 to under 28% today. For the record, men's workforce participation rate today stands at 75%. This dip has confounded many experts.

For multiple reasons, the pandemic is making things worse for women. Since Coronavirus struck in March, a disproportionate number of the jobs lost belonged to women workers. Even though women form just 11% of India's workforce, their share in jobs lost is high at 36%. India mirrors what is happening globally. "By our

"Women workers will be hit harder. No home helps make WFH challenging. Moreover, more women are working in sectors like retail and hospitality that have been badly affected"

Anu Madgavkar, partner, McKinsey Global Institute

calculations, women's jobs are 1.8 times more vulnerable to this crisis than men's jobs. Women make up 39% of global employment but account for 54% of overall job losses," says Anu Madgavkar, partner, McKinsey Global Institute. According to ILO, 40% of all employed women globally – or 50 million – work in sectors like hospitality and retail, hit hard by the pandemic. Not to mention that women have had to bear a disproportionate burden of household chores and child and elderly care. Future looks difficult. To climb up the ladder, softer skills like networking are important. These are areas where women have traditionally lagged. Expect remote work to make things worse for white-collar women workers.



Squeezed Pay Packets

Payoff is just one of the ways companies are rationalising costs. Far easier and more popular, though, have been pay cuts and furloughs. It is less brutal and more manageable at a time when companies gasp for survival. Many employers are also overhauling the compensation structure, bringing in a higher variable component to control fixed costs.

There are other reasons why workers in India are starving at squeezed wallets. The bad news is that many of those trends are here to stay. A higher variable component in salaries will imply lower take-home pay. "Covid-era salaries will become the benchmark for compensation levels," says Pulak Ghosh, professor of data analytics, IIM Bangalore. With so many unemployed executives, employers will have an upper hand at the bargaining table. Two, white-collar jobs might be in the middle of a deep structural shift. "Companies are realising that there was much flab in the system. Enterprise efficiency will go up, so will labour productivity," says Abheek Barua, chief economist, HRC Bank. So, don't expect business growth to trigger a proportionate rise in staff count. Getting more done with fewer executives will be the mantra. In the remote world, rising digitisation of roles so far performed by full-time employees will lead to lower payouts. Movement of talent to small cities, with lower cost of living, will be an additional driver.

Above all, labour reforms will have an impact. "It will improve flexibility. But firms will replace permanent staff with fixed-term ones. This will lead to lower wages. There will be an explosion of jobs but of low quality and low wages," says KSR Shyam Sundar, professor-IRM, XLRI.

Manish Sabharwal, chairman, TeamLease Services

The Burden of Age

For a while now, ageism has been pushing many older experienced executives off the corporate treadmill. Multiple factors have fuelled this trend, including the rise of the startup culture, technology invasion, a premium on youthful energy and a discount on experience.

The pandemic has now intensified it. Numbers are hard to come by. But ageism has gained momentum across sectors. LinkedIn and Twitter are littered with vitriolic and candid messages from these executives seeking jobs. In this season of layoffs, older executives have been hit hard.

As companies cut cost and flab, many experienced executives with fancy designations and fat pay packets are getting a hard look. In survival mode, many CEOs feel these jobs can be done by younger people at half the cost. Many are using the pandemic as an excuse to go lean.

Partly, it has to do with fast-paced digitisation – from banks to education, retail to restaurants – that the pandemic has triggered across the board. Skills that would have played their part in the next decade are happening within months. Overnight, remote work and co-operations have become the norm.

Many seasoned executives, intimidated by technology, find their experience gained in the analogue era irrelevant. Companies are in a hurry as they adjust to new realities overnight. At a time like this, organisations find younger, digitally savvy executives more agile and relevant. Further, as digital tools gain prominence in the corporate world, virtually every job that opens today requires tech skills which may be missing in the older cohort. The road ahead for older white-collar workers looks bleak.

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"Ageism has surged amid the digitisation wave. Employers are using pandemic as an excuse to go lean and let go senior executives with fat salaries"

K Sudarshan, MD, EMA Partners

Firms can now convert permanent jobs into fixed-term contracts

SOMESH JHA
New Delhi, 4 October

The Centre has done away with the safeguard provision that deterred employers from converting permanent jobs into fixed-term contracts, as part of the new labour laws notified last week.

The Industrial Relations (IR) Code, 2020, notified on September 29, has allowed firms to hire contract workers directly through a fixed-term contract, known as fixed-term employment. Earlier, firms had to go through a contractor to hire contract workers – an expensive and cumbersome process.



Earlier, firms had to go through a contractor to hire contract workers – both expensive and cumbersome

Fixed-term contract workers are entitled to receive all statutory dues that permanent workers in the same unit get.

But such workers, unlike permanent employees, are not entitled to retrenchment compensation.

However, the Centre has enacted an important change to the fixed-term employment framework that may help firms in handing out contractual jobs to its existing permanent workforce.

In March 2018, when the Centre had first introduced fixed-term employment through rules, it had clearly mentioned that "no employer of an industrial establishment shall convert the posts of the permanent workmen existing in their industrial establishment as fixed-term employment".

PLAN OF ACTION

FIXED-TERM CONTRACTS

- Such workers will be eligible to all benefits similar to permanent workers, including gratuity before completing five years of service
- Centre does away with safeguard clause, ensuring employees do not convert existing permanent roles into fixed-term contracts

HOW IT WILL HELP INDUSTRIES

- Can directly hire workers, without going through contractors – saving cost and effort
- Enable industry to hire workers on shorter duration for projects or seasonal jobs

MISSING SAFEGUARD

- No cap on number of times such contracts can be renewed or on term of contract
- Some countries with maximum cap on fixed-term contracts: Vietnam, China, Sri Lanka, Brazil, and Indonesia

such jobs are seen as stepping stone towards permanent roles," Indian Council for Research on International Economic Relations Fellow Radhika Kapoor, who has done extensive research on India's labour market, said. While underscoring that contract workers had lower productivity than permanent employees, Kapoor suggested that the fixed-term contract system should be for new hires. She said there are only 4.2 per cent of the workforce in India with maximum possible degree of protection, which can be termed "decent work," according to the National Statistics Office's periodic labour force survey of 2018-19.

However, the government said the introduction of fixed-term employment was done to meet the changing economic realities and not intended to replace permanent jobs. "The fears and misconceptions regarding replacement of regular jobs with fixed-term employment are unfounded," Labour and Employment Minister Somnath Kumar Gangwar said.

In emerging economies, such as China and Vietnam, fixed-term contracts can be renewed only twice, after which such workers have to become a part of the permanent workforce. This step ensures the employers do not exploit the system and there is some semblance of job security for the workers. "The industry understands that fixed-term contracts are not for jobs of a permanent nature. The benefits of contract workers are reaped only by contractors under the present system. So fixed-term employment will bring it discipline. In principle, no employer would keep a highly trained worker on indefinite contract," said Confederation of Indian Industry Chairman on Industrial Relations M S Unnikrishnan.

However, labour economist and XLRI Professor R K Shyam Sundar felt firms following good industrial relations practices will move towards fixed-term contracts, but not those looking to cut costs. "The way in which fixed-term employment has been framed will lead to waning away of permanent employment. It will promote a regime of non-standard employment as five kinds of faculties: employment, occupational safety, income, social, and skill will be in danger," said Sundar.

Firms can now...

Labour being a concurrent subject, many state governments followed up on the Centre's circular and enacted fixed-term employment immutating the protective clause. But the IR Code, 2020, has no mention of this clause, which experts said will lead to withering away of permanent jobs in the market, given the fact that the government has not placed any cap on the number of times such contracts can be renewed or on their tenure.

"Introducing fixed-term employment is welcome, but there has to be a safeguard mechanism in place to govern fixed-term contracts. The idea of fixed-term employment originated in Europe in the early 2000s, but in literature,

नहीं सीखा हुनर तो लौटानी होगी रकम

सोमेश झा
नई दिल्ली, 11 अक्टूबर

सरकार ने नई श्रम संहिता में हुनर सीखने के लिए एक कोष (री-स्किलिंग फंड) का प्रस्ताव दिया है, लेकिन इसके साथ कुछ शर्तें भी जोड़ दी हैं। अपना रोजगार गंवा चुके कामगारों को नई नौकरी पाने में मदद करने के लिए सरकार इस कोष से नकद मदद देने पर विचार कर रही है। हालांकि कामगारों को इस मदद से सीखे नए हुनर का प्रमाण सरकार को देना होगा।

एक वरिष्ठ सरकारी अधिकारी ने नाम उजागर नहीं करने की शर्त पर बताया कि केंद्र सरकार इस संबंध में एक प्रस्ताव पर विचार कर रही है, जिसके अनुसार अगर कोई कामगार एक निश्चित अवधि में दोबारा नया हुनर सीखने में असफल रहता है तो उसे मदद के रूप में मिली रकम सरकार को लौटानी होगी। अधिकारी ने कहा कि यदि ये लोग छंटनी के बाद अपने आप को नए काम के



लिए तैयार करने में नाकाम रहे तो उन्हें इस रकम पर ब्याज भी देना होगा।

अधिकारी ने कहा, 'सरकार सुनिश्चित करना चाहती है कि नौकरियां जाने के बाद कामगार पर्याप्त हुनर सीख सकें ताकि उन्हें रोजगार के बेहतर अवसर खोजने में मदद मिले। सरकार चाहती है कि कामगारों को हुनरमंद बनाने के लिए भेजी गई रकम का इस्तेमाल उसी उद्देश्य के लिए किया जाए न कि इस रकम का कोई दूसरा इस्तेमाल हो। कामगारों को एक निश्चित

औद्योगिक संबंध संहिता, 2020 के प्रावधान

- हुनर सीखने के लिए एक कोष के गठन का प्रस्ताव
- कामगार की सेवा के अंतिम 15 दिन का वेतन आएगा इस कोष में
- नौकरियां जाने के 45 दिन के भीतर कामगारों को उनके बैंक खाते में मिलेगी यह रकम
- कामगारों से नया हुनर सीखने का मांगा जा सकता है प्रमाण
- प्रमाण नहीं देने पर ब्याज के साथ लौटानी पड़ेगी रकम

अवधि में नया हुनर सीखने का प्रमाण भी देना होगा।'

प्रशिक्षण केंद्रों का पता लगाने में कामगारों की मदद के लिए केंद्र सरकार राष्ट्रीय कौशल विकास निगम (एनएसडीसी) द्वारा मान्यताप्राप्त कौशल केंद्रों की सुविधाएं देने पर विचार कर रही है।

औद्योगिक संबंध संहिता, 2020 में छंटनी के शिकार हुए कामगारों के लिए 'वर्कर री-स्किलिंग फंड' का प्रावधान किया गया है। जब भी कोई नियोक्ता किसी कामगार की छंटनी करता है तो उसे संबंधित कर्मचारी के अंतिम 15 दिन का

वेतन इस कोष में देना होगा। नए कानून के अनुसार इस कोष का प्रबंधन करने वाली केंद्र या राज्य सरकार छंटनी के 45 दिन के भीतर रकम कर्मचारी के बैंक खाते में डाल देगी। यह कानून अभी प्रभावी नहीं हुआ है। हरेक बार नौकरी गंवाने के बाद कामगारों को अपना हुनर बेहतर करने के लिए नकद मदद दी जाएगी। यह रकम छंटनी के वक्त मिलने वाले मुआवजे के अतिरिक्त होगी। छंटनी के बाद किसी कर्मचारी को सेवा के हरेक वर्ष के लिए 15 दिन का औसत वेतन दिया जाएगा।

(शेष पृष्ठ 4 पर)

नहीं सीखा हुनर तो लौटानी होगी रकम

पृष्ठ 1 का शेष

श्रम अर्थशास्त्री और एक्सप्लेनआरआई के प्राध्यापक के आर श्याम सुंदर ने कहा कि नई श्रम संहिता में छंटनी के बाद मामूली मुआवजे का प्रावधान किया गया है। उन्होंने कहा कि राजस्थान जैसे कुछ राज्य कामगारों को छंटनी के एवज में अधिक मुआवजे की पेशकश कर रहे थे। सुंदर ने कहा, 'सरकार ने हुनर सीखने का प्रमाण भी मांगेगी और प्रमाण नहीं देने पर कामगारों से ब्याज सहित रकम वसूलेगी। इतनी कड़ाई ठीक नहीं है और इससे यही संकेत मिल रहा है कि सरकार का कामगारों में भरोसा नहीं रह गया है। इसके अलावा दोबारा हुनर सीखने के लिए कामगारों को मिलने वाली रकम भी पर्याप्त नहीं होगी।' शुक्रवार को एक वेबीनार में टीमलीज के सह-संस्थापक एवं कार्यकारी उपाध्यक्ष ऋतुपर्ण चक्रवर्ती ने कहा था कि री-स्किलिंग फंड से नियोक्ताओं, खासकर सूक्ष्म, लघु एवं मझोले उद्यमों (एमएसएमई) का खर्च बढ़ जाएगा। उन्होंने कहा था कि यह रकम किसी दूसरे क्षेत्र में रोजगार तलाशने के लिए पर्याप्त भी नहीं होगी। सरकार ने नई श्रम संहिता के लिए नियम बनाने की प्रक्रिया शुरू कर दी है। श्रम एवं रोजगार मंत्री संतोष कुमार गंगवार ने बिजनेस स्टैंडर्ड को दिए साक्षात्कार में कहा था कि इन नियमों में री-स्किलिंग फंड के संबंध में विस्तृत ढांचा तैयार किया जाएगा।

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Reskill or refund: Retrenched workers face Hobson's choice

SOMESH JHA
New Delhi, 11 October

Retrenched workers who take cash benefits from the new reskilling fund mooted in the labour codes may have to show proof of reskilling to the government.

If they are unable to reskill within a fixed period of time, they will have to return the money given to them by the government, according to a proposal being contemplated by the central government, a senior government official said.

Moreover, the workers may be asked to pay back an interest on the sum transferred to them if they are unable to get themselves trained after being retrenched, the official added.

"The government wants to ensure that workers acquire adequate skills each time they are retrenched, so that they are able to find better job opportunities. We want to make sure that the money transferred to workers

WORK IN PROGRESS

What the Industrial Relations Code, 2020, says

- Centre to set up reskilling fund for retrenched staff
- Contribution to the tune of 15 days of wage last drawn by the worker will come from employer into fund
- Workers will get this money through bank account transfer from the Centre within 45 days of retrenchment

are utilised only for the purpose of reskilling and hence, they will have to show proof within a deadline," the official said.

To help workers identify training



What the rules may say

- Workers will have to furnish proof of reskilling to the Centre within time period
- Workers will have to return the money, along with interest, if they are unable to show proof of training
- The cash benefit cannot be used for any other purpose

centres, the central government is planning to offer the skill centres recognised by the National Skill Development Corporation (NSDC) to the workers.

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Reskill...

The Industrial Relations (IR) Code, 2020, has a provision for "worker reskilling fund" for retrenched employees. Whenever employers retrench a worker, they will have to contribute 15 days of his/her last drawn wages to the fund. The state or the Centre, which will manage the fund, will then credit the money into the bank account of the worker within 45 days of retrenchment, according to the new law (yet to be made effective). The worker will get the cash allowance for upgrading skills each time he/she is retrenched.

This money will be in addition to retrenchment compensation, which workers will be entitled to get, equivalent to 15 days of average pay for every completed year of service. Labour economist and XLRI Professor K R Shyam Sundar said the retrenchment compensation in the new labour code was "paltry" as some states, such as Rajasthan, were offering a higher severance pay.

"On top of that, the proposal for mandating workers to get proof and seeking repayment with interest will create a disciplined state, which has absolute lack of faith in workers. Further, the amount of fund that workers will get will be insufficient to get them reskilled in a high-quality manner," he said.

At a webinar, TeamLease Co-Founder and Executive Vice-President Rituparna Chakraborty said the reskilling fund would increase employers' cost, especially for MSMEs, and the fund might not necessarily give the desired benefits for employees to take up fresh employment in a different sector or industry. "MSMEs will mostly take a hit and I hope the government is able to monitor and utilise the funds efficiently," said Chakraborty.

More on business-standard.com

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Unemployment still high across 10 states

Prashant K. Nanda

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NEW DELHI: Despite an overall fall in joblessness across India, at least 10 states including fairly industrialised ones like Haryana and Rajasthan are still reporting double-digit unemployment.

Other than Haryana and Rajasthan which have reported 19.7% and 15.3% unemployment rate, joblessness is also high in Delhi (12.5%), Himachal Pradesh (12%), Uttarakhand (22.3%), Tripura (17.4%), Goa (15.4%) and Jammu & Kashmir (16.2%), according to the September monthly data of the Centre for Monitoring Indian Economy.

Bihar, where Assembly polls are due soon, has an unemployment rate of 11.9%, which is likely to figure in the election campaign. The opposition Rashtriya Janata Dal-led grand alliance has already made jobs part of its agenda with a promise to create 1 million jobs if voted to power.

Besides, two large states, West Bengal (9.3%) and Punjab (9.6%), have near double digit jobless-

THE NATIONAL RATE WAS 6.67% IN SEP, MUCH LOWER THAN APRIL (23.5%) AND MAY (21.73%)

ness. In comparison the national rate was 6.67% in September—significantly lower than 23.52% in April and 21.73% in May.

Experts argue the pickup in jobs is patchy and demand in the market is still low, with industrial hubs yet to return to their normal self despite near universal relaxation in lockdowns.

"There are three factors—the seasonal lack of jobs post summer crop sowing and its harvesting, possible low job creation by national rural employment guarantee scheme after a good few months to support the larger number of reverse migrants, and third, both service and industrial sectors not returning to full-blown normalcy," said K.R. Shyam Sundar, professor at XLRI Jamshedpur.

PUBLICATION: Mint

DATE: 20 October 2020

EDITION: Kolkata (All Edition)

PAGE: 5

Unemployment rate is still at double digits across 10 states

The pickup in jobs remains patchy as industrial hubs are yet to return to normalcy

Prashant K. Nanda

prashant.n@livemint.com

NEW DELHI

Despite an overall fall in joblessness across India, at least 10 states including fairly industrialized ones like Haryana and Rajasthan are still reporting double-digit unemployment.

Other than Haryana and Rajasthan which have reported 19.7% and 15.3% unemployment rate, joblessness is also high in Delhi (12.5%), Himachal Pradesh (12%), Uttarakhand (22.3%), Tripura (17.4%), Goa (15.4%) and Jammu & Kashmir (16.2%), according to the September monthly data of the Centre for Monitoring Indian Economy.

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However, experts have noted that employers in bigger cities and industrial hubs are keen to bring back migrant workers in the hope of a rebound.

was 6.67% in September—significantly lower than 23.52% in April and 21.73% in May.

Experts and economists argue the pickup in jobs is patchy and demand in the market is still low, with industrial hubs yet to return to their normal self despite near universal relaxation in lockdowns.

"There are broadly three factors—the seasonal lack of jobs post

the summer crop sowing and its harvesting, possible low job creation by national rural employment guarantee scheme after a good few months to support the larger number of reverse migrants, and third, both service and industrial sectors not returning to full-blown normalcy due to lack of demand in the market," said K.R. Shyam Sundar, a labour economist and professor at

XLRI Jamshedpur.

"The recent announcement by the finance minister and nudge to government employees to spend is a clear indication that there is lack of demand and the government is eager to increase demand in a festive season and thus boost the economy. There is a gradual rebound in the industrial sector, but I believe we are still some time away from a better situation. The MMSE sector in states like Haryana and Rajasthan are yet to go back to normalcy," he said.

Sundar said employment in Himachal, Uttarakhand, Goa and J&K is largely driven by tourism and hospitality. "But these sectors are the worst hit. And the dullness in allied sectors like transport, entertainment, retail and restaurant business is contributing to the high unemployment rate. And if you take Delhi-NCR, you know the service sector is well-battered there too," he said, adding that blue-collar hiring in the festive season cannot compensate for the huge, pandemic-induced jobs crisis.

He, however, said that employers in the bigger cities and industrial hubs are keen to bring back migrants in the hope of a rebound.

PUBLICATION: The Economic Times

DATE: 23 October 2020

EDITION: Kolkata (All Edition)

PAGE: 11

NREGS Beneficiaries Surpass Last Yr's Nos

Yogima.Sharma
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New Delhi: Barely six months into the current fiscal and the government's flagship rural employment scheme has already surpassed last year's numbers in terms of beneficiary households and individuals as migrant labourers who returned home sought work under the programme during the lockdown.

The continuing demand for work under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) scheme may compel the government to allocate more funds. The government is legally bound to provide the minimum mandated days of work to those seeking employment.

The number of households that benefitted from the scheme climbed to 60.8 million as of October 20, against 53.3 million in FY20. The scheme has helped 87 million workers so far, higher than 76.1 million individuals in the previous financial year.

The total expenditure on the scheme is set to surpass the entire amount spent on MGNREGA last year. The government has already spent Rs 64,565 crore so far compared with Rs 66,863 crore in all of last year.

Experts said the considerable spike in demand for work and the near-exhaustion of resources under the scheme indicate two types of labour market failure.

"It partly reflects the failure of the urban labour market to catch up with pre-Covid-19 le-

Labour Pain

DEMAND CONTINUES TO BE HIGHER YEAR-ON-YEAR

Urban labour market continues to be depressed

Pressure continues to be on rural scheme

May prompt govt to pump in more funds

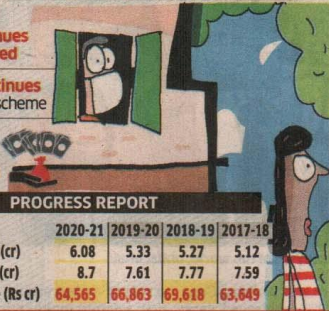


ILLUSTRATION ANIRBAN BORA

vels yet and the persistent lack of jobs in the non-farm sector in rural India," labour expert KR Shyam Sundar said.

While demand for work has been falling after peaking in June, there are apprehensions the year-on-year higher demand for work under the scheme may put pressure on the government to further enhance allocation to MGNREGS.

Demand for work under the scheme continues to be higher than in the same months last year. "NREGS is a demand-driven scheme. The government will have no option but to pump in more money into the scheme if the urban labour market doesn't pick up in a big way," a government official said.

PUBLICATION: Mint

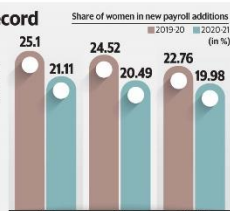
DATE: 27 October 2020

EDITION: Kolkata (All Edition)

PAGE: 1,9

Skewed record

The share of women in new payroll additions fell below 20% in August, part of a gradual decline in the past few months, government data showed.



Source: Govt payroll data
*No. of new Employees' Provident Fund Organisation subscribers
SARVESH KUMAR SHARMA/MINT

Women's workforce participation drops

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

Women's share in new payroll additions fell below the 20% mark in August, part of a gradual decline in female participation in formal work over the past few months, according to government data.

The latest monthly data showed a sharp decline from 2019-20 when women's participation in formal work was almost 23%. The reasons, according to industry experts and economists, include a general dearth of jobs, discrimination against women in a patriarchal society, the lack of a family support system in an environment marked by quarantined living conditions, and employers aiming to reduce the cost of employees by increasing working hours.

According to payroll data collected from the Employees' Provident Fund Organisation (EPFO), 669,914 people joined the formal workforce in August, and only 133,872 of them, or just 19.98%, were females—down marginally from 20.49% in July and 21.11% in June.

In the year-ago months, the percentage of women in fresh payroll additions was 22.76% in August, and 24.52% in July. To be sure, the formal sector job creation in India has been lagging for quite some time and more prominently, post the coronavirus outbreak.

"The low female payroll additions as a percentage of total additions in the last few

TURN TO PAGE 9

The worsening gender skew of our workforce >P12

Return of women to workspaces slows

FROM PAGE 1

months is a worrying sign. If you look back at 2019-20, then you realize how the current pandemic and business loss have impacted women more," said a government official who declined to be named.

The data backs a warning by the International Labour Organization (ILO) that the pandemic will widen labour market inequalities, and countries may lose some gains made in previous years on women's work participation rate.

There are three main factors suppressing women's participation in the pandemic, said K.R. Shyam Sundar, a labour economist and professor at XLRI Jamshedpur.

"First, because of discrimination by the patriarchal structure of our society, the pandemic has increased the work pressure on women. Second, in a pandemic environment, risk-averse employers in



ILO has warned the pandemic will widen labour market inequalities. RAMESH PATHANIA/MINT

manufacturing are preferring male workers as they are able to put in extra hours of work," said Shyam Sundar.

"And third, the cost to the company for women workers, mainly frontline staff of manufacturing sectors, has gone up because of the need for transport, giving statutory maternity benefit in a subdued business environment, and the general safety precautions for women workers," said Sundar.

However, he added that women's participation in information technology jobs and the overall internet-driven knowledge work should have gone up, unlike in manufacturing and hospital-

ity. R.P. Yadav, chairman and managing director of Genius Consultants Ltd, a leading human resource and staffing company, was more forthcoming.

"The general job environment is slowly improving as lockdown has eased, and the festive season has kicked in. But women's participation is still very low. In the organized employment space, women in early and up-to mid-career stage form the bulk of the women workforce, and this is where the

participation is very low in recent months, and more so in factories," said Yadav.

"We have seen young women who have children are hesitating to join work because of the fear of infection, and this

is creating a divide—life or job? This is where they are falling behind. Second, the work of a woman has gone up significantly post the covid-19 outbreak in India. The household work and online schooling in the absence of physical schools have kept mothers occupied. Lastly, with the above two reasons keeping them occupied, if a company is insisting on work from an office, they are either quitting or not joining fresh work," said Yadav, who is also a board member of the Indian Staffing Federation, an umbrella body of staffing companies.

PUBLICATION: Morning India

DATE: 28 October 2020

EDITION: Kolkata

PAGE: 2

XLRI's first virtual Start-up Conclave 'Ingenium' on Oct 31

MI NEWS SERVICE

Jamshedpur: City-based leading B-school XLRI is gearing up to provide fillip to start-ups. To create an entrepreneurial intent amongst youth and inspire them to build start-up ventures, PGDM(GM) Placement committee of XLRI is organising its virtual flagship event Start-up Conclave-Ingenium on October 31.

Ingenium-the virtual Start-up Conclave aims to be a platform for start-ups, entrepreneurs, students, and professionals to come together to brainstorm high potential opportunities to pursue new ideas and set up thriving businesses under the guidance of some of country's best entrepreneurs, industry leaders & visionaries. Each of



the sessions of the conclave would provide valuable insights into ever-changing dimensions of the Start-up Ecosystem from the ideation stage to actual implementation.

Ingenium is a unique concept wherein Start-ups get a chance to showcase their innovative vision and product offering, pitch to the right set of candidates looking to find the right investors, right mentors, and right employers or co-founders for their Start-

ups. The Conclave will facilitate a dialogue between budding entrepreneurs, mentors, experts, investors, professional service providers.

The conclave includes Keynote addresses from start-up coaches, panel discussions, presentations, and inspirational stories from start-up founders. The conclave also comprises sessions by distinguished speakers highlighting the latest trends in the world of Start-ups, Start-Up Expo along with a

start-up Excellence Awards. Fr. P. Christie, S.J., Director of XLRI, will address the inaugural session. The deliberations in panel discussions will be done by founders/co-founders from top start-ups like AmitChaudhary (Lenskart), Arokiaswamy Velumani (Thyrocare), Ranjeet Kumar (Team Pumpkin), Swati Bhargava (CashKaro), and Tripti Shinghal (Womennovator).

Elaborating about the conclave, Prof. Kanagaraj, XLRI said, "Entrepreneurship is a crucial factor in the development of any economy. Entrepreneurs are the alchemists who know the right combination of all those elements required to convert problems into opportunities. Their entrepreneurial mindset can give favorable.

PUBLICATION: Hindustan

DATE: 28 October 2020

EDITION: Jamshedpur

PAGE: 6

एक्सएलआरआई में कान्वलेव इन्जेनियम 31 को

जमशेदपुर। एक्सएलआरआई के पीजीडीएम (जीएम) विभाग की ओर से 31 अक्टूबर को वर्चुअल स्टार्टअप कान्वलेव इन्जेनियम का आयोजन होगा। इसका उद्देश्य स्टार्टअप, लघु उद्योगपति, विद्यार्थी और प्रोफेशनल को एक प्लेटफॉर्म उपलब्ध कराने का प्रयास करना है। शुरुआत निदेशक फादर पी क्रिस्टी एसजे करेंगे। इसके बाद बतौर वक्ता लेंसकार्ट के अमित चौधरी, थायरोकेयर के डॉ. अरोकिया स्वामी वेलुमनी, टीम पम्पकिन के रंजीत कुमार, कैश करो की स्वाति भार्गव, वूमेन इनोवेटर की तृप्ति शिंघल जरूरी जानकारी देंगी।

SOCIAL SECURITY CODE

DEB K. SHIVAM SURAB
DIRECTOR, SURAB GROUP

To meet these needs, the Government of Karnataka has passed an ordinance on September 10, 2015, which will amend the Karnataka Land Revenue Act, 1964. The ordinance will allow the Government to acquire land for public purposes, such as for the construction of roads, bridges, and other infrastructure projects. The ordinance will also allow the Government to acquire land for the purpose of establishing a public utility, such as a water supply system or a sewerage system. The ordinance will also allow the Government to acquire land for the purpose of establishing a public institution, such as a school or a hospital. The ordinance will also allow the Government to acquire land for the purpose of establishing a public park or a public square. The ordinance will also allow the Government to acquire land for the purpose of establishing a public library or a public museum. The ordinance will also allow the Government to acquire land for the purpose of establishing a public office or a public building. The ordinance will also allow the Government to acquire land for the purpose of establishing a public market or a public fair. The ordinance will also allow the Government to acquire land for the purpose of establishing a public entertainment area or a public recreation area. The ordinance will also allow the Government to acquire land for the purpose of establishing a public health facility or a public medical facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public educational facility or a public research facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public cultural facility or a public artistic facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public religious facility or a public spiritual facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public social facility or a public community facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public economic facility or a public business facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public environmental facility or a public ecological facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public scientific facility or a public technological facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public historical facility or a public archaeological facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public natural facility or a public scenic facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public cultural facility or a public artistic facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public religious facility or a public spiritual facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public social facility or a public community facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public economic facility or a public business facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public environmental facility or a public ecological facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public scientific facility or a public technological facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public historical facility or a public archaeological facility. The ordinance will also allow the Government to acquire land for the purpose of establishing a public natural facility or a public scenic facility.

[illegible]

A large black umbrella with a brown handle and a brown top cap, positioned over a diverse group of small, stylized human figures standing in a line at the bottom of the frame.

[illegible][illegible][illegible][illegible]

PUBLICATION: Prabhat Khabar
DATE: 28 October 2020
EDITION: Jamshedpur
PAGE: 5

भावी मैनेजरों को दिये जायेंगे उद्यम शुरू करने के लिए टिप्स

➤ एक्सएलआरआई में
स्टार्टअप फ्लैगशिप
कॉन्क्लेव इंगेनियम
2020 का आयोजन 31
को

वरीय संवाददाता, जमशेदपुर

एक्सएलआरआई में फ्लैगशिप इंटरप्रेन्योर इंगेनियम 2020 का आयोजन 31 अक्तूबर को हो होगा. इस ऑनलाइन आयोजन में भावी मैनेजरो को उद्यम शुरू करने से पूर्व की तैयारियों व इस क्षेत्र में सफल लोगों के सफलता के सूत्र जानने का भी मौका मिलेगा. इसमें खास तौर पर लेंसकार्ड के संस्थापक अमित चौधरी, थायरोकेयर के संस्थापक डॉ. एरोकिस्वामी वेलुमनी, टीम पंपकिन के रणजीत कुमार, कैश

करो की स्वाति भार्गव और वीमेनोवेटर की तृप्ति सिंघल बतौर वक्ता के रूप में शामिल होंगे. इसमें वक्ता अपनी संघर्ष यात्रा के साथ-साथ कैरियर में डिसीजन मेकिंग अबिलिटीज़ और रिस्क मैनेजमेंट से जुड़ी जानकारी भी केस स्टडी के साथ देंगे. एक्सएलआरआई के डायरेक्टर फादर क्रिस्टी भी संबोधित करेंगे.

गौरतलब है कि संस्थान द्वारा विद्यार्थियों को इंटरप्रेन्योर से जुड़ी जानकारी देने के लिए हर साल इस प्रकार के आयोजन किये जाते हैं। इस साल कोविड 19 के संक्रमण को देखते हुए इसे ऑनलाइन किया जा रहा है।

[illegible]

PUBLICATION: The Avenue Mail

DATE: 28 October 2020

EDITION: Jamshedpur

PAGE: 12

XLRI to host 'Ingenium' virtual Start-up Conclave

Mail News Service

Jamshedpur, Oct 27 : City-based leading B-school XLRI is gearing up to provide fillip to start-ups. To create an entrepreneurial intent amongst youth and inspire them to build start-up ventures, PGDM(GM) Placement committee of XLRI is organising its virtual flagship event Start-up Conclave-Ingenium on October 31.

Ingenium-the virtual Start-up Conclave aims to be a platform for start-ups, entrepreneurs, students, and professionals to come together to brainstorm high potential opportunities to pursue new ideas and set up thriving businesses under the guidance of some of

the country's best entrepreneurs, industry leaders & visionaries. Each of the sessions of the conclave would provide valuable insights into ever-changing dimensions of the Start-up Ecosystem from the ideation stage to actual implementation.

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The conclave includes Keynote



addresses from start-up coaches, panel discussions, presentations, and inspirational stories from start-up founders. The conclave also comprises sessions by distinguished speakers highlighting the

latest trends in the world of Start-ups, Start-Up Expo along with a start-up Excellence Awards.

Fr. P. Christie, S.J., Director of XLRI, will address the inaugural session. The deliberations in panel discussions will be done by founders/co-founders from top start-ups like AmitChaudhary (Lenskart), Arokiaswamy Velumani (Thyrocare), Ranjeet Kumar (Team Pumpkin), Swati Bhargava (CashKaro), and Tripti Shinghal (Womennovator).

Elaborating about the conclave, Prof. Kanagaraj, XLRI said, "Entrepreneurship is a crucial factor in the development of any economy. Entrepreneurs are the alchemists who know the right combination of all those elements

required to convert problems into opportunities. Their entrepreneurial mindset can give favorable results even in the midst of an economic downturn and promote and nurture entrepreneurship among Millennials. We at XLRI are organizing the first edition of Start-up Conclave 2020 as an initiative to contribute towards encouraging and developing an entrepreneurial mindset and to handhold budding entrepreneurs".

The placement committee is the corporate interface of the institute, placement committee members are equipped with a considerable amount of knowledge repository through the interface/research for the potential recruiters.

শ্রমের বাজারের তথ্যে ঘাটতি, প্রশ্নের মুখে কেন্দ্র

ইন্ডিজিএ অধিকারী

নয়াদিল্লি, ৩০ অক্টোবর: করোনায় কামড় সারিয়ে কাজের বাজারকে ফের চাঙ্গা করতে যে-আর্থিক নীতি জরুরি, তা তৈরির জন্য সবার আগে প্রয়োজন শ্রমিক এবং শ্রমের বাজার সম্পর্কে নির্ভুল তথ্য। সম্প্রতি বিশ্ব পরিসংখ্যান দিবসে এ কথা স্পষ্ট বলেছেন আন্তর্জাতিক শ্রম সংস্থার (আইএলও) ডিরেক্টর জেনারেল গায় রাইডার। তথ্যের গুরুত্বের কথা কবুল করেছেন শ্রমমন্ত্রী সন্তোষ গঙ্গোয়ারও। কিন্তু অর্থনীতিবিদদের একাংশের অভিযোগ, কাজের বাজার সম্পর্কে অল্প সময় অন্তর পর্যাপ্ত নিখুঁত তথ্য আজও এ দেশে মেলে না।

এক্সপ্লোরারআই-জামশেদপুরের অর্থনীতির অধ্যাপক কে আর শ্যাম সুনন্দরের মতে, পর্যাপ্ত তথ্য বেঁটে শ্রম নীতি তৈরির চল এ দেশে বরাবরই কম। করোনায় আক্রমণে বিধস্ত অর্থনীতি ও কাজের বাজার সেই ক্রটিকেই আতঙ্কিত করে নীচে এনে ফেলেছে। বোঝা গিয়েছে যে, কাজের বাজার, বেকারদের হার ইত্যাদি সম্পর্কে স্বচ্ছ এবং নির্ভুল তথ্য সংগ্রহ আর তার ভিত্তিতে তৈরি পরিসংখ্যান প্রকাশের কাজ প্রত্যেক মাসে হওয়া জরুরি। নিম্নে পক্ষে প্রতি ক্রেমাসিকের তাঁর জিজ্ঞাসা, “সিএমআইই-র মতো বেসরকারি সংস্থা যদি এ বিষয়ে দৈনিক তথ্য পর্যাপ্ত প্রকাশ করতে পারে, তা হলে কেন্দ্রের পক্ষে অন্তত প্রতি মাসে তা করা সম্ভব নয় কেন?”

প্রশ্ন উঠছে, অতিমারির আক্রমণের পরে দেশে কাজের বাজার বোধায় পাড়িয়ে, বেকারদের হার কমে, নতুন চাকরি তৈরি হচ্ছে কতখানি— এই সমস্ত বিষয়ে যদি সাংখ্যিকতম তথ্য

প্রশ্ন যেখানে

- সিএমআইই-র মতো বেসরকারি সংস্থা যদি দৈনিক বেকারদের পরিসংখ্যান দিতে পারে, তা হলে কেন্দ্র মাসে অন্তত এক বার পারে না কেন?
- করোনায় মতো অবস্থায় মানুষের স্বার্থে নীতিগত কোনও সিদ্ধান্ত নিতে হলে চাকরির বাজার সম্পর্কে তথ্য ছাড়া তা সম্ভব কি?

না-থাকে, তবে কিসের ভিত্তিতে তিন-তিনটি শ্রম বিধি তৈরি করে সংসদে পাশ করাল কেন্দ্র? সরকারি অনুমতি ছাড়া ছটিয়ে রাস্তাই বা ৩০০ জন পর্যন্ত কর্মীর (ছিল ১০০) সংস্থার কেন্দ্রে মসৃণ করা হল কোন মুক্তি? ইনস্টিটিউট অব ডেভেলপমেন্ট স্টাডিজ-কলকাতার অধ্যাপক শুভনীল চৌধুরীর কথায়, করোনায় আক্রমণ চোখে আঁড়ল দিয়ে দেখিয়েছে যে, কাজের বাজারের পরিসংখ্যান প্রকাশিত হওয়া উচিত প্রতি মাসে। তিনি বলেন, “এই যে করোনায় চাকরি হারানো মানুষের জন্য ১০০ দিনের কাজের পরিষিদ্ধি বাড়তে হয়েছে কিংবা ঘোষণা করতে হয়েছে প্রধানমন্ত্রী রোজগার অভিযানের মতো প্রকল্প, তার নীল নকশা তৈরি করতে কেন্দ্রের হাতে নির্ভরযোগ্য তথ্য থাকা জরুরি। তা আরও বেশি প্রয়োজন দীর্ঘমেয়াদি প্রকল্প পরিকল্পনার ক্ষেত্রে।” নইলে কাদের কোন প্রকল্পের আওতায় আনা উচিত, কাদের পক্ষে যাওয়া

উচিত কতখানি সুবিধা— এই ধরনের সিদ্ধান্তে ভুল হওয়ার সম্ভাবনা থাকে।

পরিসংখ্যিক শ্রমিকদের দুর্দশা নিয়ে দেশ উদ্ভাস হওয়ার পরেও বাড়ি ফেরার রাস্তায় তাঁদের মৃত্যুর সংখ্যা বা লকডাউনে কাজ হারানোর নির্দিষ্ট তথ্য জানা নেই বলে সংসদের শেষ অধিবেশনে কবুল করেছিল কেন্দ্র। সে কথা মনে করিয়ে ট্রেড ইউনিয়ন সিন্টার সাধারণ সম্পাদক তপন সেন বলছেন, “পর্যাপ্ত তথ্য তো নেই-ই। যেটুকু আছে, তা জনসংখ্যার প্রকাশেরও সঙ্গিত নেই মৌলি সরকারের। নয়তো রেল মন্ত্রক এবং জাতীয় সড়ক কর্তৃপক্ষের খাতায় মৃত্যুর হিসেব থাকা সত্ত্বেও মৃত পরিবারী শ্রমিকদের সম্পর্কে তথ্য না-থাকার কথা তারা বললে কি ভাবে?”

উঠছে ২০১৭-১৮ সালের বেকারদের হিসেবের কথাও। এনএসএসও-র ফাঁস হওয়া রিপোর্টে দেখা গিয়েছিল, নোটিবিশির পরে দেশে বেকারদের হার পৌঁছেছে সাড়ে চার দশকের সর্বোচ্চে। প্রথমে পদ্ধতির গরমিল বলে লোকসভা ভোটার আগে তা প্রকাশ করা আটকে দেয় কেন্দ্র। পরে সেই হিসেব মনতে বাধ্য হলেনও, কেন্দ্র সর্মীকার তথ্য (কনজিউমার সার্ভে ডেটা) আর প্রকাশই করেনি তারা। অথচ দেশে দারিদ্রের হিচবে পাওয়ার ক্ষেত্রে তা গুরুত্বপূর্ণ সূচক।

এরই মধ্যে অর্থসচিব সান্মান্য রূপালি রেবা দেখছেন এনআইপিএফপি-র অধ্যাপক লেখা চক্রবর্তী। ঘন ঘন পরিসংখ্যান প্রকাশের অভাব রনেনও তিনি বলছেন, “এখন থেকে কাজের বাজারের জন্য টাইম ইন্ডেক্স সার্ভে করার কথা অক্টোবরেই ঘোষণা করেছে সরকার। তাতে এমন অনেক তথ্য উঠে আসার কথা, যা এমনভাবে থেকে যায় জিডিপি হিসেবের বাইরে।”

শ্রম কানুন্যों को मिलेगा डिजिटल बल

सोमेश झा
नई दिल्ली, 30 अक्टूबर

सरकार ने हाल ही में संसद द्वारा पारित श्रम संहिता के तहत मसौदा नियमों का पहला प्रारूप मकसद कंपनियों को समय से छंटी, कामबंदी और कारोबार बंद करने के लिए समय से अनुमति प्रदान करना है।

मसौदा औद्योगिक संबंध (केंद्रीय) नियम, 2020 में केंद्रीय श्रम एवं रोजगार मंत्रालय ने फॉर्मों की संख्या 30 से घटाकर 12 करने का प्रस्ताव किया है, जिसे लोगों की प्रतिक्रिया के लिए 30 दिन के लिए सार्वजनिक किया गया है। सरकार ने मजदूर संगठनों और नियोक्ताओं दोनों को ही निर्धारित डिजिटल पोर्टल या ईमेल के माध्यम से अनुमति लेने की सुविधा देने का प्रस्ताव किया है।

श्रम मंत्रालय के एक अधिकारी ने नाम न दिए जाने की शर्त पर कहा, “डिजिटलीकरण से यह हड़ताल के लिए नोटिस को मामला हो, मजदूरों की शिकायत हो, फैक्टरियों द्वारा लॉकडाउन हो, छंटी या आंशिक छंटी की अनुमति हो या कंपनियों द्वारा बंदी, इसकी अनुमति समय से मिलने के

साथ हर कदम पर कार्रवाई देखी जा सकेगी।”

कम से कम 300 कर्मचारियों वाली विनिर्माण फर्मों को छंटी के लिए केंद्र सरकार से कम से कम 15 दिन पहले, कामबंदी के लिए 60 दिन पहले और बंदी के लिए 90 दिन पहले अनुमति लेनी होगी। सरकार को 90 दिन के भीतर प्रतिक्रिया देनी होगी और ऐसा न करने पाने पर उसे मंजूरी माना जाएगा। 300 से कम कर्मचारियों वाली फर्मों को किसी अनुमति की जरूरत नहीं होगी, लेकिन उन्हें छंटी या बंदी के क्रमशः 30 दिन और 60 दिन पहले सरकार को सूचित करना होगा।

सरकार ने छंटी या कामबंदी के समय नियोक्ताओं से मांगी जाने वाली सूचनाओं को भी घटा दिया गया है। उदाहरण के लिए उससे सभी कामगारों के आवसीय पते और उनकी ड्यूटी के बारे में नहीं पूछा जाएगा। इसके बदले उन्हें कर्मचारी के भविष्य निधि खाते का यूनिवर्सल एकाउंट नंबर बताना होगा। बहरहाल कंपनी को प्रभावित कामगारों की मजदूरी और कौशल की श्रेणी का उल्लेख करना पड़ेगा।

मसौदा नियमों के मुताबिक छंटी का शिकार हुए कामगारों



आया मसौदा

■ संसद में पारित श्रम कानून के आधार पर सरकार ने पहला मसौदा नियम जारी कर दिया है

■ लोगों की प्रतिक्रिया के लिए 30 दिन वक्त दिया गया

■ इसमें मजदूर संगठनों और नियोक्ताओं दोनों को ही डिजिटल अनुमति लेने की सुविधा का प्रस्ताव

को ‘री-स्किलिंग फंड’ के तहत अंतिम मासिक वेतन के 15 दिन की राशि के बराबर धन मिलेगा। नियोक्ता को छंटी के 10 दिन के भीतर यह राशि फंड में ट्रांसफर करनी होगी। इस फंड का प्रबंधन केंद्र सरकार करेगी और वह 45 दिन के भीतर वह इस राशि को प्रभावित कर्मचारी को ट्रांसफर

करेगी।

मसौदा नियम में कहा गया है, ‘कर्मचारी इस राशि का इस्तेमाल अपने री-स्किलिंग में कर सकेंगे। नियोक्ता छंटी के शिकार हुए हर कर्मचारी का नाम, हर कर्मचारी के अंतिम वेतन के 15 दिन के बराबर की राशि के साथ उसके बैंक खाते का ब्योरा देगा, जिससे केंद्र सरकार संबंधित व्यक्ति के खाते में राशि का स्थानांतरण कर सके।’

विशेषज्ञों का कहना है कि ये नियम इलेक्ट्रॉनिक ऐप्लीकेशंस पर बहुत ज्यादा निर्भर हैं, जिससे कर्मचारियों का समस्या हो सकती है।

एक्सप्लोररआई के प्रोफेसर और श्रम अर्थशास्त्री केआर श्याम सुंदर ने कहा, ‘नियम के तीन पहलू हैं— सभी पक्ष तकनीकी रूप से दक्ष हैं और इलेक्ट्रॉनिक उपकरणों तक उनकी पहुंच है और इलेक्ट्रॉनिक व्यवस्था या वेबसाइट्स के बारे में तगड़े प्रकृति के हैं। बेहतर यह होगा कि विकल्प के रूप में संचार की गैर इलेक्ट्रॉनिक व्यवस्था मुहैया कराई जाए और धीरे धीरे ई-सिस्टम की ओर बढ़ा जाए।’ उन्होंने कहा कि हर दस्तावेज पर हस्ताक्षर की जरूरत होगी, इसलिए इसके लिए इलेक्ट्रॉनिक सिग्नेचर या स्कैनिंग मशीन की जरूरत होगी।

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Approval on email: Labour rules get a digital nudge

Workers to get 're-skilling fund' within two months of being fired: Draft rules

SOMESH JHA
New Delhi, 30 October

The government has made public the first set of draft rules under the labour codes, approved by Parliament recently, which is aimed at ensuring time-bound permission for companies to retrench or shut business.

The Union Ministry of Labour and Employment has proposed to reduce the number of forms from 30 to 12, according to the draft Industrial Relation (Central) Rules, 2020, which has been opened to the public for comments for a period of 30 days.

The government has proposed to allow both trade unions and employers to submit information or seek permission through email or a designated portal.

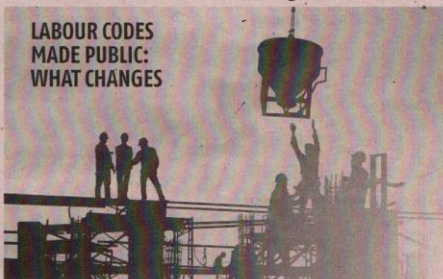
"Digitisation will ensure that all processes, whether it's a notice for strike or complaints by workers and lockdown by factories or permission to retrench, lay-off or shut down by companies, are time-bound as there will be a visible time-stamp at every step," a senior labour ministry official said, requesting anonymity.

For manufacturing firms with at least 300 workers, permission has to be sought from the central government at least 15 days in advance for lay-offs, 60 days for retrenchments, and 90 days for closure. The government will have to respond within 60 days, failing which it will be considered as approved. Firms that have less than 300 workers do not require any permission, but have to intimate the government in case of retrenchment or closure at least 30 days and 60 days in advance, respectively.

The government has also reduced the information sought from employers at the time of retrenchment or lay-off. For instance, it will no longer ask for residential addresses of all workers, along with duties performed. Instead, it will ask for the universal account numbers of workers' provident fund accounts. However, companies will have to specify the wage and skill category of all affected workers.

Workers will receive money equivalent to 15 days of their last drawn salary, as part of a 're-skilling fund', within two months of being retrenched, according to the draft rules. Employers will have to transfer the money towards the fund within 10 days of retrenchment. The fund will be managed by the central government, which will then transfer the amount to affected workers within 45 days. "The worker shall utilise such amount for his re-skilling. The employer shall also submit the list con-

LABOUR CODES MADE PUBLIC: WHAT CHANGES



Number of rules will come down from over 80 to 42 for labour laws relating to industrial relations

Number of forms rationalised to 12 from 30

Number of registers to be maintained will remain at 3 but it will be made electronic

All applications relating to notice for strike, lockout, permission for retrenchment, lay-offs or closure of unit, conciliation, and tribunal application to be submitted electronically

Govt has also reduced information sought from employers at the time of retrenchment

taining the name of each worker retrenched, the amount equivalent to fifteen days of wages last drawn in respect of each worker along with their bank account details to enable the central government to transfer the amount in their respective account," the draft rules stated.

Experts said the rules rely heavily on electronic applications, which could be problematic for workers.

"The rules assume three aspects — that the parties are all tech-savvy, have access to electronic devices, and that there will be in place a robust and sturdy nature of electronic systems or websites. It will be prudent to provide for non-electronic system of communication as an alternative and graduate progressively to e-system," said KR Shyam Sundar, labour economist and professor at XLRI. He added that since signatures are required on each document, it would require availability of electronic signature or scanning machines.

The government has chosen not to frame rules related to trade unions and has left it to the states to do so. "This will promote inconsistency and lead to diverging rules across the country, especially related to method for determining the negotiating agent and

negotiating council," Sundar said.

The Union government has also proposed to give trade unions bargaining powers to negotiate with companies in case of an industrial dispute in the Industrial Relations Code 2020, which will likely be made effective from April 1, 2021.

A trade union that has the formal support of 51 per cent of workers in an establishment will act as the "negotiating unit". In case unions fail to garner support from 51 per cent of workers, a negotiating council will be formed that will have a member representing all trade unions. However, the manner of determining membership — whether it will be through verification, secret ballot or check-off — has not been specified.

According to the draft rules, employers can adopt the model standing order framed by the central government, but will have to intimate the "certifying officer" about the date from which this will be applicable.

A standing order is a legally binding collective employment contract that contains key work-related terms and conditions and is meant to prevent arbitrary dismissal of employees. Such orders are compulsory under the Industrial Relations Code, 2020, for all firms that hire at least 300 workers.

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DATE: 31 October 2020

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PAGE: 4

फ्लैगशिप इंटरप्रन्योर 2020 आज

जमशेदपुर। एक्सएलआरआई में होने वाले फ्लैगशिप इंटरप्रन्योर इंगेनियम का आयोजन शनिवार को होगा। प्रबंधन की ओर से ऑनलाइन होने वाले आयोजन में भागी मैनेजर्स को बताया जाएगा कि किसी भी उद्दम को शुरू करने से पूर्व किन चीजों पर ध्यान देना चाहिए।

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PAGE: 6

एक्सएलआरआई में वर्चुअल कॉन्क्लेव इन्जेनियरिंग आज

जमशेदपुर। एक्सएलआरआई के पीजीडीएम (जीएम) विभाग की प्लेसमेंट सेल की ओर से शनिवार को वर्चुअल स्टार्टअप कॉन्क्लेव इन्जेनियरिंग का आयोजन किया जाएगा। कॉन्क्लेव में देश के कई नामी-गिरामी स्टार्टअप जैसे लेंसकार्ट, थायरोकेयर, टीएम पिंक

के प्रतिनिधि शामिल होंगे। जो उद्यमियों, विद्यार्थियों और प्रोफेशनल्स को स्टार्टअप शुरू करने के बेहतरीन आइडिया देने के साथ अपने अनुभव शेयर करेंगे। शुरुआत को एक्सएलआरआई की ओर से सार्वजनिक जूम आईडी जारी की गई है।

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DATE: 31 October 2020

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PAGE: 10

एक्सएलआरआइ में दिग्गज इंटरप्रेन्योर आज सिखायेंगे बिजनेस के गुरु

जमशेदपुर. एक्सएलआरआइ में शनिवार को सालाना फ्लैगशिप इंटरप्रेन्योर इंगेनियम 2020 का ऑनलाइन आयोजन किया जायेगा. इसमें भावी मैनेजर्स को उद्यम शुरू करने के गुरु बताये जायेंगे. यह आयोजन चार सत्र में होगा. उद्घाटन सत्र में संस्थान के निदेशक फादर क्रिस्टी भावी मैनेजर्स को इंटरप्रेन्योर व ऐसे आयोजन

के महत्वों से अवगत करायेंगे. उनके साथ कॉर्पोरेट ट्रेनर राजेश श्रीवास्तव मुख्य वक्ता होंगे. पहले सत्र में डिजिटल इनोवेशन व इस क्षेत्र में रोजगार सृजन पर चर्चा होगी, जिसमें लेंसकार्ट के संस्थापक अमित चौधरी, टीम पंपकिन के सीइओ रंजीत कुमार व ओएनएन बाइक्स के सह संस्थापक शोभित सक्सेना शामिल होंगे.

दूसरे सत्र में हीरो फ्यूचर एनर्जी के स्ट्रैटेजी ऑफिसर नवीन खंडेलवाल व वीमेनोवेटर की संस्थापक तृप्ति सिंघल अपनी बातों से अवगत करायेंगे. तीसरे सत्र में थायरोकेयर के संस्थापक डॉ एरोकिश्यामी वेलूमनी जबकि चौथे सत्र में कैश करो डॉट कॉम की सह संस्थापक स्वाति भार्गव बतौर मुख्य वक्ता रहेंगी.

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DRAFT RULES FOR INDUSTRIAL RELATIONS CODE

Trade union rules left to states to frame, 15-day lay-off notice

ENSECONOMIC BUREAU
NEW DELHI, OCTOBER 30

FOLLOWING THE passage of the three labour codes in Parliament last month, the Labour and Employment Ministry has now floated the first set of draft rules for the Industrial Relations Code, proposing changes in the conditions for workers to strike, alongside a rise in the threshold relating to layoffs and retrenchment in industrial establishments to 300 workers from 100 workers earlier without any government nod.

The draft rules — which have been put out for public feedback for a month — propose electronic methods for most communication, including maintenance of an electronic register for standing orders for all industrial establishments, along with specifying establishments to give a 15-day notice for lay-offs, 60-day notice for retrenchments and 90-day no-

CHANGES TO STRIKE CONDITIONS

■ In its draft rules, the Labour and Employment Ministry has proposed changes in the conditions for workers to strike

tice for closure as they apply for permission from the government.

The rules, however, have skipped defining model standing order and left the formulation of rules for trade unions to state governments, a measure which experts said will create divergence in rule making across the country.

The Industrial Relations Code had raised the threshold for requirement of a standing order — rules of conduct for workmen employed in industrial establishments — to over 300 workers.

"Most important thing was the model standing order. The central government is supposed to make it and employers can adopt it, and then it will be deemed to be a standing order. The government may use the notification route. Earlier it used to be with rules, but it hasn't been put out yet, which isn't the correct method," XLRI professor and labour economist KR Shyam Sundar said.

Rules relating to political contribution, or utilisation of funds or negotiating council for trade unions have also been left to be finalised by state governments. Also, most communication has been made electronic, which may hit a roadblock, experts said. "Most things have been left to the electronic process which means companies or employers, small or big, or trade unions, or labour departments or tribunals, all must have electronic communication systems. It is a big ask," Sundar said.

The draft rules have also de-

tailed conditions for functioning of the proposed re-skilling fund for retrenched workers. "Every employer who has retrenched a worker or workers under this Code, shall, within ten days, at the time of retrenching a worker or workers shall electronically transfer an amount equivalent to fifteen days of last drawn wages of such retrenched worker or workers in the account to be maintained by the Central Government. The fund so received shall be transferred by the Central Government to each worker or workers' account electronically within forty five days of receipt of funds from the employer and the worker shall utilize such amount for his re-skilling," the rules said.

The government is aiming to implement the four labour codes from April 1 next year. The Centre is also going to reach out to states to hasten the process for setting rules at their level in order to meet the April 1 deadline.

एक्सएलआरआई जमशेदपुर का पहला स्टार्ट अप कॉन्क्लेव आज

- डिजिटल मार्केटिंग पर पैनल डिस्कशन
- देश के युवाओं में इन्टरप्रन्योरशिप माइंडसेट बनाने की पहल
- देश के सफल उद्यमी करेंगे शिरकत



जमशेदपुर : युवाओं में इनोवेशन और उद्यमिता के प्रोत्साहन के लिए एक्सएलआरआई जमशेदपुर आगामी 31 अक्टूबर शनिवार को वर्चुअल प्लेटफॉर्म पर स्टार्ट अप कॉन्क्लेव इंजेनियम का आयोजन करने जा रहा है. संस्थान के पोस्ट ग्रेजुएट डिप्लोमा इन मैनेजमेंट (पीजीडीएम) जेनरल मैनेजमेंट कोर्स की प्लेसमेंट कमिटी की ओर से आयोजित होने जा रहे इस कॉन्क्लेव में देश भर के विशेषज्ञ स्टार्ट अप की संभावनाओं को तलाशेंगे. इस कॉन्क्लेव का मकसद उद्यमियों के साथ स्टूडेंट्स और प्रोफेशनल्स को एक मंच पर लाना है ताकि वे इस क्षेत्र की संभावनाओं पर ब्रेन स्ट्रॉमिंग कर सकें. संस्थान ने इस कॉन्क्लेव के वक्ताओं की सूची में सफल इन्टरप्रन्योर के साथ इंडस्ट्री लीडर को भी शामिल किया

है. इस कॉन्क्लेव में स्टार्ट अप अपने प्रोडक्ट के साथ ही विजन को सामने रख सकते हैं. देश-दुनिया में स्टार्ट अप के बदलते माहौल और परिवेश पर इस कॉन्क्लेव में गहन विवेचना होगी. कॉन्क्लेव में बताया जाएगा कि अगर किसी के पास कोई इनोवेटिव आईडिया है तो वह कैसे अपना स्टार्ट अप शुरू कर सकता है. इसमें सही निवेशक के चयन के साथ सही मेंटर के चयन के बारे में भी चर्चा होगी. इस कॉन्क्लेव में पैनल डिस्कशन के साथ प्रेजेंटेशन और स्टार्ट अप को सक्सेस स्टोरी भी होगी. पैनल डिस्कशन में डिजिटल मार्केटिंग की संभावनाओं का तलाशा जाएगा. उद्घाटन समारोह को संस्थान के निदेशक फादर पी क्रिस्टी संबोधित करेंगे. इसके बाद पैनल डिस्कशन होगा, जिसमें लेंसकार्ट के अमित

चौधरी, थायरोकेअर के डॉ.ए. वेलुमनी, टीम पम्पकीन के रंजीत कुमार, कैशकारो की स्वाति भार्गव बुमेनोवेटर की तुषि सिंघल भाग लेंगी. संस्थान के प्रोफेसर कनगराज ने बताया कि किसी भी देश के विकास में उद्यमिता का अहम योगदान है. उद्यमिता की बढ़ती हुई समस्याओं का समाधान पाते हैं और और उसे एक अवसर के रूप में इस्तेमाल करते हैं. उन्होंने इस आर्थिक सुस्ती में उद्यमिता को और प्रासंगिक बताया और कहा कि इसे मिलेनियल्स के बीच प्रोत्साहित करने की जरूरत है ताकि वह इस तरफ सोच सकें और उद्यमिता में भी अपना करिअर बना सकें. युवाओं में इन्टरप्रन्योरशिप माइंडसेट को प्रोत्साहित करने के मकसद से एक्सएलआरआई जमशेदपुर का यह पहला स्टार्ट अप कॉन्क्लेव होगा.

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Labour Codes and the game of thresholds

Exemptions and thresholds in the new labour codes cannot be justified in the name of protecting small enterprises

KRISHNAN SUNDAR

The Colonial hangover continues to haunt lawmakers in India even as we have almost crossed two decades of the 21st Century. The British government enacted different versions of the Factories Act starting in 1881.

Post-Independence, many Acts were passed with generic thresholds based on the size of employment and wages/salaries, and within each law, there were different thresholds, for example, safety officer (1,000 or more workers), welfare officer (500 or more), and crèches (30 or more).

The government created the thresholds on three grounds – the stage of development of the economy, the economic capacity of the employers to have special facilities, and the administrative capacity to implement the laws. But later laws raised the thresholds.

The idea of delimitation continued well into the 21st Century even as successive governments – the NDA-1, UPA 1 and 2 and the present NDA 1 and 2 – boasted of faster economic growth rates of 7-8 per cent. The working class, especially the unorganised lot – that is, wage work-

ers excluded by the thresholds – logically expected that the three reasons for imposing generic and intra-law thresholds would go away and they would be afforded full and complete legislative protection.

And the NDA government did not disappoint them as the Wage Code (though it is yet to be notified even a year after its enactment, in early August 2019) extended the statutory right of minimum wage (however calculated) and the regulations governing the payment of wages to the last worker standing. So workers and analysts expected that the more crucial and fundamental existential right of safety at workplace and social securities would be universalised. To be sure, these are no less important than the minimum wage.

But the three labour codes on industrial relations (IRC), occupational safety and health and working conditions (OSHWCC) and social security (SSC) have disappointed both workers and analysts by erecting thresholds even though there are some minor relaxations.

The IRC in a generic sense covers all kinds of workers and now supervisors who earn less than ₹18,000 a month or such wages notified by the government. This discretionary power vested with the government



Still ignored Workplace safety

pervades across the chapters in each of the Codes. The government also clothes itself with extraordinary powers to “exempt” an establishment or class of establishments and, unlike in the old laws, say, the Industrial Disputes Act, 1947, does not specify the “conditions” for exemption. Most worryingly, the Code on working conditions, does not exclude provisions relating to “safety” from the discretionary exemption clauses even with conditions.

The government revels in creating ambiguities to keep all industrial relations actors in a permanent state of guessing. Lawmakers tinker with the thresholds to (a) provide substantial flexibility to employers (increasing the threshold for standing orders and hire-and-fire clauses from 100 to 300 or factories from 10

to 20 and 20 to 40 and contract labour from 20 to 50), (b) revise the worker-friendly thresholds conservatively downwards (labour welfare officers in factories from 500 to 250, plantations 300 to 250) and (c) at worst retain the thresholds – works committee (100+), ESI (10+) or EPF (20+), crèches in plantations (50+), etc.

Under the Factories Act, 1948 every hazardous factory must constitute a Bi-partite Safety Committee (SC). Now, the OSHWCC leaves the matter to the discretion of the government which “may by a special or a general order” require the establishments to constitute it. It prescribes thresholds for safety officer for non-hazardous factories (1,000 to 500), hazardous factories (250+), construction (500 to 250). It is inexplicable why laws concerning safety should have thresholds at all. Is workplace safety and size of establishment positively correlated to erect thresholds only for larger establishments, that is, at least 100+? The “demarcation mindset” pervades even now.

It is doubtful whether the SSC covers agricultural workers, domestic workers, street vendors, bidi workers, *et al.*, as these categories are missing in the definition section.

The Sixth Economic Census data show that 98 per cent of the establishments in the non-agricultural sector employ less than ten workers. It is inconceivable that the government should continue to ignore the vast majority of establishments and the workers employed therein on the grounds of the impracticality of governance of micro establishments and stunting their growth. As the Second National Commission on Labour in 2002 recommended, the government could have conceived separate legislation for smaller establishments.

Even though the Codes have in some respects widened the coverage of laws and included newer categories of workers like the gig. But the overall impression one gets is that the business and administrative considerations have dominated the mapping of the coverage of laws and important clauses. The question here is not of strangling business but to provide a roadmap for universal coverage. It is a golden opportunity lost and the game of thresholds continues to haunt workers and perhaps even employers.

The writer is Professor in the HRM Area in XLRI, Jamshedpur

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Stakeholders still divided, govt starts process to form rules for labour codes

AANCHAL MAGAZINE
NEW DELHI, OCTOBER 18

WITH THE government kick-starting the rule-framing process for the four labour codes to enable their implementation from April 1 next year, a move towards higher short-term and contractual employment and less regulations are being flagged as some of the main concerns. On the other hand, the industry is citing the possibility of a shift towards bigger-sized establishments along with ease of doing business and a major churn in the labour market as the favourable outcomes.

Labour economists state that the new labour codes — Industrial Relations Code, Code on Social Security and Occupational Safety, Health and Working Conditions Code — along with the Code on Wages, approved last year by the Parliament, are likely to result in a higher number of jobs, though precarious and of lower quality. Also, the actual benefits accruing from an expected increase in investment flows due to the relaxation in compliance and regulatory criteria under the new labour codes are unlikely to be immediate and need to be seen over of at least the next five years.

"The liberalisations provided in the labour codes would definitely create a number of jobs which are of low quality, that is, of short term, with no employment security, and probably other related securities will also be diluted. So, we will witness a labour market in the post-code scenario, preponderance of precarious but rising jobs. And these jobs would be designed in such a manner to lower the labour cost. Together, these two, according to the research evidence, will not result in productive, benevolent economic outcomes," XIRI professor and labour economist KR Shyam Sundar said.

Incentives for greater contractual and fixed-term employment is a concern that trade unions have also flagged. "In the private sector, these codes will help in replacing regular employment with fixed-term employment. Fixed-term employment means contract employment and no job security, no situation of continuity of job later on. You don't have rights of social security, cannot struggle for wage increase or allowance increase. This whole process will lead to more contract employment, casualisation and outsourcing. They are changing the limit for contractors from 20 to 50, which means, say, in a family of four, each supplying 48 or 49 workers means no workers under that system will be protected either for wages or for job se-

VARYING VIEWPOINTS

■ A move towards higher short-term and contractual employment and less regulations are being flagged as some of the concerns by some

■ Industry, on the other hand, is citing the possibility of a shift towards ease of doing business and a churn in the labour market

curity or for social security or for occupational safety," Anuraj Kaur, the general secretary of the All-India Trade Union Congress (AITUC) said.

Government officials, however, see fixed-term employment as a game changer and state that no cap on fixed-term employment would give a boost to seasonal employment. "Say, for festive season, more workers are needed, then earlier they couldn't be hired later on but now that will change. Seasonal employment will get a boost and it will make a huge difference," a senior Labour Ministry official said.

The official also told *The Indian Express* that concerns about conversion of existing permanent jobs to contractual employment or retrenchment will not happen as mass-scale layoffs still require government permission.

Industry voices state that the greater flexibility for hiring and firing will result in more investments in sectors which would benefit blue and grey collar workers. "Law after law basically prevented entrepreneurs to look at India as a destination for investment. Overseas investment has been coming mostly in white collar economy. But the minute it was for jobs for blue collar and grey collar workers, all the entrepreneurs were very scared to invest in the Indian market," Lohit Bhatta, president, Indian Staffing Federation, a body of staffing companies, said.

In times of economic uncertainty, especially amid the pandemic, industry is of the view that businesses might not be able to survive and that should not be viewed as an anti-labour outcome. "Life becomes normal post pandemic, then capacities will get used a lot more and as the capacities are going to be evolving, India will find a better development in these new labour codes. Government has provided for greater social security benefits," MS Umkrishnan, chairman, CII National Committee on Industrial Relations said.

Full report on
www.indianexpress.com