



XLRI in News

September 2020

● MGNREGS

Surge over, 60% less jobs in August versus July

SURYA SARATHI RAY
New Delhi, August 31

AFTER THE SURGE witnessed for 3 straight months (May-June-July), person days of work generated under the Mahatma Gandhi National Rural Employment Guarantee Scheme (MG-NREGS) slowed in August, as per the official dashboard. In August last year, 15.3 crore person days were created.

Continued on Page 2



coupled with an increase of 12% in average wage under the scheme, it added. Curiously, even after such jump in the person days, there appeared considerable unmet demand in existence for work. The demand for work under MG-NREGS saw a sharp spike since early May and peaked in June but has since shown moderation. Net generation of person days in May at 56.87 crore was higher by 54% on year; in June and July, the days were over double the levels in the respective year-ago months. XLRI Professor KR Shyam Sundar said the demand for work under MG-NREGS might increase in September after falling again in the harvesting season starting with October, but the rising trend could continue for the remaining period of the current fiscal.

The government allocated ₹61,500 crore for this scheme in the budget for 2020-21, and it later increased the allocation by ₹40,000 crore amid the pandemic to support the rural economy. Of the ₹1,01,500 crore, ₹11,500 crore has to be spent on clearing pending dues of 2019-20, thus leaving ₹90,000 crore for the current fiscal. Clearly, the pace of the scheme will likely demand an even higher outlay for the fiscal.

"Given the trend and the unusual popularity of the scheme, the finance minister would have to infuse more funds into it. Alternatively, like Odisha and Jharkhand other state governments would have to devise urban employment assurance scheme. Either way, the state has to step in during this extraordinary time, either in rural or urban labour markets," Sundar opined.

Responding to the Covid crisis, the Centre has already released ₹57,853 crore under the scheme in FY21, against ₹71,026 crore spent during 2019-20. It also increased the 2020-21 budget outlay for MG-NREGS to ₹1,01,500 crore from initial outlay of ₹61,500 crore. The person days target for FY21 has been revised from 280.76 crore to 300 crore. Between September-March of FY20, 134.12 crore person days were generated. Considering that the same number of person days is added in the remaining period of the current fiscal, the total number of person days to be generated will be 323.31 crore.

An ideal scenario would be of average days of employment per household in a year touching 100. In the past years, the days hovered around half that level.

MGNREGS: Surge over, 60% less jobs in August vs July

In comparison, only 14.97 crore of such days was reported in August this year.

As the Centre and states relied heavily on the scheme to avert a rural distress during the pandemic period, the person days had jumped to 57 crore in May and peaked at 64 crore in June. In July, 39 crore person days were generated. At 189.19 crore, the person days under the popular scheme in April-August FY21 was still a sharp 44% higher than a year ago.

The deceleration witnessed in August is attributed to heavy monsoon rains in certain areas and a return of tens of thousands of migrant workers back to the urban centres. Also, given that the perked-up demand for the scheme has potentially increased the budget funds required even to levels much higher than provided after the recent hikes in outlays, the authorities seem to have become a bit cautious on spending.

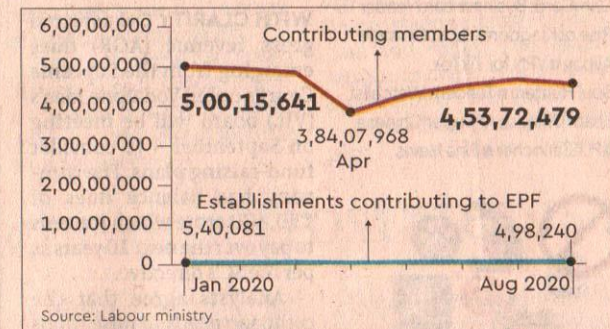
The average monthly income of a person who took up the work offered under the scheme nearly doubled to a perfect ₹1,000 in the April-July this fiscal, from ₹509 in the year-ago period, Crisil Research has recently estimated. This feat was enabled by a 46% growth on-year in person days of work,

EPF base gradually recovers

SURYA SARATHI RAY
New Delhi, September 2

AROUND 1.65 LAKH establishments and 70 lakh members have returned or newly joined to the Employees' Provident Fund Organisation (EPFO) fold between April-August, showing signs of gradual revival in economic activity. The number of contributing establishments and members to EPFO increased to 4.98 lakh and 4.54 crore in August from the lows of 3.33 lakh and 3.84 crore, respectively, in April, the government data showed.

"The gradual increase, save that for May (31% for establishments and 11% for contributing members), in the coverage of the EPF scheme during the Covid-19 period (March onwards), after a considerable dip during March and April, shows merely the effect of easing of lockdown," said XLRI pro-



fessor KR Shyam Sundar.

"The pick-up is due to the fact that business and industry are gradually resuming economic activities and hence, payroll compliance could take place both due to procedural convenience (staff are available in resumed establishments) and also gradual rise in liquidity for them," he added.

However, in August, though there were some increase in the number of contributing estab-

lishments, the number of contributing members declined a bit from July. Analysts attribute this to changes in size composition of complying establishments between July and August.

Still, the August number for both contributing members and establishments are still a little away from the January numbers in which 5.4 lakh establishments and a little over five crore members contributed to the retirement fund.

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EPFO may Open up for Individuals



India could throw open its key social security scheme — the Employees' Provident Fund to individuals, reports **Yogima Sharma**. This is expected to help expand social security coverage to more than 90% of workers not falling under any social security scheme at present. >> 9

EPFO Subscription May Open Up for Individuals

Move to benefit over 90% of workers not covered by social security schemes currently

Yogima Sharma
@timesgroup.com

New Delhi: India could throw open its key social security scheme — the Employees' Provident Fund to individuals, a top government official told ET.

The move is expected to help the government expand social security coverage to more than 90% of workers not falling under any social security scheme at present.

Lawyers, doctors, chartered accountants and other self-employed individuals will be able to subscribe to the Employees' Provident Fund Organisation, which manages the retirement corpus of about 60 million employees. Currently, only workers who are under a formal employee-employer relationship in a business establishment are eligible to subscribe to the provident fund and pension schemes run by the EPFO.

The idea of making EPFO individual-centric rather than establishment-centric is under examination, the official said requesting anonymity, adding that a decision is expected after the passage of the Social Security Code Bill, which

A Social Cover

GOVT KEEN TO ENSURE SOCIAL SECURITY COVER FOR ALL

ON THE CARDS

EPFO to be widened
SELF-EMPLOYED may be able to subscribe

STATUS UPDATE

EPFO has **60m** subscribers

IT MANAGES A corpus of nearly **₹10 lakh crore**



WIDER SAFETY NET

Move expected to expand coverage to over 90% of workers not falling under any social security scheme at present

Lawyers, doctors, chartered accountants, other self-employed individuals will be able to subscribe to EPFO

was introduced in the Lok Sabha late last year. The Code subsumes eight central labour laws, including the Employees Provident Funds & Miscellaneous Provisions Act (EPF&MP) Act, 1952.

The government has initiated the process of amalgamating existing social security laws under an umbrella social security organisation.

However, opening up EPFO to individuals is seen as an effective measure to expand social security cover. "Social security continues to be a key issue for the self-employed and expansion of EPFO could help address this gap," another government official, who did not want to be named, told ET.

The Parliamentary Standing Committee on labour had suggested that the scheme be made available for individual subscribers and the government has decided to implement the recommendation.

"There is a possibility which can be explored that the EPF&MP Act can be made applicable on any person or self-employed persons to become a part of EPF," the panel had said recently in its report on the Bill.

It had suggested that the individual will have to bear the entire contribution — about 20% of income or wage limit on account of employer share and employee share as well as administrative charges.

"If the EPFO benefits are opened up for individuals also, it will help widen the social security net considerably, besides bringing millions under the formal headcount," said labour expert K R Shyan Sundar.

Under the existing EPF&MP Act, the employer contributes 13% and the employee 12% of basic pay, which is deposited in the Employees' Provident Fund Scheme, the Employees' Pension Scheme Fund and the Employees' Deposit Linked Insurance schemes of the EPFO each month.

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COVID-19 WINDOW

Employees of IT majors lead in availing EPF advances

SURYA SARATHI RAY
New Delhi, September 6

AS MANY AS 33,745 employees at TCS, the highest number among 'exempted establishments', have availed themselves of Covid-19 advances amounting to a total of ₹1.5 crore from their employees' provident fund (EPF) accumulations in the April-July period.

Following the Covid-19 outbreak, EPFO offered members the opportunity to avail advance not exceeding three months' basic wages and dearness allowances or up to 75% of the amount standing to the credit of their respective accounts.

Remaining within the administrative control of the Employees' Provident Fund Organisation (EPFO), exempted establishments manage the provident fund accounts of their employees. They keep the provident money with themselves, but transfer the pension portion to the EPFO.

Around 1,550 such establishments belonging to pub-

Top private-sector firms and EPF withdrawals under Covid window
(April-July)

	Number of claims settled	Amount (₹ cr)
TCS	33,745	155.94
HCL Technologies	11,975	63.12
HDFC Bank	12,921	61.74
Infosys	5,534	33.34
Maruti Udyog	2,146	24.81

Source: EPFO



lic, private and co-operative sectors manage an estimated ₹50,000 crore corpus among them.

Large companies are entitled to apply to EPF for exemption from the requirement to deposit the EPF contributions with the EPFO, even as all of them do keep EPF funds and manage it themselves, as per the EPFO guidelines.

EPFO data showed among the top five private exempted establishments in terms of the number of employees who have availed Covid-19 advance benefit, three belong to the IT sector – TCS, HCL and Infosys. And, together their employees

account for around 17% of the total claims for advances settled during the period. TCS tops the list followed by HDFC Bank (12,921), HCL (11,975), Infosys (5,534) and Maruti (2,146), in that order.

"Such large number of claims from the Covid-unaffected IT and ITeS sectors show that labour market institutions like social security coverage, trade union and legal protection are important," said XLRI professor KR Shyam Sundar.

In all, a total of 3,04,681 EPFO members from around 685 exempted establishments have availed the facility to withdraw ₹3,128 crore from their

accumulations in April-July. From the public sector, 15,654 KSRTC employees availed the benefit, followed by MSEB at 15,293, ONGC at 8,584, RINL at 4,850 and IOC at 3,487. The Tamil Nadu Cooperative Milk Producers tops the list in the cooperative sector.

Of the total 685 exempted establishments whose employees have availed the benefit, 182 are controlled by government, 444 private and 59 establishments were in the co-operative sector. In terms of the amount disbursed, public, private and co-operatives account for 66.56%, 30.91% and 2.53% respectively.

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देश में तगड़ी सामाजिक सुरक्षा के साथ बीमा, भत्ता उपलब्ध कराने की जरूरत: प्रो श्याम सुंदर

नई दिल्ली, (भाषा)। मानव संसाधन प्रबंधन मामलों के जानकार और श्रम मामलों के जाने माने अर्थशास्त्री के आर श्याम सुंदर का कहना है कि देश में बेरोजगारी की वर्तमान स्थिति चिंता पैदा करती है। उनके मुताबिक इससे निपटने के लिए देश में बेरोजगारी बीमा के साथ गरीबी रेखा से नीचे रहने वालों के लिए बेरोजगारी भत्ता उपलब्ध कराने की सख्त आवश्यकता है।

बेरोजगारी से जुड़े विभिन्न पहलुओं पर पेश है, जमशेदपुर स्थित जेवियर स्कूल ऑफ मैनेजमेंट (एक्सएलआरआई) के प्रोफेसर श्याम सुंदर से भाषा के पांच सवाल और उनके जवाब:

आपकी नजर में देश में बेरोजगारी की वर्तमान स्थिति क्या है? शहरी और ग्रामीण क्षेत्रों में इसे लेकर आप क्या अंतर पाते हैं?

बेरोजगारी की वर्तमान स्थिति व्याकुल करने वाली है। चाहे वह शहरी क्षेत्र हो या फिर ग्रामीण। सेंटर फॉर मॉनिटरिंग इंडियन इकॉनमी (सीएमआईई) के ताजा आंकड़ों देखेंगे तो पता चलता है कि भारत में बेरोजगारी की दर बढ़ी है। शहरी क्षेत्रों

में यह 9 फीसदी के आसपास और ग्रामीण क्षेत्रों में सात फीसदी के इर्दगिर्द घूम रही है। मेरा मानना है कि शहरी और ग्रामीण क्षेत्रों में बेरोजगारी की दर चिंतित करने वाली है। परेशान करने वाली बात ये है कि हरियाणा, बिहार और राजस्थान जैसे कृषि प्रधान राज्यों को भी भारी बेरोजगारी का सामना करना पड़ रहा है।

आपके हिसाब से बेरोजगारी की बढ़ती दर के लिए कौन-कौन से कारक जिम्मेदार हैं?

महात्मा गांधी राष्ट्रीय ग्रामीण रोजगार गारंटी अधिनियम (मनरेगा) के तहत जून-जुलाई में आक्रामकता के साथ रोजगार उपलब्ध कराए गए लेकिन अब वह कम हो रहा है। यह भी एक वजह है। ग्रामीण क्षेत्रों में रोजगार निर्माण खेती, बागवानी, पशुपालन जैसी प्रचलित व्यवस्थाओं तक ही सीमित है। श्रम की कमी के चलते ये क्षेत्र पहले से ही प्रभावित हैं। कोविड-19 से उपजी परिस्थितियों को लेकर श्रमिक वर्ग दुविधा में है। वह फसल की कटाई का इंतजार कर रहा है। कोरोना के चलते वह शहरों में जाने का खतरा नहीं मोल लेना चाहते।

रही बात सरकार की तो उसकी

ओर से मनरेगा के तहत बजट आवंटन की राशि बढ़ाई गई, खाद्य सुरक्षा के लिए कदम उठाए गए, स्वरोजगार पर निर्भर रहने वालों के लिए कुछ राशि भी जारी की गई। ये सब तो ठीक है लेकिन सरकार ने लोगों को प्रत्यक्ष नकद लाभ नहीं मुहैया कराया। राजनीतिक और वैचारिक रूप से अलग-अलग दृष्टिकोण रखने वाले अर्थशास्त्रियों और नीति निर्माताओं ने भी मजबूती से प्रत्यक्ष नकद लाभ की वकालत की है। लेकिन सरकार ने ऐसा नहीं किया। सरकार की ओर से सूक्ष्म और लघु उद्योगों को भी सीधी आर्थिक सहायता नहीं पहुंचाई गयी। इसमें खामियां रही। श्रमिकों और उन्हें रोजगार देने वालों को सीधी सहायता न मिलना बड़ी कमी रही।

भारत में श्रम शक्ति लगातार बढ़ रही है लेकिन जिस दर से जनसंख्या वृद्धि हो रही है, उस दर से निवेश नहीं हो पा रहा है। इसे लेकर आपकी क्या राय है?

सामाजिक और आर्थिक अवसरचना विकास के लिए सार्वजनिक निवेश के साथ-साथ निजी निवेश पर भी बल देने की आवश्यकता है। दोनों एक दूसरे के पूरक होने चाहिए। वह चाहे घरेलू निवेश हो या

प्रत्यक्ष विदेशी निवेश के जरिए। अन्य शब्दों में कहूं तो सिस्टम में कैपिटल इंप्यूजन करने की आवश्यकता है। अधोसंरचना विकास में निवेश करने की जरूरत है जिससे भारी संख्या में रोजगार का निर्माण हो सकता है। सरकार जो कदम उठा रही है वह समुद्र में बूंद के समान है। कृषि के क्षेत्र में भी सार्वजनिक निवेश करना होगा। निर्माण क्षेत्र में भी सभी प्रकार के निवेश करने होंगे।

आत्मनिर्भर भारत अभियान से बेरोजगारी की समस्या का कितना समाधान होगा?

सरकार नए सिरे से आत्मनिर्भरता की बात कर रही है। इसके लिए यह उचित समय नहीं है। भले ही राष्ट्रवाद की भावना के साथ इसे जोड़कर आगे बढ़ाने की कोशिश हो रही है लेकिन इसके लिए यह कतई उपयुक्त समय नहीं है। आज तो परिस्थितियां अलग हैं। सामान्य परिस्थितियों में भी इसके क्रियान्वयन में समय लगता है। परिणाम आने में वक्त लगता है। पारस्परिक रूप से सहयोग देने वाले लाभार्थी आर्थिक तंत्र की जरूरत है। तंत्र में नकदी बढ़ाना होगा। कोष डालना होगा। बैंकिंग तंत्र को भी मजबूत करना होगा ताकि लोग

अधिक ठुण ले सकें। बाजार में मांग वाली स्थिति पैदा करनी होगी। जब तक ऐसा नहीं होता है तब तक आत्मनिर्भरता की बात से अभी कोई ज्यादा फर्क नहीं होने वाला है। इसके लिए स्थितियां सामान्य होने तक इंतजार किया जा सकता था।

बेरोजगारी की दर को कम करने के लिए आपके क्या सुझाव होंगे सरकार के लिए?

सबसे पहले तो श्रम कानूनों में व्यापक सुधार करना होगा। अगर सुधार हो गए होते तो जो प्रवासियों का पलायन हुआ वह स्थिति नहीं आती। देश को एक मजबूत और व्यापक बेरोजगारी बीमा की व्यवस्था करनी होगी जो कि अंशदायी हो। गरीबी रेखा से नीचे रहने वालों के लिए बेरोजगारी भत्ता देने की व्यवस्था करनी होगी। इन सबके अलावा सामाजिक सुरक्षा की तगड़ी व्यवस्था करनी होगी। ये व्यवस्थाएं होती तो कोरोना के दौर में श्रमिक बाजार को आज इस स्थिति का सामना नहीं करना पड़ता। बेरोजगारी खत्म करने का सबसे अच्छा उपाय रोजगार पैदा करना है और इसमें सरकार को नेतृत्व की भूमिका में आना होगा।

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जैट तीन जनवरी को होगा, रजिस्ट्रेशन प्रारंभ

जमशेदपुर : एक्सएलआरआई की जेवियर एप्टीट्यूड टेस्ट (जैट)-2021 तीन जनवरी 2021 को होगा। जैट इस परीक्षा के लिए 12 सितंबर से रजिस्ट्रेशन शुरू हो गया है। रजिस्ट्रेशन की अंतिम तिथि 30 नवंबर है। जैट परीक्षा के नतीजों के आधार पर ही एक्सएलआरआई के जमशेदपुर और नई दिल्ली कैम्पस में बिजनेस मैनेजमेंट व ह्यूमन रिसोर्स मैनेजमेंट कोर्स में दाखिला मिलता है। स्नातक पास विद्यार्थी जैट परीक्षा में भाग ले सकता है। यह परीक्षा देश भर के 185 केंद्रों में होगी। विद्यार्थियों को दो परीक्षा केंद्रों का ऑप्शन दिया गया है।

इन शहरों में होगी परीक्षा : आगरा, अहमदाबाद, इलाहाबाद, अंबाला, अमरावती, अमृतसर, बंगलुरु, बेरहामपुर, भटिंडा, भिलाई नगर, भोपाल, भुवनेश्वर, बोकारो, चण्डीगढ़ / मोहाली, चेन्नई, कोयंबटूर, कटक, देहरादून, दिल्ली-एनसीआर, धनबाद, रांची, रुड़की, राउरकेला, संबलपुर, सिलीगुड़ी, सूरत, तिरुवनंतपुरम, तिरुचिरापल्ली, तिरुपति, तिरुवल्लूर, उदयपुर, उडुपी वडोरा, वाराणसी, विजयवाड़ा, विशाखापत्तनम, वारंगल, वडोरा, दुर्गापुर / आसनसोल आदि।

PUBLICATION: Inext
DATE: 15 September 2020
EDITION: Jamshedpur
PAGE: 6

जैट तीन जनवरी को, शुरू हो गया है रजिस्ट्रेशन

JAMSHEDPUR (14 Sept, JNN) : एक्सएलआरआई की जेवियर एप्टीट्यूड टेस्ट (जैट)-2021 तीन जनवरी 2021 को होगा। इस परीक्षा के लिए 12 सितंबर से रजिस्ट्रेशन शुरू हो गया है। अंतिम तिथि 30 नवंबर है। जैट परीक्षा के नतीजों के आधार पर ही एक्सएलआरआई के जमशेदपुर और नई दिल्ली कैम्पस में बिजनेस मैनेजमेंट व ह्यूमन रिसोर्स मैनेजमेंट कोर्स में दाखिला मिलता है। स्नातक पास विद्यार्थी जैट परीक्षा में भाग ले सकता है। यह परीक्षा देश भर के 185 केंद्रों में होगी। विद्यार्थियों को दो परीक्षा केंद्रों का ऑप्शन दिया गया है।

रजिस्ट्रेशन
की लास्ट डेट
है 30 नवंबर,
देशभर में
होंगे 185
एग्जाम सेंटर



इन शहरों में होगी परीक्षा

आगरा, अहमदाबाद, इलाहाबाद, अंबाला, अमरावती, अमृतसर, बंगलुरु, बेरहामपुर, भटिंडा, भिलाई नगर, भोपाल, भुवनेश्वर, बोकारो, चंडीगढ़ / मोहाली, चेन्नई,

कोयंबटूर, कटक, देहरादून, दिल्ली-एनसीआर, धनबाद, रांची, रुड़की, राउरकेला, संबलपुर, सिलीगुड़ी, सूरत, तिरुवनंतपुरम, तिरुचिरापल्ली, तिरुपति, तिरुवल्लूर, उदयपुर, उडुपी वडोरा, वाराणसी, विजयवाड़ा,

विशाखापत्तनम, वारंगल, डिब्रूगढ़, दुर्गापुर / आसनसोल, एर्नाकुलम, एर्नाकुलम, गांधीनगर, गोवा, गोरखपुर, गुवाहाटी, ग्वालियर, हुगली, हुबली (हुबली), हैदराबाद, इंदौर, जबलपुर, जयपुर, जम्मू, जमशेदपुर, कन्नूर, कानपुर, कोलकाता, कोटा, कोट्टायम, कुरनूल, कुरुक्षेत्र, लखनऊ, लुधियाना, मदुरै, मैंगलोर, मुंबई, मैसूर (मैसूर), नागपुर, नाशिक, पटना, पुणे, रायपुर, राजमुंदरी।

PUBLICATION: Morning India
DATE: 15 September 2020
EDITION: Kolkata
PAGE: 2

XLRI to conduct XAT-2021 on Jan 3, online

MI NEWS SERVICE

JAMSHEDPUR: After prestigious exams like JEE(Mains), and NEET were through amidst fear of COVID-19, Xavier School of Management (XLRI), one of the premier B-Schools today announced the date for the upcoming Xavier Aptitude Test (XAT) 2021 to be held on January 3, 2021. XAT 2021 registration has started from September 12, 2020. The last date of applying is 30 November 2020. The duration of the test will be three hours, from 9:30 AM to 12.30 PM. XAT 2021 will be held in online mode for the fourth year.

XAT 2021 will accept applications for XLRI Jamshedpur and XLRI I Delhi-NCR campus. A candidate can choose two preferred test cities for the test. More than 89 institutes are using the XAT score for their respective admission



Fr. P. Christie, S.J., Director, XLRI

process. Fr. P. Christie S.J, director, XLRI - Xavier School of Management said that XLRI has been conducting XAT on behalf of XAMI for over 70 years on an all India level to select the most suitable students for management education. XAT, though one of the oldest competitive examinations in the country, has always kept pace with

the cutting-edge testing methodology. XAT's multi-dimensional testing framework strives to assess the aptitude of candidates for business management education meaningfully. XAT has a multi-pronged examination structure and in-built fairness to evaluate candidates aspiring to be future business leaders.

Candidates who are holding a recognized Bachelor's Degree of minimum three years duration or equivalent in any discipline and those completing their final examination by 10th June 2021 may also apply. All Indian candidates must appear for XAT 2021. However, NRI and Foreign candidates may apply through their GMAT scores.

XAT 2021 will be conducted from 185 centres all across India in the following cities - Agra, Ahmedabad, Allahabad, Ambala, Amravati, Amritsar,

Bengaluru, Berhampur, Bhatinda, Bhilai Nagar, Bhopal, Bhubaneswar, Bokaro Steel City, Chandigarh/Mohali, Chennai, Coimbatore, Cuttack, Dehradun, Delhi-NCR, Dhanbad, Dibrugarh, Durgapur/Asansol, Ernakulam, Gandhinagar, Goa, Gorakhpur, Guwahati, Gwalior, Hooghly, Hubballi(Hubli), Hyderabad, Indore, Jabalpur, Jaipur, Jammu, Jamshedpur, Kannur, Kanpur, Kolkata, Kota, Kottayam, Kurnool, Kurukshetra, Lucknow, Ludhiana, Madurai, Mangalore, Mumbai, Mysuru(Mysore), Nagpur, Nashik, Patna, Pune, Raipur, Rajahmundry, Ranchi, Roorkee, Rourkela, Sambalpur, Siliguri, Surat, Thiruvananthapuram, Tiruchirappalli, Tirupathi, Tiruvallur, Udaipur, Udupi, Vadodara, Varanasi, Vijayawada, Visakhapatnam, Warangal.

PUBLICATION: Telangana Today
DATE: 15 September 2020
EDITION: Hyderabad
PAGE: 2

XLRI announces date for aptitude test

CITY BUREAU
Hyderabad

XLRI- Xavier School of Management announced that the Xavier Aptitude Test (XAT) 2021 would to be held on January 3 and the last date for application is November 30. The duration of the test will be three hours.

According to a press release, Xavier Aptitude Test 2021 will accept applications for Xavier School of Management Jamshedpur and Xavier School of Management I Delhi-NCR campus and candidates can choose two preferred test cities for the test.

More than 89 institutes are using the Xavier Aptitude Test score for their respective admission process. Candidates who are holding a recognised Bachelor's Degree of minimum three years duration or equivalent in any discipline and those completing their final examination by June 10 could also apply. All Indian candidates must appear for XAT 2021, however, NRI and foreign candidates may apply through their GMAT scores, the release added. Details of XAT 2021 are available at <https://xatonline.in/>

PUBLICATION: The Avenue Mail
DATE: 15 September 2020
EDITION: Jamshedpur
PAGE: 2

XLRI to conduct XAT-2021 on January 3

Mail News Service

Jamshedpur, Sept 14 : Xavier School of Management (XLRI), one of the premier B-Schools today announced the date for the upcoming Xavier Aptitude Test (XAT) 2021 to be held on January 3, 2021. XAT 2021 registration has started from September 12, 2020. The last date of applying is 30 November 2020. The duration of the test will be three hours, from 9:30 AM to 12:30 PM. XAT 2021 will be held in online mode for the fourth year.

XAT 2021 will accept applications for XLRI Jamshedpur and XLRI I Delhi-NCR campus. A candidate can choose two preferred test cities for the test. More than 89 institutes are using the XAT score for their respective admission process.

Fr. P. Christie S.J, director, XLRI - Xavier School of Management said that XLRI has been conducting XAT on behalf of XAMI for over 70 years on an all India level to select the most suitable students for management education. XAT, though one of the oldest competitive examinations in the country, has always kept pace with the cutting-edge testing methodology. XAT's multidimensional testing framework strives to assess the aptitude of candidates for business management education meaningfully. XAT has a multi-pronged examination structure and in-built fairness to evaluate candidates aspiring to be future business leaders.

Candidates who are holding a recognised Bachelor's Degree of minimum three years duration or equivalent in any discipline and those completing their final examination by 10th June 2021 may also apply. All Indian candidates must appear for XAT 2021. However, NRI and Foreign candidates may apply through their GMAT scores.

XAT 2021 will be conducted from 185 centres all across India in the following cities - Agra, Ahmedabad, Allahabad, Ambala, Amravati, Amritsar, Bengaluru, Berhampur, Bhatinda, Bhilai Nagar, Bhopal, Bhubaneswar, Bokaro Steel City, Chandigarh/Mohali, Chennai and others.

PUBLICATION: The Pioneer

DATE: 15 September 2020

EDITION: Jamshedpur

PAGE: 2

XLRI to conduct XAT-2021 on Jan 3

PNS ■ JAMSHEDPUR

Xavier School of Management (XLRI), one of the premier B-Schools today announced the date for the upcoming Xavier Aptitude Test (XAT) 2021 to be held on January 3, 2021. XAT 2021 registration has started from September 12, 2020. The last date of applying is 30 November 2020. The duration of the test will be three hours, from 9:30 AM to 12:30 PM. XAT 2021 will be held in online mode for the fourth year.

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PUBLICATION: The Indian Express
DATE: 20 September 2020
EDITION: Kolkata (All Editions)
PAGE: 1, 2

Firms with up to 300 workers can hire and fire without Govt nod: Bill

AMANCHAL MAGAZINE
NATIONALISM
THE GOVERNMENT has proposed to introduce new conditions restricting the rights of workers to strike, alongside an increase in the threshold relating to layoffs and retrenchment in industrial establishments with 300 workers. From 100 workers at present, the steps that are likely to provide more flexibility to employers for hiring and firing workers without government permission.

These changes have been proposed in the Industrial Relations Code Bill, 2020, introduced in Lok Sabha Saturday. Minister Sanjay Kumar Gangwar also introduced two other labour code Bills. The Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020.

The Industrial Relations Code has raised the threshold for retrenchment of workers, while the new code will allow firms with up to 300 workers to hire and fire without government permission.

Dismissal of workers
The Industrial Relations Code will allow firms with up to 300 workers to hire and fire without government permission. The new code will allow firms with up to 300 workers to hire and fire without government permission.

Continued on page 2

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ठेका श्रमिक व्यवस्था में व्यापक बदलाव

सोमेश झा

नई दिल्ली, 20 सितंबर

राष्ट्रीय जनतांत्रिक गठबंधन (राजग) सरकार ने देश में अनुबंधित (ठेका) श्रमिक प्रणाली को उदार बनाने के लिए शनिवार को संसद में श्रम संहिता पेश की, जिसके तहत कंपनियों को ऐसे श्रमिकों को नियुक्त करने की आजादी होगी।

पेशवर सुरक्षा स्वास्थ्य एवं कामकाज की स्थिति (ओएसएच) संहिता विधेयक, 2020 के तहत कंपनियों को ठेके पर श्रमिक नियुक्त करने की सुविधा होगी। हालांकि इसमें कारखाने के संचालन में मुख्य और गैर-मुख्य गतिविधियों की अवधारणा को शामिल किया गया है। विधेयक में ज्यादा से ज्यादा कंपनियों को ठेका श्रमिक कानून के दायरे से बाहर करने के लिए फर्मों के आकार की सीमा भी बढ़ाने का प्रावधान है। ठेका श्रमिक छंटनी और श्रम संगठन कानून के दायरे से बाहर होते हैं। ऐसे में इस तरह की व्यवस्था कारोबार के लिए अच्छी पहल है। औद्योगिक संबंध विधेयक संहिता, 2020 में प्रावधान है कि उद्योग अपनी जरूरत के हिसाब से नियत अवधि के लिए ठेके पर श्रमिकों को नियुक्त कर सकते हैं और इसमें किसी क्षेत्र या उद्योग को लेकर कोई पाबंदी नहीं है और न ही इसमें ठेकेदार को शामिल करने की जरूरत है।



■ अनुबंध पर रखे कामगारों के जरिये विभिन्न परियोजनाएं चलाने वाले प्रतिष्ठानों को केवल एक लाइसेंस की जरूरत

■ श्रमिकों की संख्या 50 तक रहने पर कंपनियों पर लागू नहीं होगा अनुबंध श्रम कानून

■ उद्योग अपनी प्रमुख गतिविधियों के लिए अनुबंध पर रख सकते हैं कामगार

■ स्थायी कर्मचारियों को नियत अवधि के कर्मचारियों में तब्दील नहीं करने का प्रावधान लिया गया वापस

■ शेष पृष्ठ 8

ठेके पर श्रमिकों की नियुक्ति पर प्रतिबंध!

पृष्ठ 1 का शेष

सरकार ने ऐसे श्रमिकों को नियुक्त करने की अवधि तय नहीं की है और न ही उसके नवीकरण का ही कोई प्रावधान है। चीन और वियतनाम जैसी विकासशील अर्थव्यवस्थाओं में भी इसी तरह के नियम हैं। सरकार ने कंपनियों के मौजूदा श्रमबल को नियत अवधि वाले श्रमिकों में तब्दील करने के प्रस्ताव को भी नामंजूर कर दिया है।



प्रस्तावित ओएसएच संहिता में कहा गया है कि 'किसी भी प्रतिष्ठान में मुख्य गतिविधियों के लिए ठेके पर श्रमिकों को नियुक्त करना प्रतिबंधित है।' मुख्य गतिविधि उसे कहा गया है जिसके मकसद के लिए प्रतिष्ठान स्थापित किया गया है और ऐसी कोई भी गतिविधि जो आवश्यक है। लेकिन साफ-सफाई, सुरक्षा सेवा, कैटीन, बागवानी, हाउसकीपिंग आदि को मुख्य गतिविधि नहीं माना जाएगा, अगर संबंधित प्रतिष्ठान का वह मुख्य कारोबार न हो।

श्रम मंत्रालय के एक वरिष्ठ अधिकारी ने कहा कि सरकार ने भर्तुहरि महताब की अध्यक्षता वाली श्रम पर संसद की स्थायी समिति की सिफारिशों को स्वीकार कर लिया है।

उदाहरण के लिए मारुति सुजुकी कारों के उत्पादन के लिए ठेके पर श्रमिक नियुक्त नहीं कर सकती हैं, क्योंकि वह उसका मुख्य कारोबार है। लेकिन कैटीन, हाउसकीपिंग या सुरक्षा सेवा के लिए ठेके पर श्रमिकों को नियुक्त करने की अनुमति होगी।

लेकिन प्रस्तावित ओएसएच संहिता को ध्यान से पढ़ने पर पता चलता है कि मुख्य गतिविधियों के लिए भी फर्मों ठेके पर श्रमिकों को नियुक्त करने के लिए स्वतंत्र होंगी अगर वे इसके लिए ठेकेदारों का इस्तेमाल करती हैं। यहां तक कि अचानक काम बढ़ने पर कंपनियां मुख्य गतिविधियों के लिए ठेके

पर श्रमिकों को नियुक्त कर सकती हैं। भारतीय उद्योग परिसंघ की औद्योगिक संबंध पर राष्ट्रीय समिति के चेयरमैन एम एस उन्नीकृष्णन ने कहा, 'प्रस्तावित विधेयक को इस तरह से बनाया गया है कि कंपनियों के पास अपने परिचालन को सुचारु तरीके से चलाने के लिए सभी तरह के कामों के लिए समान रूप से विशेषज्ञता और दक्षता होगी। कुछ गतिविधियों को आउटसोर्स करना होता है और कई देशों में इस तरह की व्यवस्था है। आज के समय में कंपनियों को अपने मुख्य कारोबार पर ध्यान देने की जरूरत है।'।

देश का मौजूदा अनुबंध श्रमिक कानून को अनुबंध श्रमिक (नियमन और उन्मूलन) अधिनियम, 1970 के नाम से जाना जाता है। इसके तहत स्थायी कर्मचारियों को प्रोत्साहित किया गया है और ठेके पर श्रमिकों को रखने की व्यवस्था खत्म करने पर जोर दिया गया है। इसके तहत सभी कंपनियां कम से कम 20 ठेका श्रमिकों को नियुक्त करती हैं। प्रस्तावित संहिता के तहत कंपनियां कम से कम 50 ठेका कर्मचारियों को नियुक्त कर सकती हैं। इसका मतलब हुआ कि कई कंपनियां श्रम कानून के दायरे से बाहर हो जाएंगी।

सरकार ने प्रस्ताव किया है कि एक प्राधिकरण नियुक्त किया जाएगा जो यह तय करेगा कि संबंधित गतिविधियां मुख्य हैं या नहीं। कंपनियों को अगर प्राधिकरण के निर्णय पर कोई आपत्ति हो तो वह सरकार को इससे अवगत करा सकती है।

एक्सएलआरआई के प्राध्यापक के.आर. श्याम सुंदर ने कहा कि कारोबार सुगमता के नाम पर ओएसएच विधेयक संहिता के जरिये करीब दर्जन भर राज्यों द्वारा अधिक से अधिक कंपनियों को श्रम कानून के दायरे से बाहर करने के प्रस्तावों को कानूनी रूप दिया जा रहा है। कई मामलों में सरकार ने मुख्य गतिविधियों में भी ठेका कर्मचारियों को नियुक्त करने की अनुमति दी है।

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No standing order for firms with up to 300 workers: Govt

SOMESH JHA
New Delhi, 20 September

The government's proposed labour law changes will facilitate easier dismissal of workers as companies employing up to 300 workers will not be required to frame standing orders for its workforce.

In The Industrial Relations Code Bill, 2020 introduced by Labour and Employment Minister Santosh Kumar Gangwar in the Lok Sabha on Saturday, the Centre has tightened norms for labour unions to go on a strike, which some trade union leaders said will make it "impossible" to take the protest route. It has, however, proposed giving recognition to trade unions for raising industrial disputes with employers.

A standing order is a legally binding collective employment contract and holds significance as it contains key work-related terms and conditions and is meant to prevent arbitrary dismissal of employees. Such orders are compulsory for every firm hiring at least 100 workers at present and the government has proposed increasing the threshold for the first time to 300 workers. Firms frame such standing order after consulting with workers' representatives and these orders are certified by either the state or the Centre, depending on the industry.

The government has sought to follow the model adopted by the Maharashtra government to propose that standing orders will not require certification from the government, in case firms decide to follow the model standing order, which will be notified by the Centre. This will ease compliance burden for companies and will do away with the 'inspector raj' that the industries complain about, a senior labour and employment ministry official said, requesting anonymity.



KEY PROPOSALS

- Firms hiring up to 300 workers will be allowed to retrench or lay off without official permission, against 100 workers at present
- Government has gone back on its earlier proposal to increase retrenchment compensation three times to 45 days of wages per year worked, from 15 days
- A re-skilling fund to be set up through which retrenched workers stand to receive additional 15 days of wages
- Concerted casual leave by a majority of workers will be treated as a 'strike'

The standing order states the rights and liabilities of employers and workers in case of closure of a unit, conditions for terminating employment or suspending workers for misconduct, apart from informing employees about their work hours, holidays, wage rates, etc. It explicitly mentions the means of redressing unfair treatment by the employer.

Standing orders become ever more important in India where two-thirds of the workforce employed on regular salary do not have a written contract as it is not man-

datory under any labour law.

Though the government has proposed appointment letters for all workers under a separate labour law known as the Occupational Safety, Health and Working Conditions Code, 2020 (to be introduced in the Lok Sabha, too), it is only stated as a "duty" of employers and there is no penal provision for companies if they don't follow this norm.

Labour economist and XLRI professor K R Shyam Sundar said the standing order deters firms from dismissing workers arbitrarily, as it acts like a collective rights document stating the most important terms and conditions in a standardised manner for workers, and there are instances where the courts have reinstated workers who have moved court basis the standing order.

To avert flash strikes, the government has proposed that workers in all factories will have to give employers a strike notice of at least 14 days. At present, only workers engaged in public utility services are bound to do so.

After the first meeting related to conciliation proceeding has taken place following a strike notice, workers will not be allowed to go on a strike, according to the Bill. "This will stifle the rights of workers to go on a strike. This move combined with the decision to do away with the need of standing order will allow companies to treat workers on their whims and fancies." All India Trade Union Congress general secretary Amarjeet Kaur said.

But in a major step towards improving harmony between workers and employers, the Bill has proposed to empower trade unions with bargaining powers to negotiate with companies in case of an industrial dispute.

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XLRI announces date for Xavier Aptitude Test (XAT) 2021



XLRI - Xavier School of Management, one of India's premier B-Schools today announced the date for the upcoming Xavier Aptitude Test (XAT) 2021 to be held on 3rd January, 2021. XAT 2021 registration has started from 12th September 2020. The last date of applying is 30th November 2020. The duration of the test will be of three hours, i.e., from 9:30 AM to 12:30 PM.

XAT 2021 will accept applications for XLRI Jamshedpur and XLRI Delhi-NCR campus. A candidate can choose two preferred test cities for the test. More than 89 institutes are using the XAT score for their respective admission process. Fr. P. Christie S.J., Director, XLRI - Xavier School of Management commented "XLRI has been conducting XAT on behalf of XAMI for over 70 years on an all India level to select the most suitable students for management education. XAT, though one of the oldest competitive examinations in the country, has always kept pace with the cutting-edge testing methodology. XAT's multi-dimensional testing framework strives to assess the aptitude of candidates for business management education meaningfully. XAT has a multi-pronged examination structure and in-built fairness to evaluate candidates aspiring to be future business leaders."

Candidates who are holding a recognized Bachelor's Degree of minimum three years duration or equivalent in any discipline and those completing their final examination by 10th June 2021 may also apply. All Indian candidates must apply for XAT 2021. However, NRI and Foreign candidates may apply through their GMAT scores.

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Jobs for locals

It goes against freedoms but has its own logic

KR SHYAM SUNDAR

About a month ago, Madhya Pradesh's BJP Chief Minister announced prioritisation of jobs to the youth of the State and legitimised it by saying that they had the first right over MP's resources. Other States have taken similar steps with respect to job reservation for locals (JRL). The reservations promised range from 30 per cent to the more common range of 70-80 per cent.

The move is applicable to both the government and/or the private sector. It has been mooted by several parties (ruling or opposition leaders) in States such as Maharashtra (1968 onwards and 2008), Karnataka (2014, 2016, 2019), Andhra Pradesh (AP, 2019), MP (2019), Himachal Pradesh (2004) and Odisha (2008). Given the extent of disguised unemployment in agriculture and the limited scope for non-farm job generation in rural areas, "urban non-agrarian sectors" such as government, IT sector, and industrial zones are targeted for JRL. But this is precisely where employers want market forces to operate. JRL can be seen as a knee-jerk reaction by politicians to the migrant workers' crises induced by Covid-19. JRL is but a manifestation of "identity politics"; it has been a strategy on which political movements and parties like the DMK, Shiv Sena were built.

Inter-state (or country) migrant workers (ISMW) make a significant contribution to local economies, but are seen as "problematic" by the host States. They constitute a cheap and dispensable reserve army of workers. So industry pitches for them. The Constitution allows for free movement of migrants in the labour market. Migration solves skill-deficits in local economies and imparts dynamism to the labour market. Then, why do several governments go for JRL?

The migrants' crisis in the wake of Covid-19 has given a new twist to identity politics. Suddenly, it has dawned on the polity that the ISMW constitutes a sizeable "under-or-un-used" electorate as they often do not exercise voting rights. If these workers and potential migrants could be retained through JRL and provided with jobs the ruling parties' electoral causes will be served.

The native unemployment issue assumes relevance as joblessness has intensified in the context of shrinking government employment in the neoliberal period. Further, JRL will not only retain talent but also incomes which otherwise will go to "other regions".

While restricting labour mobility, JRL is a form of affirmative action that adds to Constitutionally promised job reservations. The "native ownership" articulation is that children of the soil should benefit from "their" resources. Hence, a nuanced "partitioned" view of the Nation is constructed. In fact, Karnataka government has argued that owing to the "language barrier" non-Kannadiga workers suffered from more accidents, and hence a jobs' preference to those with 15-years of domicile and Kannadiga-literacy!

If the industry is apprehensive of JRL, in turn a host of concessions including flexible (and even suspended) labour laws are offered to attract capital. Ruling parties' trade unions are reined in.

JRL amounts to carving out 'countries' within a country. It is based on a dubious assumption that skills in the local market are ubiquitous. The migrants' crisis, however, shows up the failure of the Inter-State Migrant Workmen Act, 1979. JRL militates against political and economic freedoms. But it has its own political and economic logic.

The writer is Professor, HRM Area, XLRI

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■ XAT 2021 Exam

XLRI-Xavier School of Management recently announced the date for the upcoming Xavier Aptitude Test (XAT) 2021 to be held on January 3, 2021. Registration for XAT 2021 has begun, and the last date for applications is November 30. Candidates who hold a recognised Bachelor's degree of minimum three years duration or equivalent in any discipline, and those completing their final examination by June 10, 2021 can apply.

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Bill cloud on rights of workers in many plants

FROM PAGE 1

BASANT KUMAR MOHANTY

New Delhi: Three-fourths of India's factories will be exempt from norms meant to protect workers against arbitrary dismissal or punishment, or discrimination in promotion and transfers, if a modified labour bill is passed, labour economists have said.

Only factories with less than 100 employees are now exempt from following these norms, under the Industrial Employment (Standing Order) Act and the Industrial Disputes Act, which the Industrial Relations Code bill looks to subsume.

The IR Code bill, introduced in the Lok Sabha on Saturday, seeks to extend the exemption to all industrial establishments with less than 300 employees.

Analysts said this would facilitate layoffs and usher in a 'fire at will' culture as in the US, because three in four factories in India have fewer than 300 employees.

CONTINUED ON PAGE 4

Further, the code bill says that employees cannot go on strike until the company has responded to their 14-day notice while the existing law says they can start the strike if the company fails to respond within the 14-day notice period.

They will also be exempt from certain rules that protect workers against punishment for joining trade unions or for participating in strikes that had sought the necessary permissions.

Apart from the Industrial Disputes Act and the Standing Order Act, the IR Code will also subsume the Trade Union Act after its passage.

The code is one of three pending labour reform bills that had been referred to a standing committee. With the panel giving its recommendations, the government has revealed them and introduced them in the Lok Sabha.

The chapter on 'standing order' (on service conditions) in the modified IR Code says: "The provisions of this chapter shall apply to every industrial establishment wherein three hundred or more than three hundred workers are employed, or were employed on any day of the preceding twelve months."

Labour economist Shyam Sundar, professor of human resource management at the XLRI, Xavier School of Management, Jamshedpur, said the Standing Order Act aimed at standardising the terms of service as a safeguard against arbitrary or discriminatory acts by employers.

"The employers could not punish or dismiss workers according to their whims because of this law and various court judgments," he said.

"The Standing Order Act and the Industrial Disputes Act provide substantial employment security. Now this IR Code will exempt three-fourths of factories from its purview... and provide employers the liberty to 'fire at will' (as in the) highly liberalised labour market of the US."

Sundar said the exempted employers would be free to decide the probation periods, promotion criteria and transfer norms as they please. The trade unions will come under pressure and holding strikes will become virtually impossible, he added.

Labour economist Ravi Srivastava said that once the IR Code is enacted, "the workers will no longer be able to take any industrial action and their collective bargaining power will become weak."

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অবাধ কর্মী ছাটাইয়ের বিধি, তোপ সরকারকে

ইন্ডিজি অধিকারী

ক্ষোভ

নয়াদিল্লি, ২১ সেপ্টেম্বর: শুধু বামপন্থী কিংবা কংগ্রেস-সহ বিরোধী দলগুলির কর্মী সংগঠন নয়। অবাধ কর্মী ছাটাইয়ের রাস্তা মসৃণ করতে চেষ্টার কারণে লোকসভায় সদ্য পেশ হওয়া তিন শ্রম বিধির উপরে ক্ষুব্ধ সত্বেও ট্রেড ইউনিয়ন বিএমএস-ও।

প্রায় সমস্ত কর্মী সংগঠনের অভিযোগ, সামাজিক সুরক্ষার 'নামমাত্র আশ্বাস' বন্দোবস্ত হচ্ছে চাকরির ন্যূনতম নিরাপত্তাটুকুও কেড়ে নেওয়ার। দীর্ঘমেয়াদি কাজের সুযোগ তৈরির বদলে উৎসাহ জোগানো হচ্ছে ঠিকা নিয়োগে। কমানো হচ্ছে প্রতিবাদের পরিসরও। চড়া বেকারত্বের অসুখে ইতিমধ্যেই ঝুঁকতে থাকা কাজের বাজার এর জেরে ককালসার চেহারা নেবে বলে আশঙ্কা তাদের।

বিএমএসের সাধারণ সম্পাদক ত্রিজেশ উপাধ্যায়ের কথায়, "এখন ১০০ জন পর্যন্ত কর্মীর সংস্থায় ছাটাই করতে বা ব্যবসা বন্ধের তালা বোলাতে সরকারি অনুমতি লাগে না। প্রস্তাব, সেই সংখ্যা ৩০০ করার। যেখানে নতুন প্রযুক্তির কারণে এমনটিই নিয়োগ কম, চাকরি বাড়ন্ত, সেখানে কোন যুক্তিতে সরকার অবাধ ছাটাইয়ের রাস্তা খুলে দেয়, তা স্পষ্ট নয়।"

সিটির সাধারণ সম্পাদক তপন সেন মনে করেন, ভোটের আগে যে কর্পোরেট দুনিয়া নরেন্দ্র মোদীকে প্রচারের খরচ ভুগিয়েছে, এই শ্রমিক বিরোধী বিল তাদের প্রতি নজরানা। তার প্রশ্ন, "এ দেশে ৩০০ কিংবা তার কম কর্মীর সংস্থা ৭০%। সেখানে কাজ করেন ৭৪% কর্মী। এদের চাকরির নিরাপত্তা বলছে কিছু থাকবে না।"

শুধু ছাটাই নয়। এক্সএলআরআই-এর অর্থনীতির অধ্যাপক কে আর

■ কর্মী ছাটাই বা ব্যবসা গোটাenোর জন্য কেন্দ্রের সায় লাগবে না ৩০০ জন পর্যন্ত কর্মীর সংস্থায়। অবাধ ছাটাইয়ের রাস্তা মসৃণ।
■ অথচ বেকার ভাতা, বিমা নিয়ে নীরব প্রস্তাবিত সামাজিক সুরক্ষা।
■ সামাজিক সুরক্ষার জাল সকলের জন্য নয়। চালু হবে, তাতেও ধোঁয়াশা।
■ নিয়োগ, পদোন্নতি, ছুটি, ছাটাই—প্রায় প্রতিটি বিষয়ে বাধ্যবাধকতা কমবে সব কর্মীকে একই সুবিধা দেওয়ার।

■ স্বল্প মেয়াদি ও ঠিকা নিয়োগে ঢালাও সুবিধা। 'পাকা চাকরির' কফিনে শেষ পেরেক।
■ বাড়তে পারে দৈনিক কাজের সময়ও।
■ ঠিকাদারদের বাড়তি সুবিধা দেওয়ার দুর্ভোগে বাড়বে পরিযায়ী শ্রমিকদের।
■ বহু বিলই 'পড়তে ভাল'। কিন্তু আইনি ফাঁক অজস্ত। সেখানে সংসদ ও ত্রিপাক্ষিক বৈঠক এড়িয়ে নিয়ম বদলের পথ খোলা।
■ প্রায় অসম্ভব আইন মেনে ধর্মঘট ডাকা।

শ্যাম সুন্দরের মতে, বিলে অনেক বেশি নমনীয় নিয়োগ সংক্রান্ত 'স্ট্যান্ডিং অর্ডার'। এখন মূলত এর জোরেই নিয়োগ, পদোন্নতি, ছুটি, ছাটাই—প্রায় প্রতিটি বিষয়ে একই রকম সুযোগ বা শর্ত পান সংস্থার সমস্ত কর্মী। নতুন আইনে সেই বাধ্যবাধকতা থাকবে না। তার আক্ষেপ, "অবাধ ছাটাইয়ের রাস্তা চওড়া হচ্ছে। অথচ প্রস্তাবিত সামাজিক সুরক্ষা প্রকল্পে উল্লেখ নেই বেকার ভাতা কিংবা বিমা।"

বিলে পিএফ, ইএসআইয়ের মতো সামাজিক সুরক্ষা প্রকল্পে অন্তর্ভুক্ত করার কথা বলা হয়েছে আপ-বরাতে কাজ করা 'পিগ কর্মী', এমনকি পরিযায়ী শ্রমিকদেরও। ইউটিইউসি-র সাধারণ সম্পাদক অশোক ঘোষের অভিযোগ, "এ প্রস্তাব শুনে ভাল। কিন্তু বলা হয়েছে, সংস্থায় কর্মী অন্তত

১০ জন হলে এবং মাসে বেতন ১৮ হাজার টাকার মধ্যে হলে, তবে সুবিধা মিলবে। সুবিধা সকলের জন্য নয় কেন?"

এআইটিইউসি-র সাধারণ সম্পাদক অমরজিৎ কউরের মতে, শিল্পপতিদের খুশি করতাই এই একতরফা আইন আনার চেষ্টা। আর ইনটাকের সাধারণ সম্পাদক জি সঞ্জীব রেড্ডির অভিযোগ, পরামর্শ কানে তোলা হয়নি জাতীয় শ্রম কমিশনের। সরকারি সূত্রে দাবি, ছাটাই ও ব্যবসা বন্ধের বিষয়ে শ্রম আইন শিথিল করলে, লগ্নি আসবে। চাহিদা বেশি থাকলে বেশি সাময়িক নিয়োগে ভরসা পাবে বহু সংস্থা। কিন্তু তাতে আমল না দিয়ে চাকরির বাজার আরও নড়বড়ে করার অভিযোগেই কেন্দ্রকে দৃষ্টি দেওয়া উচিত।

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PAGE: 9

SIMPLY PUT QUESTION & ANSWER

In labour codes, what changes for workers, hirers

New Bills in Parliament propose to revise three labour codes. What are the key changes, and why are some of them being seen as a cause for concern?

AANCHAL MAGAZINE
NEW DELHI, SEPTEMBER 21

THE GOVERNMENT introduced new versions of three labour codes — The Industrial Relations Code Bill, 2020, The Code on Social Security Bill, 2020 and The Occupational Safety, Health and Working Conditions Code Bill, 2020 — in Lok Sabha Saturday. While it proposes to increase the ambit of social security by including gig workers and inter-state migrant workers, the Centre has also proposed measures that will provide greater flexibility to employers to hire and fire workers without government permission.

What are the key proposals?

The Industrial Relations Code Bill, 2020 proposes to introduce more conditions restricting the rights of workers to strike, alongside an increase in the threshold relating to layoffs and retrenchment in industrial establishments — to those with 300 workers, from 100 workers or more at present. These steps are likely to provide more flexibility to employers for hiring and firing workers with-

out government permission.

The IR Code has raised the threshold for requirement of a standing order — rules of conduct for workmen in industrial establishments — to over 300 workers. This implies industrial establishments with up to 300 workers will not be required to furnish a standing order, a move experts say would enable companies to introduce arbitrary service conditions.

The Standing Committee on Labour, in its report in April, too had suggested hiking the threshold to 300, noting that some state governments like Rajasthan had already raised the threshold and which, according to the Labour Ministry, had resulted in "an increase in employment and decrease in retrenchment".

The IR Code states that the provision for standing order will be applicable for "every industrial establishment wherein three hundred or more than three hundred workers, are employed, or were employed on any day of the preceding twelve months".

The Occupational Safety, Health and Working Conditions Code Bill, 2020 has been introduced as a 'financial bill' under Article 117 (1), giving it a similar treatment as a 'money bill'. As a consequence, it gets introduced only

in Lok Sabha, on the recommendation of the President, but unlike a money bill, the legislation can get referred to a joint committee of both Houses of Parliament.

What are the concerns raised?

Analysts say the raised threshold for standing orders will water down labour rights for workers in establishments with less than 300 workers. "The increase in the threshold... shows the government is very keen to give tremendous amounts of flexibility to the employers in terms of hiring and firing... Dismissal for alleged misconduct and retrenchment for economic reasons will be completely possible for all industrial establishments employing less than 300 workers. This is complete demolition of employment security," XLRI professor and labour economist K R Shyam Sundar said.

The IR Code also introduces new conditions for carrying out a legal strike. A period for arbitration proceedings has been included in the conditions, as against only the time for conciliation at present. The IR Code proposes that no person employed in an industrial establishment shall go on strike without a 60-day notice and during the pendency of proceed-

ings before a Tribunal or a National Industrial Tribunal and 60 days after the conclusion of such proceedings. The extension of the permissible time-frame before a legal strike makes such a strike practically impossible.

The IR Code has expanded to cover all industrial establishments for the conditions for a legal strike. The Standing Committee on Labour had recommended against the expansion of the required notice period for strike beyond public utility services such as water, electricity, gas, telephone etc. At present, a person employed in a public utility service cannot go on strike unless he gives notice within a stipulated time frame, which the IR Code now proposes to apply for all industrial establishments.

What are the other key proposals?

The IR Code Bill proposes a worker re-skilling fund, although contributions for the fund are only detailed from the employer — 15 days' wages last drawn immediately before retrenchment, along with contribution from such other sources. The mention of "other sources", experts said, is vague.

The other two codes too have proposed changes for expanding social security and in-

clusion of inter-state migrant workers and gig workers. The Social Security Code proposes a National Social Security Board which will recommend to the central government suitable schemes for different sections of unorganised workers, gig workers and platform workers. Registration of unorganised, gig or platform workers will be done for their enrolment in social security schemes that provide life and disability cover, accident insurance, health and maternity benefits etc. The scheme may be fully funded by the central government, state government, or aggregators, or a combination of the three sources. Aggregators employing gig workers will have to contribute 1-2% of their turnover for social security, with the total contribution not exceeding 5% of the amount payable to gig and platform workers.

The Occupational Safety, Health and Working Conditions Code has defined inter-state migrant worker as one who has come on his own from one state and got employment in another state, earning up to Rs 18,000 a month. The existing definition covers only contractual employment. Central and state governments are to maintain a database for inter-state migrant workers on a portal.

Contractors or employers with 10 or more inter-state migrant workers will have to extend social security benefits such as Employees' State Insurance and Provident Fund for these workers. However, the Code has dropped the earlier provision for temporary accommodation of workers near the worksites. It has proposed a journey allowance — a lump-sum fare to be paid by the employer for the worker's journey between his/her native place and the place of employment.

The Working People's Charter, a labour rights group for informal workers, said the law proposes to put the primary burden for ensuring workers' protection on contractors, who are themselves marginal players, and remains silent for intra-state migrant workers. "By increasing the threshold of application of the provisions to establishments employing ten workers or more, very few of these are likely to provide any relief or support to vulnerable workers. It is also disheartening that the Code does not make any mention of protections for intra-state migrant workers, whose magnitude is much higher than inter-state workers, although the vulnerabilities they face are equally acute," it said.

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PLUS POINTS

Assessing aptitude

XLRI - Xavier School of Management recently announced the date for the upcoming Xavier Aptitude Test (XAT) 2021 to be held on 3 January 2021. The last date for application is 30 November 2020.

XAT 2021 will accept applications for XLRI Jamshedpur and XLRI I Delhi-NCR campus. A candidate can choose two preferred test cities for the test. More than 89 institutes are using the XAT score for their respective admission process. Candidates who are holding a bachelor's degree in any discipline and those appearing for their final examination in 2021 may also apply. NRI and foreign candidates may apply through their GMAT scores. For details visit: <https://xatonline.in/>

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No clarity on funding social security net

Haze over worker bill

**BASANT KUMAR
MOHANTY**

New Delhi: A bill introduced last week that proposes social security measures for unorganised workers including pension, life and disability cover, and health and maternity benefits has left the issue of funding hazy, labour economists have said.

They have argued that one of the four funding options the Social Security Code Bill suggests — a multiplicity that they believe reflects government indecision — is particularly problematic because it seeks contributions from the beneficiary.

A two-year-old contributory pension scheme for unorganised workers already exists, the economists say, and has witnessed abysmal enrolment and significant payment defaults because informal workers find it difficult to pay

premium regularly.

The Social Security Code Bill is one of three draft labour reform laws that were introduced in the Lok Sabha on Saturday after incorporating some of the modifications suggested by a standing committee.

It seeks to subsume nine existing laws including the Employees' Provident Funds Act and the Payment of Gratuity Act. It mandates the Centre to formulate and notify welfare schemes for unorganised workers, and says the states can adopt similar measures too.

The bill stipulates the creation of a social security fund, the money coming (a) wholly from the Centre; (b) from the Centre and the states; (c) from the Centre, states and contributions from the beneficiaries or the employers; or (d) from any source including the Corporate Social Responsibility funds paid by companies.

Shyam Sundar, professor of Human Resource Management at XLRI, Xavier School of Management, Jamshedpur, said the bill's assurances about social security were unconvincing because there's "no clarity on funding".

"The bill is disappointing as the government is unable to provide a roadmap on social security," Sundar said.

Referring to the option of seeking contributions from the workers, he highlighted the problems with the Pradhan Mantri Shram Yogi Maandhan, a contributory pension scheme the Centre had launched in 2018 for unorganised workers.

The scheme allowed unorganised workers aged 18 to 40 to become members by paying monthly contributions between Rs 55 and Rs 200, depending on the age at which they were signing up. After

turning 60, each beneficiary would be paid a monthly pension of Rs 3,000.

On Monday, labour minister Santosh Gangwar revealed, in reply to a written question in the Rajya Sabha, that the scheme had enrolled 44.44 lakh members.

Labour economist and former JNU professor Santosh Mehrotra said this was just over one per cent of India's unorganised workers, who formed 93 per cent of the country's workforce of 466 million.

Mehrotra added that India was becoming an ageing nation and the government needed to ensure universal social security coverage.

Sundar said the Shram Yogi scheme was failing to attract members because of its long gestation period and because unorganised workers feel unsure about paying regular contributions.

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XLRI की एप्टीट्यूड परीक्षा

(XAT-2021)

की तारीख घोषित

एक्सएलआरआई- जेवियर स्कूल ऑफ मैनेजमेंट, भारत के प्रमुख बी स्कूल में से एक माना जाता है। इसने जेवियर एप्टीट्यूड टेस्ट (XAT)- 2021 के आयोजन की तारीख घोषित कर दी है। यह टेस्ट तीन जनवरी 2021 को आयोजित किया जाएगा।

XAT- 2021 के लिए रजिस्ट्रेशन की शुरुआत हो चुकी है। इसके लिए छात्र 30 नवंबर 2020 तक आवेदन कर सकते हैं। तीन घंटे की इस परीक्षा में छात्रों के एप्टीट्यूड की जांच की जाएगी।

एक्सएलआरआई की यह एप्टीट्यूड परीक्षा जमशेदपुर और दिल्ली एनसीआर कैम्पस के लिए की जाएगी। इसके लिए छात्र वरीयता के आधार पर परीक्षा केंद्रों का चयन कर सकते हैं।

आपको बता दें कि करीब 89 संस्थान अपने एडमिशन के लिए XAT के स्कोर का उपयोग करते हैं। XAT- 2021 का आयोजन देश भर में 185 केंद्रों पर किया जाएगा। इन केंद्रों में दिल्ली एनसीआर, आगरा, अहमदाबाद, देहरादून, धनबाद, जमशेदपुर, जबलपुर, बंगलुरु आदि शामिल हैं।

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Understanding the new labour codes

Zia Haq

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NEW DELHI: Parliament on Wednesday passed the three labour code bills – the Occupational Safety, Health And Working Conditions Code, 2020; the Industrial Relations Code, 2020; and the Code on Social Security, 2020 – merging 24 central labour laws in a major boost to labour reforms. The National Democratic Alliance government has now merged 29 central laws into four codes. In August 2019, Parliament had passed the first of the codes, the Wage Code.

The Industrial Relations Code, 2020, bring new rules for hiring and firing of labour in mid-sized and large industries, making retrenchment easier. This effectively brings the “north American hire-and-fire model to the Indian hinterland economy in the hope that businesses recoup and add more jobs on a net basis,” said labour economist KR Shyam of XIRI, Jamshedpur.

How will the three codes impact workers?

The reforms allow industries flexibility in hiring and retrenchment. They will make industrial strikes more difficult by clamping new conditions and also expand the social security net for both formal and informal workers.

What are the changes in hiring-firing rules?

Under the Industrial Relation Code, the government has allowed companies with up to 300 workers to fire workers or shut plants without the prior approval of the government. Hitherto, prior approval had been required. Firms with more than 300 workers need to still apply for approval. However, if the authorities do not respond to their request, the retrenchment proposal will be deemed to be approved. Earlier labour laws required a 30- to 90-day notice

UNDER THE INDUSTRIAL RELATION CODE, THE GOVERNMENT HAS ALLOWED COMPANIES WITH UP TO 300 WORKERS TO FIRE WORKERS OR SHUT PLANTS WITHOUT THE PRIOR APPROVAL OF THE GOVERNMENT

period before retrenching “workmen”, which is a class of mainly shop floor workers. In the case of manufacturing units, plantations, and mines with 100 or more workmen, lay-offs also required government approval. To be sure, 90% of India’s workforce, which is employed in the informal sector, won’t be affected by these changes.

What’s the economic rationale for this?

Economists have long argued that India’s outdated labour laws need change. Stringent hiring-firing rules applied to firms with over 100 employees, making it virtually impossible to lay off workers. This adversely acted as an incentive for smaller firms to stay small so they could escape the rules. According to the World Bank, with less restrictive laws, India could approximately add on an annual basis “2.8 million more good quality formal sector jobs”.

How does it affect workers’ right to strike?

The Industrial Relation Code lays down new conditions on the right of workers to go on strike. Unions will now have to give 60 days’ strike notice. If proceedings are pending before a labour tribunal or the National Industrial Tribunal, workers cannot go on a strike for 60 days after they

are concluded. These conditions apply to all industries. Earlier, workers could go on strike by giving between two weeks and six weeks of notice. Flash strikes are now outlawed.

What are the new workplace safety rules?

The Occupational Safety, Health and Working Conditions Code, 2020, amends laws regulating occupational safety, health and working conditions of employees. The code empowers a state government to exempt any new factory from the provisions of the Code to create more economic activity and jobs. It fixes the maximum daily work limit at eight hours a day. Women will be entitled to be employed in all establishments for all types of work and in case they are required to work in hazardous operations, the government may require the employer to have adequate safeguards in place prior to employment.

Has the social safety net widened?

Yes. The Code on Social Security, 2020 promises universal social security for the first time, including for both organised and informal workers as well as gig and platform workers. The government, the code states, shall formulate and notify, from time to time, suitable welfare schemes, including schemes relating to “provident fund; employment injury benefit; housing; educational schemes for children; skill upgradation of workers; funeral assistance; and old age homes”. The government can tap corporate social responsibility funds (within the meaning of the Companies Act, 2013) or any other such source as may be specified in the scheme. The social security code lays down the setting up of a National Social Security Board to recommend to the Centre suitable schemes for unorganised workers.

Labour reforms to roll out soon

Prashant K. Nanda
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NEW DELHI

The Rajya Sabha on Wednesday approved three labour codes subsuming 25 central labour laws, effecting a major reform that has been on the table for at least 17 years.

The three codes on social security, industrial relations and occupational safety, cleared by the Lok Sabha on Tuesday, will offer industries flexibility in doing business, hiring and firing, and making industrial strikes difficult while promoting fixed-term employ-

ment, reducing influence of trade unions and expanding the social security net for informal sector workers.

Along with the Wage Code, passed in August 2019, the National Democratic Alliance government has now merged 29 central laws into four codes, reducing compliance problems and streamlining laws that have been the demands of industries for decades. After the assent of the President, India will have four labour codes. Some of the laws that have merged with these codes are the Factories Act, the Industrial Disputes Act, the Trade Union Act, the Mines Act and the EPF Act. **>Page 14**

India set for labour reforms as Parliament okays 3 new codes

The codes, while likely to offer industries flexibility in doing business, may compromise on labour rights

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Some of the laws that have merged with these codes are the Factories Act, the Industrial Disputes Act, the Trade Union Act, the Mines Act, the EPF Act, the Employees State Insurance Corporation Act and the Maternity

Decoding the labour code

MEASURE	IMPACT
Merger of three codes into 25 central labour laws	Big push to ease of doing business, reduce multiplicity of law, compliance, authority.
More flexibility in hiring and firing	Companies with up to 300 workers can fire without govt approval, a three fold hike.
Discouraging industrial and flash strikes	It will reduce trade union hostility but compromise labour rights and collective bargaining
Action shifts to states for effecting labour reforms	States may try to be competitive to exempt labour compliance to attract investments
Push for fixed-term employment	Firms can hire and lay off based on business environment, flip side is job insecurity and contractualization.
All employees to get a formal appointment letter	This will mean less exploitation in workers' wages and may pave way for more formalization
Universalizing social security	Code expands social security benefits to all - formal, informal, gig and platform workers
Informal workers allowed to join EPFO and ESIC	Voluntary contribution-based benefit will be hard to execute as informal sector wage bar is low

Benefit Act.

"It's the demand of the changing time and changing requirements. It balances the labour welfare and industry welfare," labour minister Santosh Gangwar said in the Rajya Sabha. Gangwar added

that labour is in the concurrent list of the Constitution and, therefore, states have been given the flexibility to make changes as they wish.

"It's a free hand to employers. Labour welfare is going to be a story of the past. They have no

right to strike, the bargaining power has now got diluted, there is no job and wage protection in the real sense and fixed-term employment will be the new order," said K.R. Shyam Sundar, a labour economist and professor at XLRI Jamshedpur.

The Bharatiya Mazdoor Sangh, (BMS) a national trade union affiliated to the Rashtriya Swayamsevak Sangh, said the Industrial Relations Code is tilted too much in favour of employers. BMS general secretary Virjesh Upadhyay pointed out several anomalies, including excessive hiring and firing provisions and the power to bureaucrats to change provisions during rule making. He said the new codes have ignored important recommendations of the standing committee on labour.

A.K. Padmanabhan, vice-chairman of the Centre of Indian Trade Unions, said workers would fight it out in the streets and at the workplace, indicating imminent industrial discontent.

Industry and some economists, however, view this as a great reform to boost investment and improve ease of doing business. "This reform was two decades in the making. It drastically reduces

complexity and internal contradictions, increases flexibility and modernizes regulations on safety/working conditions," Sanjeev Sanyal, principal economic adviser in the finance ministry, tweeted.

The labour reform codes are a big boost to ease of doing business and will reduce multiplicity of definition and multiplicity of authority for businesses, said Rituparna Chakraborty, executive vice-pres-

ident at staffing company Teamlease Services. "However, we have to wait till the rules are made to see how much reduction there is on the compliance burden. There is still scope for further rationalization and now the focus will shift to state labour reforms," she said, adding this will increase formalization and "in the long run increase wages too".

"Market forces that offer greater employment demand and more opportunities for formal gainful employment with social security and financial inclusion are better suited for workers' rights than the lack of formal employment with the protection of laws," said Lohit Bhatia, president, Indian Staffing Federation, a consortium of staffing and human resources development companies.

BALANCING ACT

STATES like UP, MP, Gujarat have already announced blanket exemptions to firms to attract investment

GOVT claims the new labour codes balance the rights of workers and industry welfare

Industry cheers, unions see red Labour regime tilts to employer

BASANT KUMAR
MOHANTY AND OUR
BUSINESS BUREAU

New Delhi: Parliament passed three bills on Wednesday to usher in a labour regime that promises employers a less stressful hiring environment that can be tailored to business cycles and increases the size of units that can exit when conditions turn adverse.

While trade unions and some economists warned of deeper uncertainty and anxiety on factory floors, large sections of industry celebrated the passage of the bills as a welcome move to labour reform.

The Rajya Sabha passed the Occupational Safety, Health and Working Conditions Code, Social Security Code and the Industrial Relations (IR) Code a day after the Lok Sabha had cleared them on Tuesday.

These laws will replace existing labour laws — some of

them put in place by the Raj — essentially subverting the multiplicity of state and central laws dealing with protection of worker rights and provisions.

A section of labour economists say the provisions will boost fixed-term contract employment without protections and weaken workers' power of collective bargaining, while bringing some benefit to formal-sector workers since appointment letters have been made mandatory.

Trade unions, including the RSS-affiliated Bharatiya Mazdoor Sangh, expressed concern about provisions that they said restricted trade union's suspension or organisational strikes.

Industry, however, is cheered by the changes proposed, and Prime Minister Narendra Modi had said the passed bills are a welcome step of minimum government intervention.

Modi added that the reforms would

Industry cheers, unions see red

► FROM PAGE 1

The big relief that industry is truly pleased about is the lowering of the exit barrier for firms. Under the Industrial Relations Code, establishments having 100 or more workers needed government permission for closure or lay-off. The new code has raised this to 300, which means a number of small and medium firms will be able to shut shop as well if the business starts to founder.

Chandragit Banerjee, director general of the Confederation of Indian Industry (CII), termed the new labour code as the "big bang structure" that would improve the climate for both workers and industry by setting "the entire regulatory framework" and providing enterprises with flexibility, transparency and clarity.

Both Banerjee and Deepak Singh, secretary general of the All India Organisation of Employers, said India had for the first time a single law for the entire country, which would bring "India's large informal sector employees into the formal workforce".

"Business is uncertain. In times of uncertainty, you need people for whom the business is doing bad, you should have the option to align the workforce accordingly," Banerjee said. Singh, director general of the Indian Chamber of Commerce (ICC), said:

"Last time round, the companies that were looking to expand outside China mostly went to Vietnam, which provided flexibility in labour terms. As a country, we should not miss such an opportunity again."

Some of the features of the three new bills:

Fixed-term jobs
The IR Code gives legal backing to the expression "fixed-term employment" in PTA which refers to establishments employing employees for a fixed, limited period with no any obligation stretching beyond that period.

PTA is similar to the contract appointments in the formal sector that the existing law allows, but economists said the functions are likely to be shorter in practice. This

shorter duration reflects the perception in the global economy.

Industrial Relations Code secretary, Viraj Upadhyay said in a media statement that PTA would pave the way for the "casualisation" of the workforce.

"Casualisation and consequent exploitation in the global economy is a reality. It will lead to a better quality productive environment for workers and create an India of casualised labour," he said.

Shyam Sundar, professor of human resource management at XLRI, Xavier Institute of Management, Jamshedpur, said that the government had through an executive order allowed PTA a couple of years ago.

"Under PTA, the employee may be appointed for six months or one year. After the expiry of the period, employment will be terminated without any notice or compensation," another labour economist, Anil Kumar, said.

"The company will not be obliged to give any notice for terminating the services."

Bargaining power
The IR Code introduces a stringent recruitment criterion that trade unions must meet to be able to bargain with management.

While retaining the existing provision for representation of workers, the new code says that a union should have the support of 10 per cent of the workers or 100 workers, whichever is less — it says a union will need the support of 51 per cent workers to be recognised and be allowed to negotiate.

The existing central laws have no provision of recognition for the unions. A few states do have such a provision but it is less stringent, labour economists said.

Better, more than one union could negotiate with management but CII secretary A.R. Sinha said only one would be able to do so under the new code.

"The code says 51 per cent support is a requirement for recognition. If the majority of 51 per cent workers have a different view, they will have to say, 'This is unfair'," Sinha said.

The existing law allowed employers to go on strike 10 days after issuing a notice but the IR Code prohibits any strikes during the two-month

Law for blanket exemption from workers' rights

BASANT KUMAR
MOHANTY

New Delhi: A bill on industrial workers' rights passed on Wednesday empowers the states to grant unconditional exemptions to any new industry, prompting academics and labour unions to voice fears for the future of labour rights.

Another bill, also passed on Wednesday and dealing with workers' health, safety, death compensation and working conditions, allows the states to grant exemptions to industries against unspecified conditions that they "think fit".

Labour economists said the bill should have specified the conditions.

The first bill, the Industrial Relations (IR) Code — dealing with matters such as safeguards against arbitrary dismissal or punishment, or discrimination in promotion — not only automatically exempts every factory with less than 300 employees but allows state governments to exempt any new factory irrespective of worker strength.

Under the old laws it subsumes, such automatic exemption accrued to factories with less than 100 employees. New industries could be granted exemption only if they had an adequate in-house mechanism to protect workers' trade union and individual rights.

That is, only if the government trusted the employer not to violate workers' rights could it relax the bureaucratic and legal control as an incentive.

Clause 96(2) of the IR Code makes the exemption unconditional, saying: "Where the appropriate government is satisfied in relation to any new industrial establishment or new undertaking or class of new industrial establishments or new undertakings that it is necessary in the public interest so to do, it may, by notification, exempt, conditionally or unconditionally, any such new establishment or new undertaking or class of new establishments or new undertakings from all or any of the provisions of this Code."

RSS affiliate Bharatiya Mazdoor Sangh on Wednesday joined the Left and Congress labour arms in opposing the provision for blanket exemption. "It's not advisable; we don't agree with such exemption," its general secretary Virajesh Upadhyay said.

The second bill, the Occupational Safety, Health and Working Conditions Code, deals with subjects such as the health and safety of workers, their work hours, holidays, leave, and compensation for death or injury.

Clause 127 of the code allows the states to grant exemp-

tions from the entire legislation to any industry or group of industries, imposing conditions to be decided by the Centre and the states.

Labour economists said the states tended to grant employers exemptions from regulations on labour rights or working conditions in the name of promoting industry, and that laws allowing blanket exemptions could end up defeating the objective of having workers' rights.

"Clause 96 of the IR Code is a very dangerous clause. The whole purpose of protection will be defeated," Shyam Sundar, professor of human resource management at XLRI, Xavier School of Management, Jamshedpur, said.

He said the occupational safety bill should have spelled out the conditions under which exemptions can be granted, "instead of leaving it to the bureaucracy".

Not defining the conditions is "dangerous", given the regular industrial accidents, he said. "The code deals with sensitive and critical issues of the workers' safety and health."

Labour economist Amitabh Kundu said: "The general thinking of the state governments is that if they permit exemptions in labour laws, industrialisation and employment generation will get a boost."

But such measures in the last seven years in Rajasthan and Andhra Pradesh "did not lead to an increase in investment while Gujarat attracted capital-intensive industries which did not increase employment in any significant manner", he said.

"This is against the general expectation that relaxations in labour laws would lead to the growth of labour-intensive industries," Kundu said.

He said that relaxing labour laws temporarily because of the Covid-and-lockdown-induced economic crisis could be acceptable, but the relaxations should not be allowed permanently and need to be reviewed periodically.

The Supreme Court had in January 2017 (Krishna Kumar Singh v State of Bihar) recognised the states' powers to issue ordinances but argued that these pieces of legislation were subject to judicial challenge and could be struck down on constitutional grounds.

Both the IR Code and the bill on occupational safety had cleared the Lok Sabha before their passage in the Rajya Sabha on Wednesday.

The occupational safety code has several new worker-friendly features, such as the mandatory issuance of appointment letters and mandatory annual health check-ups for all the workers.

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लेबर कोड से छोटी कंपनियों के बंद होने का खतरा : प्रो श्याम सुंदर



लाइफ रिपोर्टर@जमशेदपुर

संसद में नये लेबर कोड को पेश किया गया है. फिलहाल इसका अध्ययन किया जा रहा है. इधर, उक्त लेबर कोड को लेकर एक्सप्लानरआइ के प्रोफेसर केआर श्याम सुंदर ने अपना बयान जारी किया. जिसमें उन्होंने कहा कि जिस लेबर

कोड को पेश किया गया है उसकी ड्राफ्टिंग अच्छी नहीं है. साथ ही उसे अधूरा भी करार दिया. कहा कि इस लेबर कोड से बड़ी कंपनियों का खर्च कम होगा. उससे उन्हें तो मुनाफा होगा, लेकिन छोटी व मंझोले कंपनियों को नुकसान होगा. साथ ही इस लेबर कोड से देश के मजदूरों का भी भला नहीं होगा. उन्होंने कहा कि इस

लेबर कोड को तब लाया गया जब पूरा देश आर्थिक मंदी व कोरोना से जूझ रहा है. इस वक्त इस बात की आवश्यकता थी कि श्रम कानूनों को थोड़ा लचीला बनाया जाये और इसका दायरा बढ़ाया जाये. कहा कि तीन लेबर कोड ऐसे हैं जिससे ना तो इज ऑफ डुइंग बिजनेस, कंपनियों की सुरक्षा व श्रमिकों को ही मजबूती प्रदान की

गयी है. उन्होंने कहा कि इस लेबर कोड से 100 से 300 कर्मचारियों वाली कंपनियों के बंद होने का खतरा बढ़ गया है. प्रो श्याम सुंदर ने कहा कि 40 फीसदी मजदूरों को श्रम कानूनों से बाहर कर दिया जाना काफी घातक होगा. उन्होंने लेबर कोड से देश में औद्योगिक विकास प्रभावित होने की भी आशंका जतायी.

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PAGE: 12

New labour laws against neo-globalisation concepts: XLRI's Shyam Sundar

Mail News Service

Jamshedpur, Sept. 24: Parliament on Wednesday passed the three labour code bills - the Occupational Safety, Health And Working Conditions Code, 2020; the Industrial Relations Code, 2020; and the Code on Social Security, 2020. While the Bills have been welcomed by Indian Inc, labour rights activists are opposing the changes.

XLRI Professor K.R. Shyam Sundar, has criticised the bills.

According to Prof. Shyam Sundar, "It was unfortunate that the government had chosen to effect these changes at a time when the country is ridden with a pandemic and unemployment rates are alarmingly high. In a

civilised and progressive Society, the ambit of labour laws must be widened as economic development takes place. However, given the neo-liberal form of globalisation that has been witnessed in India, a reverse is taking place."

"Firstly, the three labour codes seen together fails to achieve even reasonable balance between enabling of ease of doing business, and protecting & strengthening labour welfare and their rights.

Secondly, the liberalization of regulations concerning standing orders and prior permission regulations of lay-off, retrenchment and closure from 100 to 300 means around 90% of the working factories and a little over than 40% of workers employed therein will be outside their purview.



These together liberalization of thresholds of regulations concerning conditions of work in factories and contract labour employment mean further deprivations. Further, the IR Code has given powers to the state governments

to exempt establishments or class of establishments from any or all provisions which unlike its predecessor ID Act does not specify the conditions. Taken together these provide too much flexibility to the employers and too little protection to employees and the absence of provisions relating to unemployment allowance/insurance in the Social Security Code means workers would have fend for themselves. Too much flexibility is as bad as too little, the pendulum of labour law in India swings to either extremes. That is from strong to soft regulations

Thirdly, the labour codes bill may promote jobs but bad quality ones, casual, contract and temporary etc. Regular work category of employment will be a thing of the past.

Fourthly, wage workers in the agricultural sector, domestic workers, bidi workers and even street vendors do not seem to figure in the social security code which means deprivation of this vital Code. Further, this Code unlike its predecessor, the Unorganised Workers' Social Security Act, 2008 does not provide portable smart identity card though it provides for registration. Thus, it is an incomplete code and reflects poor drafting.

Finally, the hidden objective of the codes, the IR code especially is to reduce the substantially the labour cost in small enterprises which are parts of the domestic and global supply chain which in turn will benefits not the small enterprises but the big players like the OEMs," he added.

यह दुर्भाग्यपूर्ण है कि केन्द्र सरकार श्रम बदलावों को ऐसे समय में लायी, जब देश महामारी और बेरोजगारी से जूझ रहा है : के आर श्याम सुंदर



प्रोफेसर केआर श्याम सुंदर

जमशेदपुर : देश के अग्रणी बिजनेस स्कूल एक्सएलआरआई जमशेदपुर के प्रोफेसर (एचआरएम) प्रोफेसर केआर श्याम सुंदर ने केन्द्र सरकार की ओर से श्रम सुधारों को लेकर किए गए बदलाव पर कहा है कि यह दुर्भाग्यपूर्ण है कि सरकार ने इन परिवर्तनों को ऐसे समय में लागू करने के लिए चुना जब देश महामारी से ग्रस्त है और बेरोजगारी की दर खतरनाक रूप से अधिक है. एक सभ्य और प्रगतिशील समाज में श्रम कानूनों के दायरे को चौड़ा

एक्सएलआरआई के ह्यूमन रिसोर्स मैनेजमेंट प्रोफेसर ने नये श्रम कोड पर रखी अपनी राय

किया जाना चाहिए क्योंकि इससे आर्थिक विकास होता है. हालांकि वैश्वीकरण के नव-उदारवादी रूप को देखते हुए जिसे भारत में देखा गया है, उल्टा हो रहा है.

एक साथ देखे जाने वाले तीन श्रम कोड व्यापार करने में आसानी को सक्षम करने और श्रम कल्याण और उनके अधिकारों की रक्षा और उन्हें मजबूत बनाने के बीच संतुलन हासिल करने में विफल रहेगा.

स्थायी आदेश और ले-ऑफ छंटनी और 100 से लेकर 300 तक के कामगार वाले कंपनियों को बंद करने के लिए पहले से अब सरकार की अनुमति नहीं लेनी होगी. पूर्व अनुमति के नियमों के उदारीकरण का मतलब है कि काम करने वाले कारखानों का लगभग 90 फीसदी और उसमें काम करने वाले श्रमिकों के 40 फीसदी से थोड़ा अधिक उनके दायरे से बाहर हो जाएंगे. इसके अलावा आईआर कोड ने राज्य सरकारों को किसी भी या



सभी प्रावधानों से प्रतिष्ठानों या वर्ग को छूट देने का अधिकार दिया है जो इसके पूर्ववर्ती आईडी अधिनियम के विपरीत शर्तों को निर्दिष्ट नहीं करता है. साथ में ये नियोक्ताओं को बहुत अधिक लचीलापन प्रदान करते हैं और कर्मचारियों को बहुत कम सुरक्षा प्रदान करते हैं और सामाजिक सुरक्षा संहिता में बेरोजगारी भत्ता ध्वंसा से संबंधित प्रावधानों की अनुपस्थिति का अर्थ है कि श्रमिकों

ने खुद के लिए फेंडर किया होगा. बहुत अधिक लचीलेपन के रूप में बहुत कम के रूप में बुरा है. भारत में श्रम कानून का पेंडुलम या तो चरम सीमा तक झूलता है. यह मजबूत से नरम नियमों के लिए है. तीसरा, श्रम संहिता विधेयक नौकरियों को बढ़ावा दे सकता है लेकिन खराब गुणवत्ता वाले, आकस्मिक, अनुबंध और अस्थायी नौकरियों तक. नियमित रूप से रोजगार की श्रेणी पिछले दिनों की

बात हो जाएगी. चौथा, कृषि क्षेत्र में मजदूरी करने वाले घरेलू कामगार बीड़ी कामगार और यहां तक कि स्ट्रीट वेंडर सामाजिक सुरक्षा कोड में शामिल नहीं हैं, जिसका अर्थ है कि इस महत्वपूर्ण कोड से वंचित होना होगा. इसके अलावा यह कोड अपने पूर्ववर्ती के विपरीत, असंगठित श्रमिक सामाजिक सुरक्षा अधिनियम 2008 पोर्टेबल स्मार्ट पहचान पत्र प्रदान नहीं करता है, हालांकि यह पंजीकरण के लिए प्रदान करता है. इस प्रकार यह एक अधूरा कोड है और खराब आलेखन को दर्शाता है. अंत में, आईआर कोड का छिपा उद्देश्य यह है कि छोटे उद्यमों में श्रम लागत को कम किया जायें जो घरेलू और वैश्विक आपूर्ति श्रृंखला के हिस्से हैं जो बदले में छोटे उद्यमों को नहीं बल्कि ओरिजिनल इन्फ्लेमेट मैनुफैक्चरर (ओईएम) जैसे बड़े खिलाड़ियों को लाभान्वित करेंगे.

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XLRI Jamshedpur to mentor India's First 'Robotics Technology Park'

Mail News Service

Jamshedpur, Sept. 25: In order to give thrust to 'Digital India', 'Aatma Nirbhar Bharat' and 'Make in India' initiatives of Govt. of India, the first 'Robotics Technology Park' of India is getting setup at Greater Noida, NCR Delhi under a special 'MoU' done with state Govt. of U.P., where research firm 'Innogress' is promoter of this project. Recently Innogress has invited top most B-School of India XLRI, Jamshedpur to mentor its 'Greater Noida Robotics Technology Park' (GNRTP) project, which is going to be first 'AI' (Artificial Intelligence) and Robotics Technology focused Tech. Park in India and South East Asia. While accepting Mentorship and Advisory Board invitation for 'Greater Noida Robotics Technology Park', Dean (Academics) and Professor Information Systems of XLRI, Jamshedpur, Dr. Ashis K. Pani said "XLRI has been always in driving seat for technology and innovation

led growth of our country, with taking up advisor and mentorship of this unique Greater Noida Robotics Technology Park Project, we at XLRI have demonstrated our commitment to help Indian industries to foster innovation and economic growth by guiding through competency development in High Tech and emerging Tech. areas like 'AI' and Robotics". Dr. Pani further said "I shall be personally mentoring 'GNRTP' for 'AI' Technology Ecosystem Development and its Management, creating one of the largest co-located market place for 'AI' and Robotics Technology at NCR Delhi". "We at XLRI always remained a pioneering thought leader in Digital and 'AI' Tech. space, and our Research experience at XLRI on evolution of Digital and 'AI' Tech. led market and economic development is going to help India and state of U.P. in particular to foster innovation led growth by guiding implementation of Greater Noida Robotics Technology Park. It is a matter of great satisfaction that one



of our XLRI Alumni, Mr. Sumant Parimal, is promoting this Tech. Park, which itself demonstrates how seriously our students gets motivated dur-

ing their study at XLRI to bring innovation led growth in national and international economy ", Dr. A.K. Pani adds further. Welcoming XLRI's

Dean decision to join 'Advisory Board' of 'GNRTP', GNRTP Promoter and Partner and Chief Analyst of Innogress Sumant Parimal said "Prof. A. K. Pani and his team at XLRI have guided many industries in High Tech. space, and pioneered in inculcating innovative thought leadership in its students through various electives and courses based on emerging innovations and Technologies, which ultimately becomes driving force for promoting such a path breaking project like 'GNRTP'. So, I attribute such a unique project concept, which is first of its kind in India, to the initial learning happened at XLRI ". "I am excited to get mentorship of XLRI again with an intent to build a World Class Robotics Technology Park having Innovation CoE (Center of Excellence), R&D, Design, Engineering, Testing to Manufacturing facilities for Robotics and 'AI' at Greater Noida, UP, in NCR Delhi region with an objective of creating a largest Co-Located Market Place in

Robotics and 'AI' based Tech., Products, Solutions, Services in India ", Sumant Parimal adds further. "When the World is looking for an alternative manufacturing and supply chain base out of China, India is emerging as one of the preferred investment and manufacturing to supply chain hub destination, and Greater Noida Robotics Technology Park is true demonstration of commitment of India to become global technology to manufacturing to supply chain hub" Sumant said. Now 'GNRTP' project is open for receiving interest of national and international investors for investing in this strategic project through equity route. 'GNRTP' is also open for receiving interest from potential technology partners in 'AI' and Robotics space for joint ventures. Through 'GNRTP' Project, Innogress targets to create 2% to 5% of the Robotics and 'AI' Global industry market size in its proposed 'GNRTP' ecosystem at Gr. Noida with yearly trade output value potentials up to \$10 B in collaboration with partners and Tech. vendors.

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PAGE: 2

THE NEW LABOUR LAWS WILL BOOST WOMEN PARTICIPATION AND BRING GAINS FOR MIGRANTS TOO, SAY OFFICIALS

Wider Social Security Net for Labour: Officials

Our Political Bureau

New Delhi: The new Industrial Relations Code that sets fresh rules for hiring and firing of labour will not lead to 'mass-scale exploitation' of workers, as it has not compromised on the aspects that protect workers' rights of employment, officials in know of the matter said.

Critics of the new law have raised concerns over the code increasing the threshold to retrench workers and close industrial units without government permission to 300 workers, three times the previous cap.

"There has been no empirical evidence that it will promote hire and fire. Further, the IR Code envisages an monetary benefit equivalent to 15 days of wages under the newly created re-skilling fund," an official said.

The new code protects rights such as notice before retrenchment, compensation at the rate of 15 days wages per completed year of service and pay in lieu of notice period, the official said.

The Economic Survey, 2019 had highlighted a phenomenon of 'dwarfism' — of firms which were survi-

ving for more than 10 years but with stunted growth in terms of employment. "The decisions were taken as it was observed that the threshold under labour legislation creates a perverse incentive to remain small," he said.

The Centre had particularly looked into the case of Rajasthan that in 2014

Disputes Act, 1947, the requirement of permission was only in respect of factories, mines and plantations.

FIXED-TERM EMPLOYMENT

Fixed-term employment is an "option that would give more opportunities to workers", said the official.

While such employees have been

occupational Safety, Health and Working Condition Code, 2020, the official said while ESIC has been extended to plantation workers, an appointment letter had been made compulsory, free annual health check-up has been introduced, and a bipartite safety committee has been introduced for establishments in factory, mines and plantation in place of hazardous factories.

The new rules also reduced the threshold for establishments to provide canteen and crèche facilities, said the official.

Meanwhile, migrant workers will be able to port ration facilities and avail of benefits from the building and other construction cess.

The code would entitle women to be employed in all establishments for all types of work, and even during night, the official said.

Experts are, however, apprehensive about the changes.

KR Shyam Sundar of XLR said the objective of the codes could be reducing the labour cost substantially in small enterprises, but they may end up providing too much flexibility to employers.



had done away with the requirement of prior permission before retrenchment for firms having fewer than 300 workers. After this, the number of factories in Rajasthan having over 100 workers increased significantly, the official said.

Sixteen states had already increased the threshold under the Industrial Disputes Act to 300 workers before Parliament passed the code. Officials said even in the existing Industrial

made statutorily entitled for all benefits and service conditions equivalent to those of a regular employee, the code on industrial relations also extends benefit of gratuity even for an FTE contract of one year, which is five years in case of a regular employee.

SOCIAL SECURITY NET

Citing new welfare provisions that have been introduced in the Oc-

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'Labour reform will create jobs, but wage premium will get hit'

RANVEER SINGHA
senior reporter
NEW DELHI

The recent labour reforms will help in creation, but they will not be decent jobs, instead the wage premium will be a victim, says R.R. Shyam Sundar, labour economist and professor at XLRI-Xavier School of Management. In an interview, Sundar said while labour reforms will attract investments and aid industrial growth, it should not be seen as a panacea for all problems. He argued that the new reforms have given employers the unlimited power to determine terms and conditions of service, and this will hamper wage growth. Poor income growth hampers poverty alleviation, he said. However, Sundar lauded the expansion of social security and universalisation of formal employment contract among regular wage earners, albeit in snippets.

The labour codes have made provision for formal employment contract. What will this change?

It now requires employer to offer a formal written employment contract or appointment letter, detailing the terms of contract. It will have three benefits: employment stability, assertion by workers of rights under the law, and provide clarity on the terms and conditions of employment. It also reflects legislative poverty of the last 70 years, wherein very basic requirement was not provided for. The NDA National Democratic Alliance government has made provision for it now, at least for regular wage workers. That was, it is historic. In 2002-03, a law over 50% of firms had formal written employment contract, and the 2002-03 of the labour code, 71% of the regular wage, salaried workers in the organised sector wage space did not have written formal employment contracts.

But there are issues here: the occupational safety and health code (OSH) Code



Government must clarify whether the social security code covers agriculture wage workers and domestic workers.

Does not provide for a care if an employer does not offer a formal written contract. There is no corresponding penalty for violating firm on this. They should have been in Industrial Relation Code instead of OSH code so that the grievance redressal committee could have addressed even if there was no trade union.

There is a clear articulation of firm's responsibility to social security, but does it make sense? What is the limit and the limit point?

Overall, the social security code is a positive one, but I had a few issues in it. The existing threshold for EPF (employee provident fund) and PPF (employee state insurance) have been increased, but by shrinking the business facilities and increasing the threshold for workers from 10 to 20 and, in some cases, 20 to 50, it won't expand social security cover in existing

organised sector. The positive, however, is that it seeks to include informal workers and inter-state migrants, platform workers, etc. What the government needs now is to give clarity whether this covers agriculture wage workers (not talking about farmers), food workers and domestic workers. This code also does not talk about registration and provision of a portable social security card.

The issue of formal identity cards, wherein all workers must be given unique labour market identity number, and it should be mentioned in the worker's identity card, along with the company identity number.

The registration of such cards for all workers should be done by the Centre, and states should do the delegated responsibility. The social security card by the state may not be acceptable by another. Link them with banking, bank account, PAN, public distribution system

etc., with workers' other details for labour market, labour market, identity card.

In the absence of a standing order, premium wage contract will suffer. But will the code create a better business environment?

Yes, it will create more jobs, but poor quality jobs. Low wage, contractual work and fixed-term work will prevail, wage premium will be a victim. The unilateral power to determine terms and conditions of employment by employers will impact wage bargaining perspective of employees' efficiency, income stagnation and low wage hamper poverty alleviation.

The ease of doing business moves will attract investment, there will be growth in firms, but workers may not benefit proportionately. You will gradually see more automation and substitution of workers with machines, which is not a best case for a labour surplus and fairly middle-income economy like India.

As per law, in a work space, either employee or employer cannot act arbitrarily. The increase of from 100 to 300 in the standing order provision means it will remove 90% of the factories from its purview, and the employer 40% of factory workers. Government data tells us that more than 80% factories employ less than 10 workers.

So the arguments by allowing flexibility in standing order, firing limit, compliance reduction, the code shall help firms not to remain dormant. Thus, create value for

While the codes are expected to boost ease of doing business, will it increase employment generation and offer decent jobs and wages?

There is a trade-off between employment security and wage security. A classic argument is employment security comes with low wage. Labour reform by allowing hire and fire threshold, reducing trade union conflict and create jobs, but will impact wage. Because, the employer now will enjoy unilateral power to determine terms and conditions of service in establishments employing less than 300 employees, because the standing order code is applicable to them.

This extension of threshold will have three consequences: at unannounced will be used to remove workers will be either contracts or fixed-term employment, so in the absence of standing order, there won't be homogeneous working condition or working terms with the same organization, and of adherence of minimum standards.

the economy and jobs, is it not?

Government's justification of hire and fire and firing threshold from 100 to 300 is that small enterprises which are in the margin of 80 plus workers, must grow and laws are restricting that due to the 100 threshold. In 2017-18, at least 71.3% of factories in Andhra Pradesh employed less than 20 people, in Bihar it was 53%, in Odisha it was 63.3% and in Telangana 67%.

I am talking about them because they are new growth centres. Let's take the percentage of factories employing between 20 and 100 workers. In Andhra it is 5.1%, Assam 7%, Gujarat 11.0%, Madhya Pradesh 12%, Maharashtra 15.02%, Rajasthan 11.60% and Tamil Nadu 12%.

So, how do you believe that only labour reform and flexibility in hiring and firing will help them grow and create more jobs.

Are we moving towards making labour market a free market?

Free market is not a bad thing, but it is to be defined in terms of revenue and minimum threshold, let's say, for three months minimum to let's say two years. Also, can there be a cap on renewals. The, it will become seasonal, but regularisation. It is for the purpose. While the bigger companies will grow, smaller firms will not get more for contract workers and contract labour employment cost, including avoidance of gratuity.



R.R. Shyam Sundar
Labour economist and professor, XLRI-Xavier School of Management

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XLRI Alumni gather clothes needy in pandemic

MI NEWS SERVICE

JAMSHEDPUR: In order to address needs of the less privileged people during the pandemic COVID-19, former students of leading B-school have joined hands to launch old clothes collection drive. As a part of the drive, faculty of Dayanand Public School, Sakchi came forward and donated one batch of clothes.

Pulkit Jhunjhunwala, secretary XLRI Alumni Association, Jamshedpur said: "We have completed six months of our fight against COVID-19. During this tenure, hardships have been faced by one and all in different ways and continue to do so. We have also realized the minimalistic way of living.

We are all spoilt for choices in deciding the clothes to be worn especially while working from home. Our wardrobe is full of clothes which now is beyond our consumption".

He went on to add that this appeal is to help those who are in need of these clothing not to be fashionable but cover their bodies this monsoon. Let us support by sharing our unused spare clothes, he noted.

XLRI Alumni Association Jamshedpur Chapter is headed by Ronald D'Costa, President and Pulkit Jhunjhunwala, secretary. The cause is supported by Ranaveer Sinha, national president, XLRI Alumni



Association.

The secretary further said that the drive will see a variety of activities to promote the spirit of volunteerism among people from all walks of life.

"In our daily lives, we all help others in our own small ways. But here is an opportunity to do it together, to encourage others to do so, and to celebrate the spirit of volunteerism, which is so deep-rooted in the Jamshedpur community. As a part of old clothes collection drive, we have decided that we will make efforts to anchor and facilitate this cause for the city to which we belong," said another official of the Jamshedpur Chapter.

XLRI Alumni Association is specifically tying up with the schools, colleges to promote the old clothes collection drive.

XLRI Alumni on old clothes collection drive during pandemic

Jamshedpur, Sept 28 :

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said another official of the Jamshedpur Chapter.

XLRI Alumni Association is specifically tying up with the schools, colleges to promote the old clothes collection drive.

"Students have perfectly wearable clothes in their wardrobes, which they don't need and don't know what to do with them whereas, there are large numbers of people in rural India and urban slums, who do need those clothes," said a senior functionary of the association.

Sources informed that the drive is receiving a very good initial response and they plan to ensure good capacity. "The drive has witnessed overwhelming response from the students and other people. We are confident the initiative would bring change in the mindset of people while the poor will benefit from it," said the secretary.