

From the Editor's Desk



Most of us must be aware that a fundamental change is necessary. We are confronted with so many problems, and there must be a different way - perhaps a totally different way - to approach all these problems. – J. Krishnamurti

In this world, unity is achievable only by learning to unite despite differences. Total eradication of differences is impossible. The secret of attaining peace in life is tolerance of disturbance of the peace. – Maulana Wahiduddin Khan

The rapprochement of peoples is only possible when differences of culture and outlook are respected and appreciated rather than feared and condemned, when the common band of human dignity is recognized as the essential bond for a peaceful world. – J. William Fulbright

The "absence of an execution mindset, in a fair manner to public services" among government officials, is the biggest challenge, in getting the reforms bandwagon rolling. Government elected by the people need to realize and understand their priorities. "Our focus and aim to objectives, are to be on execution, and timely implementation and making things happen. Self, " Dr. Chandran Peechulli, General Secretary, Chennai Society for Fast Justice, Regd., is skeptical about the tasks at hand due to the lack of an "execution mindset" within the government in comparison to the alertness and activeness of professionalism, keeping to the times in the private sector, where self spent around five decades. "At the government right now, we don't have enough of an execution mindset. In the private sector, there are targets, milestones, delegation of responsibilities as to who is responsible for what etc. but there isn't enough of that in the government. Performance is not that easy, is the excuse for Government Official's, but nothing is hard if one has a will to perform. Self have around 50 years of private and public sector combination service, and hence know the difference of managing people of varying mindset. In the government, we have to face many unknown, unworthy devils who come and go like passing clouds and therefore have to work with many stake-holders. But if we strive to Plan and make a check-list and perform with a quality benchmark, there are possibilities to keep raising this quality benchmark, through such proper vision with a mission to perform better. We have to build that "actionable WE CAN mindset " and keep performing with the necessities, with consistency.

The need to "Encourage and Entertain CRITICS that are of constructive criticism" for the general well being, towards performance efficiency, by virtue of the improved Policies And Procedures. We need to desist from taking critics seriously but for taking it sportingly to overcome and improve situations.

The comments come at a time when the critics are blaming the government for doing only mega announcements with little action on the ground. Feedback, even though from the PRESS should be proved wrong by "WE ACT TO THE NEED OF THE CHANGING TIMES". External pressures are increasing: companies are increasingly being expected to reform, improve, recycle, and manage their social and environmental impact more effectively. In response, organizations worldwide are embracing the Circular Economy and reaping the benefits to their reputation, social & environmental impact, and even finances. There had been no word of acknowledgement, for all the grievous expositions made so far, why unmoved, not sensitized to the situation while in the seat of public's power? Public assignments with political lien are not to amass money for future party elections with freebies but for serving the common masses in a FAIR AND JUST CAUSE NOT ILLOGICALLY BIASED TO THE SECTION OF PEOPLE WITH DISCRIMINATION CAUSING NEGLECT TO SOME WITH HARASSMENT AND HUMILIATION.

A consensual approach to labour reform B YERRAM Creating an ambience where both workers and managements understand their rights and duties is no tall order The Centre is engaged in serious discussions with trade unions over the new labour code, with a view to improving the ease of doing business. But missing from the debate is the issue of the obligations of workers. During the 1960s and 1970s, workers' education, aided by the government, provided them with the opportunity to know their rights. But the whole campaign was on rights and not obligations. Once rights are conferred on any group, and they become binding, it becomes difficult to reduce or deprive such rights. Trade unions have also been the foundation on which many political careers have been built. Vested interests are bound to exist in such a context that could affect the speed of reforms. That said, interests need to be balanced. Productivity and security in industry depends as much upon the welfare of workers as that of management. Technology is a double-edged sword while knowledge is a sharp tool in the hands of both parties.

Industry is looking forward to flexibility in employing labour for various categories of the workforce, including non-

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permanent flexible category, linking pay to performance, reviewing work norms on a regular and real-time basis, healthy cooperation between the management and workers for introducing new technologies and new work practices, and promoting leadership among workers for efficient bargaining. Preventive litigation: We have Bar Associations right from the district to the State levels and the Bar Council with State chapters. There is no evidence that these organisations have ever put in efforts to prevent litigation. Whenever any dispute arises between management and labour, the advocates argue for workers' compensation. The Association could develop a code among advocates on preparing proper ground for arguments based on not just the law but on humanitarian and welfare considerations. Central trade unions, including the BJP-backed Bharatiya Mazdoor Sangh, are planning to protest strongly against the proposals MPERIASAMY. Draft Code proposes to allow firms with 300 workers to retrench without prior permission. NEW DELHI, MAY 3: Trade unions are up in arms over the Labour Ministry's proposals to allow firms with up to 300 workers to retrench employees without prior permission of the government and make it tougher to form a trade union. The proposals are part of the draft Labour Code on Industrial Relations Bill, 2015, prepared by the Labour Ministry to combine Industrial Disputes Act, 1947, the Trade Unions Act, 1926, and the Industrial Employment (Standing Orders) Act, 1946. Central trade unions, including the BJP-backed Bharatiya Mazdoor Sangh (BMS), are planning to protest strongly against the proposals. "We will protest against this provision under which firms will not have to take prior permission for retrenchment under draft Labour Code on Industrial Relation Bill 2015," Bharatiya Mazdoor Sangh Zonal Organising Secretary Pawan Kumar told PTI. At present, firms employing 100 or more workers are required to seek government's permission for retrenchment under the Industrial Dispute Act. "We will also oppose the proposal to make it tougher to form trade unions. Our President BN Rai will attend the tripartite consultation. The union is unanimous on opposing the government's proposal," he said. At present, any seven or more members of a trade union can apply for registration of the Trade Union. The proposed provision in draft code provides that 10 per cent of workers shall apply (be applicant) for registering a trade union. In cases where 10 per cent of workers is less than 7, at least seven workers are required (to apply) for the purpose and where the 10 per cent of workers exceed 100, hundred workers shall be sufficient for registering the trade union. "We have been opposing this when this was being implemented in Rajasthan. We will oppose it on May 6 meeting. They cannot make law stringent for forming trade unions," Hind Mazdoor Sabha Secretary A D Nagapal said. "When Rajasthan Government had sent the state bill with the provision (retrenchment) for Presidential assent, then Labour Minister Narendra Singh Tomar has assured us that it will not be done. But now they want to amend the central law, which would be applicable to entire country," he added. All India Trade Union Congress Secretary DL Sachdev said, "We will strongly oppose the proposal to exempt firm with up to 300 employees from seeking permission from the government to retrench and new provisions which would discourage formation of trade unions in India." He suggested that government should constitute a tripartite committee with employees' and employers' representative on board along experts to study the bill in detail before firming up the draft bill." (This article was published on May 3, 2015).

There are scholarships for workers' children, periodic health check-ups and other benefits available through Employee's State Insurance and other channels. An industry that provides knowledge and access to workers of many of such facilities can be incentivized through annual awards. Kindle Entrepreneurship: Each child from the age of twelve should be equipped with some skill or the other as part of the curriculum. Internships provide the best opportunity. During the vacations children could be provided access to such skills and services with the help of either the industry or the NGOs. This provides them the mindset of entrepreneurship. Such internships should get them some monetary incentives at the hands of the industry or establishment to which they are attached. FDI's that come in have their eyes set on markets and profits. They might, by restructuring processes, cause drastic reduction in employment. Therefore, enhancing the skills and even re-skilling and multiple skilling would assume importance so that alternate opportunities could be safely exploited without disturbance to the family life of the workers. Seafarers to enlighten themselves of those ashore and consider their hazardous occupation out on the deep seas and oceans. A culture of unity to prevail: We often hear people telling with pride that they belong either to a SBI family or the Tata group or Birla group long after they left the enterprise. Preserving this sentiment demands a basic recognition that industry is a larger family, and management is the karta of this joint family. Labour reforms hopefully would take adequate care of the welfare of the workers and enhance their productivity in India's unique cultural ambience. The new code and new statutes should accommodate these aspects.

Dr. Chandran Peechulli, Ph.D., F.I.E., C.Eng., MBA, Pg.DLL., LL.M., General Secretary, Chennai Society for Fast Justice, Regd. Consultant - Engineer and Law. Mg. Editor & Publisher "Marine Waves".