

KILENEWS



KERALA ANNOUNCES CAREER POLICY

"Our Health Our Responsibility"



COVID 19^{*}



Responsible behaviour has taken thus far to overcome Covid19

The sincere participation of the community prevented the spread of COVID 19 (nCorona) when three China returned persons were tested positive in our State.

While expressing our gratitude for the constant vigilance by the community

It may be emphasized for continuing the vigilance in the wake of spread of COVID 19 in the World including our Country



Practice frequent hand washing - wash your hands with soap and water.



Cover your nose and mouth with tissue / handkerchief while sneezing and coughing



Avoid unnecessary travelling and mass gatherings



Person returning from nCorona affected Countries / Areas should isolate themselves for home quarantine for 14 days by confining themselves in a well ventilated and bath attached room. Avoid contacts with family members and friends.



Persons with symptoms of fever, cough and sore throat should take medical assistance as per the direction of DISHA Call Centre - 1056/ 0471-2552056



I have great pleasure in bringing out the edition 2020 of the 'KILE NEWS' for the employees, engaged in various sectors of employment, their dependents and the public in general. This publication is intended to foster various activities meant for the welfare and rehabilitation of the labours through the Kerala Institute of Labour and Employment and also of other agencies run by the Government. A few important aspects like the new Plantation Policy, Career Policy, Skill Development Schemes, research work for assessing the problems of different groups of labours and finding solution to them by rendering effective remedial measures for the betterment of the personnel, are addressed in this publication. Most of the contents of this publication cover labour related subjects and their social aspects.

I am of the view that this publication will create an impetus among labours for availing the benefits for which they are entitled to.

With warm regards,

V. Sivankutty
Chairman

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BUILDING PEOPLE
KILE

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PATRON

T P Ramakrishnan

Hon'ble Minister for Labour and Skills &
President, KILE

MANAGING EDITOR

V Sivankutty

Chairman

CHIEF EDITOR

M Shajeena

Executive Director

SUB EDITOR

K. Mallika

Executive Council Member

EDITOR IN CHARGE

JN Kiran

Senior Fellow, KILE

Baiju Chandran

Fellow (Employment), KILE

EDITORIAL ASSISTANT

P K Sankarankutty

Consultant, KILE

EDITORIAL ASSISTANCE

Jisha A S

Neethu C L

COVER DESIGN, DTP & LAYOUT

Pradeep P

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ADDRESS

Chief Editor

KILE NEWS

Kerala Institute of Labour and
Employment (KILE)

4th floor, Thozhil Bhavan, PMG

Thiruvananthapuram -33

Email: kiletvm@gmail.com

Web:www.kile.kerala.gov.in

FB: Kile Tvpm

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EDITORIAL



As usual, this issue of the KILE NEWS (2020 January – March) also bears relevant articles which are useful to the Labour personnel their families employers and community in general. Getting awareness on labour laws, right of workers and their duties, plantation policy and Career policy of Government are some of the important items included in this valid publication. These are articles on other subjects such as attitude development, ways to success the challenges facing by employees today in the job sector etc. Which also provide an insight to the readers. Photos taken on the occasions of various important functions organized by KILE have been considered duly in the preparation of this bulletin.

I feel that timely action has been taken for incorporating matters which are relevant to the present scenario. I bestow this issue to the public with utmost care and satisfaction.

Thanking you,

M.Shajeena

Executive Director



Indian Constitution and Socialism



Safi Mohan

Asst. Prof., Govt. Law College,
Thiruvananthapuram

Indian Constitution is the largest written constitution in the world. The preamble of the constitution declared India into a sovereign, socialist, secular, democratic republic and secure to all its citizens 'Justice', 'Liberty', 'Equality' and 'Fraternity'. The meaning of constitution is explained by Dr.Servapalli Radhakrishnan, the first speaker after the election of the permanent chairman of the Assembly that " A constitution is the fundamental law of the nation. It should embody and express the dreams and passions, the

ideals and aspirations of the people. It must be based on the consent of all, and respect the rights of all people who belong to this great land". Dr. B. R Ambedkar, the "Father of Indian Constitution" said "Constitution is not a mere lawyers' document; it is a vehicle of life, and its spirit is always the spirit of the age". Indian constitution is fundamentally divided into two major categorizations, namely the rights and duties of citizens and responsibility of a democratic government. The government established by the constitution has a constitutional responsibility to

safeguard the rights of its citizens because the constitution is a document created by the people of India and the government is only their creation. This was stated by Thomas Paine in his classic “Right of Man” in which he wrote “A constitution is not the act of a government, but of a people constituting a government, and a government without a constitution is power without right. A constitution is a thing antecedent to a government and government is only the creation of a constitution.

Socialism is one of the constitutional philosophies enshrined in the preamble, fundamental rights and directive principles of state policy of the constitution. The word socialism has been incorporated in the preamble of the 42nd constitutional amendment in 1976. In a number of Judgments the Hon. Supreme Court upheld the view that socialism is a basic stature of the constitution, which include Minerva

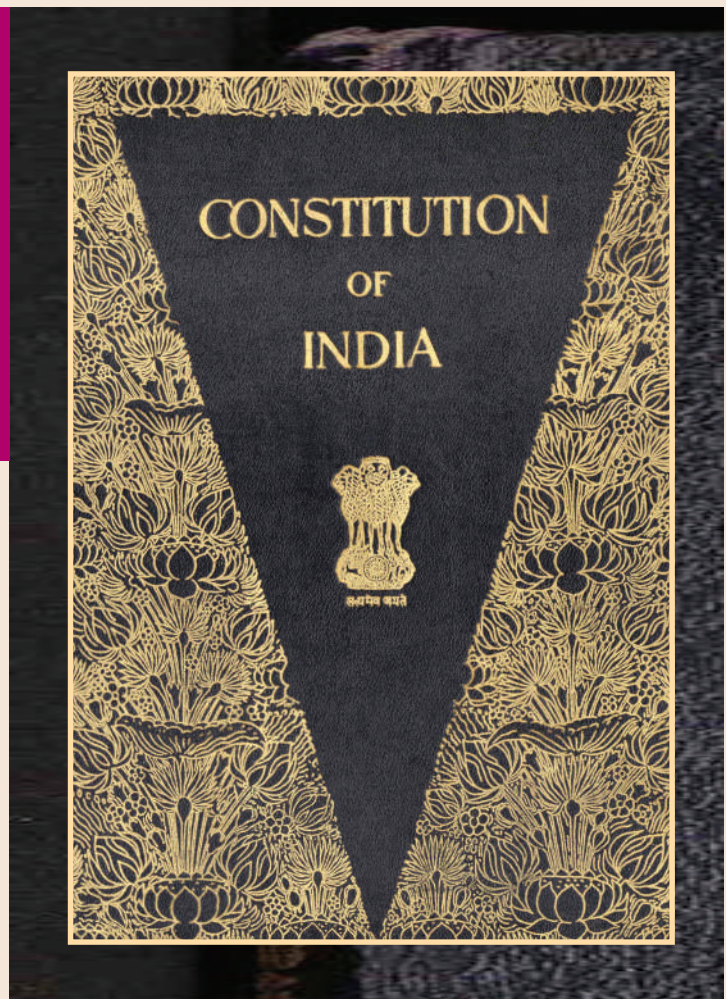


restrictions of freedom and liberty, and establish a just society standing on truth and values. The constitutional socialism is more focused on the issues of weaker sections of the diversified population, especially the working class, women, scheduled castes and scheduled tribes and to promote rural development in order to reduce the gap between the haves and the have-nots.

Gandhi advocated peace and fraternity as an article of faith, and unflinchingly emphasized the compulsion of lifting of the rural economy bringing home the truth that India lives in its villages. The Art.40 of the constitution advocates this objective by establishing the village panchayat. The 73rd and the 74th constitutional amendments further strengthen the spirit of the socialist idea of Gandhi and the end result is one lakh panchayats were established across India which further delegated the State powers in to local administrations. Marxian idea

● A constitution is not the act of a government, but of a people constituting a government, and a government without a constitution is power without right. A constitution is a thing antecedent to a government and government is only the creature of a constitution. ●

Mills Vs The Union of India, Excel Ware Vs the Union of India, D.C. Nakkari Vs the Union of India, etc. The socialist idea of our constitution was originated on the spirit of some of the socialist philosophies propounded by Jawaharlal Nehru, Dr. B.R Ambedkar, Karl Marx and Mahatma Gandhi. The congress party, which led and gave shape to the freedom movement, had at least from 1931 consistently insisted that independence must come hand in hand with socialism. Democratic socialism is supposed to end all kinds of inequalities, discriminations, exploitations and





of socialism is reflected in the Art: 39 (b) and the Art:39(c) of the constitution. These articles perform a vital role in creating a socialist society by imposing a moral duty on the State to frame a policy that the ownership and control of the material resources of the community are so distributed as best to sub-serve the common good. Further the State shall, in particular, direct its policy securing that the operation of economic system does not result in the concentration of wealth and means of production to the common detriment. The upliftment of weaker sections of the society including women, scheduled castes and scheduled tribes is fundamentally the socialist idea of Dr. B.R. Ambedkar. Many provisions of the constitution safeguard women from exploitation and discrimination which include Articles 15(3), 23, 39(a), 39(d), 39(f) and 42 of the constitution. The democratic socialism tries to end all kinds of discrimination and exploitations of weaker sections thereby creating a just society which ensures Justice in social, economic and political terms equality of status and opportunity and thereby assuring freedom, liberty and dignity of individuals.

The Article 17 of the constitution is a socially progressive provision which

declares untouchability as an offence punishable by law. In order to fulfil the essence of the Art.17 of the constitution, the parliament enacted the Protection of Civil Rights Act in 1955. Many socialist provisions of the constitution safeguard various rights of scheduled castes and scheduled tribes, especially the Article 15(4), 15(5), 16(4), 16(4A) and 46. The directive principles of the state policy ensure social security and social justice by incorporating rights of labourers and working class. The Articles 39, 41, 42, 43 and 43A are more favourable socialist provisions of the constitution. The neo-liberal policies of the government including privatization and liberalization are fundamentally against constitutional spirits. Any political, economic and religious philosophy which does not satisfy equality, freedom, liberty of citizen should be rejected. Capitalism is a kind of such philosophy which could lead to inequality, restriction of freedom, discrimination and exploitation. Indian constitution is not a capitalist constitution whereas it is essentially a socialist constitution, even though the term "Socialism" is not defined in the Indian constitution.

Privatization of the public sector institutions is against the spirit of socialist constitution. Creating monopoly in any

particular trade or business is against the spirit of social and economic values of the constitution. In many areas, monopolization of business is an usual practice, especially in the field of telecommunication, insurance, airways, oil and gas, information technology and automobile sectors. The promotion of public undertaking and preventing monopoly in trade and business is one of the duties of the State under the Art: 19(6) of the constitution. The capitalist ideas do not favour Indian conditions because it denies the basic human rights of citizens including violation of equality, freedom, liberty and dignity of the individual. The end result of privatization is more and more withdrawal of State from all kinds of welfare activities. This is the time that India should favour more on the socialist idea of the constitution to reduce the gap between the haves and the have-nots. In definition, India is a socialist country, therefore, it is the constitutional responsibility to make the nation a socialist Country in practice and spirit. The 20th February is celebrated by the United Nations as International Socialist Day. It is our responsibility as a member nation of the UN and largest democratic country in the world to ensure equal justice to every citizen of India in all walks of their life. ●



Career Counselling



Sebastian P J
Deputy Director of
Employment (PT)



What is Counselling?

Counselling is a broad term. In the general sense, counselling refers to the process of helping a person by providing guidance, moral support and exploring solutions for the problems being faced. “Counselling” is usually associated with a professional helping out an individual in need. This professional is someone who understands human behavior, their

personality and knows how to give the right direction to their thoughts. This professional is a person you can reach out to in times of uncertainty, and he can make sure that your identity and problems remain confidential.

The relationship between a Counsellor and a Counseee is based on good rapport and trust. This is important while counselling, as it helps the counseee to achieve the end goal, i.e., helping him or her to reach solutions to their problems.

What Is Career Counselling?

Career Counselling is a process that focuses on helping one understand one's own self, as well as work trends, so that one can take an informed decision on career and education. Career Counselling helps a person to manage a diverse range of problems such as low concentration levels to poor time management, trust issues with family to non-agreement between parents and children on which career one should choose.

In order to understand the importance of Career Counselling better, let us take a look at its most important elements:

A Qualified Career Counsellor

A genuine Career Counsellor is a source of right guidance, which is why he or she is the most important element of any career counselling process. Career Counsellors are experts in psychology, which means that they should hold at least a post-graduate degree in Psychology or Applied Psychology and/or a diploma in Counselling Psychology. Career Counsellors are professionals

The Career Counselling process is based on a relationship of trust and confidence between the career counsellor and the student. In order to help him or her, the counsellor may sometimes talk about their emotional and developmental issues, which could be a little stressful. The student and the parent need to place an enormous amount of faith in the counsellor to take care of such matters.

who give guidance for a particular field, such as engineering, management, hospitality etc. and thus must be experts in their own domains.

A good Career Counsellor is a problem solver, a keen listener and observer and he should have adequate knowledge of various fields so that he can people guide in their career decisions.

A Secure Environment

The process of career counselling involves creating a safe and secure environment, where the student feels at ease and is able to discuss his/her life and career, without any hesitation. A part of this secure environment is the assurance of confidentiality of the information shared by the student.

An Agreement Of Trust And Confidence

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Relevant Psychometric Assessments

Psychometric Testing (Career Assessment) is a scientific and standardized process carried out to evaluate a person's aptitude and personality. Psychometric assessments are a Counsellor's tools, which are used to obtain the most important information about a student's behavior, emotional strength, interests, and skills. This information helps one to identify what kind of careers would be suitable for him or her.

Moreover, relevant and standardized assessments help a student to understand himself or herself better and subsequently career decisions can be made much more easily.

Why Do I Need Career Counselling?

All of us require career guidance at some point in our life. It helps us get insights about ourselves, our career and what we can do to improve it. Here are a





few ways in which career counselling could help us:

To choose the Right Career

Career Counsellors are experts at assessing your aptitude, personality, interests and other aspects. They choose the best career options from all the available and relevant ones.

To Provide Expert Resources

Career Counselling provides access to the resources and knowledge that a career expert possesses. This knowledge of careers, their scope and the paths to pursue them are most important from the point of view of a parent and child since on most occasions, parents or guardians do not have the kind of knowledge.

To Help Gain Confidence And Insight

Career Counselling helps a counsellee to understand the hurdles in his or her career. This knowledge helps one to develop the confidence to overcome these hurdles. It is the duty of a professional counsellor to provide the relevant insight and confidence for the counsellee.

To Help Change Unwanted Behavior Patterns

Students and professionals have habits that are hard to break, such as procrastination, not keeping updated on latest developments in their chosen career, neglecting emotional and mental health, not trying to self-motivate etc. A Career Counsellor helps one to break such behavioral patterns that could lead to unproductive activities, in school, college and at home and workplace.

To Help Remove Career-Related Frustration

Choosing a career can be a demanding task for both parents and children. A lack of any source of venting out emotions and thoughts may add to the existing frustration. Career Counselling provides a platform where such frustrations can be reduced and its focus is re-directed to selecting the best career options.

Provides A Role-Model

Career Counselling helps students to connect to experts who have enough life experience to share. They are role models who have accomplished much and

helped people in their life. That is why Career Counselling can serve as an inspiration to those who require it.

Helps Bring Stability In Thought

Career Counsellors can help you remain calm when it comes to taking a career decision. Counselling helps people to bring about focus and maintain it throughout in these activities. Through proper scheduling and planning, they try and make their life more organized.

Who Needs Career Counselling and When

The perfect time for students to seek Career Counselling is during the ages 13-17 years (8th standard to 12th standard). This is the time of many changes taking place in their life, both physical and emotional, such as transitioning from school to college and trying to “fit in” with peers. It is also the time when career decisions are made. This is the time when they need someone else to guide them in the right direction at the time.

Most of our parents are actively involved in shaping our career. In fact, at



Career Counsellors are experts at assessing your aptitude, personality, interests, and other aspects. They choose the best career options from all the available and relevant ones.

least 51% of Indian parents' priority is their children's financial success (Survey by HSBC Retail Banking and Wealth Management in its report titled "The Value of Education: Learning for Life"). We can safely assume that the parents follow a hands-on approach when it comes to making career decisions for us. Sometimes, it works and many a time, it does not. We can attribute this to the fact that every child is unique and it is extremely hard for parents or teachers to recognize their children's strengths weaknesses, passion and dislikes. This is another reason why career counselling is inevitable for a child.

- For students in college, who are still confused about what they want to do, as well as for professionals who want to move from their present field to something they love, career counselling helps in the following manner:
- Career Counselling helps them to understand the career options that they have and how to pursue them effectively.
- Career Counselling helps them understand their own strengths and weaknesses with regard to their present course or profession and lets

them know what career they would be suited for.

- Career Counselling gives them a platform to voice their opinion about what they would like to pursue, as well as discuss the obstacles that they may worry about.
- Career Counselling makes the transition from one field to another a non-stressful event.
- Career Counselling helps give them with the required confidence to change their domain, with the support of an experienced mentor.

What Career Counselling Is Not

There are some common misconceptions about career counselling. Let us take a look at what career counselling is not:

- It is not general advice about careers, courses and curriculums.
- Career Counsellors help you pick the best career options, based on your abilities. Their suggestions and guidance are unbiased.
- It is not a short-term process that gives instant results.
- Career Counselling takes time, effort and patience. It is a long-term process involving many changes on the part of the student.

- It is not a service that helps you get jobs or admissions in companies and colleges respectively.
- Career Counsellors are not affiliated to any academic institution. They only help you reach your optimum potential and enable you to aim for the best institutes and companies in your field.
- It is not a procedure that runs on trial-and-error.
- Career Counselling is a scientific process and involves making calculated moves, based on hard facts and methodical research.

What Are Career Assessments

Career assessments, simply put, are a set of tests, tools or analyses that help a student to understand how multiple traits like those of choices, likes and dislikes, personality etc. determine possible success and satisfaction with different career options and varied work environments. The beauty of career assessments is that there are no right or wrong answers; there are just answers that are best for you.

How Career Assessments Work

Before we go on to understand how career assessments work, it is important to know first how students today approach career decisions.

Broadly, there are two prominent trends as to how students make their career choices.

1. They identify their 'interest' and set off in the chosen path.

2. They choose what is popular and what their friends are going to do.

Both these approaches raise more questions than they answer, as both of them do not take into consideration the critical elements that influence career decisions in a big way.

The underlying process in career assessments is actually quite simple. Career assessments lay down all the possible elements one needs to consider while making a career decision, in fact, students are required to select a response that can resonate with them.

Thus, students keep towards their best-fit career, with the progression of the assessment, essentially making it easier for students to decipher their true interest and match it to other critical elements such as – skill, aptitude, personality, et al, required to take an informed career decision.

What is Included in A Career Assessment?

The inclusions of a career assessment vary from product to product, and company to company. While there are

some assessments that make use of obsolete techniques and parameters there are some others that are trying to bring about a pragmatic change in career testing and assessments. There are a couple of elements that are coherent to all assessments: – interest, aptitude and personality. It is the approach to test and the additional elements that are being tested are the ones that make the difference.

While some assessments simply ask the student to list their interest areas, and mark their personality traits, there are a few others that approach questions with situations and psychometric tools that are more scientific, advanced and progressive.

Mindler's proprietary 5-D assessment is based on a student's career decision and its exhaustive analysis of basic orientation, interest, personality, battery of aptitudes, emotional and social intelligence. It is the only assessment, so far, to have included a section on emotional and social intelligence, and to have gone as far as determining motivators for an individual.

What is The End Result of A Career Assessment

The end result of a career assessment is clarity. Career assessments not only help you to choose what career or stream is

the most suitable for you, but also promote understanding of self. The testing elements in a career assessment are designed to capture your style, personality, aptitude and many more. Thus, you have a better understanding of who you are, as a person and your strengths and weaknesses, when you go through the analyses and the report. This directly contributes to one's liking towards one or more careers.

This sort of introspection is a primary requisite for making career decisions at hand or those that might come in the future. Mindler's comprehensive 37-page career discovery report analyses each of the testing elements in detail, which includes description of the parameter tested, the performance on an element, expert analysis of performance and development plans to improve upon a particular element. The report is complete with analysis on a total of 56 elements, which includes 4 styles, 20 interest areas, 15 personality traits, 10 aptitudes and 7 emotional & social intelligence factors.

How Are Career Assessments Beneficial

Career assessments are designed to help a student discover their innate traits, skills and talents. A self-assessment, by the student can be particularly helpful for understand their strengths areas of development and finalizing on their career.

The biggest benefit is, of course, better understanding of one's career needs and possibilities based on who they actually are and discovering all the alternatives that could work for them. When coupled with professional counsel, career assessments could very well help one draft a roadmap for their entire career.

Many students today wonder, if not this, then what? Career assessments not only help a student make the right career call, they also provide the answer to what other domains you can go in, if not a particular one. Thus, at all times, a student has the flexibility of moving from one career domain to the other, if need be.

Additionally, career assessments also enable life-skills development for students. Mindler's world-class assess-





ment comes complete with development plans for building critical life skills like decision-making, teamwork etc.

Online Assessments Vs Paper-Based Assessments –

Which is Better

Career assessments formerly known as aptitude tests and interest tests have been prevalent for quite some time now. However, the newest rage is that of the online ones. Online career assessments provide the ease of accessibility, for a student may access them through their phones, tablets or computers, anytime of the day, as compared to a pen-and-paper test, which can only be written in the presence of a counsellor.

Online assessments, like the Mindler Career Assessment, provide access to analyses, reports, counsellors, mentors etc. through a single dashboard, which cannot happen with a pen-and-paper test, used by many counsellors even today.

Online assessments provide the administrator the possibility of exami-

ning how a student took the assessment by measuring the answering time for each question, thus ensuring that the assessment has been attempted properly. There are many checks that can be put in the assessment, which can measure the alignment of testing elements and which cannot be the case with pen-and-paper assessments. What if the student marks all A's, or does not spend enough time reading questions? It is a direct hit on a counsellor's efficiency to map the right career for a student.

When Should One Take A Career Assessment

There is no select time to take a career assessment. It is always better to get rid of your confusion at the earliest. Though this is an age where students as young as those in class 6 are paranoid, thinking of what they will do when they grow up. Mindler test is administer only to students of class 8 and upwards.

Though there is no compulsion, but we do suggest a career assessment is taken at three crucial junctions, for an

effective and hassle-free career progression.

- while making a stream choice
- while making a career choice
- while deciding on what to pursue for specializations (post-graduate studies)

Who Should Take A Career Assessment

Taking a career assessment is one of the easiest ways out of a career dilemma. If it is a confusion about the stream one has to take after class 10, or what career to pursue after class 12, career assessments have an answer. It is due to this flexibility that students, right from class 8 onwards, can take these assessments. Here is how career assessments come in handy for different career needs

Class 8, 9 and 10 Students

The biggest concern of these students is about selecting the right stream in class 11. Career assessments can help students figure out which stream and subject combinations align with their ambitions.



Class 10 and 12 Students

Students who are confused about the career they should pursue, can make use of career assessments. Some assessments suggest different careers that a student can venture into. Mindler Career Assessment, for example, suggests 5 best-fit career matches that a student is more likely to succeed in, providing a primary career option, a secondary one, and three other backups.

Undergraduate College Students

If one thinks career confusion takes a back seat when a student gets through to college is wrong. College brings another level of confusion, whether to pursue masters immediately or work. What to specialize in? Which college? These are some questions that college students often think about. A good career assessment, coupled with a little bit of research and counselling, can do the trick here and help students to formulate their own action plan.

Are The Results Accurate and What Makes Them Reliable

The reliability of a particular assessment is a factor of how credible is the research behind it. Another element that impacts the reliability of the assessment and accuracy of the matches is the context for which it is built. Skills, perceptions, motivations, aptitudes and traits vary from person to person and widely fluctuate across cultures, geographies and demographics. It is thus obvious that a good career assessment should capture the testing elements for all students in a standardized manner.

The third thing that affects reliability are the people behind the assessment. The professional background of the team that has created the assessment, and is going to counsel you or your child is extremely important.

Mindler is powered by the world's largest research on modern career avenues and is recognized by global bodies like National Career Development Association (NCDA), USA and Asia Pacific Career Development Association (APCDA), Taiwan. Mindler is also the

winner of Economic Times - Power of Ideas 2016 and is acknowledged by the Centre for Innovation, Incubation & Entrepreneurship – IIM Ahmedabad and Department of Science & Technology, Government of India.

Mindler is run by a team comprising of alumni from ISB, Harvard, IIT and some of the leading psychologists across the country. Our assessment tool and research was executed by a team of over 25 PhDs and our board of advisors include industry experts, academicians and career experts from across the globe.

What's the best way to use the assessment? Should I keep a primary and secondary option?

Career assessments are a guide to introspection, analysis and planning your own career. However, if the conclusions are not interpreted correctly and accurately, you could end up making the wrong career choice. It is exactly here, that you would need to get in touch with a career counsellor to explore various career possibilities that arise from your career assessment. ●



Codification of Labour Laws : Open War on Workers' Rights



A.R. Sindhu
National Secretary, CITU

The class struggle in India is reflected in the formation of labour laws and the changes in it all through the years. It is all the more evident during the neoliberal era.

In the neoliberal era, there has been continuous and consistent effort from the ruling classes through various governments to change the existing labour laws to curtail the labour rights. At the same time, there have been big struggles by the working class, particularly by the unorganized workers under the leadership

of the trade unions for the change of labour laws in favour of the working class.

It is notable that the major changes or making of the laws during this period in favour of the working class were based on some 'welfare measurers' rather than directly acknowledging their 'rights'. The BOCW Act, Unorganised workers Social security Act, various pension and welfare schemes are notorious for not having any budgetary or institutional support for implementation.

At the same time, the changes in favour of the employer classes (in the name of labour market flexibility) were

taking away the basic rights such as eight hours work, definition of workmen etc; also a few other clauses for providing protection from the exploitation of socially oppressed classes, such as Amendment to the factories Act, furnishing of annual returns exception act, apprenticeship act, Child labour act, fixed term employment, night work act etc.

Present Changes and Codification

There were consistent efforts by various governments from 1991 for changing the labour laws starting with the 'exit policy' by Narasimha Rao government. The design for the current changes was made much earlier with the recommendations of the Second National Commission on Labour appointed by the BJP led NDA government under Vajpayee in 1999. Due to united resistance by the working class, the successive governments in 1990s were able to move only a few piece-meal amendments to the labour laws, which are indeed insufficient.

RSS controlled BJP government under Narendra Modi which came to power in 2014, rolled out a plan for the total codification of the labour laws. When it was in the process of drafting and legislative deliberations the state governments were encouraged to enact labour laws in the same way that was done by the BJP ruled Rajasthan and Madhya Pradesh Govts.

The trade union movement, through massive mobilization of the people, could stall the passage of the labour codes during Modi's first tenure as PM, but when the Modi came to power in 2019 he acted fast by passing the Labour codes. After the code on wages had already been passed, all the other three codes were introduced and were ready to get them passed within a short span.

Labour Codes

All the internationally acclaimed basics of the rights of the working class like the eight hour working day, minimum wages, retirement benefits, the freedom of association and right to collective bargaining have been taken away through the codification.

Let us also examine the contents and changes made in codification of the labour laws.

1) The Code on Wages Act 2019

This Code has replaced four wage related Acts by a single Act in the name of 'simplifying' and 'rationalizing'. The Payment of Wages Act 1936, the Minimum Wages Act 1948, the Payment of Bonus Act 1965 and the Equal Remuneration Act 1976 were amalgamated into the "Code on Wages 2019". The fixation of minimum wages, calculation of bonus and their prompt payments without any delay or denial along with ensuring the payments of wages or remunerations and other payments like overtime allowances or incentives and other payments incidental

to wages are supposed to be the main focus of this Code. All these got diluted in the Act of the Fixation of Minimum Wages. In spite of the Recommendation of the Parliamentary Standing Committee on Labour, which considered the bill, the Wage Code Bill totally neglected the criteria for fixation of minimum wages as per 15th ILC and Supreme Court decision on Raptacose Brett case. The fixation of minimum wages was deliberately left to the discretion of the government- both the central government, and the state governments. Though it provides for the constitution of a Minimum Wage Advisory Board, the recommendations of the Boards is not binding on the governments. Accordingly, the calculation of the





government of India provides for the starvation wages called National Floor Level Wages which currently pegged at Rs.176 per day!

Owing to consistent struggle by the United Trade Union movement, the formula for minimum wage fixation has been included. However, in the draft rules framed by the government, this Rule is still in the draft stage and has not been officially notified as final.

The bonus eligibility and quantum ceilings, have been retained in the Code in utter disregard to the long standing demand by all trade unions to remove the same. The existing mandatory provisions to supply the balance sheet to trade unions or workers to calculate bonus have also been omitted.

2) The Occupational Safety, Health and Working Conditions Code Bill, 2019 (OSHC Code)

This Code seeks to amalgamate and subsume thirteen enactments related to factories, mines, dock workers, building and other construction workers, plantation workers, contract labour, inter-state migrant workers, working journalists and other news paper employees, , motor transport workers, sales promotion employees, beedi and cigar workers, cine workers and cinema theatre workers. The Code, repeals-i.e., throws into dustbin the following extant laws (1) The Factories Act, 1948. (2) The Mines Act,1952, (3)

The Dock Workers Act,1952, (4) The Building and Other Construction (Regulation of Employment and Conditions of Services) Act,1996, (5) The Plantation Labour Act, 1951, (6) The Contract Labour (Regulation and Abolition) Act, 1970, (7) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, (8) The Working Journalist and other News Paper Employees (Conditions of Service and Miscellaneous Provision) Act, 1955, (9) The Working Journalist (Fixation of rates of wages) Act, 1958, (10) The Motor Transport Workers Act, 1961, (11) The Sales Promotion Employees (Conditions of Service) Act, 1976, (12) The Beedi and Cigar Workers (Conditions of Employment) Act, 1966 and (13) The Cine Workers and Cinema Theatre Workers Act, 1981.

All the 13 Acts, basically related to the ‘right to life’ aspects of workers, which are going to be repealed by the OSHWC, pertaining to working conditions, principal employers’ obligations in case of contract work, clear-cut definition of wages, basic components and details of occupational safety and health as available in the parent laws. Tripartite implementation mechanism and above all



In the neoliberal era, there has been continuous and consistent effort from the ruling classes through various governments to change the existing labour laws to curtail the labour rights. At the same time there have been big struggles by the working class, particularly by the unorganized workers under the leadership of the trade unions for the change labour laws in favour of the working class.



enforcements have been diluted and or grossly altered only to the advantage of the employers. Through this amalgamation exercise, the violation and loot on workers by the employers are being legitimized.

3) The Industrial Relations Code Bill, 2019

It seeks to replace three important labour enactments, namely, the Industrial Disputes Act, 1947, the Trade Unions Act, 1926 and the Industrial Employment (Standing Orders) Act, 1946.

The 'industry' has been so defined to exclude all social, charitable or philanthropic services. It means educational, social and health services including corporate hospitals and educational institutions will be exempted from coverage of the law. This means lakhs of workers will be denied the right to form unions.

Unlike the other codes, in which the 'appropriate government' decide everything, in this code, the central government reserves the right to declare or notify any 'activity' that does not come under the definition of 'industry'.

More than one crore schemes like Anganwadi, Asha, Mid-day Meal have been conveniently left out of relevant definition in this code though they all were

recognized as 'workers' in the 43rd Indian Labour Conference itself.

Under this Code, there is no time limit for registration. In addition, the registrar may refuse to grant registration to the union.

On 'recognition of negotiating unions, negotiating council' does not specify the mode of verification as secret ballot but "verified in such manner as may be prescribed." The Code also provides for the recognition of central trade unions and federations by the Central Government as well as state trade unions by the state government under section 27. However, here again there is no clarity on the procedure by which such recognition is to be granted, thereby giving room for manipulations by ruling political dispensation.

More dangerously, the Code is openly interfering with the functioning of trade unions. Under section 7(i), it makes it mandatory for trade unions to hold elections every 2 years to elect their office bearers. Section 93(1) provides that no person can be expelled from a trade union for refusal to take part in a strike that is considered "illegal" or be subjected to any disciplinary action. Then Section 93(2) enables such 'strike-breaking worker' against whom any such action is taken to

approach the civil court for 'relief' and the Code empowers the court to either grant the relief of restoration of membership or a direction to the trade union for payment of compensation or damages to the concerned worker.

This threshold to retrench or lay off, workers and closure without seeking government permission will be now "such number of workers as may be notified by the appropriate Government". The central government has proposed to bring in 'fixed-term employment' in the Act.

Now the Industrial Relations Code, virtually, bans the right to strike from the workers. If fifty per cent of workers go on "mass casual leave" it will be construed as 'strike' as per the new Code.

4) The Social Security Code Bill, 2019

This is going to subsume the following nine Acts; (1) the Employees Compensation Act, 1923. (2) the Employees State Insurance Act, 1948. (3) the Employees Provident Fund and Miscellaneous Provisions Act, 1952. (4) the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, (5) the Maternity Benefits Act, 1961, (6) the Payment of Gratuity Act, 1972,



(7) Cine Workers Welfare Fund Act. (8) the Building and Other Construction Workers Welfare Cess Act, 1996 and (9) the Unorganized Workers Social Security Act, 2008.

The other social security laws or cess laws ensuring the financial back up to implement the social security to the workers by collection of cess, had been abolished during the passage of GST Act. The Social Security Code Bill, 2019, legally prevalent social security rights and provisions for a large sections of workers in the industries like Beedi, Iron-Ore Mines, Mica Mines, Limestone and Dolomite Mines are thrown to total uncertainty. Nothing has been proposed to them in this code. Similarly, the unorganized workers are left in the lurch without any government commitment for allocation of funds so as to address the minimum social security measures.

Some common features of this codification

Definitions of workman, employee, wages and allowance are used interchangeably in a manipulative way to exclude a large section of workers and deprive them of the coverage for the employers to misinterpret or discriminate the working people and to keep some sections away from ambit of this code itself.

In the case of sales promotion employees, the scope for industries other than pharmaceuticals is taken away from

the code. Apprentices, trainees and contract labour are excluded from the scope of “worker” and “employee”. The Code has excluded the definition of principal employer who engages subcontractor. Industrial Relations Code has been so drafted that a large section of workers and employees can be pushed out of coverage by terming them ‘supervisors’ or ‘managers’. Those who are said to be employed in the so called ‘supervisory capacity’ drawing wages more Rs.15,000/- will be excluded from the definition!

The universally and internationally accepted principle of “eight-hour working day” and “48-hour working week” are being sought to be abrogated and thrown at the mercy of arbitrary decision by the appropriate govt.

The system of labour inspection to ensure the effective application of the relevant legal provisions has been given a virtual go-bye in these Codes. All the Chapters changing of the nomenclature of the ‘Inspector’ into ‘Inspector-cum-Facilitator’ itself sets the tune of its dilution.

The entire codification exercise is full of stipulations like “as may be specified, as may be prescribed, may be framed”, in respect of almost all substantive provisions of the Codes for any change to be made in future in the provisions of working hours, safety, health criteria, norms for minimum wage, entitlement,

contributions, benefits and many other aspects remaining undefined in these Bills. This means after the Bill is passed, any future change in many substantive provisions of the Act could be made through executive decision superseding the Parliament and all the stakeholders, the workers and their unions, in particular.

The four Codes grossly violate and ignore several provisions of the conventions, protocols and recommendations adopted in the International Labour Conferences held every year by International Labour Organisation (ILO) all of which has been attended by the Govt. The very first ILO convention (C-1) and the convention on the hours of work (commerce and offices) (C-30 on working hours, convention on night work (Women) C-41 and C-89, C-87 of the ILO on freedom of association, C-98 on collective bargaining, Convention on tripartite consultations etc are violated by the codification. More than 40 conventions of the ILO is either violated or ignored.

Working Class Resistance

The working class of the country has been resisting the onslaught on the rights earned through decades of struggles and sacrifices. The irony is that all these hard earned rights are being taken away when the trade union movement in the county is observing the centenary of the formation of the first central trade union in India, AITUC in 1920. The joint platform of central trade unions has been continuously struggled to safeguard the rights. The recent All India General Strike on 8 January 2020 saw an unprecedented response from the working class, both organized and unorganized, support from the peasantry and common people and was participated by 25 crore people. The major demands were scrapping of the labour codes and the right for minimum wages, social security, freedom of association, in addition to the demand of no privatisation of the public sector, including the defence and railways.

However, the government is going ahead with the pro employer changes in the labour legislation. The country will witness intensified struggles to resist the onslaught on the working class and peoples’ rights in the coming days.●





***ADDRESSING THE
VULNERABILITIES OF THE STREET
VENDORS IN PUBLIC SPACE UTILITY***



Dr. Pradeep Kumar K.S
Assistant Professor
KSMD College, Sastham cotta

Public spaces are owned by the people and are meant for public use – to be accessed, enjoyed and used by all, for free. Public spaces include streets and pavements, promenades, parks, beaches, bridges, plazas and alleyways. Goods and people reach there for celebrations, demonstrations and the like. All of them contribute to the character of each place making them unique. Street vendors usually work in public space and street vending is an important source of income in every region of the world. In India, 4 per cent workers in cities are street vendors and in rural areas millions of people find their living by street selling goods on the street vendor does not deny others from using public spaces.

According to the street vendor protection Act 2014, ‘street vendor’ means a person engaged in vending of articles, goods, ware, food items or merchandise of everyday use or offering services to the general public, in a street, lane, sidewalk, footpath, pavement, public park or any other public place or private area, from a temporary built up structure or by moving from place to place. They include hawkers, peddlers, squatters and all other synonymous terms which may be local or region specific; and the words ‘street vending’ with their grammatical variations and cognate expressions, shall be construed accordingly.

Street vendors have access to public space through fare regulations. Many others work part time in public space and



make important contributions to their cities as well. Part time hawkers engage in different occupations, but they all have one thing in common; they lack legal and social protection. There are workers who have access to public space such as waste pickers, auto rickshaw and taxi drivers, rickshaw pullers, porters, cobblers etc.

The International Labor Organization's recommendation in 2004 states that governments should "Promote local development strategies, both rural and urban, including regulated access for use of public space and regulated access to public natural resources for subsistence livelihoods." To develop a regulatory model, an overall approach responsive to individual city is required. It should be critical to involve street vendors and other affected stakeholders. Participatory processes, in the design as well as the ongoing governance of public space management, should involve the stakeholder's trust and accountability which could ultimately result in more



sustainable and mutually beneficial outcomes.

Legislation

People use public spaces in different ways; like walking to and from work, riding bikes, playing music, sweeping and picking up trash, spending time with family and friends in parks etc. They are like the street vendors sell their goods and services. Authorities would use inclusive practices to ensure that everyone can enjoy their right to use public space. Working together with clear guidelines in a way that is fair to all will ensure using public spaces better for all. In reality, earning a living in public space is not easy. Authorities have introduced restrictions and end rules that are meant to stop vendors from setting up shop in certain areas.

Streetvendors face relentless harassment by police and local body officials, even extortion. Shops and markets have been demolished without serving any notice. In 1989, The Honorable Supreme Court in public interest litigation case pronounced the verdict that "if properly regulated according to the exigency of the circumstances, the small traders on the side walk considerably add to the comfort and convenience of the general public, by making available ordinary articles for everyday use for a comparatively lesser price. An ordinary person, not very affluent, while hurrying towards his home after a day's work can pick up these articles without going out of his way to find a regular market. The right to carry on trade or business mentioned in Article 19 (1)g of the Constitution, on street pavement, if properly regulated cannot be denied on the ground that the streets are meant exclusively for passing or re-passing and no other use". The national Policy 2004 suggests appropriate procedure. These procedures prescribed in the National Policy 2004 and 2009 should be incorporated in the Street Vendors (protection of livelihood and regulation of street vending) Act 2014, in order to access the public space.

The great thing about public space is that they are for everyone to use and enjoy and it is the responsibility of the authorities to make sure that happens. This is not an easy talk, because many



people want to use public space for so many different things, and public space is usually in short supply. Local government authorities make decisions and take actions that affect street vendors and other workers who work on public space, like carrying out evictions or issuing or refusing to issue permits and defining and allocating trading space. Street Vendors (protection of livelihood and regulation of street vending) Act say how government authorities must make these decisions and take these actions.

Limitation of the Act

On the basis of Street Vendors Act 2014, most of the state Government did take not steps to notify the rules and schemes for them. The major limitation of the Street Vending Act is that it is not applicable to Grama Panjayath. In the State like Kerala, it is difficult to differentiate a village and township. Most of the places in our state are township in nature. This Act doesn't made it clear where they are allowed to vend.

Issues

a) Migration

The Urban growth in India has largely due to migration from rural areas

and it due to various reasons such as lack of employment opportunities in their native place, skewed pattern of land ownership, natural calamities and search for better employment etc. Income gain seems to have had an important influence on their decision to migrate to urban areas. Those who were engaged in low income earning activity and claimed themselves as unemployed/under employed and they constituted the majority of the migrants. In street vending also a particular pattern of migration was seen as the development of highly fragmented urban labor market, different types of ethnic labour force participation

b) Evictions

Street vendor's eviction from public places are continuing inspite of the verdict by the Supreme Court and street vendor protection Act. There are restrictions imposed by local authorities and police also to stop street vending in public spaces. They regularly target street vendors for extra income. The goods and belongings of them are thrown to the ground and destroyed at regular intervals if they are not able to meet the demands of the officials. Unorganised workers are

often misunderstood and negative stereo typing and myths about their work still persist. This includes tax evasion breaking regulations, creating risks in public health and unfair competition. These narratives are often deeply entrenched in the public imagination and can motivate calls to remove informal workers from public space. In certain cities, authorities threaten street vendors, take away their goods or ask for a bribe to stay on. Many cities carry out evictions and even arrest street vendors. Some of these actions may also be a violation of street vendor's rights. Eviction processes were done without prior notice to street vendors. Most of the street vendors were not given an opportunity to hear on what they have to say, This leads to criminalizing street vendors. To justify many of these practices, authorities use the argument that they are "cleaning up" "decongesting" or "modernizing" the city. All of them make it hard for a person to earn a stable income, which affects both street the vendors as well as their families. Exclusionary practices, like eviction procedures lead to already-vulnerable workers force the vendors to poverty, rather than alleviate it. So,

adequate policies and legal frame work are needed to support and promote informal work.

c) Shrinking Public place

Another challenge for street vendors is that, the amount of public space available in cities is shrinking. Sometimes, this is due to privatisation of public space by selling or leasing public land to real estate developers. These developers often build gated communities or fancy malls where street vendors are prohibited from working. Cities may choose to privatize public land because they want to revenue or because they want to create an image of a so-called "modern" or "World Class" city. How can a city without street vendors be described as modern? In many cities, where officials are forced to gain a "world class" image, urban non organised workers, including street vendors, pay the price. For many government officials, creating a "world class" city means evicting unorganised workers from city streets and evicting many existing communities from their homes to make room for new private development. The true "world-class city" must be one where public spaces should be for everyone.



Address the vulnerabilities of the street vendors

Street vendors' livelihood Act clearly indicates the way in which we have to resolve the vulnerabilities faced by street vendors.

a) Town Vending Committee

It is a body constituted by an appropriate local body. Each town committee shall consist of Corporation or Municipal secretary as the chairperson and the number of members representing the street vendors shall not be less than forty percent. Who shall be elected from among the street vendors may be prescribed in the rules.

b) Survey and issue certificate of vending

Street vendors' survey must be conducted on a city as a whole. The survey must cover all street vendors in the area. The Town vending committee should conduct survey and shall ensure that all existing street vendors be covered by it. The survey shall be carried out at least once in every five years. During the survey, their original documents related to their address proof may be verified and certificate of vending should be issued, no Street vendors will be evicted before the completion of the survey. Street vendor who has completed the age of fourteen shall be issued the certificate of vending.

c) Preparation of town vending plan

Based on the survey findings, the Town vending committee should prepare a town street vending plan. It must contain the factors such as profile of the street vendors, spatial distribution of trading activities, determination of vending zones, estimates of holding capacity of vending zone, possible solutions and potential vending areas.

d) Use public space more efficiently

Street design and zoning policies can also create space for vending areas. The inclusion of distinct "multi-utility zones" can be built in space for vending. A new policy to require real estate developers to set aside 5 percent of their space for street vending activity. The act should clearly define the vending which



zone means an area or a place exclusively designed for vending purpose. The vending zone includes footpath, side walk, pavement, portions of a street, waiting area for public or any such place considered suitable for vending activities and providing service to the general public.

e) Create infrastructure to vendors

Cities can upgrade their infrastructure to assist hawkers and create better functioning and more pleasing urban environments. Constructing high quality stalls, lockers and common roof over street vendors' areas increase their legitimacy and eliminate the need to transport their goods to and from home each day.

f) Training and skill development

The aim of training programmes for all street vendors on aspects such as their rights and responsibilities, specific policies or laws related to street vendors, food safety, maintenance of hygiene, waste disposal etc.

g) Financial inclusion

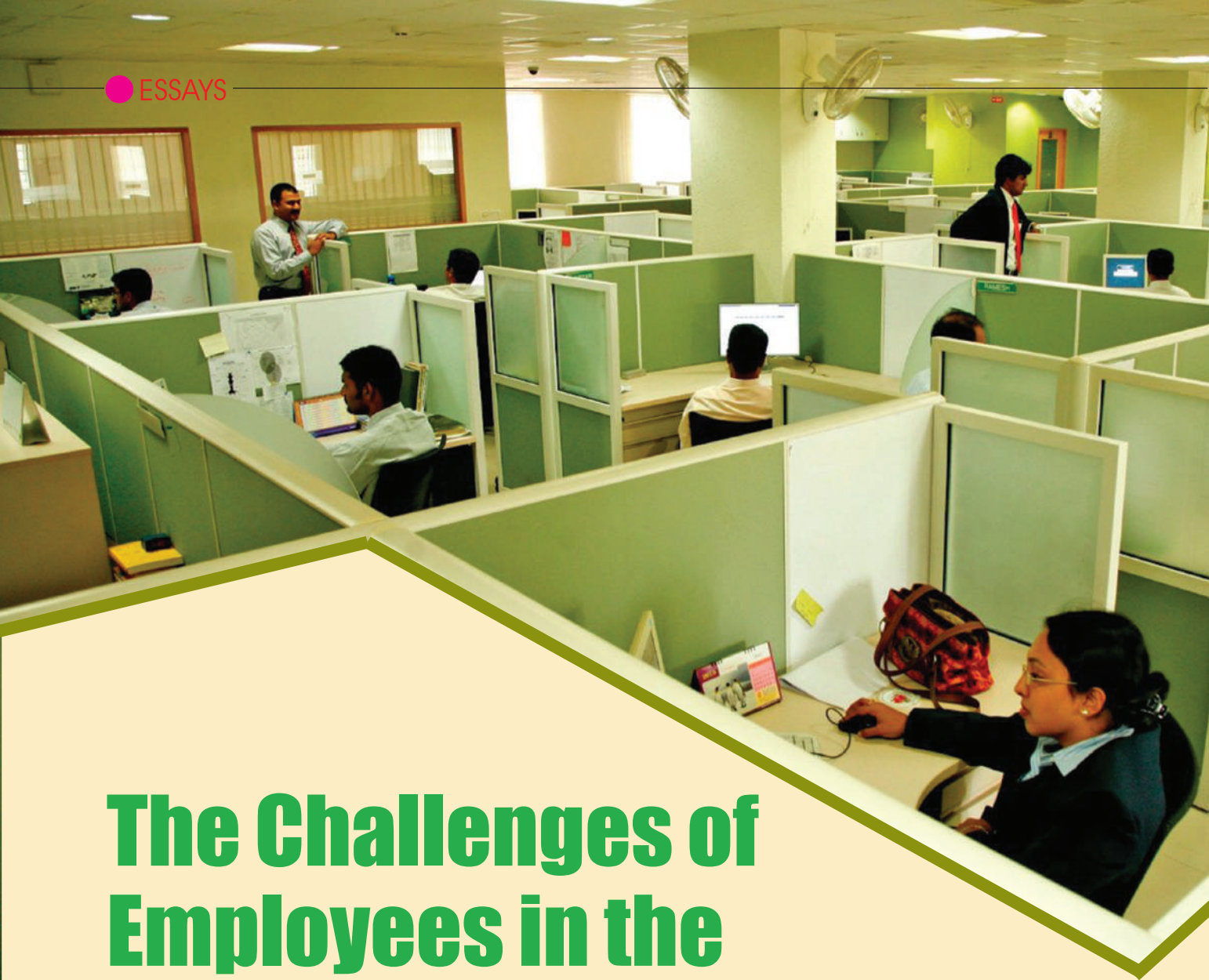
Street vendors are often unable to access organised banking service as they lack identity documents, proof address,

tenure or legal rights over their place or business and evidence of trade and professions. The aim of inclusion will be to ensure that all street vendors have bank accounts and are included in financial literacy programmes organized by the banks.

h) Linkage with social security schemes

In order to bring the street vendors within the ambit of social insurance and to provide coverage from risks or uncertainties, all street vendors will enroll in the insurance scheme proposed by the government.

Modern street vending plays a vital role in the urban economy, as a source of occupation, revenue and value to the economy. Street vending provides a flexible link in economic supply chains, gives vitality to urban street and provides affordable goods for many residents. Proper design guide adopts a rights based approach to development, building on the paradigm of the right to the city, which argues for a right for all urban inhabitants to access the benefits of urban life, including street vendors.●



The Challenges of Employees in the emerging India



A. Abdul Safer
Member, Teaching Staff
Kerala State Civil Service Academy
Thiruvananthapuram

A cursory glance at the workforce of India reveals a unique dichotomy. The organized sector, which enjoys a fairly stable wage structure, is often highly regulated and employs a fairly low percentage of the total workforce. This, while the unorganized sector still employs a large number of the workforce who often work in unregulated conditions on fairly low wages. Out of the total employed within the formal sector, a significant percentage of the population finds employment in the

public sector while the private sector, although in the news most of the time, ends up getting the least share of the pie.

Of late, both the sectors, the private and the public, are increasingly using labour substituting technologies. Increased automation and adoption of newer technologies have led to many talent shifts. Most of these talent shifts have come at price for many being fired or redeployed. Take the recent cases of the layoffs that have happened in the IT and Telecom sectors. The impact of the changing nature of work is bound to spread to many sectors, as well.



The future of Jobs according to the World Economic Forum, published last year, the nature of skills is changing faster than ever before. Technological disruptions like machine learning and robotics will lead to the automation of specific jobs. Currently, Mobile Internet and Cloud Technology, together with big data applications, are considered the biggest drivers of change. Moving towards 2025, the report shows a significant rise in robotics, autonomous transportation and artificial intelligence. These disruptions would free up workers for newer tasks and their employment would demand an update of their skill sets. Even the jobs that are relatively stable may require a regular upgrading of skill sets as they now operate in constantly business climates. By 2025, more than a third of the desired core skill sets of most occupations will have skills that are not considered crucial to the job today. Such shifts in talent preferences are bound to impact the global economy and the way we look at growing the ambit of jobs within the organized sectors in India. In order to counter the negative effects, many labour reforms are being considered.

The Code of Wages Bill, which is currently in the Lok Sabha, is a part of the governments' efforts to rationalize the current Labour Acts of the country. As a part of this reform, the Code on Wages Bill 2017 will subsume 4 existing laws of wages - the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the Payment of Bonus Act, 1965, and the Equal Remuneration Act, 1976. Once the Code on Wages is enactment, all these four Acts will get repealed.

Universal Basic Income

Universal Basic Income is the concept of providing each individual of the country a fixed amount of money that is distributed through the government and other public means. Although the concept was originally discussed within the Planning Commission during the 1960s, it has recently resurfaced as a possible alternative to many welfare schemes, currently operating within the country. The IMF recently came up with a statement that pegged UBI as more an effective solution to energy "tax subsidies" which are "typically characterized as fraught with inefficiencies and inequities". Although many believe that an introduction of UBI might create distortions within the labour market and increase the fiscal responsibility of the government. The changing nature of work might soon require the government to create some kind of social security net as soon as the workforce find themselves in need of adapting to changing talent preferences quite often. In addition, to being a vital tool in eradicating poverty, the UBI might soon become helpful in counteracting automation - based unemployment.

Minimum Wages

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laws of wages - the Minimum Wages Act 1948, the Payment of Wages Act 1936, the Payment of Bonus Act 1965 and the Equal Remuneration Act 1976. Once the Code on Wages is enacted all the four Acts will be repealed.

The aim of the Bill is to provide a national framework of setting minimum wages, increasing the ambit of people who are impacted by it and creating a system of updating minimum wages with the passage of time. It also introduces the concept of statutory National Minimum Wages for different geographical areas.

It will also ensure that no state government decides on the minimum wages below the National Minimum Wages for that particular area as notified by the Central Government. Although helpful to

the employees in principle, its approval by Lok Sabha without significant changes and its eventual implementation would still remain a formidable.

Labour Laws

The formation Code of Wages Bill is a part of a larger move by the Central Government to codify the various different Labour Acts into four broad categories such as Code on Wages, Code on Industrial Relations, Code on Social Security & Code on occupational Safety, Health and Working Conditions. Many have suggested that such codification process of Labour Laws in India stand to benefit the working community as a whole including employees and employers-as they reduce the complications and frictions that arise and help streamline the process. Labour Law reforms are also

necessary to introduce greater flexibility in their implementation as they help the ease of doing business. This according to the NITI Aayog's Ease of doing business report is the reason why many firms tend to avoid labour-intensive sectors, owing to cumbersome compliance with labour related regulations. Although such moves might be beneficial, the debate for such a change should include the parties affected and taking a hasty approach to this end would not be welcome change.

Skill Development Programs

The final component of preparing the workforce of tomorrow is to create exhaustive skill building and training programmes in tune with the incoming changes. This ensures their quick absorption into the economy again. Although, in recent times there has been an increased focus on creating robust skilling programs, but the results seem to be far off. The data revealed regarding the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) stated that of the 30.67 lakh candidates who had been trained or had been undergoing training across the country in June 2019, only 2.9 lakh received placement offers.

The impact of automation and changing nature of work are also spreading to many 'urban-centric' jobs for which people require reskilling, instead of the traditional skill-building activities. This is a gap where the private players, due to their quick response time and expertise in content, can effectively bridge the gap. Our skill development plans should aim at addressing such issues in a comprehensive and focused manner.

Economic growth is the bedrock of any job growth strategy. Thus it comes as a little surprise that one of the ways that the government aims to boost productivity and in turn create avenues for job growth, is to undertake significant labour law reforms. However, the changing nature of work points to a world where increased productivity and efficiency do not necessarily lead to the increase in number and quality of jobs. So, in order to offset the negatives of changing talent preferences, both the private and public sectors, have to be taken to fulfill the need to address tomorrow's ability to sustain. ●





Career Development Centres (CDC)



S. Chandrasekhar, IAS
 Director
 National Employment Service
 Kerala

Career Development Centre (CDC), the new initiative of Department of National Employment Service (Kerala), is an extension centre of Vocational Guidance unit of the District Employment Exchanges. The centre will be a destination from where the individuals can obtain authentic and dependable solutions for all kinds of career issues being faced by them. Through the system-

atic functioning, the centre can be a catalyst for the career development of all children which will eventually the society to the total development. It implements a series of follow-up actions right from the studentship to the attainment of an employment. The centre will adapt the latest findings and appropriate tools in the career management to address the career issues of Kerala.

The Vocational Guidance units of the department are working only in the

head quarters of each district. The service of the unit is not easily accessible by guidance seekers of remote rural areas of districts. Majority of the rural job seekers, especially from Scheduled Caste and Scheduled Tribe communities are not aware of the services rendered by the Vocational Guidance unit.

Project Location

The Department aims for the inception of CDCs, in a phased manner, along with all the Town Employment Exchanges even in rural areas where the necessity of such centre is felt.

Functions

The term "Career Guidance" is defined by ILO as follows: the service and activities indented to assist individuals, of any age, at any point throughout their lives to make educational, training and occupational choices to manage their career scope. It is a comprehensive, developmental project designed to assist individuals in making and implementing informed educational and occupational choices. A career guidance and counsel-

ing program develops an individual's competencies in self-knowledge, educational and occupational exploration and career planning.

Objectives of Career Development Centre

1. Collect all career information from available sources and document it on a sophisticated software for ready use of individuals who visit the centre. Day-to-day updating of the information is necessary. It will be a one of the biggest career information data banks under the control of the government.
2. Provide solutions to all individuals for different kinds of career issues in the official capacity
3. Help people to set goals for a rewarding career.
4. Provide information about employment trends and opportunities
5. Provide information about traineeship or apprenticeship
6. Help people to prepare resume or C.V
7. Assist job seekers to analyze occupational changes and labour market trends
8. Test job seekers' skills, abilities and interests and analyse their capabi-





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- litites for suitable employment.
9. Provide facilities for individuals to formulate an action plan for career search.
10. Formulate special programmes for SC, ST women job seekers to identify and obtain appropriate placements at particular age.
11. Conduct PACE (Parents And Career Educators) and TACE (Teachers And Career Educators) workshop for parents and teachers of Secondary Schools.
12. Conduct career guidance and counselling workshops by professionals.
13. Special programmes for teachers in career education from time to time. Formulate a scientific curriculum for this programme in consultation with professionals of career management
14. Conduct career guidance classes in all schools
15. Special career guidance programme for special groups of individuals such as graduates, post graduates, engineering diploma holders, engineering graduates, ITI holders, physically challenged individuals, woman job seekers, self employment seekers, individuals belonging to SC and ST communities etc.
16. Provide soft skill training to skilled workers to develop entrepreneurship and personality enhancement. This programme can lead them to self employment projects.
17. Help individuals to fill in the application forms for various interviews, examinations online free of cost.
18. Formulate special programme like KAB(Know About Business) of the ILO to develop entrepreneurship among children.
19. Develop different programmes to improve the quality of writing and communicative efficiency of children in the English Language
20. Develop various programmes in career development for department staff and conduct training for them in the future
21. Prepare career posters for exhibition
22. Conduct workshops on career opportunities abroad
23. Direct candidates to employability centres on completion of assessment and encourage and train them to participate in the job fest conducted by the Department and KASE.
24. Incorporate other programmes suggested by the advisory council after the approval of the Director of Employment.

Services rendered by Career Development Centers

- Trainings for Competitive Examinations
- Personality Development Programmes
- Career Guidance and Information classes for Educational Institutions and Voluntary organizations
- Special programmes for rural and backward areas
- Special programmes for Scheduled Caste and Scheduled Tribes
- SMS and Email facilities for information and communication●

KERALA ANNOUNCES CAREER POLICY



P. Rajeevan
Employment Officer (VG)
District Employment Exchange,
Kozhikode & Manager
Career Development Centre, Perambra

Career Development Centre, Perambra, Kerala is creating yet another model by becoming the first state in the country to bring out a comprehensive career policy. The preliminary discussion on the draft career policy has already been conducted. Efforts are on to bring out the final document after incorporating the opinions that were voiced during the presentation of the draft document.

Career and career guidance

The term 'career' has several connotations. To some people, it simply means a job or a profession, but to some thinkers, career is life itself.

The world-famous Indian career psychologist, Dr. Gideon Arulmani, defines it as a "volitional direction of energy and specialized effort towards meeting societal needs through a specific area of work which one gained not only material reward but also the



opportunity for the realization of personal potential".

Career should be an engagement which can bring out the capabilities inherent in a person in addition to providing him or her with a livelihood. It must be conducive to achieving social goals. Career, when defined in this way, touches the life of every person. This applies to all jobs, whether they are small or large. Career development is the phenomenon through which the person finally attains a suitable job and thereby becomes self-reliant.

This career policy intends to provide a suitable environment for career development of every person. This can be done in Kerala by utilizing career guidance which is highly modernized and a lot of developed countries have successfully used it as a tool for human resource planning.

Career Guidance

The definition of the concept, Career Guidance, can be clearly understood from the definition given by the International Labour Organisation. The ILO defines career guidance as services and activities intended to assist individuals, of any age and at any point throughout their lives, to make educational, training and occupational choices and to create their own careers.

A person has to deal with several complexities when confronted with the issue of taking decision in the areas of education, training and employment. It is an area fraught with confusion. A lot of importance has to be given to the aptitude, ability and skill of the person making the choice. The dynamics of the employment market has to be closely watched and analysed constantly. The services of a professional with expertise are essential in planning the career of the individual from education to employment and then to self-actualization.

In India, we do not have even 5 per cent of the required number of such professionals. The situation in Kerala is no different. A lot of us are of the intuition that career guidance means imparting information about careers, courses and educational institutions, but this is only one of the aims of career guidance. In a wider sense, Career

Guidance is a very comprehensive program that enables the individual to constantly develop his or her skills and other capabilities during the period of education and employment.

Career policy

Following are some of the important career issues noticed in Kerala

- 1) Inadequacy of adequate number of career practitioners.
- 2) Most of the practitioners are employed in the private sector.
- 3) The institutions and individuals are not depending on a policy and research studies
- 4) The role of the Government in the Career Guidance field is minimal.
- 5) The misconception that career guidance is all about giving career related information
- 6) There is no provision to consult private career guidance institutions
- 7) There is not research going on in the field of career guidance.
- 8) The methodology used for studying the job market is old and requires change
- 9) The choice of bright candidates is restricted to just one or two courses
- 10) Although the Government of Kerala is making substantial investment in the field of education, yet this is not reflected in the number of students who get admission to top educational institutions in the country.
- 11) The students are not able to secure top ranks in entrance exams at national level.



- 12) There is no significant increase in the number of people with professional skills
- 13) Career guidance services are not accessible to the common man because of the high fee structure existing in the private sector
- 14) Due to extensive advertisements and marketing strategies, a lot of students join courses for which employment prospects are comparatively low.
- 15) There is no agency in Kerala where a parent clears his or her doubts regarding the selection of educational programmes.

These are just a few of the several problems facing our society. The purpose of framing a career policy is to find effective solutions to such problems.

Career Development Mission and Research Centres

The objective is to work in a “mission mode” so as to fulfil the target set by the career policy. In pursuance of the policy, a State Career Development Mission may be formed for the state and District Career Development Mission for each district as well. All career related activities of the state should be under the control of this mission. In all districts, Training must be given to people who are interested in providing career guidance. Those who successfully complete such training should be given certificates. They will be permitted to give career guidance services, except career counselling, to the individuals who need it.

The field of Career Guidance emerged from the study of psychology,

economics, statistics, sociology etc and it is for this reason that any attempt to modernise the process involved in career guidance can take place only through extensive scientific research. A research institution should be established to promote research in the area of psychometric tools, collection of career related information, digitalisation, employment market information and development of modern training system for career practitioners.

Regional Residential Centre For Competitive Examinations (RRCFCE)

Entrance and competitive examination training centres will be started in Ernakulam, Kozhikode and Trivandrum districts to improve the success rate of students from Kerala in national level



entrance and competitive exams. This decision will enable the students of our state to get admission in prestigious national institutes and other centres of excellence.

It also aims to improve the representation of candidates for all posts in the defence force by increasing the admission of students from Kerala in various sainik schools and military schools. This will in turn increase the number of students from the state who qualify for KVPY (Kishor Vaigyanik Protsahan Yojana) scholarship.

Areas that need career development services

1. Schools
2. Colleges
3. Technical education institutions



4. Students who are facing high risk in studies
5. Rural youth
6. Unemployed youth
7. Skilled employees and those who have minor jobs.
8. Those above the age of 50.
9. Disadvantaged sections

6. Group Counselling
7. Employment Market Analysis
8. Employment Counselling
9. Pre- Interview Discussion
10. Mock Interview
11. Skill Development Activities
12. Job fairs
13. Job Portal
14. Information on Foreign Education
15. Entrance Coaching
16. Personality Development Programs
17. Foreign Language Training
18. Placement Activities
19. National and International Seminars
20. Program for Life Long Learning

Career policy approach

The individual is the central point of all career development activities. The primary function of career policy is to empower an individual with the necessary skills to make right career choices. An in-depth analysis of international, national and local career environment, a compilation of high-quality career information and timely modernisation of career development agencies essential for creation of new ones as per requirement. Giving proper training to the employees who manage career service agencies and their coordination also form part of it.

Career Guidance services as envisioned in the policy

1. Career Education
2. Career Information
3. Career Counselling
4. Psychometric Assessment Tests
5. Goal Setting

Summary

Career guidance is the basic right of every individual. If an individual can make right decisions at the right time in his or her life, such individual can get best results. There should be an environment which ensures the availability of human resource training for each and every person who wants it. The development of every person in the society should thus become the basis of national development. The career policy will undoubtedly become a major milestone in the development of the state's Human Resource Development. ●

Attitude Development for the Success in Life



P.K. Sankarankutty
Former Deputy Director of
Employment and Consultant, KILE

The word 'attitude' is one of the most important words in the English language. It applies to both personal and public life of a person for his or her success in life. It springs from the inner part of the mind. There are two kinds of attitude: positive and negative. Positive attitude is always a stepping stone to success, whereas negative attitude will be a stumbling block. At the time of birth, attitude of all human beings is the same, but changes happen when passage of time occurs due to various factors. Harvard University is a pioneer in conducting researches into the process of attitude development. William James, a great scholar and professor of the University, has conducted many a number of researches on the subject. His important findings narrate "The greatest discovery of my generation is that human beings can alter their life by altering their attitudes of mind".

As already told there are certain factors that determine the attitudes of mind. They are Environment, Experience and Education. The term environment is very broad and it depends on the house of birth, place of living, school and other educational institutions which he or she attends, social background, cultural

background, religious back-ground, traditions and customs, media, political background etc. Experience is the day-to-day activities one shares with other people. If one keeps company with people having positive attitude, he will have success, whereas if the company is with people having negative attitude, he will have face failures. Thus a person's character can be judged not only by the company he keeps but also by the company he avoids. The next factor for the development of attitude is Education. Education gives us knowledge and the knowledge gives us wisdom. Wisdom leads us to the success in life.

Avoid Procrastination

Procrastination is the state of mind in which there is a tendency to postpone things indefinitely without doing rightly in time. If we involve in this state of mind that will act as a parasite against the progressive life. Benjamin Franklin, the great literary man and thinker wrote: "Never leave till tomorrow which you can do today". So, if you have an idea of do a thing do it then and there itself and not procrastinate. The procrastination

adversely affects the positive attitude. Therefore, in order to achieve success in life avoid the habit of procrastination.

Motivation has an important role in building up positive attitude. Motivation is a driving force which ignites the mind setup for achieving objectives in life. There are two kinds of motivations. One is self motivation and the other is motivation by external force. The self motivation build ups in one's own mind by seeing the achievements of colleagues, contemporaries and people around him.



On seeing the life success of fellowmen, those with negative attitude will try to change it as positive by changing one's action positively. Motivation by external force also has a pivotal role in the development of attitude which by conceding to the valid advices of parents, elders, teachers and dignitaries to whom the person is depend on.

After accepting the above steps for developing attitude, an aspiring person has to follow certain things which are

indispensible. Ego and fear of failure should be avoided at all means. There must be planning in life for doing things in a systematic manner. A time scheduled programme may be chalked out and followed effectively from the beginning. This is applicable to students, professionals, businessmen and people belonging to all walks of life. Commit-

ment to work or duties is very essential for achieving objectives.

Ways to Success

After developing a positive attitude, a person is not expected to sit idle. The next three requirements are creating self respect or esteem, effort and hardwork or struggle. We must create a feeling that we are something and we can do something. Only then self esteem rises which in turn gives an inspiring mind. The only

possible way for achieving the objective is effort or work. The principle of Gandhiji "do or die" shall be adopted in day today life. If we face failures try again and again for victory. Try to convert the efforts with incessant action. It is an accepted fact that through struggle, anybody can achieve any thing in accordance with ambition in life. Globally, we can see a number of examples of victory gained by dignitaries through struggle. The famous scientist

Thomas Alva Edison, Former American President Abraham Licoln, Wright brothers who flew a metallic object in the air and the inventor of four wheeler, Ford, are some among them.

Edison failed more than 1000 times before he invented the electric lamp. While in the early time of school age, he was ousted from school stating that he was a stupid. He was given informal education by his mother.

There are many examples in India of those who reached the zenith because of their hard work or struggle. The former president and welknown scientist, late APJ Abdul Kalam's childhood was in extreme hardship and poverty. When he was a small boy, he helped his brother in his a chewing shop. Later on, he worked as a newspaper boy selling newspaper on a bicycle. He advised the people to have "desire, effort and satisfaction", for getting success in life through his famous book "The Wings of Fire". The great singer, K.J. Yesudas was discarded by the officials of All India Radio, Trivandrum, in audition test stating that his sound was poor. Instead of running away from his track of objective he tried again and again and became the wellknown play back singer of Indian cinema.

Be optimistic and hardworking, always without fear of failure. The motto in life should be "To strive, to seek, to find and not to yield". Victory will be there at your door step.●



Career Guidance

"Our Health Our Responsibility"



"Let's lead the fight to
overcome"

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