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ISSUE 70

IMPACT

INNOVATIVE MANAGEMENT PRACTICES
AND CREATIVE THINKING

A JOURNAL FOR MANAGEMENT PROFESSIONALS



INDIA GETS

2 COVID VACCINES

Greetings from **IMPACT**



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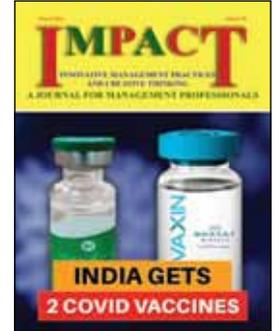
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Dear Readers,

March month is always cheer to many successful business people, since the profits will be worked out during the end of financial year. The legacy left by Britishers, still we cling on to their financial calendar, even though 7 decades have passed after getting independence.

India has successfully found a vaccine for covid19! Hope the new Financial Year will start once again with a Big Bang!

Let's All Start The New Financial Year with Robust Health and a Happier Mood!

Editorial Team

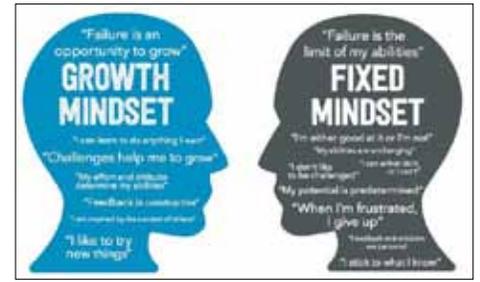
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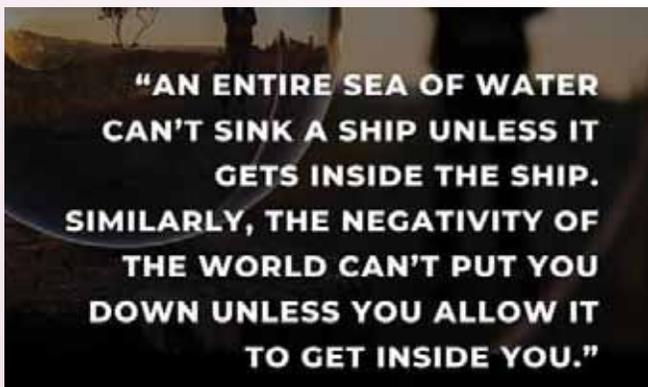
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Dates	Feb	Jun	Sep	Apr	Jan	May	Aug				
	Mar		Dec	Jul	Oct						
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1	8	15	22	29	Mon	Tue	Wed	Thu	Fri	Sat	Sun
2	9	16	23	30	Tue	Wed	Thu	Fri	Sat	Sun	Mon
3	10	17	24	31	Wed	Thu	Fri	Sat	Sun	Mon	Tue
4	11	18	25		Thu	Fri	Sat	Sun	Mon	Tue	Wed
5	12	19	26		Fri	Sat	Sun	Mon	Tue	Wed	Thu
6	13	20	27		Sat	Sun	Mon	Tue	Wed	Thu	Fri
7	14	21	28		Sun	Mon	Tue	Wed	Thu	Fri	Sat

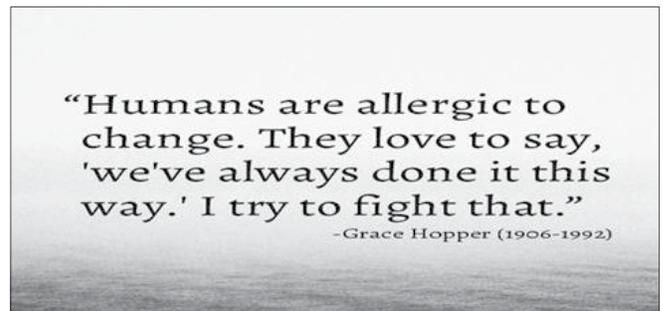
Strategies to avoid Negative Phrases and Look Positive

No matter how talented we are or what we've accomplished, there are certain phrases that instantly change the way people see the one who utters it and can forever cast the one who said it in a negative light. These phrases are so loaded with negative implications that they undermine careers in short order.

Few phrases listed below carry special power: they have an uncanny ability to make you look bad even when the words are true. Worst of all, there's no taking them back once they slip out. It is better to reframe those phrases.



1. “This is the way it’s always been done.” Technology-fueled change is happening so fast that even a six-month-old process could be outdated. Saying this is the way it’s always been done not only makes you sound lazy and resistant to change, but it could make your boss wonder why you haven’t tried to improve things on your own.



If you really are doing things the way they’ve always been done, there’s almost certainly a better way.

2. “It’s not my fault.” It’s never a good idea to cast blame. Be accountable. If you had any role—no matter how small—in whatever went wrong, own it.

If not, offer an objective, dispassionate explanation of what happened. Stick to the facts, and let your boss and colleagues draw their own conclusions about who’s to blame. The moment you start pointing fingers is the moment people start seeing



you as someone who lacks accountability for their actions. This makes people nervous. Some will avoid working with you altogether, and others will strike first and blame you when something goes wrong.

3. “I can’t.” I can’t is it’s not my fault’s twisted sister. People don’t like to hear I can’t because they think it means I won’t. Saying I can’t suggests that you’re not willing to do what it takes to get the job done. If you really can’t do something because you truly lack the necessary skills, you need to offer an alternative solution. Instead of saying what you can’t do, say what you can do. For example, instead of saying “I can’t stay late tonight,” say “I can come in early tomorrow morning. Will that work?” Instead of “I can’t run those numbers,” say “I don’t yet know how to run that type of analysis. Is there someone who can show me so that I can do it on my own next time?”

4. “It’s not fair.” Everyone knows that life isn’t fair. Saying it’s not fair suggests that you think life is



supposed to be fair, which makes you look immature and naïve. If you don’t want to make yourself look bad, you need to stick to the facts, stay constructive, and leave your interpretation out of it. For instance, you could say, “I noticed that you assigned Ann that big project I was hoping for. Would you mind telling me what went into that decision? I’d like to know why you thought I wasn’t a good fit, so that I can work on improving those skills.”

5. “That’s not in my job description.” This often sarcastic phrase makes you sound as though you’re only willing to do the bare minimum required to keep getting a paycheck, which is a bad thing



if you like job security. If your boss asks you to do something that you feel is inappropriate for your position (as opposed to morally or ethically inappropriate), the best move is to complete the task eagerly. Later, schedule a conversation with your boss to discuss your role in the company and whether your job description needs an update. This ensures that you avoid looking petty. It also enables you and your boss to develop a long-term understanding of what you should and shouldn’t be doing.

6. “This may be a silly idea .../I’m going to ask a stupid question.” These overly passive phrases instantly erode your credibility. Even if you follow these phrases with a great idea, they suggest that you lack confidence, which makes the people you’re speaking to lose confidence in you. Don’t be your own worst critic. If you’re not confident in what you’re saying, no one else will be either. And, if you really don’t know something, say, “I don’t have that information right now, but I’ll find out and get right back to you.”



Whenever you want to achieve something, keep your eyes open, concentrate and make sure you know exactly what it is you want. No one can hit their target with their eyes closed.

~ Paulo Coelho

7. “I’ll try.” Just like the word think, try sounds tentative and suggests that you lack confidence in your ability to execute the task. Take full ownership of your capabilities. If you’re asked to do something, either commit to doing it or offer an alternative, but don’t say that you’ll try because it sounds like you won’t try all that hard.

8. “This will only take a minute.” Saying that something only takes a minute undermines your skills and gives the impression that you rush through tasks. Unless you’re literally going to complete the task in 60 seconds, feel free to say that it won’t take long, but don’t make it sound as though the task can be completed any sooner than it can actually be finished.

9. “I hate this job.” The last thing anyone wants to hear at work is someone complaining about how much they hate their job. Doing so labels you as a negative person and brings down the morale of the

group. Bosses are quick to catch on to naysayers who drag down morale, and they know that there are always enthusiastic replacements waiting just around the corner.

10. “He’s lazy/incompetent/a jerk.” There is no upside to making a disparaging remark about a colleague. If your remark is accurate, everybody already knows it, so there’s no need to point it out. If your remark is inaccurate, you’re the one who ends up looking like a jerk. There will always be rude or incompetent people in any workplace, and chances are that everyone knows who they are. If you don’t have the power to help them improve or to fire them, then you have nothing to gain by broadcasting their ineptitude. Announcing your colleague’s incompetence comes across as an insecure attempt to make you look better. Your callousness will inevitably come back to haunt you in the form of your coworkers’ negative opinions of you.

All phrases listed above have a tendency to sneak up on the one who said it, so it would be better to practice the habit of not saying them by reframing our response to look positive always.

- INSTEAD OF SAYING..	+ CONSIDER..
WE CAN'T..	WE WILL FIND A WAY..
I AM SO SORRY FOR THAT	THANK YOU FOR THAT INPUT
IT'S NOT MY JOB	I'D LOVE TO HELP BUT I'M NOT THE BEST PERSON FOR..
I MIGHT BE WRONG.. / THIS MIGHT SOUND SILLY..	I RECOMMEND.. / MAY I SUGGEST..
I DISAGREE / I DON'T LIKE THAT / THAT WON'T WORK	I SEE YOUR POINT ALTHOUGH.. / HOW ABOUT WE CONSIDER.. / LET'S A TEST THIS ALTERNATIVE..
I DON'T KNOW..	I WILL GET BACK TO YOU ON THAT..

Syed Fazlullah Khan



Certified Project Manager (IPMA C) and MRICS with over 3 decades of qualitative experience in the Construction Industry. Formerly he was working with ETA Properties & Investments Pvt.Ltd., Chennai as Head – Projects. Presently, he is a Project Management Consultant for many Projects.

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Top 10 Artificial Intelligence Inventions in 2020

The inventions in Artificial Intelligence are thriving the pace of invention despite the existing pandemic.

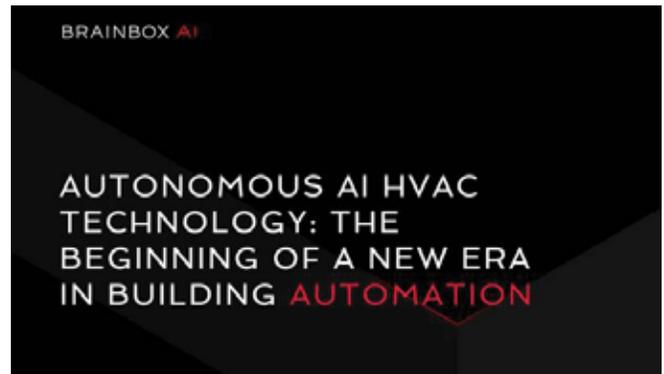
The year 2020 has surprised humans in many ways. From encountering a pandemic, addressing a global recession, and witnessing the global geopolitical changes, humanity is standing in ambiguous times. However, not everything is uncertain. Throughout the year, emerging technologies such as artificial intelligence, robotics, Internet of Things, and augmented/virtual reality, amongst others have spearheaded innovation with a promising future. These technologies have validated that despite the crisis, technology will transform the world.

Henceforth, Analytics Insight brings you the major inventions of 2020 that has shaped the world.



BrainBox AI

BrainBox AI is the most revolutionary technology gifted to humanity. It utilizes self-adapting artificial

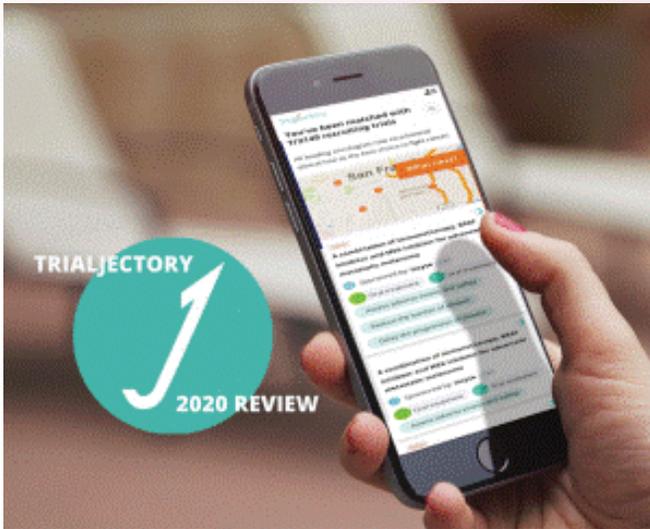


intelligence technology which proactively optimizes the energy consumption of buildings, which are the largest climate change contributors. Its AI engine supports a self-operating building that requires no human intervention. It optimizes the control of heating, ventilation and air-conditioning, with the use of deep learning, cloud-based computing and automation to create maximum impact on energy consumption. By using BrainBox AI, commercial buildings can reduce the total energy costs by 25%, and improves occupant comfort by 60%.

Additionally, keeping in mind about the current crisis, the AI is designed in a manner, where it reduces the carbon footprint by 20-40%.

TrailJectory

There are some diseases which have been detrimental to human health, even before coronavirus surfaced the earth. Cancer is listed amongst the most-deadliest disease, impacting human health. So far there have been no specific techniques that can



detect cancer in its early stage. But researchers have made an AI system through which the patients can track the symptoms. TrailJectory uses artificial intelligence to empower patients to own their cancer journey and analyze its global patient community’s accumulated data so that cancer patients take informed decisions. It analyzes all relevant treatment options and instantly presents only what is a relevant treatment plan concerning the patient’s condition.

Embodied Moxie

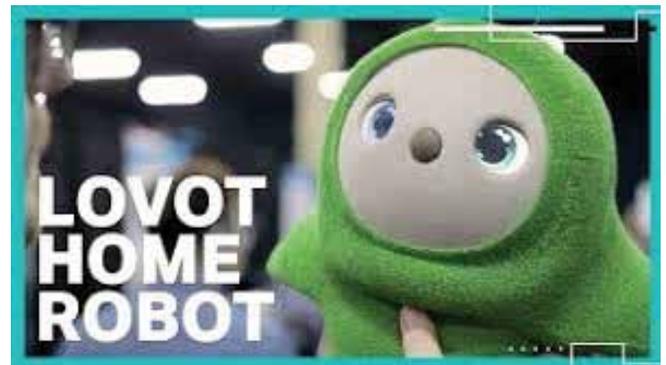
Children have witnessed countless incidents of social chaos and apathy this year. The changing societal diaspora, increase in the incidents of hatemongering and racism poses a threat to the children’s learning of compassion and empathy. However, robotic advancements have led to the innovation of a tool that helps the children being kind and compassionate. Embodied Moxie is a



robot that allows the children to be more empathic, kind and develop advanced human skills. Moxie can perceive, process, and respond to natural conversation, eye-contact, facial expressions and other behaviour to create a unique and personalized learning experience for the child. It helps to build verbal confidence amongst children and helps in picking the social-emotional concepts, the theory of mind and comprehension with the help of NLP. Tailor-made for the overall development of children, this nascent robotic tool helps in improving the physical health of the children with activities like breathing, and guided meditation to help develop emotion and self-regulation skills.

LOVOT

The uncertain times inflict melancholic feelings and mental distress, which is detrimental for the overall development of an individual. Especially, if this distress seeps through personal relationships it causes chaos. To eliminate the incidents of disruptive relationship, LOVOT is designed to bring emotional peace at home. This emotional robotic model is a model that it senses the mood of an individual and reacts accordingly for elevating the mood. This is a perfect addition for having a peaceful, lovable and homey environment. The technology uses more than 50 sensors to create a behaviour which is very much like a human being.



Hadoop Ecosystem

The importance of getting reliable data is felt in every business across every sector during

COVID-19. Owing to the remote working, it has become impossible for organizations to rely on the traditional methods of data mining. That's where Apache Hadoop comes to the scene. Commonly termed as Hadoop Ecosystem, Apache Hadoop crunches the data in a manner that allows distributed processing of large data sets across clusters of computers using simple programming models. Designed to scale up from single servers to thousands of machines, it offers local computation and storage. It is designed to detect and handle failures at the application layer, for delivering a highly-available service on top of a cluster of computers, each of which may be prone to failures.

NoSQL Database

Widely used by the big techs such as Google and Amazon, the NoSQL database is a mechanism through which a variety of models can access and manage the data. This database is designed specifically for managing and monitoring large data volume, low latency, and flexible data models. It is designed for addressing the limitations in data consistency. It is used in applications such as mobile, web, and gaming that require flexible, scalable, high-performance, and highly functional databases to provide great user experiences.

HTC Vive Pro Eye VR

As the name suggests HTC Vive Pro Eye is a virtual reality component tailored for precision



eye-tracking, giving users a premium immersive experience. Like any sci-fi movie, this VR component allows eye movements and blinks in virtual avatars. It shows expressive, non-verbal interactions in conferences, chat groups and remote collaboration, thus bringing customized experiences for the user.

L'Oreal Perso

Developed by the beauty brand, L'Oreal Perso is a virtual reality tool that provides personalised beauty care for the user. The L'Oreal Perso app analyses the overall skin condition which gets alluded by human vision. This includes deep wrinkles, fine lines, the appearance of dark circles and pore visibility. It also assesses the factors such as geographic location, climate situation of the user, and environmental conditions which are impacting the human skin. The app also presents the assortment of L'Oreal products improving self-care.



Meeting Owl

In the year 2020, most meetings and conferences have shifted to online platforms. But network connectivity is the major limitation with remote working. Henceforth, Meeting Owl is an Internet of Things integrated robotic owl, custom made for working together from different locations. The Meeting Owl is the best tool for remote working set-up. Consisting of a mic, camera and speaker



in only one robotic device, the user just needs to connect it with the laptop for a better experience.

The Meeting Owl Pro is our premium 360-degree camera, mic, and speaker combined into one easy-to-use device. It creates the experience of in-person participation for hybrid teams and integrates seamlessly with the conferencing platforms you already use.

Kuri Mobile Robot

The year 2020 has been a year where everyone got an opportunity to stay with their family, and to spend quality time. To enhance this experience, Kuri Mobile Robots is a home robot integrated with IoT sensors that interact with the user and the family members, and capture moments of every day with sensor-enabled cameras.

Author – Astha Oriel

Source: <https://www.analyticsinsight.net>

Readers are requested to send their management related questions.

IMPACT will get replies from management experts.

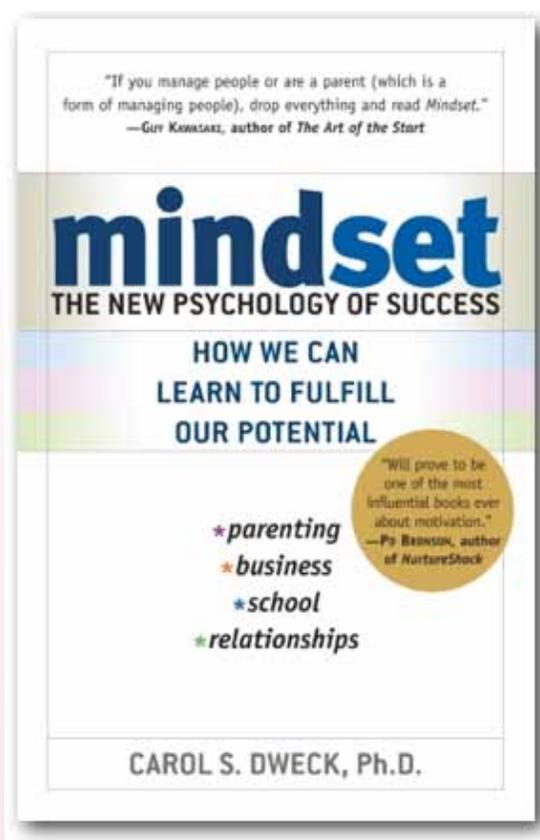
**Send your questions to:
impactjournalindia@gmail.com**

Book Review

Mindset- The New Psychology of Success

By

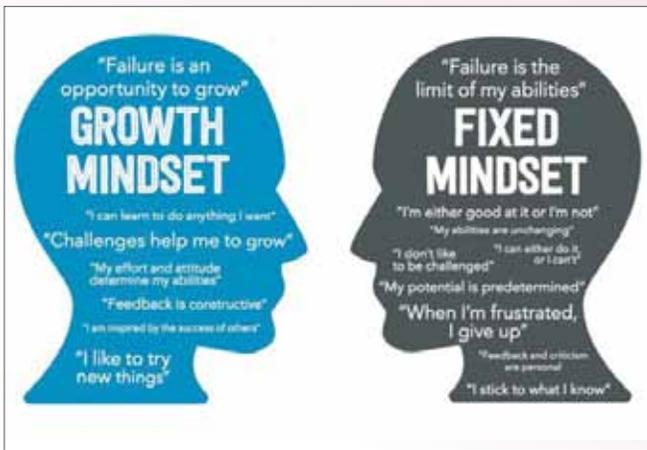
CAROL S. DWECK, Ph.D.



Published in the United States by Ballantine Books, an imprint and Division of Penguin Random House LLC.

Cost- USD 17. Canada 23 Dollars.

After decades of research, the Stanford Psychologist Carol S. Dweck discovered a great idea- the power of Mindset. In this book she shows how success in school, work, sports and every area of human effort can be influenced



by how we think about our talents and capacities. People with a fixed Mindset are less likely to flourish than those with a growth Mindset. The latter believe that their abilities can be further improved.

Some of the simple truths discovered by this author through this book are:

- You can change your Mindset.
- Every person is born with a love of learning, but the fixed mindset can undo it. Don't fall a prey to it. Put yourself in a growth mindset.
- Think about your hero or somebody who has done better than you. Are they smarter or better talented than you? No, they simply used better strategies, taught themselves more, worked harder and passed through obstacles. You can also do that, if you want.
- Athletes with a growth mindset find success in learning and improving, not just winning.
- How do you act towards others in a work set up? Are you a fixed mindset boss, focussed more in your power more than your employees' well being? Do you ever try to holdback employees because they may overtake you? Get people wage debates both sides of an issue at hand. Have a Suggestion Box where people can contribute without revealing their identity. They can be both thinkers and players at the same time.

- After a rejection, do you feel bitter, judged and vengeful? Or do you feel you have learnt a lesson and moved on in your life? Do you have the courage to forgive the person who wronged you or won over by stealth and wish him well?
- Picture your ideal love relationship. Allow your partner to air his or her differences, listen carefully and discuss them in a patient manner.
- Change can be tough but definitely it is worth it. But at the same time does changing your mindset into a growth one solve all your problems? No, but you have a different life because of it, a richer one. You become more alive, courageous and open because of it.
- It is for you to decide whether the change is right for you now. May be it is or it is not.
- But either way keep the growth mindset in your thoughts. Then when you face difficulties, you can turn to it.
- It is always there for you , showing a path into the future.

Bill Gates has commented that this book illuminates how our beliefs about our capabilities exert tremendous influence on how we learn and which paths we take in life.

No better recommendation is required, you will agree.



Key Takeaways From The New Labor Codes

Labor reforms in India have been a long-pending demand of foreign investors, a majority of which consider the country's labor and employment laws responsible for limiting investment interest by forcing private employers to be sub-scale and simultaneously creating a plethora of compliances and regulatory barriers. In this context, the consolidation of major central labor laws relating to wages, social

security, industrial relations, and occupational safety and health, is indeed a welcome step that underscores the Government's attempt to boost ease of doing business and update domestic laws in order to bring them in line with modern best practices.

In order to simplify and consolidate the labor laws of India, the Government has introduced 4 labor codes (Codes) which subsume 29 labor laws. A similar consolidation of central labor laws in 4 broad categories was earlier recommended by the Second National Commission on Labor in 2002, which led to the Ministry of Labor and Employment introducing 4 codes in 2019 which regulate Wages (Wages), Industrial Relations (IR), Social Security (SS) and Occupational Safety, Health and Working Conditions (OSH). While the Code on Wages, 2019 was passed by the Parliament, in 2019, the three other Bills were referred to a Standing Committee on Labor. These three Bills were replaced by the government with updated versions on September 19, 2020 based on the committee's recommendations and were passed by the Union Legislature on September 23, 2020.

It is expected that these Codes will be brought into force from the next financial year, and a thorough understanding of the extant provisions is recommended for employers and employees alike.

Key Provisions

LABOUR CODE ON WAGES

Uniform minimum wage to be notified under the bill

This will be statutory; all states will have to follow

All 500 m workers will benefit; currently it is applicable to only 40% workers

Payment of wages will be exclusively via digital mode

Minimum wage no longer based on employment

It will be based on geography and skills

Common aspects across the four codes

Definition of 'appropriate government'

- All 4 Codes specify that Central Government will act as appropriate government for any central Public Sector Undertaking (PSU), even if holding of Central Government in PSU becomes less than 50%.
- Establishments of railways, mines, oil fields, major ports, air transport services, telecommunication, banking, insurance companies, and any other 'controlled industries' as may be specified by Central Government, will be regulated by Central Government as appropriate government.
- All other establishments, including private establishments belonging to none of the above

industries, will have the State Government as their appropriate government.

Delegated legislation

- The Codes delegate various essential aspects of lawmaking to the appropriate government through rulemaking, such as specifying safety standards under the OSH Code, or setting thresholds for the applicability of social security schemes under the Code on SS. Although the executive has been given wide-ranging rule making powers conventionally in labor law, the government may consider creating a balance so that it does not lead to excessive delegation.

Power to exempt establishments

- The Code on IR provides the appropriate government with the power to exempt any new industrial establishment or class of establishments from any or all of its provisions in 'public interest'.
- The OSH Code also provides the appropriate government with the power to exempt any establishment for a time period by notification. The OSH Code also empowers the State Government to exempt any new factory (or class of factories) from the Code in the interest of creating more economic activity and employment.

Inspectors-cum-Facilitators

- 'Inspectors-cum-Facilitators', a new authority established under the OSH, IR and SS Codes, have witnessed a transformation in terms of powers and responsibilities, as compared to their current equivalents, i.e. Labor Inspectors. The Inspectors-cum-Facilitators will be carrying out inspections as well as providing information to employers and employees pertaining to compliance. Inspections will be done based on a scheme decided by the appropriate government.

New Norms

▶ **LABOUR MINISTRY AMALGAMATING 44 LAWS INTO FOUR CODES**

- **Inter-ministerial panel to take call on codes on wages, industrial relations**
- **Other codes are on social security and safety, health and working conditions**
- **Ministry has held talks with unions, employers to finalise the codes**
- **Code on industrial relations seeks fixed-term employment in all sectors**
- **Govt also plans to streamline the definition of wages**

The two codes, if okayed by the panel, will go to Union Cabinet

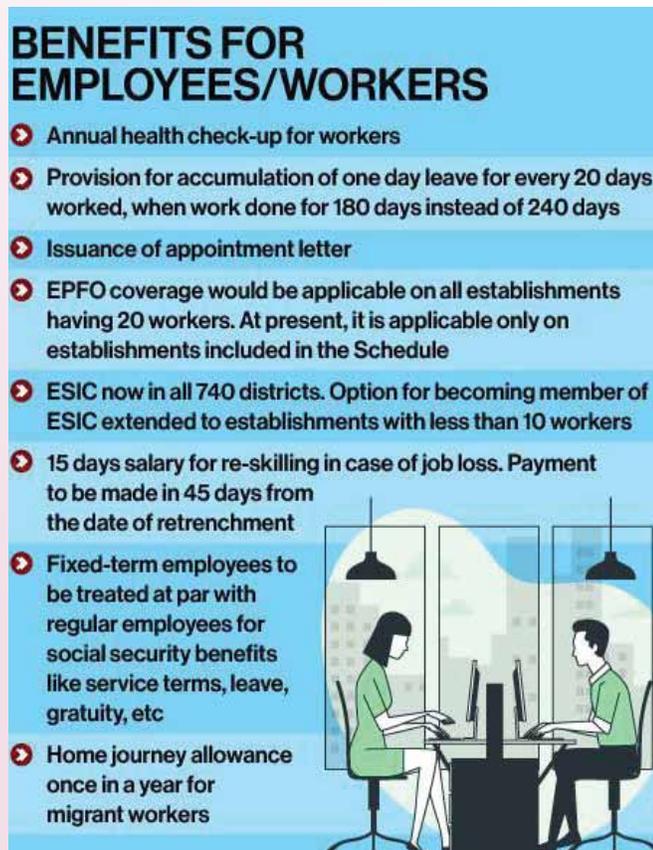
Dispute Resolution

- IR and SS Codes provide that offences punishable with imprisonment up to one year or with fine are compoundable. Hence, in case of offences with fine, compounding is allowed for a sum of 50% of the maximum fine provided for the offence.
- IR and OSH Codes, and partly SS Code bar Civil Courts from hearing any matters arising out of respective Codes.

Code on Wages, 2019

• Applicability

- o The Code seeks to regulate wage and bonus payments in all public and private enterprises belonging to the organized or unorganized sector.
- o The term 'Wages' includes salary, allowance, or any other component capable of being expressed in monetary terms.



BENEFITS FOR EMPLOYEES/WORKERS

- Annual health check-up for workers
- Provision for accumulation of one day leave for every 20 days worked, when work done for 180 days instead of 240 days
- Issuance of appointment letter
- EPFO coverage would be applicable on all establishments having 20 workers. At present, it is applicable only on establishments included in the Schedule
- ESIC now in all 740 districts. Option for becoming member of ESIC extended to establishments with less than 10 workers
- 15 days salary for re-skilling in case of job loss. Payment to be made in 45 days from the date of retrenchment
- Fixed-term employees to be treated at par with regular employees for social security benefits like service terms, leave, gratuity, etc
- Home journey allowance once in a year for migrant workers

The infographic also features an illustration of two people working at a computer workstation in an office setting.

- o The Central Government will make wage-related decisions for establishments operating under its authority, and for establishments in industries such as aviation, telecom, banking and insurance among others (State governments will make decisions for all other classes of establishments). The Code will have an overriding effect, notwithstanding any other law in force, award, agreement, settlement, or contract of service to the contrary.

• Floor wage

- o The Central Government will fix a floor wage, taking into account living standards of workers.
- o Floor wages can vary with geographical areas.
- o Minimum wages fixed by the Central or State governments for establishments falling under their jurisdiction must not be lower than such floor wage.

• Fixing the minimum wage

- o In line with the Minimum Wages Act, 1948, this Code prohibits employers from paying wages less than the fixed minimum wage to its employees.
- o The appropriate government, while fixing minimum wages, may take into account factors such as skill of workers and difficulty of work.

• Overtime

- o Employees would be entitled to 'overtime wages' which will be at least twice the normal rate of wages.

• Payment of wages

- o Wages can be paid in multiple modes such as coins, currency notes, cheque, bank account credit or electronic modes.
- o The employer must set a wage period as either daily, weekly, fortnightly or monthly.

- **Deductions**

- o Deductions (not exceeding 50% of total wage) from an employee's wages may be made on grounds including fines, absence from duty, accommodation provided by employer or recovery of advances given to employee, among others.

- **Determination of bonus**

- o Employees will be entitled to an annual bonus in case their wages do not exceed a specified monthly amount. Currently, under the Payment of Bonus Act, 1965, this amount is INR 21,000.
- o The annual minimum bonus will be at least 8.33% of the wages, or INR 100, whichever is higher.

- o If the allocable surplus exceeds the total minimum bonus payable to employees, a part of the gross profit must be distributed between the employees in proportion to their annual wages. An employee can receive a maximum bonus of 20% of their annual wages.

- **Gender discrimination**

- o In matters pertaining to wages and recruitment of employees for same or similar work, the Code on Wages prohibits gender discrimination.

- **Offences**

- o The Code lays down penalties for offences committed by an employer in contravention of any provisions of the Code.



- o Such penalties depend on the nature and gravity of such offence. The highest penalty prescribed is imprisonment for 3 months and/or a fine up to INR 1 lakh.
- o The Inspector-cum-Facilitator is required to give employers who are first-time offenders an opportunity to comply with provisions of Code before initiating prosecution.

National Security Code, 2020

• Employee Provident Fund (EPF)

- o Provident fund and pension scheme will apply to all establishments employing 10 or 20 employees, and to any other establishments as may be notified by government.

• Employees State Insurance (ESI)

- o ESI Scheme will apply to establishments employing 10 or more employees.
- o In case of a pandemic, epidemic or a national disaster, the Central Government can make changes to the employer's or the employee's contribution under Employees State Insurance for up to three months.

- o If the employer fails to pay ESI contributions, the ESIC may pay the benefits to the employee and recover it from the employer the capitalized value of the benefit, including the contribution amount, interest and damages, as an arrear of land revenue or otherwise.

• Registration

- o Every new establishment to which the Code applies is required to register.
- o Establishments already registered under any other Central Law would not be required to register again.
- o Aadhaar-based registration is mandated for all categories of workers.

• Gratuity

- o Fixed-term employees (i.e. employed for a fixed duration) will be entitled to pro-rated gratuity based on the term of their contract.
- o The threshold period of such an employment will also be a continuous working period of 5 years, as is the case for other categories of employees.

New Labour Codes

Move to boost productivity, generate employment

- New Labour Codes to promote harmonious industrial relations for higher productivity and more employment generation
- Inspector to be now made as Inspector-cum-Facilitator; introduction of Random, Web-Based Inspection System to remove to Inspector Raj
- Migrant workers to get transport allowance to visit home town according to the new Labour Codes
- Database on migrant workers through law will help in better targeting and utilization of Governments Schemes by workers

- **Maternity benefit**

- o In addition to maternity benefit in terms of paid leaves, every woman is entitled to medical bonus of up to INR 3,500 (if pre-natal confinement and post-natal care is not provided by employer).

- **Unorganized workers**

- o The Code makes an attempt at bringing within its fold the unorganized sector of the economy. For instance, the Code allows schemes for unorganized workers to be funded by a company's CSR fund.
- o The Code empowers the Central Government to frame social security schemes for unorganized workers, gig workers (workers outside the traditional employer-employee relationship) and online platform workers (those who access organizations or individuals through an online platform and provide services or solve specific problems.)

- **Offences and penalties**

- o The Code prescribes a five-year limitation period for initiating inquiries for payment of dues under EPF and ESI schemes.

Industrial Relations Code, 2020

- **Definitions**

- o The definition of 'worker' under the code is similar to (but not same as) the definition of 'workman' under Industrial Disputes Act, 1947, with minor changes such as exclusion of apprentices from scope of definition. A worker means 'any person employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward, whether terms of employment be express or implied, and includes working journalists'.

WHAT WILL BE IMPACT ON SALARIES

- > Under the new code, **gratuity becomes mandatory** for fixed-term employees, irrespective of five-year completion norm
- > It also allows employees **encashment of leave**

Pay component changes will be different across levels:

<p>High-salary range Only impact will be in gratuity as well as superannuation payouts</p>	<p>Low-salary range Cos will have to comply with the base floor rate fixed by the central government with basic+DA as wages. In future, salary heads will be reduced to basic, DA or VDA, & HRA. In this range, the contribution towards PF, ESI, bonus & gratuity will go up</p>
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Mid-salary range | Impact will be in bonus, gratuity & superannuation payouts. Some of the employees will get out of the purview of the statutory bonus too

How will this impact cos:

- > Cos could see **rise of 6-10%** in the wage bill
- > After Covid, cost-conscious cos are **reviewing salary increment budgets** for 2021

- o The term 'Industry' has been given a broader definition, including within its scope all systematic activities carried on by co-operation between employers and workers. Notable exclusions are charitable organizations, sovereign functions of the government, domestic service and other activities that may be notified by the Central Government.
- o A situation where 50% of more workers are on casual leave simultaneously, is said to fall within the scope of term 'strike'.
- o IR Code retains the definition of 'retrenchment', however, termination due to continued ill-health is no longer considered retrenchment.
- o A new concept of 'fixed term employment' has been introduced. It refers to workers that are hired for a fixed period but will enjoy the same benefits and entitlements as are available to permanent workers.

- **Negotiating Union/Council**

- o A Trade Union with at least 51% of the workers as members will be the sole negotiating union.
- o In case no Trade Union has at least 51% of workers as members, a negotiating council will be formed consisting of representatives

of Trade Unions that contain at least 20% of workers as members.

- o For every 20% of total workers as members, one representative will be included.

- **Prior permission of appropriate government**

- o Prior permission of government before closure, lay-off, or retrenchment now needs to be sought only by establishments with at least 300 workers, instead of 100 workers.

- **Worker re-skilling fund**

- o This is a new concept introduced under IR Code, where a fund shall be created for contribution by employer of an amount equal to fifteen days wages last drawn by worker immediately before retrenchment, and contributions from other sources prescribed by appropriate government.
- o The fund shall be utilized within 45 days of retrenchment, or as may be prescribed.

- **Model Standing Orders**

- o This provision will apply to establishments employing 300 or more workers. Central Government will be drafting Model Standing

Orders basis which employers must prepare their own draft standing orders from date of commencement of IR Code.

- o Employers must consult trade unions or negotiating union before submitting standing orders to certifying officer.

- **Dispute resolution mechanism**

- o The Code provides for Industrial Tribunals consisting of an administrative member and a judicial member.
- o Either party to a dispute can approach Industrial Tribunal. However, only Central Government can make a reference to National Industrial Tribunal.

Occupational Safety, Health and Working Conditions Code, 2020

- **Definitions**

- o The definition 'Factory' has been expanded to 20 workers for premises where the process uses power and 40 workers where the process uses no power.
- o Provisions of Code pertaining to contract labour would only apply to establishments involving 50 or more contract laborers.

Labour legislation to be simplified with merging of 44 laws



VAKIL SEARCH

- **Licenses and registration**

- o New Establishments covered by Code must register themselves (within 60 days of commencement of Code) with registering officers, appointed by appropriate government.
- o Establishments already registered under any other Central Law would not be required to register again.

- **Duties of Employers**

- o Issuing appointment letters to employees
- o Ensuring a workplace that is free from hazards that may cause injury or disease
- o Providing periodical health examination to employees in notified establishments
- o Informing relevant authorities in case an accident at workplace leads to either death or serious bodily injury to an employee
- o There are other duties prescribed for employers in respect of mines, docks, factories, plantations and construction work which include instructing employees about safety protocols and provisioning for a risk-free work environment.

- **Safety and welfare provisions**

- o The employer is mandated to provide a hygienic work environment along with adequate ventilation, sufficient space to avoid overcrowding, potable drinking water, arrangements for separate washrooms for male, female, and transgender workers, etc.
- o The Code also provides for a uniform threshold of welfare provisions for all establishments such as a canteen, crèche, first aid, welfare officer, etc.

- **Working hours**

- o Appropriate government is empowered to notify working hours for various classes of

establishments and employees. For overtime, prior consent of workers is required along with overtime wage.

- o Female workers may work past 7 pm and before 6 am only with their consent, as prescribed by appropriate government.

- **Relevant authorities**

- o Inspectors-cum-Facilitators appointed by the appropriate government can inquire into accidents and conduct inspections. They have been given special powers in respect of factories, mines, dock-works and buildings or other construction works, prohibiting work in hazardous environment.
- o Safety committees may also be formed in certain establishments, and for certain classes of workers, by the appropriate government. These committees will aim to function as a liaison between employers and employees.

- **Leaves**

- o No worker in an establishment will be allowed to work for more than six days a week, except as provided for by Code.
- o Every worker shall be entitled to one day of leave for every 20 days of work per calendar year.

The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances

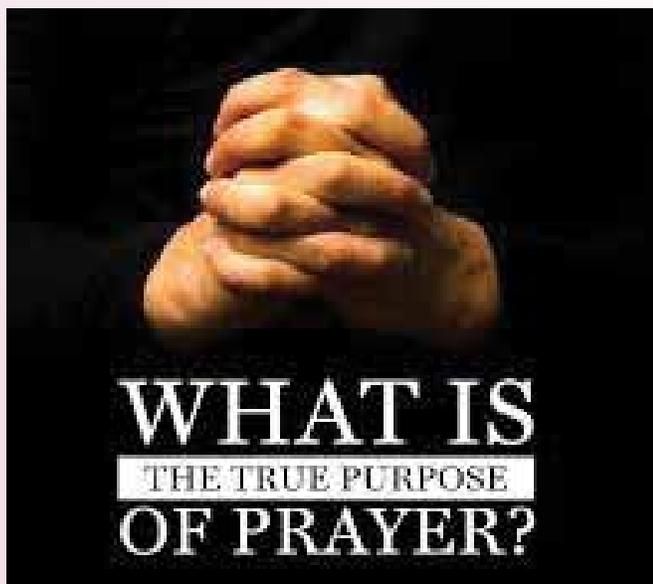
Authors: Jivesh Chandrayan, Anant Joshi and J.R. Ragini

Source: <https://www.mondaq.com>

PRAYER-for WHAT and WHOM?

“**M**any things are wrought by prayer than the world dreams of!” Alfred Lord Tennyson is in my mind from a very young age. My father a very efficient teacher had he been alive, he must be 120 years now! He has taught us the efficacy of prayer right at the age of five and has become a part of discipline in my life. Visiting a nearby temple for prayer has become a regular habit in life and all these 80 years plus I am used to it till this day twice a day!

Whether in Andhra Pradesh or Rajasthan or Tamilnadu I am used to regular temple visit. I gratefully recollect my son not to be seen for half an hour as our household things were unloaded in my present abode in JivanBima Nagar, from the lorry on my transfer from Kadapa to Chennai in May 1998. My third son at that time to be admitted to some college (at present a Vision Scientist in U S) came fast to tell me that he has found out a temple nearby and that is our Siva



Vishnu Temple in TVS colony which I regularly visit every morning till now! In addition, I have also made a habit for the more than a year to visit a thousand year old temple PADI THITRU VALIDAYAM temple daily.

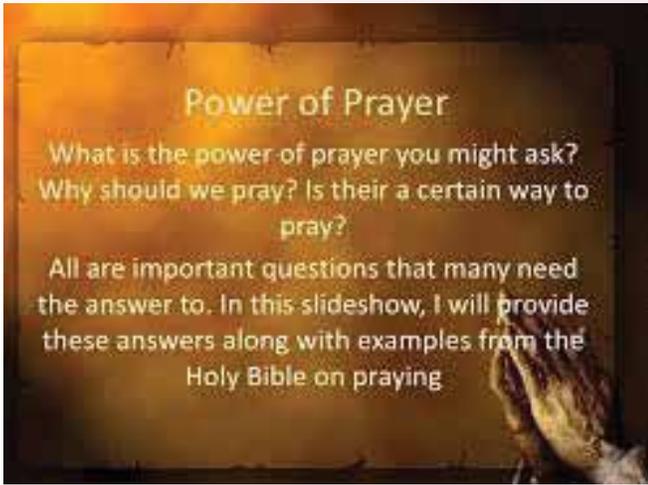
Of course one need not go to a temple for the purpose of prayer which can be done at home itself at any time. In fact many argue that way also. But I used to wonder why the children should be sent to a school for primary classes as one or the other at home can teach at home itself!!!

When I came across the following in Whats app, it triggered my thought and the result is this article.

“Do you pray?”

I loved this interpretation of Prayer. What is a prayer? Prayer doesn't only happen when we kneel or put our hands together and focus and expect things from God. Thinking positive and wishing good for others is a prayer. When you hug a friend, that's a prayer. When you cook something to nourish family and friends, that's a prayer. When we send off our near and dear ones and say, 'drive safely' or 'be safe', that's a prayer. When you are helping someone in need by giving your time and energy, you are praying. When you forgive someone by your heart, that is prayer. Prayer is a vibration. A feeling!. A thought!. Prayer is the voice of love, friendship, genuine relationships. Prayer is an expression of your silent being.

“Keep praying “



Most of the times I pray for something God to grant me for my personal physical, mental, intellectual and spiritual development. I realized out of experience that many a time I fail to understand what exactly I require for such development and I feel bad and disappointed when I don't get what I pray for! Therefore I have left it to The Omniscient (ALL KNOWING) Almighty to grant me what is the best for me – I desire and deserve! I have shifted the focus of prayer to keep the world and the people in peace and plenty, health and happiness.

SARVE BHAVANTHU SUKHINAAHA
 SARVE SANTHU NIRAAAMAYAAHA
 SARVE BADHRAANI PASYANTHU
 MAA KASCITH DHUKKA BAK BHAVETH!
 Om SHANTHI,SHANTHI, SHANTHI!

SARVE JANAAHA SUKHINO BAVANTHU
 SAMASTHA LOKAAHA SUKHINO
 BAVANTHU
 Om SHANTHI SHANTHISHANTHI!

“Vaanmukilvazhadhupeyga, malivaLamsurakka
 Mannankonmuraiarasuseyka
 KuravilaadhuuyirkaLvazhga
 NaanmaraiarangkaLoanga
 NatravamvaeLvimalga”

May there be copious rains, agriculture to give the best
 King to rule judiciously

People to live without worries
 Virtues envisaged in scriptures to develop
 Noble actions of all to succeed.

These are the prayers for the wellbeing of the society and the world. There are individual group of people who pray for specific needs and I recollect a few such prayers which I repeat below:

To start with a
 BLOGGER'S PRAYER-my own!
 Oh! My Lord, Omniscient-Omnipotent God!
 In Thy million creations “blog” gets Thy nod!
 Let me be a blogger and sure not a blaggard
 Pen is mightier than sword not to go wayward!

Freedom of expression never to be misused
 Blogger's honest followers not to be mislead
 I write what I want and know- none to edit sure
 No censor; my blogging must be noble and pure!

Matters in millions; subjects are aplenty
 Great knowledge and nice language are in my kitty
 To be used with sense of responsibility
 Goddess of knowledge! Bless me with ability!

Bless me with that control, – thoughts not to run riots
 Thoughts meant to make noble, inspire and elevate
 The society of which I am part and parcel
 May my Blog bring peace, joy, food for thought a morsel!

A CANCER PATIENT'S PRAYER
 My Lord, the Almighty, creator of the Universe
 What pleasure you find in making me suffer adverse
 With the deadly, killer disease named CANCER-
 the monster
 Death instant is less cruel than stifling sufferings-
 booster!

Chemos and radiations my Lord! Unbearable to the last
 Expenses apart, sufferings mental and physical vast

Pain here and there all over-unable to bear my Lord!
Am I such a sinner to deserve this at Thy hands my God?

Thee know well I am a person of clean habits
Never irregular in anything even in bits
How and why I fell a victim Thee alone know
Spare every one from this torture, kindness please show!

Have some pity and relieve me of my woes for long
Relieve the world from this scourge of cancer, the killer strong
Let me suffer and let me be the last patient to suffer
“Let there be no more cancer patient” is my prayer!

With me let the cancer die-leave the world quite free
Let the young and old, men and women, rich and the poor
Get not the killer cancer- cause unknown, why and how-sure
None knows all over the universe-make the people free-pure!

A CARPENTER'S PRAYER

God has created this wonderful world for the good of all
To live in peace and amity, with health and happiness tall
Skills various, trades different, work of different nature
All to join together for promoting harmonious future!



What is a prayer? Prayer is sending blessing to all.
Prayer is sending your compassion to all. Prayer is creating an antidote of negative thoughts.

- Osho

Physical purely, intellectual highly, technical
All to go together supplementing each other practical
God has destined me to shine as a carpenter-I know work
With my saw, cutting and drilling machines, wood I can select!

Internal decorations I make, comfortable chairs, tables
And sofas I create with my skills and experience
All for my customers to enjoy for life with their kith and kin
With peace and joy, health and wealth is all my PRAYER thick and thin!

(To continue in the next issue)

Mr. N V Subbaraman

A bilingual poet, writer, trainer, translator, thinker and speaker from Chennai Mr. N. V. Subbaraman has written 36 books. His paper, "Valluvam inspired Mahatma Gandhi," was approved for presentation in the international Tirukkural Conference held in Washington, USA. His translated works include Thirukkural, Bharathiyar's Kuyilpattu and Ramana Maharishi's Aksharamanmalai. He was formerly the Deputy zonal Manager, LIC of India.





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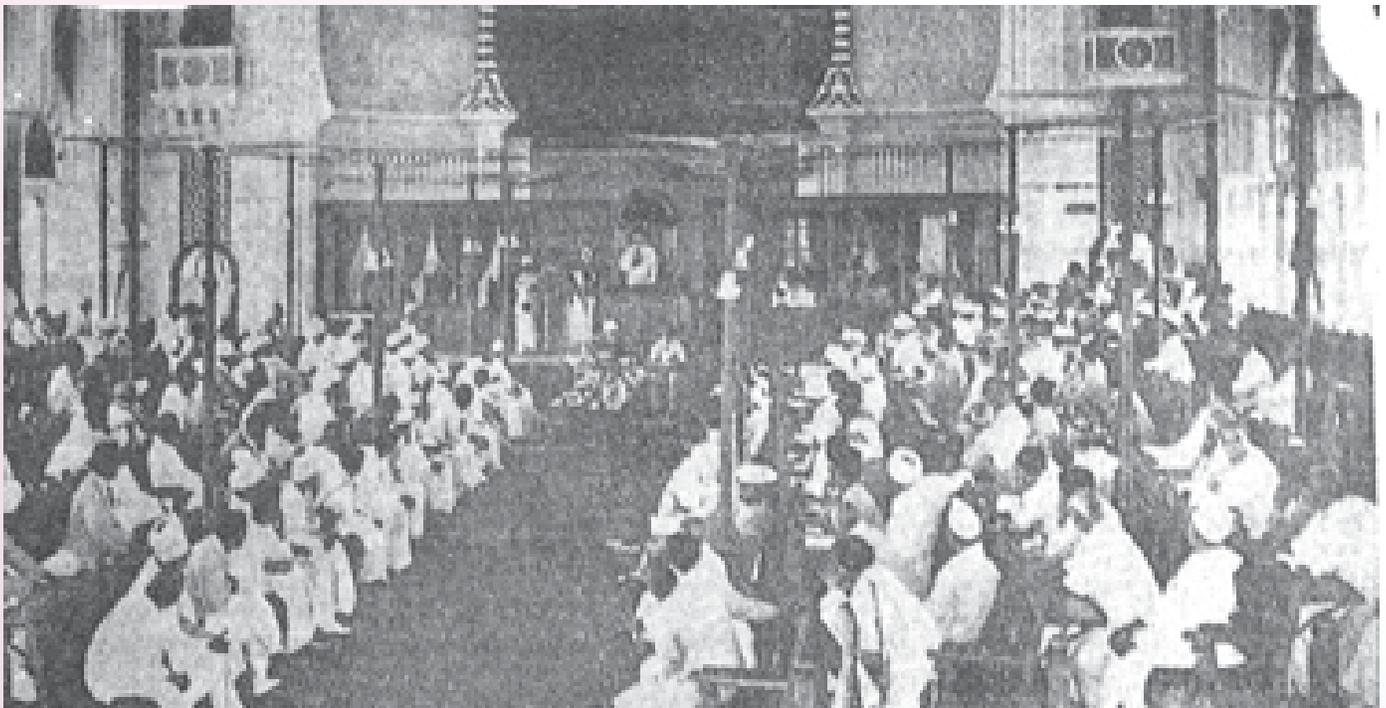
How a Casual Comment Changed the Course of my life

In 1962, my elder brother late H.G. Hande who was then an Advocate, wanted to contest for the University Senate through postal ballot from the Graduates of the Madras University spread all over the world. At the end of his campaign, my brother realised that he would be short of 50 votes to reach his target. He sent me an S.O.S seeking my help. I had, by then become busy in my professional work with a fairly large clientele. Wanting to help my brother, I sent post cards to nearly hundred Graduates. Within one week, I had on my table more than 50 signed ballot papers. My brother was literally stunned at the response. He casually remarked, “The alacrity with which your friends

have responded, shows your great popularity with the Graduates”. The matter ended there.

A year and a half later, in October 1963, I saw a notification in the dailies, of “Election to the Madras Legislative Council from the City Graduates’ Constituency”. The election was to take place in 1964, through regular polling booths like the General Elections. Suddenly, I remembered what my brother casually told me in 1962. .

I started working immediately with self confidence through my friends and clients with absolutely





no political backing. Though the Congress party was in power during those days. Rajaji, the leader of the Swptantra Party and Anna the leader of the DMK, were on the rising path. The Congress fielded an eminent lawyer, because there were more than five thousand lawyers practising in the City. Anna fielded Prof K.Arivalagan (brother of Minister K.Anbazhagan) hoping to encash a good chunk of the ten thousand odd Graduate teachers, while Rajaji fielded an eminent ICS Officer R.M. Seshadri, confident of the support of the Intelligientia.

After the counting was over, the whole State was shocked. Though I was an Independent without any political backing, I won with a huge margin, while the stalwarts of the three mighty political parties. Congress, Swatantra Party and the DMK lost their deposits! After I became an M.L.C, I was called by Rajaji and happily joined him. The rest is history.

But for my late brother's casual remarks made in 1962, which went into my head and sat in a corner, I would not have entered politics.

Dr.H.V. Hande

*Former Health Minister of
Government of Tamilnadu.
Founder & Director of
Hande Hospital.*



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Julius Caesar's Forgotten Assassin!

William Shakespeare might have given Marcus Junius Brutus all the credit, but Caesar's true betrayer was a much closer friend.

On March 15, 44 B.C. a group of Roman senators murdered Julius Caesar as he sat on the podium at a senate meeting. The dictator fell bleeding to his death from 23 stab wounds before the horrified eyes of the rest of the house. It was a little after noon on the Ides of March, as the Romans called the mid-day of the month. The spectators didn't know it yet but they were witnessing the last hours of the Roman Republic. But who was to blame?

As readers of William Shakespeare know, a dying Caesar turned to one of the assassins and condemned him with his last breath. It was Caesar's friend, Marcus Junius Brutus.

"Et tu, Brute?" – "You too, Brutus?" is what Shakespeare has Caesar say in the Tragedy of Julius Caesar. Except, Caesar never said these words. And Brutus was neither his closest friend nor his biggest betrayer, not by a long shot.

The worst traitor was another man: Decimus Junius Brutus Albinus. Decimus was a distant cousin of Marcus Brutus. Because Shakespeare all but leaves him out of the story, Decimus is the forgotten assassin. In fact, he was essential.

Shakespeare puts two men in charge of the plot to kill Caesar, Brutus and Gaius Cassius Longinus (he of the famous "lean and hungry look"). Shakespeare mentions Decimus but misspells his name as Decius and downplays his role. But often-overlooked ancient sources make clear that Decimus was a leader of the conspiracy.

Decimus was closer to Caesar than either Brutus or Cassius was. In fact, they opposed Caesar during his bloody rise to power in a civil war. Only when he started winning the war did they defect to his cause. Caesar pardoned Brutus and Cassius and rewarded them with political office but he didn't trust them. Decimus was different. He always fought for Caesar, never against him, and so he held a place in Caesar's inner circle.

Decimus belonged to the Roman nobility, the narrow elite that ruled both Rome and an empire of tens of millions of people. His grandfather extended Rome's rule to the Atlantic, in Spain. But Decimus's father had a mediocre career and his mother dabbled in revolution. Then Caesar came along and offered Decimus the chance to restore his house's name.

Decimus was a soldier at heart, educated but rough and ambitious, as his surviving correspondence shows. "My soldiers have experienced my generosity and my courage," Decimus wrote. "I waged war against the most warlike peoples, captured many

strongholds and destroyed many places.” He did all that, he wrote, to impress his men, to serve the public, and to advance his reputation.

Decimus warmed to Caesar, a great commander and a war hero to boot. In his mid-twenties Decimus joined Caesar’s forces that were fighting to add Gaul (roughly, France and Belgium) to Rome’s empire. Decimus won an important naval battle off Brittany and served with Caesar in the siege at Alesia (in today’s Burgundy) that sealed Rome’s victory in Gaul.

Later, his enemies in the Roman senate tried to strip Caesar of power but he fought back. It was civil war and Decimus chose Caesar. Once again, Decimus won a victory at sea, this time on Gaul’s Mediterranean coast. A grateful Caesar named Decimus acting governor of Gaul while Caesar went off to challenge his enemies elsewhere. After more than four years of hard fighting, Caesar returned to Rome triumphant in 45 B.C., with Decimus at his side. Why, then, did Decimus raise a dagger against Caesar only nine months later?

Many Romans feared the power that Caesar amassed. In theory Rome was a constitutional republic. In practice, Rome teetered for decades on the brink of military dictatorship. Now, Caesar was Rome’s first dictator for life—a king in all but name. He even took a queen as his mistress, Cleopatra of Egypt. In March 44 B.C. she lived in Caesar’s villa on the outskirts of Rome. Her young son was, she claimed, Caesar’s illegitimate child. All of this was too much for Roman traditionalists.

But ambition rather than political principle turned Decimus against Caesar. Decimus’s letters suggest a man who cared more about honor than about liberty. He wanted the distinction of a triumph or formal victory parade in Rome, but Caesar denied it, although he granted the privilege to lesser generals. No doubt the dictator liked to dole out his favors slowly to keep his men on their toes. He rewarded Decimus in other ways, but the slight still smarted.

Then there was the rise of Caesar’s young grandnephew, Gaius Octavius, only a teenager and no soldier but a gifted and cunning politician.





Decimus could not have liked watching Octavius replace him in Caesar's esteem. Another possible influence on Decimus was his wife, who came from a family that was opposed to Caesar.

In winter 44 B.C. Cassius originated the conspiracy to kill Caesar. Like Decimus and Brutus, Cassius belonged to the nobility. He was a professional soldier, like Decimus, but also an intellectual like Brutus. A man of action, Cassius inspired Brutus to move. Brutus was no soldier but he was a philosopher and orator and much admired in Rome. Decimus joined the plot as well, as did more than 60 prominent Romans.

As a past master at ambush, Cassius might have come up with the plan to surprise Caesar in the Senate. Decimus, however, made the wheels turn. Of all the conspirators only he had Caesar's trust. Caesar even had Decimus at his side at a dinner party the night before his assassination. On the morning of the Ides Caesar suddenly decided not to go to the senate meeting, probably because of rumors of conspiracy.

It's not quite true that a soothsayer warned Caesar to "Beware the Ides of March!" as Shakespeare says. In fact, the soothsayer warned Caesar a month earlier to beware a 30-day period ending in the Ides of March, that is, the times from February 15 to March 15. But the Ides had finally come.

When they heard about Caesar's staying home, the plotters sent Decimus to Caesar's house to talk him into attending the senate meeting after all. Decimus did his job. He changed the dictator's mind and Caesar went to the meeting— where he was then murdered.

The Roman leader Julius Caesar was stabbed 23 times by a mob of mutinous senators in 44 B.C. Could he possibly have survived long enough to utter his famous last words?

Afterwards Decimus provided security to the killers. He owned a troupe of gladiators who doubled as a private police force. They escorted the assassins

to safety on the Capitoline Hill and guarded the perimeter during the tense days that followed.

At first the Roman people supported the assassins as defenders of constitutional liberty but they changed their minds when they saw the strength of Caesar’s supporters. Decimus came in for particular criticism because his closeness to Caesar made his treachery seem all the worse.

Decimus soon left Rome to lead an army in northern Italy and defend what he saw as the cause of the republic. Although he started out strong he was outfoxed by Octavius. Named as Caesar’s heir and adopted son in Caesar’s will, Octavius first allied with Decimus and then turned on him. A year and a half after the Ides of March, Decimus was abandoned by his soldiers, captured by his enemies and executed. A year later, Brutus and Cassius lost a battle and committed suicide. Octavius, by contrast, continued on his bloody rise to power, and eventually ended up as Rome’s first emperor. Eventually he went by the name of Augustus.

If Decimus was so important to Caesar’s assassination why isn’t he better known? In part because Brutus monopolized favorable publicity. His friends and family polished his image in publications after his death. Later Romans looked back on Brutus with admiration and laid the groundwork for Shakespeare’s eulogy of Brutus as “the noblest Roman of them all.”

Not so Decimus. Unlike Brutus, Decimus was no wordsmith, nor did he have admirers with a literary flair to tell his story. Yet his role does appear in certain lesser-known ancient accounts. Although Shakespeare made little use of them they survive today. And so the record allows us to recover the tale of Caesar’s forgotten assassin.

Author: Barry Strauss

Source: <https://www.history.com>

One Page Calendar 2021											
Dates					Feb	Jun	Sep	Apr	Jan	May	Aug
					Mar		Dec	Jul	Oct		
					Nov						
1	8	15	22	29	Mon	Tue	Wed	Thu	Fri	Sat	Sun
2	9	16	23	30	Tue	Wed	Thu	Fri	Sat	Sun	Mon
3	10	17	24	31	Wed	Thu	Fri	Sat	Sun	Mon	Tue
4	11	18	25		Thu	Fri	Sat	Sun	Mon	Tue	Wed
5	12	19	26		Fri	Sat	Sun	Mon	Tue	Wed	Thu
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7	14	21	28		Sun	Mon	Tue	Wed	Thu	Fri	Sat

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