

## EDUCATION A CONTINUOUS PROCESS

It has been witnessed that during past more than eight years, like other spheres of life, the education sector has also underwent tremendous change in every aspect.

Along with introduction much awaited New Education Policy, which got delayed due to COVID-19 outbreak for few years, a number of laudable initiatives have been taken by the Government in this regard, due to which the present education system of the country is much more better, progressive and as per need of the hour, in place of old and traditional system, prevailing in the country few years back.

Recently, while speaking during 12th convocation of Maharaja Sriram Chandra Bhanja Deo University at Baripada, Odisha, the President of India, Droupadi Murmu said that receiving degree does not mean that education process has been completed.

Education is a continuous process. She said that after getting higher education some of them would do a job, some would do business and some would also do research but thinking of giving a job is better than thinking of doing a job. She was happy to note that this University has set up an Incubation Centre and provides assistance to the students, alumni and common people in setting up start-ups.

The President said that competition is an inevitable side of life. One has to face competition in every walk of life.

She said that students should always keep trying to succeed in the competition and for that they should keep acquiring higher skills and move towards greater efficiency. They can turn the impossible into possible with their will-power.

The President said that competition is a natural side of life, but cooperation is the beautiful side of life. She told students that while moving forward in life, when they would look back, they would find that some people of the society are not very capable of competing with them. She advised students to hold the hands of deprived ones and bring them forward.

She said that a healthy society can be built through generosity and cooperation. She urged students to think not only of their own happiness and interest but also about the welfare of the society and country.

Appreciating the University for establishing the 'Sacred Grove' in its campus with the aim to preserve the bedrock of tribal practices and cultural traditions, the President said that the 'Sacred Grove' is important for the conservation of environment and local biodiversity. It is also one of the best examples of community-based management of natural resources.

The President said that the world is facing huge challenges of global warming and climate change. India has set an example for the world to adopt a nature-friendly lifestyle, which is called Lifestyle for the Environment or LiFE.

In our tradition, it is believed that trees, plants, mountains, rivers all have life and not only humans but also all living beings are children of nature.

Therefore, it is the duty of all human beings to live in harmony with nature.

She said that the Similipal National Park located in this region holds a globally important place in terms of biodiversity.

She expressed confidence that the students and teachers of the university would find a way to protect biodiversity through their research and innovation.

## YOUR COLUMN Employment Exchange for Senior Citizens

Dear Editor,

Through the medium of your esteemed paper I would like to highlight the vision of the government to create a facilitator portal as an employment exchange for senior citizens. The employment exchange, tentatively named SACRED, acronym for Senior Able Citizens for Re-Employment in Dignity, should start off as a facilitator web portal. It is a welcome step on the part of the government to re-engage the senior citizens especially retired persons from the armed forces, RBI, Nationalized banks, and public sector undertaking besides state and central Government employees could be among the first set of senior citizens to be re-engaged given the special set of skills and experience they bring. Retirement is not a stage when a person loses all his abilities but at this age, he becomes much more useful for re-employment. Retiring from a job, does not mean retiring from mind. Short term employment, teaching, and counseling jobs be identified among ways to productively engage senior citizens to mutual benefits. Retirement is not the end of the road. It is the beginning of the open highway.

Mahadeep Singh Jamwal  
16/198, Udhampur

■ G L KHAJURIA

Moungri Mela is celebrated in the month of May in the remote area of 'Kainth Gali around 26 Km falling in Panchari, district Udhampur. The Mela is, defacto, of sanctity of the beholder of Supreme 'Lord Shiva' and 'Shakti' (Mata Parvati) his consort. The Mela is celebrated for three days every year at 'Sar Dabhar'. Sar is a Hindi word nomenclarized as water and so the wetlands and the lakes are annexed with Sar like Sanasar, Mansar, Surinsar, etc and in this particular case 'Sar Dabbar', which in the times immortal was a lake which by the wishes of Almighty dried and now 'Dabbar' is a dense forest giving a vibrant and salubrious look. This is a sanctimonious spot where a huge Mela is annually held in which devotees from far flung areas of Delhi, Haryana, HP and Punjab throng in thousands.

Ganesha's Cave: The local legend is that the cave is of over millions years and none could ever tell exactly how old is it? Small statues of Nandigan, Cunch, Nagdevs exist here. The length of the cave is too narrow with watery carpet and is around twenty feet where one can have holy Darshan of Lord Ganesh, pay obeisance and obtain blessings.

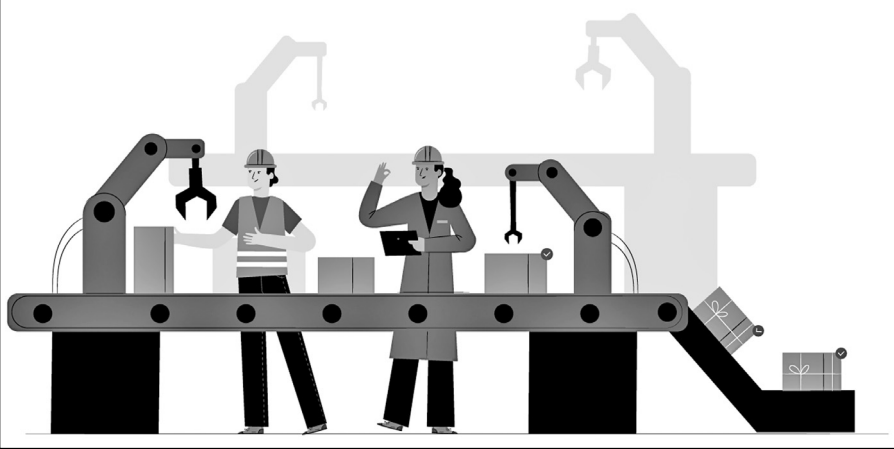
Lord Shiv-Parvati Cave: The cave is also locally spoken as Shin Parvar' and front- lo a very had rack devoid of every single drop of water and is 29 feet Standing height where there are engravings of Lord Shiva, Parvati Serpents, cunch, a pigeon.

KANCER RIVULET: Alongside cave's complex flows

## Code on Wages, 2019 & Industrial Relations Code, 2020

■ DR ROHIN KOUL

Prime Minister Narendra Modi has said, "We want such an India where the government doesn't interfere with the lives of citizens. Every rule, every process that has stood before the people of the country as a hindrance, as a burden, we have to remove." The economic globalization is a result of integration between the nations which has been achieved through international trade and business. It can also be attributed to integration of economies which has enhanced foreign investment, access to good quality of goods and services, competition in domestic and international markets, employment opportunities and standard of living. The New Economic Policy, 1991 based on economic globalization, liberalization and privatization initiated economic reforms with the objective of making Indian economy globally competitive and fastest growing economy. The new economic reforms re-modeled services provided by the labour force which in turn would have changed labour laws as well. But the labour laws remained untouched during these economic reforms. The critics were of this view that the existing labour legislations have duplications and to comply with numerous laws is a challenge. The Second National Labour Commission (2002) suggested that the multiplicity of labour laws has resulted in obsolete provisions and conflicting definitions which have altogether created numerous complexities regarding compliance. The Commission recommended that the Central Labour laws should be codified in four codes covering broader areas involving (a) wages; (b) industrial relations; (c) social security; and (d) health, safety and working conditions. While prolonged deliberations were held in this regard but no serious initiatives were taken with respect to amalgamation of these laws. The Ministry of Labour and Employment in 2019 introduced four bills with the aim for consolidating existing Central labour laws in four codes. The four codes namely (a) Code on Wages, 2019; (b) Code on Social Security, 2020; (c) Industrial Relations Code, 2020; and (d) Occupational Health, Safety and Working Conditions Code, 2020 aims at accelerating economic growth through modernization of laws, simplification of laws, amicable settlement of disputes, effective enforcement of laws and ease of doing business. These codes will become effective from the date when they are notified. The basic foundation of labour statutes



stands on the foundation that interest of workers is predominant and need to be protected against employers.

There are apprehensions that these codes will dilute existing safeguards available to the labour force with respect to rights and welfare measures. Some are of this view that they will expose labour to such vulnerabilities which are part and parcel of employer-employee relationship and promote hire-and-fire culture.

The Code on Wages, 2019 has consolidated (a) Minimum Wages Act, 1948; (b) Payment of Wages Act, 1936; (c) Payment of Bonus Act, 1965; and (d) Equal Remuneration Act, 1976. The code regulates wages, equal remuneration of wages, payment of wages, determination of minimum wages and bonus. In addition to this, it prohibits discrimination on the basis of gender in matter relating to wages and in appointment for the same or similar work. The provisions of the code are applicable to the employees associated with both organized as well as unorganized sector.

The expression 'worker' has been introduced in place of 'workman' to express gender neutrality. As per the code, the Central government has power to fix floor wage for different geographical regions on the basis of the minimum living standards and the appropriate government has an obligation not to fix rate of minimum wages less than the floor wages which is determined for a particular region. The minimum wages have to be assessed and revised every five years and employers are prohibited to employ people on wages less than the specified minimum wages. The employer has the liberty to fix wage period as daily, weekly, fortnightly or monthly and has to make payment in valid currency notes, coins and through electronic medium,

cheque or by credit to the bank account. The wages of the employee are subjected to deductions as provided under the code but such deductions should not exceed more than 50 per cent of the employee's total wage. The inspector under the code is renamed as 'Inspector-cum-Facilitator' who is meant to advice employers and workers relating to compliance with the provisions of the code and has power to search, examine, inspect and seize required for the enforcement of the provisions of the code.

The Central government and State governments has power to constitute advisory boards for fixation or revision of wages and for any matter enumerated in the code. Further, the code has provided that specific employees are entitled to annual bonus which should be at least 8.35 per cent of wages, and the maximum bonus to which employee is entitled should not exceed 20 per cent of his annual wages. The Code on Wages, 2019 is a significant initiative meant to rationalise laws regulating wages and to facilitate effective compliance of these laws.

The Industrial Relations Code, 2020 has consolidated and amended following labour legislations (a) Trade Unions Act, 1926; (b) Industrial Dispute Act, 1947; and (c) Industrial Employment (Standing Orders) Act, 1946. The definition of the worker has been given a wider scope and includes working journalists, newspaper employees and employees who are meant for promotion of sales. The concept of fixed term employment has been introduced to provide flexibility to the employer to hire in relation to supply and demand. The fixed term employees are considered at par with permanent employees in terms of wages, working conditions, allowances

## Why so many crashes in India?

■ DR SATYAWAN SAURABH

The MiG-21 is a Russian-made fighter aircraft. Its engine is very old and along with it the technology used in it is also very old. It is a single engine and it also catches fire. Its potential to be used is much greater. The investigation has revealed that there is some fault in the design of its windows, due to which accidents like crashes took place. Although it will be retired in 2025, it took its first flight in year 1955 and was inducted into the Indian Air Force in the year 1963. MiG-21 fighter jets were bought from the erstwhile Soviet Union (now Russia) in the 1960s. Russia retired this fighter plane in 1985, but these ships are still being used in the Indian Army. The specialty of this ship has been that it never cheats, provided it is flown with utmost care and understanding. In the 1971 war, the enemy was shaken by the attack of this supersonic ship. It was the MiG-21 that attacked the Governor's House in Dhaka. Apart from this, this fighter ship proved itself in the 1965 and 1999 wars with Pakistan. Now the incidents of the crash of this ship have become so much that it has been called 'flying coffin' and 'widow maker'. Although its upgradation work is going on, will it be completely retired in the next two-three years?

The MiG-21 Bison is the first supersonic jet in aviation history and is also the best-selling fighter jet in the world. While it is over 60 years old, the MiG-21 is still in service with the Indian Air Force with four active squadrons and has been updated to match Generation 3 fighter jets. The jets are currently being

used only as interceptors, with a limited role as fighter jets, and are mostly used for training exercises. The Mikoyan-Gurevich MiG 21 is a supersonic jet fighter and interceptor aircraft, designed by the Mikoyan-Gurevich Design Bureau in the Soviet Union. The MiG is a product of the Soviet Union which entered service in 1959. Nearly 60 countries on four continents have flown the MiG-21, and it continues to serve many countries six decades after its first flight.

India inducted the MiG-21 in 1963 and received full technology transfer and rights to license-manufacture the aircraft in the country. Russia ceased production of the aircraft in 1985, while India continued to operate advanced variants. The Soviet Air Force - which is credited with designing the aircraft - removed it from service in 1985. By then, countries from the US to Vietnam had inducted the aircraft into their air forces. Bangladesh and Afghanistan removed it from service after 1985. For India, the aircraft were inducted into the Air Force in the 1960s and completed their retirement in the mid-1990s.

Despite this, they are being upgraded. In October 2014, the Air Chief said that the delay in decommissioning the old aircraft posed a threat to India's security as some parts of the fleet were old. Also, being a single-engine aircraft means it is always in danger. The plane is more likely to crash if a bird hits it or the engine fails. It is often called the 'flying coffin' and 'widow maker', as it has suffered several accidents over the years, killing several pilots. Induction of new fighter planes due to the delay, the IAF is facing the crunch

of maintaining a fixed squadron strength to defend India's skies. Delays in the indigenous Tejas program, political controversies surrounding the Rafale deal, and a slow procurement process meant that the MiGs had to be kept in.

Longer service than usual, well beyond his retirement age - in the mid-1990s. In last ten years, there have been 108 air accidents and losses involving all wings of the military - Indian Air Force, Navy, Army, and Coast Guard. Of these, 21 crashes involved the MiG-21 Bison and its variants, although the IAF now mostly flies the former. The high rate of accidents earned the aircraft the nickname the 'Flying Coffin'. There is no single common cause of military aircraft crashes. They can range from weather, human error, and technical error to bird hit. The MiG-21 is a single-engine fighter, and it may have been the cause of some accidents. It is a single-engine fighter and when it loses an engine, it needs to be restarted. More often than not it re-rights but it takes a finite amount of time for any engine to re-light, so if you are below minimum altitude, you will need to abandon the aircraft. Preventing future aircraft accidents lie in the use of a combination of technology and appropriate and adequate pilot training. The installation of a ground proximity warning system in the aircraft would generate an early signal that could alert the flight crew to take preventive measures against the onset of CFIT. Emphasis should be placed in pilot training on effective training of pilots to develop situational awareness and make correct interventions.

## Famous MOUNGRI MELA

(Adeshi month) and people of all hues gather here. Though, unbelievable but fact is that 'duo caves' are of their sanctified reverence which speak silently in divine tones.

The insides of caves also accommodate Nandigam, Nagrajs, Cunch, Narsinghdev and many of their pious ilk of sanctity which are of abysmal reverence. Chairman of 'Shiv Parvati Cave Shrine Moungri who looks after the entire arrangements is of the view that 'Baradari should be utilized for development of caves complex.

Trishul Shanan: Just on the very onset a splendor Trishul is given holy dip by the local Chhari (Holy mace) and thence attuned by wide, varied music of drums, flutes with bequantal songs in the reverence of Shiv Parvati - Har Har Mahadev echo the skies towards atop of caves and a Puja is held devotionally by all and one who accompany the holy mace which after fulfilling all rituals descends down with the same tradition and first pay obeisance to lord 'Ganesha'. The holy mace, then have holy Darshan of 'Lord Shiva and Shakti - Mata Parvati'.

Suggestive measure for enhancing beauty:

The road is 'Kachha one' linking Moungri from 'Kainth Gali' arounding 20 Km and upto 'Sar Dabbar'. The road warrants to be upgraded by proper black-topping for the convenience of pilgrims in particular and the public in general who have to encounter long distances to the far-flung areas of inhabitations.

More number of buses should ply over the entire track

which, as presently the number is inadequate and the numbers of buses/other conveniences need to be enhanced. Since the devotees accompanied by little kids go for holy darshan and there are every apprehension of them to be drifted. In order, therefore to avert such eventualities, it is pertinent to accomplish this task of chain-linking path-ways. Shelter-belts with oxygen top plastic sheets will not only provide shelter to the locals but as well add beauty to the spots, boosting tourism. There is no such provision and this warrants to be introduced on the analogy of 'Vaishno Devi Mata' shrine. This is most pertinent and its construction shall facilitate locals, apart from making the sacred shrine a pilgrimage spot around the year. The introduction of Nerium, Bougainvillea, bottle-bru alongside the path shall enhance beauty and glorify the areas.

Depts of Forests, Floriculture, Horticulture, Sericulture shall have to make all things in bringing a green revolution, apart from enhancing fruit cultivation this is the best zone for cultural apple (Ramphal, Silaphal, Laxmanphal). Keeping in view the sanctity of spot, when a number of pilgrims will visit the spot the same will also improve local economy. On the pattern of Sarthal Yatra and Machail Yatra, a Gazetted holiday needs to be incorporated in the annual calendar for the Mela and the shrine should be brought under control of Shrine Board for better upkeep and maintenance, which unfortunately is missing at present.

(The author is former Deputy Conservator of Forests).