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CIVIL SERVICE

HINDUSTAN TIMES, DEC 6, 2014

Modi's 18 commands to raise conduct code bar for babus

Aloke Tikku

Four months after the Modi government raised the bar for the All India Services, the government spelt out 18 commandments for over 30 lakh civil servants that requires them to maintain integrity, disciplined and keep public interest above their own.

The department of personnel and training (DoPT) on Friday announced that the central civil services (conduct) rules — that covers all civil services except the IAS — had been amended to incorporate an ethical framework for officials.

The three All India Services — the IAS, IPS and Indian forest service (IFS) — are guided by a separate set of conduct rules which were amended in August this year.

They should maintain courtesy and good behaviour with the public, commit themselves to and uphold supremacy of the Constitution and democratic values, defend and uphold the sovereignty and integrity of India, decency and morality, and declare any private interests relating to his public duties and take steps to resolve any conflicts in a way that protects the public interest, the DoPT order amending the rules said.

The code of conduct for bureaucrats was first conceived in the early years of the Manmohan Singh government when it drafted a law for civil services. But concerns that the law could tie the government's hands prompted the UPA to defer this proposal into the cold storage.

With the UPA and Modi government showing signs of reviving the proposed law, officials at the DoPT had proposed to at least notify the code of conduct for civil servants.

TIMES OF INDIA, DEC 6, 2014

Cabinet secretary Ajit Seth gets six-month extension

[Bharti Jain](#)

NEW DELHI: The government has approved yet another extension for cabinet secretary Ajit Kumar Seth, this time for six months. The latest extension may have eliminated many IAS officers of the 1977 and 1978 batch from the line of succession to the top bureaucratic post, while positioning finance secretary Rajiv Mehrishi as a key contender to succeed Seth when his extended term ends in May 2015.

Seth, who was appointed cabinet secretary by the UPA government in June 14, 2011, will be just one month shy of completing four years in the prime post when he retires on May

12, 2015. Initially appointed for two years, he was given a year's extension by the UPA government in 2013. The Modi government too, in the interest of continuity, extended his tenure by another six months after assuming office in May.

A little over a week before his term was due to end on December 13, the Appointments Committee of the Cabinet has approved a further extension of six months. Sources said Seth's services were extended keeping in view "succession planning".

Among the 1978 batch IAS officers who will retire by the time Seth's tenure ends include petroleum secretary Saurabh Chandra, who retires in April next year. However, power secretary P K Sinha, who belongs to the 1977 batch, will still be in office in May 2015. Mehrishi, who was recently handpicked for the post of finance secretary, stands a good chance to take over as cabinet secretary next year.

The government has also started the process of filling up other key posts in the security establishment. While 1979 batch IPS officer Dineshwar Sharma is tipped to be named the new chief of Intelligence Bureau, the name of Rajinder Khanna is doing the rounds for the post of RAW director. Both IB chief S Asif Ibrahim and RAW chief Alok Joshi are due to retire later this month.

Senior IB officers Ashok Prasad and D P Sinha, who were also in the race for the post of director, IB, are likely to move to the home ministry as special secretary or as NTRO chief. There is talk of special secretary (internal security) in the home ministry Prakash Mishra, who recently lost out to Anil Kumar Sinha in the race for CBI director's post, moving out as director general, CRPF.

Meanwhile, Gujarat cadre IPS officer and senior IB officer Vivek Srivastava is being considered for appointment as director, Special Protection Group (SPG).

HINDUSTAN TIMES, DEC 5, 2014

Simpler form for babus to reveal assets on anvil
Aloke Tikku

The Centre will make it simpler for bureaucrats to declare their assets, but there is no running away from the transparency rule.

The government is finalising a new and simpler form that babus will have to fill declaring their assets and liabilities under last year's Lokpal law.

The provision covers all central government employees, irrespective of their rank.

The new format — to be notified shortly — was devised on a panel's report set up to look into representations against the rule that requires nearly 30 lakh employees to place their assets and liabilities in public domain.

Anxious that it wasn't perceived as diluting the transparency norms, the department of personnel & training had earlier replicated the five-page form that aspiring MPs and MLAs have to fill before contesting elections.

But a string of representations and a high court case on the rule prompted a rethink.

At his meetings with bureaucrats, personnel minister Jitendra Singh brushed aside demands to keep their assets a secret, wondering why they were squeamish about the transparency norms followed by politicians.

Government sources told HT that it had been pointed out that the form is far too long to be filled by employees.

"Politicians have the resources to hire chartered accountants to fill the form," an official said, adding that this complaint is being addressed.

Earlier this week, Singh told the Lok Sabha that a committee set up to review the format too had recommended simplifying the form.

Officials suggested that the 31 December deadline may be relaxed to enable employees to provide accurate information.

ASIAN AGE, DEC 3, 2014

Anil Sinha new CBI director as Ranjit Sinha exits

Anil Kumar Sinha, an IPS Bihar cadre officer of the 1979 batch, was on Tuesday appointed the new CBI director, taking over the country's premier investigative agency from Ranjit Sinha, who retired Tuesday.

Mr Sinha was CBI special director, the agency's second in command, and was among the candidates shortlisted after a meeting of the selection panel at Prime Minister Narendra Modi's residence Tuesday. Besides the PM, the panel comprised Chief Justice of India H.L. Dattu and Congress Lok Sabha leader Mallikarjun Kharge.

Soon after his appointment, Mr Anil Sinha told this newspaper: "It is a matter of great satisfaction for me. There are several issues in the agency which need to be addressed immediately." Mr Sinha has held key positions in his home cadre, and was part of the investigations in a number of disproportionate assets cases.

A post-graduate in psychology with an M.Phil. degree in strategic studies, Mr Sinha earlier served in the Special Protection Group and was awarded the Police Medal for Meritorious Service in 2000 and the President's Police Medal for Distinguished Service in 2006.

The controversial innings of Ranjit Sinha as CBI director ended on Tuesday. He was given a farewell here, where he told his officers that all his decisions were taken in the interests of the agency. "Nobody wants to leave the organisation on such a controversial

note,” he said. As he was leaving the CBI headquarters, he told the media, on being asked for a farewell quote: “I thank the media for giving me very wide coverage and for creating a public perception about me.”

Asked if he had any message for CBI officers, he said: “I am not a saint or a politician to give any message. I am an ordinary bureaucrat.” The gathering burst out laughing as he thanked the media for “keeping me in the headlines for days and days together”.

ECONOMIC TIMES, DEC 2, 2014

No official within Lok Sabha Secretariat was eligible for Secretary General's post: Sources

Appointment of Anoop Mishra as LS Secretary General was made in absence of anyone eligible for post from within house Secretariat, sources said.

NEW DELHI: The appointment of senior Uttar Pradesh bureaucrat [Anoop Mishra](#) as [Lok Sabha Secretary General](#) was made in the absence of anyone eligible for the post from within the House Secretariat, official sources said today in the backdrop of [Congress](#) contending that due procedure was not followed.

The sources said that P K Grover, whom Mishra succeeded today on his superannuation, was eligible and, therefore had been appointed by the Speaker sometime back. Besides, they said that it was not for the first time that anyone outside the Lok Sabha [Secretariat](#) had been appointed to the post.

S Gopalan and T K Vishwanathan, who had held the post of Secretary General in the past, were not from within the Secretariat, they said.

Earlier in the day, Congress had contended that due procedure was not followed as the largest opposition party was not consulted in the appointment of 59-year-old Mishra by the Speaker Sumitra Mahajan.

Leader of the Congress Mallikarjun Kharge argued that he was not questioning the appointment made by the Speaker, but was only contending that due procedure of consulting the opposition was not followed.

As there is no recognized Leader of the Opposition, she may not have consulted him regarding the appointment, he said.

Kharge also wondered whether no official of the Lok Sabha Secretariat was capable of taking over as the Secretary General.

ECONOMIC TIMES, DEC 2, 2014

New LTC rules: Government officials can take private airline to travel to Jammu & Kashmir

Govt officials have been permitted to travel to Jammu and Kashmir by private airlines as per the new Leave Travel Concession (LTC) rules.

NEW DELHI: Central government officials have been permitted to travel to [Jammu and Kashmir](#) by private airlines as per the new Leave Travel Concession ([LTC](#)) rules.

Earlier, they were allowed to travel by [Air India](#) only. "Officers entitled to travel by air may also travel by private airlines from their headquarters. Officers not entitled to travel by air may be permitted to travel by private airlines between Delhi or [Amritsar](#) and any place in J-K," an order issued by the Department of Personnel and Training (DoPT) said.

Air travel by private airlines is to be performed in [Economy](#) Class only, it said.

The DoPT has relaxed Central Civil Services (Leave Travel Concession) Rules, 1988 to allow travel by officials through private airlines to visit J-K.

Air tickets are to be purchased directly from the airlines (booking counters, website of airlines) or by utilising the service of authorised travel agents viz M/s Balmer Lawrie & Company, M/s [Ashok Travels](#) & Tours and IRCTC, the order said, adding that booking of tickets through other agencies is not permitted.

The order, which was issued on Friday, will remain in force for a period of one year.

HINDUSTAN TIMES, DEC 1, 2014

Compulsory cooling-off for ex-babus?

Aloke Tikku

NEW PROPOSAL

- Retired senior officer can't take up a private job within a year of retirement
- Firms will give undertaking to not hire such officers before the one year period
- Cooling –off period exists even now but most officers manage to pull some strings to get it waived

Concerned that promises of a post-retirement stint in private firms could tempt senior officers to favour them, the Modi government is planning to introduce a rule to bar retired officers from joining firms that benefited from decisions taken while they were in service.

The restriction would apply for one year after the official retires.

And to make sure that officials play ball, there are plans to require private firms dealing with the government to give an undertaking that they won't hire any such officers against the rules.

Existing rules require all retired officers to take the government's permission if they intend to take up a job in the private sector till a year after their retirement.

But government sources conceded this rule isn't always enforced. Also, there are no laid down principles to process such requests and the permissions are liberally granted to officials who can pull strings.

"It has been proposed that the request be examined on two principles. First, if the officer concerned was associated with a decision in the previous two years that benefitted the firm. Second, if he played a role in a policy decision that indirectly benefitted the firm," a government source said.

These might be basic principles to assess such requests but they have never been laid down, giving departments a free hand to provide clearances or withhold them.

But there is recognition at the Department of Personnel & Training, which acts as the government's HR manager, that there are limits to trying to impose restrictions on officials once they had retired.

For instance, the proposal conceded, there was no provision to act against a retired employee for taking up a private job that raises questions about his performance as an official earlier.

Officials at DoPT have asked the government to plug this loophole by introducing a ban on companies recruiting such officials unless they have clearance from the Centre. Similar provisions could also be added to the integrity pacts that firms have to sign before getting contracts from the government.

DISABILITIES

DECCAN HERALD, DEC 4, 2014

Govt plans free education for physically challenged children

Minister for Women and Child Welfare Umashree, on Wednesday, said free education would soon be offered to physically challenged children aged between 6 and 18 years as mandated by the Right to Education (RTE) Act.

Presenting awards to achievers in various fields, who are specially-abled, on the occasion of World Disability Day, she said it was important to ensure education and equality to all, exhorting voluntary organisations to change the word 'handicap' to 'specially-abled or gifted'.

Similar to sports event, organised at district and State level for senior citizens, Umashree said it had to be done even for the specially-abled.

“Begin with district level and then have the best of districts compete at State level. In the event that will be organised on World Disability Day from next year, let winners be given awards,” she said adding “we should also have competitions organised for them even at Hampi and Dasara Utsava.”

Braille calendar

Braille calendar for year 2015 was also released on the occasion. Also, Niramaya Arogya Vima Yojane was formally launched at the event.

Ashwin Karthik, a patient with cerebral palsy, working as software engineer with Emphasis was honoured. His mother Prabha Nagaraj and friend Bharath, who have supported him through his ups and downs, were also lauded.

A cash award of Rs 50,000 was given to two organisations for exemplary work in helping the disabled, eight other voluntary organisations were given Rs 25,000, for four teachers who have been teaching students with disability Rs 10,000 was presented.

Besides, for physically challenged individuals who have achieved mark in various fields were given Rs 15,000.

ECONOMIC AND SOCIAL DEVELOPMENT

HINDU, DEC 2, 2014

[An economic blueprint for Mr. Modi](#)

ASHOK V DESAI

This year has altered the political picture in striking ways. The most conspicuous change is in prime ministers: reclusive, modest, uncommunicative Manmohan Singh has given way to vocal, expressive, dramatic Narendra Modi. A less-noticed change is in the government: Manmohan Singh had 77 Ministers; Modi's Cabinet has 44, and the average experience of his Ministers is far briefer. This is only partly because the Congress stayed in power for a decade; Modi has also brought in much fresh blood.

His Ministers talk less — they may have been told to, they may be in awe of him, they may be more self-contained, or they may not have the self-confidence. That is a pity, since some of them are capable of such wonderful faux pas. Manmohan Singh's Ministers had no compunction about accepting invitations to speak, inaugurating events and displaying themselves; Modi's Ministers are more circumspect. But Modi's sound bites dominate official noise, and addicts as well as connoisseurs of politics hang on his words.

It is not just words people hang on. The people who elected him have great hopes of him. "Intuitively, I feel we are sitting at the cusp of one of the biggest changes since 1850," said a director of TCS. His optimism is shared by the 17 crore voters who brought the Bharatiya Janata Party to power. Expectations are high; it will no doubt want to exceed them.

Topping UPA's robust growth

That would mean bettering the performance of the preceding UPA government. It was by no means insignificant. The UPA period saw the highest GDP growth rates in India's history. The annual growth rates of close to 9 per cent between 2005-06 and 2007-08 have been exceeded only once — in 1987-88, when growth shot up because the previous year had seen an unprecedented drought. During UPA's decade in power, national income almost doubled; income per head went up 69 per cent. These figures are supported by the rise in consumer durable ownership shown by National Sample Survey.

The boom witnessed under the UPA's tenure has ended; growth in the past two years has been under 5 per cent a year. Industrial growth has collapsed. Even to achieve respectable growth, the NDA government will have to do something, which politicians like to call reforms. But they will be nothing like the reforms of 1991-93. The economy was hobbled with such controls then that all Narasimha Rao had to do was to remove them. "Narandira" Modi has no such easy option. He needs to think out of the box.

One idea he had was "Make in India". Make what? There is an excellent new website; the government certainly knows how to make them. It opens with a contrived lion made of

racks and pinions. It lists 25 sectors — 14 in industry, five in services, four in transport, and two vague ones, namely space and biotechnology — which are little different from what the old government would have prioritised. It gives pride of place to the Delhi-Mumbai industrial corridor. For the rest, it summarises industrial policy, which repeats all the convolutions of the UPA era. It is remarkable how little it has changed. There is a longing for revolution, but there is no idea of where to go next and how.

To begin with, is manufacturing worth bothering about? Before the industrial revolution, India was the world's most industrialised nation; after the revolution, it fell far behind. That has left a longing for lost glory. But the share of manufacturing in GDP has been falling everywhere. The only exception is China, which achieved outstanding growth in the past quarter century through industrialisation. The Chinese story is complex, but some of its components are well-known.

Beginning in the 1970s, China set up an efficient steel industry, which has kept its costs of engineering and construction low. It built world-class railways, highways and ports, which took its manufactures cheaply across the country and the world. Its banks gave cheap loans to industry. It kept its exchange rate competitive. Such closely coordinated policies were possible in China; they have not been in our federal democracy.

India has had its own successes, though not on China's scale. After the desktop was invented in the late 1970s, demand for packaged, small-scale software boomed in the United States. It ran short of programmers, and took away all whom it could find in India. That led to mass training of programmers in corner shops across South India, where people still knew some English.

They were first exported to the U.S., and later, manned the software industry that emerged in South India, where costs were lower. That was India's last growth story.

Where might the next one come from? There must be a number of options; every economist can choose his. Mine goes something like this.

India's Achilles' heel is electricity: it is expensive and uncertain. My solution for it is twofold.

First, the Centre owns a quarter of power generation capacity, and supplies fuel for over two-thirds of the power. It should give power only to State electricity boards that charge a single price for their power, which must cover long-term costs of generation. State governments must corporatise state electricity boards; if they want to give any consumer subsidies, they must finance them from State budgets. The same principle of long-term viability pricing must be applied to the Centre's coal, oil and power enterprises.

Second, the Centre must buy floating thermal power plants like those in the West Indies, anchor them in ports, and use them to supply power to those States whose governments corporatise their electricity boards.

Finally, the Centre must abolish all imposts on coal and oil products and create a national energy exchange where they are freely bought and sold; that will minimise the costs of energy. If it must impose taxes, they must be the same per Btu for all forms of energy and only on energy consumed by final users.

As with power, the Centre must create an integrated, efficient transport industry. The railways must offer door-to-door delivery services to every factory, mandi, and port, and give free access to road transport companies. The Centre must build a dozen new medium ports with a draft of 15 meters, and finance the creation of a commercial fleet of Sub-Panamax vessels up to 50,000 tons to provide freight and passenger service along the coast as well as with our neighbouring countries. Sea transport will develop our coastline, move traffic away from crowded and expensive onland routes, and promote our links with the Indian Ocean area.

The SEBI rulebook

The financial industry is overregulated and consequently underdeveloped. Financial institutions are poorly designed. As a result, there is too little capital for small producers and traders, and too little risk capital in general. SEBI's enormous rulebook and its partiality towards the so-called qualified institutional investors have turned the capital market into an oligopoly; and restrictions on entry into banking and competition have led to collusion between banks and their larger clients.

The underdeveloped mutual fund industry must be merged with the banking industry. Banks must give their clients both loans and equity, in varying combinations; and offer similar hybrid investments to their depositors. In every major city, banks must together create an exchange, trade the equity and loans of their larger and more solid clients on it, and thereby bring knowledge about the clients' financial worth into the market. The clients should equally be able to borrow or raise equity directly from the market.

This is my initial list of reforms. An economist can theorise and imagine endlessly. But policy is not a product of dreams; it emerges from a bargaining process in which an economist is only one participant. My list would give an idea of how one starts with a problem and applies economic principles to it to draw policy conclusions. Policy is made by policymakers, brought into the public sphere by media, administered by civil servants, enjoyed or suffered by common people and reshaped by democratic processes. Those who are elected may think they have arrived and only have to wave a magic wand; those who have elected them may soar with hope. But good policy requires a robust process of which elections are a small part.

The new government still has to design the process, let alone implement it.

(Ashok Desai is an itinerant economist who has taught, done research, coordinated projects and helped make policy.)

There is longing for revolution, but there is no idea of where to go next and how

The boom under the UPA has ended; to achieve respectable growth, the NDA government will have to do something in terms of reforms and the Prime Minister will have to go beyond simply designing excellent websites and think out of the box

STATESMAN, DEC 1, 2014

New Plan body likely soon

Work has moved into top gear for finalising the name and structure for the new institution that will replace the 64-year old Planning Commission and the same may be unveiled this December.

“The Prime Minister has convened a meeting of the chief ministers on 7 December to seek their views on the structure of the institution which would ultimately replace the Planning Commission,” an official source said.

The commission has received many suggestions regarding the name and role of the new body. Some of the suggested names are Sustainable Development Commission, National Development Agency, Social Economic Development Commission or Bharat Pragati Lakshya. Besides, there have been reports about the new body being named as Niti Aayog or Policy Commission.

The new institution, which is likely to be headed by the Prime Minister as was the case in Planning Commission, may have four divisions ~ inter-state council, plan evaluation office, UIDAI and DBT. All the divisions would have experts from the Centre and state governments as also experts from the industry.

The Direct Benefit Transfer (DBT) Mission earlier was part of the Planning Commission but was moved to the finance ministry later.

According to sources, the new body could also be the secretariat for the inter-state council which is at present under the home ministry and met rarely during the UPA term. This council used to meet regularly during the previous NDA regime.

Prime Minister Narendra Modi in his Independence Day speech had announced that the commission would be abolished and replaced with a more relevant institution.

Since then the commission has held several meetings with experts to discuss the new structure of the proposed institution.

Country's first Prime Minister Jawaharlal Nehru had set up the Planning Commission to steer the nation's economic destiny at that time.

Set up by a Cabinet resolution, the commission has enjoyed power and prestige with

Prime Minister as its chairman. Its most important functions have been fixing targets for sectoral growth and allocate resources.

The deputy chairman of the commission has often been a political stalwart holding the rank of a Cabinet minister.

Gulzarilal Nanda, VTKrishnamachari, C Subramaniam, PN Haksar, Manmohan Singh, Pranab Mukherjee, KC Pant, Jaswant Singh, Madhu Dandavate, Mohan Dharia and RK Hegde had been deputy chairman at different points of time.

Mr Montek Singh Ahluwalia was the last deputy chairman of the Planning Commission

EDUCATION

DECCAN HERALD, DEC 5, 2014

No Sanskrit exams in schools this year: Government

The central government told the Supreme Court Friday that the switch over from German to Sanskrit as a third language in Kendriya Vidyalayas will be effected but there will be no Sanskrit exams in the current academic year.

Attorney General Mukul Rohatgi told an apex court bench headed by Justice Anil. R. Dave that the government has taken the decision to dispense with the Sanskrit examination in the current academic year while addressing the concerns of the court and the stress the students would have undergone due to a mid-session switch.

The government made it clear that German would now be an optional language.

Since the counsel for the petitioner parents of the affected students of Kendriya Vidyalayas wanted to seek instructions from clients on the latest government position, the court adjourned the hearing till Monday.

TRIBUNE, DEC 4, 2014

CBSE schools to get mandatory accreditation within 3-5 years

Vikas Sharma

All the schools of the state affiliated with the Central Board of Secondary Education (CBSE), which have applied online for mandatory accreditation called the School Quality Assessment and Accreditation Scheme (SQAAS), will be required to get themselves accredited within a span of three to five years.

Sources said under the process, the schools had been asked to bring out necessary amendments in their affiliation and examination byelaws. In this regard, the CBSE would constitute an expert advisory committee (EAC).

However, accreditation of the schools would be done by the agencies other than the CBSE. The schools had also been asked to regularly visit the CBSE website for getting updated on various policies and schemes.

“The school should make arrangements as per the Peer Assessor Team (PAT) visit schedule for coordinating the availability of students, teachers, etc, apart from access to physical infrastructure, documents, etc, required to be produced by the school for verification to the team members. The schools should act in a professional manner and

not resort to any unwanted actions which are not desirable as per the broad mandate of the CBSE,” a statement said.

The sources added that after the visit, the schools would be given a school quality enhancement report (SQER), which should be thoroughly gone through and necessary action taken accordingly for improving the quality of teaching and learning at the school. Further, a school, which got a score of 75 per cent or above (overall) and minimum 50 per cent in each domain, would be declared accredited by the CBSE. The school’s name would be then listed on the CBSE website under the list of accredited schools. The institutions could use the terminology “affiliated and accredited CBSE school” instead of only using “affiliated to CBSE”.

The sources added that none of the CBSE-affiliated schools in Jammu had been given accreditation till now as they had recently applied for online SQAAS, but they were very much in the process of completing all the required formalities to get the mandatory accreditation.

Once the PAT members returned after the SQAAS visit, the agency should compile the school quality enhancement report (SQER) in a comprehensive manner for submission to the school. The score card, if qualifying for accreditation along with school quality assessment and accreditation report (SQAAR), should be submitted to the CBSE for final approval with a copy of instruments.

The CBSE would further communicate with the school. In case a school did not qualify, the agency would write back to the school with the score analysis and SQER for the school to improve and apply after a gap of minimum six months.

TIMES OF INDIA, DEC 3, 2014

UGC hikes basic fellowship amount, scholarships

In a bid to encourage research scholars, the University Grants Commission has hiked the basic fellowship amount and scholarships from Monday.

NEW DELHI: In a bid to encourage research scholars, the University Grants Commission has hiked the basic fellowship amount and scholarships from Monday.

For junior research fellowship (JRF) the revised amount would be Rs 25,000 per month from the earlier Rs 16,000 and in case of senior research fellowship (SRF), scholars would now get Rs 28,000 per month from the earlier amount of Rs 18,000.

Earlier in the day, the Rajya Sabha was informed about the revision in grants by HRD minister Smriti Irani. She said the hike in JRF and SRF in basic sciences will be on par with the similar fellowship amount disbursed by department of science and technology.

In case of humanities and social sciences, the increase would be by about 55 per cent.

The Swami Vivekananda Single Girl Child Scholarships for research in social sciences will be raised from Rs 8000 to Rs 12,400 per month in the first two years and from Rs 10,000 to Rs 15,500 per month in the third and fourth year.

The PG scholarships for graduate aptitude test in engineering (GATE) qualified students will be raised from Rs 8000 to Rs 12,400 per month.

ENVIRONMENT

HINDUSTAN TIMES, DEC 1, 2014

India needs to focus on multilateral side of climate change

Climate change is back on the international agenda. The announcement of a greenhouse gas emissions agreement between the United States and China had been preceded by a European Union commitment to further unilaterally cut carbon emissions. The G-20 summit called on its members to get their own climate change plans ready for the Paris summit next year.

The specifics of these agreements are less important than the momentum they impart to multilateral climate change diplomacy. India needs to pay more attention to this development: The manner in which the environment ministry was blind-sided by the US-China agreement was a striking example of how out of touch Indian officialdom is with global developments. New Delhi should focus on where climate change diplomacy will be going in the coming years. Given the growing problems of air pollution and rising fossil fuel imports, there is a strong case for India to invest more in a renewable energy future.

There is a case for saying India is already doing quite a lot at home in this field, especially with its ambitious solar and energy plans coming to fruition, so why bother with international agreements? The answer is multiple. One, a renewable energy future comes with costs and is made easier with technology. Sensibly negotiated agreements would open access to both.

Two, green bills afflict all countries. Much of international climate change diplomacy is about trying to shift these costs to the wallets of other countries.

Three, international agreements are a good way to lock in long-term policies at home. China's Xi Jinping is using climate change agreements to carve in stone structural reforms that he wants his country to undertake.

When countries like the US and China sign bilateral agreements that change their energy profiles, they will seek to ensure that other countries do not get an economic edge from these actions. They will seek to multilateralise these actions in a manner that favours them. Prime Minister Narendra Modi has often said he takes climate change "seriously". He now needs to take the multilateral side of climate change seriously as well.

FINANCIAL INSTITUTIONS

BUSINESS LINE, DEC 2, 2014

Wage discord: bank staff to begin relay strike today

Employees in southern zone will strike work on Tuesday, followed by those in the north, east and west on subsequent days

Mumbai, December 1:

Starting December 2, banking services across the country will be hit over the next four days as about 10 lakh public sector bank employees will participate in a relay strike over the lingering wage-settlement issue.

This time the strike will be held in four phases with the unions adopting a relay method to go on strike. The unions will strike work for one day each in four different regions of the country.

The employees in southern zone will strike work on Tuesday, those in northern zone on Wednesday, eastern zone on Thursday and western zone on Friday.

Banking services such as cheque clearing and issue of demand draft are likely to be affected during these days in the respective locations.

The Indian Banks' Association (IBA), representing bank managements, said in a statement that wage negotiations have reached a stalemate. The IBA is unwilling to go beyond the 11 per cent wage hike it has offered to its employees, citing "difficult" financial conditions of the banks.

Bank unions contend that this increase is too little. Their latest demand is for a 23 per cent increase in salary and allowances, down from 25 per cent demanded till last month.

The last full-day strike happened last month on November 12, when almost all employees stayed away from work.

'Unreasonable, unwarranted'

While both sides blamed each other for stonewalling negotiations, MV Tanksale, Chief Executive of the IBA, said in a statement, "The relay zonal strike programme being launched by unions/associations from December 2, 2014, is unreasonable, unethical and unwarranted."

The bank managements have often cited rising non-performing assets (NPAs) of the banking system for their inability to pay higher wages. Even in the previous wage-settlement round, banks had given a 16.5 per cent hike.

According to Vishwas Utagi, Vice-President, All-India Bank Employees Association, “Who is responsible for the NPA? Bring those responsible to book. Why should regular bank employees suffer?”

Public sector banks follow a five-year wage-settlement process, at the end of which wages are renegotiated.

The last such bi-partite settlement expired in October 2012 and the new wages need to be paid effectively from November 1, 2012. However, due to prolonged discussions, there has been no substantial headway on this.

Other demands of the bank employees include a five-day working week, regulated working hours, recruitment of additional staff and pension scheme on the lines offered to Central Government employees.

HEALTH SERVICES

ECONOMIC TIMES, DEC 4, 2014

All new medicines to come under price control

By Sushmi Dey

The drug price regulator has mandated companies to seek its approval for every new medicine, including combinations of existing ones, to ensure that consumers are not overcharged.

NEW DELHI: The drug price regulator has mandated companies to seek its approval for every new medicine, including combinations of existing ones, to ensure that consumers are not overcharged. According to [the National](#) Pharmaceutical Pricing Authority (NPPA) all innovative launches like new combinations of price-controlled medicines as well as those with changed strengths and dosages will be treated as 'new medicines'.

[The move](#) is aimed at spanning the price regulation of essential medicines, while also keeping a check on innovative branding and marketing strategies of pharmaceutical companies to circumvent price control, an official, in the know of developments, told TOI.

Currently, prices of 374 medicines are directly capped by the government at the average price of those being sold with at least 1 per cent market share. This roughly accounts for 10-13% of the total domestic pharmaceutical market pegged at around Rs 79,000 crore.

In order to escape price regulation, companies often launch newer combinations by making minor changes to existing price-controlled medicines. Sometimes, firms also tweak the strengths and dosages to bypass the price ceiling.

While such products are launched as newer brands, companies benefit from such strategies because under the existing law, firms are free to fix the launch price of all medicines, other than the 374 that are directly under government control. Even for such medicines, companies are free to raise prices by up to 10% annually.

"Market launch and/or sale of a 'new drug', as defined under paragraph 2 (u) of the DPCO (Drugs Price Control Order) 2013 without prior approval of retail price by the NPPA or where such approval stands withdrawn shall not only attract recovery of overcharged amount along with interest and penalty but also prosecution under Section 7 of the Essential Commodities Act, 1955," NPPA said in a recent notice.

The regulator has also asked companies to submit a compliance certificate from [Drug Controller General](#) of India (DCGI), which monitors quality of medicines and gives approval to new products.

The move is the latest among various stringent measures adopted by the government and the regulator in recent past to keep prices of medicines under check. The regulator has

already proposed to revise the list of essential medicines to include medicine formulations that are commonly sold.

HOUSING

HINDU, DEC 4, 2014

Simpler by-laws for buildings in Delhi on the anvil

AKANKSHA JAIN

Special emphasis to be laid on green, barrier-free buildings for differently-abled

PENDING REVISION

- In 1983, unified building by-laws were compiled for all areas under MCD, DDA and NDNC. Not revised till date
- MoUD now stressing on simplifying the by-laws. DDA and DUAC working on them

SALIENT FEATURES OF DUAC'S BY-LAWS

All master plan development controls are compiled together for all premises	Provisions for deemed sanction provided for in the by-laws	New chapter added on building regulations notified by DDA	Separate sanction process under evaluation for plots under 100 sq m
Time limit for granting sanction to be reduced from 60 to 30 days	Provisions for lifts in low-rise buildings	Office/ shop units shall not be less than 6 sq m	
Part basement can be used as dwelling unit	Includes provision for barrier-free design for differently-abled persons		

The guiding principles on which a building will be erected in Delhi are set to become simpler, with special emphasis laid on green buildings, disaster management and barrier-free designs of public buildings for the differently-abled, children and senior citizens.

The Delhi Urban Art Commission (DUAC) had recently made a presentation before Lieutenant-Governor Najeeb Jung on Unified Building By-laws (UBBL).

The proposed UBBL have been prepared chapter-wise for better understanding of the common man. It has chapters on procedure for documents for sanction/completion of building plans, MPD-2021, development control regulations, general building requirements, structural safety, building services and regulations notified by the Delhi Development Authority (DDA).

A new chapter has been added on building regulations notified by the DDA for special area, unauthorised colonies, villages and regularisation of farmhouses and separate sanction process is under evaluation for plots under 100 sq. m.

The Commission has stressed on qualification of professionals or contractors.

Besides this, it proposes a five-year validity period for sanction for all buildings, while the 1983 by-laws provided for two-year validity for sanction for residential, industrial and commercial building (four storeyed) and three years for larger complexes and multi-storeyed building.

Fee for alterations, revisions in plans have also been suitably updated, while the need for documents has been simplified. While earlier, provision for architectural features was restricted to a height of 1.5 m, the DUAC proposes to allow it without infringement of covered area and FAR. It has updated provisions on balcony and canopy.

The DUAC had received 732 suggestions on simplifying the by-laws. It intends to draft the final UBBL by December 15.

INTERNATIONAL RELATIONS

HINDU, DEC 2, 2014

Pakistan in illegal occupation of 78,000 sq kms of Indian land since 1948

Minister of State for Home Kiren Rijiju said that under the so-called China-Pakistan boundary agreement of 1963, Pakistan illegally ceded 5,180 sq kms of Indian territory in Pakistan occupied Kashmir to China.

NEW DELHI: [Pakistan](#) is in illegal and forcible occupation of about 78,000 sq kms of Indian territory in [Jammu and Kashmir](#) since 1948, Lok Sabha was informed today.

Minister of State for Home Kiren Rijiju said that under the so-called China-Pakistan boundary agreement of 1963, Pakistan illegally ceded 5,180 sq kms of Indian territory in Pakistan occupied Kashmir to China.

Rijiju said as regards the Indo-China border, there is no commonly delineated [Line of Actual Control](#) (LAC) in the border areas between [India](#) and China.

From time to time, on account of differences in the perception of the LAC, situations have arisen on the ground that could have been avoided had there been a common perception of the LAC, he said.

The Minister said there is no illegal occupation of territory by the Bangladesh, Myanmar and Bhutan.

However, he said, in case of Indo-Bangladesh border, there have been pockets that have traditionally been under the possession of people of one country in the territory of another country and these are known as 'adverse possessions.

"Government remains continually vigilant and is firm in its resolve to take all necessary steps to effectively safeguard India's security and territorial integrity.

"As regards the Indo-China border, government regularly takes up any transgression along the [LAC](#) with the Chinese side through established mechanism including border personnel meetings, flag meetings, meetings of working mechanism for consultation and coordination on India-China border affairs and diplomatic channels," he said.

INTERNATIONAL TRADE

STATEMAN, DEC 5, 2014

Normal trade with Pak depends on India getting MFN status: Govt

New Delhi, 5 December: Progress in normalisation of bilateral trade with Pakistan would depend on its decision to grant most favoured nation status to India, the government said in the Lok Sabha today.

Pakistan has “unfortunately” failed to give MFN status to India, Minister of State for Commerce and Industry Nirmala Sitharaman said. India granted MFN status to Pakistan in 1996. “Progress in trade normalisation would depend on the decision taken by Pakistan with regard to granting MFN status to India,” the Minister said during Question Hour.

According to the Minister, if MFN status is granted to India by Pakistan, it would facilitate direct bilateral trade and lead to “economic gains for both countries”.

Expressing hope that something would happen, Sitharaman, however, said there are no specific talks being held on trade facilitation between the two countries. At the moment nothing specific is happening, she said.

During the meeting between Prime Minister Narendra Modi and his Pakistan counterpart Nawaz Sharif in May this year, it was stated that the two sides “could move immediately towards full trade normalisation on the basis of the September 2012 road map worked out between the commerce secretaries of both countries,” Sitharaman said.

In January this year, during the meeting of commerce ministries of both sides, they re-affirmed the commitment of the two governments to expeditiously establish normal trading relations and also provide Non-Discriminatory Market Access (NDMA) to India. In September 2012, it was agreed that Pakistan would transition fully to MFN (non-discriminatory) status to India by December that year. However, Pakistan did not adhere to the timelines, she added.

LIBRARIES

BUSINESS STANDARDM DEC 5, 2014

President's book: Publisher's 'Amazon only' deal sparks row

Traditional retailers threaten to boycott Rupa if it sticks to exclusivity plan; traders' body seeks minister's intervention

Digbijay Mishra & Arindam Majumder

The controversy over President Pranab Mukherjee's yet-to-be released book being sold exclusively on Amazon's e-commerce platform is intensifying. The issue has reached Commerce Minister Nirmala Sitharaman, with the Confederation of All India Traders (CAIT) requesting the minister to intervene in the matter. It claims Amazon's exclusivity will be "abuse of competition".

Rupa Publications, publisher of Mukherjee's book, *The Dramatic Decade, The Years of Indira Gandhi*, has inked a three-week exclusivity deal with Amazon, triggering protests and threat of a boycott from top traditional book retailers.

Ahead of the December 11 launch, brick-&-mortar book retail chains like Starmark, [Crossword](#) and [Sapna](#) have asked Rupa to withdraw its plan of selling the book exclusively on [Amazon](#) for the first three weeks. These retailers have threatened they will boycott Rupa and stop selling its books at their stores if the publisher sticks to the exclusivity plan.

CAIT, which has been protesting the deep discounts being offered online, has come to the centrestage of the book controversy as well. While expressing "immense respect for His Excellency, the President of India", CAIT has said in its letter to Sitharaman that it was appealing to the commerce minister, instead of lodging a complaint with the Competition Commission of India, "with a sense of hope that necessary action will be taken by you".

The President's book, in the pre-order stage on Amazon at present, has already reached the third position among bestsellers on the platform, after works by Chetan Bhagat and Sachin Tendulkar. The book is to be released on Mukherjee's birthday on December 11. According to offline book sellers, the exclusivity move is a disadvantage for them and a disruptive step.

"This will set a dangerous trend. The online sellers just gain market share using predatory pricing which is not a healthy competition. So, we along with Crossword and Sapna have written to Rupa to reverse this decision or else we will not buy or display their books in

future,” Emami Frank Ross’[Starmark](#) division chief executive officer Gautam Jatia told this newspaper.

Rupa declined to comment on its next course of action. The launch of the book is slated for next Thursday but Amazon’s limited licensing agreement says such a licence will continue in perpetuity, unless either party terminates it by giving the other party 30 days’ prior written notice.

This implies it could be too late for Rupa to call off the exclusive deal. But according to experts, there could be surprising outcomes, given the kind of pressure and protest the deal is generating before book launch.

A book written by the country’s President being made available only on one platform could create disruption in the market and there might be very little opportunity for traditional sellers to cash in a month after its release, a source said. The e-tailing sector is expected to grow to \$15 billion in the next two years from about \$4 billion at present.

Though this is not the first time a book is being exclusively pre-booked and sold on an e-commerce platform, the curiosity regarding Mukherjee’s book is significant. On Monday, when the campaign went live, Amazon’s daily order rate for the book jumped four times. Right at number three, Mukherjee’s book is marching much ahead of works by former president A P J Abdul Kalam, former US secretary of state Hillary Clinton and former comptroller and auditor general Vinod Rai, among others.

HINDU, DEC 2, 2014

‘Swachh Bharat’ book fair from December 13

DAMINI NATH

Literature on the theme of cleanliness will be up for grabs at the first-ever municipality-organised book fair in the Capital from December 13 to 18.

The North Delhi Municipal Corporation and the National Book Trust have begun preparations for the fair, which will tie in with the Centre’s ongoing cleanliness campaign, Swachh Bharat.

Union Minister for Human Resource Development Smriti Irani is likely to inaugurate the fair and Science and Technology Minister Harsh Vardhan has been invited to be the chief guest. North Corporation Leader of the House Mira Aggarwal said the theme of the fair would be “Swachh Bharat, Samasth Bharat”.

“We want to inculcate reading habits into young people, especially school students, and put the focus on cleanliness. Publishing houses participating will bring books related to sanitation,” said Ms. Aggarwal.

The fair is likely to be held at the corporation’s defunct Mahila Haat on Asaf Ali Road. The fair will kick off with a panel discussion and shadow puppet show in the evening of December 13. “We are expecting about 7,000 to 8,000 visitors every day during the fair. We hope to make it an annual event,” said Ms. Aggarwal.

BUSINESS STANDARD, DEC 3, 2014

Mihir S Sharma: Cities of libraries

Romain Rolland Library, in fortunate Puducherry, provides a space too rare in our country - one carefully policed and quiet, and yet welcoming, one where you can be solitary and undisturbed amidst a crowd

[Mihir S Sharma](#)

People still ask me sometimes, seven years after I moved back to Delhi from the United States, what it is that I miss most. I have had an answer prepared for years: public transport, I say, and beef steak, but above all public libraries. I write this column from Puducherry, where the public transport is a disaster, but the French Quarter is dripping with places that promise you the best steak in town. That I expected. I didn't expect, however, the libraries.

[Puducherry](#) wears its French heritage lightly. The caps on its policemen, the French-army-blue [Art Deco](#) memorial on the seafront to the French Indians who died in defence of the "*patrie*" in the Great War, the children in French-language schools and so on. Much of it is ignored, sadly - the old *mairie* or town hall, which has stood at the heart of the seafront for two centuries, collapsed a few days ago. [INTACH](#) was supposed to be restoring it, but it is suspected that they estimated the wrong wall could be removed and the whole thing came down. The local government delayed too long in fixing it, and now a historic landmark, one of India's oldest, grandest and most unique buildings, is gone forever.

But what lives on is the libraries. This is what took me by surprise. More so than steak, even, Puducherry is a city of libraries.

Just behind where the old *mairie* stood is the headquarters of the Puducherry Department of Culture, with tall rounded windows and jutting-out grills in what must be the French-colonial style, since I have seen it nowhere else in India. The office-goers have to walk in under an arch that says "*Bibliothèque Publique*"; for this grand building, near the seafront and overlooking the central park - "Place du Gouvernement" - was built by the French as a public library.

The library, now named for the French Nobel, pacifist and Indophile Romain Rolland, has now been moved to a squat and ugly structure across the park, the two buildings depressingly demonstrating the comparative understanding of aesthetics proudly

possessed by the French and the Indian republics. Inside, however, it is far from depressing. The periodicals reading room is full. Even the stacks - featuring tall, elegant wooden bookshelves along the walls that presumably were dragged over from the old building - are full of people. People reading, whispering, preparing for examinations, browsing, writing. That was the most civilised thing I saw in a very civilised city.

Just next to the main library is the even larger library of the Aurobindo Ashram. The Ashram, which owns blocks of real estate that it has painted battleship-grey, is still the dominant presence in Puducherry. I have never been a massive fan of barrister-turned-spiritualist Aurobindo Mukherjee, as I am ideologically predisposed to believe lawyers are marginally more useful to society than mystics. But the Ashram has nevertheless had a big influence on my life, as it has on generations of kids from Calcutta (now Kolkata), thanks to its fondness for libraries. The library on Shakespeare Sarani in that city was one of my favourite places. It provided all that you wanted - familiar favourites in familiar places on familiar shelves, a reassuring reminder that a comfortable re-read lay in your future; and the occasional bit of serendipity that sends your life and your tastes in a completely different direction from otherwise, as happened to me the day I found a replica of the first edition of *The Hobbit* at the bottom of a haphazard pile, opened it up to J R R Tolkien's meticulous hand-drawn map of Bilbo Baggins' journey, and was hooked.

In Puducherry, naturally, the Ashram has a library, and it was all that it could have been expected to be. But there are yet others; the libraries, for example, of the Ecole Francaise d'Extreme Orient on Rue Dumas. The first, with high ceilings and high bookcases, overlooks a lovely courtyard on one side and a road leading to the sea on the other; the windows are open, and as you sit at one of the tables, the sound of the waves aids your concentration. The floors are iron oxide red, light polished wood and flagstones; you notice because you're asked to take off your shoes. There were a few people reading when I went. One of the books was lying open on the table I sat at - a study of Pallava inscriptions, a volume of the *Corpus Inscriptionum Indicarum*, open to a chapter about Mahabalipuram, 100 km north. Across Rue Dumas is the second, the Ecole's Tamil library, with little chairs in a courtyard for readers; and across town is the French Institute, where you walk past glass-walled laboratories with concentrating scientists and a courtyard with a coffee lady who hands you big, buttery biscuits, to a big reading room that overlooks the sea.

The French ran this little town for a little while, and they left libraries, big imposing ones in the centre of the town. The Indian government can't build a library unless it's a by-product of a political rivalry - up in Chennai they'll show you one such if you ask, a building meant as a secretariat turned by M Karunanidhi to other, finer purposes. Delhi's public libraries are hidden away, not the centres of civic life they should be.

In Romain Rolland Library, in fortunate Puducherry, a huge painting of Jawaharlal Nehru - with some sort of religious tika added on - watched over quiet readers. Young people browsed shelves marked "Generalia" (seriously) and "American novels" (English novels were simply "novels"). It provided a space too rare in our country - one carefully policed and quiet, and yet welcoming, one where you can be solitary and undisturbed amidst a

crowd.

Oh, and libraries help people read, too. Nothing gives you more hope for India than to pick up a random book and see how often its been taken out. I randomly took down an obscure book on the colonial history of Sri Lanka, for example, gifted by the Raja Rammohun Roy Library Foundation of Salt Lake in Kolkata; it has been taken out every month for the past few years. Some people, at least, are better informed about how the Tamil-Sinhalese conflict came to be. One wonders why the Indian republic doesn't want that to be the case with more of its citizens.

MASS MEDIA

HINDU, DEC 4, 2014

[A new template for media regulation – 3](#)

A.S. PANNEERSELVAN

The legal provisions for the freedom of the press are clear. Freedom of the press is not recognised as a fundamental right but is folded into the freedom of speech and expression. When it comes to the media's responsibilities, governing rules are murky, the regulatory framework is weak and the onus of holding the media accountable is left to a byzantine maze of enforcement mechanisms that fails the credibility test. This series on media regulation seeks to widen the debate and get the voices of the readers and the viewers: the final consumers of news and information and hence major stakeholders in media ecology.

My task is cut out by the prescription provided by the eminent historian Romila Thapar. Knowledge, according to Professor Thapar, requires the teasing out of complexities which cannot be done by insisting that the answer to a question is either this or that. She calls that approach the "one bite answer." She points out that nuances push ideas forward and encourage explanations. In the first two parts, we looked at the field as it were, and shared some of the recommendations that have come up so far to create a framework that can place the rights and the responsibilities of the media on an even keel.

Limitations

TRAI recommendations on cross-media ownership have some good suggestions but some real limitations too. Two young media law scholars, Smarika Kumar and Siddharth Narrain, point out the shortcomings of TRAI's overdependence on competition laws' definition of "relevant market." Their main argument is that "Competition law exists to protect competition and not plurality...it applies generically to all markets and is not specialised to specifically address the peculiar implications of media. That is why there is a need to find, outside of competition law, a framework for horizontal ownership regulation, which addresses the unique plurality needs of a media environment."

Kumar and Narrain further argue that while under the Competition Act, 2002, "relevant market" is defined as a market determined with reference to the "relevant product market" or "relevant geographic market" or both, TRAI has identified only the news and current affairs genre as that which needs to be regulated under cross-media ownership rules, and has recognised these as part of the "relevant product market."

They make a valid point when they say that there is a limitation in the demarcation of the "relevant geographic market" — that it is only on the basis of language and States. They cite the case of the Reliance-Network18-Eenadu deal, which consolidated news channels in English and several other regional language news channels under a single ownership by reasoning that concentration of media ownership is not measured across language markets, but only within language markets.

One would have expected TRAI to advocate public interest broadcasting codes, an autonomous governance structure and an independent editorial functioning, which is binding and not subjected to political and bureaucratic pressure. But it has recommended barring newspapers and television channels from being owned by political bodies, religious bodies, Panchayati Raj, urban, local and other publicly funded bodies, Central and State government Ministries, departments, companies, undertakings, joint ventures, government-funded entities and affiliates. This negates the space for resourcing for a meaningful public broadcasting structure. It failed to look at the modalities of the British Broadcasting Corporation, the National Public Radio, the Canadian Broadcasting Corporation, the Australian Broadcasting Corporation and the Deutsche Welle. What is TRAI's perception of, say Rajya Sabha TV, which has some of the finest programming in the subcontinent?

More issues to address

The domain expertise of the regulator, which is meant to address the questions of carriers like telecom services, DTH and ISP providers is not enough to devise a regulatory framework for the media, which is essentially a content provider. The conflation of rules for content and rules for the carrier not only complicates the discussion but also fails to disaggregate the specific requirements of media on content, on issues of privacy, defamation, trial by media and the right to information. Further, the consolidation of ownership in an integral manner, where the same firm becomes both the content provider and the carrier, is not addressed adequately.

It is vital to understand the difference between a media carrier and other forms of carriers. For instance, a power grid is a carrier that transmits electricity from the generating point to the end user. Though there are many forms of power generation — hydro, thermal, nuclear and renewable — the content from one source seamlessly merges with the content from the other. A media carrier on the other hand can play the role of either promoting or inhibiting a particular content source depending on a range of issues — ideology, politics, preference, urban bias, among other things. In the era of convergence, the new regulatory framework must ensure that the carrier is a neutral pipe that will not prohibit smaller players. The digital revolution should not be the preserve of those who can afford a hefty carriage fee.

(To be concluded next week.)

PERSONNEL MANAGEMENT

ASIAN AGE, DEC 1, 2014

Indian staff top in work engagement

Despite good output, Indians aren't working to their potential

A majority of Indian employees are performing intensely and their work engagement level is highest in the world, a new study says.

At the same time, six out of ten Indian employees are not working to their full potential while the younger employees are constantly on the look out for a new job.

According to BI Worldwide, an employee engagement solutions provider, 51 per cent of Indian employees are performing intensely, making them globally the most engaged in their work.

They are followed by Chinese employees (49 per cent), the US (38 per cent), Brazil (36 per cent), Canada (28 per cent) and the UK (24 per cent).

Though the level of employee engagement is very high in India, more than 6 in 10 Indians are not working to their potential, the report said.

“On an average, half of Indians admit to investing only 50-90 per cent of their effort at work. More-over, three per cent of Indian employees report that they invest only half of their effort or less at work,” the report said.

BI Worldwide conducted the survey to measure employee's intensity of performance and commitment at work place.

The survey spanned across seven countries namely India, Brazil, Canada, China, the US, UK and the Latin American minus Brazil.

The report further said the older generation in India would prefer to stay at current employer for almost seven years while the younger lot is planning to leave much sooner.

It claimed that Gen X (born between 1960s to 1980s) employees would like to leave in 4.7 years, while Gen Y (born between 1980s to 1990s) plans on staying for a mere 2.9 years. Moreover, a quarter of Gen Y employees have plans to leave their company within the next year.

According to the report, the top five reasons why the Gen Y employees in India plan to leave are fear, job stress, a sense of unfair pay, a bleak or unknown future and for an innovative workplace where they can contribute ideas.

POLICE

PIONEER, DEC 1, 2014

MODI CALLS FOR SMART POLICING

Prime Minister Narendra Modi on Sunday called for SMART policing in the country and said that the sacrifices of the over 33,000 police personnel, who had laid down their lives while in the lines of duty, since Independence should not go in vein.

Defining SMART as S for strict and sensitivity, M for modern and mobility, A for alert and accountable, R for reliable and responsible and T for techno-savy and trained, the Prime Minister said that the people's mindset about the police must be changed for good. Modi was addressing the 49th All India Conference of the DGPs and IGPs here on Sunday.

POLITICAL PARTIES

PIONEER, DEC 5, 2014

JANATA PARIVAR: EK BAAR PHIR?

The Janata Party could be back in a new avatar more than two decades after its disintegration into a plethora of regional parties. The constituents of the erstwhile formation met here on Thursday and authorised Samajwadi Party chief Mulayam Singh Yadav to decide on the modalities of the merger. The attempt to reunite the Janata Parivar is seen as a desperate attempt to take on the BJP, which dealt a major blow to several of these outfits in the last Lok Sabha polls.

The new party, comprising SP, JD(U), JD(S), RJD, INLD and Samajwadi Janata Party, is likely to be named Samajwadi Janata Dal. Mulayam Singh Yadav could be the president of the new outfit. Leader of these six parties met at the residence of Mulayam Singh Yadav in Delhi on Thursday where the agenda and structure of the proposed new outfit came up for discussion.

Divulging the details, senior JD(U) leader and former Bihar Chief Minister Nitish Kumar said that the leaders met to “work out modalities” for the merger. “All leaders felt there should be “one party” as they have the same philosophy and principle,” Nitish said.

This was the second such meeting for the new outfit. Besides Nitish and Mulayam, RJD chief Lalu Prasad, JD(U) president Sharad Yadav, SP leader Ram Gopal Yadav, JD(S)’s HD Deve Gowda, INLD’s Dushyant Chautala and SJP’s Kamal Morarka were also present. In an attempt to bring more members of the fragmented Janata Parivar, efforts will also be made to bring in MP Virendra Kumar, a former leader of the Janata Party, and now chief of Socialist Janata Party.

In their first joint action, the new “Janata” group would hold a ‘dharna’ on December 22 in Parliament against Government’s “failure” to bring back black money stashed abroad, and its alleged U-turn on farmers’ issue and rising unemployment, Nitish said..

Asked whether the move to join forces was borne of a “fear of Narendra Modi”, Kumar said it is not the case but the aim was to form a platform in the current political atmosphere. He said that the six parties would like to work in tandem with entities like the Left Front, which would be approached. Kumar did not, however, elaborate further on the discussions.

On a query whether the proposed party would contest the upcoming Delhi Assembly polls, Kumar said the leaders concentrated on the “national scene” and the talks were not restricted to any particular state. Nitish said while these parties have been speaking in the same voice on issues of public interest in Parliament, they have decided to hold their first joint action by organising a ‘dharna’ outside its premises on December 22.

In an indication that the issue of black money would be on top their agenda, the December 22 dharna will question the NDA Government’s flip flop on the issue. Nitish said that its pre-poll promise about bringing back black money to the country and using it to give Rs 15 lakh to every citizen has not been fulfilled.

He said that issue related to farmers will also be raised in the dharna. Kumar said that while farmers were promised an MSP which was 1.5 times more than their input cost, the Government is now discouraging States from giving a bonus to farmers as it is pushing out private players.

“It is a U-turn,” he said, adding that the six parties will also highlight the issue of unemployment as the NDA dispensation has allegedly put a ban on new openings in Government jobs.

POLITICS AND GOVERNMENT

HINDUSTAN TIMES, DEC 6, 2014

US: Obama names Carter as next defense secy

[Yashwant Raj](#)

US President Barack Obama nominated on Friday Ash Carter, an old India hand in US military establishment, as his next defense secretary, succeeding Chuck Hagel.

Carter, who headed a task force to expedite sale of sensitive military technologies to India, will be Obama's fourth defense secretary if and when confirmed.

"As an advisor, as a scholar," Obama said announcing the nomination at the White House, Carter has been "by my side... I relied on his judgment".

And, the President added, he combines "strategic perspective and technical know-how".

Carter is a physicist with a degree in medieval history, but has worked mostly as a defense sector technocrat most of his life, serving 11 defense secretaries by one count.

Vikram Singh, a former Pentagon official who once worked with Carter, told Hindustan Times that Carter doesn't only understand how Pentagon work but also "how global defense relations are changing in the 21st century".

"He demonstrated this on ties with India as deputy secretary, pushing to upgrade every aspect of US-India defense ties."

Singh, who is now with a think-tank, said he believes that "if Ash Carter's Pentagon finds an equally creative and innovative partner on the India side, there could be a great leap with substantial benefits for Indian and US military capabilities and for regional security".

Without questioning Carter's interest in India — he has been an early and long-term supporter of ties with India, he has said often — other experts wondered if he will find time for it.

He will have a busy to-do list with the United States transitioning to an advisory role in Afghanistan, conducting a war against ISIS in Iraq and Syria and budget cuts at home.

Carnegie's Ashley Tellis told this newspaper earlier, "I suspect that, given the massive problems in Defense, he'd have little or no time to focus on India issues."

ECONOMIC TIMES, DEC 3, 2014

Manipur government extends 'disturbed area' status

AFSPA empowers the state government to extend the disturbed area over the entire state or some selected areas- Government Spokesman

IMPHAL: The 'disturbed area status' for [Manipur](#) under the controversial Armed Forces Special Powers Act (AFSPA) has been extended for another year from December 1.

The decision was taken at a Cabinet meeting on December 1 last after considering the overall situation of the state, [state education minister](#) and government spokesman [M Okendro](#) said.

Section 3 of the [AFSPA](#) empowers the [state government](#) to extend the disturbed area over the entire state or some selected areas, Okendro said.

Except the eight assembly segments in the [Imphal Municipal Council](#) in the city, the disturbed area status would be applicable to the valley and hill districts in the rest of the state.

"Taking serious note of frequent bomb blasts and other acts of violence, the government considered it necessary to extend the disturbed area status in the state," the spokesman said

The AFSPA, which was imposed in the state since September 1980, has been extended from time to time, the sources said.

It would continue to be in force till further orders, the sources said.

The extension will allow [security forces](#) to operate and aid [civil administration](#) to flush out insurgents.

URBAN DEVELOPMENT

HINDU DEC 2, 2014

“People-centric approach crucial in urban development”



Half of the country’s population will call urban India home by 2025; so a new campaign launched here on Monday put the focus on preparing for that future well in advance.

The Right to the City campaign aims at making urban spaces more inclusive, keeping in mind the lakhs of migrants that move here from rural India every year.

Patiala MP and member of the Standing Committee on Urban Development Dharamvir Gandhi, who attended the launch, said there was a need for people-centric approaches in urban development. From recreational spaces to adequate housing, making the rights of an urban citizen integral to planning is the agenda of the campaign.

“We may be going to Mars and starting bullet trains, but it means nothing when UNICEF says 40 per cent of Indian children are malnourished. We need to ensure a just society for the working class as it creates wealth,” said the Aam Aadmi Party MP.

He said that it would be a long-drawn process and pressure would have to be put on the government, but “just cities” would be on the agenda. Mr. Gandhi said with the government planning on launching ‘smart cities’ there was a need to make sure that the urban poor were not excluded. As per its draft charter, the campaign will support the urban poor, advocate with government agencies for their concerns, and start periodicals and an e-resource centre.

Ministry of Housing and Urban Poverty Alleviation Secretary Anita Agnihotri said Delhi was “becoming more exclusionary”.

“When we plan for cities, we have to plan for all. People will come to cities, whether you like it or not. For quite a while now, we have stopped preparations for new migrants,” said Ms. Agnihotri.

She said the Narendra Modi government had planned 100 smart cities, 500 new cities, and heritage cities. But, she said that policies would have to be people-centric.

“We plan housing with the aim to get land vacated, but we need to plan with people in mind. We made 10 lakh houses in the past decade and many people refused to move in because we never asked them what they wanted,” said the secretary.

She said urban planning must include access to services as well as employment.

The campaign’s launch saw representatives of 15 organisations come together. Similar launches will be held in other cities across the country and customised charters will be brought out.

DECCAN HERALD, DEC 3, 2014

Twelve cities get new names

It’s now official. The State’s capital Bangalore has become Bengaluru and Belgaum has become Belagavi. And 10 other cities in the State have also been renamed.

The State government on Friday came out with an official notification shunning the anglicised names of 12 cities. The notification issued by the Revenue department states that the change in the names will come into effect from November 1.

The new names come with a number of questions on how the process of name change will be put into effect and whether it is applicable to private organisations, too. Law Minister T B Jayachandra said all government corporations and institutions will have to switch over to the new names.

For instance, Bruhat Bangalore Mahanagara Palike will become Bruhat Bengaluru Mahanagara Palike, Bangalore Metropolitan Transport Corporation will become Bengaluru Metropolitan Transport Corporation. “Nameplates and stationary mentioning the old names will have to be changed and replaced,” he said. However, the government has not fixed any timeframe for government institutions to switch over to the new names.

Enquiries made by this paper with various government departments and corporations revealed that they were yet to receive an official communication and had hence not taken a decision on changing the names. The process will take time, sources said.

Chief Secretary Kaushik Mukherjee said the reference to the 12 cities in the government records will change prospectively from November 1. There will be no compulsion on private companies and organisations to change their registered names if there is a reference to any of the 12 cities.

“However, in contextual terms, be it public or private communications, the cities will have to be referred to by their new names. The government is not changing the names in a chauvinistic manner but by adhering to the sentiments of the local people,” said Mukherjee.

On the matters pertaining to changes in the judiciary system, while dispensing orders or using the city names in their communication, the High Court will have to pass separate orders, the officer said. Revenue Department Principal Secretary Basavaraju said the names of the corresponding districts, for instance Tumkur district, will also change accordingly.

Chief Minister Siddaramaiah released the copy of the notification on Friday evening in Bangalore, on the eve of Rajyotsava. The notification states that Mysore should be referred to as Mysuru and not Mysure. Official sources said it was due to a typo error that Mysore had been referred as Mysure in the Central gazette and the Department of Science and Technology, the nodal agency for the name change process, had issued a clarificatory order.

Siddaramaiah said Bijapur has been changed to Vijayapura and not Vijapura as sought by some quarters. The changed name was recommended by Kannada Sahitya Parishat. The process of renaming of the cities began in 2006 on the occasion of the golden jubilee of the formation of Karnataka, when the then JD(S)-BJP coalition government announced the shunning of anglicised names of Bangalore, Belgaum and 10 other cities.

The State sent the list to the Centre for clearance. While the Survey of India, the Ministry of Communication and Information Technology, Defence and Railways gave their nod, the renaming of Belgaum to Belagavi ran into rough weather with the Maharashtra government filing an objection with the Home Ministry.

Subsequent governments did not pursue the issue and the gazette notification from the Centre, required for the official seal of approval for the name change, remained on the back burner.

Finally, the NDA government gave its approval earlier this month, paving the way for the rechristening.

WOMEN

BUSINESS STANDARD, DEC 5, 2014

Anita Raghavan: Women's chances of promotion? Depends on the country

A five-year global study in financial services shows that women in Scandinavian nations, Canada and Russia have a better chance of rising to the top than women in the US

Anita Raghavan

A woman in Scandinavia, [Canada](#) and even [Russia](#) stands a better chance of rising to the top ranks of a [financial services](#) company than a woman in the US.

That is one of the conclusions of a five-year global study of [women](#) in financial services that the management consulting firm [Oliver Wyman](#) published on Thursday. The study is based on a survey of 150 financial services firms globally and on interviews with more than 1,000 current and potential financial services employees from five countries.

The most surprising aspect of the study is the exuberant picture of corporate life painted by women in financial services in Russia.

"If a woman is willing to build her career, she can do it," Bella Zlatkis, the deputy chairwoman of Russia's Sberbank, told the authors of the study. "There is no glass ceiling in Russia."

The glowing reports of business life for women at Russian financial services firms may be a function of Russians' reluctance to say anything negative. But the study offers some statistics to back up those appraisals.

Women account for 20 per cent of the members of the executive committees of major Russian financial companies. In the US, by contrast, women represent 16 per cent of the members of executive committees at large financial firms and, in Britain, they account for only 12 per cent, according to Oliver Wyman.

The challenge that women in the US face is moving from middle management to the senior levels of financial firms. There are more women than men at junior levels of financial services firms. And a junior female employee in financial services stands about the same chance as a man in reaching middle management.

But a woman in financial services has less of a chance to progress from that point than in any other industry in the US. According to Oliver Wyman, a woman in financial services

is less than half as likely as a man to move from a mid-level position to a senior position.

Norway, Sweden and Canada were the only three countries to surpass Russia in the representation of women on financial firms' executive committees.

The prominent role that women hold at the top echelons of financial firms in Scandinavian countries is not surprising. For a long time, women in countries like Norway and Sweden have enjoyed family-friendly policies that encourage them to remain in the workplace after they have children. In addition, legislation has helped women advance in some nations. In 2003, for instance, Norway became the first country in Europe to enact a law mandating that 40 per cent of supervisory board members at publicly traded companies be women. Last month, Germany passed a similar law requiring that 30 per cent of supervisory board positions at the nation's biggest companies be held by women starting in 2016.

In Canada, new rules like the Ontario Securities Commission's "comply or explain" policy, which officially goes into effect at the end of the year and will cover more than 1,000 companies, is already changing behaviour. The rule will require companies to reveal the number of women on their boards, executive committees and in their workforce.

Russian women don't owe their advancement to legislative changes. Instead, women there have benefited from the legacy of a drive by the former Soviet Union to promote female participation in the work force. That push meant that Russian women in the early 20th century began working in industries that were still considered male bastions in the West, Oliver Wyman noted.

In addition, commercial banking in the West has a long tradition as a profession dominated by white men in pinstriped suits. But in Russia, it is a new business. "Russian women confront no tradition of male commercial banking, if only because there is no tradition at all," the authors of the report said.

The writer is the author of "The Billionaire's Apprentice: The Rise of the Indian-American Elite and the Fall of the Galleon Hedge Fund"
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