Pay hikes may get fatter in 2018 after trimming of jobs in 2017

By Dhiraj Ranjan Basu

India Inc is promising better pay hikes of 10-15% for the right talent in 2018 after a challenging year for the job market, stymied by post-demonetisation layoffs in traditional sectors like textiles and due to the advent of artificial intelligence in newer ones.

The catch would be ‘right’ talent which HR experts broadly define as those who are able to re-skill themselves as per the changing work profile requirements, even as they warn that further ‘rationalisation’ — the sugar-coated jargon for layoffs that caused agony in 2017 including by some large groups — cannot be ruled out for the corporate workforces.

But, the overall hiring sentiment of employers in India, as per major staffing consultancies, should continue on the reviving path that has got underway in the last quarter of 2017 after three consecutive quarters of downturn.

As per various estimates, just about 20% firms have made workforce additions in 2017, though a majority of 60% managed to retain their staff strength unchanged without any major layoffs.

But the layoffs were huge for April-June and to 16% in July-September, but rebounded to 24% in October-December. Experts hope that the recruitment landscape recovery will continue and companies in mobile manufacturing, fintech and start-ups, among others, may hire the most in 2018.

Even the better good news is expected on pay hikes, which experts are pegging at 10-15% across most sectors — up from 8-10% mostly in 2017.

“2018 is set to swing the pendulum further into the job growth zone. Businesses in almost all sectors — notably, financial services, retail and e-commerce and media and entertainment — are looking to hire talent at an even faster pace,” said Biponnakha Chakraborty, co-founder of employment service.

EPFO settlement time to be reduced to 3 days from 20 days, says Aditya Sah

By A Business Reporter

Today more than 1.65 crore employers have subscribed to Provident Fund, and 7.4 crore employees are in the ambit of Employee Provident Fund. The new scheme—Pradhan Mantri Rojgar Protsahan Yojana (PMRY) — aims to further generate employment as part of the Prime Minister’s programme. However, so far only 270 companies have taken benefit of this Yojana in Mumbai whereas other States are far ahead,” said Aditya Sah, Regional Provident Fund Commissioner-I, EPFO (Ministry of Labour & Employment) at an interactive meeting on Pradhan Mantri Rojgar Protsahan Yojana (PMRY) at World Trade Centre Mumbai on December 7, 2017. The interactive meeting was jointly organized by World Trade Centre Mumbai and All India Association of Industries (AIA).

Sah highlighted that out of the Rs 156 crore benefit disbursed across India under PMRY, Mumbai has a share of only Rs 3.36 crore. Therefore, there is tremendous potential to increase the coverage of establishments in Mumbai under this scheme. Sah further informed, “Under digital programme, the EPFO offers online service to 4.5 crore employees and the Regional Office of Bandra sets 60,000 claims every month. Out of these claims, only 450 are pending for more than 20 days. We need to bring down the settlement time to 3 days in the future. In Mumbai, currently there are 29 black contributing members and 9,000 companies subscribe to Provident Fund.”

Earlier in his welcome remarks, Vijay Kalani, President, All India Association of Industries (AIA) said, “Many of the employees are not aware of the new scheme. There is a need to create awareness to bring in more employees to avail benefit of the new scheme. It is also important to generate confidence among the employees for timely benefit.”
Employees Provident Fund Organisation

EPFO settlement time to be reduced to 3 days from 20 days, says Mr. Aditya Sah

“Today more than 1.65 crore employers have subscribed to Provident Fund and 7 crore employees are in the ambit of Employee Provident Fund. The new scheme - Pradhan Mantri Rogat Pratishthan Yojana (PMRPY) - aims to further generate employment as part of the Prime Minister’s programme. However, so far only 250 companies have taken benefit of this Yojana in Mumbai; whereas other States are far ahead,” said Mr. Aditya Sah - Regional Provident Fund Commissioner - I, Employees Provident Fund Organisation (Ministry of Labour & Employment, Government of India) at an interactive meeting on Pradhan Mantri Rogat Pratishthan Yojana (PMRPY) at World Trade Centre Mumbai on December 7, 2017. The interactive meeting was jointly organized by World Trade Centre Mumbai and All India Association of Industries (AIAI).

Mr. Sah highlighted that out of the Rs 196 crore benefit disbursed across India under PMRPY, Mumbai has a share of only Rs 5.36 crore. Therefore, there is tremendous potential to increase the coverage of establishments in Mumbai under this scheme.

Mr. Sah further informed, “Under digital programme, the EPFO offers online service to 4.5 crore employees and the Regional Office of Bandra settles 60,000 claims every month. Out of these claims, only 450 are pending for more than 20 days. We need to bring down the settlement time to 3 days in future. In Mumbai, currently there are 29 lakh contributing members and 9,000 companies subscribe to Provident Fund. In view of the digital online service, we feel more and more employees will come in our ambit as Provident Fund is not only a saving but it also gives timely help in the form of housing loans, medical and other benefits to employees.”

During the event, Mr. Amit Chougule – Assistant Provident Fund Commissioner, Employees Provident Fund Organisation (Ministry of Labour & Employment, Government of India) delivered a presentation on PMRPY and the latest initiatives of EPFO.

Earlier in his welcome remarks, Mr. Vijay Kalamtri, President, All India Association of Industries (AIAI) said, “Many of the employees are not aware of the new scheme. There is a need to create awareness to bring in more employees to avail benefit of the new scheme. It is also important to generate confidence among the employees for timely benefit.”

The interactive meeting was attended by employers from industries such as construction, shipping, infrastructure, banks and other financial institutions.

Mr. Y.R. Warekar, Executive Director, World Trade Centre Mumbai proposed vote of thanks for the event.
‘EPFO settlement time to be reduced to 3 days from 20 days’

• STAFF REPORTER
Mumbai

More than 1.65 crore employers have subscribed to provident fund and 7 crore employees are in the ambit of Employee Provident Fund. To offer better services for this employers, there is a need to bring down the settlement time to three days in future. This is something that Aditya Sah - Regional Provident Fund Commissioner -I, Employees Provident Fund Organisation also agrees too.

During an interactive meeting on Pradhan Mantri Rojgar Protsahan Yojana (PMRPy) at World Trade Centre session, Sah further informed, “Under digital programme, the EPFO offers online service to 4.5 crore employees and the Regional Office of Bandra settles 60,000 claims every month. Out of these claims, only 450 are pending for more than 20 days. We need to bring down the settlement time to three days in future. In Mumbai, currently there are 29 lakh contributing members and 9,000 companies subscribe to Provident Fund.

In view of the digital online service, we feel more and more employees will come in our ambit as Provident Fund is not only a saving but it also gives timely help in the form of housing loans, medical and other benefits to employees.”

He also added that the new scheme -Pradhan Mantri Rojgar Protsahan Yojana (PMRPy) - aims to further generate employment as part of the Prime Minister’s programme. However, so far only 250 companies have taken benefit of this Yojana in Mumbai; whereas other States are far ahead, he revealed.
इपीएफऑटर्फे निवृत्तीवेतनाचा निपटारा ३ दिवसात करणार 
आयुक्त आदित्य साह यांची माहिती
आता तीन दिवसांत निवृत्ति वेतनासंदर्भाच्या समस्या निकालात काढणार

मुंबई: कर्मचारी निवृत्ति निर्देशन (ईंटीएएम) नेह्या निवृत्ति वेतनासंदर्भाच्या समस्या निकाल २० दिवसांतर्व मध्ये ३ दिवसांत काढण्याची आरोपी, अस्थायी माध्यमिक इंटपोर्टचे विभागांत आपत्ती आणि आपल्या वाढलेल्या साहय्याची मांडण्यासाठी वापरले. सर्वात २५ कोटी ६५ लाख कर्मचार्यांची निवृत्ती वेतनाचा लाभ निहिलाच्या अर्धांश ७ कोटी कर्मचारी निवृत्ती वेतनाच्या प्रतिकोट्स विचार केले. प्राध्यापक रोजगार प्रतिविक्रमकर्ते (पीसीएएम) असणारे रोजगार उपलब्ध हायन्यासाठी. मृत्यू. आपातमंथ विभागाच्या प्रतिकार २५ कोटी योजनेचा लाभ घेतले. अरुन इतर राज्यांच्या याबाबद्दल आपातक्रम घेतले. असे ही स्तर यांची नगद केली गेली.

मुंबईयाच्या बांकें नंतर येईल आपातक्रम करण्यात आलेल्या एका बैंककर्मी मध्ये ती चौकी होते. ही बैंक मुंबई बॅंक सेंटर आणि ऑफिस इंडिया असोसिएशन ऑफ इंडिया इंटरनेशनल (ईएएम) वेतन तंत्र कमजोर करण्याचा आडवलाय. "पीसीएएम" म्हणजेच योजनेचा आत्मसमर्पण भारत १५५ कोटी योजनेचा वापर करण्यात आले अथवा योजनेच्या योजनेच्या अथवा ५ कोटी २५ लाख रुपयेर एकाच आहे. लागू येतेच विभागाच्या संडर्स याददाने. साठी कोणतीही असावीपये ह्याचे ती वोजनेचा लाभ घेतला. अरुने इतर राज्यांच्या याबाबद्दल आपातक्रम घेतला. असे ही स्तर यांची नगद केली गेली.
पीएफ दावे तीन दिवसांत निकाली
विभागीय आयुक्तांची गवाह; ‘पीएमआरपीवाय’चे १५६ कोटींचे वाटप

नांदन कुमार नेटवर्क

मुंबई, तारीख १०: पश्चिम देश नियुक्त विभागीय आयुक्त (पीएफ) दावे निवादनार्थ कार्यालयात प्रेझेंटेशन प्रस्ताव गरतानेत म्हणून देशव्यापी जनतेपेक्षा केवळ दोन तिथी दिवसांत नियुक्ता केलेल्या जानेत, अर्थात गवाहीतील कमर्चांच्या नियुक्तींची संस्थेच्या शर्तांनी नियुक्त आहे. म्हणून ती महत्त्वाची अदालतील सांगण्याची आवश्यकता येईल तरी, त्याच्यांच्या संपर्काने प्रश्नात आलेल्या आयुक्तांनी त्यांची माहिती दिली.

म्हणूनतो ती तिथी २२ तारीखाने कमर्चांची नियुक्तीत आल्याच्या संदर्भात अनुभव करणारी आयुक्तांनी, त्यांनी स्पष्ट केलेल्या कादरी ५० हजार लोकप्रिय काफी जनतेपेक्षा नियुक्त आहे. त्याच्याकडे म्हणून, ४५० वर्षांच्या अवयवातून अधिकांश काम करणारी आयुक्तांची शक्ती वाढली आहे.

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मुंबई: जल्लोष्ठांनी आयोजित केलेल्या कार्यक्रमाची नियुक्तीतील ‘पीएफ’चे महत्त्वाचे अभियंत्य, चौधरी विभागीय आयुक्तांनी आयुक्तांनी त्यांच्यासोबत अभियंत्याची मिळाहे आणि त्यांच्यासोबत एक-एक संक्षिप्त प्रश्न संपर्कात असलेल्या महत्त्वाच्या अंशांवर अध्ययन करणारा ज्यादातर महत्त्वाच्या अनुभवाच्या टीमच्या ह्या ध्वनीत पोषण प्रदान करणारे.