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p-22

5 months on, meet held for new IITs

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New Delhi: Five months after the Centre announced new IITs in Jammu & Kashmir, Chhattisgarh, Goa, Andhra Pradesh and Kerala, the HRD ministry has convened a meeting with state officials and existing IIT directors to fast-track the new institutions. Meanwhile, IITs and NITs are working on a new software that will make common counselling possible.

Andhra Pradesh has identified a site in Tirupati, which has been approved. Kerala has also finalized a site. Chhattisgarh, Goa and J&K are yet to finalize their sites. As for common counselling, the HRD ministry has to submit an affidavit before the Delhi high court on November 30. On August 1, the HC had directed it to set up a technical panel for regular consultations to sort out the process of common counselling.

*For the full report, log on
to www.timesofindia.com*

Hindustan ND 05/11/2014 P-12

आईआईटी के लिए बदलेंगे भू मानक

नई दिल्ली। आने वाले दिनों में हो सकता है आईआईटी, आईआईएम और केंद्रीय विश्वविद्यालय शहरों की बहुमंजिला इमारतों में चलते नजर आएंगे।

दरसअल शहरों में जमीन की भारी कमी के चलते नए संस्थानों को खोलने में दिक्कतें आ ही हैं। इसलिए केंद्र सरकार नियमों में बदलाव करने की तैयारी में है। इसके लिए केंद्रीय उच्च शिक्षा सचिव की सत्यनारायण मोहंती की अध्यक्षता में एक विशेषज्ञ समिति बनाई गई है।

मानव संसाधन मंत्रालय के अनुसार जमीन की कमी के कारण इस समय एक दर्जन से अधिक केंद्रीय विश्वविद्यालयों, आईआईटी, आईआईएम आदि का कार्य अधर में लटका हुआ है। जिन शहरों में ये स्थापित होने हैं, वहां एकमुश्त जमीन का बड़ा टुकड़ा नहीं मिल रहा है।

मौजूदा मानकों के तहत आईआईटी एवं केंद्रीय विश्वविद्यालय के लिए 500 एकड़, एनआईटी और आईआईएसईआर के लिए 300 एकड़, आईआईएम के लिए 200 एकड़ और ट्रिपल आईटी के लिए 100 एकड़ जमीन की जरूरत होती है। (वि.सं.)

Pioneer ND 05/11/2014 P-5

Institutes' land need: Report in 2 months

PIONEER NEWS SERVICE ■ NEW DELHI

In the wake of difficulties arising in setting up of new campuses due to paucity of land and delay in acquiring them by the States, the HRD Ministry has formed a committee to review the land requirements of various institutes. The six-member committee, will be headed by HRD Secretary (Higher Education) SN Mohanty and will submit its report within two months with its recommendations.

The committee would recommend fresh norms and criteria for determining land requirement in different locations tak-

ing into account the topography and the class of city. As per existing norms, land requirement varies from 100 acres in case of setting up of an Indian Institute of Information Technology (IIIT) to 500 acres for establishing an Indian Institute of Technology (IIT).

"These norms were determined a long time ago when land was available in abundance. However, with the burgeoning population and consequent expansion of cities, land has increasingly become a scarce commodity. The recent experience in the HRD Ministry has been that requisite amount of land was not readily

available and State Governments had found it difficult to acquire land leading to inordinate delay in setting of the central institutes," said a Ministry order in this regard.

The development comes against the backdrop of the delay in opening new campuses announced during the UPA government due to land issues. The latest challenge was scouting for land by states after announcement of five new IITs and six new IIMs in this year's budget. The committee will study land utilisation by the existing institutes and look at international examples of land utilisation.

Asian Age ND 05/11/2014 P-5

EDUCATION INSTITUTES

Govt likely to ease land norms

AGE CORRESPONDENT
NEW DELHI, NOV. 4

The government is considering to ease land requirement norms for setting up of higher educational institutions.

In an effort to provide suggestions and solutions for solving difficulties encountered in acquiring land, the Centre has constituted a committee to recommend norms and criteria for determining the land requirement for

Central higher educational institutions.

Sources stated Union human resource development constituted the committee after it was felt that there was an urgent need for revising the land requirement for educational institutions. It was learnt that government wants provisions for allowing vertical expansion of the buildings and more realistic land norms as the existing guidelines had been laid down sever-

al years ago when there was surplus land available.

The committee has been mandated to study land utilisation by existing central higher educational institutions and also look at the International examples. The committee is expected to recommend norms and criteria for determining land requirement in the country taking into account the topography and availability of land.

The committee will be headed by former secretary of higher education Satyanarayan Mohanty. It also comprises ex-secretary in HRD ministry M.K. Kaw; Director of college of engineering, Pune, Anil Sahasrabudhe; chairperson of Board of Governors, IIT-Roorkee, Ashok Gupta; vice chancellor, Central University of Gujarat, Syed Basi and chairman of Board of Directors, ICICI Bank, K.V. Kamath.

IIT Kharagpur goes international

<http://www.dnaindia.com/india/report-iit-kharagpur-goes-international-2032280>

IIT Kharagpur will now bring in [professors](#) and scholars from foreign universities besides offering joint PhDs with top international institutes.

Under the Shri Gopal Rajgarhia International Programme which was launched on Wednesday, at least 10 professors from some of the world's leading universities would come to the Kharagpur campus each year for few months.

Similarly, around 30 talented international scholars would be invited each year to conduct research activities at IIT, Director Partha Pratim Chakrabarti told PTI. He said they are already in talks with leading universities from the US, Europe, Australia, and Japan.

Under the joint PhD programme, students would be awarded with the doctorate by IIT-Kgp and an international university. "The students will study at both the places. There will be international workshops and activities with the foreign university," Chakrabarti said.

The international programmes will start from the January session. The institute's distinguished alumni Gopal Rajgarhia of the 1968 batch has donated Rs 10 crore for funding the initiative. "I was always keen to give it back to IIT. Its international ratings are poor because of low international exposure. With this program, we want the IIT to make its presence felt in the international arena so that its ranking improves as per our Vision 2020," Rajgarhia said.

At present around 200 PhDs are awarded by the IIT each year which they hope to take it to 400.

"We want around 25 per cent of PhDs to be joint PhDs. We will also be getting foreign students to study here for such joint PhDs," director Chakrabarti said. Besides student and faculty exchange, the IIT is also adding an international component to its courses by offering micro specialisations with a foreign collaborator.

They have already started the International Summer Winter Programme wherein students and faculties from India and abroad are participating.

India must not fall for the ranking game

Hindustan Times (Gurgaon)

Though the world university rankings game is now over 10 years old, our universities have still not been able to do what is necessary to break into the elite group of top 200 institutions. Their omission has upset officials and academics since several Asian universities — notably those in China, Hong Kong, Singapore and South Korea — continue to improve their performance. It should be noted that all the rising universities in Asia are public institutions.

A common lament one hears is that the rankings parameters used by Quacquarelli Symonds (QS), Times Higher Education (THE) and Shanghai Jiao Tong University — such as international reputation, publications and citations, internationalisation and others — are not suitable for our universities, at least not in the way that each of these is weighted to calculate rankings.

One of the solutions that we are working at to address our ranking woes is to devise our own rankings system. Smriti Irani, the human resource development minister, is reported to have held a number of meetings with heads of central universities, IITs and IIMs to do exactly that. According to reports on ongoing deliberations, the Indian rankings system will include the parameter of “social responsibilities” of universities— i.e. initiatives taken to favour people from diverse social backgrounds, especially the disadvantaged, whether lower castes, scheduled tribes or others — so that larger numbers of people have access to higher education. However, it appears that other ranking parameters will remain approximately the same as those currently used by world university ranking organisations.

That universities have a social role is widely accepted, certainly in Western countries where universities maintain data on income, race, gender, and the nationality of students, faculty and staff. Whether or not race or gender-based reservations exist, diversity is a buzzword at world-class institutions. In those cases where universities are seen to be falling behind in achieving or improving diversity, they are flayed for their failings. By including the social responsibilities dimension to determine university rankings, we appear to be shifting focus away from that other central role of the university that of pursuing the cause of high quality education. It is this role that is privileged in the world university rankings and one in which we lag behind.

Another stated reason behind devising India-specific rankings is that our best higher education institutions are narrowly focused — like the IITs and the IIMs — and cannot compete effectively with universities in other countries which tend to be comprehensive institutions. This is true but world university rankings organisations also prepare subject-wise rankings of departments in which specific departments at the IITs and other institutions do not figure prominently.

Furthermore, what is stopping the IITs, for example, from evolving into comprehensive institutions when most of them occupy hundreds of acres of land? There are plenty of examples, from Singapore and Hong Kong among others, where science and technology focused universities expanded to become more comprehensive institutions and now count among the top 200 in the world.

It is not quite clear why we need to devise an India-specific rankings scheme. Indeed, we should be worried that we may be found out on parameters of social responsibilities as well since, other than provide reservations in admissions and jobs, we have done precious little to improve the quality of education for those who have access to education, rendering the social responsibilities dimension quite irrelevant. What good is access to education if it does not provide the skills and knowledge necessary for employment?

Indian universities must introduce a rating system of teachers

Hindustan Times (Mumbai)

With reference to Saikat Majumdar’s Knowledge is an end in itself(November 1), while I agree with what the author has written, I think the university authorities must also make teachers more accountable and take feedback from students on their performance on a regular basis. India had so many good universities like Allahabad University and Calcutta University but we could not ensure high standards. In the developed world only those teachers who get good ratings are allowed to continue and others are eased out. We must follow that system here to ensure that our universities match the best ones in the world.

CERN CHOOSES NEXT DIRECTOR GENERAL

Hindustan Times (Delhi)

BERLIN: The renowned lab that confirmed the existence of the elusive “God particle” has selected an Italian physicist who played a key role in that research to be its new director general. The European Organization for Nuclear Research, or CERN, said Tuesday that Fabiola Gianotti would become the first female director general when she takes over in 2016.

Deakin University felicitates IIT Madras with award

<http://www.thehindubusinessline.com/industry-and-economy/education/deakin-university-felicitates-iit-madras-with-award/article6567020.ece>

Chennai, Nov 5:

Deakin University, Australia, has felicitated IIT Madras with the “Strategic Partner” award towards contributions in building a bond between the two countries through research and development.

The award was presented by Jane den Hollander, Vice Chancellor and President, Deakin University, to R Nagarajan, Dean (International and Alumni Relations), IIT Madras, at the anniversary of Deakin University’s 20 years in India.

Deakin University invited IIT Madras to accept the award with the citation saying “Deakin University is very pleased about the partnership with IIT Madras to produce industry-ready PhD graduates, with economic benefits for both India and Australia.,” said a release from IIT Madras.

Deccan Herald ND 05/11/2014 P-8

IIT Kharagpur student gets Rs 91-lakh job offer

KOLKATA: A month away from final placements, IIT Kharagpur students are being flooded with pre-placement offers with a 20 per cent increase this year.

IIT officials said already around 125 students have been extended pre-placement offers and interviews, where most of the companies have increased the package offered by around 20 per cent as compared to the last batch.

The highest offer made till date stands at a staggering Rs 91 lakh, they said.

International offers include those from Google Mountain View, Facebook, Works Application and Schlumberger while a large number of first time recruiters have also reg-

istered for final placements with the Career Development Centre at IIT Kharagpur.

The final placements are set to begin on December 1 in all the IITs before which a 50 per cent increase in the number of pre-placement offer is expected.

The latest trend observed is the overwhelming participation of e-commerce firms and startups, fresh from the boom in foreign investments and large rounds of funding by venture capitalists.

'Looking bright'

"The upcoming season is certainly looking very bright for the students. The response has been absolutely overwhelming with numerous

companies expressing their willingness to hire KGPIans. A unique curriculum clubbed with courses in Financial Engineering and Engineering Entrepreneurship gives a lead to the students of IIT Kharagpur unlike any other institute," said Punj Rajan, vice-president of Technology Students' Gymkhana, IIT Kharagpur.

Prof S K Barai, Chairman of Career Development Centre of IIT Kharagpur, said from this year onward special focus has been laid to boost the confidence of the graduating students, corporate workshops, case study contests, alumni mentorship session, assessment tests and soft skill training.

PTI

Dainik Bhaskar ND 05/11/2014 P-15

आईआईटी खड़गपुर के छात्रों को 20% ज्यादा वेतन का ऑफर

प्लेसमेंट

प्री प्लेसमेंट में सबसे बड़ा ऑफर 91 लाख रुपए का, फाइनल प्लेसमेंट का पहला चरण 1 से 20 दिसंबर तक

छात्रों को खड़गपुर

आईआईटी खड़गपुर के छात्रों को पिछले साल के मुकाबले 20 फीसदी ज्यादा वेतन का ऑफर मिल रहा है। अभी यहां प्री प्लेसमेंट चल रहा है। फाइनल प्लेसमेंट अगले महीने शुरू होगा। प्री प्लेसमेंट ऑफर में करीब 125 छात्रों का इंटरव्यू हो चुका है। अभी तक सबसे बड़ा ऑफर 91 लाख रुपए का है।

यहां भर्ती के लिए अंतरराष्ट्रीय कंपनियों भी बड़ी तादाद में हैं। गुगल माउंटन व्यू, फेसबुक, वॉर्नर एंलिकोरान, रलुमबर्गर इनमें प्रमुख हैं। ई-कॉमर्स और स्टार्टअप का नया ट्रेंड भी देखने को मिल रहा है। स्टार्टअप कंपनियों में



विदेशी और वेंचर पूंजी निवेश बढ़ रहा है। इसलिए ये कंपनियां शीघ्र संस्थानों में नियुक्ति कर रही हैं। पिछले साल भी गुगल, माइक्रोसॉफ्ट, ऑरेकल, शेल, डॉयचे बैंक, आईटीसी, रलुमबर्गर, गैलडमैन, क्रेडिट सुइस, फ्लिपकार्ट जैसी कंपनियों ने यहां बड़ी संख्या में भर्तियां की थीं।

नए पाठ्यक्रम का फायदा

आईआईटी खड़गपुर में टेक्नोलॉजी स्टूडेंट्स जिम्नैजियम के वाइस प्रिंसिपल पुंज राजन ने कहा, यह संजल छात्रों के निचू बेहद बढ़िया रहने वाला है। फाइनेंशियल इंजीनियरिंग और इंजीनियरिंग आउटप्लेयरशिप में अलग तरह का पाठ्यक्रम यहां के छात्रों के पक्ष में जाला है। पिछले साल इन डिग्री प्रोग्राम के 85 फीसदी छात्रों को प्लेसमेंट मिली थी। संस्थान के कैरियर डेवलपमेंट सेंटर के चैयरमैन सुधीर कुमार बरवाई ने कहा कि इन साल से छात्रों का आत्मविश्वास बढ़ाने, कॉन्फिडेंस बर्कशाप, केल स्टडी परिचयिता, असेसमेंट सेंटर और सॉफ्ट स्किल ट्रेनिंग पर ब्रजका जोर दिया जा रहा है।

पिछले साल पहले चरण में सबसे बड़े पैकेज

आईआईटी रुड़की - 1.54 करोड़

आईआईटी मद्रास - 1.3 करोड़

आईआईटी फणपुर - 1.2 करोड़

आईआईटी खड़गपुर - 93 लाख

आईआईटी बॉम्बे - 84 लाख

आईआईटी गुवाहाटी - 74.8 लाख

(ज्यादातर पैकेज विदेशी कंपनियों के, दूसरे चरण में आम तौर पर कम पैकेज मिलता है)

फाइनल प्लेसमेंट अगले माह

पैकेज के रूमी आईआईटी में 1 दिसंबर से फाइनल प्लेसमेंट शुरू होगी है। खड़गपुर में पहला चरण 20 दिसंबर तक और अंतिम चरण 5 जनवरी से अप्रैल 2015 तक चलेगा। उम्मीद की जा रही है कि इससे पहले प्री-प्लेसमेंट ऑफर पिछले साल से 50 फीसदी ज्यादा होंगे। पिछले साल पहले चरण में 1,010 प्लेसमेंट के साथ आईआईटी खड़गपुर में रिकॉर्ड बनाया था। सुबर्ब के 900, दिल्ली के 750 और कलकत्ता आईआईटी के 700 छात्रों को प्लेसमेंट मिला था।

HT.COM ND 05/11/2014 P-8



■ Numerous companies expressed their willingness to hire KGPians

FILE PHOTO

IIT-Kgp to offer 20% increase in salaries

Press Trust of India

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in foreign investments and large rounds of funding by venture capitalists.

"The upcoming season is certainly looking very bright for the students. The response has been absolutely overwhelming with numerous companies expressing their willingness to hire KGPians. A unique curriculum clubbed with courses in Financial Engi and Engi Entrepreneurship gives a lead to the students of IIT Kgp unlike other institute," said Punj Rajan, Vice-president of Technology' Gymkhana, IIT Kgp.

Prof S K Barai, Chairman of Career Development Center, IIT, said from this year onward special focus has been laid to boost the confidence of the graduating students, corporate workshops, case study contests, alumni mentorship session, assessment tests and soft skill training.

Competitive innovation is the way forward

Proyashi Barua

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Ericsson has recently announced the launch of the Ericsson Innovation Awards in association with the Foundation for Innovation and Technology Transfer (FITT) to recognise the spirit of innovation among students at Indian Institutes of Technology (IITs). With these awards, Ericsson aims to facilitate innovative projects from engineering students and support some deserving ventures through to their incubation phase at IIT-approved technology business incubators. These awards will also insulate the inventor with regard to his/her patent.

Incidentally this is the first time that Ericsson has inked a MoU with seven IITs and the FITT to encourage innovation. Talking about the broad objectives of this MoU, Chris Houghton, head of region India, Ericsson says, "At a macro level, this will give an edge to not just innovation but research in the telecom space. This initiative will encourage students to find innovative technology solutions for masses. It is a step to realise the Digital India Vision. For India to truly become digital,

you need technology which can be deployed using the internet. Hence we have invited projects within the telecom domain and on Internet of Things." The Ericsson Innovation Awards seek innovations in areas such as web design, cloud computing, storage and networking, human-machine interface, embedded and hardware system design, MIMO (multiple-input, multiple-output), machine-to-machine/Internet of Things, software-defined networking, open source, graphics and visualisation, as well as research. Ericsson has invited proposals from IIT students across Chennai, Delhi, Kanpur, Kharagpur, Mumbai, Roorkee and Banaras Hindu University.

Following the preliminary screening phase, the student proposals will be shortlisted through two jury sessions, comprising senior members from Ericsson R&D, FITT and industry experts. In the first round, the jury will shortlist up to 10 proposals. Each shortlisted proposal will be given an incentive by Ericsson to complete the initial prototype within three months. In the second round, the jury will select two innovation projects. These will be announced in a ceremony in April 2015.

Hindustan ND 05/11/2014 P-7

हुजर से गांवों को संवारेगेंगे आईआईटी के पूर्व छात्र

नई दिल्ली | मदन जैड़ा

प्रधानमंत्री नरेंद्र मोदी के आह्वान पर अमल करते हुए भारतीय प्रौद्योगिकी संस्थानों (आईआईटी) ने अपने पूर्व छात्रों (एलुमनाई) की मदद से देश के विकास से जुड़ने का फैसला किया है। आईआईटी एलुमनाई एसोसिएशन ग्रामीण क्षेत्रों की समस्याओं का नई तकनीकों के जरिए समाधान निकालने के लिए जल्द ही उन्नत भारत अभियान के साथ जुड़ेगी। इस बारे में फैसला लिया जा चुका है।

आईआईटी काउंसिल की हाल में हुई बैठक में एलुमनाई एसोसिएशन की तरफ से प्रोफेसर अशोक मिश्र ने कहा कि इस कड़ी में सर्वप्रथम बेंगलुरु में आईआईटी एलुमनाई सेंटर स्थापित होगा। यह सेंटर करीब 10 हजार आईआईटी के पूर्व छात्रों के बीच नेटवर्किंग स्थापित करेगा। इन पूर्व छात्रों में आईआईटी और विभिन्न संस्थानों के प्रोफेसर, उद्योग जगत के पदाधिकारी तथा विदेशों में कार्य कर रहे आईआईटी के छात्र शामिल किए

जाएंगे। इस समय करीब 10 हजार आईआईटी के पूर्व छात्रों के अर्थव्यवस्था में सक्रिय होने का अनुमान है। एसोसिएशन इन सभी छात्रों को नेटवर्किंग के जरिए जोड़ेगी।

आईआईटी काउंसिल में इस मुद्दे पर चर्चा हुई और माना गया है कि चूंकि आईआईटी के छात्रों का दखल हर क्षेत्र में है, इसलिए यदि देश के विकास के लिए वे एक मंच पर आएंगे। खासकर ग्रामीण भारत की समस्याओं का नई तकनीकों के जरिए सरल और सस्ता समाधान निकालें तो यह देश के विकास में महत्वपूर्ण साबित होगा। प्रधानमंत्री आईआईटी, एनआईटी और अन्य संस्थानों से देश के विकास में मदद की अपील कर रहे हैं।

आईआईटी के एक अधिकारी ने कहा कि ग्रामीण क्षेत्र की समस्याएं मसलन, पानी की स्वच्छता, किफायती परिवहन, स्वच्छता के लिए कम पानी की तकनीक, गुणवत्ता पूर्ण शिक्षा की उपलब्धता, डिजिटल कनेक्टिविटी आदि ऐसे मुद्दे हैं जिन पर आईआईटी एलुमनाई कार्य कर सकते हैं।

पहली बार अभियान में एलुमनाई

यह पहला मौका है जब देश के विकास में एलुमनाई का इस्तेमाल होगा। विज्ञान के जरिये ग्रामीण समस्याओं का हल खोजने के लिए उन्नत भारत अभियान पहले से चल रहा है। आमतौर पर आईआईटी गांवों को गोद लेकर यह कार्यक्रम चलाते हैं। लेकिन एलुमनाई के दखल से इस कार्यक्रम के अच्छे नतीजे सामने आएंगे।

Indians put in 1-4 hrs a week for GRE, Chinese 20 hrs

Yogita.Rao@timesgroup.com

Mumbai: Most Indian students preparing for GRE study for one to four hours a week, when their Chinese counterparts put in over 20 hours. While Indians prefer studying late at night, students in China choose weekday evenings. Such trends were revealed by a study conducted by the Education Testing Services, which surveyed nearly 20,000 GRE applicants across the world.

While Indian students and their counterparts in the US, China and other regions in the world share certain routines, there are some noteworthy differences as well. Most Indian



students, 44.1% of them, seem to prepare for the test for one to three months, but the world average of such students is much lower at 37.8%. Chinese pupils, around 36% of them, study over 20 hours a week, while around 30% Indians, those putting in the longest hours, put in only one to four hours a week.

According to Association of

Indian Management Schools president Apoorva Palkar, in any competitive exam, students are evaluated on their ability to respond on the spot. "It is also driven by the basic education system in the country. Chinese candidates have to invest more time and efforts in learning the language, while Indians have an advantage there," said Palkar. One cannot decide a student's competence level based on the time spent in studying, one just needs to learn the right math and logic at school to be good, she added.

Dean of MISB Bocconi Himanshu Rai points out several Indians already have a job while they sit for GRE.

SKILL DEVELOPMENT

All educated and nowhere to go

A critical problem facing India now is that millions of educated youngsters are deemed unfit for employment

By PRASHANT K. NANDA
prashant.n@livemint.com

Sat Siddheswari's dream is on hold. Three years ago when she completed her bachelor's degree in technology, the young graduate thought she could secure a job in the city and take her parents along. Better days were ahead, hoped Siddheswari's father, a farmer in Andhra Pradesh.

Despite appearing for several interviews, Siddheswari could not land a job. She signed up for a master's degree the same year, hoping a higher degree would improve her chances. Her resume now sports a master's degree, but her professional status is unchanged: educated and unemployed.

"Though I was qualified, interviewers said I wasn't industry-ready," said the 23-year-old from coastal Kakinada which is, ironically, home to India's former human resources development (HRD) minister M.M. Pallam Raju.

"My dream is to bring my parents to stay with me and lead a better life, but that can only happen once I get a job," said Siddheswari, who is now enrolled at TalentSprint, a skill training centre in Hyderabad. "Now, I realize that during B.Tech. and M.Tech., the education I got was not in sync with what the industry wants. For the last three months, I am getting more practical training. Besides, they are focusing on improving my confidence and soft skills like spoken English," she said.

Siddheswari's case bares a critical problem with the way India teaches its students; churning out millions of educated youngsters not fit for employment. Several studies by industry federations and consultancies have found that of the 12 million people entering the labour market every year, nearly 75% are not job-ready.

The India Skills Report, prepared by human resources company PeopleStrong and industry lobby Confederation of Indian Industry, calls this the Great Indian Talent Conundrum, which could swiftly transport us from the stage of reaping the demographic dividend to facing a demographic disaster. According to the report, India would need 700 million skilled workers by 2022 to meet the demands of a growing economy.

Ask any businessman, and the answer is the same: Enough manpower, but not job-worthy.

Sharad Jaipuria, president of the industry lobby group PHD Chamber of Commerce and Industry, said though India boasts of a huge young population, "there is nothing inevitable in demographic dividend". He says it is slowly turning chaotic. The government needs to put in place a proper mechanism to tackle this, he said. "Across industries, across sectors, the shortage of right talent is a key challenge for us," said Jaipuria.

The government has a target to skill-train 500 million people, nearly the combined population of the 28-nation Euro-



Fundamental problem: India produces over one million engineers and management graduates every year, but not even a third of them find meaningful employment.

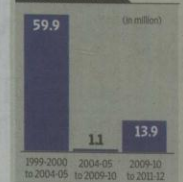
EMPLOYMENT ISSUES

While the government has a target to give skill-training to 500 million people by 2022, going by the current pace, India is likely to fall far short. A look at some of the numbers involved.

LABOUR FORCE



JOB CREATION



TARGET

To give skill-training to **500 million** by 2022. Current capacity per year: About **10 million**

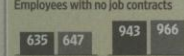
NUMBER TRAINED



Source: Labour ministry, National Skill Development Agency, Economic Survey 2013-14, National Sample Survey Office (NSSO).

NSSO NUMBERS

66th round (2009-10)
68th round (2011-12)
Per 1,000 people



Employees without job contracts has seen an upswing, especially in the manufacturing and construction segments.

Employees not eligible for paid leave



Employees not eligible for social security benefits



Though there has been some marginal improvement, more than 95% of the casual labourers do not get any social security benefits. Among those who get regular incomes, more than 55% are not eligible for such benefits.

mint SERIES-I

pean Union, by 2022. However, going by the current pace, India is likely to fall far short of the target. It has a capacity to train a maximum of eight to 10 million every year. More precisely, since April 2011, departments and ministries of the central government have cumulatively trained just 17.39 million and has missed the target in two of the last three years, according to official data.

Industry concerns

Sitting in his fifth-floor office, Tarun Katyal, chief human resources officer of MTS India, the Indian arm of the Russian telecom service provider, says he wouldn't hire inexperienced candidates. He says his company does not have enough training facilities to make young hires job-ready. For those he hires, with an average four years of experience, the screening process is time- and revenue-consuming. "For every one candidate we select, 10 others are rejected during screening," said Katyal. In the manufacturing sector, the situation is worse.

"For every single right talent, we interview at least 15. Just not domain knowledge; the candidates need to have good work ethics," said Prashant Rai, head of learning and development at Tata

group company Voltas Ltd, which makes consumer durables and provides engineering solutions.

Why so? "When an engineer or a technician goes to a client's home or office, his expertise and behaviour should make them feel assured about our brand and the product. The technician's efficiency and conduct equally matter," explained Rai. "We take a written test, group discussion, a psychometric analysis and personal interview before hiring a candidate."

Rai echoes the industry's unhappiness with the talent shortage. His company looks for industry-readiness, the right attitude and communication skills in new hires. "It's a mix of both hard and soft skills."

Unless a company has its own training system, Rai says, you cannot, for example, hire an engineer from any school, and start expecting productivity from day one. "We groom them for two to three years," he said, explaining that there are several side effects of not hiring the right candidates and not training them enough as per needs. "It affects productivity and revenue, affects the brand and the replacement cost is always higher," he said.

According to the All India Council of Technical Education, India produces over one million engineers and management graduates every year.

However, not even a third of them find meaningful employment. Apart from graduates from the elite Indian Institutes of Technology, Indian Institutes of Management and a handful of other similar top institutes, the rest struggle to place their students. A 2011 study by industry association Nasscom points out that of all those who wish to come to the lucrative information technology sector, less than a quarter are employable.

Even a highly specialized sector like research is not immune to this.

"Young Indians want to do a job not because they love it or they are good at it, but to fulfil their lifestyle aspirations. Like manufacturing or service sectors, research firms face the same problem, even though the common perception is that the sector is full of highly qualified and competitive people," says Ashwini Swain, Fellow at CUTS Institute for Regulation and Competition, a research firm in New Delhi.

So it comes as no surprise that India's labour productivity is \$10,080 a year, compared with \$107,551 in the US and \$23,888 in Brazil, according to a background note prepared this year by the labour

ministry.

"Scaling of productivity levels would require development of human capital and entrepreneurship, technological advancement and innovation, along with enabling macro-economic policies, infrastructure and concerted action," the ministry had said in its paper. So, is talent deficit a problem at entry level positions only?

"No, it's equally a challenge at the middle and senior levels too," said Dileep Mishra, president, human resources at J.K. Organization, that manufactures a whole host of products from tyres to cement, employing 40,000 workers across eight group verticals.

Phillip, a senior executive with a Delhi-based home décor company, discovered the pressures on experienced professionals recently when he moved jobs. The new company gave him a promotion and a 40% pay hike, but with a rider: there won't be any honeymoon period to settle down in office.

"From day one, my organization wanted me to be productive. The work culture, the atmosphere and expectations are different. It's difficult to sustain such pressure. You can call it lack of skill or efficiency at my end, but companies these days are too demanding and profit-oriented," he said, asking that his second name not be used.

Those who seek to enter the labour market must realize that competence, attitude and an inquisitive mind are critical for survival and these are often missing, added Mishra of J.K. Organization. "There is a gap between demand and supply of the right kind of people. In the last few years, there was a lot of talk about skilled manpower, but the real problem will arise from now on. The government policy is now favourable, manufacturing sector is set to grow and companies like us have expansion plans. But the availability of enough right talent is still debatable," he said.

The counter-argument

It's true that there is poor coordination between the industry and academia on training students in the desired skills, but many trainers and experts feel that the industry must do its bit as well. For example, of the 490,000 apprentices' seats available last financial year, less than 282,000 were filled, according to labour ministry data. Similarly, the HRD ministry's call to industries to develop polytechnics in a public-private partnership (PPP) mode has been largely lukewarm.

In a written reply in the 15th Lok Sabha, Shashi Tharoor, former minister of state in the HRD ministry, had said that the government had approved a scheme to provide financial assistance to set up 300 polytechnics in the PPP mode.

"However, the response of the private partners to the scheme is poor," Tharoor said on 8 August 2013. Dilip Chenoy, managing director at National Skill Development Corp., said the mission to give skills training to 500 million has taken off, with many industries joining in. However, he says employers must pay a premium to trained candidates.

"The employer will now have to start valuing skills. Most employers pay minimum wages. So, whether you are certified or not, skilled or not, you get the same wage. There has to be a premium. This should not happen through a mandate. This should be a self-recognition by the industry," said Chenoy.

"Once trained workers command a premium, you will see a better response to skill training from both trainers and trainees," he added. Chenoy said industry "has to participate in a big way in the skill development programme and apprenticeship development. There are 44 million SMEs (small and medium enterprises) and if each of them take one, then there will be 44 million apprentices."

Tahsin Zahid, independent member, board of apprenticeship training, at the HRD ministry, is more sceptical, saying it has become fashionable to talk about skill development. Authorities, he says, don't screen enough partners and industries don't pay premiums to trained persons.

"Unemployment after skill training is a bigger problem than just uneducated, untrained people looking for jobs," says Zahid, questioning the pace of employment generation.

"If you think that skill training is just for poor school dropouts, then you are making the cardinal mistake of downgrading the dignity of labour. It should be for everyone with a singular objective of enhancing efficiencies," said Zahid.

According to N.R. Parasuraman, director at Mysore's SDM Institute for Management Development, there should be some assurances on the placement front before students can be trained in specific skills. Industry requirements are diverse and it would be tough to focus on specific skills in a business school without assurances on placements, Parasuraman said.

The last few years have seen a slow pace of job creation. According to the latest economic survey, India created 59.9 million jobs between 1999-2000 and 2004-05, when the National Democratic Alliance was ruling India.

Under the United Progressive Alliance administrations that followed, between 2004-05 and 2009-10, India created just 1.1 million jobs and during 2009-10 and 2011-12, 13.9 million new jobs.

Clearly, a country that adds 12 million people to the workforce every year cannot continue creating just a couple of million jobs. And the government seems to understand the situation.

"Job is a priority and we are trying to create an enabling environment to create more jobs, especially in the labour-intensive manufacturing sector," labour minister Narendran Singh Tomar said. Sarbanand Sonowal, minister of state for skills and entrepreneurship, said his ministry is coordinating with all ministries and industries for bridging the gap.

Sharda Prasad, a former director general of employment and training, has a word of warning. The present government came to power on a wave of youth aspirations. "It's imperative that the government now create an atmosphere for job creation," Prasad says. Otherwise, it would be merely preparing the ground for chaos.



COMMITTED TO IMPROVING THE STATE OF THE WORLD

Abhishek Bachchan to speak at Second Pan IIM World Management Conference

Tuesday, November 04, 2014

<http://indiaeducationdiary.in/Shownews.asp?newsid=31809>

Report by India Education bureau, Kozhikode: Abhishek Bachchan, Actor and Sports Entrepreneur is all set to speak at the Second Pan IIM World Management Conference (November 05 – 08, 2014) hosted by IIM Kozhikode on the theme of 'Globalizing Indian Thought'.

Abhishek Bachchan will talk about the changing aspirations of Indians and how India is making a global impact. He will also speak about the future of sports in India.

Being a sports entrepreneur, owning a kabbadi and football team, Junior Bachchan is carving a different niche for himself in his endeavour to bring global recognition to an Indian sports like kabbadi.

Further, Mr. Bachchan is also going to discuss about changing perception of Indian cinema.

Abhishek Bachchan's team won the championship at the 2014 Pro Kabaddi League and now he wants to focus on his Hero Indian Super League (ISL) football team Chennaiyin FC.

The event is collectively organised by all the 13 Indian Institutes of Management (IIM) and the Ministry of HRD, Government of India, with the aim to have a number of scholars deliberate on a variety of issues that impact global management.

HRD ministry now seeks to restructure 'incompetent' AICTE

Tuesday, 4 November 2014 - 6:40am IST | Agency: DNA

<http://www.dnaindia.com/mumbai/report-hrd-ministry-now-seeks-to-restructure-incompetent-aicte-2031881>

Union ministry of human resources and development, which constituted a review committee to revamp the University Grants Commission a couple of months ago, constituted a four-member panel under MK Shaw, ex-secretary, MHRD, a fortnight ago to (order dated Oct 22) 'restructure and strengthen' All India Council of Technical Education (AICTE) and the technical education sector. The committee is expected to submit its report within six months.

MHRD feels AICTE, like the UGC, too is incompetent and needs to be restructured as per the vision of the [BJP](#) government.

The ministry thinks AICTE had failed to curb commercialization of technical education as well as ensure the standard of the sector, two prime objectives in setting up the regulator in 1987.

AICTE controls almost all professional [courses](#) including engineering, technology, management, MCA and pharmacy. The [Supreme Court](#) revoked its power to regulate MBA and MCA courses last year, ruling that these were not under the purview of the council.

Controversies are nothing new to AICTE. It has been blamed for its "liberal approach" to approving colleges leading to mushrooming of private institutes, lowering the quality of education. An [Assocham](#) report a couple of years ago had said only 25% of the engineering graduates in India were employable.

AICTE chairman SS Mantha was unavailable for comment. A MHRD official said: "This is supposed to be a step towards restructuring [higher education](#) bodies that have been under-performing, a long pending demand of educationists."

AICTE has been dragged to courts many times for its (controversial) approval and revoking process. Courts have nailed the regulator many times and have even imposed fines at least twice.

IISER students attempt Limca Record for the largest Warli composition supported by Fevicryl

<http://indiaeducationdiary.in/Shownews.asp?newsid=31813>

Report by India Education bureau, Pune: Over 300 students joined hands at IISER Campus to create a confluence of Warli Art and attempt to set a new Limca Record. Indian Institute of Science Education and Research and Fevicryl, one of the leading art and craft brands, came together to celebrate and pay a tribute to this oldest tribal art form of Maharashtra.

The composition, made up of smaller and individual paintings, measured over 2500 square meters.

Warli paintings depict the daily labour and lifestyle. This art beautifully depicts respect for nature; reverence for all creatures however big or small. These paintings are a rhythmic portrayal of the basic yet essential components of one's life.

Mr. Rahul Sinha, President- Sales & Marketing - CPASF, Pidilite Industries Limited, said, "We are delighted to partner with IISER for hosting the event and we wish the students very best. It has further augmented our efforts to promote art and craft among the young generation. Also by attempting a record, the institute is celebrating art and its importance. "

Dr. Suhita Nadkarni, Faculty coordinator, Art Club, IISER Pune, said, "The art club at IISER Pune intended to put together the largest Warli composition with the aim of creating a Limca Book of Records as a tribute to this age old art form. The students have been hard at work preparing for this event. We hope that they will achieve this goal. We appreciate the gesture and support from Fevicryl in supporting such significant initiative. Such projects are important for students to expand their horizons and take on novel challenges during their formative years.

Long-term shift work can drain your brain

Study On French Shows Rotating Job Patterns Affect Workers' Memory, Cognitive Speed

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London: Working in abnormal or long shifts may impair your brain power, suggests a new study.

Shift work, just like chronic jet lag, is known to disrupt the body's internal clock and has been linked to a range of health problems such as ulcers, cardiovascular disease, metabolic syndrome and some cancers. But little is known about its potential impact on brain functions, such as memory and processing speed.

Scientists from Université de Toulouse and Swansea University on Tuesday confirmed that the impact seems to be most noticeable over a period of 10 or more years,

and although the effects can be reversed, this may take at least five years. Their study of over 3,000 people living in France found that those who worked rotating shifts performed significantly worse in memory and cognitive speed tests than those who had worked regular hours.

"The study shows that the long-term effects of shift work on the body clock are not only harmful to workers' physical health, but also affect their mental abilities," said Dr Philip Tucker, professor of psychology, Swansea University. "Such cognitive impairments may have consequences for the safety of shift workers and the society that they serve, as well as for shift workers' quality of life."



© Jamie Kingham/cultura/Corbis

The impact is most noticeable over a period of 10 or more years

The researchers tracked the cognitive abilities of people at three time points: 1996, 2001 and 2006. Just under half (1,484) of the sample, which was drawn from the patient

lists of three occupational health doctors in three different regions in southern France, had worked shifts for at least 50 days of the year.

Participants were aged ex-

actly 32, 42, 52 and 62 at the time of the first set of tests, which aimed to assess long- and short-term memory, processing speed and overall cognitive abilities. In all, 1,197 people were assessed at all three time points. Around one in five of those in work (18.5%) and a similar proportion of those who had retired (17.9%) had worked a shift pattern that rotated between mornings, afternoons and nights.

The first set of analyses looked at whether any abnormal working hours were associated with a decline in cognitive abilities. The data showed that those who currently or who had previously worked shifts had lower scores on memory, processing speed and overall brain

power than those who had never worked shifts.

The second set of analyses looked at the impact of working a rotating shift pattern and found that compared with those who had never worked rotating shifts, those who had, and had done so for 10 or more years, had lower global cognitive and memory scores—equivalent to 6.5 years of age-related cognitive decline.

Finally, the researchers looked at whether stopping shift work was linked to a recovery in cognitive abilities. The results indicated that it was possible to regain cognitive abilities after stopping shift work, but that this took at least five years, processing speeds excepted.



■ Some J-K students are studying in the off-campus centre of a university which could be violating UGC norms.

THINKSTOCK

Validity of degrees can be questioned

Jeevan Prakash Sharma

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About 200 students from Jammu and Kashmir pursuing various undergraduate courses under the Prime Minister's Special Scholarship Scheme (PMSSS) in an off-campus study centre of Mewar University in Vasundhara, Ghaziabad, stand the risk of having the validity of their degrees questioned once they complete their courses.

This study centre, running in complete violation of UGC norms and a Supreme Court judgment (Prof Yashpal case, 2005) banning off-campus study centres for regular courses, is offering degree courses in law, physiotherapy, business administration, bachelor of technology, computer application, biotechnology etc.

A university staff member, requesting anonymity, says, "These students are staying in campus hostels and attending regular classes under the PMSSS. The university has access to the students' scholarship money (ranging from ₹1.3 lakh to ₹4 lakh for each student depending on the course he/she is pursuing)."

Speaking to this correspondent, one of the students, Mohammad Saifullah, says, "I am in third year law. There are

200 students in the Vasundhara Centre of the university and we are satisfied with our studies."

When asked if he thought his degree was valid, Saifullah said, "I don't know. All I know is that this is a UGC-recognised university."

On being contacted, Ashok Kumar Gadiya, chairperson, Mewar University, denied admitting any student in the Vasundhara centre, adding, "We have about 1200 students from Jammu and Kashmir but all of them are studying in the main campus of the university at Chittorgarh. We are only running an information centre here. Not a single student is studying here," he said.

A source in the All India Council for Technical Education (AICTE) confirmed that there were many more private universities which had either opened off-campus study centres in other states or granted affiliation to other institutes. "These private universities have admitted a large number of students and have shifted them to their off-campus centres or other affiliated institutes. In both cases, degrees from such institutes would be invalid. The question is: Why is the UGC quiet about this even when the study centres are playing with the lives of these students?"

पांच मिनट में सूर्य की 1500 तस्वीरें लेगा नासा का रॉकेट

सूर्य के बारे में कई महत्वपूर्ण जानकारियां इकट्ठा करेगा

एजेंसी | वाशिंगटन

अत्याधुनिक तकनीक से लैस नासा का एक रॉकेट को सूर्य के बारे में गहन जानकारियां इकट्ठा करने के लिए प्रक्षेपित किया जा रहा है। इस रॉकेट में हार्ड रेजोल्यूशन कैमरे लगाए गए हैं जो पांच मिनट में सूर्य की 1500 तस्वीरें खींचने में सक्षम है। रैपिड एक्विजिशन इमेजिंग स्पेक्ट्रोग्राफ एक्सपेरिमेंट (रेज) अभियान का मकसद सूर्य के सबसे अधिक सक्रिय क्षेत्रों में हर पल होने वाले बदलाव का अध्ययन करना है। खासतौर पर चुंबकीय क्षेत्रों का अध्ययन करना, जहां होने वाले विस्फोट से लाल व नारंगी रंग की लपटें उठती हैं।

कोलोराडो के साउथवेस्ट रिसर्च इंस्टीट्यूट से जुड़े वैज्ञानिक डॉन हसलेर के अनुसार, 'हाल के दिनों में सूर्य काफी सक्रिय रहा है। कुछ हफ्ते में सूर्य ने कई एक्स क्लास फ्लेयर्स का निर्माण किया है। हमारी टीम इन बदलावों का अध्ययन कर रही है। इस अध्ययन से हम सूर्य के किन क्षेत्रों में कितनी ऊष्मा उत्सर्ज हो रही हैं, इस डायनेमिक्स को बेहतर समझ सकेंगे।'

2017 सौर मिशन के लिए प्लेटफॉर्म है रेज



रेज में इस्तेमाल हो रहे रॉकेट में एक नए किस्म के मैटीरियल बोरोन कार्बाइड से कोटिंग की गई है, जो लाइट को रिफ्लेक्ट करता है व अलग-अलग वेवलेंथ में पृथक कर देता है। हसलेर कहते हैं कि इस किस्म का एक उच्च शक्ति यान भविष्य के लिए स्थायी सौर वेधशालाओं के लिए राह खोल सकता है। यह पहले ही 2017 के बड़े सौर मिशन के लिए प्लेटफॉर्म की तरह काम कर रहा है। नासा व यूरोपियन स्पेस एजेंसी 2017 में एक ऐसा रॉकेट प्रक्षेपित करने की तैयारी कर रही हैं, जो सूर्य के काफी करीब जाएगा।