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**Maharashtra Chamber of Com.
Industry & Agriculture**

महाराष्ट्र चेंबर ऑफ कॉमर्स, इंडस्ट्री अँड अॅग्रीकल्चर



MACCIA 100
Apex Chamber of the State 1927-2027

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28/01/2022

To,
Dr Vinay Sahasrabuddhe.
Hon. Member of Parliament Rajya Sabha
Chairman - Parliamentary Standing Committee on Education,
Women, Children, Youth and Sports.
New Delhi.

Subject : Seeking your support and follow-up about our demand for task force, aimed at analyzing the out-of-the-box job creation concept suggested to PMO

Respected Sir, *Sadar Namaskar,*
The Maharashtra Chamber of Commerce, Industry & Agriculture (MACCIA) is the Apex Chamber of Maharashtra State representing the Commerce, Industry & Agriculture sector since the year 1927. MACCIA strives to project a united voice at Regional, National & International levels and works towards representing & resolving issues and ensuring sustenance.

We would like to inform you that the Chamber had organised several brain storming sessions on the subject of Job creation & found that country's **youth as well as women are struggling because of not having work-life balance.**

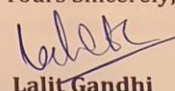
An analysis shows that it takes about Rs. 50 Lakhs to Rs. 1 Crore for creating one job through conventional investments by Government. **After execution of proposed concept, it will cost only about only Rs. 1 lakh per job created.**

We would be highly obliged and greatly thankful, if you could take necessary steps in support of this concept, which will be immensely helpful to our youth and women.

The Chamber has compiled all the experts suggestions & prepared the concept note which we had shared with the Prime Minister Office (PMO) on 8th January 2020. (Concept note sent to PMO is attached herewith).

We look forward to a positive reply and long term fruitful association with your good self.

With warm regards,

Yours Sincerely,

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For Doubling of Jobs concept related updates, please visit

www.Dudhgaonkar.in/DoJ Section

Concept Brief Report is on next pages

Doubling of Jobs Concept

Shrimad-Bhagvad-Gita

Chapter 6, verse 17:

Regulated eating, recreation, regulated work in discharging your duty, regulated dreaming and wakefulness through *Yoga* diminishes pains.

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**“If it is important to you, you will find a way.
If not, you’ll find an excuse.”**

Newly Elected Managing Committee
Members of Maharashtra Chamber of Commerce
(2021-2024)

Name	Designation
Mr. Lalit Gandhi	President FICCI-Executive committee member
Mr. Umesh Dashrathi	Senior Vice President Chairman- Rucha Engineers Pvt Ltd Chairman- Marathwada Auto Cluster
Mr. Karunakar Shetty	Vice President (Mumbai-1) (Logistics Industry)
Ms. Shubhangi Tirodkar	Vice President (Mumbai-2)
Mr. Ravindra Mangave	Vice President (Western Maharashtra)
Mr. Sudhakar Deshmukh	Vice President (North Maharashtra)
Mr. Chandrashekhar Punalekar	Vice President (Kokan)

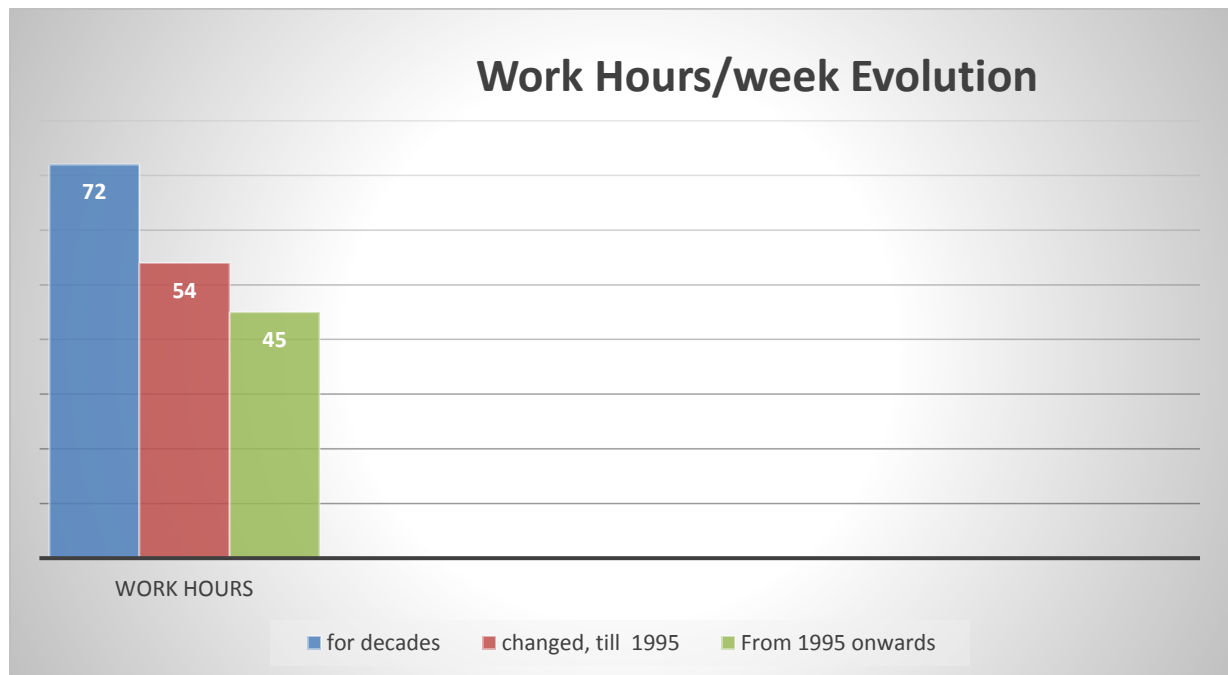
Background

The Micro, Small and Medium Enterprises (MSME) is a highly vibrant and dynamic sector of the Indian economy with over 6 crores units, providing employment to 11 crores+ people (just next to Agriculture), having 28% share of GDP and 40% of exports. Like other sectors, MSME also has been adversely affected in terms of productivity during COVID 19. Accordingly, the efficiency and productivity of MSME assume further significance to achieve overall objectives of economic development and a V shape recovery of Indian Economy.

India has approximately 5 crore unemployed people as of December 2021 and a huge proportion of them are women, the **Centre for Monitoring Indian Economy** said. Of these, 35 million are the unemployed who are actively seeking work while 17 million are those who, though willing to work, are not actively seeking it, CMIE said.

In budget 2022, an announcement of creating 60 lakh jobs in 5 years ‘time was made by Hon’ble Finance Minister Madam. Considering above data and to tackle this unemployment and efficiency related issues, Maharashtra Chamber of Commerce, Industry and Agriculture came up with the out-of-the-box concept.

Some old records indicate that work schedules as long as twelve to sixteen hours per day, six to seven days per week were practiced in some industrial sites.



The time to improve on this has come. The proposed concept is briefly explained in next few pages.

About Out-of-the-box concept

Extraordinary challenges demand extraordinary measures.

Maharashtra Chamber team analyzed country's pressing issues^[graph 1A]. The team came up with an **out-of-the-box concept for tweaking labor law! We got inspiration from government's plan for doubling of farmer income goal.**

Our concept is also based on thoughts expressed by legendary Indians as well as Govt thought process for handling post-corona effect by contributing PF portion of employees by Govt itself.

In democracy, ideal expectation is that of having society where a citizen has a chance to earn livelihood & be able to live peacefully for good. **Has Indian democracy achieved this?** The table on next page answers this question beautifully...

- Country faces over 15% GDP losses yearly due to citizen's behavioral issues
- On 15 crore jobs in economy, most people with these jobs waste time knowingly
- While there are crores of youth looking for jobs & economy creates only about 50 lakh jobs/ year. With many job losses expected due to Corona related effect on economy
- This increases law and order issues for entire democracy

At a recent Chamber GC Meeting **this concept was accepted as a valid possibility**, indicating the possible acceptance of such out-of-the-box concept by all traders / industry owners / entrepreneurs / consultants. **USA educated, former chamber VP Er. Samir Dudhgaonkar** presented the concept rationale to Maharashtra Chamber GC. Most agreed that through **labor law change concept execution**; desired long-term transformation in social fabric of nation is **possible due to the powerful subtle message of concept-based scheme**. This lofty goal is easily reachable in post-corona life.

Vision

- **To instantly create over crore jobs**, especially critical for eventual well-being of over 5 crore youths who are not working: **with over 80 lakhs entering the workforce/year**, with possible job losses in post corona-economic times
- To help economy grow steadily at 12% per year, even in post-corona economy
- To help government to transform **the value system of an entire generation**, thereby **help reduce corruption**.

Hence as a solution to our country's woes, common-sense job doubling concept is critical.

Executive Summary of Concept Rationale: - only in words: -

Let's understand 3 pain points of economy and the ideal solution for it, especially in these post Corona economic times..!

(Table A)

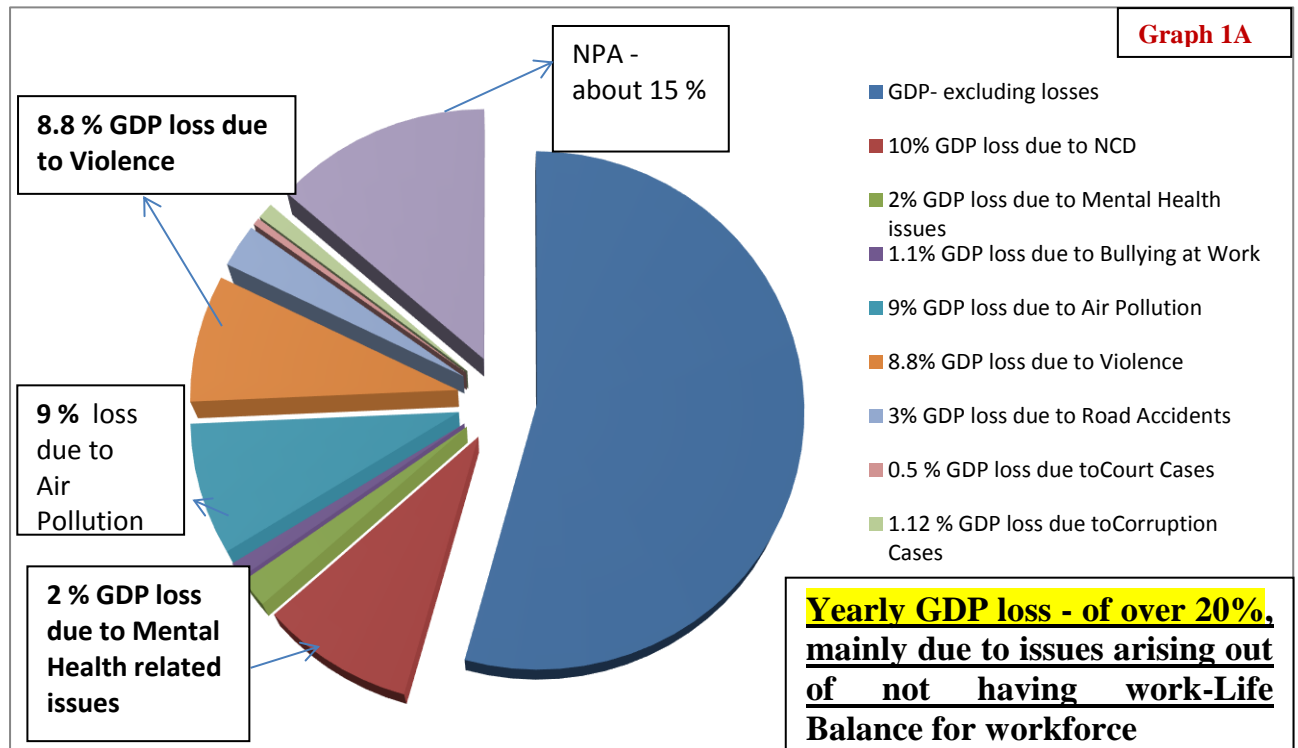
1	How much is GDP loss every year because of behavioral issues? Due to stressed out time-poor workforce? काम पर हर दिन ज्यादा अटके रहने की वजह से होने वाले परिणामोका सकल घरेलु उत्पाद पर होनेवाला नुकसान कितना है?	Over ₹ 25 lakh crores a year, over 15% of GDP [Refer Graph 1A]
	How many Indian people are suffering due to the issues & losses?	Over 15 crores
2	Out of 8.5-hour workday, how much is time wasted by workforce? आज की तारीख में ज्यादातर कार्यालयों में काम करनेवाले लोगों की रोजमर्रा की आदतों की वास्तविकता क्या है?? प्रतिदिन 8.5 घंटों के कामगार कायदे में व्यक्तीकी उत्पादकता कैसी होती है??	Over 2 hours per work-day Over 35% productivity loss...
	How much is monetary loss of country due to this bad work culture? Getting paid for work not done on purpose!!	Over ₹4 lakh crores a year
	Is there strong connection of workforce's bad habits (acquired due to country's deteriorating social fiber) and this GDP loss?	YES...!!
	Where is this money waste/loss paid from? What is source of each employer for paying employees?	Bank loans or share market money of companies, tax collected of nation!!
	3	
How many people looking for jobs as of today?	Over 5 crores, even more due to corona	
Can govt quickly create these many jobs conventionally?	NO...!!	
देशभर के युवाओं की स्थिती कैसी है?? जिसकी वजह से नौकरियों के तत्काल निर्माण की आवश्यकता हैं.	दयनीय स्थिती	
What is the big concern with having crores of unemployed/underemployed people?	They do anti-social activities	
<b style="background-color: yellow;">Out-of-The-Box Solution FOR ALL PAIN POINTS: Doubling of Jobs		
क्या 4 घंटे या 5 घंटे हर दिन प्रति व्यक्ती काम का कानून इन तीन चीजों पर असर कर सकता है?	हां.... बिलकुल !!	
क्या इससे नौकरी निर्माण करने का शासन को जितना खर्चा आमतौर पर लगता है, क्या उतना हि लगेगा?	बिलकुल नहीं!!	
Cost effectiveness of concept: कामगार कानून में बदलाव की प्रस्तुत कल्पना लागत के पहलू पर भी सबसे बेहतर!	Refer Graph 1G. कृपया ग्राफ 1G देखे!!	
If given option to all, how many assured jobs this proposed scheme concept will create instantly?	1 crores jobs instantly created....	
How much time will it take to execute this Job Doubling concept properly?	in 5 years, about 5 crore jobs can be created	
What is the highest possible result through this concept?	about 10 crore jobs	

Concept rationale in graphics only

Pain Point 1.

Grave GDP losses due to person's excessive hours at jobs/day:

हर दिन काम पर ज्यादा व्यस्त रहने की वजह से होने वाले परिणामों का भारत देश के सकल घरेलू उत्पाद पर होनेवाला नुकसान



For eg.

A success story in Indian start-up ecosystem is facing legal case for bullying a bank. Many such things take place in normal society but very few reach legal stage. But GDP loss happening because of such things is a reality.

Pierre-Yves Dermagne (Deputy prime minister and minister of economy and labour) said "The boundary between work and private life is becoming increasingly porous. These incessant demands can harm the physical and mental health of the worker." "This would benefit those who wish to spend more time with their children" he added.

Ms. Amruta Devendra Fadnavis, social worker recently said, "Women in India have suffered a lot. We should work on changing the mentality of people. In Mumbai, people waste a lot of time in traffic, we can't give time to our family because of this traffic issues. This leads to 3% of divorces."

So even though infrastructure takes time, this concept if executed can create time instantly for people who are hurting, divorces can be reduced and our culture can be preserved.

<https://www.facebook.com/154042191458245/posts/1939233896272390/?flite=scwspnss>



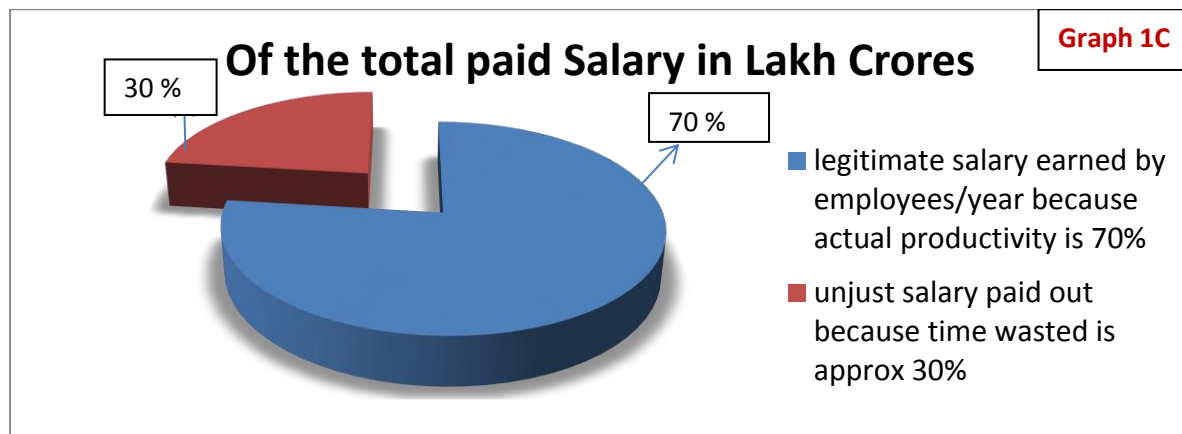
Current economy Losses...About 34% GDP loss yearly...

Description	% loss (of GDP)	In ₹ amounts	Lives lost
Due to Violence	About 9% of GDP ...	₹ 17 Lakh crores	Lakhs of people, huge damage to property
NCD – Lifestyle diseases 17,30,000 cancer 27,00,000 heart diseases 3.5 crore asthma patients..	About 10% yearly. close to \$6.2 trillion for the period 2012-30 - Harvard – WHO estimate	17 lakh crores	58 lakh deaths. 7.5% obese in 2014 to 10% in 2025. 3 Crore new patients
Mental Health related (Stress, suicides, violence by stressed-out people)	2%	₹ 3 lakh crores..	Lakhs every year
Due to Air pollution (Cost of lost labour and welfare costs)	8.5% in 2013	₹ 17 lakh crores	Uncountable..
Bullying at Work	18 Billion Pounds a year in UK	₹ 2 lakh Crore	Depression in employees increases. About 40% face it
Corruption	1.12%	₹2.25 lakh crores yearly	Uncountable..
Road accidents	3% of GDP loss (immeasurable emotional loss for family/friends)	₹5.16 lakh crores	1.5 lakh people...
Court cases related loss	0.5% of GDP	₹ 86000 crores	3 crore cases, about 15 crore people hassled
TOTAL	About 34% of GDP	₹ 64 lakh crores+ loss yearly, Over 15 crore people hurting in country now	

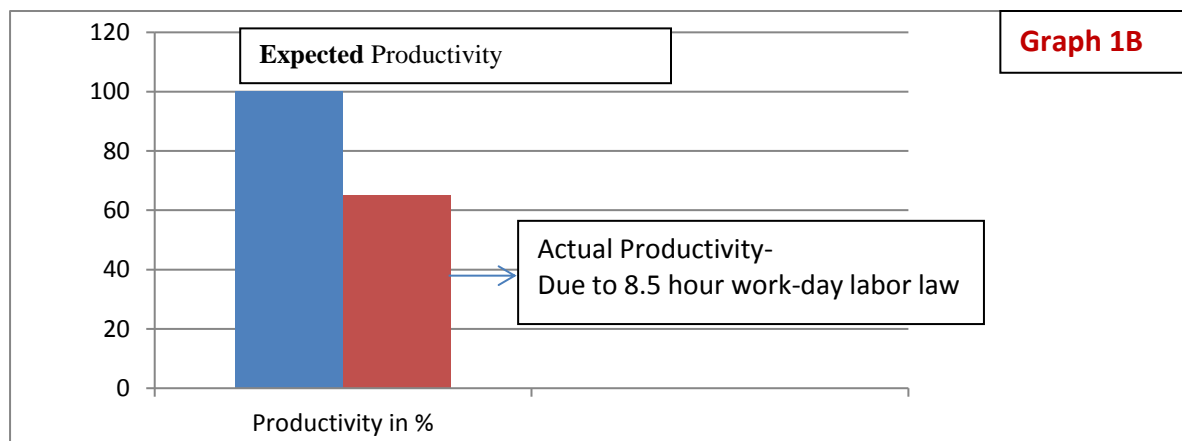
Pain point 2.

Workforce can't work with focus entire current workday or most of them knowingly waste time while doing their jobs:

आज की तारीख में ज्यादातर कार्यालयों में काम करनेवाले लोगों की रोजमर्रा की आदतों की वास्तविकता



Unjust salary paid out comes to approx. ₹ 4 lakh crore per year



Pain point 3.

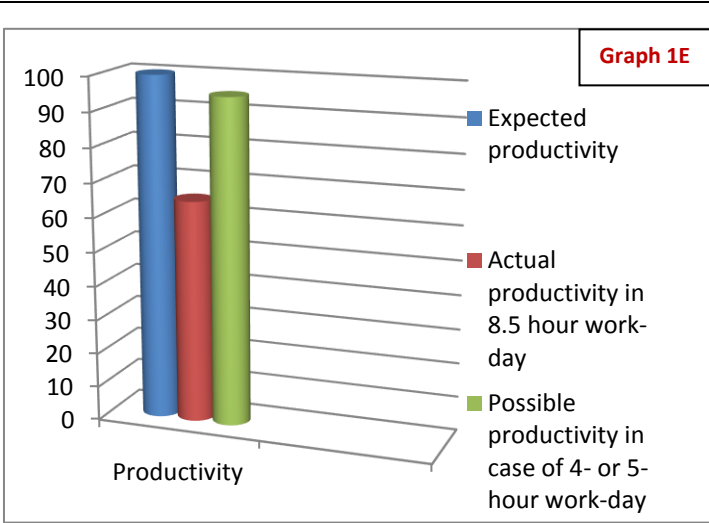
Over 5 crore youth are desperate for jobs which might become demographic disaster. This might become bigger challenge in post-corona economic times.

- Some people on jobs are stressed out **due to excessive work hours** (which leads to personal issues as pointed out by Ms. Amruta Fadnavis)
- Some people are knowingly wasting time on jobs
- and on other side many people don't even have jobs.

Out-of-the-box solution for these pain points:

The Maharashtra Chamber Concept:-

Create 4-hour or 5-hour workday in labor laws



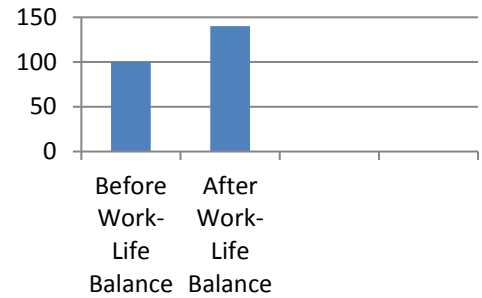
8.5 Hour workday achieves approximately 65% productivity

Versus

4- or 5- hour workday labor law, with 2 people employed will have **over 90% productivity compared to 65% productivity** achieved in the current 8.5-hour workday law, besides job creation possibility of concept

Graph 1F

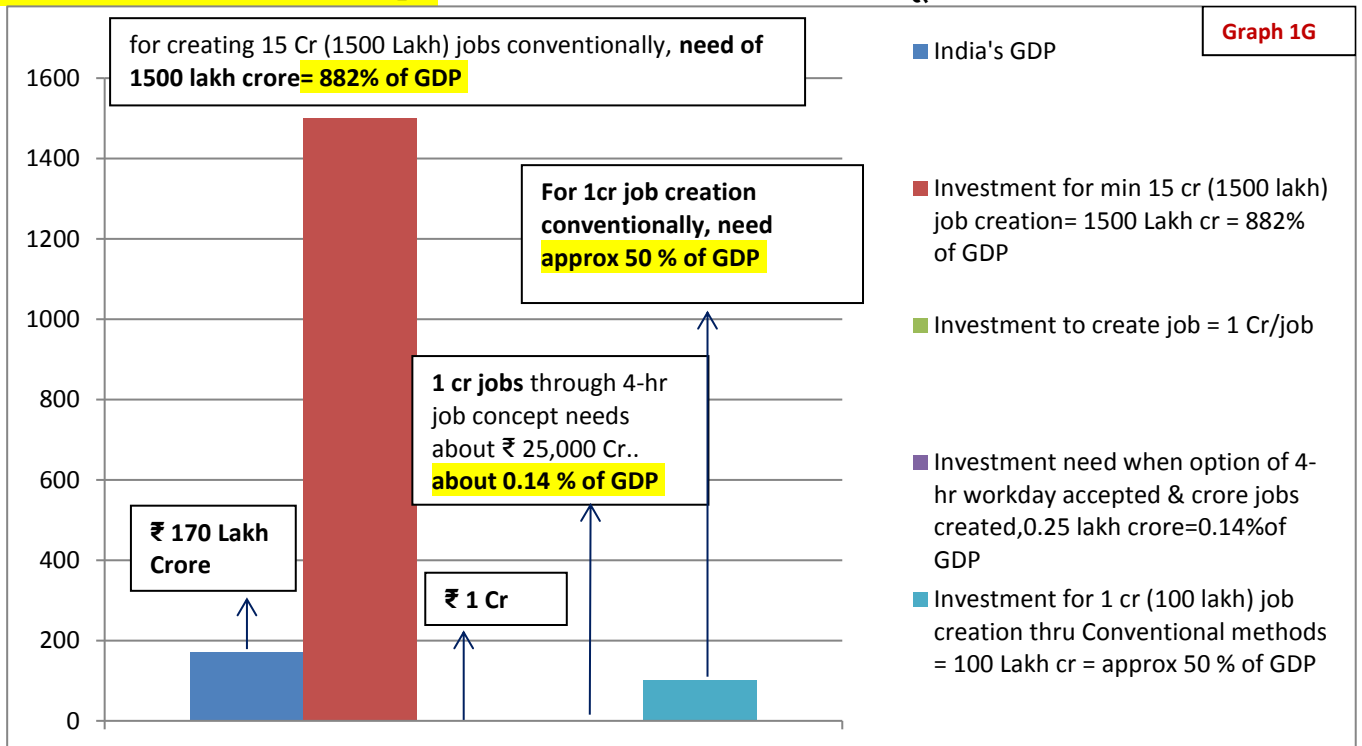
Microsoft saw increase in Productivity



Microsoft created Work-Life Balance for workforce & noticed 40% increase in productivity

Ref: Even Iceland, New Zealand, Spain experienced such productivity increase.

Cost effectiveness of concept: ये लेबर-लॉ बदल कल्पना लागत के पहलू पर भी सबसे बेहतर!!



Targeted Beneficiaries List







With this labor-law choice, following people will benefit most: -

1. for job losses due to corona, accommodating two people in one job with **proportionate pay adjustment** is a great way to save job losses
2. **stressed-out working women** who quit work due to excessive time consumed by jobs every day
3. **Lactating mothers**-They can re-join with 2-hour shift options... Other person on job can help the lactating mother for a year. Postnatal stress can be handled better by such option
4. those with jobs who have **travelling** responsibilities, can at last have 2 weeks on job, 2 weeks off the job; since the other person sharing job will allow this
5. **Start-ups** –don't have to pay huge for creative talent due to attractive work-life balance offered to **today's youth** who value this balance over money
 - Or even limit the waste of money; paid to those who don't have perfect skills, as start-up salaries would be lower for the 4-hour job option, hence low wastage
6. Those who **are well-off but don't want stress** of 11 hours/day & don't want to quit jobs too!
7. those who have situations at home can still maintain jobs and be able to take care of life issues peacefully
8. **Unemployed people** with deployable skills but who can't find fitting job opportunities
9. **Indian diaspora**- Reverse brain drain can start - people with money, but don't want to come back due to stressful work life in India, can easily see ease of living in India
 - And after seeing desired social fabric improvement as envisioned due to this change, Indian diaspora can easily see the reduction in other lifestyle stresses of India, **making India worth coming back into!!**

Many sugar factory owners of Maharashtra, *Bhartiya Majdoor Sangh* is demanding reduced hours for a work day (through labor law update).

Young India's 10- year vision!! (Table B)

Note: One Smiley represents one crore youth.

A	Situation A – Current job situation in country	
	 approx. 10 Crore officially employed in the economy.	 10 Crore youth are not working, as per LFPR, possibility of job losses in post-Corona's economy
B	Situation B-	
	 When work-hours choice is created under labor law, industry feels about 1 cr people will take up the option	 9 cr people will remain unemployed
C	Situation C– Execution of concept for entire workforce.	
	<p>Proposed 5-hour work day per person concept & hiring of 2 people for fulfilling the current 8.5-hour work expectation. This should be done urgently; keeping in mind well-being of youth, women and nation ...</p> <p style="text-align: center; background-color: yellow;">10 crore jobs can be created in 5 years' time!!</p>	
	 10 Crore experienced workforce + 10 Crore new employees (hired due to the 4-hour labor law)	 5 crores will be new entrants into the workforce within 5 to 7 years' time

Final Comments

In Budget 2020-21, FM Madam said, “The number of people in the productive age group i.e. 15-65 years in India, being at its highest.” Hence rigorous execution of this concept for addressing urgent aspirations of these youth is urgent. This concept is **ideal to demonstrate** governments’ resolve for standing behind another budget speech statement, “Ours shall be a caring society that is both **human and compassionate**.”

Antyodaya is an article of faith.” **Giving up few hours of work** for accommodating fellow youth would be **highly acceptable to anyone in our society**. Especially since through this Mission, citizens would understand importance of working on issues that cause GDP losses’ while earning work-life balance!! **स्वार्थ में परमार्थ!**

In budget 2022, Finance Minister Madam announced a target of creating 60 lakh jobs in 5 years’ time. Hon’ble madam also had announced National Infrastructure Pipeline (NIP) worth 108 lakh crore which will be completed in next five years. Which means this also gives an indication that it takes about 2 crore (approximately) to create 1 job.

Recently Kerala government announced semi-high speed rail project worth 60 thousand crores and said it creates about 60 thousand jobs which also means that government needs to invest about one crore for creating one job.

Internationally 30 corporations are trailing 4-day work week concept. But Maharashtra Chamber is recommending 5-hours work day, 5-days a week. Once Maharashtra Chamber’s proposal is implemented, world's best ease of living will be in India.

Everyone is going with 4 or 5-days a week **but nobody is even thinking about 5-hours work day (and employing 2 people on the daily job)**. **This is how we can be the pioneers..!!**

: CONCLUSION :

As analyzed with the logical details as well as the Shrimad-Bhagwad-Gita shlok recommending regulated work and balance in five areas of life, a day logically should be divided in five sections. This helps us to conclude that 5-hours work day is not only logical but spiritually also correct.

Hence we are requesting for a taskforce to be formed as soon as possible.

Labor laws of nation should be amended in the Factories Act of 1948, Section 51 of the Act.

It should read

“No adult worker shall be required or allowed to work in a factory/enterprise for more than 20 hours or 25 hours in any week, and never permitted to work more than **4 hours or 5 hours each workday**, and there shall be no lunch break on any workday since hours are so apt for this situation. An enterprise can employ as many people as they feel one after the other for meeting their production, productivity requirements of the day. **Hourly option can also be available** for those people who have certain genuine challenges in their lives and entrepreneurs can decide how to accommodate other skilled people in place of someone working less than 4 hours or 5 hours a workday, **with proportionate pay adjustment.**”

WAY FORWARD **Recommended steps**

Step 1:

Looking at logical conclusion, give a choice of work-hours. Such option will help the most to people who have various life issues to handle, but cannot leave jobs totally.

Step 2:

At least set-up a Task Force for analysing all aspects, implications about the concept.

We as Maharashtra chamber of Commerce, look forward to assist government in any possible way we can.

International References

1. Belgium approves four-day week and gives employees the right to ignore their bosses after work (Dated 15th February 2022)

<https://www.euronews.com/next/2022/02/15/belgium-approves-four-day-week-and-gives-employees-the-right-to-ignore-their-bosses?s=08>

- A significant portion of Belgium's new labour reforms impact the work-life balance of employees in both the public and private sectors.
- "This has to be done at the request of the employee, with the employer giving solid reasons for any refusal," Belgian labour minister Pierre-Yves Dermagne told the press conference.
- "This would benefit those who wish to spend more time with their children," Dermagne said in a statement, adding that the proposals would be especially helpful for divorced or separated parents who share custody of their children."

2. Why Iceland's four-day week trial was an 'overwhelming success' for people and Planet? (Dated 15th February 2022)

<https://www.euronews.com/green/2021/07/08/why-iceland-s-four-day-week-trial-was-an-overwhelming-success-for-people-and-planet>

- This week the results of a massive four day work week trial in Iceland were published. Carried out in 2015 and 2017, these experiments into shorter working hours have been described as an "overwhelming success" by researchers.
- The report reveals that these changes come without a loss of productivity or revenue too.
- With multiple experts extolling the environmental benefits of these shorter work weeks, these trials and those in Spain earlier this year show that cutting our working hours isn't impossible.

3. Some companies and countries are trailing 4-day work week. Some findings say- (Dated 31st January 2022)

https://www.weforum.org/agenda/2022/01/four-day-week-work-life-balance-trial?utm_source=twitter&utm_medium=social_scheduler&utm_term=New%20Zealand&utm_content=31%2F01%2F2022%2009%3A38&s=08

- A six-month pilot of the four-day work week is starting across 30 UK companies.
- The likes of Microsoft in Japan and Unilever in New Zealand have already seen benefits of the switch.
- Employers aim to improve productivity by providing a better work-life balance for employees.

4. Iceland trialed giving thousands of workers a 4-day workweek and saw improvements in well-being and productivity. (Dated- 05th July 2021)

<https://www.businessinsider.in/international/news/iceland-trialed-giving-thousands-of-workers-a-4-day-work-week-and-saw-improvements-in-wellbeing-and-productivity/articleshow/84143097.cms>

The success of two four-day working-week trials in Iceland could act as an example for other governments, analysts say.

More than 2,500 people across 100 workplaces took part in two government-backed trials, representing roughly 1% of the country's working-age population.

Many saw their workweek reduced to 35 hours from 40 **without a reduction in pay** and saw no real loss in productivity, according to joint analysis of the trials by the UK future-of-work think tank Autonomy and the Icelandic Association of Sustainability and Democracy.

"It shows that the public sector is ripe for being a pioneer of shorter working weeks - and lessons can be learned for other governments," said Will Stronge, the director of research at Autonomy, in a statement issued alongside the analysis.

5. Unilever NZ to trial four-day work week at full pay (Dated-01st December 2020)

<https://www.unilever.com.au/news/press-releases/2020/unilever-nz-to-trial-four-day-work-week-at-full-pay/>

Momentum for a four-day work week is growing in the wake of the Covid-19 upheaval of standard working practices, says Nick Bangs, Managing Director of Unilever New Zealand. "This is an exciting moment for our team and a validation of the catalytic role Covid-19 has played in shaking up standard working practices.

"Unilever NZ's strong growth trajectory as a business makes this the perfect time in our life cycle to drive something new and ambitious." Maintaining competitive edge, increasing productivity and improving wellbeing sit at the heart of the 4-day work week, says Mr Bangs.

National References:

Changed work-hours related

1. **Chhattisgarh mandates 5-day work week for government employees (Dated-26th January 2022)**

<https://www.moneycontrol.com/news/trends/current-affairs-trends/chhattisgarh-mandates-5-day-work-week-for-government-employees-7987011.html>

The Chhattisgarh government on the Republic Day declared five-day work week for its employees from now on.

2. **Depict Real Picture of Job Loss, Reconcile Data of Credible Agencies: Parliamentary Panel to Labour Ministry (Dated-08th August 2021)**

<https://www.news18.com/amp/news/india/depict-real-picture-of-job-loss-reconcile-data-of-credible-agencies-par-panel-to-labour-min-4059932.html>

A Parliamentary panel has asked the Ministry of Labour and Employment to use and reconcile the data and studies conducted by credible agencies with that of retirement fund body EPFO for depicting real picture of job loss in the country especially in the situation like COVID-19 pandemic.

The pandemic had an impact on employment in the country as the economic activities slowed down due to lockdown restrictions imposed by central as well as states to contain the spread of deadly virus from March in 2020.

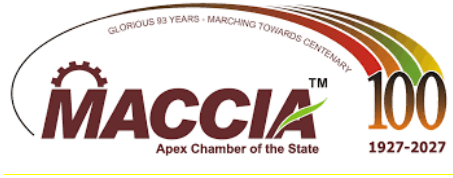
3. **Sikkim withdraws 5-day working week, declared holiday only on 2nd, 4th Saturdays (Dated-10th march 2020)**

<https://indianexpress.com/article/india/sikkim-withdraws-5-day-working-week-declared-holiday-only-on-2nd-4th-saturdays-6307768/>

Not happy with the performance of the employees, the Sikkim government has withdrawn the five-day working week system and declared that they will get holidays only on second and fourth Saturdays. The new system will be effective from April 1, according to a notification.

Maharashtra Chamber's efforts for this Concept:

Date	Step taken
17 th Oct 2017	Concept briefing to Hon'ble Dr. Vinay Sahasrabuddhe
18 th Oct 2017	#METoo movement started all over the world (highlights the need to focus on concepts that strengthen ethics of humans)
Last quarter of 2019	Maharashtra Chamber of Commerce acceptance to detailed concept rationale
8 th January 2020	Concept document sent to PMO
21 st January 2022	<p>Submission to Union Minister of state for Finance Mr Bhagwat Karad about setting up a task force for analyzing Doubling of Jobs Concept</p> <div style="text-align: center;">  </div>
28 th January 2022	Letter submitted to Dr. Vinay Sahasrabuddhe regarding follow-up and support to chamber's demand for task force formation.



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- M.S. Mechanical Engg (USA.)
- जननी जन्मभूमिश्च स्वर्गादपि गरीयसी ॥ In 2003, came Back in India to Build India; proudly; after rejecting USA PhD Full-Scholarship.
- Marathwada Coordinator BJP Industry Cell (BJP Udyog Aaghadi)
- Vice President (2014-2018). Maharashtra Chamber of Commerce. Estd. 1927
- Declared Parbhani Youth-Icon by *Sakal* - a state-level newspaper in Maharashtra
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"Great men are those who see that thoughts rule the world."

Ralph Waldo Emerson.

Emerson (1803 - 1882) was an essayist, lecturer, Transcendentalist movement leader.

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"50 page detailed concept rational report is available on request..!"
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