

How to achieve **World Class Efficiency?** **One Point – Action Plan for INDIA**

1. The best ‘home grown’ or ‘Swadeshi’ **effective human capital is the answer!**

At present, we cannot always use the best quality and lowest cost ‘Swadeshi’ effective human capital to run our own country including our own public and private sector.

When future generations of Indians read Indian history, this will go down as one of the reasons for hindering India’s fast growth between the years 1947 to 2002, a period of 55 years!

1100 million people but we cannot place our best teams in position and put our ‘house in order’ to World Class standards!

No amount of money or technology can ever replace the presence of effective human capital. In fact, effective man-power teams, know, how to rustle up other resources in a highly competitive and global environment, **the reverse is not true.**

2. The ‘engine’ of the Economy

The **organized sector** is supposed to be the ‘engine’ of the economy of India. It should be ‘World Class’. A total of 18 million people work with the Public Sector and about 9 million people work with the Private Sector. *Total employment is about 27 million in this sector.*

It needs to be accountable, responsible and **should be a used as a benchmark** for efficiency, good governance and good administration. **As per www.loksatta.org, Rs. 2000 crores are utilized every day**, both on Capital as well as on revenue account, at the Centre and State level, to govern India. The people of India must be protected and be satisfied that this money is well spent!

The key objective of this sector is to administer and govern and to serve and benefit the citizens and the country of India in the best possible manner. Government can only facilitate jobs, education, health, the economy, provided it is efficient and world class! It should be the

‘torch bearer’ for our economic reforms. 29 million are born & 10 million die every year.

The 18 million employees of the union and state governments need to be of a world class standards & extremely effective. 1100 million people of India, depend upon them!

3. Indian Human Capital admired world wide, but in India!

We have some of the best human resources in the world, but due to some of the constraints, as mentioned below, **we cannot use them always in our own country!**

Indians run some of the largest organizations in the world, both in manufacturing as well as in service sectors. Indians also help as advisors to many nations. **Who ever brings in the best and effective team to govern and administer, will be the winner.**

Today, all good politicians, all over the world, talk economics first. **The best Politicians and Leaders ‘Walk the Talk’.**

India needs to be competitive in the global markets. Our World Trade is only 0.8%, while our population is 17%. The GDP of India is only 1.7% of World GDP. In India, **Demand is very high, but Buying Power is low**, due to a low per capita income of only **US\$ 1.66** per day! *As per the World Bank definition of Poverty Line*, the per capita earning per day was **US \$1** which is now revised to **US \$2** per day.

In order to survive and create employment, India needs to *bench mark* **Employee Laws** with competing countries in Asia, Latin America, Middle East and Eastern Europe.

4. Reasons for India’s problems

Sometimes we protect some employees at any cost to the Organization and the Nation! Article 311, of the Indian Constitution, protects employees of the Union and State Governments.

This needs to be suitably amended, as it is **not desirable** in today's context, since it over-protects only 1.7 % (18 million people) of Indians who are the employees of the State and Union Government, and indirectly, the employees of the organized private sector, (9 million people) representing a total of 2.6% (27 million people) of the population of India.

There is NO FEAR of LOSS of JOB whether you deliver or not!

Sometimes, these employees, seek and get protection for lifetime employment, even if,

1. They work or not,
2. They are honest or corrupt, or caught red handed taking a bribe
3. They are absent but marked present,
4. They are efficient or inefficient,
5. They subcontract their work to others
6. Willfully destroy public property
7. Take sick leave of 30 days/year, year after year! It is impossible to be sick, every year, exactly for 30 days!
8. Restrict retraining, redeployment and restructuring, for productivity improvement within the same organization and
9. Disrupt work, and damage or sabotage the fixed assets of public enterprises, in order to pressurize managements.

No country can run efficiently, especially, if some critical sections are protected, in this manner! **1.7 % of India's population is not even the Vote Bank!**

Union Ministers, MPs, MLAs, municipal councilors can be changed after a term of 5 years or even earlier, as per the wishes of the people.

Under the present system, employees of the Union and State Governments and their affiliates, as stated above, are given life long employment, irrespective of their performance!

5. Action Plan for India

India needs an 'Employee Policy' to protect the citizens from exploitation!

We should protect employment, but not employees who do not come up to expectations and *do not perform to normal standards of work culture and work ethics*. Especially when we have 45 million unemployed registered with employment exchanges. The total number of unemployed able bodied Indians is estimated to be 2 to 6 times this number. (Our estimate)

This includes **C2C** or from **CEO** or Chairman to **Coolie!** The word **Labor Law**, refers to the 19th century, and should be termed as **Employee Law**. The leaders and the people of India must decide by public debate in the media and the Parliament to finalize the best course of action.

*We are not suggesting any form of National Policy on retrenchment. Individual organizations should be allowed to decide themselves, about downsizing, retrenchment and reduction or **increase** of manpower. **Only Healthy Organizations can generate new employment.***

Organizations should be allowed to change employees, if they fall in some of the areas as mentioned under paragraph # 4. Especially, under clauses #4 (2), (3), (5) (6) & (7).

You DECIDE! This one-point-action-plan will unleash the 'Latent Potential' of the 1100 million People of India.

Please also see our website at **www.wakeupcall.org** for more details. Copies of The **Action Plan for INDIA** are available in English, Hindi, Gujarati, Marathi, Bengali, Assamese, Oriya, Tamil, Telegu, Kannada, Punjabi, Urdu and Malayalam.

You may download a sample of the contents of our 48 page booklet, **Transforming INDIA**, from the website in English, Hindi, Marathi, Gujarati, Bengali, Assamese, Oriya, Tamil, Telegu, Kannada, Punjabi, Urdu and Malayalam.

Compiled, printed and published by Krishan Khanna for *i Watch*, 211, Olympus, Altamount Road, Bombay 400026. Email: krishan@wakeupcall.org Site: www.wakeupcall.org Fax: +91 22 2385 6782 tel: +91 22 2386 5466. *i Watch* is a voluntary Citizen's movement for **Transforming INDIA**. We watch the country and report to the citizens, in order to create awareness for the sake of improvement. *i Watch* focusses on **Good Governance, Human Resource Development**, and how it influences the **Economy, Enterprise and Quality of life** of the people of India. <1 million = 10 lacs> <1 billion = 1000 million = 100 crores> <US\$ 1 = Rs 46 > <1 billion US\$ = Rs. 4,600 crores>

Networking and supporting organizations



WORLD COUNCIL FOR CORPORATE GOVERNANCE

