

# CSEET Communique

MAY 2024

e-bulletin



**THE INSTITUTE OF  
Company Secretaries of India**

**भारतीय कम्पनी सचिव संस्थान**

**IN PURSUIT OF PROFESSIONAL EXCELLENCE**

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# CSEET Communique (e-bulletin)

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*“Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime.” ~ Maimonides*

**Dear Students,**

They say “Well begun is half done”. Although the quote may be ages old, but the truth is that, its sanctity never gets old. It is for this reason that we invoke and seek the blessings of Lord Ganesha before embarking on a new journey, venturing into a new task or making a novel attempt.

CSEET, akin to all new beginnings, is the initiation of your professional journey, your attempt to carve out a place in the society and your means to contribute to strengthening the governance framework of the India Inc. And I extend my heartiest congratulations to each one of you who have successfully crossed the CSEET bridge and are about to begin your mainstream project of CS Course.

Going by past statistics, a large number of candidates register each year for the CS Executive Entrance Examination which gives us an immense sense of hope and faith in the youth of the nation to be the brand ambassadors of good governance in the Indian corporate arena.

At the same time, this places an equally immense sense of responsibility on each of the student signing up for the course to place in the best of efforts to pursue the course with utmost dedication and become some of the best Governance Professionals of the nation.

It goes without saying that the euphoria in the Indian business environment is harbinger of massive professional opportunities for various professionals and most significantly the Governance Professionals. As future Company Secretaries, a bright tomorrow awaits you, if you can leverage the academic opportunities. The quote above befits the occasion. Your preparations today as a student shall place the foundation of your professional journey ahead.

So keep learning, keep growing and keep shining!!!

Regards,

**(CS B. Narasimhan)**

*President*

The Institute of Company Secretaries of India

## Intranet – Benefit and Purpose\*

### Introduction

An intranet is a private network contained within an enterprise that is used to securely share company information and computing resources among employees. An intranet can also be used for working in groups and teleconferences. Intranets encourage communication within an organization. They let employees easily access important information, links, applications, forms and databases of company records. A database that includes all the usernames of employees who have access rights to the network is often used to maintain intranet security.

### Use of Intranets

Organizations use intranets in a variety of ways depending on their needs. These include the following:

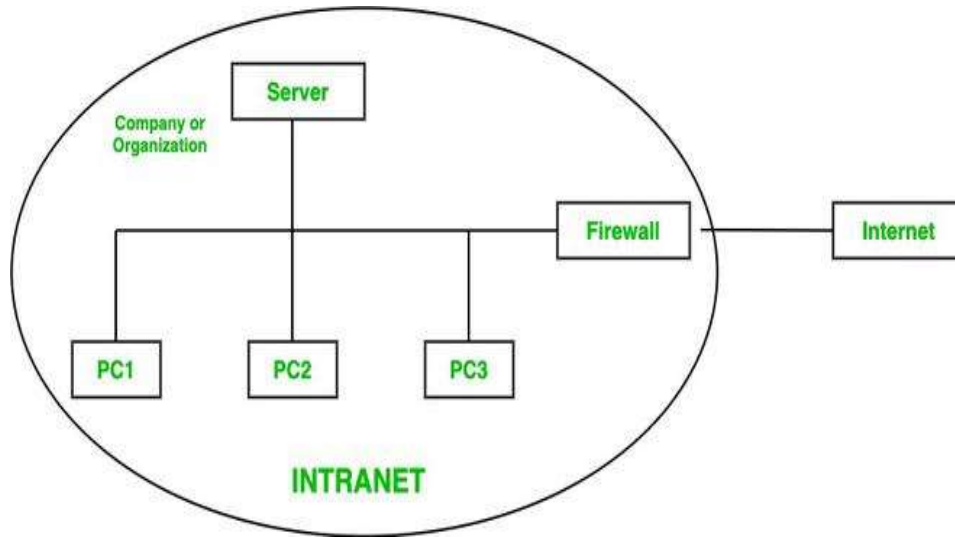
- **Central repository.** Intranets become the main repository where important information and company data are stored.
- **Collaboration.** These internal networks provide a way to share information that makes it easier for employees to work together.
- **Personalization.** Intranets provide personalized content to employees based on their role within the company.
- **Communication.** They make employee directories, company news and organization charts readily available, improving internal corporate communications.
- **Easy access to information.** Intranets provide easy access to information about company policies, benefits and updates.
- **Social elements.** Social media features let employees create an account, post content and status alerts and browse a newsfeed.
- **Project management.** To-do lists, employee directories, status updates and other resources aid users in project management.
- **Automation.** Intranets streamline everyday activities by helping to automate repeatable tasks.

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The working of intranet can be comprehended from the following diagram-



*Source: <https://www.geeksforgeeks.org/what-is-intranet/>*

### Importance of Intranet

Intranets play a crucial role in organizations by providing a centralized platform for seamless internal communication, collaboration, and knowledge sharing, thereby significantly enhancing productivity, streamlining operations, and fostering a culture of innovation and efficiency. Here are the reasons that increase its importance:

- Improves internal communication
- Connects employees across locations and time zones
- Boosts recognition and reward
- Simplifies employee onboarding
- Provides organizational clarity
- Encourages knowledge sharing

### Advantages of Intranet

- In the intranet, the cost of conveying data utilizing the intranet is very low.
- Using intranet employees can easily get data anytime and anywhere.
- It is easy to learn and use.
- It can be utilized as a correspondence center point where employees can store data at whatever point they need and download files in just a few seconds.
- It connects employees with each other.
- The documents stored on the intranet are much more secure.

### Disadvantages of Intranet

- The expense of actualizing intranets is normally high.
- The staff of the company or organization require special training to know how to use the system.

- Data overloading.
- Although the intranet provides good security, but it still lacks in some places.

**Difference between Internet and Intranet**

Internet	Intranet
Internet is available to all computers and everybody has access.	Intranet is limited and available to few computers(members who have access).
The Internet has wider access and it provides access to a larger population with better access to its websites.	Intranet is restricted.
The internet is not as safe as Intranet.	Intranet is safe and secure when it comes to data security and Intranet can be safely privatized as per the user requirement

**Difference between Intranet and Extranet**

Intranet	Extranet
Internet is the private network that used for communication with in the organization.	Extranet is an intranet that grants access to those outside of an organization to certain information and applications.
Restricted to internal members of the organization.	Provides controlled access to external users, allowing them to interact with specific resources or information.
Facilitates internal communication, collaboration, and information sharing among employees.	Supports collaboration and information exchange between an organization and its trusted external partners, suppliers, or customers.
Typically has stronger security measures and access controls	Requires robust security measures to maintain data integrity and protect sensitive information shared with external parties.

**Trends in Intranet**

**1. Digital Employee Experience**

There’s no doubt that the corona pandemic that resulted into complete switch to remote work have transformed the modern workplace. Likewise, the employee experience has undergone a radical transformation. Nowadays, the employee experience increasingly takes place online.

Employee intranets have long had digital tools for onboarding and offboarding. However, there's now a focus on the middle part of the employee journey. After all, that's where the real productivity and organizational success take place.

Intranet features that promote employee engagement, recognition, and professional development improve employee satisfaction. And there's also a renewed focus on ensuring employees have everything they need to get work done, from internal communications and multi-channel integrations to collaboration tools.

A crucial aspect of the online employee experience is usability and an engaging UI. Cloud-based intranets are moving towards a more streamlined, visual look that's easy for staff to navigate.

## **2. Multi-Channel Integrated Intranet Technology**

When it comes to intranet trends, multi-channel integration is one of the hottest. Most digital workplaces also rely on a variety of external tools. The modern company intranet recognizes this and offers seamless integration.

The use of APIs and single sign-on connects your intranet to all the enterprise apps your organization already uses. Think HR or payroll systems, CRM platforms like Salesforce, and, of course, Google Workspace and Microsoft 365.

## **3. Mobile Digital Workplace**

The modern intranet needs to reach all employees, including on-the-go, deskless employees, and remote workers. More than ever, your people access the employee intranet from their mobile devices.

Mobile intranets are not a new thing. However, there's a big difference between a mobile-friendly intranet and a dedicated mobile app.

Mobile features like touchscreen optimization, responsive software, and smart innovation support employees in completing tasks from any location. A specialist app means that a sales rep on the road can easily access all intranet features and business processes directly from their mobile device.

## **4. Personalized Intranet Experience**

Personalization is hardly a new intranet trend. However, it's now gone up a level. In 2024, intranet content will increasingly be tailored to user needs and employee's interests. Targeted content helps your people cut through all the noise and focus on what's really important.

Recent research from Gartner found that personalized intranet experiences can potentially increase employee engagement by as much as 34 percent. And we all know the impact an engaged workforce has on productivity and organizational success.

## **5. Focus on Inclusive Knowledge Sharing**

Knowledge sharing is essential for fostering innovation and growth among employees. One of this year's significant intranet trends is an increased focus on knowledge sharing and management.

Intranets make it easy to share internal know-how and expertise, unlocking the hidden potential of the workforce. Employee profiles, content creation, automated updates, and integrated newsfeeds support more inclusive knowledge sharing. Inclusive knowledge sharing ensures that everyone in the organization benefits from the insights and expertise of others, regardless of their position.

## 6. **Enhanced Search Functionality**

As your organization’s knowledge base grows, a robust search function becomes even more critical. Employees need to find content and recall information super-fast. However, workers still spend far too much time searching for information, making it a productivity drain. Enhanced search functionality is one of this year’s most important intranet trends.

Content tagging, results filtering, quick previews, and links to related pages are valuable tricks of the trade.

## 7. **Social Intranets**

Demand for social intranet features has grown with the shift to remote work. The social intranet brings people together, boosting company culture. And it drives intranet adoption by keeping employees coming back for more.

Instant messaging, channels, and interactive blogs have been around for a while. However, employee profiles that mimic social media are now commonplace. They’ve gone beyond the static employee directories of old to become vibrant hubs for sharing information and insights and connecting with colleagues. User-generated content and activity walls have added to their appeal.

Remote work can be isolating and is well-documented. There’s a tendency for the remote employee to retreat into their own bubble, disconnected from colleagues and the organization. A social intranet bridges the gap, and keeps open the lines of communication and sense of connection.

## 8. **Gamification**

From leaderboards and badges to # water cooler chats, gamification features introduce a fun element to employee intranets. One can use gamification to drive intranet adoption by recognizing and rewarding super users. Or one can give employees an outlet to chill and chat about interests and hobbies.

Far from being a time-waster, gamification, and time-out channels help build a positive work environment and company culture.

## 9. **Keeping Intranet Content Relevant**

Content relevancy is one of the more interesting intranet trends. The days of publishing every piece of company information on the employee intranet are long gone. Many organizations are now embracing storytelling techniques to improve the relevancy of intranet content. Storytelling is not only helpful in providing context and meaning, but it also resonates more with employees.

## 10. **User-Focused Intranet Design**

The best intranets should blend the top features of social media with business-focused tasks and processes. A user-friendly and intuitive experience for both new and veteran users of modern intranets. For starters, ensure that menu labels focus



on the employee rather than the organization. Features like quick links and my favourites help users to set their own agendas. Fast access to the tools and information they need means employees can efficiently and effectively complete tasks.

### **11. Modern Intranets are not just for Businesses**

Intranets are not just about businesses. These days, intranet adoption is being driven by a much broader range of organizations. Not-for-profits, educational institutions, sports clubs, and community groups of all shapes and sizes also understand that an intranet system is crucial for internal communication. Intranet software is no longer about companies. These versatile, cloud-based platforms can help any group of individuals work together and communicate more easily.

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# Demystifying Commodity Markets\*

## Introduction

The commodity market plays a crucial role in India's economy, providing a platform for trading various raw materials and agricultural products. Understanding the fundamentals of this market is essential for investors and traders looking to diversify their portfolios and capitalize on price fluctuations. Commodity markets represent a complex ecosystem where physical goods are traded, serving as a fundamental pillar of the global economy. Delving into the intricate details of commodity markets unveils a nuanced landscape shaped by multifaceted factors and diverse participants.

## What is a Commodity?

A commodity is generally considered to be any kind of tangible good, a product or material that can be bought and sold. According to the Securities Contracts (Regulation) Act, 1956 (SCRA) "goods" mean every kind of movable property other than actionable claims, money and securities. Commodities are mostly used as inputs in the production of other goods or services. Grains, Gold, Crude Oil, Copper, Natural Gas are some examples of commodity.

## Types of Commodities:

Commodities traded in the Indian market can be broadly categorized into:

1. **Agricultural Commodities:** Agricultural commodity derivatives, have the underlying asset as an agricultural commodity, such as cereals (wheat, rice), pulses (chana, tur), spices (jeera, pepper) and oilseeds (soybean, castor).
2. **Non-Agricultural Commodity:** Non - Agricultural commodity derivatives, have the underlying asset as a non- agricultural commodity, such crude oil, gold, silver, Aluminium, Iron, etc. The non- agricultural commodities are generally natural resources that are mined, extracted or processed. Various types of Non-Agricultural Commodities are as follows:
  - **Bullion and Gems:** This segment predominantly consists of precious metals like gold, silver and precious gems like diamond.
  - **Energy commodities:** This segment includes commodities that serve as major energy sources. These commodities are traded in both the unprocessed form in which they are extracted or in various refined forms or by-products of refining / processing. Crude oil, natural gas etc. are examples of energy commodities.

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- **Metal commodities:** This segment includes various non-precious metals that are mined or processed from the mined metals such as Aluminium, Copper, Iron, Lead, Nickel, Zinc, etc.



The history of commodity markets can be traced back to ancient civilizations where early forms of trade involved the exchange of goods and commodities. However, the modern commodity market as we know it today has its roots in the late 19th and early 20th centuries.

1. **Agricultural Origins:** One of the earliest forms of commodity trading can be seen in agricultural societies where farmers would barter their surplus produce for goods they needed. This practice evolved into organized markets where farmers and merchants would gather to trade agricultural commodities.
2. **Industrial Revolution:** The Industrial Revolution marked a significant shift in commodity trading. The increased production of raw materials like cotton, coal, and iron spurred the need for organized markets to facilitate trade between producers and consumers. Commodity exchanges began to emerge in major industrial centers to standardize trading practices and ensure fair prices.
3. **Development of Futures Contracts:** The introduction of futures contracts revolutionized commodity trading by providing a standardized mechanism for hedging against price fluctuations. Futures contracts allowed producers to lock in prices for their crops or goods before harvest or production, providing stability and mitigating risks associated with price volatility.
4. **Expansion of Commodity Exchanges:** Commodity exchanges proliferated during the late 19th and early 20th centuries, with established exchanges such as the Chicago Board of Trade (CBOT) and the New York Mercantile Exchange (NYMEX) leading the way. These exchanges offered trading platforms for a wide range of commodities, from grains and livestock to metals and energy products.
5. **Globalization and Financial Engineering:** The latter half of the 20th century saw the globalization and financial engineering of commodity markets. Advances in transportation, communication, and technology facilitated the global exchange of commodities, while financial innovations led to the creation of new instruments such as commodity futures options and exchange-traded funds (ETFs).

Today, commodity markets play a vital role in the global economy, providing essential functions such as price discovery, risk management, and investment opportunities. While the genesis of commodity markets can be traced back centuries, their evolution continues to shape industries, economies, and financial systems worldwide.

## What is a Commodity Derivative contract?

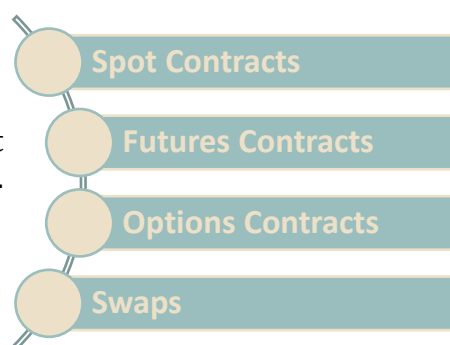
A derivative contract, which has a commodity as its underlying, is known as a 'commodity derivative' contract. According to clause (bc) of Section 2 of the SCRA<sup>1</sup>, commodity derivative means a contract:

- (i) for the delivery of such goods, as may be notified by the Central Government in the Official Gazette, and which is not a ready delivery contract; or
- (ii) for differences, which derives its value from prices or indices of prices of such underlying goods or activities, services, rights, interests and events, as may be notified by the Central Government, in consultation with the Board, but does not include securities as referred to in sub-clauses (A) and (B) in the definition of Derivatives.

### ➤ Market Instruments:

The commodity market offers different instruments for trading and investment:

1. **Spot Contracts:** Immediate purchase or sale of commodities for cash or delivery within a short period. The spot market in commodity exchange is where buyers and sellers come together to negotiate for immediate delivery of the commodity. The spot market in India provides delivery in cash or through counter-purchase or payment against documents. Delivery can be in cash or by transfer of title from one party to another on delivery of the commodity. In spot transactions, there is no element of future price determination or speculation involved.
2. **Futures Contracts:** Agreements to buy or sell commodities at a predetermined price on a future date. One of the main commodity market instruments is futures contracts. These standardized contracts make it easier to buy or sell a certain amount of a commodity at a certain price and later date. Without owning the real item, traders can participate in the commodity market, speculate on price changes, and protect themselves against potential dangers thanks to futures contracts.
3. **Options Contracts:** Provide the right, but not the obligation, to buy or sell a commodity at a specified price within a set time frame. This is also one of the most effective commodity trading instruments. Trading in options contracts gives investors the opportunity to buy (call option) or sell (put option) a commodity at a predetermined price and within a predetermined time frame, but not the responsibility to do so. Options offer flexibility and can be applied to tactics like hedging, speculating, and revenue generation.
4. **Swaps:** A swap Derivative is a contract wherein two parties decide to exchange liabilities or cash flows from separate financial instruments. Often, swap trading is based on loans or bonds, otherwise known as a notional principal



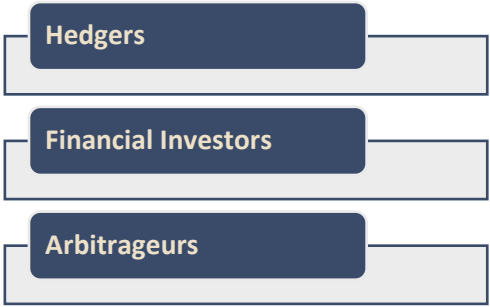
<sup>1</sup> THE SECURITIES CONTRACTS (REGULATION) ACT, 1956 The SCRA regulates the contracts executed in the Indian securities markets and stock exchanges. Therefore, all those securities that are defined by the Securities and Exchange Board of India (SEBI) have to necessarily follow the terms and conditions specified under the securities contract or the SCRA

amount. However, the underlying instrument used in Swaps can be anything as long as it has a legal, financial value. Mostly, in a swap contract, the principal amount does not change hands and stays with the original owner. While one cash flow may be fixed, the other remains variable and is based on a floating currency exchange rate, benchmark interest rate, or index rate.

Typically, at the time someone initiates the contract, at least one of these cash flows is determined through an uncertain or random variable, like foreign exchange rate, interest rate, equity price, or a commodity price.

### ➤ **Participants in the Market:**

The commodity market involves various participants, including:

1. **Hedgers:** Hedger participate by taking position in the futures markets that is equal and opposite to the physical market position, such that the overall net market risk is reduced, or eliminated. For E.g. Manufacturers, traders, farmers/ Farmer Producer Companies (FPCs) / Farmer Producer Organisations (FPOs), processors, exporters, other value chain participants of a Commodity.
 
2. **Financial Investors:** They anticipate the future price movement and take suitable position in the futures market with an intent to make a profit. Traders including day traders, position traders, and market makers who are generally not having an offsetting position in the physical market. Willingly accept price risk in order to profit from price changes.
3. **Arbitrageurs:** To earn riskless profit by buying and selling in different markets at the same time to profit from price discrepancies.

### ➤ **Regulatory framework**

Securities and Exchange Board of India (SEBI) regulates the commodity derivatives market in India since September 28, 2015. Before September 28, 2015, the Commodity derivatives market was regulated by erstwhile Forward Markets Commission (FMC). SEBI is the primary regulatory authority for the securities market in India. In 2015, the government of India merged the Forward Markets Commission (FMC) with SEBI, thereby extending SEBI's regulatory purview to include commodity derivatives markets.

### ➤ **Recognized stock exchanges that offer trading in commodity derivatives segment in India**

Commodity derivatives were initially traded on separate exchanges, that specialise in trading in Commodity Derivatives exclusively, such as MCX and NCDEX. After October 01, 2018, a single exchange has been permitted to operate various segments such as equity, equity derivatives, commodity derivatives, currency derivatives, interest rate futures & debt etc. For example, post integration, NSE and BSE launched a specialised segment for commodity derivatives trading. Currently there are 4 Recognized stock exchanges.



- **Multi Commodity Exchange of India Ltd. (MCX)**

The Multi Commodity Exchange of India Limited (MCX) is a state-of-the-art, commodity derivatives exchange that facilitates online trading of commodity derivatives transactions, thereby providing a platform for price discovery and risk management. The Exchange, which started operations in November 2003, operates under the regulatory framework of Securities and Exchange Board of India (SEBI). MCX offers trading in commodity derivative contracts across varied segments including bullion, industrial metals, energy and agricultural commodities, as also on indices constituted from these contracts. It is India's first Exchange to introduce commodity options, and futures contracts on bullion, base metals and energy indices

- **National Commodity & Derivatives Exchange Ltd. (NCDEX)**

National Commodity & Derivatives Exchange Limited (NCDEX/ the Exchange) is a professionally managed on-line, commodity Exchange, with diverse product offerings setting a benchmark for both agriculture and non agri commodities derivatives segment. NCDEX was incorporated on April 23, 2003 as a public limited company and commenced operations on December 15, 2003 as a recognised association under The Forward Contracts (Regulation) Act, 1952. Effective September 28, 2015, the Exchange became a deemed recognized stock exchange under the Securities Contracts (Regulation) Act, 1956 under the regulation of the Securities and Exchange Board of India (SEBI). It offers a diverse range of products such as commodity futures, options in goods and index futures that open a plethora of opportunities to cater to the needs of various sets of participants in the commodity derivatives value chain.

- **National Stock Exchange of India Ltd. (NSE)**

The National Stock Exchange of India Limited (NSE) commenced trading in Commodity Derivatives with the launch of bullion futures on October 12, 2018. After 25 years into the equity market it launched the Derivatives contracts on the popular benchmark Nifty 50 Index in June 2000. NSE has now embarked a journey to shape the commodity market, with the introduction of futures on Commodity Derivatives. Commodity Derivatives segment of NSE provides trading in Futures & Options. Instruments are available on Bullion, Energy and Base Metals. By establishing prices for derivatives, the commodity derivatives markets helps buyers and sellers determine prices of commodities in physical markets, thus linking the two markets.

- **BSE Ltd.**

Established in 1875, BSE (formerly known as Bombay Stock Exchange), is Asia's first & the Fastest Stock Exchange in world with the speed of 6 micro seconds and one of India's leading exchange groups. Today, BSE provides an efficient and transparent market for trading in equity, currencies, debt instruments, derivatives, mutual funds. BSE SME is India's largest SME platform which has listed over 250 companies and continues to grow at a steady pace

### What are the requirements for trading in commodity derivatives market?

Trading in commodity derivatives can be undertaken only through a SEBI registered stock broker. For this purpose, following steps may be undertaken to start trading:

- ✓ Choosing a SEBI registered stock Broker who offers commodity derivative trading facility
- ✓ Opening Trading Account with a SEBI registered stock broker and completing the process of Know Your Client (KYC)
- ✓ Understanding the contents of Risk Disclosure Document (RDD)
- ✓ Seeking allotment of Unique Client Code (UCC) from the Stock Broker
- ✓ Depositing of required Margin money with the stock Broker only through a bank and to obtain acknowledgement for the same.
- ✓ Opening a Bank account or allotting an existing bank account for funds transfer/receipt. → Opening an account with Repository to facilitate delivery

### Conclusion:

Commodity markets represent a dynamic ecosystem shaped by a myriad of factors, including supply and demand dynamics, market participants' behavior, and external influences. Navigating commodity markets requires a comprehensive understanding of their intricacies, from supply chain dynamics to market instruments and influencing factors. As essential components of the global economy, commodity markets play a vital role in price discovery, risk management, and resource allocation, impacting industries, economies, and livelihoods worldwide

#### Do you know?

- The nominal value in the Commodities market in India is forecasted to reach US\$998.30bn by 2024.
- It is anticipated to demonstrate an annual growth rate (CAGR 2024-2028) of 1.00%, resulting in a projected total amount of US\$1,039.00bn by 2028.
- The average price per contract in the Commodities market in India stands at US\$0.01 in 2024.
- When compared globally, it is noted that the highest nominal value is achieved the in the United States (US\$45,690.00bn in 2024).
- In the Commodities market in India, the number of contracts is expected to reach 181,800.00k by 2028.
- India's Commodities market is seeing a surge in trading volumes as investors seek diversification and hedging opportunities in uncertain economic conditions.

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# Skill India Mission: Enhancing Youth Employability\*

## Background

*"We are a youthful nation. Our youth are our strength. The world and India need a skilled workforce. Let our youth get skill those skills that contribute towards a Strong India"*

*PM's Independence Day Speech, 2014*

## 1. Introduction

The Skill India Mission was launched in 2015 by the Central Government to make Indian youth belonging to rural and urban areas competent for employment. This initiative was aimed to educate more than 40 crore individuals and implement comprehensive skill development training programmes that would help bridge the gap between industry demands and skill requirements and therefore, boosts an individual's productivity and knowledge. The skill India programmes comprised implementing curriculum-based skill training courses, wherein trainees would gain certifications and endorsements from industry-recognised learning centres. The mission also involved incorporating skill-based learning in school curriculum, creating opportunities for both long- and short-term skill training and employment. Technically, this scheme takes care of convergence, institutional training, overseas employment, leveraging public infrastructure and sustainable livelihoods.

## 2. Need for Skill India Initiative

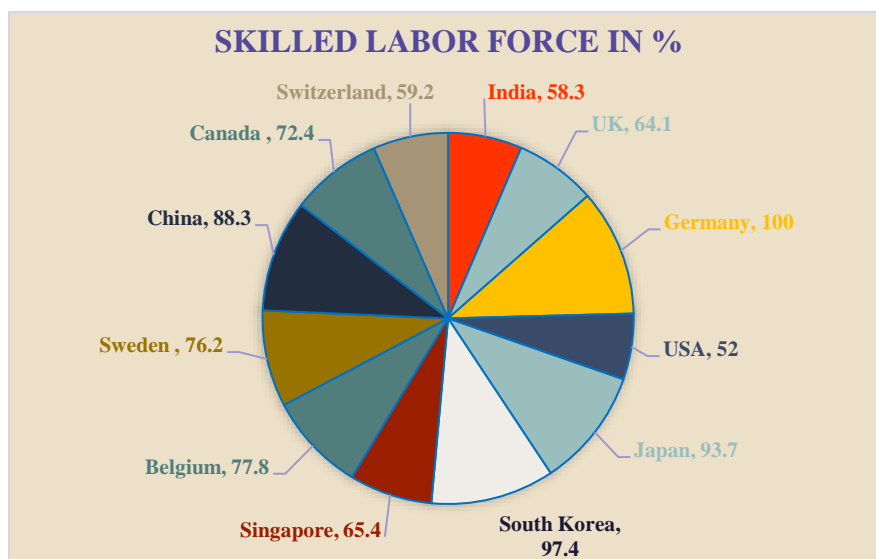
India being a 'young' nation due to its 54% of the total population below 25 years of age and over 62% of the population in the working age group (15-59 years). The country's population pyramid is expected to bulge across the 15-59 age group over the next decade. This demographic vitality aligns seamlessly with the robust economic vibrancy indicated by an impressive employability rate of 52.25%, underscoring the substantial availability of highly employable talent within the workforce. Development of a skilled and educated workforce will play a significant role in enhancing its overall economy whereas, India is currently facing a severe

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shortage of well-trained, skilled workers. The following chart shows the percentage (%) distribution of skilled labor force as per respective country population 2023:



Source: <https://www.usnews.com/news/best-countries/rankings/entrepreneurship>

### 3. Key departments

Under the “Skill India Mission”, the government established key departments to govern and support various skill development programmes.

Key Department	Responsibilities
<b>The Ministry of Skill Development and Entrepreneurship (MSDE)</b>	<ul style="list-style-type: none"> <li>Co-ordinate overall skill development efforts across the country.</li> <li>Bridge gap between the demand and supply of skilled workforce.</li> <li>Build vocational and technical training frameworks.</li> <li>Create a skill upgrade module.</li> </ul>
<b>National Skill Development Corporation (NSDC)</b>	Upgrade skills to international standards through significant industry involvement and develop necessary frameworks for standards, curriculum and quality assurance and enhance, support and coordinate private sector initiatives for skill development through appropriate Public-Private Partnership (PPP) models.
<b>Sector Skill Councils (SSCs)</b>	To provide linkages to VET (vocational education training) industry to a variety of teams, including 37 Sector Skill Councils, Industry Led Management Committees (IMCs) at ITIs.

#### 4. Key schemes

The government has introduced numerous key schemes to ensure that the 'Skill India Mission' programmes is implemented throughout the country.

Key Scheme	Description
<b>Pradhan Mantri Kaushal Vikas Yojana (PMKVY)</b>	Under the Skill India Mission, the Ministry of Skill Development and Entrepreneurship (MSDE) is implementing the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Shikshan Sansthan (JSS) for skill-based learning and the National Apprenticeship Promotion Scheme (NAPS) across the country.
<b>Jan Shikshan Sansthan (JSS)</b>	The scheme provides vocational training to the underprivileged population (scheduled castes/scheduled tribes/minorities), with minimum infrastructure and resources.
<b>National Skill Development Mission (NSDM)</b>	It aims to create an end-to-end implementation framework that provides opportunities for quality short and long-term Skill Development (SD), leading to productive employment and career progression that meets the aspirations of trainees.
<b>Integration with General Education</b>	The Ministry of Education (MoE) and the MSDE, among other administrative ministries, are planning a phased incorporation of vocational education programmes into mainstream education.
<b>National Migration Policy (NMP)</b>	The government is working to develop a NMP to protect the rights of migrant workers and facilitate their mobility as well as access to resources.
<b>SANKALP (Skills Acquisition and Knowledge Awareness for Livelihood Promotion)</b>	SANKALP is a World Bank-funded programme managed under Ministry of Skill Development. Address the ongoing challenges like bringing about convergence, infusing quality in skill development programs and making them market relevant and accessible while ensuring private participation in the context of short-term training.

The Skill India Mission has trained 1.4 crore youth, upskilled and re-skilled 54 lakh youth, and established 3,000 new ITIs. A significant number of institutional higher learning, including 7 IITs, 16 IIITs, 7 IIMs, 15 AIIMS, and 390 universities, have been set up. Female enrollment in higher education has increased by 28 per cent in the past 10 years and in Science, Technology, Engineering and Math (STEM) courses, girls and women constitute 43% of enrolment. One of the highest in the world.

## 5. Skill India Mission – Budget allocation 2024

In the Union Budget 2024-25, the government allocated funds worth Rs. 162,129.98 crore to the Ministry of Skill Development and Entrepreneurship. From the total amount, the government reserved funds for the following initiatives:

<b>The Ministry of Skill Development and Entrepreneurship</b>	<b>Budget 2024-2025, Rs. crore</b>
School Education & Literacy	73,498
Department of Higher Education	47619.77
<b>Allocations to Major Autonomous Bodies</b>	
Central Universities	15928.00
Deemed Universities	596
IITs	10324.5
NITs	5040
IISERs	1540
Indian Institute of Science (IISc)	875.77
RUSA	1814.94
Institutions of Eminence	1800
Pradhan Mantri Uchhatar Shiksha Protsahan Yojna	1558
National Apprenticeship Training Scheme (NATS)	600
National Mission in Education through ICT	480
Multidisciplinary Education and Research Improvement in Technical Education-EAP (MERITE)	200
Establishment of 3 Centres of Excellence (CoEs) in Artificial Intelligence (AI)	255
<b>Total</b>	<b>162,129.98</b>

Source: [indiabudget.gov.in](http://indiabudget.gov.in)

## 6. Key Highlights of the India Skills Report 2024

### a) AI Leadership and Talent Concentration:

- India holds a prominent global position in AI skill penetration and talent concentration, showcasing a strong base of AI professionals.
- As of August 2023, there were 4.16 lakh AI professionals, poised to meet the increasing demand expected to reach 1 million by 2026.
- India has a 60%-73% demand-supply gap in key roles such as ML engineer, data scientist, DevOps engineer, and data architect.

### b) Employability Trends:

- The overall young employability in India has shown improvement, reaching 51.25%. States like Haryana, Maharashtra, Andhra Pradesh, Uttar Pradesh, Kerala, and Telangana demonstrate a high concentration of highly employable youth.
- Haryana has the highest employable youth concentration with 76.47% of test takers in this region scoring 60% and above on the WNET.

### c) Age-Specific Employability:

- Different age groups display varying levels of employability. For instance, in the 22 to 25 years age range, states like Uttar Pradesh and Maharashtra stand out with high talent concentrations.
- Telangana has the highest concentration of employable talent in the age group of 18-21 with 85.45% found employable followed by Kerala 74.93% employable resources in this age group.
- Gujarat has the highest availability of employable resources in the age group of 26-29 with 78.24% in this age group found employable.

### d) Cities with Employable Talent:

- Among top cities with employable talent in the age group of 18-21, Pune came first with 80.82% of candidates found highly employable, followed by Bengaluru, and then Trivandrum.
- For employability in the age group of 22-25 among top cities, Lucknow comes first at 88.89%, followed by Mumbai and then Bengaluru.

### e) Most Preferred State to Work:

- Kerala is the most preferred state to work for both male and female employable talent, with Cochin being the most preferred area to work for female test takers.

### f) AI Integration in Learning:

- The integration of AI into learning science is seen as a key differentiator, enabling personalized, analytics-driven, and actionable insights. This integration is deemed essential for effective professional development.

**g) Industry Readiness:**

- Companies are anticipated to invest more in upskilling initiatives, with a focus on early careers programs. The report foresees a significant portion of hiring being directed toward early career segments.

**h) Collaborative Efforts:**

- The report emphasizes the need for collaborative efforts among government bodies, businesses, and educational institutions to address challenges and focus on inclusive upskilling initiatives to navigate the transformative journey catalyzed by AI.

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## Current Affairs\*

### **Launch of the report on energy transitions to achieve India's net-zero targets (April 03, 2024)**

A meeting was held for the launch of the report titled “Synchronizing energy transitions towards possible Net-Zero for India: Affordable and clean energy for All” prepared by IIM Ahmedabad as part of a study project which was sanctioned in November 2021 by the Office of the Principal Scientific Adviser to the Government of India with part-funding (one-third) from Nuclear Power Corporation of India Ltd (NPCIL).

A need was felt to undertake an analytical study on the energy transition required towards a net-zero energy basket for India. Accordingly, the study was sanctioned with the objective of conducting a comprehensive study with rigorous methods for minimizing the cost of power at consumer end and to work out an optimum mix for all sources of power, aiming for net-zero emission.

The report attempts to answer key questions related to India's energy trajectory such as how much energy does India need to achieve high value of Human Development Index (HDI); what are pathways to achieve this; what are the energy mix projections for this until 2070 (our declared net-zero target year); what would be the cost of electricity to the end user; what would be the carbon emissions until 2070; what would be the investments required for energy transitions towards net-zero at 2070; estimation of other challenges and opportunities (RE integration, requirement of critical minerals, Carbon Capture Utilisation and Storage (CCUS), natural gas, ethanol, hydrogen) in energy transitions towards achieving net-zero in 2070.

The main conclusions of the report are given below:

- There is no silver bullet to achieve net-zero. The transition needs multiple pathways to be adopted with co-existence of myriad technologies in our energy basket.
- Coal is projected to continue until the next two decades as the backbone of the Indian energy system.
- Net-zero is not possible without substantial nuclear power and Renewable Energy (RE) generation by 2070.
- To achieve net-zero energy systems by 2070, the electricity sector will need to decarbonize well before that.
- India's emissions would range between 0.56 btCO<sub>2</sub> and 1.0 btCO<sub>2</sub> in 2070. It is expected that the remaining gap in emissions will be offset through sequestration in forestry and tree cover as envisaged in our Nationally Determined Contributions (NDCs).
- Additionally, the coal phase-down will require active policies on critical minerals and carbon dioxide removal technologies.

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\* Collated by Mahesh Airan, Assistant Director, The ICSI.

- Clean, affordable electricity at low levelized cost of electricity (for consumers) can be achieved in net-zero pathways, especially with a focus on nuclear power and renewable power.
- Widespread electrification of end-use sectors i.e upto 47-52% electricity share in Total Final Electricity Consumption (TFEC) compared to 18% at present.
- Financial requirements during 2020-2070 would be to the tune of Rs 150-200 lakh Crore (about US\$ 2-2.5 trillion, or US\$ 40-50 billion/year). Considerable financial flows must be international.

**For details:** <https://pib.gov.in/PressReleasePage.aspx?PRID=2017103>

### **Combined Index of Eight Core Industries (ICI) increases by 5.2 per cent (provisional) in March, 2024 as compared to March, 2023 (April 30, 2024)**

The combined Index of Eight Core Industries (ICI) measures the combined and individual performance of production of eight core industries viz. Cement, Coal, Crude Oil, Electricity, Fertilizers, Natural Gas, Refinery Products and Steel.

The ICI increased by 5.2 per cent (provisional) in March, 2024 as compared to the Index in March, 2023. The production of Cement, Coal, Electricity, Natural Gas, Steel and Crude Oil recorded positive growth in March 2024. The Eight Core Industries comprise 40.27 percent of the weight of items included in the Index of Industrial Production (IIP).

The summary of the Index of Eight Core Industries is given below:

**Cement** - Cement production (weight: 5.37 per cent) increased by 10.6 per cent in March, 2024 over March, 2023. Its cumulative index increased by 9.1 per cent during 2023-24 over corresponding period of the previous year.

**Coal** - Coal production (weight: 10.33 per cent) increased by 8.7 per cent in March, 2024 over March, 2023. Its cumulative index increased by 11.7 per cent during 2023-24 over corresponding period of the previous year.

**Crude Oil** - Crude Oil production (weight: 8.98 per cent) increased by 2.0 per cent in March, 2024 over March, 2023. Its cumulative index increased by 0.6 per cent during 2023-24 over corresponding period of the previous year.

**Electricity** - Electricity generation (weight: 19.85 per cent) increased by 8.0 per cent in March, 2024 over March, 2023. Its cumulative index increased by 7.0 per cent during 2023-24 over corresponding period of the previous year.

**Fertilizers** - Fertilizer production (weight: 2.63 per cent) declined by 1.3 per cent in March 2024 over March, 2023. Its cumulative index increased by 3.7 per cent during 2023-24 over corresponding period of the previous year.

**Natural Gas** - Natural Gas production (weight: 6.88 per cent) increased by 6.3 per cent in March, 2024 over March, 2023. Its cumulative index increased by 6.1 per cent during 2023-24 over corresponding period of the previous year.

**Petroleum Refinery Products** - Petroleum Refinery production (weight: 28.04 per cent) declined by 0.3 per cent in March, 2024 over March, 2023. Its cumulative index increased by 3.4 per cent during 2023-24 over corresponding period of the previous year.



**Steel** - Steel production (weight: 17.92 per cent) increased by 5.5 per cent in March, 2024 over March, 2023. Its cumulative index increased by 12.3 per cent during 2023-24 over corresponding period of the previous year.

*Note 1: Data for January, 2024, February, 2024 and March, 2024 are provisional. Index numbers of Core Industries are revised/finalized as per updated data from source agencies.*

*Note 2: Since April 2014, Electricity generation data from Renewable sources are also included.*

*Note 3: The industry-wise weights indicated above are individual industry weights derived from IIP and blown up on pro rata basis to a combined weight of ICI equal to 100.*

*Note 4: Since March 2019, a new steel product called Hot Rolled Pickled and Oiled (HRPO) under the item 'Cold Rolled (CR) coils' within the production of finished steel has also been included.*

*Note 5: Release of the index for April, 2024 will be on Friday 31<sup>st</sup> May, 2024.*

For details: <https://pib.gov.in/PressReleasePage.aspx?PRID=2019161>

### **ICSI- NISM Joint Certification on Corporate and Securities Markets Compliances (Integrated Program for CS Students)**

The Institute has launched the Joint Certification Courses on Corporate and Securities Markets Compliances (CSMC) [Integrated Program for the CS Course] in collaboration with National Institute of Securities Markets (NISM), an educational institution founded by SEBI, for the students of ICSI. This course is an ideal platform for students who are passionate about corporate and securities market compliances, and aspire to gain in-depth knowledge and build a long-term career in these areas. The launch of this course in collaboration with NISM marks the beginning of a transformative educational experience that will equip the CS students with the skills, knowledge and align with the market demand and need of the India Inc. in a unique way. CSMC students are positioned to take up a wide range of roles and responsibilities of compliance professionals with the listed companies, market infrastructure institutions, and intermediaries.

For Prospectus and FAQs, please click on:

<https://www.icsi.edu/home/icsi-nism/>

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## Sample Questions

### Paper 1 : Business Communication

1. A \_\_\_\_\_, by definition, is placed before a noun or its equivalent in order to show its relationship in terms of time, place, etc.
  - a. Preposition
  - b. Adverb
  - c. Adjective
  - d. Verb
2. \_\_\_\_\_ are words which are used in a sentence to express strong emotion or feeling.
  - a. Conjunctions
  - b. Prepositions
  - c. Interjections
  - d. Verbs
3. \_\_\_\_\_ are decorous and emphatic but more difficult to write.
  - a. Loose sentences
  - b. Shorter sentences
  - c. Longer sentences
  - d. Periodic sentences
4. A contract where a party agrees to deliver at a specified future time a certain amount of specified securities at an agreed rate is known as\_\_\_\_\_
  - a. Futuristic Contract
  - b. Forward Contract
  - c. Advance Contract
  - d. Progressive Contract
5. An \_\_\_\_\_ is a private network that uses Internet technology and the public telecommunication system to securely share part of a business's information or operations with suppliers, vendors, partners, customers, or other businesses.
  - a. Intranet
  - b. Extranet
  - c. Internet
  - d. Webmail

## Paper 2 : Legal Aptitude and Logical Reasoning

6. How many categories of fundamental rights are guaranteed under Part III of the Indian Constitution?
  - a. Six
  - b. Seven
  - c. Eight
  - d. Nine
7. What is the status of an agreement not enforceable by law?
  - a. *void ab initio*
  - b. Illegal
  - c. Punishable
  - d. All of these
8. Which Article imposes Fundamental Duties on the Citizens of India?
  - a. Article 12
  - b. Article 43
  - c. Article 51A
  - d. Article 32
9. Given that 31<sup>st</sup> December is Sunday, what will be the day on 1<sup>st</sup> March of the next year, if the 1<sup>st</sup> mentioned year is leap year.
  - a. Wednesday
  - b. Thursday
  - c. Thursday or Friday
  - d. Friday or Saturday
10. What comes in place of question mark (?) in the series given below?  
1, 2, 4, 7, 11, 16, ?, 29
  - a. 21
  - b. 22
  - c. 23
  - d. 24

### ***Paper 3 : Economic and Business Environment***

11. \_\_\_\_\_ carry additional features which allow the preference shareholders to claim unpaid dividends of the years in which dividend could not be paid due to insufficient profit.
  - a. Cumulative Preference Shares
  - b. Redeemable Preference Shares
  - c. Participating Preference Shares
  - d. Convertible Preference Shares
12. Which scheme of the Government aids to set up a network of technology centres and to set up incubation centres to accelerate entrepreneurship and to promote startups for innovation in agro-industry?
  - a. Scheme of Fund for Regeneration of Traditional Industries (SFURTI)
  - b. Scheme for Promotion of Innovation, Rural Industries and Entrepreneurship (ASPIRE)
  - c. Entrepreneurship and Skill Development Programme (ESDP)
  - d. Support for International Patent Protection in Electronics & Information Technology (SIP-EIT).
13. Agriculture, forestry, fisheries, and livestock management are a few examples of the primary sector's \_\_\_\_\_.
  - a. Genetic Industry
  - b. Extractive Industry
  - c. Sunrise Industry
  - d. Sunset Industry
14. The Government of India has come out with the \_\_\_\_\_ scheme to provide financial assistance for transport and marketing of agriculture products in order to boost agriculture exports.
  - a. Transport and Management Assistance (TMA)
  - b. Transport and Marketing Assistance (TMA)
  - c. Tariff and Marketing Assistance (TMA)
  - d. Tariff and Management Assistance (TMA)
15. Under \_\_\_\_\_, the large industries were classified in four categories viz. Strategic Industries, Basic / Key industries, Important Industries and other industries which respectively referred to Public Sector; Public-cum-Private Sector; Controlled Private Sector and Private & Cooperative sector.
  - a. The Industries (Development and Regulation) Act, 1951
  - b. New Industrial Policy of India, 1991
  - c. Industry Policy Resolution (IPR), 1956
  - d. Industrial Policy Resolution 1948

### ***Paper 4 : Current Affairs and Quantitative Aptitude***

16. Chabahar Port, which was in the news recently, is located in which of the following countries?
  - a. Pakistan
  - b. Qatar
  - c. UAE
  - d. Iran
17. Who among the following has been appointed as the Chairman of HDFC Life?
  - a. Ashok Sinha
  - b. Rahul Shetty
  - c. Vijay Kamath
  - d. Keki Mistry
18. In which of the following states, the 'School on Wheels' initiative has launched recently?
  - a. Assam
  - b. Manipur
  - c. Gujarat
  - d. Himachal Pradesh
19. 'Indian Historical Records Commission', which was in the news recently, is functioning under which of the following Ministries?
  - a. Home Ministry
  - b. Ministry of Science and Technology
  - c. Ministry of Culture
  - d. Ministry of Mines
20. In which of the following cities, the World Future Energy Summit 2024 is being organized?
  - a. New Delhi
  - b. Dhaka
  - c. Dubai
  - d. Abu Dhabi

21. What smallest number should be subtracted from 9805 so that it is divisible by 8?
- 6
  - 7
  - 5
  - 8
22. 7X2 is a three-digit number in which X is a missing digit. If the number is divisible by 6, the missing digit is -
- 4
  - 3
  - 7
  - 5

**Answer Key:**

1	<b>a</b>	6	<b>a</b>	11	<b>a</b>	16	<b>d</b>
2	<b>c</b>	7	<b>a</b>	12	<b>b</b>	17	<b>d</b>
3	<b>d</b>	8	<b>c</b>	13	<b>a</b>	18	<b>b</b>
4	<b>b</b>	9	<b>b</b>	14	<b>b</b>	19	<b>c</b>
5	<b>b</b>	10	<b>b</b>	15	<b>d</b>	20	<b>d</b>
						21	<b>c</b>
						22	<b>b</b>

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## Motto

सत्यं वद। धर्मं चर।

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