

22– 09 – 2022

News: Kurmis demand entry on ST list

- People of Kurmi community are staging protest in railways for their non – inclusion in the recent list of Scheduled Tribes. They also demand the inclusion of their language, Kurmali in Eight Schedule of the Constitution.

Kurmi Community

- Kurmi is **traditionally a non–elite tiller caste in the lower Gangetic plain of India**, especially southern regions of Awadh, eastern Uttar Pradesh and parts of Bihar.
- The Kurmis came to be known for their **exceptional work ethic, superior tillage and manuring, and gender-neutral culture, bringing praise from Mughal and British administrators alike.**
- Currently, in **Odisha, West Bengal and Jharkhand**, the Kurmi community is **classified under the Other Backward Classes group with the Odisha government also recognizing the community under the socially and Educationally Backward Classes.**
- **State governments in Jharkhand and West Bengal have repeatedly recommended the inclusion of this community in the ST list, with the latest**

demand coming from the West Bengal government in January 2021, which was accompanied by an ethnographic study conducted by the State's Cultural Research Institute.

News: Wipro fires 300 for moonlighting with firm's competitors

Moonlighting

- Moonlighting simply refers to the act of having a second job, or working for extra projects, gigs, or employers that counts as a secondary source of income, outside one's working hours.

Debate around Moonlighting:

- While Swiggy launched a moonlighting policy allowing its employees to work on their passion projects outside of their work (calling it a step towards a "remote-first organization"), Rishad Premji, Wipro's chairman, called the concept of moonlighting in the tech industry cheating.

For Moonlighting

- Moonlighting allows workers to work for side projects once they finish their shift timings, without compromising on their primary employment.

- **Gaining extra profits** while also helping them hone their skills.
- Personal choice: **After the company's shift timings, a person is free to do whatever he/she wants to do as a passion project or side gig.**
- **Build's a good profile:** Many universities abroad consider such side projects as valuable for admission into professional courses.

Against Moonlighting

- An **employee is required and expected to give his entire working time, effort, and energy to the employer's interest.**
- Legal but may not be ethical: There is **no overarching law which prohibits a person from doing multiple jobs.** However, a person with a similar nature of jobs may spark **breach of confidentiality issues.**
- Not legal in some states: There **restriction is on double employment under the Factories Act, but not applicable to IT companies in some states.**
- **Moonlighting turns to daylighting:** Side jobs may take away the employee's productivity.
- **Fear of leakage of confidential information** of the primary job.
- Moonlighting clause: **Some companies have introduced a moonlighting clause that puts a restriction on the double employment of an employee.**