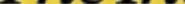


Daily Current Affairs



जनसत्ता



**THE
FINANCIAL
EXPRESS**



3
The Hindu



1
**PIB, PRS & Other
newspaper**



1
**The Indian
Express**

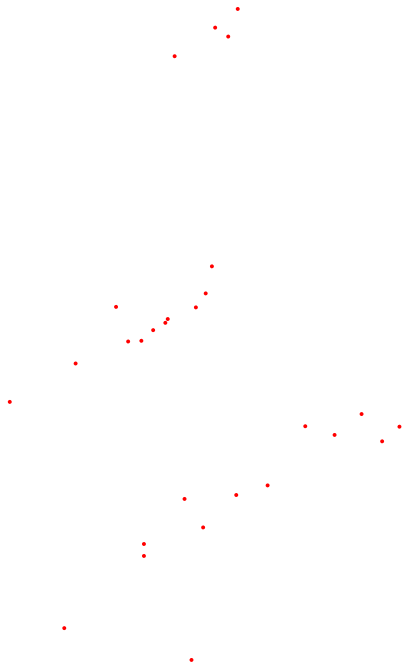


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Jansatta



1
**Financial
Express**

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PDF



10 MCQ QUIZ



- “The world moves for those who decide to move even when nothing around them is moving.”

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November, the ruling party, Jharkhand Mukti Morcha (JMM), and leaders of the party in Bengal had approached the Supreme Court challenging the constitutionality of the Silt Control Bill. The Bill states that the EC will be the second highest authority on October 27, 1997, and has highlighted the need for a total of 51 crore rupees for the 12 States and Union Territories were

Centre notifies four new Labour Codes

They replace 29 fragmented laws, some dating back to 1930s, and promise gender pay parity

PM hails Codes as 'comprehensive', while trade unions call them 'pro-employer' and 'anti-worker'

Contract workers to receive benefits; gig work, platform work, and aggregators are defined

A. M. Jigeesh
Sobhana K. Nair
NEW DELHI

The Centre on Friday notified all four Labour Codes, ushering in major reforms, including extending universal social security coverage for gig workers, promising gender pay parity, expanded rights and safety for women workers, giving statutory backing for minimum wages, and introducing fixed-term employment.

The Code on Wages (2019), Industrial Relations Code (2020), Code on Social Security (2020), and the Occupational Safety, Health and Working Conditions (OSHC) Code (2020) had been held back due to protests from trade unions, which continue. In a joint statement, 10 Central Trade Unions called the Codes an "anti-worker and pro-employer" re-

form. The laws, which came into effect on Friday, replace 29 fragmented laws, many of which date back to pre-Independence and early post-Independence eras (1930s-1950s).

Prime Minister Narendra Modi described these as "one of the most comprehensive and progressive labour-oriented reforms since Independence". He said these laws will serve as a strong foundation for universal social security, minimum and timely payment of wages, safe workplaces, and remunerative opportunities.

"It greatly empowers our workers. It also significantly simplifies compliance and promotes 'Ease of Doing Business'," he said in a post on X.

Union Labour Minister Mansukh Mandaviya said the Codes will formalise employment, strengthen

worker protections, and make the labour ecosystem simpler, safer and globally aligned.

He had been in regular touch with State governments, trade unions and employer bodies for the past three years. The Ministry had said that almost all States had published draft rules for the Codes, and the Centre is handholding those States and Union Territories that were yet to frame the rules.

The reforms include expanded rights and safety for women, including night-shift work, free annual health check-ups for workers aged over 40 years, pan-India ESIC coverage including hazardous process units, and a single registration, licence and return system. Additional systemic reforms include a national floor wage, gender-neutral work policy, inspector-cum-facilitator

Consolidated Codes

An overview of the four Codes notified by the Centre and their scope

- **Code on Wages (2019)** unifies four labour laws related to wages and bonuses.

- **Industrial Relations Code (2020)** consolidates laws governing trade unions, conditions of employment in industrial establishments, and the settlement of industrial disputes

- **Code on Social Security (2020)** extends social security benefits to all employees and workers, covering both the organised and unorganised sectors

- **Occupational Safety, Health and Working Conditions Code (2020)** consolidates and modernises 13 existing central labour laws related to workplace safety, health, and working conditions



model for supportive compliance, faster dispute resolution through two-member tribunals, and a National Occupational Safety, Health (OSH) Board to harmonise safety standards.

The reforms are aimed at streamlining contractual workers with the provision of "fixed term employees"

which entails all benefits equal to those of permanent workers, including leave, medical, and social security. The Codes have defined gig work, platform work, and aggregators for the first time.

Aadhaar-linked Universal Account Number will make welfare benefits easy to access, fully portable,

and available across States, regardless of migration. Plantation workers will be brought under the OSHWC Code and the Social Security Code. The government will now initiate consultations to frame detailed rules and schemes.

'Back to exploitation'

On Thursday, the CTUs met Union Finance Minister Nirmala Sitharaman and urged her not to implement the Codes.

On Friday, 10 unions sent a message that the notification of these codes, amidst deepening unemployment crisis and rising inflation is nothing short of "declaration of war" on the working masses.

"The Union government in cahoots with its capitalist cronies is attempting to take the country back to the exploitative era of master-servant relationship," they said, adding that a se-

ries of protests will be launched on November 26 against the Codes. The CTUs had observed a one-day general strike on July 9.

The Bharatiya Mazdoor Sangh (BMS), which welcomed the implementation of the Codes, had been asking the government to remove 'anti-worker' provisions from the Occupational Safety Code and Industrial Relations Code through compulsory consultation with trade unions. The BMS was in support of the Code on Wages (2019) and the Code on Social Security (2020).

CII Director General Chandrajit Banerjee hailed the reforms as a "historic milestone" for India's labour landscape. "The implementation of four Labour Codes marks a transformative leap towards a modern and simplified and future ready labour ecosystem," he said.

The Union Government has **notified all four Labour Codes**, bringing major reforms to India's labour regulatory architecture.

The codes replace **29 fragmented labour laws**, many dating back to the **pre-Independence (1930s)** and early post-Independence period.

Objective: **Universal social security**, formalisation of gig & platform workers, gender pay parity, simplified compliance, and ease of doing business.

2. The Four Labour Codes (Overview)

1 Code on Wages, 2019

- Consolidates laws on **wages, bonus, minimum wages, and equal remuneration**.
- Ensures **statutory national floor wage** and gender pay parity.

2 Industrial Relations Code, 2020

- Merges laws on **trade unions, industrial disputes, and standing orders**.
- Aims to streamline **hire & fire, retrenchment procedures, and dispute settlement**.

3 Code on Social Security, 2020

- Universalises social security for **organised + unorganised workers, gig workers, platform workers, and fixed-term employees**.
- Covers **EPF, ESI, maternity benefits, workers' compensation, gratuity, etc.**

4 Occupational Safety, Health and Working Conditions Code, 2020

- Consolidates 13 laws on **workplace safety, health, working hours, women workers' safety, and migrant workers' rights**.

● **NEW CODES, NEW GUARANTEES**

Code on Wages, 2019

Industrial Relations Code, 2020

Code on Social Security, 2020

Occupational Safety, Health and Working Conditions Code, 2020

- Mandatory appointment letters
 - Social security for all, including gig & platform workers
 - Timely payment of wages
 - Health check-up for workers above 40
 - Night shifts for women, in all types of work, subject to consent and safety measures
 - ESIC coverage for establishments with even one employee engaged in hazardous processes
-

• LABOUR CODES COME INTO EFFECT: WHAT WILL CHANGE

After a five-year-wait, the Centre has notified the four labour codes on wages, industrial relations, social security & occupational safety health and working conditions, effective November 21. The Ministry of Labour and Employment has detailed the key features below:



	PRE-LABOUR REFORMS	POST-LABOUR REFORMS
Formalisation of employment	No mandatory appointment letters.	Mandatory appointment letters to all workers to ensure transparency, job security, and formalisation.
Social Security Coverage	Limited social security coverage	Under the Code on Social Security, gig & platform workers will also get social security coverage
Minimum wages	Minimum wages only for scheduled industries; large sections of workers not covered	Code on Wages introduced concept of floor wage, provides workers statutory right of minimum wage payment
Preventive healthcare	No legal requirement for employers to provide free annual health check-ups to workers	Employers must provide all workers with a free annual health check-up
Timely wages	No compliance for timely payment of wages	Mandatory for employers to provide timely wages. Provides financial stability, cuts work stress and boosts overall morale of the workers
Women's workforce participation	Female employment in night shifts and certain occupations was restricted	Women to be permitted to work at night and in all types of work across all establishments, subject to their consent and required safety measures
Compliance burden	Multiple registrations, licences and returns across various labour laws	Single registration, pan-India single licence and single return

3. Key Provisions & Reforms

✓ Universal Social Security

- Aadhaar-linked **Universal Account Number (UAN)** for portability.
- Coverage extended to gig, platform and migrant workers.

✓ Gender Pay Parity

- Mandatory *equal remuneration for equal work*.
- Night-shift provisions and enhanced safety for women workers.

✓ Fixed-Term Employment

- Contractual workers get benefits similar to permanent staff.
- Focus on formalisation & reducing informal labour.

✓ Common Registration & Return Filing

- A **single licensing system**, single registration, single return filing.

✓ Labour Ecosystem Simplified

- Consistent with **Ease of Doing Business**, reducing compliance burden for MSMEs.

✓ Gig & Platform Workers Recognised

- First time legally recognised as a workforce category in India.

Journey of Tejas

FLIGHT PATH

Aug 1983 | Govt approves Light Combat Aircraft project, with initial Rs 560 crore, to replace ageing MiG-21s

Jan 2001 | 1st prototype flies

Dec 2013 | Single-engine Tejas gets Initial Operational Clearance (IOC)

Jan 2015 | IAF gets 1st multi-role jet

July 2016 | Raises 1st squadron (Flying Daggers) with only 2 jets at Sullur

Feb 2019 | Tejas gets final operational clearance (FOC)

May 2020 | IAF raises 2nd squadron (Flying Bullets)

Nov 2025 | Only 38 jets inducted by IAF till now

COST

➤ Development of IAF/Navy variants, trainers & failed Kaveri engine | **₹17,269 crore**

➤ March 2006 contract for 20 Tejas Mark-1 in IOC configuration | **₹2,813 crore**

➤ Dec 2010 contract for 20 Tejas Mark-1 in FOC configuration | **₹5,989 crore**

➤ Feb 2021 contract for 83 Tejas Mark-1A | **₹46,898 crore**

➤ Sept 2025 contract for 97 Tejas Mark-1A | **₹66,500 crore**

➤ Aug 2022 Cabinet Committee

Crash site after an IAF Tejas aircraft met with an accident during an aerial display at the Dubai Airshow. The pilot sustained fatal injuries



on Security (CCS) cleared development of Tejas Mark-2 prototypes | **₹9,000 crore.**

➤ March 2024 CCS cleared development of fifth-generation AMCA (advanced medium combat aircraft) | **₹15,000 crore.**

Trade Union Concerns

Criticism: Codes are
“**anti-worker**” and
“**pro-employer.**”

Concerns include:

- Hire-and-fire flexibility in IR Code.
- Weakening of collective bargaining.
- Dilution of workplace protections.

Protests continue;
nationwide strikes
planned.

Promotes **Article 14** (equality), **Article 21** (right to livelihood & safety), **Article 23** (prohibition of exploitation).

Related Directive Principles:

- **Art. 38** (social justice),
- **Art. 39** (equal pay, humane conditions),
- **Art. 41-43A** (right to work, social security, participation of workers in management).

-
- Aligns India with global labour and social security norms under:
 - **ILO standards,**
 - **SDG-8: Decent Work & Economic Growth,**
 - **SDG-10: Reduced Inequalities.**

-
- Consider the following statements about India's Labour Codes:
 - The Occupational Safety, Health and Working Conditions Code consolidates 13 existing labour laws.
 - Gig and platform workers are recognised under the Code on Wages.
 - Fixed-term employees are entitled to benefits similar to permanent employees.
 - **Which of the above are correct?**
 - **A) 1 and 3 only**
 - B) 2 and 3 only**
 - C) 1 and 2 only**
 - D) 1, 2 and 3**

28-POINT DEAL CALLS FOR UKRAINE TO CEDE TERRITORY, ACCEPT LIMITS TO MILITARY, RENOUNCE NATO AMBITIONS

US ultimatum to Ukraine: Accept peace deal by Nov 27 or we will cut intel, arms

Have to choose between dignity and major partner: Zelenskyy to citizens

Tom Balmforth
& Olena Harmash
Kyiv, Washington, Nov 21

THE UNITED States has threatened to cut intelligence sharing and weapons supplies for Ukraine to press it into agreeing to the framework of a U.S.-brokered peace deal, two people familiar with the matter said.

The sources, speaking on condition of anonymity, said that Kyiv was under greater pressure from Washington than during any previous peace discussions, and that the U.S. wanted Ukraine to sign a framework of the deal by next Thursday. "They want to stop the war and want Ukraine to pay the price," one of the sources said.

Zelenskyy appealed to Ukrainians for unity on Friday and vowed he would never betray Ukraine, in a solemn address to the nation after the United States

presented Kyiv with a plan that endorses key Russian demands.

Speaking in the street outside his office, Zelenskyy said Ukraine was trying to preserve its freedom while retaining the support of its most important ally. "Now, the pressure on Ukraine is one of the heaviest. Now, Ukraine can face a very difficult choice — either losing dignity or risk losing a major partner," he said. "I will fight 24/7 to ensure that at least two points in the plan are not overlooked — the dignity and freedom of Ukrainians," he said.

Washington has presented Kyiv with a 28-point peace plan, which calls for Ukraine to cede territory, accept limits to its military and renounce ambitions to join NATO.

US President Donald Trump in a radio interview on Friday said that he wants an answer from Zelenskyy on his 28-point



People stand at a memorial for the victims of a Russian attack in Ternopil, Ukraine, on Friday. REUTERS

plan by Thursday, but says an extension is possible to finalize terms. "I've had a lot of deadlines, but if things are working well, you tend to extend the deadlines," Trump said in an interview on *Fox News Radio*. "But Thursday is it — we think an appropriate time."

Zelenskyy held a phone call on Friday with the leaders of allies Britain, Germany and France, and later spoke to U.S. Vice President JD Vance. In earlier remarks he appeared careful not to reject the U.S. plan or to offend the Americans. "We value the efforts of the United States,

President Trump, and his team aimed at ending this war... This must be a plan that ensures a real and dignified peace," he said.

European countries see their own futures at stake in Ukraine's fight against the Russian invasion and have insisted on being consulted in peace efforts.

E. EXPLAINED

Plan focuses on Russia-NATO ties

The plan focuses heavily on NATO-Russia ties, with expectations that Russia will not invade its neighbours and NATO will not expand further. US-brokered talks will address all security concerns and create future economic opportunity. NATO will never accept Ukraine and nor will it station troops there. The US will also receive 50% profits from investments for a reconstruction venture in Ukraine, using frozen Russian assets.

EU foreign policy chief Kaja Kallas said: "Russia has no legal right whatsoever to any concessions from the country it invaded. Ultimately, the terms of any agreement are for Ukraine to decide." **REUTERS & AP**

- The United States has warned Ukraine to **accept a U.S.-brokered 28-point peace plan** by **27 November 2025**.
- If Ukraine refuses, the U.S. may **cut intelligence support, weapons supplies, and funding**.

2. Key Elements of the U.S. Peace Plan

Component	Details	
Territory	Ukraine must cede certain areas currently occupied by Russia.	
Military limits	Ukraine must limit its military capacity and expansion.	
NATO ambitions	Ukraine must renounce NATO membership aspirations .	
Security guarantees	U.S. will ensure Russia does not expand further west.	
Economic reconstruction	U.S. will use frozen Russian assets to fund 50% of Ukraine's reconstruction.	

3. Ukrainian Response

- Zelenskyy warns Ukrainians about a choice between **"dignity and a major partner"**.
 - Says Ukraine will not surrender its **sovereignty and freedom**.
 - Acknowledges heavy pressure from the U.S. and allies.
 - Open to negotiations but rejects unfair demands.
-

4. U.S. Position

- Washington presented Kyiv with the **28-point proposal**.
 - U.S. says ongoing support **depends on progress toward the peace deal**.
 - Trump indicated a **possible deadline extension**, but insists on a resolution.
-

5. European Reaction

- European allies (UK, Germany, France) **oppose pressuring Ukraine**.
- EU foreign policy chief: **"Russia has no right to impose terms after invasion."**
- Europe demands Ukraine must be a **full participant** in shaping peace terms.

Geopolitical Impact

- Signals a shift in U.S. support.
- Major test of **U.S. global credibility**—especially in security guarantees.
- Sets precedent for **peace settlements in asymmetric wars**.

Implications for NATO

- Could weaken NATO's stance on expansion.
- May embolden Russia in Eastern Europe.

Impact on Global South

- India & others watch closely for:
 - Rules on sovereignty
 - Use of frozen assets
 - Power politics in international conflict resolution



- **Consider the following statements regarding the recent U.S. ultimatum to Ukraine:**
- The 28-point U.S. peace plan calls for Ukraine to cede certain territories and restrict its future military capabilities.
- The plan requires Ukraine to formally renounce its ambition to join NATO.
- Under the proposed deal, the U.S. and NATO will guarantee that Russian troops will permanently withdraw from all occupied Ukrainian territories.
- The U.S. has warned that refusal to accept the plan may result in reduced intelligence and military assistance to Ukraine.
- **Which of the above statements are correct?**
- **(a) 1 and 2 only**
- **(b) 1, 2 and 4 only**
- **(c) 2, 3 and 4 only**
- **(d) 1, 2, 3 and 4**

TABLE 1

• India's top agricultural export items

	2024-25*	Apr-Sep 2024*	Apr-Sep 2025*	Growth in %
Marine Products	7405	3385.82	3974.94	17.4
Non-Basmati Rice	6527.98	2251.3	2871.05	27.53
Basmati Rice	5944.49	2869.88	2763.46	-3.71
Spices	4451.97	2091.02	2146.89	2.67
Buffalo Meat	4060.54	1806.15	2187.08	21.09
Coffee	1805.57	932.47	1048.75	12.47
Fruits & Vegetables	2068.93	848.8	948.9	11.79
Tobacco	1979.01	986.12	993.96	0.8
Processed F&V	1805.83	852.82	918.4	7.69
Oilmeals	1346.8	698.66	585.39	-16.21
Oilseeds	1343.98	628	632.2	0.67
Castor Oil	1152.37	622.09	612.29	-1.58
TOTAL	51951.15	23768.61	25867.48	8.83

SOURCE: DEPARTMENT OF COMMERCE.

TABLE 2

• India's top agricultural import items

	2024-25*	Apr-Sep 2024*	Apr-Sep 2025*	Growth in %
Vegetable Oils	17366.26	8806.46	9991.77	13.46
Pulses	5477.28	2187.21	1031.87	-52.82
Fresh Fruits	3043.7	1299.58	1549.15	19.2
Cashew	1669.43	937.13	1590.5	69.72
Spices	1625.42	761.24	725.59	-4.68
Raw cotton	1219.32	477.38	676.71	41.75
Alcoholic Beverages	1115.36	511.42	563.52	10.19
Natural Rubber	1069.05	592.71	542.09	-8.54
TOTAL	38,542.23	18,444.42	19,528.88	5.88

*IN MILLION DOLLARS

A rupee fall

TARIFF TOLL

Rupee vs dollar
(Inverted scale)

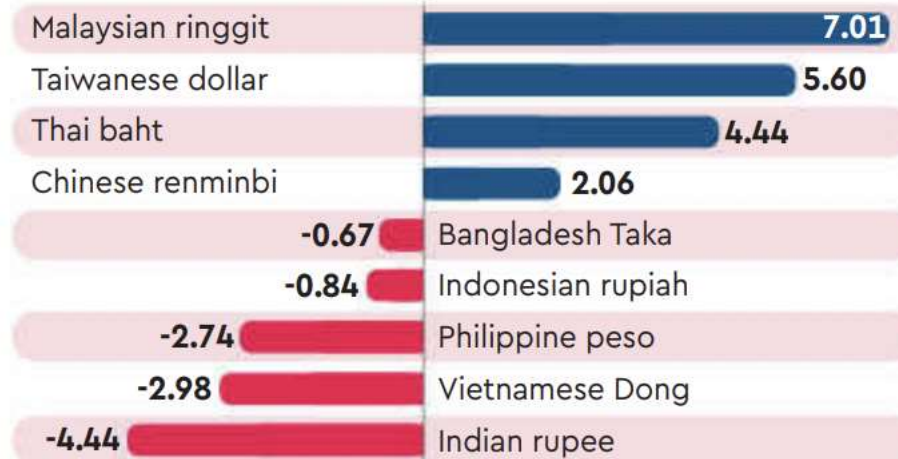


Real effective
exchange rate of
rupee (on 40 currency



Performance of Asian currencies in FY26YTD

Change (%)



Source: Bloomberg; Standard Chartered

Miss Universe 2025

Topic

Event

Edition

Host Country

Significance

Contestants

Winner's Profile

Personal Challenges

Professional Background

Key Themes of Her Campaign

Historic Context

Details

Fatima Bosch from **Mexico** wins **Miss Universe 2025**

74th Miss Universe Pageant

Thailand

Mexico wins the crown after **5 years**

Over **100 contestants** participated

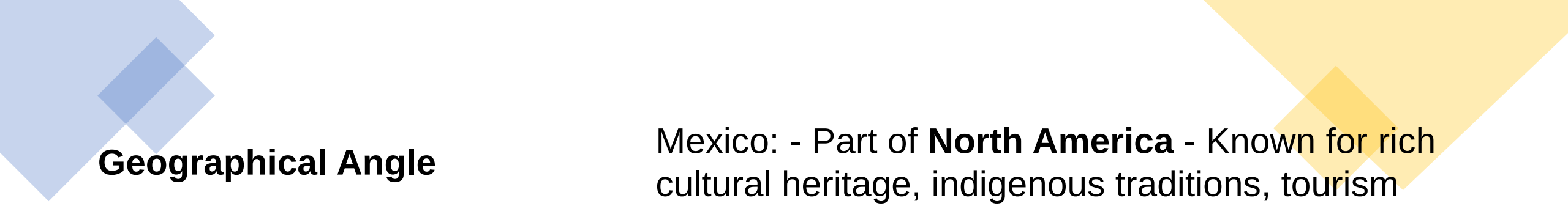
Fatima Bosch – 25-year-old fashion & apparel designer from **Villahermosa, Tabasco (Mexico)**

Dyslexia, ADHD, Hyperactivity — used her journey for advocacy & empowerment

Studied fashion design across **Mexico, Italy & USA**

Authenticity, women empowerment, inclusion, mental health awareness

- Miss Universe began in **1952** (USA) - Mexico has won before in **1991, 2010, 2020**



Geographical Angle

Mexico: - Part of **North America** - Known for rich cultural heritage, indigenous traditions, tourism

Economic Angle

Global pageants contribute to soft power, cultural diplomacy & tourism economy

International Relations Angle

Thailand hosting reinforces its aim to be a **global events hub**

Social Angle

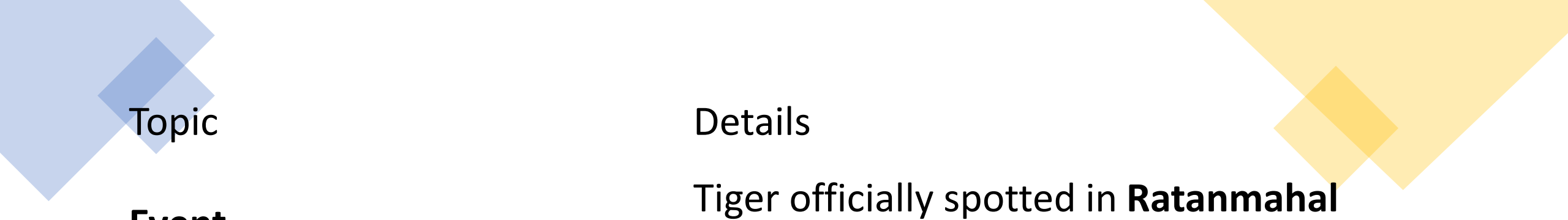
Highlights issues of **neurodiversity**, women empowerment & equal representation

Cultural Significance

Pageant platforms used for awareness on mental health & social upliftment



Tiger Returns to Gujarat



Topic

Event

Last confirmed sighting

Significance

Other big cats in Gujarat

Parallel initiative

Details

Tiger officially spotted in **Ratanmahal Wildlife Sanctuary (WLS), Gujarat**

1989 → Tigers declared **extinct** in Gujarat

First confirmed tiger presence in **35 years**

Lions (Asiatic), Tigers, Leopards

Banni Grasslands being prepared for
Project Cheetah – Breeding & Conservation Centre



Location

Dahod district, Gujarat; borders **Jhabua & Kathiwada (Madhya Pradesh)**

Other Name

Ratanmahal Sloth Bear Sanctuary

Established

1982

Terrain

Foothills of Ratanmahal; part of tribal belt

Major Flora

• **Dry teak forests** • **Mixed deciduous forest** • **Dry bamboo thickets**

Important Trees

Mahua and **Jamun** → essential food sources for Sloth Bears

Fauna

Major habitat for **Sloth Bear (max population in Gujarat)**; hosts many **leopards**

Hydrology

Forms **catchment of River Panam** → key for irrigation & watershed in Dahod



Category

Added Insights (Good for Mains & Prelims)

Historical Note

Gujarat historically had **tiger populations in Panchmahal & Dahod region**, but habitat loss & hunting led to local extinction by late 1980s.

Reason for Return

Likely **natural migration** from MP's **Ratapani, Jhabua, and Baria forest ranges**.

Geographical Relevance

Ratanmahal lies within the **Vindhyan landscape**, a known tiger movement corridor between **MP–Gujarat**.

Ecological Importance

Sanctuary supports tribal livelihoods; Mahua collection is economically vital.

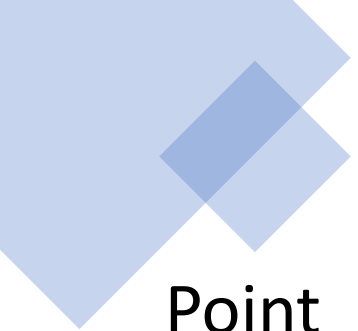
Project Cheetah Link

Gujarat strengthening wildlife profile with **lion conservation success + cheetah centre + now tiger return**.

Conservation Challenges

Tiger presence requires conflict mitigation in tribal villages; better prey base; anti-poaching measures.





Point

Data



State with only wild Asiatic Lions

Gujarat (Gir Forest)

Tiger population in India (2022)

3,167

Largest tiger population states

MP > Karnataka > Uttarakhand

Last State where tigers went extinct

Gujarat (1989)

Ratanmahal WLS famous for

Sloth Bears



- **Consider the following statements about Ratanmahal Wildlife Sanctuary:**

- It is located in the Dahod district of Gujarat and borders Madhya Pradesh.
- It is primarily known for housing the largest population of Sloth Bears in Gujarat.
- It was notified as a wildlife sanctuary after the year 2000.

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Word of the day

Excoriate:

express strong disapproval of; tear or wear off the skin or make sore by abrading

Synonyms: condemn, decry, objurgate, reprobate, chafe

Usage: *His latest article received excoriating reviews.*

Pronunciation: newsth.live/excoriatepro

International Phonetic

Alphabet: /ɪk'skɔː.i.ɪt/, /ɪk'skɒʊ.i.ɪt/



Thank you 😊

