

Labour minister instructs officials to form task force to timely address labour shortage

IT News
Imphal, June 25:

Labour & Employment Minister Dr. Thokchom Radheshyam had chaired a meeting with the officials of the Department of Labour, Employment and Manipur Society for Skill Development to discuss on feasible ways to fill up the labour gap in the state as result of the COVID-19 pandemic. He also directed the officials to create 'a task force' to bridge the gap.

Addressing the officials during the meeting held at Conference Hall, SSA Babupara, the Minister said that once the task force is created, it can collect data, analyse the labour gap, identify the trade/area to provide training so that the labour shortage is addressed timely.

During the meeting the Minister said that because of the pandemic many migrant labourers have gone back to their respective native places creating a labour gap in the state. The migrant workers who were skilled, unskilled and semi skilled labours were engaged in the building and construction works and other sectors in the state.

He pointed out that there are certain sectors/areas where there are shortages of skilled or semi skilled labour as such in the trade of painting, pipe fitting, and tiles installer among others. He said that these gaps need to be filled up with the local labour force by providing them skill training so that labour shortage can be solved. He urged the officials to prioritise the trade and areas where the workforce will be highly required in the state so that the labour gap is filled up.

Dr. Th. Radheshyam said that there are also a huge number of returnees who were working outside the state in different sectors. He expressed that a database needs to be created so that the skilled or semi skilled returnees are identified. These returnees can be utilised to fill the labour gap. He expressed that such initiatives at this juncture will not only provide an opportunity for self-reliance to the incoming returnees along with the existing local workforce, but also imbibe a good sense of work culture in the society.

Dust settled in Manipur's political conundrum as NPP MLAs finally return to BJP govt.

IT News
Imphal, June 25:

Finally the dust in the wind has been settled at what could be term as the complicated political conundrum that storm in the N. Biren Singh led BJP government after the 4 (four) Nationalist Peoples' Party (NPP) MLAs return back today. Credit goes to NPP leader Conrad Sangma and NEDA Convenor Hemanta Biswas and of course Central BJP Leaderships for taming the 4 NPP MLAs in changing their minds to change N. Biren Singh from the post of Chief Minister.

Source with the Imphal Times said that, as per directives of the central leadership, the N. Biren Singh government has agreed to restore ministerial berth along with the portfolio to all the 4 NPP MLAs. However, another source said that former health minister L. Jayentakumar had bargained for portfolio of Power department, however, it cannot be confirmed on whether the proposal will be accepted by the Chief Minister or not. What is more significant is that N. Biren Singh government is once

more secure with the return of the 4 NPP MLAs, even as he was well prepare to face any eventuality to protect his government if in case the Congress moves no confidence motion on the floor without the support of the NPP.

Mentioned may be made that, soon after the 4 NPP MLAs tender resignations from the N. Biren Singh government and supported the congress party ahead of the Rajya Sabha election held on June 19, Central BJP leaders and the NPP started worrying as the political animosity in the state between the two parties may impacted the relationship between them at both Centre and Meghalaya as NPP is a partner of NDA alliance. Due to the political necessities NPP leader Conrad Sangma and NEDA leader Himanta Biswas Sharma rushed to Manipur on June 21 and tried to console both the 4 NPP MLAs and the Chief Minister N. Biren Singh. However, as the matter could not be solved the two leader left Imphal on the same day and later on June 23 the two leaders came back to Imphal once more to settle the matter. However as

the matter could not be settled all the 4 (four) NPP MLAs were taken to New Delhi via Guwahati to find a solution by talking with the central BJP leaders.

Meanwhile, BJP National Secretary Ram Madhav too had rushed to Imphal to console the anger of the Chief Minister N. Biren Singh and to find way to make sure that the NPP return back to the government.

After everything has been settled the four NPP MLAs, after meeting the central BJP leaders return back along with Himanta Biswas and Conrad Sangma in a charter flight and reached Imphal at around 11.30 am. Soon after the arrival all the four NPP MLAs along with Himanta Biswas and Conrad Sangma met governor of Manipur and discussed over the issue for over an hour. BJP MLA L. Sushindro also accompanied the team. Later, after meeting the governor the team then met the Chief Minister N. Biren Singh at around 2 PM. Interestingly, during the meeting only Yunnam Joykumar was present from among the 4 NPP MLAs. Both Himanta Biswas and Conrad Sangma along

with MLA Sushindro were present. After discussing the issue the misunderstanding finally has been sorted out, a source closed to Imphal Times. The source also added that Chief Minister N. Biren Singh had accepted to restore the Ministerial berth to all the NPP MLAs along with the portfolios.

NPP leader, who is also the Chief Minister of Meghalaya, Conrad Sangma along with Yunnam Joykumar came out first and proceeded towards Imphal Airport where they were waited by the 3 other NPP MLAs.

The NEDA convenor who is known as the architect of BJP organization in the North East India, Himanta Biswas instead of leaving directly to the Imphal Airport spent some times at the residence of MLA L. Sushindro. While at Sushindro's residence, Power Minister Th. Biswajit met Himanta Biswas and discussed about the political issues in the state. The three then left for Imphal airport and reached at around 3.30 pm where they joined Conrad Sangma and the 4 NPP MLAs. They left at around 4 pm today.

BJP led Manipur Govt. stable – Ram Madhav

IT News
Imphal, June 25:

The National General Secretary of the Bharatiya Janata Party on today claimed that government in Manipur is very stable as BJP and its allies have the required support of the legislators to prove its majority in Assembly anytime. He even claimed that he political crisis is all about social media discussion.

Speaking to the media in Imphal, Madhav said, as quoted by news agency ANI, "Government of Manipur is very stable, we have the required support of the legislators and government is ready to prove its majority on the floor of the Assembly anytime. There is no instability in Manipur, it is all social media discussion."

Government of Manipur is very stable, we have the required support of the legislators and government is ready to prove its majority on the floor of the Assembly anytime. There is no instability in Manipur, it is all social media discussion: Ram Madhav, BJP in Imphal.

Chief Minister N Biren Singh said that people are with the government. He said, "Yes. People are with the govt, they trust us & believe us, so we

can overcome everything. Allegations and counter-allegations happen in politics, but reality is known by people."

It is to be known that National People's Party legislators Deputy Chief Minister Y Joykumar Singh and cabinet ministers N Kayisii, L Jayanta Kumar Singh and Letpao Haokip were flown to national capital today morning where they reportedly met Union Home Minister Amit Shah. Following the meeting, BJP's troubleshooter in the northeast — Himanta Biswa Sarma — took to Twitter and wrote that NPP will continue to support BJP government in Manipur.

Earlier, Congress Legislative Party leader Okram Ibobi Singh moved a no-confidence motion against N Biren Singh-led BJP government. The total strength against CM Biren Singh is now 29-20 from Congress, 4 from NPP, 3 from Bharatiya Janata Party (who quit on last Wednesday), one from TMC and an Independent. The figure in support of Biren Singh stood at 23, including 18 BJP legislators, 4 of Naga People's Front (NPF) and one MLA from IJP. Current strength of the state legislative house is 59.

Baba Ramdev's COVID-19 cure medicine is in trouble

IT Correspondent
New Delhi, June 25:

Even as Yoga guru Baba Ramdev's Uttarakhand based "Patanjali Ayurved Ltd launched 'Coronil tablet', 'Swasari Vati' and 'Anu Taila', claiming 100 per cent cure of Covid-19, the union AYUSH Ministry has directed his "Divya Pharmacy" to stop advertising such claims.

While AYUSH Ministry ordered stoppage of publicity of these medicines on Tuesday, the Uttarakhand Government on Wednesday denied having granted any permission for manufacture of these medicines. Similarly the Rajasthan Government denied having knowledge of clinical trials

conducted at NIMS University Rajasthan (a self financed university located in Jaipur and recognized by UGC established under the NIMS University Act 2008 by the government of India). Dr Ganpat Devpura, Principal Investigator, NIMS, said that the trials were not peer reviewed and were interim. The final report was awaited. According to information, the trials were conducted only on asymptomatic patients at NIMS.

At the launch in Haridwar, Ramdev claimed that 'Coronil tablet', 'Swasari Vati' and 'Anu Taila' had shown "100 per cent favourable results" during clinical trials on Covid-19 patients in Delhi, Ahmedabad, Meerut

and other cities. He claimed that during clinical trials, 69 per cent patients recovered in 3 days and the recovery rate over a period of seven days was 100 per cent. He also claimed that the medicine, manufactured by Haridwar-based "Divya Pharmacy" and "Patanjali Ayurved Ltd", is the result of a joint research of Patanjali Research Institute and National Institute of Medical Sciences and Research, NIMS University, Jaipur.

Taking cognizance of the news, The AYUSH Ministry in a statement said, "Facts of the claim and details of the stated scientific study are not known to the Ministry." The statement said that "Patanjali

Ayurved Ltd" has been asked to provide at the earliest the details of the name and composition of the medicines being claimed will treat Covid-19. The information such as site(s)/hospital(s) where the research study was conducted, protocol, sample size, Institutional Ethics Committee clearance, CTRI registration and results data of the study etc should be provided and till the matter is clarified its advertisements should be stopped.

On June 2, the AYUSH Ministry had issued a circular to the principal secretaries of all states to take necessary action "against instances of misleading information, fake claims and misbranding".

IBSD Sikkim Centre distributes hand sanitizers

IT News
Gangtok, June 25:

Institute of Bioresources and Sustainable Development (IBSD), Sikkim Centre, Tadong has handed over locally made hand sanitizers as per guidelines of World Health Organization, to Traffic Police and Police Head Quarters, Gangtok today.

The initiative of free distribution of the above items was taken up under the guidance of Director of the Institute, Prof. Pulok K Mukherjee. The distribution was made in view of the

shortage of supply and high cost of hand sanitizers in the market area.

Institute of Bioresources and Sustainable Development (IBSD), Sikkim Centre has been distributing hand sanitizers to frontline workers to fight the COVID-19 pandemic and is ready to help in the future to fight the pandemic. This is in continuation in the effort of distribution of hand sanitizer and surface disinfectant to frontline workers of Sikkim and providing help to STNM in the form of consumables for COVID testing.

Young scribe killed, JFA demands punishment to culprits

By our correspondent
Guwahati, June 25:

Joining the chorus of local and international organizations, Journalists' Forum Assam (JFA) also expressed serious concern over the brutal murder of a young scribe at Unnao locality of Uttar Pradesh (UP) in northern India and urged the State government in Lucknow to punish the culprits who were behind the assassination of journalist Shubham Mani Tripathi.

Shubham (25), who was associated with the Kanpur-based Hindi daily newspaper Kampu Mail as a correspondent from Unnao, fell prey to bullets of two

shooters on June 19, 2020 as he was returning home on a two-wheeler. Seriously injured Shubham was taken to a hospital in Kanpur, but he succumbed to serious injuries on his head.

A resident of Brahm Nagar in Unnao district, Shubham was a born patriot and used to report on illegal sand mining practices in his locality. Recently married to Rashi Dixit, Shubham even received threats from unknown individuals, suspected to be illegal miners, for his news coverage. But the courageous scribe did not bother and continued his journalistic activities. International media rights

bodies like Committee to Protect Journalists (CPJ), Reporters Sans Without Borders (RSF) etc have asked the UP police to transparently investigate the scribe's killing and ensure that all responsible are brought to justice. Quoting his brother Rishabh Mani Tripathi, the CPJ asserted that Shubham was targeted for his works as a reporter. The police have already



Journalist Shubham Mani Tripathi

launched searches for one Divya Awasthi, who is accused in various land grabbing & sand mining cases and was mentioned in the first information report filed by his brother in the police station. Shubham had reportedly several arguments with land

grabbers as they asked him to avoid reporting their issues. "So unfortunate that, a committed scribe like Shubham has been silenced. He is the first victim of journalist-murder incidents in India this year. We demand justice for Shubham," said a statement issued by JFA president Rupam Barua and secretary Nava Thakuria with a fervent appeal to UP chief minister Yogi Adityanath to adequately compensate the bereaved family.

India as a whole witnessed nine incidents of journo-killing during 2019, but only one incident could emerge as a case of targeted murder. K Satyanarayana (45) of

Telugu daily Andhra Jyothy faced the fate because of his activities as a journalist. He was hacked to death on October 15. Local scribes informed Satyanarayana was targeted in earlier occasions too.

Others who were killed last year include Jobanpreet Singh, Vijay Gupta, Radheshyam Sharma, Ashish Dhiman, Chakresh Jain, Anand Narayan and Nityanand Pandey. Kerala scribe K Muhammed Basheer was mowed down by a vehicle. Guwahati scribe Naresh Mitra also died in a mysterious accident. Bihar's scribe Pradeep Mandal was also attacked by miscreants, but he survived..

★ Editorial

Still no checking on corruption

It is now no rumours, there are video evidences of a central government employee asking money for 'chai pani' that too to an advocate in return for a service that he has been paid by the peoples' money. And still there is no action.

Chief Minister N. Biren Singh's war on corruption, which inspired the citizen of Manipur finally seems to have lost faith in him as those fighting against corruption today face death threat from persons who claimed to be party of those involved in corruption. Not only that those inspired by the chief minister to stand up against corruption, fails to get protection from the state authority by taking up action against those intimidating the whistle blowers of the corrupt practice of some officials, but are being victimized by arresting them on charges which the court finds it as unfounded allegations.

Transparency - a global movement with the vision to free the world of corruption and having chapters in more than 100 countries leading the fight against corruption describes 'Corruption' as the abuse of power for private gain. It is a global phenomenon and is pervasive in almost every society the world over.

Corruption, especially in a state such as ours where strife and unrest is a part of our everyday life, is a consequence of the parasitic nexus between Bureaucrats, politicians and criminals.

Its reach and chronicity can perhaps be gauged by the very fact that at one time, bribe was paid for getting wrong things done but now bribe is being paid for getting right things done at night time.

With yesterday event at which an advocate who had exposed the corrupt practice of an government official arrested on counter charge by leaving aside the complaint lodged by the advocate for death threat, the big question is: Is it possible to contain corruption in our society?

To fully answer the question, it would be crucial to understand certain perceptions and myths such as: Corruption is a way of life and nothing can be done about it, or that only people from underdeveloped or developing countries are prone to corruption. This is being stated with the irresponsible nature of the state machineries. Well, they have limitation to encroach at a central office but the law says that a citizen should be protected from death threat even if the person is a central government employee as it is now a law and order problem which is a state subject.

Is neglecting Crime Against Women a right approach during the crisis of Covid-19?

By: Takhenchangbam Nomita

We heard many heinous incidents of Crime against Women and Children, in which the incident which occurred on the 13th of June, 2020 at Wahengbam Leikai wherein one unmarried mental disability woman delivered a child is yet another sad reality among those which have been reported since the last 2 decades. The area which saddens the most is that the live of the born infant was not able to be saved which could be our future gem. We have been experiencing various critical forms of gender based violence but this recent incident is the most despairing incident as on how she would be able to identify the culprit which is the saddest reality. Those committing the recent crime could be a habitual offender which only targets those who could not reveal the ordeal. As a result such criminal goes unrecognized, unprosecuted and unpunished but still questionable when could the law enforcing department book and arrested the culprit.

Being a woman living with mental disability and recently made into a victim of sexual assault by some criminal minded people to fulfil their sexual desire is critical issue and need of serious attention and urgent action is in need from the side of the law enforcing agency in cooperation with the people. We are kept in a dilemma whether the state doesn't have the proper shelter home for those living with mental disabilities or is it the family members to be blamed for not surrendering to undergo treatment at the shelter homes, if the problem is with the family members than why the family members are not willing to do so? It is very unfortunate to experience such issue to have happened and on the other hand it is highly questionable that was no one aware about her pregnancy while she was loitering around in the localities with her Baby Bump? Now the incident occurred and came into light and how would it be handled and investigated is being awaited.

We understand that the crisis of Covid-19 is becoming critical and the steps taken up by the state government highly appreciated. However, in a society we are living we came across various unsolved crimes and still such crimes are continuing at the peak hour of the pandemic. My concern is how we are going to deal such issue hand in hand with the crisis of Covid-19? We cannot deny and neglect to handle the issue of crime against women and children having the reason that all are engaged in dealing the Covid-19 crisis. It is good to note that the world already has experienced the Crisis of Covid-19 for the last few months on how to deal with the Covid-19 crisis. We already have faced 85 cases of crime against women and children which includes 15 rape cases, 5 murder cases, 3 suspicious death cases and 2 delivery date till the 14th of June, 2020 from the month of January.

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THE LUSHAI EXPEDITION, 1871-72 AND MANIPUR RELATIONS WITH THE LUSHAIS AND SUKTES

By - Media & Publicity, Research and Preservation of the Zo Identities (RPZI), Lamka.

The Lushai Expedition, 1871-72 was a British Expedition in the Lushai Hills to punish and subjugate the Lushai chiefs for their frontier raids. Such major expedition was dispatched in late November, 1871 in two columns- Left or Cachar Columns under Brigadier-General G. Bouchier, with Edgar as civil officer and Right or Chittagong Column under Brigadier-General C. Brownlow, with Lewin as Civil Officer. Edgar, who was also the Deputy Commissioner of Cachar left Silchar to join the troops on the 6th of December, 1871.

The goal of the Cachar Column was to reach, if possible, the village of Lalbura (Champhai), who had been mainly responsible in the raids of Monierkh. This Column marched via Tipaimukh to Kholei (Lalhai's Village), Selam/Chelam (Poiboi's village), Champhai (Lalbura's village) and then to Chumsin (the village of Vanhnuailiana's (vonolel) mother, where the Expedition was concluded and terms of peace were made in February 1872. The only intervening tribes at those times were the Suktes.

Position of Manipur and Chivu Camp:

The Maharaja of Manipur supplied a contingent of about 2000 men to assist in the Expedition, acted under the orders of Major-General Nuthall, the then Officiating Political Agent of Manipur. The Contingent occupied an extended line of posts along the southern boundary of Manipur for the purpose of watching the Lushais and to secure the fidelity of Kamhau (Kamhow). (Alexander Mackenzie: The North East Frontier of India, Rep. 2005, p. 166). This "troops should confine themselves to the protection of their own frontiers, and to opening out roads and maintaining communication through their own territories". (E.B. Elly- Military Report on the Chin-Lushai Country, Rep. 1978, p. 8). Accordingly, the Manipur Contingent was "moved down towards the south, with orders not to invade or attack the Lushais, but merely to serve as a threatening demonstration against them and as a support to the Suktes." (Reid: Chin-Lushai Land, p. 15).

But contrary to the orders, Gen. Nuthall moved down the Manipur Contingent as far as Chivu, where the troops stationed there for almost two months until they withdrew on 6 March, 1872 when Bouchier had

concluded his Expedition. The troops were also prevented from doing anything due to sickness in the Camp, lack of provisions and stress of weather. R.G. Woodthorpe wrote, "The Manipur Contingent was prevented by stress of weather from doing anything, and thus ended this Expedition, from which such great results had been anticipated." (The Lushai Expedition 1871-1872, 1873, p.31).

Position of the Kamhau-Suktes: Reid also wrote that "the withdrawal of the Manipur contingent from the front owing to sickness, had set free the Sokte Kukis, old enemies of the Lushais, who seizing the opportunity and knowing the panic caused by the advance of the British column, made fierce onslaught on Lalbura under the guidance of Kamhow their chief." (Chin-Lushai Land, p. 26). "The next day, General Bouchier's column marched into Champhai, and the following extract from the Pioneer of the 7th May 1872 bears out the Chin story:—"On the 17th February, they (the left column) reached the

village (Champhai). But other invaders had been there before them; and signs of war and slaughter greeted them on every side..." (Carey & Tuck: The Chin However, Carey and Tuck themselves wrote "Kamhow was dead; Kochim (Khochin) was now Chief."

"Kamhow died in 1868...his youngest son, Kochim, succeeded to the chieftainship of the Kamhow clan."

"As Kamhow died in 1868 and our Lushai Expedition took place in 1871-72, Kamhow did not take part in the war as stated in the Manipur records. Kochim, his successor, was Chief in 1871." Carey and Tuck continued—"The first event of interest in Kochim's reign was the part he played as our ally in the Lushai campaign of 1871. He furnished assistance at the instance of the Maharajah of Manipur. The Suktes say that the Manipuris sent a large brass pot to Kochim at Tiddim, and asked him to help them in their war with Vanolel. He joyfully assented, collecting a huge raiding party, which number several hundred men and accompanied by his brothers, set out from Tiddim, and marching two days and one night reached Champhai."

Raja Goukthohang Guite, a Scapgoat:

"During the Lushai expedition Nokatung (Goukthohang), who had gone north, fearing for the safety of his relations, crossed into Lushai and persuaded the emigrants to return with him to settle down in his village (Mualpi). On their way to Mwelpi (Mualpi) they saw the Manipur encampment and, considering the Manipuris as friends, they entered the camp and were treacherously seized and carried off to Manipur, where Nokatung died in jail in 1872." (Carey & Tuck: p. 19). Mackenzie also wrote, "The Kamhows came into the camp of the Manipur Contingent apparently not expecting to be treated as enemies, but were all made prisoners by the Contingent and taken to Manipur and placed in irons in the jails." (The North East Frontier, p. 166; Also FPAP August 1872, Nos.70, Appendix C; From Edgar to Bouchier, 21 March 1872).

It must be asserted that Goukthohang (Nokatung) and his followers were not a party of Kamhau (Kamhow) as stated by some British officers and the Manipuris. Goukthohang was a Guite chief and infact, the Principal Chief of the Guites who were a different clan/tribe from the Suktes (Soktes) or Kamhau. Goukthohang and his men had gone to the adjoining Lushai Hills of Selam (Poiboi's village) and Teikhang (Damvum/ Dumboom's village) to bring back his relatives (not his captives) who had emigrated to the Lushai Hills during the previous years. It obliged him as a result of the turbulence caused by the British expedition of 1871-72. Even if Goukthohang was taken for the Kamhau, they were but ally to the Manipuris as well as the British during the Lushai Expedition as the act of deceitfully capturing him would have been best known by the perpetrators.

It may be mentioned that Nuthall and the Manipuris concertedly blamed him for a raid in a Manipur village early in 1871. "When referred to about a raid committed on a Manipur village by the Kokatung section in 1871, he declared that it was done without his authority, and that he had very

little control over the clan in question." (Mackenzie: p. 165). It was true that Goukthohang was Chief of Guite, who was different from Kamhau or Suktes with different spheres of influence. Moreover, not only the Kamhau-Suktes plundered Manipur villages, the Eastern Lushais did the same during 1871, which was the main reason why Pauboi (Poiboi) was gravely sought by the British.

Nuthall, on the other hand, had commanded a futile Expedition in the Lushai Hills in 1869. It adversely affected the prestige of the Company (British) as it failed to achieve any of its objectives. Similar to this, in January, 1857, the Maharaja of Manipur commanded an expedition of 1,500 strong against the Kamhau, which "nevertheless ended in the disgraceful flight of the Manipur troops... The troops basely left their Rajah, with some twenty followers, arrived some days after they had reached the valley." (Mackenzie: p. 164). Consequently, both the Political Agent and the Manipuris were apparently craving for a success and exploited the situation

deliberately towards either the Lushais or the Kamhau during the Lushai Expedition, 1871-72.

Contrary to Nuthall assertions, the Kamhau/Suktes wanted peace with Manipur. "In the Administrative Report for 1868-69, it was stated that a month after the Manipur force returned from the expedition of 1857, the Sooties sent messengers to Manipur and promised Colonel McCulloch not to molest the Maharajah's subjects further, that this promise had been adhered to, that they were then decidedly friendly, and traded freely with the valley, and that Kamhow reported regularly any suspicious doings amongst the Lushais, and would remain neutral, or even give assistance... In the beginning of 1871, while the fighting men of the Lushais were raiding on Manipur and Cachar, the Sooties entered the Lushai country and killed

and carried off a large number of Lushais. The Sooties sent the heads of four of the men killed on this occasion to Manipur. It would thus appear that they were not openly hostile to Manipur." (Mackenzie: p. 156)

(to be Contd.)

Your Constructive Criticism

By-Kaustov Kashvay

You might be in a position of authority and would want people working under you to improve. You might know someone who you think needs some friendly advice that would help them get back on track. You might be in a relationship and think your partner needs to work on certain areas. What is the right way of doing it? Does being patronizing and dismissive of someone really help them improve? You would be risking hurting people and ruining professional or personal relationships if you choose to follow these. On the other hand, if helping someone is your motive, you must focus on giving constructive criticism.

Feedback Sandwich Or Positive Improvement Method

Often used in the corporate setting to encourage and motivate employees, this method can be further broken down into three parts. In this method, you start with focusing on the positives of the person or whatever is the concerned matter here. You then move on to what you think are the areas that can be worked upon and need improvement. Finally, you reiterate what you think are the positives and working on the mentioned areas can bring out desired results.

Refrain From Making Personal Comments

While you are trying to give a feedback, do not make comments that might be perceived as personal attack. The focus here should be on the situation and not on the person. The good way to go about it is by isolating the situation from the concerned person first. The comment you make must be focused on the issue at hand. When you are sharing your feedback, make sure you use passive voice as active voice might come out too strong. Lastly, end it with how you are affected in the scheme of things and why you would like for certain things to change.

Keep It Objective And Specific

If you really want someone to improve from the feedback you share, you need to keep it specific and to-the-point. While you must be careful of the points mentioned

before, you need to be clear on what exactly you want the other person to change. A typical example of a specific and constructive criticism is when you just do not leave it at mentioning the problem. You need to mention the areas where you see improvement happening and how that can be achieved. This will make the situation actionable and the criticism constructive.

Do A Quick Self Check

This is no less important than any of the above mentioned points. Ask yourself if you are in a position to constructively criticizing someone. You should be completely convinced that the intentions are nothing but positive. If you are not convinced of the same and the idea of going ahead with it is indeed stemming from something personal, your bluff will be called.

Extend A Helping Hand

You must never make assumptions when you are trying to give constructive criticism. If you feel you are in a position to correct someone, you must also have ideas on how they can improve. Share your inputs on how to make the situation better but choose your words carefully. Let the other person share his concerns. Extend your support and make the him feel comfortable. This way, even if your feedback is a negative one, you will be able to end the conversation on a positive note.

There Is A Time And Place For Everything

You should not start with your valuable comments in the middle of something important. There might be more pertinent issues at hand that need to be addressed first. Once you know that the situation is favourable, take the person aside and speak to him in person. Making the person comfortable will not make him feel threatened and will ease the situation for both of you. Constructive criticism has the power to help people grow. Whether you share it in a professional setting or a personal equation, you would be doing the person concerned and yourself a world of good by sharing your feedback. You just need to abide by the above mentioned ways and your purpose will be served.