EDUCATOR
THE FIMT MULTIDISCIPLINARY JOURNAL

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FOCUSED ARTICLES

India as an Emerging Jagat Guru In the Contemporary Global Order: In G20 Perspective

Prof. Dr. S. P. Singh and Dr. Manish K. Yadava

Abstract

"It goes without saying that India is a nation-state with the oldest civilization, rich heritage, and is a follower of the path of peace and tolerance, with democratic values. It is time and tested values of compassion, non-violence, and peaceful coexistence were and are spread throughout the world through the preachings of Gautama Buddha, Mahavira, Bhakti era Saints, as well as the Father of the Nation Mohandas Karamchand Gandhi. The philosophy of India's Vedas, Mahaakavyas, and Upanishads has been a source of inspiration and lifestyle for the people of the world at large and it is in this sense India has ever been followed by the world as Guru which was also reflected in the recently held G20 Summit 2023 in New Delhi.

When we look at the contours of the contemporary world along with the present realities of the existing Global Order we find India playing a leading and dynamic role in world affairs. Even during the era of the Cold War India did not isolate itself rather it played an active and unbiased role in World Affairs as the leader of NAM. Even today when we are living in a more connected and interdependent world, India is contributing in all the spheres of International life and a spectrum of world issues related to conflicts, climate, commerce, energy, health, terrorism, and security. Moreover, many top leaders of the world are approaching the Indian leadership to solve the crisis between Russia and Ukraine by using its unique influence and position that was visible in the deliberations of the G20.

India has always played the role of a benevolent big brother in dealing with its neighboring countries. India has shown the world the utility of Yoga and Ayurveda to the world and in the wake of the COVID-19 Pandemic, India has helped mankind through its 'Vaccine Maitri' initiative. Moreover, India's role in United Nations-led Peacekeeping and other initiatives has led her to have an exemplary record on the World platform. Finally, it is therefore clearly evident in contemporary times that India is playing a leading role in world affairs which is duly recognized by the International community at large."

Keywords: G20, Vasudhaiv Kutumbkam, Jagat Guru, Sherpa, Delhi Declaration.

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INTRODUCTION

Historical Background: It is a historical fact that India is a Civilizational State having one of the oldest and rich heritage. It is also acknowledged as the oldest deep-rooted and vibrant democracy with a democratic culture. It has been a more meaningful and inclusive democracy than the impact of the Magna Carta (1215 AD) and the civil rights referred to in the American (1789) and French (1791) Constitutions. Despite many military and cultural invasions, India has been able to retain its social and cultural fabric as well as the identities of its democratic character based on tolerance and principles of Unity in Diversity. Many foreign travelers to India like Megasthenes, Fahein, Huein Tsang, etc. were also impressed by the unique character of the Indian civilization which they have referred to in their books like Indika, Fo-kwo-ki, Si-Yu-Ki respectively. India spread its cultural, social, and religious values far and wide, and its imprints are still found in different parts of the world today. In this context, we can refer to the impact of Buddhism in our neighboring and far east countries. Moreover, even today Gandhism is considered relevant to the whole of mankind. It is not only in these senses India has shown the way to the world but India also has a prominent place and recognition in the fields of Medicine, Science, and Technology as well as Space Research; Charaka, Sushruta, Aryabhata, Bhaskara, Brahmagupta are well-known figures in the above-mentioned fields in ancient India. Philosophy of India's Vedas, Epics, and Upanishads are rich sources of inspiration for the entire world which brought due acceptance and recognition to India. In addition, Shrimad Bhagavad Gita's message of action and karmayoga/duty is much

more relevant in the contemporary world. Moreover, Mahatma Gandhi's views on truth, non-violence, satyagraha, and Nehru's contribution to the philosophy of Non-alignment and Panchsheel are unique contributions of India as a pathfinder in the World.

Even the Islamic Rule and European Colonialism especially the British, Portuguese, and French ones could not alter the basic character of Indian civilization, culture, and value system of Indian society. In the post-Second World War period when the world was divided into two power blocs led by the USA and the erstwhile USSR, India followed its independent and non-aligned policy giving the message of peaceful coexistence to the world in the wake of the Cold War between the two aforementioned superpowers. In the post-independent era, India started its path of economic development and national reconstruction for self-reliance where it faced several challenges including massive poverty and food insecurity in the wake of colonial legacies for a substantial period of time. Moreover, thanks to the vision and methodical planning of our founding fathers/leaders and the enactment of documents and policies like the Indian Constitution and Five Year Plans we in a short period of time became capable of overcoming almost all its socio-economic problems.

Contemporary Scenario: We have been playing a leading role in NAM and SAARC as well as we have been playing an active and constructive role in world affairs in and out of the United Nations with and within forums like ASEAN, BRICS, G4, G20, IBSA, SCO, QUAD, etc. We have shown the world that national power and power projection can be increased even with some perceived weak antecedents in its realpolitik. Our political leadership has always displayed its vision of Indian ethos

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whatever their political ideologies and affiliations may be and therefore today the whole world recognizes the dominant role of India in all the fields.

In the present changing ground realities of Global Order India is playing a leading role in all areas of International Relations. India was elected as a non-permanent member of the United Nations Security Council for the eighth time (2021-2022) and elected to the G20 presidency in 2022 which came to an end in November 2023. Moreover, India is committed to the promotion of multilateralism through the 5S approach Samman, Samvad, Sahyog, Shanti, and Samriddhi for inclusive economic growth as well as international peace and security.

Keeping in view our high credentials as an independent and non-aligned nation we have been shaping the contours of world affairs and our intentions have been considered overboard. Today India is emerging as an economic giant being one of the fastest economies. In the near future, we may hold the position of third largest economy in the world. At a time when big economies like the USA, EU, PRC, and Japan were shaken during the COVID-19 pandemic, India could withstand its impact with minimum human and material loss successfully. In this human tragedy, India extended its helping hand to hold the distressed world through the 'Vaccine Maitri' Initiative by sending medical help to 98 countries. Although in the 60s and 70s, we faced a food crisis today we are in a position thanks to the Green and White Revolution to feed millions of people from underdeveloped countries. Moreover, in all our ups and downs we continued our humanitarian gestures upholding the principle of R2P towards our neighboring and faraway countries in the wake of natural calamities and internal security problems like

Afghanistan (200 Crore INR assistance for the Financial Year 2023-24), Bangladesh-Operation Vijay 1971, Maldives- Operation Cactus (1988), Nepal- Maitri (2015), Sri Lanka- IPKF (1987-90), South Sudan- Sankat Mochan (2016), Ukraine- Operation Ganga (2022), Yemen-Operation Raahat (2015), etc. Vande Bharat and Samudra Setu (2020) are a few examples of recent times. To add on India has an extensive and illustrious record of participating in UN peacekeeping efforts, surpassing all other nations in the number of personnel contributed. Over 244,500 individuals from India have actively served in 49 out of the 71 UN peacekeeping missions established worldwide since 1948.

Today India has achieved a position where the whole world looks at it for the solution of world issues. Even in the present crisis due to war between Russia and Ukraine, the whole world looks towards India to use its influence to achieve reconciliation between the two warring parties. Moreover, trust is being shown in India and not in superpowers and powers like the USA, UK and France, etc. even on grave issues like terrorism, and climate change. India has been playing a leading and constructive role through negotiation and diplomatic skills and this was displayed at the recently held G20 Summit. India has been playing a very positive role in strengthening the United Nations and its specialized agencies. India has been appreciated for supporting the use of Nuclear Energy for peaceful and developmental purposes. The whole world has accepted and followed the Yoga and Ayurveda which are of Indian origin through which India has given the way for good health to mankind. We have adopted the policy of adjustment of local with global. Therefore, in the Global Market, we have retained the importance of our indigenous products which have

linked our local market to the global market. On all international forums, India has now attained a respectable position and its voice is given due attention. India in the recently held 18th G20 Summit at Delhi on 9-10th Sep 2023 has successfully integrated different threads of different colors of international life with its convincing diplomatic art. It was attended by around 20 nation-states and some important international organizations like IMF, WB, WHO, etc.

To achieve a new global order AU representing 54 African Countries also joined G20 as a representative of the Global South. The fact remains that it could only be possible with sincere efforts and concern of India towards the Global South. In this Summit India has established its vision-based leadership by bringing the core issues of the world community on the agenda of this summit which are Sustainable Development, Global Economic Integration, Human Centric Growth, Inclusive Society with the participation of weaker nations, Implementation of United

Nations Charter, Non-Aggression Polity, etc. India gave the call to make G20 responsive to Global concerns in a cooperative and harmonious manner. India underlined the philosophy of Vasudeva Kutumbkam (One Earth, One Family, and One Future) and showed consensus-building skills in a conflict-ridden world. Therefore, the New Delhi G20 Summit is a sufficient indicator of India being the World Guru today.

Moreover, the biggest achievement for India in the G20 Summit was that the New Delhi Leaders' Summit Declaration was adopted with a "100 percent consensus" and this was no mean achievement. Sherpa held hours of discussion, deliberation, and negotiations in 200-odd meetings under different working groups and themes hosted by around 50 cities

in different corners of India. Amitabh Kant, India's G20 Sherpa, stated that the Declaration focuses on: "Strong, Sustainable, Balanced, and Inclusive Growth; Accelerating Progress on SDGs; Green Development Pact for a Sustainable Future; Multilateral Institutions for the 21st Century; and Reinvigorating Multilateralism."

Conclusion: In conclusion, India's historical background has shaped its identity as a Civilizational State with a rich heritage, deep-rooted democracy, and a unique cultural and social fabric. Despite facing military and cultural invasions, India has retained its democratic character based on principles of tolerance and unity in diversity. The impact of Indian civilization, values, and contributions in fields like medicine, science, technology, and philosophy has been recognized globally.

Islamic rule and European colonialism, including British, Portuguese, and French influences, could not alter the fundamental character of Indian civilization. Post-independence, India embarked on a path of economic development and national reconstruction, overcoming challenges such as poverty and food insecurity through visionary leadership, systematic planning, and policy implementation, exemplified by the Indian Constitution and Five Year Plans.

In the contemporary scenario, India plays a leading role in international relations through active participation in forums like NAM, SAARC, ASEAN, BRICS, G4, G20, IBSA, SCO, and QUAD. The nation's commitment to a 5S approach—Samman, Samvad, Sahyog, Shanti, and Samriddhi— reflects its dedication to promoting multilateralism, inclusive peace and growth, as well as international security.

India's influence on the global stage is evident in its eighth-time election as a non-permanent

member of the United Nations Security Council and its presidency of the G20 in 2022-23. The nation emphasizes peaceful coexistence, diplomatic negotiations, and the principles of Vasudeva Kutumbkam (One Earth, One Family, One Future).

Economically, India is emerging as a powerhouse, projected to become the world's third-largest economy. The country's resilience during the COVID-19 pandemic showcased its ability to withstand global challenges. India's Vaccine Maitri initiative, providing medical aid to 98 countries, exemplifies its humanitarian approach, echoing historical instances of assistance to nations in times of need. Moreover, India has an extensive and illustrious record of participating in UN peacekeeping efforts.

India's role in global crises, such as the conflict between Russia and Ukraine, highlights the world's reliance on India for diplomatic solutions. The nation's emphasis on negotiation, diplomacy, and a non-aggressive approach positions it as a trusted mediator in international conflicts. India's positive contributions to the United Nations, support for nuclear energy for peaceful purposes, and promotion of Yoga and Ayurveda have garnered global recognition.

The recent 18th G20 Summit in Delhi showcased India's diplomatic prowess and consensus- building skills. The Leaders' Summit Declaration, adopted with "100 percent consensus," reflects India's ability to integrate diverse perspectives and address core global issues. The declaration focuses on strong, sustainable, balanced, and inclusive growth, progress on SDGs, green development for a sustainable future, 21st-century multilateral institutions, and the reinvigoration of multilateralism.

India's vision-based leadership and commitment to addressing global concerns make it a significant player in the evolving global order. The G20 Summit's success, marked by

a unanimous declaration, underscores India's role as a World Guru—a leader capable of bringing together diverse nations for cooperative and harmonious progress. As the world faces complex challenges, India stands as a beacon of inclusive leadership, contributing to a more just and sustainable future for all.

Based on the above-referred scenarios, we can conclude that India has been a Jagat Guru and still is a source of inspiration to contemporary world society which is more interconnected and interdependent in the face of developed science and technology and has several challenges of different kinds. It is high time to continue our efforts and maintain this status of World Guru which is also the need of the present world society.

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Educator: The FIMT Journal: An Insight of Previous Issues.........

Dr. Laxmi

EDUCATOR: THE FIMT JOURNAL (JAN-JUNE 2012)

The first issue of Educator was published in 2012 and ten research papers covering diverse areas related environmental issues, tourism industry highlight very precisely and describe the importance of maintaining healthy relationships with customers. This issue also highlighted the role of the banking sector and corporate governance. There is a strong need for improved corporate governance. The backbone of our nation i.e. our agriculture sector is also touched. This was the descriptive approach; it attempts to describe relevant agriculture marketing information system. CRM is always overemphasized area in management. The expectation of customer takes the shape of its location, offering, and add-on value services. The last area that needs talk over is technical development over time. Annanagar in Madurai city has been taken for case study and the facility's locational prediction has been done.

EDUCATOR: THE FIMT JOURNAL (JUNE-DEC 2012)

We believe that learning is a never ending process. However, this is not an isolated and individual venture. Keeping this in mind this issue focused on "the rights of children to free and compulsory education Act, 2009", evidence from Indian stock market, financial inclusion,

NIFTY index before and after recession. Foreign institutional investment played a major role in recovery from recession. Apart from this factors like government policy, bullion market and political condition also affected NIFTY index movement. Pension sector reforms, free and compulsory education act and corporate restructuring (spine-offs) were the main underlined areas. Pension reforms are double edged sword where one side highlights the impact on labour and capital market while other side induce growing liabilities, fiscal deficit or diverting funds from other programs. We can conclude that financial issues mostly grabbed all the attention.

EDUCATOR: THE FIMT JOURNAL (JAN-JUNE 2013)

The manifesting area of this issue is the amnesty scheme in service tax. The author explained that general people are not aware about the applicability of service tax and suggested that the refinement of this is needed to be taken care of the drawbacks mentioned hereinabove and also wider publicity along with creating a conducive atmosphere to serve its purpose. The research work on exchange rate, its volatility and India-US trade pattern has been the object of wide policy debate in recent times. a commendable work by comparing corporate governance disclosure practices by the banking sector. The author very well explained the

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investment strategies in Indian NIFTY 50. This research work suggested that there is no consistency in the return if we use any particular strategy. Therefore, investors are advised to be selective in using this strategy.

EDUCATOR: THE FIMT JOURNAL (JULY-DEC 2013)

When we draw insights from the preferences and behaviors of the new generation entering the workforce, we also need to look at how the "work environment" itself is changing and evolving. The new realities produced by these forces of change present us this issue highlighting women entrepreneurs in Northern India and then strategic thinking and planning skills, FDI in multi Brand retailing, role of training and development, influence of computer awareness/ knowledge on user perception, Job stress and most persuading and required Innovative learning by means of interactive simulated games. The main highlight is Traditional household industries in India (A case study of Azamgarh district, Uttar Pradesh). Suggestions in this case study are for enrichment of cottage industry in India. To preserve this ancient art and culture, the government should come forward with a financial and technical plan.

EDUCATOR: THE FIMT JOURNAL (JAN-JUNE 2014)

A paper titled "Customer Relationship Marketing and Impact of Information and Communications on the Real Estate Sector" has stressed that in this era of globalization. This can help to perform key functionalities effectively - service billing-generation of bills for maintenance, water and electricity charges, corporate leasing, retail and residential sales, construction procurement and payables, promotional/

deferred revenue billing etc. Most urban areas in the country are plagued by acute problems related to solid waste. Municipal Solid Waste Management (MSWM) is major responsibility of local government. The researchers have discussed the key objectives and issues which should be addressed by MSWM strategies with regard to political, institutional, social, financial, economic and technical aspects. Research paper titled "Logistics Management of Agricultural Products: Its Present Status and Future Challenges in Rajasthan" have discussed the total loss due to poor post-harvest processing of agricultural products in Rajasthan when valued in monetary terms reflects a tremendous loss in the economy. an another researcher stressed on the role of monetary authority in India in managing liquidity and forex reserves, in conjunction with accommodation fiscal policy of the government, in the aftermath to contain the contagion and ensuing economic and financial repercussions were laudable and saved the economy from slipping into the grip of deep recession. A structured faculty retention process will systematically lessen the gap between the faculties an institution currently has and the competent faculties it will eventually need to recruit to respond to challenges and inculcate right set of skills in students. This will help faculties achieve their best individual potential; it helps institutions respond to challenges with right set of talent available.

EDUCATOR: THE FIMT JOURNAL (JUNE-DEC 2014)

Research paper titled "Gender Equality and Women Empowerment" sheds light on the importance of gender equality and role of gender equality in women empowerment, gender concern in development and gender mainstreaming in development. Researcher has

discussed that the rationale behind merger and acquisition are to create value, stimulate growth and to gain synergy benefit. a research paper titled "Development of Tourism Infrastructure in Rajasthan" has highlighted that the Lack of inadequate tourism infrastructure & supporting services are the biggest challenge before Rajasthan. Many Indian banks are taking initiatives towards people and the planet's welfare and for the development of society but still some banks are not serious in the concern. The researchers have also analyzed the contribution made by India's public and private banks towards corporate social responsibility. Shine in her research paper titled "Occupational Stress among Hospital Nurses" has observed that in health care Nursing is a highly stressful occupation and high levels of occupational stress are believed to affect the physical and mental health of nurses. The government hospitals are not practicing any stress management strategies. Online social networks focus on building and reflecting social relationships among people who share interests and/or activities. Most of the social networks allow their users to maintain profiles of themselves and lists of their friends. These social networks encourage people to share their personal experience with others through music, videos and other media.

EDUCATOR: THE FIMT JOURNAL (JUNE-DEC 2015)

When we draw insights from the preferences and behaviors of the new generation entering the workforce, we also need to look at how the "work environment" itself is changing and evolving. Developing a Compelling Brand Positioning through 'Advertising in Rural Sector' has discussions about brand positioning. The researcher has stressed on developing a good

relationship with target publics is essential for brand management. Banking Sector" has examined various innovative instruments that have been introduced by Information Technology and its role in Indian banks. researchers have beautifully reviewed the research literature published within the past 15 years regarding the impact of Television advertising on children and subsequent influence on family decision making. "Study of Performance of Public Sector Banks Post Liberalization in India" have discussed that Indian banks have played a significant role in the development of the Indian economy by inculcating the habit of saving in Indians and by lending finance to Indian industry. "Business Model Evolution and Trade Policy Implication (Study of IT Industry)" have discussed the role of Governments in establishing the infrastructure framework of a country, be it in the fields of intellectual property protection. "Study of Governance in Government Hospitals - A Case of Delhi" has examined the concept of governance in a hospital setting and questions the drivers of this phenomenon in both its internal and external environments.

EDUCATOR: THE FIMT JOURNAL (JAN-DEC 2022) Issue I & II

The attraction of this issue is book review "The untold Vajpayee politician and Paradox" which precisely explains the identity of the party system in India initially marked by the Congress system. This book maps the larger contour of Indian political process and situate Vajpayee under it elucidating for beginners. changes in biochemical parameters as an effect of Covid-19 which can help clinicians to evaluate the effect of disease on liver and kidney function. Reflection on background and expectation of National Education policies, 1968 and 1986 can be seen

In this issue. The Thar desert is the most densely populated arid region among all deserts of the world. The author very thoroughly explained the problem that due to lack of surface water-body, the area has dire need of incorporation of underground water exploration.

EDUCATOR: THE FIMT JOURNAL (JAN-JUNE 2023) Issue I

The theme for this issue is "Revival of an Old Era of World Guru in Changing National & International Scenarios". Occasionally, we will come across information that shows the strength of India in ancient times. In the 17th century, India was a key player in the world economy and was a leading exporter of spices, sugar, textiles, handicrafts, and much more. It was also the first country to adopt a money-based trade. One may be surprised at the prevailing dominance India in that period. We fail to realize that our real strength lies in building others, not burying them. But India wasn't like any other nation. We never invaded anyone. In fact, despite so many invasions of our country, our glory didn't die. It faded, for sure.

But it is still there. Now, the time has come to recapture our fading glory. Now is the time to re-emerge as the Vishwa Guru that India once was. Many research papers i.e. economic orientation of modern India, transformation of digital economy, ancient Bharat: The gurukul of humanity, progression of feminism in early modern and modern literature are the part of this issue. The expansion of the civilization of Bharat geographically as well as culturally, was immense, and ample proof exists in the form of infrastructural marvels not just in India but all over the world. Such creation has at its basis, an education system that was experiential, exploratory, interactive and skill based. The Gurukul system was truly a process which could effectively address the four pillars of education as listed by UNESCO: learning to know, learning to do, learning to live together and learning to be. The Four vedas and the related texts such as Upanishad, Puranas, Vedangas, Darshanas, Dharmashastras, Itihaasa provide us detailed theoretical and practical knowledge of sciences, humanities, management, economics, architecture, music etc.

Contemporary Educational Scenario

Prof. Dr. S. P. Singh

The main issue that is under hot discussion today in the educational circle is the discussion and implementation of NEP 2020. Due to COVID-19, it could not get the desired momentum but for the last three years, it is on a top priority. Most of the educational institutes and universities have started to implement it. It has been evolved after long and deep study, research, discussion, and debate. Over several years' prominent educationists, researchers, thinkers, and social scientists have deliberated on important aspects and dimensions of the educational system in INDIA based on past experiences and future needs and aspirations in the context of globalization.

The formulation of the curriculum and pattern of delivery are the main thrust areas of NEP 2020 because the nature and matter content of the curriculum goes a long way to shape the heart and mind of all the stakeholders and also the career of future generation. The main elements of the content of the curriculum are historical, cultural, educational, ethical, ethos, and the eco-system of national society. All the architects of NEP 2020 have gone very deeply to make the study inclusive and holistic with doses of empiricism. Indian diversities and national ethos have been reflected and emphasized in curricula in that are being implanted in the educational issues of almost all the states with certain amount of critical and analytical observations at different levels.

In the present scenario, we see a lot of institutional development based on modern architectural design, and environmental parameters to make the campus of educational institutions more conducive in promoting educational culture for the all-round development of the students.

In the present scenario, the meaning and objective of education have undergone a sea change on the face of a new changing socio-cultural milieu on account of global culture. In this context teaching and learning process is getting new orientation, approach, and methodology. It is more and more creative critical and research-based. Research has become a very important component of the present education system to understand the issues more inclusively and minutely.

The research approach is being developed from primary education and higher education in all the fields of study as well as in teaching. Most of the assessment and inspecting agencies of education institutions award the institution on the criteria of research development and its application in the teaching and learning process. As it is said that man is a measure of everything, in a similar way the student is the focus point around which every education policy and program revolves. Today all educational policies and decisions are student-centric keeping in view their physical, moral, psychological, and finally career development possibilities and feasibilities.

We can conclude that present educational developments are touching new contours and heights by making relevant policy-based decisions. In fact, it has become more global with local ground.

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ARTICLES

Digitalization a Movement in Human Resource Practices, Issues & Ethics

Dr. Rahul Sharma

Abstract

These days, the traditional company model is changing due to digitization of all the functions. The rising use of employee related software, IT-enabled HR services, social networks, and mobile solutions, human resources management (HRM) is significantly impacted by digitization. Organizations are handling their human resources (HR) utilizing a digital strategy. To stay competitive in the industry, human resource procedures must be continuously improved upon. Additionally, recent studies have shown that businesses are creating employee focused HR procedures that are digitally enabled. Upgrading HR is necessary to produce the finest results and compete in the market. As a result, innovative and technically enhanced HRM is gradually replacing the conventional HRM as technical improvements are achieved in the sector of human resources. In order to transition HRM to E-HRM, this article tries to examine how digitalized (IT) equipment are used in HR practice. A comprehensive, company-wide electronic network of HR information, services, tools, applications, and exchanges is referred to as e-HRM.

Keywords: Human resource management, information technology, e-human resource management and HR practice, innovation, HRM practices, technology, digital HRM, Ethics.

INTRODUCTION

The internet is functioning as the primary driver of change in enterprises due to the growth in technology. Since it serves as a better strategy for communicating with audiences of greater size than at any other time in recent memory. Today's HR professionals must adapt to heightened competition for comprehensive digitalized change and speedy technological breakthroughs in HR. Future HR professionals who are adaptable and eager to deal with the ever accelerating pace and frequently

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unanticipated changes in the global workplace will need new types of technical knowledge, aptitudes, and competencies. The impact of a shift to a decentralized economy, which, if used wisely, might result in liberation, must be evaluated by HR professionals.

However, human resource management faces a variety of difficulties globally. Business organizations must attempt to grow into the global market if they are to succeed in the modern world. Trying to manage the complexity of change and transformation is the most

difficult opportunity for HR job. Today, HR is taking the lead in helping businesses build the internal capacity and momentum associations need. According to Indermun (2014), the role of human resource managers is changing nowadays as a result of the shift in the market's competitive climate and the recognition that human resource management (HRM) must play a more strategic role in an association's performance.

The success of the hiring process heavily influences the type of human resources an association has. According to Burma (2014), having a talented workforce is crucial because "in a competitive era, the development of any association is relative to the development of its talent." To encourage them to offer their best effort, it is just as important to identify and hire exceptional employees as it is to keep them. Therefore, objective, defined, and consistent performance evaluation systems are related to consistent reward systems. According to Taylor (2009), there are four key areas that must be addressed in order for an employee to "become hopelessly enamoured with" an organization: reward fairly in line with the market, treat well, that is, place an emphasis on recognizing each person's commitment, prepare and improve abilities, and promote talented people.

It would be most helpful and advantageous for HR professionals in the web-based economy to comprehend the relationship between HR and IT and to employ a theoretical approach in boosting the performance of the HR work through its integration. Technology is a crucial technique for ensuring that efficiency and innovation are balanced in every organization. Given that HR serves as the association's focal point and is typically in charge of creating authoritative structure, the coordinated effort between the two is enormous.

By enhancing its most important assets, the "Human," digital technology aids the association in growing more profitable. "An umbrella

term covering all possible integration mechanisms and contents between HRM and IT going for creating value inside and across association for targeted employees and management," says one definition of digital HRM, "is a path by which strategies, policies, and practices can be effectively implemented." The vast bulk of tasks related to human resources are outsourced. As a result, businesses need their HR teams to possess more modern skills.

DIGITALIZATION IN RECRUITMENT

Among all other service industries in the world, the recruitment industry is the oldest. Technology has a favorable impact on hiring. The process of attracting potential candidates for the important expected job openings is called recruitment. E-Recruitment offers a wide range of digital tools.

DIFFERENT E-RECRUITMENT METHODS

- **Operational E-Recruitment:** including crucial exchanges marked by here-and-now candidate relationships, global communications, and substantial automation.
- **Relational E-Recruitment:** Real candidate relationships are developed through better feedback, the tailoring of candidate messages, and the use of web 2.0 tools, such as unofficial organization sites.
- **Transformational E-Recruitment:** It is based on a global personnel management strategy that involves identifying the fundamental positions, then attracting and keeping employees who fit the established profile. Employer reputation and branding may be quite helpful.

DIGITALIZATION IN TRAINING DEVELOPMENT

IT tools have changed how a workplace approaches formal education. E-learning gives

employees a huge opportunity in the age of digitalization by making learning more engaging and appealing. E-learning, as used in the delivery of a variety of arrangements that improve knowledge and performance, refers to the use of internet technologies. Lessons, case studies, role plays, and other basic preparatory methods give way to more sophisticated methods including technology-based learning, video, internet, and computer-based learning. E-learning is being adopted by numerous public and commercial sector organizations. Using the most recent information and correspondence technologies, e-learning is defined as learning that depends on or is enhanced by electronic or online correspondence.

DIGITALIZATION IN PERFORMANCE MANAGEMENT

Performance gauges how efficiently and effectively employees accomplish hierarchical goals. The planning and application of information technology for the management of performance management systems is known as e-performance management. The component of e-HRM is e-Performance Management. IT-enabled Performance Management is a useful tool for maximizing system benefits at a proportionately lower organizational cost. The E-Performance Management gives organizations the ability to maintain a record of core competencies and abilities in the employee monitoring process. Software for performance evaluation is becoming more common in associations as a result of the development of technology. By saving time and money, performance management software aids HR in carrying out employee performance in the best way possible. By saving time and money, performance management software aids HR in carrying out employee performance in the best way possible. Utilizing performance

management software offers a novel approach to handling employee performance reviews. It offers performance evaluations and aids in boosting productivity, relationships, behavior, development, and core competencies.

Case Study: Bank of Baroda's digitization:

For employee services, Bank of Baroda has launched the Human Resource Network. It includes every aspect of HRM work done at the bank. The Oracle Core HR Module handles all of the bank's HR processing. The use of this software enables the employees to take various learning courses. Beginning in 2009-10, the Performance Management System is in place for all officers. The performance planning and goal-setting process is where the system starts, and it progresses into performance reviews, discussions, feedback, and development. The new system is business-related, genuinely objective, and totally transparent, with people taking responsibility for and managing their own performance. The idea channels where new employees can express their ideas are Baroda sujhav and ideaonline@bankofbaroda.com.

Case Study: SBI-Gyanodaya E Learning Gateway's digitization:

The preparation resources are offered by the SBI's e-learning portal in an effort to improve the employees' aptitudes. The entrance has the instructional materials for various positions like chief manager, branch manager, money officer, and field officers. Every SBI employee has access to entries where their information is stored in the HRMS entryway. This entry's goal is to make learning accessible to everyone, everywhere, and at any time. The employees are free to select any module through this entrance, and they can obtain certification by accessing examinations.

Introduction to Portal: -

1. Registration for new users: Your personal information and authority details sections will be calculated using the information from the HRMS for the employees. Employees then provide their contact information and work information. The staff can construct her/his record after filling up these information.
2. Enrolling in classes, often known as "course registration".
3. Obtaining Access to Lessons: Obtaining "course apparatuses".
4. Taking Tests and Quizzes: - assessment test.

RESEARCH OBJECTIVE

The current study aims to fulfil following objectives:

- To recognize the HRM function's need for digital transformation.
- To comprehend the existing function of digitalization in firms' HRM.
- To comprehend how digital tools are used, practices, issues and how well they operate in Indian HRM procedures as per ethics.

LITERATURE REVIEW

Although HR professionals are already using innovation to some extent, the question of whether it is being acknowledged, amplified, or estimated still needs to be addressed. It is essential to consider how HR can integrate IT into their system in order to attract and keep the individuals who will control the situation and have the tools necessary to support business methods (Huselid, 1995). Recent instances among local and international organizations have shown how important it is to incorporate it into HR practices in order to

increase profitability. For instance, by designating each HR employee as a change operator and defining critical competencies, Deutsche Bank has made the HR division a crucial business partner. The main forces behind the transformation of Deutsche Bank's workforce administration were improvement and data innovation (Svoboda and Schroder, 2001).

Technology has been conceived in previous studies as a helpful tool that can only give an advantage when combined with already-existing company capabilities (Tippins and Sohi, 2003). Traditional HRM practices like recruitment, compensation, performance reviews, retraining, redeployment, and rightsizing are said to have been purposefully modified with innovations, which are referred to as creative HRM practices to gain skills, routines, and networks during the process of hierarchical re-outlining (Som, 2012). The main problem during HR practice execution was the observation that organizations don't invest much in IT due to the prohibitive costs involved. Innovation is without a doubt one of the critical indicators that affect the implementation of HR practices (McCampbell, Clare, and Gitters, 1999).

According to Pfeffer (1981), the choice of inventive HR specialists depends largely on the relative importance of authoritative variables to preserve such advancement in a hierarchical context (like size and unionization) (Kossek 1987, 1989). While managers have begun to recognize that organizations' appropriation and integration of IT has evolved into a competitive necessity, they have also begun to recognize that there is still much to learn about how to strategically position technology to ensure the significant positive impact on firm performance (Tippins and Sohi, 2003).

Additionally, innovation can provide a benefit in gaining knowledge from a wealth of outdated

information repositories. Innovative HR practices have been shown to provide a variety of benefits for the frequent organization by previous researchers (Agarwala 2003, Bhatnagar and Sandhu 2005, Bhatnagar 2007). In addition to, it can facilitate quick data hunting, access, and recovery as well as support cooperative work and communication between hierarchical individuals. A few analysts discovered that, out of all the measurements, the presentation of creative HR best practices best improved employee connection to the organization because they clarified the most change in hierarchical responsibility. Additionally, previous experts have argued that the notion of the HR division's relationship to any association with the best and center administration, as well as the ways in which the HR procedure is connected to the hierarchical methodology (Ulrich 1997). Som (2007) put up a few variables that affect associations functioning in India's innovative HRM hone selection. i.e. national condition, or institutional system, culture and motivating force structures for imaginative practices; unionization, innovative complexity; hierarchical size, professionalization, rebuilding, initiative and style of best administration; and part of HR division.

The implementation of (HR) is also changing due to innovation, according to Oxford Economics (2012). Today's HR innovators can employ tools to gauge things that were previously difficult to predict or quantify. According to research, the transformation of HR into an essential business function is well under way and will continue over the next years. The process entails expanding and widening the collaboration between HR and various specialized units to improve the execution and investigation of ability administration, as well as placing a greater emphasis on generating business results through the effective use of innovation.

According to Wolf (2015), technological and social advancements are actually changing the way that capital punishment is administered. Although going paperless is currently the norm in many organizations, the developments go beyond that. Directors may now monitor representatives nearly constantly and provide feedback, so they always know how they are doing and where they stand (Wolf, 2015). This informal critique may also be deliberately incorporated into the official execution administration process, which could improve accuracy and limit surprises.

According to Chase (2014), transforming ability management necessitates digitisation, but it also entails leveraging social and technological advancements in ways that advance and improve communication, coordinated effort, and commitment - not just between a worker and the association, but also between and among representatives themselves. They will never again have their own specific space, as will human resources, capability forms, and the innovation that supports them. Or perhaps a number of HR and talent management functions will end up being fully integrated into the future of work (The Innovation venture, 2015).

E-HRM definitions, according to Bondarouk and Rul (2009), have "prospered, with little consistency or assenting in locate." The authors also stress the importance of understanding how analysts describe e-HRM. They claim that slight variations in wording may cause subsequent investigations to anticipate different outcomes or result in a variety of client "subsets" within the e-HRM target population. Since early attempts at the nexus between electronic innovations and HRM, numerous definitions of this marvel have been put forth. In spite of the fact that the text distinguishes between these several electronic and electronic

wonders, e-HRM has also been referred to as HR Information System (HRIS), virtual HR(M), online HRM, and intranet based HRM.

Size and achievement provide the idea that e-HRM and an HRIS stand out from one another. A system structure is often used as the primary defining feature of e-HRM in existing writing. Strohmeier, S (2007), for example, defined e-HRM as the "arranging, usage and use of data innovation for both systems administration and supporting of no less than two individual or aggregate on screen characters in their common performing of HR exercises."

Thite and Kavanagh authors (2009) divided HRM exercises into three groups: (1) Value-based exercises, such as routine interactions and record-keeping, (2) HRM related exercises, such as recruitment, selection, planning, pay, and execution administration; and (3) transformational exercises that raise the association's value, such as learning, ability management, and hierarchical advancement. Significant portions of value-based activities are now transmitted electronically as technology has been increasingly integrated into HR frameworks. The next section examines the differences between e-HRM and automated human asset data frameworks (CHRIS/HRIS) in an effort to determine the value of an innovation-driven online interface for many clients in promoting the profitability and productivity of HRM.

According to Walker (2001), HRIS is an effective system for obtaining, storing, monitoring, retrieving, and approving data related to an organization's human resources (HR), workforce activities, and hierarchical unit attributes. It is crucial to consider the following in order to comprehend what makes up e-HRM. For e-HRM to be properly implemented and take into account the acquisition, storage,

examination, and flow of human resource data throughout the organization, an integrated HRIS and appropriate technology are necessary (Van Heerden, Possat and Mey, 2012). By methodically creating accurate, auspicious, and applicable data, HRIS must assist both human resource and line administrators in basic leadership that is tied to the achievement of important business aims (Van Heerden et al., 2012).

For a new e-HRM system to be accepted and used within the organisation, it is crucial that both managers and employees sign up for it. Issues with as leaders have complained that using e-HRM is undoubtedly not a good use of their opportunity, some still rely on using conventional disconnected frameworks, prompting them to urge administrators and employees to use e-HRM frameworks (Parry and Tyson, 2011). This situation highlights the importance of persuading people to use e-HRM in order to avoid delays and reap the associated benefits (Parry and Tyson, 2011). In this way, the importance of skill development, training, and a suitable e-HRM framework is highlighted.

Social factors may also influence how e-HRM is received, since the national culture of the setting in which an organization is set up may influence the association's way of life (Bondarouk, Schilling, and Rul, 2016). For instance, a culture that values close relationships and individual relationships may find that e-HRM practices are less accessible and, as a result, more difficult to accept and engage with (Bondarouk et al., 2016).

Watson (2002) identified four factors—profitability changes, cost reductions, rate of profitability, and improved worker relationships—that support the case for eHR. Several pieces of recent writing and contextual studies

make reference to increased efficiency as a result of e-HRM. (Hawking, Stein, and Foster, 2004; Rul et al., 2004 as cited in Strohmeier, 2007) This is seen as being achieved by a reduction in HR staff, cost reserve money, and less regulatory weight due to computerization. However, it is impossible to directly translate the time saved by e-HRM into financial benefits (Dias, 2001). E-HRM can assist in achieving social goals, including the provision of excellent services to the organization's internal clients, by increasing opportunities and strengthening the introduction of HR professionals for the benefit of the customer (Snell, Pedigo, and Krawiec, 1995; cited in Lepak and Snell, 1998).

ETHICS ISSUES IN HR PRACTICES

BLOCK DIAGRAM FOR HR ETHICAL ISSUES
a. Cash and Compensation Plans

Concerning executive perks, annual incentive schemes, salary, etc., there are moral dilemmas. The HR manager is frequently put under pressure to increase the base salary band. The necessity to retain senior management is used as a reason for the increased pressure on the HR department to provide incentives to them.

Additional moral dilemmas when long-term incentive and pay plans are created in HR with input from the CEO or an outside consultant. There is pressure to prioritize the interests of top management over those of other employees and stakeholders when determining the payment.

b. Race, gender and Disability

Up until recently, employees in many organizations were treated differently based on their origin, gender, race, or disability. Not since the development of laws and a regulatory framework that standardized how employees interacted with one another.

Performance is the only thing that sets good organizations apart! Furthermore, the ability to file lawsuits has rendered organizations less competitive. Supervisors receive training on how to align behavior and abstain from discriminating actions.

c. Employment Issues

When employing new employees, human resource professionals face more difficult decisions. The pressure to hire someone who has been suggested by a friend, member of your family, or a senior executive is one problem.

When someone you've previously hired turns out to have submitted forged paperwork, you're left with yet another conundrum. There could be two situations, both of them serious. In the first instance, the worker has training, and the role is crucial. In the second instance, the individual possesses a special combination of abilities and the appropriate mindset, or they have been highly recognized for their performance throughout their brief employment. These two scenarios are complex enough to confound even the most seasoned HR advocate.

d. Privacy Issues

Every employee, regardless of organization, is an individual with a personal life that they demand be respected and not interfered with. The worker wants his or her privacy respected by the company.

This private life may include things like his or her political, social, and religious convictions, among other things. However, there may be circumstances that require the employer to engage in snooping activities.

One of the methods used to monitor an employee who is suspected of participating in activities that are not beneficial to the company as a whole is mail scanning.

Similar ethical concerns exist in HR with regard to employee obligations, restructuring, layoffs, and health and safety. Whether or not such behaviors are ethically acceptable is still up for debate. For example, layoffs are no longer viewed as unethical as they formerly were.

Analysis

A change in mindset within the HR organization, stressing connectivity, real-time operations, structures, automation, and cellular-first, is where HR's virtual revolution began to take shape. That is a contemporary opportunity for many groups, including those in HR and throughout the company. One aspect of the bigger virtual HR duty is to respond to the question, "How can HR play a role in developing the general digital corporation method, company, and culture." This digital HR journey focuses on the employee and HR experience.

In this study, an effort was undertaken to determine the current reputation of e-HRM and the body of available knowledge in this area. It has been stated that e-HRM can boost HR team effectiveness, enhance HR provider delivery, and transform the HR function's role into one that is more strategic. Therefore, utilizing eHRM may also enable the HR function to increase its fee and contribute to the competitive advantage of the business. The growing use of HR systems and generation could be another source of organizational expense because these assets are easier to copy than things like know-how. Many sections of recent literature make the argument that e-HRM can improve the performance of HR activities by reducing costs and speeding up HRM methods. One of the main goals of e-HRM is to produce performance profits or cost savings by reducing headcount in HR departments and eliminating administration. The usage of E-HRM can thus be made in place of having people carry out administrative or transactional duties by hand and also provide such duties more effectively. In addition to reducing administrative tasks, sophisticated e-HRM systems can be leveraged to offer manager and employee self service possibilities.

As a result, associations are working to cut costs and increase production. Associations are working to make transition in their HR

practices to include electronic records. Organizations in the age of globalization needed to be more inclusive by reaching out to people all over the globe. To do this, they needed complete trustworthiness throughout their value chain and increased process competency across all of their organizations. Businesses in India are making an effort to convert their HR practices to E-HR practices, such SBIGyanoday E-Learning Entryway and Bank of Baroda. These companies used unique programming for a variety of HR capacities. These web developments aid organizations in gaining the upper hand. These groups highlight the value and necessity of cutting-edge instruments in Indian industry.

The majority of firms rely on outside advisors for their HR initiatives, thus they need additional professionals in their HR team. The principle of EHR is to create an authoritative culture that improves the representatives' working knowledge by raising the worth of the company. Our foundational findings show that digitalization is perceived as a changing public environment that creates external weights for change within associations. Digitalization was portrayed as creating a rapidly changing environment to which the association must adapt in order to survive. Additionally, it was emphasized that it implies modifications in human behavior, both in regard to clients and representatives. In the long run, digitization affects everyone in some way, which has implications for the association both directly and indirectly. To elaborate on this, it was demonstrated that digitalization offers many proposals for HR managers

CONCLUSION

The study's goal is to provide a summary of recent writings on the nature and scope of the

development of digital HRM. Through improved methods for interacting and communicating with everyone using computerized tools, digitalization enables new work structures. In order to meet the arbitrary requirements that digitalization entails, it also calls for new labor structures.

HR directors have difficulties as a result of being put in a perplexing situation that necessitates both immediate and crucial focus on the employees. E-HRM (electronic human resource management) is a modern business solution that provides complete online support for the management of all procedures, activities, statistics, and data needed to manipulate human resources.

It is an effective, dependable, and simple-to-use instrument that is available to a sizable institution of various consumers. It's obvious that some aspects of e-HRM are more often investigated than others. The results of this evaluation appeared to show that many research concentrated on the value and cost of e-HRM for the human resources department and staff. More research is needed to advance our understanding of this field and demonstrate how the adoption of e-HRM will result in strategic advantages like increased productivity. This suggests that the HRM value chain is focused on "what the employer accomplishes in the marketplace/society."

This will require empirical research centered on developing trustworthy and valid metrics to show the relationship between eHRM and, among other things, decreased costs, increased revenue or earnings, return on investment, financial price addition, shared income, discounts in pollution levels, and poverty alleviation. It is also suggested that future research focus on determining the value of and price introduction for e-HRM for a variety of

organizations' clients, including operational staff and line management. This would imply that the HRM value chain is focused on "what happens with the people" and "what the people get in the organization." E-HRM is a method of enforcing HR policies, procedures, and practices in groups through the conscious and intentional use of and/or web-generation-based totally channels.

It covers all aspects of human resource management, including personnel management, as some of the crucial issues were covered in our examination in a similar manner. Training and education, career development, corporate agency, activity descriptions, hiring system, employee private pages, and yearly employee interviews. Therefore e-HRM is a method of implementing HRM.

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Revolutionizing Learning: Exploring the Impact of Cloud Computing in Education

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Abstract

Cloud computing has emerged as a pivotal force shaping education, evident from various scholarly discussions and research papers highlighting its impact. These studies delve into the multifaceted roles of cloud technology in educational settings, exploring aspects such as accessibility to educational resources, cost-effectiveness, collaborative learning, and research facilitation. The impact of cloud computing on educational institutions and its potential future implications have been subjects of interest, emphasizing its role in reshaping the academic environment and infrastructure. Moreover, specific examinations regarding mobile cloud computing's influence on education have been conducted, reflecting the increasing usage of mobile devices in the learning process. These extensive discussions underscore the transformative potential of cloud computing in educational landscapes, showcasing its evolving role in revolutionizing learning methodologies.

Keywords: Cloud Computing in Education, Benefits of Cloud Computing, Educational Technology Services, Cloud-Based Learning, Collaboration in Education, Cost Savings in Education, Accessibility to Educational Resources, Student Engagement in Cloud Computing, Cloud Infrastructure in Schools, Future of Learning with Cloud Technology.

INTRODUCTION

Cloud computing has emerged as a transformative force within the realm of education, revolutionizing traditional teaching methods and educational infrastructures. This technological paradigm shift involves storing and accessing data, applications, and resources over the internet instead of on local servers or personal devices. In the educational sphere, it offers a dynamic platform that transcends physical limitations, allowing students, educators, and institutions to leverage a virtual environment for teaching, learning, and collaboration.

The significance of cloud computing in education lies in its multifaceted impact. Firstly, it enhances accessibility to educational resources by providing a centralized repository accessible from anywhere, at any time, via an internet connection. This democratizes education, particularly benefiting marginalized students and those unable to access traditional educational facilities. Secondly, it fosters cost-effectiveness by reducing the need for extensive hardware infrastructure and maintenance, enabling educational institutions to allocate resources more efficiently. Additionally, cloud computing facilitates seamless collaboration, enabling real-time interactions among students, educators, and peers, regardless of geographical constraints.

Understanding the impact of cloud computing on learning is crucial due to its transformative potential. It reshapes pedagogical approaches, encouraging interactive and engaging learning experiences. Moreover, it addresses disparities in access to education by providing a level playing field for diverse learners, accommodating individual learning styles, and enhancing student engagement. By examining its influence on learning outcomes, institutions can harness the technology's capabilities to tailor educational strategies that optimize student success and prepare them for an increasingly digital future. Cloud computing in education transcends mere technological innovation; it represents a fundamental shift in the way knowledge is imparted, accessed, and utilized. Understanding its impact is not merely about embracing a novel technology but harnessing its potential to revolutionize learning methodologies and bridge educational gaps for a more inclusive and effective educational ecosystem.

I. Understanding Cloud Computing in Education

Cloud computing refers to the delivery of computing services over the internet. It encompasses various resources like servers, storage, databases, networking, software, and more, offering them on a pay-as-you-go basis. Key concepts of cloud computing include:

1. **On-Demand Service:** Users can access resources whenever needed, without direct management of the infrastructure.

2. **Scalability:** The capability to scale resources up or down based on demand, ensuring optimal performance and cost-effectiveness.

3. **Resource Pooling:** Multiple users share resources, allowing for better utilization and economies of scale.

4. **Broad Network Access:** Services are accessible over the internet from various devices and locations.

5. **Measured Service:** Cloud systems automatically monitor and optimize resources, enabling billing based on usage.

Cloud computing operates through different service models:

1. **Infrastructure as a Service (IaaS):** Provides virtualized computing resources over the internet.

2. **Platform as a Service (PaaS):** Offers tools and services for application development.

3. **Software as a Service (SaaS):** Delivers software applications over the internet.

Security, reliability, and cost-effectiveness are critical considerations in cloud adoption, impacting various sectors, including education, by revolutionizing access to learning resources and collaborative tools.

II. Adoption and implementation in educational institutions

Cloud computing adoption in educational institutions represents a pivotal shift, leveraging technological advancements to transform learning landscapes. With benefits like cost efficiency, scalability, and enhanced accessibility, it facilitates seamless integration of educational resources and services. This adoption isn't without challenges; scalability issues, initial costs, and the need for adequate training pose hurdles. However, it heralds a future where educational institutions can optimize

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resources, offer flexible learning environments, and democratize access to information services, especially for institutions with limited budgets. Despite challenges, the ongoing adoption signifies a transformative phase in education, aiming to enhance educational experiences and efficiency through cloud-based solutions.

III. Benefits of Cloud Computing in Education

Cloud computing revolutionizes education by offering myriad benefits that transform traditional learning methods. Cloud computing not only modernizes education but also nurtures an ecosystem conducive to collaborative, accessible, and efficient learning, preparing students for the dynamic demands of the digital era. Here's an in-depth look at the multifaceted advantages of leveraging cloud technology in education:

1. **Enhanced Accessibility**: Cloud-based platforms facilitate anytime, anywhere access to educational resources, breaking the barriers of time and location. Students can seamlessly retrieve learning materials, fostering continuous learning.
2. **Cost Efficiency**: One of the core advantages is the cost-effectiveness of cloud computing in education. It minimizes infrastructure costs, offering pay-as-you-go models, reducing hardware expenses, and allowing institutions to optimize their budget allocations.
3. **Improved Collaboration**: Cloud-based systems enable better collaboration among students and educators. It facilitates real-time sharing and simultaneous editing of documents, enhancing teamwork and engagement.
4. **Scalability and Flexibility**: The scalability of cloud resources allows educational institutions to adapt and scale resources as per evolving needs. It accommodates an

increasing number of users or data without significant infrastructure changes.
5. **Real-time Updates and Content Sharing**: Cloud-based learning materials can be easily updated in real-time, ensuring students have access to the latest information. It simplifies content sharing and distribution, keeping educational content current and relevant.
6. **Time Savings**: Cloud technology streamlines educational tasks for both students and educators. It simplifies processes such as note-sharing, conducting exams, working on projects, grading, and feedback, saving valuable time.
7. **Long-term Benefits and Sustainability**: Cloud computing offers sustainable solutions by minimizing hardware dependency, reducing energy consumption, and providing cost-effective, efficient, and eco-friendly alternatives.
8. **Innovative Learning Environments**: It fosters innovative learning environments by offering tools and resources for interactive, personalized, and adaptive learning experiences, catering to diverse learning needs.

IV. Challenges and Considerations in Cloud Computing for Education

Cloud computing in education encounters several challenges and considerations:

1. **Data Security and Privacy Concerns**: Protecting sensitive data is a primary concern. Issues arise due to data breaches, unauthorized access, and compliance with privacy regulations.
2. **Dependence on Internet Service Providers**: Reliance on consistent and robust internet access can disrupt operations in areas with connectivity issues.

3. **Loss of Control over Infrastructure**: Educational institutions might face challenges related to control and governance as they entrust their data and infrastructure to third-party cloud providers.
4. **Resource Management and Scalability**: Optimizing resource allocation and scalability while balancing performance and costs can be complex.
5. **Collaboration and Communication**: Though cloud computing fosters collaboration, managing communication tools and ensuring uniform access for all users can pose challenges.

These challenges underline the need for robust security measures, strategic resource management, reliable internet connectivity, and governance frameworks to successfully navigate cloud adoption in educational settings.

V. Security and privacy concerns in cloud-based learning environments & Technical infrastructure and resource management

Security and privacy in cloud-based learning environments present multifaceted challenges. The shared nature of cloud services raises concerns regarding data breaches and unauthorized access due to multi-tenancy. Insufficient security-aware workflow management systems further amplify these risks, especially in data-intensive environments. Addressing these concerns demands robust data encryption, access controls, and compliance with privacy regulations. Managing technical infrastructure in cloud-based learning environments requires balancing resource allocation, scalability, and reliability. The challenge lies in efficiently meeting the demand for computing resources while optimizing performance and cost-effectiveness. Effective resource allocation strategies and monitoring tools are

crucial to ensure the optimal utilization of cloud resources.

VI. Successful integration of cloud computing in educational settings

Cloud computing has significantly transformed education with various successful integrations:

1. **Google Workspace for Education**: Widely adopted in schools, offering collaborative tools like Google Docs and Classroom for seamless interaction among students and teachers.
2. **K-12 Education Revolution**: Cloud computing has become integral in K-12 education, enabling access to educational resources and tools in innovative ways.
3. **Enhanced Accessibility**: Cloud technology allows easy access to educational content from various devices, fostering flexibility for both students and teachers.
4. **Secondary School Engagement**: Cloud computing aids in maintaining student engagement and focus, particularly when students might feel burnt out or disengaged.
5. **Integration in Teaching-Learning Process**: Principals' perceptions highlight the potential of cloud computing in enhancing the teaching-learning process, providing insights into its favorable integration.
6. **Adoption Across Spheres**: Cloud technologies are not confined to education alone, with businesses also integrating them successfully, indicating its versatility and broad applicability.

These examples illustrate the diverse and impactful utilization of cloud computing in educational environments, enhancing accessibility, collaboration, and the overall learning experience.

2. **Integration of Emerging Technologies**: Cloud education is evolving with the integration of emerging technologies like Artificial intelligence (AI), Virtual Reality (VR), and Augmented Reality (AR) to enhance learning experiences.

3. **On-Demand Learning Resources**: The trend towards on-demand resource continues, allowing students to access learning materials flexibly, supported by cloud computing.

4. **Personalized Learning Platforms**: Cloud-based platforms enable personalized learning experiences tailored to individual student needs utilizing adaptive learning algorithms.

5. **Enhanced Collaboration Tools**: Cloud technology facilitates advanced collaboration tools, fostering real-time interactions among students and educators, thereby promoting collaborative learning environments.

6. **Data Analytics and Learning Insights**: Utilization of cloud-based data analytics and learning analytics offers insights into student performance, aiding educators in providing targeted interventions.

7. **Security and Privacy Innovations**: Advancements in cloud security and privacy protocols ensure safe and secure usage of cloud platforms in educational settings, addressing concerns regarding data protection.

These trends showcase a transformative shift in cloud-based education, emphasizing personalized learning, advanced technologies, collaboration, data-driven insights, and enhanced security measures for a more holistic and effective educational experience.

XI. Future Directions

1. **SASE Adoption**: The future of cloud computing in education leans towards increased adoption of Secure Access Service Edge (SASE). This technology, focusing on secure and flexible network access, holds potential in educational settings.

2. **Personalization and Insights**: Cloud solutions are expected to further refine personalized learning insights, leveraging data analytics for tailored educational experiences. This evolution aims to enhance student engagement and learning outcomes.

3. **Enhanced Remote Learning**: The future holds continued reliance on cloud-based solutions for remote education, providing seamless access to learning resources, collaboration tools, and remote infrastructure.

4. **Augmented Reality and Virtual Reality**: Integration of Augmented Reality (AR) and Virtual Reality (VR) into cloud-based education is expected to flourish, revolutionizing immersive learning experiences and practical training opportunitie.

5. **Data-driven Decision Making**: Cloud technologies will further empower educators with robust data analytics tools, enabling informed decisions based on comprehensive insights into student progress and learning patterns.

6. **Accessibility and Availability**: Continued efforts aim to make education accessible to all by leveraging cloud computing, ensuring anytime, anywhere access to learning resources and educational tools.

The future landscape of cloud computing in education focuses on enhanced security measures, personalized learning experiences, immersive technologies, and data-driven educational practices to create inclusive, efficient, and effective learning environments.

X. Conclusion

The research surrounding cloud computing in education reveals its pivotal role in reshaping learning paradigms. It highlights its transformative impact on teaching methodologies, accessibility to resources, and collaborative learning, affirming its potential for educational enhancement [ScienceDirect][ResearchGate]. Empirical evidence emphasizes the necessity of widespread acceptance for successful cloud adoption in higher education institutions, focusing on the involvement of all stakeholders in the educational process. The reliance on existing open-source platforms in educational systems signifies a need for further advancements, suggesting a gap between available tools and the evolving educational landscape. Integration of Project-Based Learning (PBL) with cloud computing offers promise, combining pedagogical strategies with technological advancements to deliver qualitative education. Understanding cloud computing basics is fundamental, requiring a comprehensive approach that aligns technological capabilities with pedagogical practices. This research collectively emphasizes the need for widespread acceptance, technological innovation, and comprehensive integration to create an impactful educational ecosystem empowered by cloud computing.

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Export Competitiveness of Creative Goods of India- (An Inter-Nation Comparison With G20 Nations)

Renu Dixit

Abstract

India stands out as a culturally vibrant nation and a rising force in the creative economy. In recent years, there has been a noteworthy increase in India's share of exports in the global market for creative goods. According to UNCTADSTAT, India now holds the 7th position among the top ten global exporters of creative goods. This paper aims to assess the competitiveness across various categories of creative goods and evaluate India's export competitiveness in comparison to the G-20 nations. Furthermore, it presents a policy suggestions designed to enhance export competitiveness. The assessment of export competitiveness for creative goods utilizes the Revealed Comparative Advantage (RCA) index for the year 2021, and the findings indicate that efforts should be focused on improving the competitiveness of less-competitive goods, thereby boosting the overall export levels of creative goods.

Keywords: Creative goods, export competitiveness, RCA index, G-20.

INTRODUCTION

The term "Creative Economy" has garnered significant attention from researchers and policymakers worldwide. John Hawkins introduced the concept in 2001, emphasizing that in the Creative Economy, value is derived from innovative and imaginative attributes rather than relying solely on the conventional resources like land, labor, and capital (Howkins, 2013). The Creative Economy underscores the dynamic interaction between human creativity, ideas, intellectual property, knowledge, and technology, as defined by UNCTAD in 2021.

UNCTAD classifies Creative Goods into seven distinct categories: "Art and Crafts, Audio-Visuals, Design, New Media, Performing Arts, Publishing, and Visual Arts" (UNCTAD, 2021). This sector has emerged as one of the fastest-growing globally, with developing countries recognizing its potential to generate income and employment opportunities. Creative industries are often viewed as the future growth engine, offering numerous opportunities for people in developing countries. The revenue from creative goods exports has the capacity to alleviate poverty and hunger (Mikic, 2020).

Given India's rich cultural heritage and demographic advantage, leveraging the trade of creative goods and services could serve as a key solution to address issues such as poverty and unemployment, contributing to a sustainable current account position. It is crucial to estimate

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India's competitiveness in the export of creative goods to design effective trade promotion policies.

The recent G-20 Summit, held under India's presidency, sparked discussions among international trade experts. The G-20 includes Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Mexico, Russia, Saudi Arabia, South Africa, Republic of Korea, Turkey, the U.K., and the U.S., as well as the European Union. In the era of globalization, the G-20 has proven to be an effective forum during and after financial crises, emerging as a premier leaders-led platform to address challenges in the global economy. Assessing India's position in the trade of creative goods compared to G-20 nations is crucial for understanding its actual standing in the world market.

LITERATURE REVIEW

The empirical literature on the competitiveness of exports in creative goods is steadily expanding, with several studies focusing on comparative analyses among different nations. One notable study by **Batra and Khan** (2005) compares the revealed comparative advantage patterns between China and India in the global market, utilizing Balassa's (1965) index of revealed comparative advantage. The objective is to discern specific industries or sectors where both countries exhibit a comparative advantage on a comprehensive scale, offering insights into the evolving dynamics of comparative advantage and aiding policymakers, businesses, and analysts in identifying potential areas for collaboration or competition.

Fetscherin, Alon, Johnson, and Pillania (2012) contribute to this discourse by measuring and analyzing the industry export competitiveness of India. Their multi-dimensional framework incorporates industry specialization,

the growth rate of industry exports, and relative export market share, based on a dataset covering 97 distinct Indian industries over a five-year period (2001-2005). The analysis categorizes industries into four groups: domestic static, domestic dynamic, global dynamic, and global static. The findings reveal a significant proportion of Indian industries falling into the dynamic category, with growth rates surpassing the global export growth rate.

In a study by Kathuria (2018), the evolving clothing export structures of various nations, including India, China, Bangladesh, Vietnam, and Turkey, are analyzed using different versions of revealed comparative advantage indices. The results highlight a notable transformation in the global clothing trade structure, with a shift towards low-cost countries like Vietnam and Bangladesh. India, unfortunately, relinquished its strategic advantage in numerous value-added products to these cost-effective counterparts.

Krajišnik and Popović (2019) delve into the sectoral structure of Bosnia and Herzegovina's exports, utilizing the Trade Competitiveness Map analysis methodology and the Trade Performance Index (TPI). The study identifies weaknesses and proposes avenues for improvement, emphasizing the need to strengthen the most competitive sectors while reshaping the economic structure toward technologically intensive and highly lucrative sectors.

Sharma, Kathuria, and Kaur (2022) focus on assessing the relative export competitiveness of agricultural food products from India compared to other major global food exporters. Using Balassa's (1965) revealed comparative advantage (RCA) index, revealed symmetric comparative advantage (RSCA), and Normalized RCA (NRCA) indices, the study reveals an enhancement in India's comparative advantage

over the period 2010-2020. However, it also underscores stiff competition from countries such as China, Indonesia, Brazil, Thailand, Argentina, the European Union, and Mexico.

Huber, Stiller, and Dür (2023) contribute a unique perspective by assessing the competitiveness of territorial units, such as countries and subnational regions, based on revealed comparative advantage at the industry level and employment structure data. The study, covering 6,475 regions across 63 countries over a 21-year period, suggests that countries with less heterogeneity among their regions tend to be more developed, while lower-income countries show more variation in competitiveness across regions. Case studies, including those of Bolivia and South Korea, enhance the credibility of the proposed measures and provide real-world examples supporting the conclusions drawn from the broader dataset. This research is valuable for policymakers, economists, and stakeholders interested in understanding the dynamics of regional competitiveness within countries and identifying factors contributing to economic development or disparities across regions.

OBJECTIVES

The paper is designed to accomplish the following objectives:

1. Evaluate and compare the competitiveness of India's exports in creative goods with those of G-20 nations. This assessment will involve a comprehensive analysis of various factors influencing export competitiveness, allowing for a nuanced understanding of India's standing in the global market relative to other major economies.

2. Offer policy recommendations aimed at improving and bolstering the export

competitiveness of India in the realm of creative goods. These recommendations will be informed by the findings of the competitiveness assessment and will provide actionable insights for policymakers, businesses, and other stakeholders. The goal is to identify strategic measures that can enhance India's position and effectiveness in the international market for creative goods, fostering economic growth and sustainability.

DATA AND METHODOLOGY

The study relies on annual trade data for creative goods exports from UNCTAD for the year 2021, encompassing G-20 countries. The assessment of export competitiveness for creative goods is conducted using the Revealed Comparative Advantage (RCA) index.

The Revealed Comparative Advantage (RCA) index, also known as the Balassa Index, is a widely employed metric for discerning a country's strengths in trade. Coined by Bella Balassa in 1965, this index gauges the proportion of a specific commodity's global exports from a particular country (i) relative to the proportion of that country's overall global exports. The formula for calculating the RCA index for country i and commodity j is expressed as follows:

$$RCA_{ij}=(X_{ij}/ X_{wj})/ (X_i/ X_w) \qquad \text{Equation 2}$$

- X_{ij} represent the export of commodity j from the ith country.
- X_{wj} represent the world exports of commodity j.
- X_i represent the total exports of country i.
- X_w represent the total world exports.

In accordance with the methodology, if the Revealed Comparative Advantage (RCA) index surpasses 1 (RCA > 1), it indicates that the

country possesses a comparative advantage in the specific creative good or commodity under consideration. Conversely, if the RCA index falls below 1 (RCA < 1), the country is deemed to have a comparative disadvantage in that particular commodity.

This paper calculates the Revealed Comparative Advantage index for Creative Goods among G-20 nations, including Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Mexico, Russia, Saudi Arabia, South Africa, Republic of Korea, Turkey, the U.K., and the U.S., along with the European Union, for the year 2021. The primary objective is to assess and compare the RCA index of India with that of other G-20 nations, providing valuable insights into the competitive strengths and weaknesses of each country in the domain of creative goods exports.

Export competitiveness of creative goods

INTER-NATION COMPARISON OF TRADE COMPETITIVENESS OF CREATIVE GOODS: To evaluate the export competitiveness of creative goods among G-20 countries, it is crucial to identify those nations with the highest values in creative goods exports. According to UNCTAD statistics for the year 2021, the top ten exporters of creative goods are China, the U.S., Italy, Hong Kong, Germany, France, India, the U.K., Taiwan (China), and Switzerland. In order to assess India's competitiveness relative to other G-20 nations, the Revealed Comparative Advantage (RCA) index is calculated for all G-20 countries. Table 1 provides an overview of the RCA index for creative goods among G-20 nations, offering a comparative analysis of their strengths and weaknesses in this sector.

Table 1: RCA index of creative goods exports of G-20 nations.

Country	RCA
Argentina	0.07
Australia	0.13
brazil	0.16
Canada	0.37
China	2.54
France	1.67
Germany	0.67
India	1.74
Indonesia	1.07
Italy	2.17
Japan	0.42
Mexico	0.44
Russia	0.13
Saudi Arabia	0.05
South Africa	0.15
Republic of Korea	0.78
Turkey	0.31
U.K.	1.21
U.S.	0.79
European Union	0.9

Source: Researcher's calculation

The data from Table 1, which pertains to the RCA index of creative goods exports of G-20 nations, is visually represented in the accompanying figure (Figure 1):

As previously mentioned, an RCA value exceeding 1 signifies that a country possesses a comparative advantage in a particular good. Illustrated in the figure above, China holds the highest RCA index, indicating that its creative products are the most competitive globally. Italy also emerges as a competitive nation in terms of creative goods exports. Following closely is India, securing the third position. India's export competitiveness stands significantly high compared to the rest of the G-20 nations, except
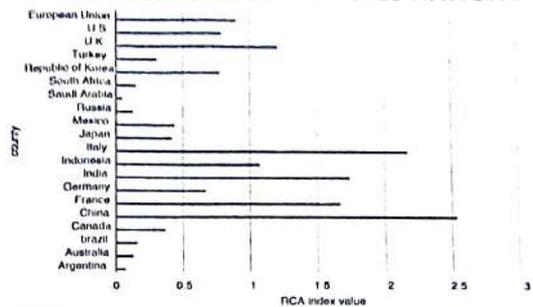
Figure: 1

for China and Italy. The countries demonstrating a comparative advantage in creative goods exports include China, Italy, India, Indonesia, France, and the United Kingdom.

Conversely, countries with a Revealed Comparative Advantage (RCA) index less than 1 are deemed to have a comparative disadvantage in that particular good. Among these are the European Union, the United States of America, Turkey, South Africa, the Republic of Korea, Saudi Arabia, Russia, Mexico, Japan, Germany, Canada, Brazil, Australia, and Argentina. This analysis provides insights into the relative strengths and weaknesses of G-20 nations in the realm of creative goods exports.

Results and discussion

The study utilizes the Revealed Comparative Advantage (RCA) index to evaluate the export competitiveness of creative goods, conducting inter-nation analyses with a focus on G-20 countries. The research identifies China, Italy, India, Indonesia, France, and the United Kingdom as countries with a comparative advantage in creative goods exports, while the European Union, the United States of America, Turkey, South Africa, the Republic of Korea, Saudi Arabia, Russia, Mexico, Japan, Germany, Canada, Brazil, Australia, and Argentina are noted to have a comparative disadvantage.

Significantly, the study highlights India's substantial potential in the creative goods sector, as evidenced by its high RCA index value, suggesting a competitive edge in this industry. The research further suggests that, with targeted policymaking in this area, India has the capacity to surpass China's competitiveness in the export of creative goods.

These findings are of great value for policymakers and stakeholders in the creative goods

sector, offering insights into India's strengths and areas of competitive advantage. The results can serve as a guide for strategic decision-making, enabling efforts to enhance and promote India's position in the global market for creative goods.

POLICY RECOMMENDATIONS

While India presently holds a significant position in the worldwide market share of creative goods trade, its substantial potential in this sector remains untapped. To elevate its standing in creative goods trade and establish itself as a manufacturing hub, policymakers in India must formulate strategies aimed at boosting the trade competitiveness of Indian creative goods. Numerous policy suggestions are delineated below:

1. Emphasis on Comparative Advantage: Give priority to products exhibiting a comparative advantage in trade competitiveness, signifying the prioritization of products where India possesses a distinct trade competitiveness advantage. By focusing on areas where the country excels, it maximizes its potential to prosper in international trade, utilizing inherent strengths to secure a competitive edge.

2. Customized Policies for Comparative Disadvantage: Develop specific policies crafted to address and uplift products currently experiencing a comparative disadvantage in the market. This involves a precise and nuanced approach, tailoring strategies to the unique challenges and shortcomings of these products. Through the implementation of such customized policies, the aim is to elevate their competitiveness, alleviate disadvantages, and ultimately position them more favorably within the broader market landscape.

3. Diversification of Markets: Engage in strategies to broaden market presence, not only to explore new opportunities but also to minimize vulnerability to exchange rate fluctuations. Relying solely on a single currency, exemplified by the potential impact of a U.S. economic downturn on the dollar, exposes Indian exports to risks. Diversification across multiple currencies helps mitigate such risks, ensuring a more resilient and stable international trade position.

4. Diversification and Uniqueness of Products: Vital for enhancing the competitiveness of creative goods exports is product diversification and uniqueness. By expanding the array of offerings and ensuring distinctive features, businesses can capture a wider market share. The introduction of innovative designs, materials, or technologies enhances product appeal. This strategy not only sets the brand apart but also fosters customer loyalty on a global scale. The perception of superiority in distinctive products establishes a positive brand image, fostering sustained success in the highly competitive international market.

5. Strategies for Reducing Costs: The implementation of strategies for reducing costs is imperative to enhance the competitiveness of products globally. By optimizing operational processes, efficiently sourcing materials, and streamlining production, businesses can reduce overall costs. This not only enhances profit margins but also enables more competitive pricing compared to global alternatives. Cost-efficient products are more appealing to consumers, contributing to increased market share. Additionally, such strategies empower companies to navigate economic challenges and remain agile in a dynamic international market, ensuring

long-term sustainability and success.

6. Strategic Policy Formation: The formulation of strategic policies informed by a comprehensive assessment of factors such as product competitiveness, trade opportunities, market conditions, and consumer expectations is crucial for a country's success in world trade. Understanding the strengths and weaknesses of the country's trade performance enables the creation of targeted policies to enhance competitiveness and exploit market opportunities. Informed decision-making also fosters a proactive approach, allowing the country to adapt to changing global dynamics and ensure that policies are tailored to meet the evolving needs of the international market.

7. Global Market Exploration: The imperative strategic exploration of new markets globally involves a comprehensive understanding of various factors. Consideration of cultural nuances, preferences, language, economic conditions, barriers to entry, competitors, and political stability is essential in identifying viable opportunities. This exploration allows businesses to tailor their products and marketing strategies to align with the unique characteristics of each market, enhancing the chances of success. Assessing potential risks and opportunities in diverse markets enables proactive decision-making and helps mitigate challenges associated with entering unfamiliar territories. This strategy is vital for sustained growth, diversification, and resilience in the face of evolving global business dynamics.

8. Enhancement of Domestic Infrastructure: The prioritization of domestic infrastructure enhancement is crucial for fostering economic growth. Through investment in and development of robust infrastructure,

a country can enhance logistics, transportation, and communication networks, facilitating smoother business operations. Simultaneously, addressing cumbersome government regulations and procedural bottlenecks is essential for creating a business-friendly environment. Streamlining processes reduces red tape, encourages investment, and promotes economic efficiency. These efforts not only enhance the overall competitiveness of businesses domestically but also contribute to attracting foreign investment and promoting sustainable economic development.

9. Insights from China: Acknowledging India's high and positive Trade Competitiveness index among the top ten global exporters provides a sound foundation for strategic planning. Drawing inspiration from China's successful policies and advanced production technology can serve as a blueprint for India to position itself as a formidable manufacturing hub in the near future. Emulating China's emphasis on infrastructure development, innovation, and export-oriented strategies could expedite India's economic growth and global market presence. Leveraging these insights can contribute to fostering a competitive manufacturing ecosystem, attracting investments, and establishing India as a key player in the global trade landscape.

CONCLUSION

This paper specifically concentrates on evaluating India's export competitiveness in the creative goods sector. Presently, India holds the seventh position among the top ten global exporters of creative goods according to UNCTAD (2021). Given this standing, understanding the competitiveness of India's creative goods

becomes crucial. The study goes beyond a national focus, encompassing an assessment of the export competitiveness of all G-20 nations. To conduct this international comparison of creative goods exports, the study employs the Revealed Comparative Advantage (RCA) index. The findings of the study reveal that the countries with a revealed comparative advantage in creative goods exports include China, Italy, India, Indonesia, France, and the United Kingdom, while those facing a comparative disadvantage in creative goods are the European Union, the United States of America, Turkey, South Africa, the Republic of Korea, Saudi Arabia, Russia, Mexico, Japan, Germany, Canada, Brazil, Australia, and Argentina.

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The Participation of Women in Making Public Policy in India

Dr. Girendra Sharma

Abstract

Government formulate, implement and assess the public policy to solve the problems of the people. For better policies it is necessary to involve those people for whom the policy is made. To solve the problems of the masses, there is need to include women who constitute almost half of the population. It is important that the process of making public policy should be modified in the way to provide equal opportunities to all sections of society including women. Gender inequality and underrepresentation of women in decision-making roles have been persistent issues in many parts of the world, and India is no exception. This paper examines the gender balance in making public policy through enquiring their participation in all possible levels of public policy making bodies. It also discusses the implications of gender disparity in policymaking and provides recommendations to promote greater gender equality in this vital sphere. It has been found that women's participation in all such level is very low that limits their contribution to the making public policy. Although women participation in public policy making is increasing but with very slow rate, due to different causes that women have to face in their day- to- day life.

Keywords: Public policy, participation, representation, reservation, government officers.

INTRODUCTION

Public policy is an action taken by the government or government officers in response to the any problems affecting the masses. The policy maker's response to the problems through a series of stages called "the policy cycle". The cycle starts with the setting the agenda followed by legitimation, implementation and evaluation process. However, real aim of this exercise is to discuss who will get what and how much? As David Easton (1953) argues that public policy is a web of decisions and actions that allocates values. In this statement values comprise all the things which a human being wants to get in their life and the real power exists with those who allocate the values. Therefore, it becomes necessary that the public policy making body must comprise with almost all sections of society for their upliftment. Since women comprise almost half of the population therefore their participation in public policy making body matters.

In a democracy as vast and complex as India, it is imperative to ensure that all segments of society, regardless of gender, are actively engaged in the policy-making process. The active involvement of women in shaping public policy not only serves as a matter of fundamental human rights but is also essential for the development and equitable progress of the nation. Women bring unique perspectives, experiences, and priorities to the table, and their inclusion in decision-making is crucial for creating policies that address the diverse needs of the population. Women's participation is necessary in all policy making bodies for the women' interest. If there is no adequate representation of women in policy making bodies, it may result in negotiating that might be harmful for women as well as for the whole society. India, one of the world's most populous and diverse nations, has been grappling with issues of gender inequality for centuries. Cultural norms, customs, and a patriarchal social structure have historically marginalized women, limiting their access to education, economic opportunities, and participation in public life. Despite being home to strong, influential women like Indira Gandhi, who served as the Prime Minister of India, and Smt Droupadi Murmu, present president of India, women's participation in political leadership and policy-making roles remains notably low. Participation of women in public policy making body is one of the most important discussed topics in the 21st century. This research paper aims to shed light on the participation of women in shaping public policy in India, examining legislative initiatives and current scenarios.

RESEARCH OBJECTIVES

This research paper will delve into the involvement of women in public policy in India, examining the evolution of gender roles and women's political participation. It will then analyse the legislative efforts made to promote gender equality in politics, particularly the 73rd and 74th Amendments to the Indian Constitution. Furthermore, the paper will provide a comprehensive overview of the current state of women's participation in political and policy-making roles, highlighting disparities and achievements. Lastly, the research paper will explore the implications of gender disparity in policy formulation and provide recommendations for promoting greater gender equality in this crucial sphere.

WOMEN'S REPRESENTATION IN POLICY MAKING BODIES

To understand the participation of women in public policy, we need to examine the women representation of all levels. There are two types of approaches of policy making i.e., top-down approach and bottom-up approach. Top-down approach includes all three organs of government, legislature that is Indian Parliament and all state legislative assemblies, prime minister, cabinet ministers all top officials. Bottom-up approach includes the suggestions, demands, and advices of the civil societies, decisions taken by the local governments, and the decisions taken by the officials working at ground levels. For the research purpose, the researcher can categorise it in six levels: Legislative level, executive level, public administration level, local level and civil society level.

LEGISLATIVE LEVEL

As India has a parliamentary form of government in which, legislative body is considered supreme policy making body as it is the house of the people's representatives committed to overall development of their electorate. In India, their elected representatives the supreme power lies with the people who are

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Table-1: The number of women in different Lok Sabha

1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th	16th	17th
24	24	37	33	29	21	32	45	28	42	41	44	52	52	64	68	

Source: Prepared by Author from Lok Sabha Website

represented by the parliament and judiciary acts as guardian of the constitution and act according to the constitutional provisions but the parliament being people's representative has power to amend constitution according to the people's will. Therefore, representation of different groups in parliament matters. The composition of parliament must reflect the compositions of the population. Having consisting 49 percent female population India lags behind in representation of women in the both houses of the parliament. Table-1 shows that in current Lok Sabha only 78 members are women. However, the number of women representatives in Lok Sabha is increasing as table-1 shows but it is very slow.

In the Lok Sabha, the lower house of the Indian Parliament, women's representation remains significantly lower than the global average. In January 2022, women held less than 15% of the seats in the Lok Sabha.

The Rajya Sabha, the upper house, also shows similarly low representation of women. The situation of upper house of the parliament that is Rajya Sabha is also same as Lok Sabha. As table-2 shows in 2020 only around 10 percent women members were in the Rajya Sabha. There is wide discussion among different stakeholders about the increase in the women's representation providing them one

third reservation in parliament and in the state legislative body. But despite several attempts by different governments, women reservation bill has not been passed by the parliament. In 2010 Rajya Sabha had passed the bill for 33 percent seats reservation for women in parliament and state legislative assembly. But after passing 12 years, it has not been presented in Lok Sabha. As a result, the women 's role in the making legislation for the country has been very limited due their less representation. However, the women reservation bill for Lok Sabha and State assemblies has been passed in current parliament. Now it has become the law.

STATE LEGISLATIVE ASSEMBLIES

The representation of women in state legislatures varies widely across different states. Some states have made notable progress in increasing the number of women in their assemblies, while others lag behind. Kerala, for example, has one of the highest percentages of women legislators in its state assembly. On the other hand, states like Bihar and Jharkhand have reported lower levels of women's representation.

EXECUTIVE LEVEL

At executive level the representation of women is also not even satisfactory. However, only

Table-2: The number of women in Rajya Sabha in different years

Year	1952	1960	1970	1980	1990	2000	2010	2020
No. of Women	15	24	14	29	24	22	27	25

Source: prepared by Author from Rajya Sabha website

one woman that is Smt. Indira Gandhi had acted as head of government three times. And she had proved her leadership in Indian politics. She had side-lined the all-big leaders of syndicates and had taken control of not only government but also the party in her hand. She is considered as one of the most powerful and successful prime ministers in India. During Bangladesh crisis in 1971 she had proved her leadership which also compelled to admire her. When it comes to the head of state, Smt. Pratibha Devi Singh Patil was first woman who served as the president of India in last 75 years after independence. The present president of India, Smt. Droupadi Murmu is the second woman to occupy the post.

In parliamentary form of government, council of ministers headed by the Prime Minister is considered real executive. And most of the policies are made by it. Representation in this body matters. Since the beginning the representation of women in council of ministers has been very low in numbers. Pt. Nehru's cabinet, Raj Kumari Amrit Kaur was the only cabinet minister and in his second term as prime minister there was no women cabinet minister, in his third cabinet only one women representative was there namely Dr. Sushila Nayar. In all three terms, Indira Gandhi did not appoint any women in her cabinet. Rajiv Gandhi's cabinet had only one woman as cabinet minister. Atal Bihari Vajpayee's cabinet there consisted a women minister. Both terms of UPA government had 10 women in council of ministers. At present, 11 women are members in Modi's council of ministers. However, only two ministers are members of cabinet; Nirmala Sitaraman (Finance Minister) and Smriti Irani (Child Development). At this level women's representation is also increasing but slowly.

At state level, the office of chief minister is considered very much effective and powerful in making public policy. Since 1952 to 2021 only 16 women have served as chief minister of any state in India. First chief minister of any state in India was Sucheta Kriplani who was sworn in on 2nd October 1963 as Chief Minister of Uttar Pradesh. Smt. Sheila Dikshit served as Chief Minister of Delhi is considered the longest serving women Chief Minister. At present, only one woman is Mamta Banerjee is serving as Chief Minister of West Bengal State. In this scenario we can imagine the role of women in the public policy making at state level. Not only the office of Chief Minister but office of member of council of ministers also has very low representation of women that restrict them in playing role in making public policy. Six states in India have no women minister. Maximum representation in the council of minister is in Tamil Nadu i.e., 13 per cent only (IGC 21).

JUDICIAL LEVEL

The role of judiciary in making public policy is also acknowledged by academia. The supreme court of India plays a crucial role in formulation of public policy through its judicial review power as. Article 13 of the Indian constitution states that government will not issue any order to the legislative bodies either at central level or at state level will not make any laws which goes against the fundamental rights given under part third of Indian constitution. While, it is the responsibility of Supreme Court under article 32 and high court under article 226 to look into the matter. In this way courts influence the polices of the government. The advent of PIL also has given way the judiciary to influence the public policy. However, the representation of women in this organ of government is also similar of other levels. There are only four

women judges in the Supreme Court out of 33 sitting judges. And at the level of High Court, women representation is only 11.5%.

LEGISLATIVE LEVEL (LOCAL LEVEL)

At the grassroot level, women's participation in local government bodies, following the 73rd and 74th Amendments, has been a success story. Women continue to play active roles in Panchayats and Municipalities, leading to positive changes in their communities. The success of women in local government has often been attributed to their ability to connect with local issues, effectively address community needs, and build trust with their constituents.

The 73rd and 74th Amendments (1992)

A significant turning point in addressing gender inequality in policymaking in India has been the introduction of legislative measures aimed at increasing the representation of women in various levels of government. Notably, the 73rd and 74th Amendments to the Indian Constitution in 1992 marked a substantial effort to promote women's participation in local governance. The 73rd Amendment pertains to rural local governance (Panchayats), while the 74th Amendment focuses on urban local governance (Municipalities), it mandates one-third reservation for women in local bodies (Buch, 2009). These reserved seats rotate periodically to ensure that a diverse group of women gets the opportunity to serve. One-third of the seats reserved for women in these local bodies also included seats reserved for Scheduled Castes and Scheduled Tribes in proportion to their population. These amendments mandated the reservation of one-third of the seats for women at the local level. In compliance with the constitutional provisions, most of the states (20 states) went ahead and reserved 50 per cent of total seats for women. As

a result, about 10 lakhs women are members in local political institutions.

The amendments mandated the reservation of the position of the chairperson at the district and sub-district levels (Zila Parishads and Panchayat Samitis) for women. The amendments laid down provisions for the constitution of State Election Commissions to oversee the elections of Panchayats and Municipalities. The reservation policies for women at the local level have acted as a stepping stone for many women in politics. It has given greater freedom for their participation and involvement in the political process (Pal, 2000). Some local leaders have successfully transitioned to higher levels of government, showcasing the positive influence of these reservations.

The 73rd and 74th Amendments had a transformative impact on women's participation in local governance. Women across the country began to take active roles in these bodies, leading and participating in decision-making processes. The reservation policy not only increased women's participation but also empowered them to shape policies and programs that directly impacted their communities. Women leaders at the local level have been instrumental in addressing issues such as sanitation, education, and healthcare, leading to positive changes in their areas. These amendments also facilitated the emergence of a new generation of women leaders, some of whom have subsequently transitioned to higher levels of government.

CHALLENGES AND LIMITATIONS

The constitutional provision for reservation for women in local body has provided representation to them but it has not produced the desired results. It has been observed that most of the women representatives in local political body's institutions don't act independently when it

comes to take decisions at their political institution. Critics argue that the reservations have sometimes led to proxy representation, where women elected to reserved seats may not have real decision-making power and are influenced by male relatives or local elites. In most of the cases male members of the family i.e. husband, son, brother, father etc. take decisions on the behalf of women representatives. It is because of women's inadequate education, financial dependencies, burden of productive role in the family caste restrictions and opposition from them who have still patriarchal mind-set.

The question of the effectiveness of reservations in genuinely empowering women and influencing policy at all levels remains a subject of debate. While the 73rd and 74th Amendments have undoubtedly been a significant legislative effort to enhance women's participation in public policy at the grassroots level, there is still much work to be done to achieve gender equality in higher levels of government and to address the challenges and limitations associated with these reservations. Nonetheless, these amendments represent a crucial step forward in the pursuit of gender equity in India's political and policymaking landscape.

LEGISLATIVE LEVEL (NATIONAL LEVEL)

Despite progress at the local level, women continue to face significant challenges in ascending to higher levels of government, including state legislatures and the national parliament. Patriarchal attitudes, societal expectations, and economic disparities persist as barriers to women's active participation in politics. The lack of women in key leadership positions within political parties is another challenge, as it affects the selection of candidates for election. However, a legislation to provide

one-third reservation for women in parliament and state assemblies in the special session in September 2023. Under the provisions of this legislation two new articles-330A and 332A- has been introduced in the constitution to ensure 33 percent reservation for women (Sen, 2023). The implementation timetable is lengthy and uncertain, the bill states that the new provision will come into effect after an exercise of delimitation that is not possible before 2026. It will take some years to put in place the same. While the legislation is a welcome step in the representation of women in policy making bodies in the biggest democracy in the world.

ADMINISTRATIVE LEVEL

Bureaucrats are considered real policy makers. They have deep knowledge and better expertise in their subjects. Almost all types of policy formulation and implementation are done by bureaucrats only. Since political leaders are not generally expertise of their departmental matters and they most of the cases depends upon the civil servants. Therefore, representation in civil service matters. Table-3 shows the women's selection in UPSC examination which is average 25 percent of total selection. Selection of women in UPSC civil service examination 2020 gives a ray of hope because it is a little better than previous years that is 28 percent of selected candidate are women. In civil services women are also victim of discrimination on the basis of sex. Women's representation in senior service posts in the central government is about less than15 percent and they occupy only as head/secretary in only 15 departments out of 95(Beniwal and James 2019). These types of discrimination and less representation restricts women to play their role in policy formulation.

Table-3: Women's success in UPSC examination in last eight years

Civil Service Examination Year	Total number of candidates selected	Number of women candidates selected	Percentage of women candidate selected
2020	701	210	26
2019	020	107	24
2018	750	182	24
2017	1050	264	24
2016	1209	282	23
2015	1104	220	20
2014	1303	313	23
2013	1220	201	21

Source: Prepare by Author with the help of different newspaper reports and websites

CIVIL SOCIETY LEVEL

Civil society plays an active role in making public policy. They always raise the voices in the interest of the common people. Whenever government aspires to make a new policy, she must try to get consent of civil society. In this level the representation of women is also identical to other levels but their contribution is noticeable. There are many well-known women activists who have influenced policy makers effectively in India such as Medha Patkar, Kiran Bedi, Laxmi Agrawal, Aruna Roy, Sunitha Krishnan, Arundhati Roy, Kriti Bharti, Vandana Shiva, etc. The Chipko Movement is an important example of women's role at civil society level.

Causes behind the Less Representation of Women in Public Policy Making Body

What prevents women in playing active role in public life? This question has been widely addressed by academia. Most of the study shows a number of causes behind the abysmal representation of women. There are several factors responsible for that like sexual violence, discrimination, cultural factors, less education, house hold works etc. Sexual Violence is one of the most important hurdles in

path of women's active engagement in public life. Women always feel insecure in either in house or at public place. As Martha C Nussbaum (2005) states,

"In the larger society, violence and the threat of violence affect many women's ability to participate actively in many forms of social and political relationships, to speak in public, to recognise as dignified beings whose worth is equal to that of others."

Women have to face many types of discrimination in day-to-day life; they cannot work outside at night. They cannot travel alone; most of the girls have no right to say anything when it comes to their marriage. They are forced in to early marriage. It is considered that women should consider their husband like God, and always remain obedient to their husband. They have to live under control of men. They may be father, sons, husband or brother. Education is one of the most powerful factors that prevent women to work in public life. According to census 2011, Literacy rate of women in India is only 65.5%, it is lower than that of men literacy rate is around 82.1 percent. Parents don't bother for the education of their girl child. They have more concern for their boy child. The burden of household work

The Participation of Women in Making Public Policy in India

is another hurdle, culturally it is understood that doing household work is responsibility of female only. They have to carry this burden even after doing job outside; they continue to do her house hold work and also the responsibility of motherhood. As a result, they lag behind when it comes to compete with men in public life.

RECOMMENDATIONS

To improve the representation of women in making public policy in India and address the gender disparities that persist, several proactive measures and strategies can be implemented:

- Implement Reservation in Higher Legislature: Extend the reservation of seats for women to state legislatures and the national parliament. A gradual and phased approach can be adopted to ensure a smooth transition. Ensuring that women have a significant presence at all levels of government is crucial for a more balanced and inclusive policymaking process.

- Encourage Women's Participation: Promote and support the active participation of women in politics and public service. This can include mentorship programs, leadership training, and workshops to build the capacity and confidence of aspiring women leaders. Financial support and scholarships can be provided to women interested in pursuing careers in politics or related fields to reduce economic barriers.

- Promote Gender Sensitization: Raise awareness about the importance of gender sensitivity and inclusivity in policy-making through public campaigns, educational initiatives, and training programs

for policymakers and civil servants. Encourage political parties to adopt internal mechanisms and training programs that promote gender equality and inclusivity in their candidate selection processes.

- Strengthen Civil Society Initiatives: Civil society organizations play a vital role in advocating for gender equality in policy-making. Government support, funding, and collaboration with these organizations can amplify efforts to address gender disparities. Civil society initiatives can also help monitor and hold policymakers accountable for promoting gender-inclusive policies.

- Revise Political Party Mechanisms: Encourage political parties to adopt more transparent and inclusive internal mechanisms for selecting candidates. This can include setting targets and quotas for women candidates in elections. Implement party policies that promote gender equality within party structures, including in leadership positions and decision-making bodies.

- Address Cultural and Social Norms: Promote programs aimed at changing cultural and social norms that hinder women's participation in politics. This can include awareness campaigns that challenge gender stereotypes and promote women's leadership. Engage religious and community leaders in advocating for women's political participation and highlighting the benefits of gender-inclusive governance.

- Data Collection and Research: Continuously collect and analyze data on women's representation in politics and policy-making at all levels. This data can help identify trends and areas that require further intervention. Support academic research and studies that explore the impact of

women in politics and evaluate the effectiveness of gender-focused policies.

- International Cooperation: Collaborate with international organizations and countries that have successfully addressed gender disparities in politics. Sharing best practices and learning from global experiences can inform strategies in India. Participate in international forums and agreements that promote gender equality in politics, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The recommendations outlined above aim to create a more inclusive and gender-equal political landscape in India. By implementing these strategies, India can work towards a more representative, equitable, and effective policymaking process that addresses the diverse needs and priorities of its entire population. Promoting women's active involvement in public policy is not only a matter of justice but also a means to enhance the country's development, social progress, and governance effectiveness.

CONCLUSION

The representation of women in making public policy in India is a multifaceted and critical issue that requires continuous attention and concerted efforts. Participation of all sections of society in making public policy is the essence of democracy. Unfortunately, the involvement of women that constitute almost half of the population is very low. At all levels of public policy making body women lag behind. At all three organs of government women's representation is abysmal. At administrative level also their involvement is very less and need immediate attention. There is need to make quota for women in all public policy making body like parliament, state legislative assembly, judiciary, higher posts in bureaucrats etc. to ensure women's representation effective. Despite many hurdles in the path of women's representations at all levels of policy making bodies, their effective participation is making its way slowly and steadily. Many girl students are taking public policy as their subject for study. The 73rd and 74th amendment of our constitution has shown the way to involve women in making public policy at grass root level and it is slowly but steadily increasing their contribution to the making public policy. However, women's representation in these groups are very few in number.

In conclusion, achieving greater gender equality in public policy is not only a matter of justice but also an essential step towards creating a more inclusive, equitable, and effective governance system in India. Empowering women to play an active role in shaping the nation's policies is crucial for addressing the diverse needs of the population and for ensuring that India's development and progress benefit all its citizens, regardless of their gender. It is a journey that requires commitment, collaboration, and continued advocacy to build a more equitable and representative future for Indian policymaking.

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Sustainable Development: An Urgent Need

Dr. Sonia

Abstract

Our future is in jeopardy due to the detrimental effects that anthropogenic activities have on the ecosystem. A comprehensive approach which preserves life-support system of Earth and not at the cost of environment and development is desperately needed. Environmental problems are at rise all over the world, so Sustainable Development is the only option for mankind. The United Nations Sustainable Development Goals (SDGs), which offer a framework for tackling international challenges such as poverty, climate change, and environmental pollution etc. are one example of an international agreement that encapsulates efforts to promote sustainable development.

Keywords: Sustainable, Development, Natural Resources, Growth

INTRODUCTION

Planet Earth's future is at risk.[1] Throughout the past few decades, human activity has resulted in the environmental deterioration, more frequent natural disasters, and adverse climate changes. Our future is in jeopardy due to the detrimental effects that anthropogenic activities have on the ecosystem.[2] Human being's survival is completely dependent on the ongoing functioning of natural processes, even in the face of the development of computers, automobiles, aeroplanes, skyscrapers, and agro-food corporations. Unfortunately, there is a widespread misconception that humans are somehow separate from nature, especially among city dwellers. Essential yet free services that nature offers us are often underestimated.[3]

At present, environmental problems are at rise all over the world, so Sustainable Development is the only option for mankind. The importance of this is growing as the demands of the modern industrial civilization place ever-greater strain on the environment.[4] These circumstances have shown behavioral shifts towards more logical and effective resource management, which will relieve pressure and have a positive influence on the environment. Sustainable development requires that development be there but not at the cost of environment and development should be inclusive.[5]

CONCEPT OF SUSTAINABLE DEVELOPMENT

Natural resource systems have been neglected and deteriorated during the past century due to advancements in economy and technology.[6] The world's prosperity as a whole depends on sustainable development.[7] It will take environment along and provide an integrated and inclusive growth.[8] Its most accepted definition was provided by the "Brundtland Commission Report" which states that it is "development that meets the needs of present without compromising the ability of future generations to meet their own needs".[9]

Nature's admiration and appreciation for ecological balance and the "need for human activity to respect the requisites for its maintenance and continuance" are not new concepts; in fact, many historical civilizations' ideologies have included them. We all accept that development must take place taking into account of what the planet can sustain, even though this has been disregarded recently by the industrialised world.[10] Realising sustainable development is now a recognised objective. Arguably, the most significant paradigm change of the late 20th and early 21st centuries has been the ongoing interest in sustainable development. But many give it only superficial consideration, and it becomes really difficult to make it work. Strategies for sustainable development need to take a wide range of factors into account, including the provision of basic resources, waste management, biodiversity preservation etc.[11] A comprehensive approach which preserves life-support system of Earth and assures ongoing socio-economic advancement is desperately needed. For this reason, the UN's SDGs seek to offer an action-oriented roadmap that is "of critical importance for humanity and our planet."[12] The Sustainable Development Goals, or SDGs, were created in order to promote sustainable development by 2030. There are distinct goals for each of the 17 SDGs.[13]

Key Principles and Components of Sustainable Development:

- Environmental Governance: The prudent use and preservation of natural resources are given top priority in sustainable development. It aims to reduce adverse effects on biodiversity, ecosystems, and the environment overall.

- Sturdiness and Flexibility: The goal is to develop resilient communities and systems that can adjust to shifting social, economic, and environmental circumstances.

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1 Dan Cristian Duran, Luminita Maria Gogan, et.al., "The Components of Sustainable Development - a Possible Approach" 26 *Procedia Economics and Finance* 806 (2015).

2 Tomislav Klarin, "The Concept of Sustainable Development: From its Beginning to the Contemporary Issues" 21(1) *Zagreb International Review of Economics & Business* 67-68 (2018).

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4 Supra Note 1.

5 Supra Note 2.

6 Supra Note 1 AT 808.

7 Sajjan Choudhuri, "A Research on Sustainable Development in India" 8 (2S3)*International Journal of Recent Technology and Engineering* 1210 (2019).

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13 Supra Note 7.

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nomic, and environmental circumstances.

- Social Justice: This idea stresses that we should advocate social justice and development of all.
- Economic Growth: It fosters inclusive, effi-cient, and environmentally conscientious development...
- Cultural Diversity: It maintains and ad-vance cultural legacy while cultivating a feeling of self and belonging.
- Equity Across Generations: It acknowledg-es the interdependence of generations and asks current generations to think about how their activities may affect future gen-erations' well being in the long run.
- Collaboration and Participation. Govern-ments, corporations, non governmental organisations, and local communities must collaborate and active participation at their end is required to achieve this.

INTERNATIONAL FRAMEWORK

The World Commission on Environment and Development, 1987. It was set up in response to growing awareness that the human econ-omy was placing stress on ecosystems around the world.[14] The Commission reiterated the significance of development that 'extends to all the opportunity to fulfil their aspirations for a better life.' It also stressed that this progress had to occur "within the bounds of the ecolog-ically possible," or more precisely, "within the world's ecological means."[15]

UNEP world Conference on the Human Envi-ronment, Stockholm, Sweden, 1972 It released a declaration and plan of action for protection of environment named "Only One Earth.[16]

The Rio 1992: It includes 27 sustain-able development principles that address the of environment on Environment and Development principles and rights of the UN. These ideas serve as the cornerstone for upcoming legis-lation, decision-making, and striking a bal-ance between environmental preservation and socioeconomic development. The Declaration enumerates both the need to protect the envi-ronment and people's right to progress.[17]

Agenda 21: It is an international programme with 40 chapters that contain action plans, and goals for sustainable develop-ment. It contains comprehensive guidelines for socioeconomic development in harmony along with preservation of environment. It empha-sizes the necessity of global consensus along with collaboration between environmental pro-tection and development, with governments playing a significant part to adopt and execute the various, policies and programmes—though all other stakeholders must also be involved,[18]

The World Summit on Sustainable Develop-ment, Johannesburg, South Africa, 2002[19] It enacted a Political Declaration and Implementa-tion Plan that contained guidelines for a number of actions and initiatives that should be made to ensure environmentally conscious development.

14 World Commission on Environment and Development available at: https://sustainabledevelopment.un.org, accessed on 08.10.2023.

15 Daniel D. Moran, Mathis Wackernagel, et al., "Measuring Sustainable Development — Nation by Nation," 64 Ecological Economics 471 (2008).

16 United Nations Conference on the Human Environ-ment available at: https://sustainabledevelopment.un.org, accessed on 07.10.2023.

17 Rio Declaration on Environment and Development available at: https://www.cbd.int/doc/ref/rio-declara-tion.shtml, accessed on 07.10.2023.

18 Supra Note 2 at 75-76.

19 The World Summit on Sustainable Development, Johannesburg, South Africa, 2002 available at: https://www.un.org/en/conferences/environment/johannes-burg2002, accessed on 08.10.2023.

UN Sustainable Development Summit 2015, New York: It laid 17 Millennium Develop-ment Goals with the target to achieve them by 2030.[20]

2023 SDG Summit, New York: This marked the way for taking up new activities and pro-grams so that SDGs can be achieved at a faster rate s.[21]

CHALLENGES

- Climate Change and Global Warming: Ecosystems, communities, and econo-mies are under risk due to rising global temperatures, harsh weather, and envi-ronmental degradation. The greenhouse effect happens naturally, but because of human activities contributing to global warming, the atmospheric concentrations of certain of the chemicals that cause the greenhouse effect are rising.
- Poverty and Inequality: Access to health-care, education, and basic necessities is restricted in many areas due to ongoing poverty and poor resource distribution.
- Overpopulation: It is also a big challenge in many countries.
- Limited Access to Clean Water and San-itation: The rate at which surface and groundwater are being depleted globally is outpacing their restoration. Water scarcity is causing a number of difficulties around the world, including limited economic de-velopment, food shortages, regional con-flicts over water, and environmental dam-age. Health problems and environmen-tal pollution, result as a large margin of world's population do not get clean drink water and other associated amenities.
- Loss of Biodiversity: The loss of biodiver-sity affects ecosystems and may pose a threat to food security. It is largely caused by habitat destruction, pollution, and cli-mate change.
- Waste management: This relates to col-lecting, processing, transporting, dispos-ing etc of the waste.[22] Waste can be an asset to the environment or a cause of pol-lution. The goal is to utilise the resources found in garbage as much as possible.[23]

REMEDIES

- Put into practice and uphold internation-al commitments to cut carbon emissions, support renewable energy sources, and allocate funds for infrastructure that is climate friendly.
- In order to confront global concerns, share resources, and discover collective solu-tions, collaboration is vital across govern-ments, organisations, and communities.
- Adopt equitable economic policies, make investments in education and career devel-opment, and support social programmes aimed at eradicating poverty and reducing inequality.
- Creating infrastructure that supports sustainability, like eco-friendly urban de-sign, public transit, and green buildings, can reduce its negative effects on the en-vironment. Sustainable growth can be ac-

20 United Nations Sustainable Development Sum-mit 2015 available at https://sustainabledevelopment.un.org/post2015/summit, accessed on 10.10.2023.

21 2023 SDG Summit - the United Nations available at: https://www.un.org/en/conferences/SDGSummit2023, accessed on 10.11.2023.

22 Subramanian Narayanan, "Sustainability - Chal-lenges and Solutions" The Indian Concrete Journal 39-43 (2007).

23 Waste Management - Sustainable Development Goals available at https://sustainabledevelopment.un.org, accessed on 10.10.2023.

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celerated in a number of areas by embracing and funding cutting-edge technology including digital solutions and green technologies.

- Fostering sustainable development by incentivizing companies to implement ecologically and socially conscious practices via corporate social responsibility programmes.

- Food security and biodiversity preservation are aided by the adoption of sustainable agricultural methods and the protection of natural areas.

- Create and uphold conservation areas, encourage sustainable land-use methods, and lend support to programmes aimed at preserving ecosystems and threatened species.

- Switch to renewable energy sources like wind and solar power. This can help in checking the climate change.[24]

- Sustainable development is promoted at the local level when communities are empowered by capacity building, information access, and participatory decision-making.

- Long-term environmental and social well-being can be achieved through implementing and upholding laws that place a priority on sustainability and good governance.

- Promoting sustainable company practices and increasing consumer awareness of responsible consumption.

CONCLUSION

Sustainable development offers an answer for assuring social justice, equity and development of all along with incorporating environment. It entails making decisions that protect

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24 Supra Note 22 at 44.

the planet's ecosystems while advancing the welfare of present and future generations. The United Nations Sustainable Development Goals (SDGs), which offer a framework for tackling international challenges such as poverty, climate change, and environmental pollution etc. are one example of an international agreement that encapsulates efforts to promote sustainable development. An all-encompassing, integrated policy/program should be framed which considers that the environment and socio-economic components are all interlinked The main goal should be to foster a mindset that prevents environmental degradation and promotes environmental compatibility with development.

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Psychological Development of Modern Indian Youth in the Context of 20th-Century Globalization

Prof. K. D. Sharma

Abstract

This research paper explores the psychological development of the modern Indian youth against the backdrop of the 20th-century global discourse. As globalization has significantly shaped societies, economies, and cultures, its impact on the psychological fabric of the youth in India is a subject of profound importance. The paper examines various dimensions, including cultural identity, socio-economic factors, educational influences, and the role of technology, to understand how these elements collectively contribute to the psychological development of the youth in contemporary India. By integrating insights from psychological theories and empirical studies, the research aims to provide a nuanced understanding of the challenges and opportunities that globalization presents to the mental well-being and development of the Indian youth.

Keywords: Psychological Development, Modern Indian Youth, Globalization, Cultural Identity, Socio-economic Factors, Education, Technology, Mental Well-being.

INTRODUCTION

The 20th century witnessed unprecedented global transformations that profoundly impacted societies across the world. India, with its rich cultural heritage and diverse population, underwent significant changes as it embraced the processes of globalization. This paper delves into the psychological development of the modern Indian youth, seeking to unravel the intricate interplay of global forces and local factors shaping their cognitive, emotional, and social well-being. The exploration encompasses cultural identity, socio-economic influences, educational paradigms, and the pervasive impact of technology on the

psychological landscape of the youth in India, with its rich tapestry of cultures, diverse socio-economic strata, and rapidly advancing technological landscape, presents a fascinating terrain for exploring the psychological dimensions of its youth. This exploration delves into the intricate interplay of cultural identity, socio-economic influences, educational paradigms, and the pervasive impact of technology on the psychological landscape of the youth in India.

CULTURAL IDENTITY

India's cultural identity is a mosaic woven with threads of tradition, religion, language,

and regional diversity. For the youth, navigating through this complex tapestry involves a constant negotiation between tradition and modernity. Traditional values, deeply rooted in family, community, and spirituality, coexist with the evolving dynamics of globalization and urbanization.

The youth's perception of cultural identity is shaped by exposure to diverse cultural elements, both traditional and contemporary. Bollywood, the Indian film industry, serves as a powerful medium influencing fashion, language, and societal norms. Simultaneously, the rise of social media platforms exposes the youth to global trends, challenging traditional norms and fostering a sense of individuality.

SOCIO-ECONOMIC INFLUENCES

The socio-economic landscape usually significantly shapes the aspirations, opportunities, and challenges faced by the youth. India's economic diversity ranges from affluent urban centers to impoverished rural areas, creating a stark contrast in lifestyle and access to resources.

In urban settings, the youth grapple with the pressures of a competitive job market, high educational expectations, and the allure of consumerism. In contrast, rural youth face challenges related to limited educational infrastructure, lack of employment opportunities, and agrarian struggles. This socio-economic divide contributes to distinct psychological experiences, impacting self-esteem, motivation, and future outlook.

EDUCATIONAL PARADIGMS

It has been observed that India's education system, while robust in its reach, is not without its complexities. The youth navigate an educational landscape that combines

traditional pedagogical methods with modern approaches. The emphasis on academic success and career-oriented education often leads to a high-stakes, stressful environment, impacting mental health and well-being.

Moreover, societal expectations regarding career choices, often influenced by familial and cultural factors, add an additional layer of pressure. The challenge lies in striking a balance between pursuing one's passion and meeting societal expectations, which has profound implications for the psychological resilience of the youth.

IMPACT OF TECHNOLOGY

The rapid integration of technology into daily life has transformed the psychological landscape of Indian youth. The advent of smartphones, social media, and online communication platforms has reshaped the way they perceive themselves, their relationships, and the world around them.

On one hand, technology provides access to information, educational resources, and global perspectives. On the other hand, it exposes the youth to a virtual world that often blurs the boundaries between reality and online personas. Issues such as cyberbullying, social comparison, and digital addiction contribute to the psychological challenges faced by the youth.

LITERATURE REVIEW

1. **Globalization and Cultural Identity:** It has been observed that globalization affects the cultural identity of the Indian youth, with a focus on the adoption of global values and the preservation of traditional cultural roots.

2. **Socio-economic Factors:** Observing the role of socio-economic factors in shaping the aspirations, anxieties, and psychological well-being of the youth, considering issues

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such as economic disparity, urbanization, and employment opportunities.

3. **Educational Paradigms:** The contemporary educational system on impact of the evolving education system on the cognitive and emotional development of the youth, including the influence of global educational trends and the challenges posed by a rapidly changing job market.

4. **Technology and Psychological Well-being:** Exploring the relationship between technology, social media, and the mental health of the youth, considering issues such as digital addiction, cyberbullying, and the impact of social comparison on self-esteem.

Methodology: This observation based research employs a mixed-methods approach, combining qualitative interviews, surveys, and psychological assessments to gather data on the experiences, perceptions, and psychological states of a diverse sample of modern Indian youth. The data will be analyzed using both quantitative and qualitative methods to provide a comprehensive understanding of the psychological dynamics at play. The study of psychological development in modern Indian youth requires a comprehensive approach that goes beyond singular methodologies. In this research, a mixed-methods approach is employed to gain a nuanced understanding of the experiences, perceptions, and psychological states of a diverse sample of modern Indian youth. The integration of qualitative interviews, surveys, and psychological assessments aims to capture the complexity of the psychological dynamics at play in the context of globalization and its impact on this demographic.

1. **Rationale for a Mixed-Methods Approach:**
1.1 **Comprehensive Insight:** The utilization of both qualitative and quantitative methods allows for a comprehensive exploration of the psychological landscape. Qualitative methods provide rich, in-depth insights into individual experiences and perceptions, while quantitative data offers statistical rigor and generalizability.

1.2 **Triangulation of Data:** The combination of methods enables the triangulation of data, enhancing the validity and reliability of the findings. By cross-verifying results obtained from different sources, the study aims to ensure a more robust and trustworthy interpretation of the psychological dynamics of modern Indian youth.

2. **Qualitative Interviews:**
2.1 **Sample Selection:** The qualitative phase of the research involves in-depth interviews with a carefully selected diverse sample of modern Indian youth. Stratified sampling is employed to ensure representation across various socio-economic, cultural, and geographical backgrounds.

2.2 **Interview Protocol:** It has been observed that the interview protocol is designed to elicit narratives on personal experiences, and the impact of globalization on the participants' psychological well-being. Open-ended questions facilitate a deeper exploration of individual perspectives, allowing for the emergence of themes and patterns.

2.3 **Thematic Analysis:** Thematic analysis is applied to identify recurring themes and patterns in the qualitative data. Coding and categorization of responses help in organizing the qualitative data, offering insights into the nuanced psychological experiences of the participants.

3. **Surveys:**
3.1 **Quantitative Data Collection:** Different surveys are distributed to a larger

sample, incorporating a mix of closed-ended and Likert-scale questions. The survey design includes sections on socio-economic background, cultural identity, and attitudes toward globalization, providing quantitative metrics for these aspects.

3.2 **Statistical Analysis:** Most of the Quantitative data is subjected to statistical analysis, including descriptive statistics, inferential statistics, and correlation analyses. This phase aims to identify statistically significant patterns, correlations, or differences in the responses, contributing to a broader understanding of the trends within the surveyed population.

4. **Psychological Assessments:**
4.1 **Psychological Instruments:** To gauge the mental well-being of the participants, standardized psychological assessments are administered. These assessments cover aspects such as stress levels, anxiety, self-esteem, and cultural adaptation. The use of validated instruments ensures the reliability and validity of the psychological data.

4.2 **Integration with Qualitative Data:** The psychological assessments are complemented by insights from qualitative interviews. This integration provides a richer context for interpreting the psychological metrics, enabling a more nuanced understanding of how global influences impact the mental health of modern Indian youth.

5. **Integration of Qualitative and Quantitative Data:**
5.1 **Matrix Analysis:** A selected and proposed matrix analysis approach is employed to integrate findings from both qualitative and quantitative data. This involves creating matrices that juxtapose qualitative themes with corresponding quantitative metrics, facilitating a holistic interpretation of the psychological dynamics.

5.2 **Grounded Theory Development:** Grounded theory is utilized to develop a theoretical framework that emerges from the data. The integration of qualitative and quantitative findings contributes to the development of a nuanced understanding of the psychological development of modern Indian youth in the context of globalization. The mixed-methods approach undertaken in this research provides a comprehensive and detailed exploration of the psychological dynamics of modern Indian youth. By combining qualitative interviews, surveys, and psychological assessments, the study captures the richness and complexity of individual experiences while ensuring statistical rigor and generalizability. The integration of qualitative and quantitative data enhances the validity of the findings, offering valuable insights for policymakers, educators, and mental health professionals working with this demographic.

Results and Discussion: The basic findings reveal a complex interplay of global and local influences on the psychological development of the modern Indian youth. Cultural identity is found to be in flux, with the youth navigating between global trends and traditional values. Socio-economic factors significantly impact their mental well-being, with disparities contributing to stress and anxiety. Educational paradigms are evolving, and technology has emerged as a double-edged sword, offering both connectivity and challenges to mental health.

Conclusion: The psychological development of modern Indian youth is intricately linked

to the forces of globalization. While embracing global influences, the youth grapple with the preservation of cultural identity, socio-economic challenges, evolving educational paradigms, and the pervasive impact of technology. This research underscores the need for a holistic approach to youth development that considers both global and local factors. Understanding the psychological landscape of the youth is crucial for policymakers, educators, and mental health professionals to formulate strategies that promote positive mental well-being and resilience.

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G20 Summit Under India's Presidency: Unique Opportunities for Building New Global Order: Financial Issues

Dr. S. L Gupta

Consider as an international mechanism for governance of the global economy, the G20 which includes all the major economies has evolved overtime into one of the most powerful economic and financial groupings. At present it comprise 85% of global GDP, 75% of International trade and 2/3rd of the global population. It represents the words key organization for handling global economic and developmental issues and challenges.

G20 initial focus on broad macro-economic policy, It has made continuous efforts until pandemic towards achieving robust global economic growth. It redoubled its effort after the pandemic. Now, the focus has shifted towards a wide range of global issues including climate change and energy, health, counter-terrorism, migration and financial stability of participating nations. It has evolved to address the contemporary issues and challenges. Financial health of participating countries works mainly global macro-economic policies, infrastructure financing, international financial structure, health finance, international taxation and financial sector reforms.

India's presidency comes at a watershed moment coinciding with period of flux, internationally. The global community is facing multiple challenges both politically and economically. The Russsia-ukrain conflict has vitiated relation between Russia and the

Industrialised western countries. Specifically, seven which are members of the G20. India would, in the tone spirit "Vasudhava Kutumbkam" (The world is one family) seek to find pragmatic global solutions for the wellbeing of all with its vision for global development by rapid transformation of economy particularly green and digital transformation.

FINANCIAL CHALLENGES OF G20

one of the primary challenges India will face after the G20 presidency is the task of leading the global economic recovery in the after math of the Covid-19 pandemic. The pandemic has severely impacted economies worldwide, causing job losses, business closures, and disruptions in international trades.

The G20 presidency has been able to arrive at general consensus on four key financial matters- including the global south in in industrial economies growth strategies, restructuring multi-lateral development banks for inclusive global growth, leveraging digital technology for social development and exploring potential of new technology for common good, at least at initial level. The major focus on the global discourse on issues which makes a difference in people's life and lead to actionable, decidable, sustainable and inclusive growth and hence, empower the global growth.

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On the reform side, the main issue is strengthening of banks and other institutions. There should be a very "Rich and Intense" discussions for positive results.

Taking care from the critical played by the digital public infrastructure in achieving inclusive growth and social development in India, one of the priorities was to use technology for financial inclusion, for productivity gains, and for the efficiency in the private sector. Similarly, the potentials of new technology such as block chains of crypto can be beneficial. A comprehensive regulatory and licensing of crypto-assets eco-system is a must for macroeconomic and financial stability.

International financial architecture working group deals with issues related to international financial architecture as global financial safety net, matters related to development finance, managing debt vulnerabilities and enhancing debt transparency, capital flow management and promoting local currency bond markets.

Infrastructure working group deliberates on various aspects of infrastructure investments including developing infrastructure as an assets class, promoting quality infrastructure investment, infra-tech, and identifying innovative instruments for mobilizing financial resources for infrastructure investment.

Sustainable finance working group is a newly established group which deliberates on how to help focus the attention of the G20, international organizations and other stakeholders to key priorities of the sustainable finance agenda and form consensus on key achieve to be taken.

Global partnership for financial inclusion works for advancing financial inclusion globally. Work areas include ways to improve financial system infrastructure, pursue policies conductive to harnessing emerging technologies remittances flows and reducing the cost of remittance transfers, financial literacy and consumer protection, digital financial literacy and bridging the digital divide among member countries.

Joint finance and health task force was established during the G20 Rome Summit 2021. This task force is aimed at enhancing dialogue and global cooperation, preparedness and response, demic prevention, preparedness and response, promoting the exchange of experiences and best practices, developing coordination arrangements between finance and health ministries, promoting collective activities, assessing and addressing health emergencies with cross-border impact and encouraging effective stewardship of resources.

International taxation agenda which discuss addressing tax challenges arising from digitalization of the economy, fighting against tax evasion, ending bank secrecy and tax havens, exchange of information, and addressing tax avoidance by multinational corporations.

Financial sector issues provide discussion on strengthening global financial system resilience, improving risk management, establishing supervising colleges, enhancing cross border payments, faced in non-banking financial intermediaries and climate related to financial risks from crypto-assets and policy approaches of various group members.

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"Traversing the Vast Expanse: An In-Depth Examination of 'American Literature' by Richard Gray"

Prof. K. D. Sharma

Traversing the Vast Expanse: An In-depth Examination of American literature" by Richard Gray is a monumental work that traverses the expansive landscape of literary creation in the United States. As a Professor of English and Psychology at FIMT Kapashera, New Delhi, my engagement with this comprehensive text has been both intellectually stimulating and pedagogically enriching. In this extensive review, I aim to dissect the intricacies of Gray's magnum opus, exploring its pedagogical value, scholarly depth, and the intersections between literature and psychology.

Gray's "American Literature" serves as an indispensable resource for educators in the field. The book's organization, from colonial beginnings to contemporary voices, provides a structured framework for teaching American literary history. The inclusion of diverse voices and movements ensures that students gain a holistic understanding of the cultural and social contexts that have shaped American literature.

As a professor, I find Gray's inclusion of critical perspectives and literary theories particularly valuable. The book does not merely narrate historical events but encourages students to engage critically with the texts, fostering analytical thinking and a nuanced approach to literature. Gray's emphasis on multiculturalism and the global dimensions of

American literature is crucial in today's interconnected world, making this book a dynamic tool for educators navigating the complexities of contemporary classrooms.

One of the unique aspects of Gray's work is its interdisciplinary approach. As a Professor of Psychology, I appreciate how he weaves psychological insights into the analysis of literary texts. Gray's exploration of themes like identity, trauma, and human consciousness resonates with my dual expertise. The inter-sections between literature and psychology are seamlessly integrated, offering a comprehensive understanding of the human experience as portrayed in American literature.

In this chapter, I delve into specific instances where Gray's exploration aligns with psychological concepts. For example, the examination of characters grappling with existential crises or the impact of societal changes on individual psyche provides a bridge between literature and psychology. This interdisciplinary lens enriches the reading experience and underscores the interconnectedness of seemingly disparate academic disciplines.

Gray's meticulous attention to historical context is commendable. In this section, I explore how the socio-political and cultural events of each era shaped literary production. From the colonial period to contemporary times, Gray traces the evolution of American

literature against the backdrop of significant historical milestones. As a Professor, I draw connections between historical events and lit-erary movements, emphasizing the reciprocal relationship between literature and the society that births it.

Moreover, Gray's exploration of cultural diversity within American literature aligns with the ethos of inclusivity and representa-tion. As an educator in a multicultural set-ting like FIMT Kapashera, this aspect of Gray's work provides a valuable framework for dis-cussing the intersections of literature, culture, and identity in the classroom.

Gray's adept literary analyses form the crux of this chapter. I delve into specific examples where Gray's critical acumen illuminates the nuances of American literary texts. Whether dissecting the symbolism in Hawthorne's works or unpacking the modernist complexities of Eliot and Fitzgerald, Gray's analyses serve as a guide for students and scholars alike.

As a Professor, I particularly appreciate Gray's approach to fostering critical think-ing. The book encourages readers to ques-tion, interpret, and engage deeply with the texts, instilling in them the skills necessary for independent literary analysis. This chap-ter explores how Gray's pedagogical approach aligns with contemporary educational meth-odologies, preparing students for a lifetime of critical engagement with literature.

Gray's exploration of multicultural voices within American literature is a significant contribution. In this section, I examine how Gray's inclusive approach resonates with the ethos of diversity and representation in educational settings. The dis-cussions around African American, Native Ameri-can, and immigrant voices provide a platform for students to explore perspectives that might be outside their immediate cultural purview.

As a Professor at FIMT Kapashera, where students come from diverse backgrounds, Gray's emphasis on inclusivity aligns with our commitment to creating an academic environ-ment that fosters understanding and appre-ciation for different cultures. This chapter delves into specific instances where Gray's exploration of multiculturalism enriches the educational experience for students in a glo-balized world.

A critical evaluation of Gray's "American Literature" would be incomplete without an examination of its reception in educational settings. In this chapter, I draw on my expe-riences using Gray's text in the classroom at FIMT Kapashera. Student engagement, dis-cussions, and the adaptability of the text to different teaching methodologies are explored.

Moreover, I consider the ways in which Gray's work can be supplemented with additional resources to enhance the learning experience. This section also addresses any potential chal-lenges in using such an extensive text, offer-ing insights into how educators can effectively navigate the wealth of information presented in "American Literature."

CONCLUSION

In the concluding chapter, I reflect on the overarching contributions of Richard Gray's "American Literature" to the realms of educa-tion, literary scholarship, and the interdiscipli-nary intersections of literature and psychology. As a Professor of English and Psychology at FIMT Kapashera, I assert that Gray's work is not merely a survey of American literary his-tory but a dynamic tool that transcends disci-plinary boundaries.

This review stands as a testament to the enduring significance of "American Litera-ture" in academic circles. Gray's meticulous

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research, pedagogical foresight, and interdisciplinary approach make this book an indispensable resource for educators seeking to provide students with a holistic understanding of American literary traditions. In the ever-evolving landscape of academia, Gray's work remains a guiding beacon, inviting scholars and students alike to traverse the vast expanse of American literature with intellectual curiosity and critical acumen.

Review of One Day National Conference Curriculum Development and Pedagogy for Legal Education in Contemporary India (PERSPECTIVES IN NATIONAL EDUCATION POLICY, 2020)

Swati Pandita

The institutions imparting legal education in the country are the National Law Universities, Faculties of law in other general universities and a more than 1500 private law colleges. In India, legal education curriculum is governed by Bar Council of India. It has specific rules and standards for legal education, including the duration and structure of law courses, minimum qualifications for faculty, and the content of the curriculum.

A rise in emerging trends in the legal industry has definitely impacted the institutional curriculum that prepares the students for the legal profession making it necessary for legal educational institutes to keep up with the ongoing trends.

One of the most significant challenges facing Indian legal education is an outdated curriculum that often fails to keep pace with the rapidly evolving legal landscape. In addition to this, legal education has traditionally focused on theoretical learning, with limited opportunities for students to develop practical skills. These issues can leave graduates unprepared for the realities of legal practice and may contribute to a lack of confidence in their abilities as legal professionals.

Professor M. Afzal Wani remarked that "Legal Education needs to be competitive globally, adopting best practices and embracing new technologies for wider access to and timely delivery of justice."

Keeping in mind, the above mentioned statement, a pressing need was felt to discuss and deliberate upon issues surrounding curriculum and pedagogy and find a comprehensive way out. Henceforth, a One Day National Conference on Curriculum Development And Pedagogy For Legal Education In Contemporary India [Perspectives In National Education Policy 2020] was held at FIMT Institutional campus on April 20, 2023.

The conference saw scholars, academicians, and lawyers from across the country putting their views forward both Online and Offline. The session started with presentation of a paper which reflected on the shortcomings in the working of BCI and the fallacies in the implementation of the NEP.

The next paper gave insights into the legal education system and analysed if law school is a good investment or not!

One of the participant concluded that the case study method offers a promising approach for legal education. It also took into account the role of technological advancement.

The next paper addressed the elitism of NLUs from high entrance exam fee, preference

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of English language as a mode of teaching and CLAT, lack of measures dealing with sexism at the campus and inferior infrastructure.

Other participants critically analysed the impact of NEP 2020 on legal education, and how the policy document impacts gender equality. There were also discussions about the need to reform and rejuvenate the pedagogy.

The conference also saw participants highlighting the role of women in the legal profession and the issues and challenges they face due to their gender.

Keeping the theme in mind, few papers discussed the need of internship and the challenges faced by the students in securing the internship. A very enriching point of view on how to introduce clinical legal education in law schools was also presented.

Conference proceedings were published in a book with ISBN number.

MODEL INTERVIEW

Model Interview: A Session

Dr. Surbhi Pahuja

Interview of Mr. Avijit Mehta - Head of Human Resources, Dominion University College, East Legon, Accra, Ghana

A young leader in the area of Human Resource Management and a role model to young Human Resource Professionals, shared how Dominion University conquered the excellence in academics He revealed that his transition from manufacturing sector to academics is an insightful journey and the way he is leading the Human Resource Department it is an inspiration for many Human Resource Professionals.

What is the structure of HR function within your college? How did that affect your day-to-day responsibilities and enjoyment of the job?

In my college, the HR function is responsible for various tasks related to staffing, employee relations, benefits administration, training, and compliance with employment laws. The structure of the HR department can vary widely, depending on the size of the college and its organizational hierarchy.

A typical structure might include:

HR Director/Manager: Oversees the entire HR function, sets strategies, and manages the HR team.

Recruitment and Selection: Handles hiring processes, job postings, interviews, and on boarding.

Employee Relations: Deals with conflict resolution, employee grievances, and fostering a positive work environment.

Benefits and Compensation: Manages employee benefits, payroll, and compensation structures.

Training and Development: Organizes training programs, skill development initiatives, and career advancement opportunities.

Compliance and Legal Affairs: Ensures the college complies with labor laws, regulations, and internal policies.

The structure and efficiency of the HR function can significantly impact employees' experiences within the college:

Recruitment and On boarding: A well-organized HR department can streamline hiring processes, making it smoother for new employees to join and contribute quickly.

Employee Relations: An effective HR team can facilitate positive interactions between faculty, staff, and administrators, contributing to a healthy work environment.

Benefits and Compensation: Proper management of benefits and fair compensation can contribute to employee satisfaction and retention.

Training and Development: Access to quality training and development opportunities can enhance employees' skills and career growth.

Dr. Surbhi Pahuja, Lecturer, Dominion University College, Ghana

Compliance: Ensuring compliance with laws and policies minimizes risks and creates a fair and secure workplace for everyone.

If the HR function is well-structured and efficiently managed, it can enhance job satisfaction by providing necessary support, guidance, and resources for employees. Conversely, if there are inefficiencies or shortcomings in HR processes, it could lead to frustration, delays, or misunderstandings, impacting the overall enjoyment of the job for employees.

How do you define employment laws? Also discuss a few benchmarks for the same. Employment laws encompass the legal regulations and statutes that govern the relationship between employers and employees. These laws set out the rights and responsibilities of both parties, covering various aspects of employment, such as wages, working conditions, discrimination, benefits, health and safety, termination, and more.

Several benchmarks exist within employment laws that serve as crucial guidelines and standards for ensuring fair and lawful treatment in the workplace:

Minimum Wage Laws: These laws establish the minimum hourly wage that employers must pay to their employees. Benchmarks vary by region or country and may differ based on factors like age and industry.

Anti-Discrimination Laws: Laws prohibit discrimination based on various factors such as race, gender, age, religion, disability, sexual orientation, and more. They ensure equal opportunities and fair treatment for all employees.

Work Hours and Overtime: Employment laws often define the standard work hours per week and criteria for overtime pay. Benchmarks commonly include a standard 40-hour workweek and overtime pay for additional hours worked.

Health and Safety Regulations: Laws mandate that employers provide a safe and healthy work environment. They specify requirements for workplace safety measures, training, and ensure accidents and ensure employee well-being.

Family and Medical Leave: These laws provide guidelines for employees to take unpaid leave for specific family or medical reasons, such as childbirth, adoption, or caring for a sick family member. Benchmarks might include the duration of leave and job protection.

Employee Benefits: Laws may require employers to offer certain benefits like healthcare, retirement plans, or disability insurance. Benchmarks might involve minimum coverage, eligibility criteria, and contribution requirements.

Worker Classification: Employment laws distinguish between employees and independent contractors, outlining criteria for each classification. This includes benchmarks related to control, independence, and nature of work.

Termination and Severance: Laws specify conditions and procedures for terminating employees, including notice periods, severance pay, and reasons for termination.

Privacy and Data Protection: Laws govern the collection, storage, and use of employee information, ensuring privacy rights and protection of sensitive data.

These benchmarks serve as fundamental guidelines within employment laws, but specific regulations can vary significantly between countries, states, or regions. Staying updated with these benchmarks and ensuring compliance with these benchmarks is essential for employers to maintain a lawful and fair working environment while avoiding legal repercussions.

Model Interview: A Session

How do you create a compensation strategy, step-by-step? Kindly discuss.

Creating a compensation strategy involves several steps aimed at aligning pay and benefits with organizational goals while attracting, retaining, and motivating employees. Here's a step-by-step guide:

Step 1: Understand Organizational Objectives

Assess Organizational Goals: Identify the company's mission, vision, and strategic objectives. Understand how compensation aligns with these goals.

Analyze Market Position: Conduct market research to understand industry standards and benchmarks for compensation. Compare your organization's compensation packages with competitors.

Step 2: Evaluate Current Compensation Structure

Review Current Compensation Policies: Assess existing compensation policies, including salary ranges, bonuses, benefits, and incentives.

Gather Employee Feedback: Collect feedback from employees about current compensation and benefits to identify areas needing improvement.

Step 3: Define Compensation Philosophy

Establish Core Principles: Develop a clear compensation philosophy that reflects the organization's values, fairness, competitiveness, and performance-based rewards.

Consider Pay Equity: Ensure fairness and equity in compensation across genders, races, and other demographic factors.

Step 4: Design Compensation Packages

Determine Salary Structures: Develop salary ranges for different positions based on market research, job evaluations, and internal equity considerations.

Include Variable Pay Elements: Introduce incentives, bonuses, profit-sharing, or stock options aligned with performance metrics or company targets.

Benefits and Perks: Review and enhance benefits packages (healthcare, retirement, leave policies) to attract and retain talent.

Step 5: Implement and Communicate the Strategy

Develop Policies and Procedures: Create clear policies and procedures for administering the compensation strategy, ensuring transparency and consistency.

Communicate Changes: Clearly communicate the new compensation strategy to employees. Explain the rationale behind changes and how it benefits them.

Step 6: Monitor and Adjust

Regular Evaluation: Continuously monitor the effectiveness of the compensation strategy against organizational goals and market trends.

Collect Feedback: Gather feedback from employees regarding their satisfaction with compensation packages and use this input to make necessary adjustments.

Step 7: Ensure Compliance

Stay Updated: Stay abreast of changes in legislation, market trends, and best practices in compensation to adapt the strategy accordingly.

Legal and Regulatory Compliance: Ensure the compensation strategy complies with labor laws, regulations, and anti-discrimination statutes.

Internal Equity: Continuously assess and ensure fairness and equity in compensation across the organizations various roles and levels.

A well-designed compensation strategy not only attracts and retains top talent but also aligns employee performance with organizational goals, fostering a motivated and engaged workforce. Regular reviews and adjustments are crucial to maintaining its relevance and effectiveness.

How do you track the results of the employees?

Tracking employee results involves measuring their performance, progress, and contributions toward organizational goals. Here are steps to effectively track employee results:

Establish Clear Goals and Objectives

Set SMART Goals: Define Specific, Measurable, Achievable, Relevant, and Time-bound goals for each employee that align with broader organizational objectives.

Use Performance Metrics and Key Performance Indicators (KPIs)

Identify Relevant Metrics: Determine specific metrics and KPIs that reflect employee performance in their respective roles. Examples include sales targets, project milestones, customer satisfaction ratings, etc.

Regularly Measure Progress: Track and measure these metrics regularly, whether it's weekly, monthly, or quarterly, to assess performance and progress.

Conduct Regular Performance Reviews

Scheduled Check-ins: Conduct regular performance evaluations or check-ins to discuss progress toward goals, provide feedback, and identify areas for improvement.

360-Degree Feedback: Gather input from peers, supervisors, and subordinates to gain

a comprehensive view of an employee's performance.

Implement Performance Management Systems or Tools

Utilize Software Solutions: Implement performance management software that helps track and manage employee goals, progress, and evaluations.

HRIS and Tracking Tools: Use Human Resource Information Systems (HRIS) or tracking tools to document and manage employee performance data.

Encourage Self-Assessment and Goal Tracking

Self-Appraisals: Encourage employees to self-assess their performance against set goals. This provides insights into their perceptions and understanding of their contributions.

Goal Tracking Tools: Provide resources or tools that allow employees to track their progress toward goals independently.

Recognize and Reward Achievements

Acknowledge Success: Celebrate and recognize employees for achieving or exceeding goals. Recognition serves as positive reinforcement and motivation.

Performance-based Incentives: Tie rewards and incentives to performance, providing tangible recognition for outstanding results.

Continuous Feedback and Coaching

Ongoing Feedback: Offer continuous feedback, not just during formal evaluations, to address issues, provide guidance, and reinforce positive behavior.

Coaching and Development: Offer support and resources for employees to improve performance through training, coaching, or mentorship programs.

Documentation and Record-Keeping

Maintain Records: Document performance reviews, goals, achievements, and areas for improvement to inform future evaluations and development plans.

Data Analysis: Analyze performance data to identify trends, strengths, weaknesses, and areas for organizational improvement.

By implementing these strategies, organizations can effectively track and manage employee results, fostering continuous improvement and aligning individual contributions with organizational goals.

CONCLUSION

Being the Head of HR in an academic institution requires a nuanced understanding of the academic environment, a student-centered approach, and the ability to balance administrative and educational priorities. Successfully navigating these challenges involves a blend of HR expertise, adaptability, collaboration, and a deep appreciation for the unique aspects of academia.

Absolutely, the role of Head of HR in an academic institution demands a distinctive approach due to the environment's academic focus and the institution's student-centered mission. Here's why a nuanced understanding and a student-centered approach are essential.

COMMENTS & SUGGESTIONS ON CONTEMPORARY ISSUES

Unemployment

Ms. Aruna

In a world where many prestigious institutions claim to provide the finest education and help students land their dream career, unemployment is one the social issues that still exists in many underdeveloped as well as developed countries. Unemployment is a situation where an individual is actively looking for work actively but is unable to find a job. It has grown its root deep within our society that we are still struggling to eradicate it completely. But why is that? Don't we have enough resources to do that? Let's find out now.

people whose main source of income comes from agriculture. And the jobs in the agricultural sector are available only for a few months depending on the season. Due to this, many people remain unemployed for the rest of the months or find a low-wage job.

REASONS OF UNEMPLOYMENT

If I had to make a list of reasons behind unemployment, it would never end, so I decided to highlight some of the main reasons that lead to unemployment.

POPULATION

As the world progresses, so does the population. It can't be denied that population is the main contributing factor to many problems in the world. This ranges from hygiene to healthcare to unemployment. It's expected that by 2024, India's population growth will surpass that of China. Due to the increase in population, the demand for jobs becomes high whereas supply of jobs is not in that proportion.

DEPENDENCE ON AGRICULTURE

As I mentioned earlier, many people are still dependent on agriculture as their primary source of income. Additionally, people involved in agriculture come from a lower income class, that means they can't afford to plant crops according to the season. They might get to afford one seasonal crop but not another and that leads to unemployment.

TECHNOLOGICAL ADVANCEMENTS

The world is progressing at a fast pace, and so does technology. As technological improvements increase, the need for manpower decreases. Industries are focusing on technologies that give them more output and require less workforce.

LACK OF EDUCATION

Another reason for high unemployment rates is lack of education. Employers look for individuals who have a high skill set and education that can adapt to any technological change easily. Therefore, the individuals who lack education are left behind.

SEASONAL EMPLOYMENT

Not everybody can afford to have access to quality education, that's why there are many

SOLUTIONS

Affordable Education

Education should be made affordable for lower income class people. Any student who likes to pursue further studies should be given access to quality education at an affordable rate. This would lead to skilled individuals thus leading to a decrease in education.

Encouraging Entrepreneurship

Individuals who are unable to find a suitable job for themselves should be encouraged to start their own business. Entrepreneurship should be encouraged by providing adequate means and resources required to start a business. This will lead to an increase in job opportunities for other individuals too.

Skill Development Programs

The job market is very competitive and requires individuals to have different kinds of skills to

find a job for themselves. Therefore, the government should focus on skill development programs to provide necessary in-demand skills.

Career Counseling

Young individuals are often confused about which career to choose and sometimes choose the wrong one. Therefore, career counseling sessions should be provided to help them decide which career is right for them and aligns with their skills and interests.

Resume building workshops

These kinds of workshops will provide proper guidance to individuals to make an effective resume that will help them land a job. These workshops should be made free and accessible to all, online or offline.

Ms. Aruna, Assistant Professor, Fairfield Institute of Management & Technology, New Delhi

Child Beggars: Ground Reality of Society with RTE

Dr. Geeta Dhasmana

Parliament passed the Right to Education Act (RTE) in August 2009. It established minimal standards for elementary school education and declares education a fundamental right for all children between the ages of 6 and 14. It mandates that 25% of seats in all private schools be reserved for children. However, we continue to witness children begging on city streets and at red lights. Begging is typically a desperate act and is classified by the International Labour Organization (ILO)Convention No. 182 as one of the worst types of child labor

because it poses risks to the children physical, mental, moral, and intellectual wellbeing.

State laws pertaining to begging vary greatly in how they handle minors who are discovered begging. Children who are caught begging are to be handled as victims in need of "care and protection," according to the Juvenile Justice Care and Protection of Children Act of 2015. Under Section 24(1) of the Juvenile Justice Act, an individual who employs or utilizes a minor for the purpose of begging, or who forces a minor to beg, faces a maximum sentence of

Dr. Geeta Dhasmana, Assistant Professor, Fairfield Institute of Management & Technology, New Delhi

lawyer for the Delhi Commission for Protection of Child Rights (DCPCR) stated that they have been doing routine inspections and saving and rehabilitating children who are discovered to be begging. Even the HC highlight this that all this is in papers and they want to know measures taken in ground reality.

The Indian government will keep up its legal obligations, but it is up to us, responsible Indian citizens to carry out our responsibilities such as the first thing we should do if we witness a youngster begging in the streets or at a train station is to report them to the appropriate authorities, such as the police or the railway department. By securing a promising future for them, the government can preserve their lives. These people and children are prohibited from begging in trains under Section 144(2) of the Railways Act, 1989, which also stipulates that anyone found begging in a train or railway station faces a fine and a term of imprisonment of up to one year. We can file a report with the child care and welfare NGOs like Robinhood, Chetna NGO for street children, Save the Children etc., and they will locate the family and provide financial assistance. These NGOs also assist these street beggars by providing food and shelter in addition to working toward their education. We can participate in these NGOs as volunteers or donors, providing free education and support to underprivileged children.

We are all aware that things won't get better overnight. Any reform or practice takes time to become established, but the aim of universal education can only come true if steps are taken on a regular basis and strictly enforced.

three years in jail and a fine. And there are many other laws, acts, organization and etc. for the protection of child rights and their education. Instead of this, the ground reality is different. Education, which is a basic entitlement for every child in our nation, is still a distant dream for a large number of Indian children, particularly those who are really poor and in great need. Poverty and illiteracy are two main causes of desperate behaviors like child begging, which is one of the most terrible and serious issues that belittles our nation's morality. I have read in an e-article published in Times of India website (dated 24 Aug. 2022 by Abhinav Garg) with the heading, "Why are kids still begging on streets of Delhi' which was asked by the HC. In the words of Justice Subramonium Prasad, "It is a serious matter. We have to ensure these children get food and are enrolled in schools. Children begging is a common sight at intersections. We wish a zone-wise status report for Delhi on steps taken to rehabilitate them". In response, the

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'विश्व जल दिवस' पर बातें ज्यादा परंतु ध्यान कम ।
(डॉ. विकास कुमार सिंह)

Dr. Vikash Kumar Singh, Assistant Professor, Fairfield Institute of Management & Technology, New Delhi

Artificial Intelligence (AI) a Friend and a Foe

Ms. Taruna

Artificial Intelligence (AI) is basically a human intelligence which is perform by a machine, intelligence which is perform by a machine, Learning of machines and software from their past experiences which perform a variety of advanced functions on the basis of user's interaction. Basically, AI is divided into two types: Deep Learning and Supervised Machine Learning. Deep Learning used there is a huge data set, while supervised machine learning model required labeled trained data set to build a predictive model. AI is capable enough to let a machine or software to learn like a human being and perform accordingly.

In today's world Artificial Intelligence (AI) being a dynamic system and being able to learn itself and will play a crucial role in the field of IT, communications, health care, data management, surveillance, photography, audio-video editing.

Artificial Intelligence (AI) is capable of completing a certain task on a machine or software in a fraction of time as compared to a human being and with lesser margin of error. In recent CHATGPT had gained a very good popularity an Artificial Intelligence (AI) software capable of answering questions and problems in real time, predicting near future events, predicting share market impacts, one can create an image of their imagination in real time

using CHATGPT. Artificial Intelligence (AI) can reduce burden of workforce by 90% with better productivity and efficiency. Artificial Intelligence (AI) is being helpful in a modern with endless possibilities.

Artificial Intelligence (AI) is a nightmare too, In recent times Artificial Intelligence (AI) also have negative effects too in the real world. Artificial Intelligence (AI) may lead as a priority over human work force which will lead to massive unemployment and poverty in the country.

Artificial Intelligence (AI) being accessible to all will open flood gates for illegal activities like face cloning, voice cloning, fake signatures, creating fake chats, fake records with great precision. A person with enough knowledge to create an AI system of mass destruction will be a threat to all. AI is being used to make face videos of well-known people with face swapping and voice over. It is very critical to protect data from steal or manipulation. It is being used in the defence sector and being a machine or software, it is prone to hacking or interference which might lead to a lapse of security or worse and can also used for malicious purpose like denial-of-service attacks.

Artificial Intelligence (AI) is a man-made gift to humanity which must be used for the betterment of the masses and for the destruction.

Ms. Taruna, Assistant Professor, Fairfield Institute of Management & Technology, New Delhi

Women Empowerment

Ms. Minoo Kantha

Indian society is patriarchal, with women historically subjected to subjugation. Female foeticide was very common in some parts of the country. Most Indian women struggle with their identities. Her father provides for her during her early years, her spouse maintains her after marriage, and her son provides for her as she ages. A man makes all of her life's significant decisions. She is a victim of domestic abuse but doesn't talk about it. Because she is financially dependent on her husband, she stays in an unpleasant marriage in order to support herself and her children. Her parents prioritized their son's education over hers, depriving her of a good education or a further education. Despite government efforts to outlaw it, child marriage is nevertheless prevalent in some parts of India. In India, the graph of sexual violence against women is extremely high. When out on the town, no lady feels safe if she is by herself.

In addition to granting women equality, the Constitution gives the State the authority to enact laws that favor positive discrimination against men. Our laws, development strategies, plans, and programs have all targeted women's advancement in various fields within the framework of a democratic society. The Fifth Five Year Plan (1974–1978) marked a significant change in the focus of attention on women's issues from welfare to development. The recognition of women's empowerment as the primary factor in establishing their position has grown in recent years. In 1990, an Act

of Parliament established the National Commission for Women to protect women's legal rights and privileges. The objectives set forth in the Constitution, laws, plans, programs, and associated procedures, on the one hand, and the situational reality of women's status in India, on the other, nevertheless differ significantly. This was covered in detail in the 1974 "Towards Equality" Report of the Committee on the Status of Women in India, and it was further emphasized in the 1988 Shramshakti Report, the National Perspective Plan for Women, 1988-2000, and the Platform for Action, Five Years After: An Assessment.

In the last decade so many policies were made in India to empower women such as Beti Bachao, Beti Padhao Scheme, Working Women Hostel Scheme,Ujjawala Scheme,Mahila Shakti Kendra, Mahila Police Volunteer scheme, Women Helpline Scheme,Swadhar Greh, STEP (Support to Training and Employment program for Women), One-Stop Centre Scheme and more.The growth of the electronics, computer technology, food processing, agroindustry, and textile industries has been greatly aided by the significant role that women play in these fields. In order to engage In a variety of industrial sectors, they would have full support in the form of labor laws, social security, and other services. Even if they wanted to, women are currently not permitted to work night shifts in industries. The government is taking the necessary steps to allow women to work the night shift in the manufacturing and

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IT sector. Transportation, security, and other support services are provided alongside this.

There should be equal access to education for girls and women. Special efforts have been made to end discrimination, make education universal, end illiteracy, establish a gender-sensitive educational system, boost the enrollment and retention of girls, and enhance the standard of education to support women's advancement in the workplace, vocation, and technical skills. One area of focus is reducing the gender gap in secondary and tertiary education.

To ensure maximum participation of women in policy and decision making The Constitution (106th Amendment) Act, 2023, reserves one-third of all seats for women in Lok Sabha, State legislative assemblies, and the Legislative Assembly of the National Capital Territory of Delhi, including those reserved for SCs and STs. Though it has improved, women's presence in entities that make decisions is still comparatively low, rising from 5% in the first Lok Sabha to 15% in the 17th Lok Sabha. Women currently make up about 15% of the members of the 17th Lok Sabha (2019–2024), compared to 9% of members of state legislative legislatures on average. Empowering women does not mean to mistreat men. They are complementary to each other and the country can progress only if they both are empowered and achieve their goals. A wise statement attributed to Mary Wollstonecraft says:

"*I do not wish them [women] to have power over men; but over themselves.*"

— Mary Wollstonecraft,
A Vindication of the Rights of Woman

STUDENT SECTION

Fighting a Demon called Stress

Mayank Kashyap, BA-JMC

Emotions are an inherent part of the human experience, shaping our perceptions, actions, and overall well-being. While they add richness to our lives, managing emotions and coping with stress becomes crucial for maintaining mental health. In this brief exploration, we'll delve into effective strategies for coping with emotions and stress.

Understanding Emotions are complex responses to stimuli, ranging from joy and excitement to anger and sadness. Acknowledging and understanding these emotions is the first step in effective coping. Instead of suppressing or denying feelings, embrace them as valuable indicators of your mental state.

Journaling or talking to a trusted friend can provide an outlet for expression, helping you gain insight into your emotions. Practicing mindfulness and meditation techniques can be powerful tools for managing emotions and stress. By focusing on the present moment, individuals can cultivate a sense of calm and reduce the impact of external stressors. Maintaining a healthy lifestyle plays a pivotal role in emotional well-being. Regular exercise not only contributes to physical health but also releases endorphins, the body natural mood enhancers. Adequate sleep is equally essential, as it allows the mind and body to recuperate, fostering emotional balance. Additionally, there are other factors at play like balanced diet, proper nutrition etc. Implementing effective time management strategies can mitigate this stress. Prioritize tasks, break them into manageable chunks, and set realistic deadlines. By doing so, you create a sense of control over your responsibilities. Learning to say 'no' and setting healthy boundaries is crucial for emotional well-being. Overcommitting can lead to increased stress levels and emotional exhaustion. This empowers you to maintain a healthier balance between personal and professional life.

Dealing with emotion and stress become more handy when you have a support system. Whether it's friends, family, or a mental health professional. Don't hesitate to seek professional help if needed; therapists can offer guidance to overcome the stress issues. Managing stress is an ongoing process that requires self-awareness and dedication. Remember, taking small steps towards positive change can lead to significant improvements in your ability to cope with the complexities of life.

Impact on Europe because of Israel and Hamas War

Divyansh Sharma, BCOM (H)

The Israel-Hamas conflict has reignited tensions across Europe, prompting a wave of diplomatic challenges and public demonstrations. European nations, while striving for a unified response, showcase divergent viewpoints, underscoring the intricate nature of the Israeli-Palestinian conflict. This resurgence of tension has invigorated conversations on diversity, identity politics, and social cohesion within European societies. Public protests and expressions of support for Palestinians have surged across multiple European cities, reflecting a groundswell of empathy and a demand for decisive action. The conflict's resonance within

Europe acts as a catalyst for introspection, fostering renewed dialogues on multiculturalism and the interconnectedness of domestic and international affairs. Additionally, the conflict has emphasized the imperative of multilateralism, effective conflict resolution, and the pursuit of sustainable peace, underlining the intricate interplay of regional dynamics and their global ramifications. As such, the tensions arising in Europe due to the Israel-Hamas war reflect the conflict's multifaceted impact, highlighting the need for principled engagement, comprehensive diplomacy, and proactive multilateralism on both regional and global scale.

The Bandit Queen

Mayank Kashyap, BA-JMC

The phoolan devi, or also known as "the bandit queen" whose life unfolded like a cinematic tale of rebellion, injustice, and resilience. Born in poverty in a small village in Uttar Pradesh in 1963, phoolan's early years were marked by hardship and adversity. Her journey into slader began then she was married off at a young age, experiencing abuse and humiliation at the hands of her husband and his family. In an act of defiance, Phoolan escaped from her oppressive marriage, setting the stage for a life that would defy societal norms. Phoolan's

path took an unexpected turn when she joined a group of dacoits, bandits who roamed the ravines of chambal, seeking revenge against upper-caste men who had wronged her. The chambal ravines became backdrop for her dramatic transformation into the notorious bandit queen, leading a gang of rebels who sought justice on their own terms. The infamous Behmai massacre in 1981 marked a dark chapter in Phoolan's life, where she and her gang sought revenge for the abuse she had endured. The incident gained widespread attention, solidifying

Divyansh Sharma, B COM (H)
Mayank Kashyap, BA-JMC

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her status as a symbol of resistance for some and a menace for others. Phoolan's life took another turn when she surrendered herself to the authorities in 1983 and the legal system proved to be another battleground for Phoolan devi as she faced a long and arduous trial. In 1996, phoolan entered politics, representing the samajwadi party and serving as a member of parliament. And, tragically Phoolan devi life cut short in 2001 when she was assassinated

outside her Delhi residence. The circumstances surrounding her death remain shrouded in mystery, adding an air of intrigue to an already captivating narrative. Despite the controversies surrounding her actions, Phoolan devi's life story became a symbol of defiance against the deeply ingrained injustices of caste and gender in Indian society. Her journey from being a victim to a rebel and eventually a parliamentarian to a rebel and eventually a parliamentarian was nothing short of remarkable.

Notes

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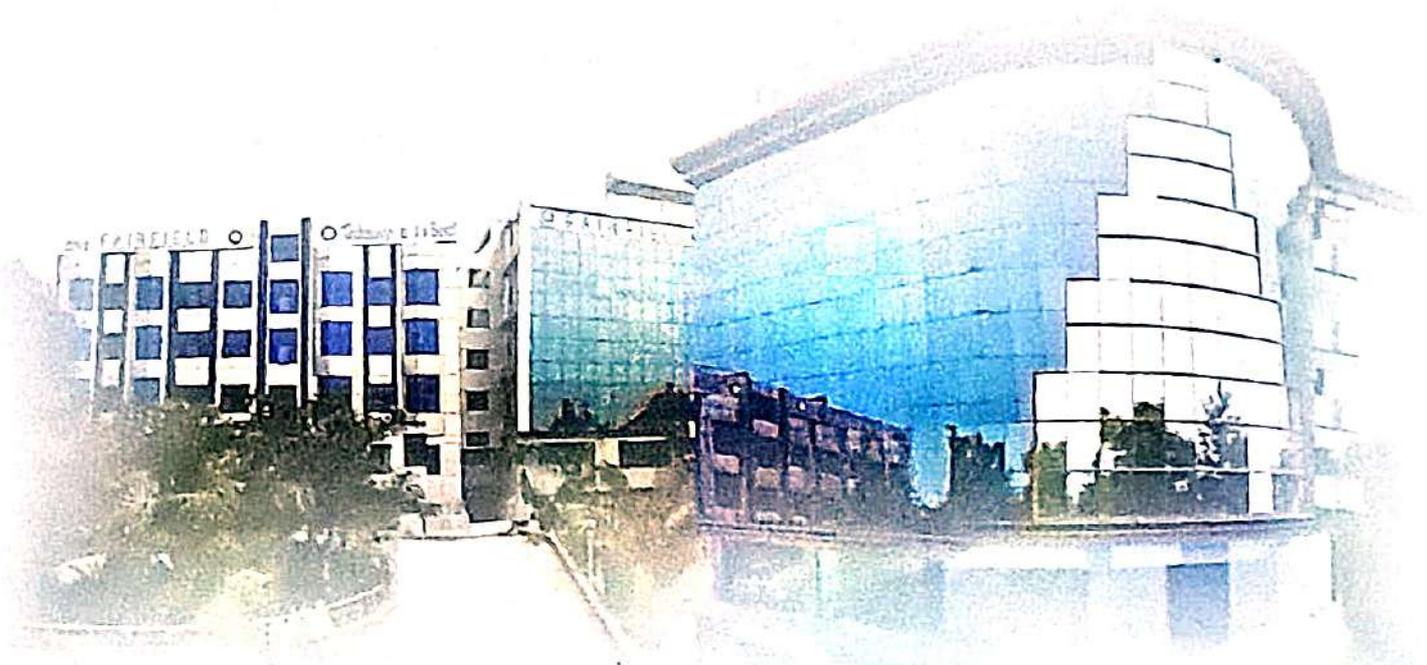
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