

## PM LAUDS INDIA'S BEST EVER PERFORMANCE AT ASIAN GAMES IN THE LAST 60 YEARS

The Prime Minister, Narendra Modi has lauded India's best ever performance at Asian Games in the last 60 years with the highest ever medal tally of 107. Modi hailed the unwavering determination, relentless spirit and hard work of the players.

The Prime Minister posted on X: "What a historic achievement for India at the Asian Games!

The entire nation is overjoyed that our incredible athletes have brought home the highest ever total of 107 medals, the best ever performance in the last 60 years.

The unwavering determination, relentless spirit and hard work of our players have made the nation proud. Their victories have given us moments to remember, inspired us all and have reaffirmed our commitment to excellence."

## Mental Health in the Workplace: Promoting Employees Well-being'

■ DR. ALKA SHARMA

Creating a mentally healthy workplace is essential for both employees and employers. This environment fosters well-being, increases productivity, and reduces absenteeism and turnover. The various strategies that employers can implement to promote employee mental well-being are as follows:

- 1. Raise Awareness and Reduce Stigma**  
The first step in promoting mental health at work is to create an open and inclusive atmosphere where employees feel comfortable discussing their mental health concerns. Employers should organize workshops, seminars, or training sessions to educate employees about mental health issues and reduce the stigma surrounding them.
  - 2. Develop Mental Health Policies and Programs**  
Employers should establish clear mental health policies and programs. These policies should outline the company's commitment to mental health, confidentiality protocols, and procedures for seeking help. Additionally, companies can offer Employee Assistance Programs (EAPs) that provide confidential counseling services to employees.
  - 3. Work-Life Balance**  
Encouraging a healthy work-life balance is crucial. Employers can implement flexible work hours, remote work options, and paid time off policies that support employees' personal lives. This helps reduce stress and burnout, contributing to better mental health.
  - 4. Manage Workload and Expectations**  
High workloads and unrealistic expectations can lead to stress and anxiety. Employers should ensure that employees have manageable workloads, set realistic goals, and provide the necessary resources and support to meet them. Regular check-ins can help identify potential issues early.
  - 5. Foster a Supportive Work Environment**  
Creating a supportive work environment is essential for mental well-being. This includes promoting teamwork, providing opportunities for skill development, and recognizing and rewarding employees' contributions. When employees feel valued and supported, their mental health improves.
  - 6. Encourage Physical Activity**  
Physical activity has a significant impact on mental health. Employers can promote exercise by offering gym memberships, organizing fitness challenges, or providing on-site exercise facilities. Encouraging short breaks for stretching or walking can also boost overall well-being.
  - 7. Healthy Eating and Nutrition**  
A balanced diet is vital for mental health. Employers can promote healthy eating by offering nutritious snacks in the workplace, providing information on healthy eating habits, and organizing wellness programs that focus on nutrition.
  - 8. Stress Management and Resilience Training**  
Offering stress management and resilience training can equip employees with tools to handle workplace stressors effectively. These programs can include mindfulness meditation, yoga classes, or workshops on stress reduction techniques.
  - 9. Communication and Feedback Channels**  
Establishing effective communication and feedback channels allows employees to voice their concerns and ideas. Regular team meetings, suggestion boxes, and anonymous surveys can provide valuable insights into the workplace and help address issues promptly.
  - 10. Recognize and Address Bullying and Harassment**  
Bullying and harassment can severely affect mental health. Employers should have strict anti-bullying and anti-harassment policies in place and enforce them rigorously. Encourage employees to report any incidents without fear of retaliation.
  - 11. Mental Health First Aid Training**  
Training selected employees in mental health first aid can be invaluable. These individuals can offer initial support to colleagues in crisis and help connect them to professional help when needed.
  - 12. Monitor and Evaluate Programs**  
Regularly assess the effectiveness of mental health programs and policies. Collect data on absenteeism, turnover, and employee feedback to make improvements as necessary. Adapt programs based on evolving needs and trends.
  - 13. Lead by Example**  
Leaders and managers should lead by example when it comes to mental health. Demonstrating self-care, seeking help when needed, and openly discussing mental health issues can set a positive tone for the entire organization.
  - 14. Provide Access to Mental Health Services**  
Ensure that employees have access to mental health services, such as counseling or therapy. Collaborate with insurance providers to offer comprehensive mental health coverage and make resources easily accessible.
  - 15. Emergency Response Plan**  
Have a clear plan in place for responding to mental health emergencies, such as suicide threats or severe crises. This plan should outline the steps to take and resources available to provide immediate support.
- In conclusion, creating a mentally healthy workplace requires a comprehensive, multifaceted approach. Employers play a pivotal role in fostering an environment where employees can thrive mentally and emotionally. By implementing these strategies and continually evolving their approach, employers can promote employee well-being, productivity, and overall success.
- (The author is Teacher, School Education Department, Jammu).

I had always been feeling uncomfortable in my mind about giving advice to others and not acting upon it myself.

-Lal Bahadur Shastri

# Gupkar Alliance & A Few Others on Protest, Why?

■ ER. P. L. KHUSHU



A unanimous decision was taken during the meeting of leaders of various Opposition parties in Jammu, led by Farooq Abdullah, that the regional opposition parties will hold a joint peaceful protest on October 10 against trampling of constitutional rights and delay of elections here. Abdullah chaired a meeting of the regional opposition parties in Jammu in which leaders from Congress, People's Democratic Party, Panthers Party and other political parties participated. They also condemned the raids against journalists in New Delhi. Is it a mini dotted I.N.D.I.A. The National Conference leader, who also heads the People's Alliance for Gupkar Declaration, an amalgam of regional parties formed in October 2020 to strive for the restoration of special status and statehood of J&K, said that the B-JP led government despite its claims of normalcy in J&K is not holding elections in the region. "The Home Minister and Lieutenant Governor claim that the situation is normal in J&K. The G-20 meeting happened here and If the situation is normal and the why the elections are not being held is the contention.

What a paradoxal question and why? The election commission of India has to decide about it and not the government of India. Let them take up the issue with the election commission of India, the way they knocked the doors of the Hon'ble Supreme Court of India about the abrogation of the Article 370 and 35 A. They created a hype amongst the people of Kashmir; that they have engaged the best lawyers for advocating their cause about the abrogation of the Article 370 and 35 A. What is the result so far, that is yet to come. Without making any comments about the legal outcome about it as the issue is still subjudice, but one can comprehend the outcome prominently.

Is it the whimsy of Gupkar's to collect such a gathering for spreading false notions about the present peaceful conditions in Kashmir. Gupkar's are political experts in all such events, to create an imaginary lobby of unimportant politicians, to show their existence within the crowd of people for their vote bank politics. Jammu a cozy place free from any disturbances of sorts for such gatherings, as people of Jammu are all peace loving people and do not believe in any violence has been chosen as the venue of this protest. Is it a soft target for such political events? The general masses Jammu may have to take note of it. Why do not Gupkar's hold such protests on the soil of Kashmir; particularly at places like Shopian, Pulwama, Anantnag, Baramullah, Kupwra, Srinagar and places of deep Srinagar like

Khanyar, Hawal, Nowhatta, Khankahi Mohlla, Idd Gah, etc. Do they have an answer for it? Yes, they have the answer but they will not exhibit it. They know it that they have no existence in Kashmir and in fact, Kashmir's hate all these politicians, as they are the people who are responsible for the destruction of Kashmir through militancy, due to their dynastic rules for decades. How many times did these dynasty based politicians come on roads of Kashmir; since 5th August 2019, when article 370 was abrogated and 35A removed. How many times did these timid politicians come on roads about Gupkar getting broken, with Ladakh getting separated from it. How many times did these politicians come on roads about Jammu and Kashmir having been reduced to the status of a union territory from the level of a full state? So shedding of crocodile tears by them now and that too away from the main soil of Kashmir due to the fear of the militancy, bears no sanctity and acknowledgement of the people of Jammu and Kashmir. Will the Gupkar Alliance reply it.

What a ludicrous situation and hypocrisy to call it a people's alliance when it is an alliance of just two families abetted and supported by one or two local disgruntled so called political leaders, who are equally having hypocritical dynastic base and are experts in changing political sides for their self interests.

It looks now ambiguous and antagonizing to listen to different versions of Dr. Farooq Abdullah, the head of this alliance , when he proposes different postulates day in and day out, like talking to Pakistan about Kashmir problem, declaring that people of Kashmir's do not like India, preferring to have Chinese patronage, seeking Chinese help for the abrogation of article 370 and the like. These statements are baneful and atrocious apart from being seriously seditious. A member of the Indian parliament speaking so and that too on the soil of India, it poses a question mark. The entire nation has taken these remarks as seditious in its form and stipulations, when it has been condemned by every nationalist Indian. Freedom of speech and expression has its limitations. The constitution of India should not be allowed to be taken for a ride so contemptuously.

The timing chosen by the sponsors of such a protest has a semblance with the situations around, to divert the attention of the people of Jammu & Kashmir for their role in administration during their ruler ships of governance of the erstwhile state of Jammu and Kashmir. In this regard it has further relevance to the distinct tirade which has been set in motion by the new Lieutenant Governor to eradicate the menace of deep corruption from Jammu and Kashmir; as also locate the earlier hidden pools of such hair raising events of corrupt practices involving the mighty people of politics and civil administration. In this regard a reference to the 'Roshni-

Act' is a living example in such a case.

The leadership of National Conference has always advocated for a dialogue with Pakistan to end terrorism in Jammu and Kashmir; saying friendship holds the key to development in the region. Their opinion is that "Terrorism is still prevalent in Jammu and Kashmir; contrary to the claims pf the government that it is finished now. Their statements say that If we want to finish it, we have to talk to our neighbor" that is distinctly our enemy Pakistan. Such a statement corroborates with statement of another apex leader of PDD, who called upon the government of India to initiate dialogue with Pakistan citing increased violence in the Valley. A famous dictum," Birds of the same feather flocks together". These two old rival political parties of Kashmir; with dynastic backgrounds to rule Kashmir; have superficially come together through an alliance known as 'Gupkar-Alliance', clubbing some other local political parties with this alliance. With the birth of such an alliance there was a big drum beating between these political parties to counter the moves of the power corridors of Delhi about the abrogation of Article 370, 35A, along with other allied issues with it, like the 'Reorganization of 'J and K State'. Thus their utterances of insignificant values appear to be more 'loyal than the king', towards our neighbor Pakistan, which is a bitter enemy of India. These tall politicians posing to be well wishers of the masses of Kashmir are exposed fully before the masses, when Mehbooba Mufti chose to govern the state with the help of B-JP. Her illustrious father was the home minister of India. Dr. Farooq Abdullah's is a member of the Indian parliament, when he has remained as central cabinet minister too. His party too has been in the past a part of NDA Government when his son Omar Abdullah was a minister in the NDA government. What a duality? What are they selling now to the people of Kashmir? Are they now sitting on the fence as umpires between India and Pakistan, showing more loyalty to Pakistan by advocating for them in India that India should hold talks with them to stop terrorism etc. Are they Indians, yes, they should be, as they have enjoyed enough of royal favors from India by occupying highest seats of power in the governing hierarchy of India and Kashmir from time to time. It is very well understood that after enjoying all the benefic favors, from India due to the appeasement policies of erstwhile governments of India, since decades by exploiting Kashmir as a serious issue, which has been stopped now, such valley based dynastic politicians are completely frustrated now. These politicians with a microscopic base in the valley are repeatedly doing so, when no route is now available to them to usurp the state power back, thus fan unrealistic half truths to create doubts in the innocent minds of the people of Kashmir; that Kashmir is a dis-

puted territory between India and Pakistan. Pakistan has abandoned them for their inconsistent utterances.

These leaders have a vague notion that they are representing Jammu & Kashmir in the national and the international forums, when it is not so. These politicians should have a look at their vote bank percentages with which these people have won the state elections or the parliamentary elections from time to time. They have hardly been selected by just 9%to 10 % of the total electorate of their constituencies. Let them introspect about it. The insurgency of militancy and terror in Jammu & Kashmir is a product of the dynastic ruler ship of various political leaders. Jammu and Kashmir Legislative Assembly elections of 1987, is widely believed to have been rigged. Allegations of malpractices and rigging led to the disillusionment of Kashmiris. In this environment, secessionist and subversive elements started claiming that they had been denied democratic rights illegally and began justifying recourse to unconstitutional and other methods. It was in this environment that Pakistan encouraged Kashmiri youth to come across the Line of Control and receive arms training to begin an armed secessionist movement. As is mostly said and spoken that the root cause of the militancy in the state is basically the elections of 1987. Who was involved in these elections is an open secret. The militancy is a creation of the dynastic rules in Jammu & Kashmir. Now a protest about holding of elections in Jammu and Kashmir. It is much a do about nothing. Let them reply the basic questions of their loyalty to the constitution of India and people of Jammu and Kashmir; before seeking entry back in the election euphoria, to see day dreams to come back to power as dynastic politicians. Probably those days have gone. These disgruntled politicians are more or less now harping upon the support from another newly created political alliance known as dotted I.N.D.I.A, which is a hypocrite amalgam of the defeated politicians of mostly dynastic bases, which may seize to exist and fall under its own weight soon. National conference and Congress party will now exploit their joint win in Kargil Hill Development Council elections within Jammu and Kashmir and will make more noise about it particularly in Jammu province. It is a regional elections when it has nothing to do with the main assembly or parliamentary elections. People of Jammu and Kashmir shall have to be more vigilant about such a maneuvering of NC and Congress particularly in Jammu. This joint amalgam will not be able to make any dent in Kashmir; but the voters in Jammu shall have to remain cautious about it.

(The author of this article is a chartered consultant civil engineer, who loves his mother land the union territory of Jammu & Kashmir).

# Electrify Your Future: A Thriving Career in the E-Mobility Sector

■ DR ABHILASHA GAUR

In an era where sustainability and innovation reign supreme, the E-Mobility sector has emerged as the driving force behind a transformative shift in the automotive industry. The transition from traditional internal combustion engines to electric vehicles (EVs) is no longer a futuristic concept; it is the present reality. This dynamic transformation has unlocked a world of exciting career opportunities for those with a passion for clean energy, cutting-edge technology, and a commitment to driving change. This article will delve into the various career opportunities within the E-Mobility sector, highlighting the significant role played by the Electronics Sector Skill Council of India (ESSCI). There are six essential roles divided into two segments: one in the Battery System segment and the other in the Motor and Controller segment.

**The E-Mobility Revolution**  
The E-Mobility sector encompasses a wide spectrum of industries, including electric vehicle manufacturing, charging infrastructure development, and battery technology. Its growth is driven by the urgent need to reduce greenhouse gas emissions, combat climate change, and enhance energy efficiency. Governments worldwide are introducing stringent regulations to promote clean transportation, and consumers are increasingly embracing electric vehicles, creating an unprecedented demand for E-Mobility professionals.

**The Role of Electronics Sector Skills Council of India**  
Electronics Sector Skills Council of India (ESSCI) plays a pivotal role in shaping and nurturing talent for the rapidly evolving E-Mobility sector. Established under the Ministry of Skill Development and Entrepreneurship, ESSCI collaborates with industry stakeholders, training institutions, and government bodies to bridge the skills gap in the electronics and IT hardware sector, which includes E-Mobility.

Electronics Sector Skills Council of India (ESSCI) offers various certification programs, training initiatives, and skill development projects designed to equip individuals with the expertise needed to thrive in E-Mobility careers. These programs cover a range of competencies, from electrical and electronics engineering to software development and sustainable transportation planning. By aligning its efforts with the evolving needs of the E-Mobility sector, ESSCI ensures that India remains at the forefront of this transformative industry.

## YOUR COLUMN

### Enhancement of Internship allowance for students pursuing B.V.Sc & A.H. degree in SKUAST Jammu

Dear Editor,  
I am highly grateful to you if you are kind enough to allow me a little space in your daily newspaper i\$State Times" to highlight the grievances of internship students who are pursuing internship at SKUAST Jammu in B.V.Sc & A.H. I Milan Sharma (CR) on behalf of students of B.V.Sc & A.H. pursuing internship would like to draw the kind attention of the concerned Chancellor and Vice-Chancellor of SKUAST Jammu for enhancing the internship allowance. The students are getting Rs 6000/- per month internship allowance which is lowest among all states in India. It is gross injustice with the students of SKUAST Jammu as such amount is very low to meet our daily expenditures and travel expenses. The matter has already been brought to the notice of university administration but nothing has done till date.  
► Govt. of West Bengal vide order no. 2669/1(8)-ARD-18013/8/2022 dated 03/10/2023 has enhanced internship allowance for the internship students of B.V.Sc & A.H. of 'West Bengal University of Animal & Fishery Sciences' from Rs 9000 to

- try.
- Career Paths in the E-Mobility Sector**
- 1. Battery System Design Engineer:** Battery System Design Engineers are at the forefront of innovation in the E-Mobility sector. They are responsible for conceptualizing, designing, and optimising battery systems that power electric vehicles. These engineers are instrumental in improving energy density, range, and overall battery performance.
  - 2. Battery System Assembly Operator:** Battery System Assembly Operators are the skilled artisans responsible for physically building battery packs for electric vehicles. Precision, attention to detail, and adherence to safety protocols are paramount in their role.
  - 3. Battery System Repair Technician:** Battery System Repair Technicians are the unsung heroes of the E-Mobility sector. They play a crucial role in diagnosing, maintaining, and repairing the heart of any electric vehicle-the battery system. These professionals are responsible for ensuring the longevity and optimal performance of batteries, which are the lifeline of EVs.
  - 4. Motor and Controller Design Engineer:** The Motor and Controller Designer is responsible for designing motor, controller, and power transmission control systems for electric vehicles. The job covers activities like designing the control system, thorough testing, and validation of the design.
  - 5. Electronic Hardware Assembly Operator:** An Electronic Hardware Assembly Operator is responsible for installing electronic components inside various devices of an Electric Vehicle. Along with that, s/he reviews blueprints and specification sheets, inspects components, performs quality assurance tests, identifies defects in the assembly process and takes corrective actions against any malfunction detected.
  - 6. Motor & Controller Repairing Technician:** The EV motor and controller service technician is responsible for servicing and repairing of the motor and controller in an Electric Vehicle, along with that, s/he tests the motor and the controller after servicing and takes corrective action against any malfunction detected.
- Skills for Success**  
Success in the E-Mobility sector demands a combination of technical expertise, adaptability, and a deep commitment to sustainability:
- Technical Proficiency: Develop strong technical skills in

- electrical and electronics engineering, battery technology, or related fields.
  - Adaptability: Stay updated with evolving technologies and be open to learning and innovation.
  - Sustainability Awareness: Understand the environmental impact of transportation and the role of E-Mobility in mitigating climate change.
  - Problem-Solving: Innovate and find solutions to challenges unique to electric vehicles and battery systems.
  - Communication and Collaboration: Effective teamwork and communication are vital in this interdisciplinary field.
- Future Prospects and Career Outlook**  
The electric vehicle (EV) market in India is poised for remarkable growth, with a projected compounded annual growth rate (CAGR) of 49% anticipated between 2022 and 2030, as per the Economic Survey 2023\*. This impressive trajectory is expected to catapult the segment's sales volumes, crossing an annual threshold of one crore units by the year 2030. Indian EV industry is expected to create a significant number of job opportunities, both direct and indirect, in the coming years. According to the Survey, the EV industry is expected to create about 5 crore direct and indirect job opportunities. The EV industry is estimated to offer several job opportunities for skilled population. The average salary for entry-level positions in the EV industry ranges from 5 lakh to 7 lakh, while experienced professionals can earn 7 lakh to 12 lakh per year; in accordance with market standards and job role.
- Conclusion**  
As EV industry continues its rapid expansion, it ushers in a wave of job creation, calling for a workforce capable of staying abreast of evolving technologies. In this dynamic environment, individuals armed with the right training and education can harness these burgeoning job opportunities and forge a rewarding career within the EV industry. Furthermore, skill development assumes a pivotal role in enhancing the quality of EVs manufactured. With the appropriate skill set, engineers and designers can engineer EVs that not only prioritise environmental sustainability but also exhibit heightened efficiency, durability, and safety. These finely honed skills are the building blocks of engineering breakthroughs that redefine the boundaries of EV performance.
- (The author is Chief Operating Officer, Electronics Sector Skills Council of India).

Rs 20,000 per month with back date effect from 01/01/2023.  
► Govt. of Punjab vide order no. CVU/B-1/2022-23/4033-35 dated 20/07/2022 has enhanced internship allowance for the internship students of B.V.Sc & A.H. of 'Guru Angad Dev Veterinary and Animal Sciences University, Ludhiana' from Rs 6200 to Rs 15,000 per month with back date effect for the batch 2022.  
► Govt. of Uttar Pradesh vide order no. Fe/XVIII-Spl.Fund/FVAS/Stiphend/2021-2022/2061 dated 17/01/2022 has enhanced internship allowance for the internship students of B.V.Sc & A.H. of 'Banaras Hindu University' from Rs 5000 to Rs 23500 per month with back date effect to the final year batch admitted during the session 2016-2017.  
► Govt. of Haryana vide order no. LUVAS/CVU/B-1/2018/5250 dated 30.11.2018 has enhanced internship allowance for the internship students of B.V.Sc & A.H. of 'LUVAS University in Hissar' from Rs 12000 to Rs 17000 per month on the pattern of MBBS students as per the instructions issued by then Additional Chief Secretary, Medical Education & Research Department.  
► Govt. of Tamil Nadu vide order no. 6774/E1/2022 dated 17/12/2022 has enhanced internship allowance for the internship students of B.V.Sc & A.H. of 'Tamil Nadu Veterinary and Animal Sciences University' from Rs 7500 to Rs 11000 per month with immediate effect.  
► Govt. of Gujarat vide order no. 8324/79-Fv-2022 dated 24-09-2022 has enhanced the internship allowance from Rs 14000 to Rs 23500 per months for the students of B.V.Sc & A.H. of 'Kamdhenu University, Gujarat'(Gandhi Nagar).  
► Govt. of Rajasthan during the budget session 2022-23, Hon'ble Chief Minister of Rajasthan Sh. Ashok Gehlot has increased the internship allowance of B.V.Sc & A.H. students from Rs 3500 to Rs 14000/- per month on long running demands of the students of RAJUVAS University.  
► Govt. of Uttar Pradesh vide order no. 60/UPDDVU/R/2022 dated 21/01/2022 has enhanced internship allowance for the internship students of B.V.Sc & A.H. of 'Pt. Deen Dayal Upadhyaya Pashu Chikitsa Vigyan Vishwavidyalaya, Mathura' from Rs 5000 to Rs 12000 per month with back date effect to the final year batch admitted during the session 2016-2017.  
On basis of the above cited orders , we the students of B.V.Sc & A.H. SKUAST Jammu wish that the said allowance need to be enhanced from Rs 6000 to Rs 25000 per month with back date effect from 01 Jan 2023. We hope that the concerned authorities will address the issue on priority basis.

Milan Sharma  
CR Students of B.V.Sc & A.H.  
SKUAST Jammu.