

PROMOTING SPORTS Regularization in PDD-Saga of broken promises for engineers

Sports play a vital role in the development of youth, fostering discipline, teamwork, and a sense of achievement. In Jammu and Kashmir, a region rich in culture and natural beauty, the importance of sports has been increasingly recognized as a tool for youth engagement, physical fitness, and national integration.

The Jammu and Kashmir government has undertaken several initiatives to encourage sports development in the region. The Jammu and Kashmir Sports Council has been a pivotal body in organizing and overseeing sports activities. The government has focused on improving the infrastructure, building sports complexes, stadiums, and training centers.

Additionally, the establishment of Sports Academies for various disciplines like cricket, football, and hockey has allowed young talent to hone their skills under the guidance of expert coaches. The setting up of multi-purpose sports halls and artificial turf football fields in cities and towns has provided athletes with world-class facilities.

In Jammu and Kashmir, traditional sports like Wushu (a form of martial arts), Kho-Kho, Polo, and Kabbadi have a deep-rooted history. These indigenous games are increasingly being integrated into the state's sporting culture. The government has taken steps to promote these sports by organizing annual tournaments and championship events.

One of the most significant moves in sports promotion in J&K has been the talent identification and youth development programs.

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On 12th Dec 2018, then Chief Secretary B.V.R Subramaniam in a jam packed press conference at SKICC Srinagar in presence of His Excellency Governor Jammu and Kashmir had strongly depicted the plight of all engineering departments which have been forced to run on in-charge system basis and even sitting Chief Engineers across all engineering departments were substantively only Assistant Engineers.

To address this chronic issue in Power Development Department the State Administrative Council in its meeting held on 22.10.2019 had directed the proposal for regular promotions of the Power development department be processed on fast-track at the departmental level without referring to Public Service Commission as one-time exemption and whole process was supposed to be completed within 02 months by 30.11.2019.

Accordingly General Administrative Department vide its order no-308-JK[GAD] of 2020, Dated-02/03/2020 constituted a high powered committee under the chairmanship of Administrative Secretary Power Development Department to examine, scrutinize and recommend the cases of the engineers of Power Development department for regularization.

department and General administration department among others. The proposals vetted by this empowered committee had to be submitted to the establishment committee headed by Chief Secretary.

The exercise which had to be completed in 2 months, has failed badly and even as we talk about this at end of 2025, six years post the SAC decision, the Chief Engineers, Superintending Engineers and down the line cadres have continuously superannuated as Assistant Engineers or even as Junior Engineers substantively and have been deprived of their hard earned accrued benefits resulting in huge loss in their pensionary emoluments.

The Empowered committee in the past two years has not even been able to clear the queries raised by Establishment committee in respect of the proposal for only 250 Engineers who have joined the department as Junior Engineers & Assistant Engineers from 1986 to 2001 despite the fact that Chief Secretary repeatedly has asked for speedy disposal of the regularization proposal in the review meetings. The inertia in progress can be gauged from the fact that the SAC decision for one time exemption from referral to PSC had been taken with an aim to address the chronic issue affecting nearly 25000 engineers of Power Development Department promoted from time to time from Junior Engineers to Chief Engineers till 2019.

Services was about Assured career progression, despite the fact that the State Cabinet vide its decision no: 109/6/2018 Dated: 11/05/2018 had approved the Assured career progression scheme for Engineering Gazetted Services along with the similar scheme for the Gazetted Police and JKAS services. However in the Governor administration as the popular government had fallen, vide SRO 215 of 2018 Dated 18th May 2018 that Cabinet Decision was implemented only in favour of the Police and JKAS and Engineers were left in lurch despite similar arrangements for Doctors/VAS already in place.

The pain and trauma through which the entire lot of brilliant engineers are going through who have even received Gold Medals for their excellent services to the State are being deprived of regularization benefits and some of them died in harness awaiting for the day of recognition/regularization.

The Government if it is sincere about running the power development department as a business unit must not neglect the Human Resources who hold the key to the turnaround of the Power Sector in Jammu and Kashmir. The current vacancy position of the Power Development Department stands as Managing Director -02, Joint MD-01, Executive Director -04, Secretary Technical-01, Chief Engineer-06, Superintending

Engineer-22, Executive Engineer- 53, AEE-118, AE-200 & JE-350 which is against the sanctioned strength of 1981 and the prospective structures and manpower requirements reflected in unbundling reports by professional HR consultants rendered to Department have asked for proportionate increase of manpower at all levels given that the assets increased by nearly 5000 times since last so many years and are facing lack of proper supervision in absence of requisite manpower.

It is therefore very much clear that the department has ushered into era of reforms with least focus on the resolution of basic HR issues like regularization and Assured career progression which are a cornerstone for the providing necessary impetus to push the intellectual manpower towards growth and turnaround of the J&K Power Sector. The power Development Department has over the years given a lot of components/packages of RDSS/ SMART metering projects to central Public sector undertakings but the progress achieved by them is far less than the Progress of works completed by the unbundled corporations of JPDCL/KPDCL/JKPTCL manned by the JKPD Engineers despite acute manpower crisis and Chief Minister Omar Abdullah in the Power Minister's Conference has dwelled into this subject and brought to fore the rapid advances made by the Engineers of PDD working in these corporations. It has therefore raised the expectations and hopes that the elected government shall do justice with the Power Engineers in particular and engineering fraternity of J&K in general.

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Bima Sakhi Yojana: Will empower rural women

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Prime Minister Narendra Modi will visit Panipat on December 9 and launch the "Bima Sakhi Yojana," which aims to empower women across India. The scheme is expected to benefit lakhs of women. Haryana Chief Minister Nayab Singh Saini will soon give details. On December 9, Prime Minister Narendra Modi will launch the 'Bima Sakhi Yojana' in Panipat, Haryana, which aims to empower women by creating employment opportunities in the insurance sector.

The initiative is part of broader efforts to promote women's empowerment and economic independence. The "Bima Sakhi Yojana" focuses on the financial security of women, promoting insurance coverage for women. The scheme encourages women's entrepreneurship. It aims to enhance the role of women in

economic development. This scheme will provide financial assistance. Women will get access to insurance products, which will also provide training for skill development. This assistance aims to boost women's confidence and independence. This launch is expected to empower women. It will send a strong message about gender equality.

This initiative is in line with the national goals for women's rights. It aims to inspire women to take responsibility for their future. 'Bima Sakhi Yojana' will prove to be a milestone in empowering women across India. Women selected under the scheme will work as LIC agents and provide insurance services in their communities. This will not only create employment for women but will also promote financial literacy and security. PM Modi has a deep bond with Haryana, often choosing it as the launching ground for important initiatives.

The state's history with Modi's campaigns, including the launch of the 'Beti

Bachao Beti Padhao' movement from Panipat in 2015, exemplifies his continued commitment to women's welfare. Known for its focus on women's rights, Haryana will once again play a key role in bringing about social change.

This initiative will further strengthen the state's legacy of empowering women. The 'Bima Sakhi Yojana' will add to the state's portfolio of successful women-centric policies and reflect the growing focus on inclusive growth. The government's emphasis on 'Nari Shakti' was strengthened through initiatives such as the 'Nari Shakti Vandan Bill' passed in the Lok Sabha, providing 33% reservation to women.

Bima Sakhi Yojana is a progressive initiative launched by the Government of India to empower rural women. It aims to provide employment opportunities to women in the insurance sector. The scheme is in line with the national objectives of promoting gender equality and economic independence of women. It focuses on enhancing financial

inclusion and promoting entrepreneurship among women. The initiative seeks to create sustainable livelihoods by strengthening the role of women in financial services. The scheme is expected to have a significant impact on rural economies by integrating women into the financial mainstream. Gender Equality: It reinforces the government's commitment to promote gender equality through initiatives like Beti Bachao, Beti Padhao, and now Bima Sakhi. By providing a stable income and career path, the program seeks to uplift women from vulnerable communities.

Effective communication strategies are required to inform eligible women about the scheme. Ensuring timely disbursement of salary and commission is crucial for the success of the scheme. Building a strong support system for women agents to sustain and expand their role in the insurance sector. Applicants should be Indian citizens. Minimum qualification should be 10th or 12th standard. Documents required

include Aadhaar card, PAN card, bank account details, mobile number, and educational certificates, and women should be residents of rural or semi-urban areas.

Selected candidates undergo special training provided by Life Insurance Corporation to prepare them as Bima Sakhi. Certification is provided on successful completion of training. A fixed monthly salary; Rs 7,000 in the first year; Rs 6,000 in the second, and ₹5,000 in the third year; and additional income through commission on insurance policies sold. A dedicated digital platform for monitoring commissions and policy updates. Regular workshops to upgrade skills and knowledge. Initial plan to cover 35,000 women across the country.

Panipat, Haryana, is the launchpad for this scheme due to its historic emphasis on women's empowerment. Visit the official or designated government portal. Create an account using personal details and valid contact information.

Fill the application form with accurate details. Upload required documents such as ID proof, educational certificates, and bank details. Applications are reviewed. Once approved, candidates get access to a personal dashboard.

The 'Bima Sakhi Yojana' continues PM Modi's track record of launching women-centric schemes, following the success of the 'Beti Bachao Beti Padhao' and 'NaMo Didi' programs. His constant effort to empower women is evident in various policies and legislative changes aimed at strengthening the role of women in society and the economy.

The Bima Sakhi Yojana is a landmark initiative towards promoting women's empowerment through financial inclusion. By enabling rural women to act as insurance agents, the scheme not only provides them with livelihood opportunities but also integrates them into the formal financial system. The success of the program depends on its effective implementation and continued support from stakeholders.

FEAR: A MERCILESS MASTER

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Life has become a burden to untold millions. Only a few may commit suicide. The rest die what are regarded as natural deaths but which are, in any case, too premature. So many feel lonely, and loneliness sits as a heavy burden on the heart, its strength, eating into its vitals. Heart diseases are on the increase. Hypertension has become a common ailment. Nervous breakdowns take a heavy toll. It was not so, a few years ago.

1. WHAT IS FEAR?

Fear is a child of unfaith. He who lives in fear does not truly believe in God, howsoever much he may have the names of God on his lips. The man who believes in God is released from bondage of fear and ego centeredness. The worst may happen to him: he is unafraid. Misfortune may follow him as a faithful dog: he is unafraid. Poverty and pestilence may stare him in the face: he is unafraid. Imprisoned in a dark cell, taken to the gallows, thrown into the midst of ferocious beasts, he is still fearless, brave, unafraid. For he has given himself over to an all-loving and all-wise God. No longer does he belong to himself: he belongs to God. It is God's sole responsibility to guard him against all pitfalls, to provide for him all care. So, in every situation and circumstance of life, he gives praise to and glorifies the Lord and utters the one word of gratitude, "Shukur! Shukur!" Psychiatrists tell us that only two fears are present at birth: the fear of falling, and the fear of loud noises. How is it then that we build up so many fears in later life? Does fear have an organic basis? Or is it simply built on our own unconscious processes? People often think that fear is a destructive emotion. This is not entirely true. When we are afraid of things that truly threaten our security, such fear is protective. In fact, I would go so far as to say that man is fortunate to have learnt to fear certain things - or else, the human species would have been wiped out long ago. Let us admit - fear is natural to human beings in many situations. It teaches to be cautious; it fosters our sense of self-preservation. It helps create safeguards for ourselves. It is what keeps us safe and secure. The dictionary defines fear as a painful emotion or passion excited by the expectation of evil, or the apprehension of impending danger. The synonyms are apprehension, anxiety, alarm, dread. "Fear is an un-uneasiness of the mind, upon the thought of future danger likely to befall us," writes the philosopher John Locke. The degrees of this painful emotion beginning with the most moderate may be expressed thus - apprehension, fear, dread, fright, terror. This can be explained, by means of a simple example. Some of us may fancy the idea of riding a motor bike very fast - but we would be terrified if we are put in what circus artist call the "Dome of death" - where a motorcyclist loops the loop and rides like a daredevil upside down within a steel dome. The motorcyclist probably experiences some fear - as does the lion-tamer who steps into a cage full of lions - whip in hand. Fear is part of their job. We will not dare step into the cage or the dome. We would be terrified. However, we would love to go to the circus or the show and watch them perform! This is considered normal behaviour. There are a wide range of situations that spell danger - and there are an equally wide range of fear responses. We accept our fears as normal fears or 'founded' fears, when the fear is in proportion to the degree of danger in a situation. But if the fear response is out of proportion to the danger, it becomes an abnormal fear or phobia. Fear and anxiety are similar - but there is one crucial difference between them: the cognitive component of fear, which is recognisable to us by perception or reasoning. It is the expectation of a clear and specific danger. On the other hand, anxiety is vague and unspecific. "Something awful may happen to us!" Something terrible is about to happen!" is the typical reaction anxiety or panic disorder. Fear is based on reality, or an exaggeration of real danger. Anxiety is based on an irrational or formless danger.

2. WHAT CAN HELP US TO SHED OUR FEAR:-

(a) Correct action brings freedom from fear:- Fear seems to have taken possession of almost everyone in today's world, and has become the biggest stress producer. Fear lies in the sub-conscious and surfaces as and when a situation arises: of possible or imminent loss of Life, property, loved ones or prestige, for example. The greatest fear of all is, of course, that of death, because all physical relationships and material possessions are lost with death. Fear of death, it is said, is worse than itself. What we fear most is untimely death, and this fear is glowing because of the increasing uncertainties of life today. Scientific advances have made life more comfortable in many ways. However, insecurity has also kept pace with progress. Today everyone feels vulnerable, for anything can happen to anyone, anytime, anywhere. Our increasing tendency for violence and the growing mechanization of our lives have created conditions in which death

is just a careless moment away.

One reason for this insecurity is that more and more innocent people are getting killed in human made situations, which may not even be of the victim's making. While we do get reconciled to the death of innocents in natural calamities or accidents by telling ourselves that it was willed by fate or that it was beyond our control, acts of wanton killing carried out by humans often leave a deep scar within us because they shake our trust in our fellow beings.

Medical science has not yet found a cure for fear. Actually, it is a malady of the soul and calls for a spiritual solution. First of all, it requires an attitudinal change. We need to drill into our minds that one only loses by giving into fear: It paralyses the mind, rendering it incapable of doing what it can easily do otherwise. The behaviour of pigeons illustrated this well. Frozen with fear when they see a cat, pigeons just shut their eyes instead of flying away. The result? They get killed. By practising to take on any situation calmly and with courage, we will be able to change our tendency to get frightened by unexpected and adverse circumstances. An other change needed is in the way we look at adversity. All the tests that we face in life, regardless of whether we pass them or not, make us stronger and equip us to face similar tests in future better. If we dodge these tests for fear of failure or loss, we will advance in life no more than a student who refuses to sit for examinations out of examination phobia. The illusion of mortality is the deep rooted cause of fear. It stems from a wrong identification of the eternal self with the perishable body. It can be overcome by the realization of a basic truth: that we are souls and the soul is immortal. This is the first lesson of the Bhagavad Gita. The soul is an actor and the body is like its costume. It takes rebirth, casting off one body to take birth in a new one. What we call death is nothing but the departure of the soul from the body after its role in the present body is over. This is not an esoteric truth just to be wondered at, any one can realize it by practising meditation. Living in soul consciousness over a long period empowers us to overcome the fear of mortality.

While attitudinal change can help us overcome fear to some extent, complete freedom from it requires attention on our actions i.e. karnas. Fear is always about the future, but its roots lie in the past. It is the law of karma that we reap as we sow. Fear is punishment for our sins, small or big. This is why some people are gripped by fear in a situation which others take lightly. The seemingly baseless and even peculiar fears or phobias that people suffer from - fear of going out alone, fear of certain places - are all in some manner influenced by past actions and experiences.

Our mythology eulogises the brave: the story of the doughty monkey prince, Angad, the emissary of Rama, standing his own in the court of Ravana is well-known, and Durga, the eight-armed female deity who rides a lion, symbolizes feminine courage and power. It is with such courage that countless martyrs braved death and great men like Mahatma Gandhi overcame seemingly insurmountable odds.

(b) Love casts out our fear:-

I believe that fear is conquered at all times and in all situations through love. Love casts out fear and frees us from bondage to it. If we are afraid of something or someone, turn our thought our attention, to what we love rather than dwell on the thought of fear: The following meditations can help us to cast out every thought of fear:

(i) Love casts out fear of disease or ill-health

I love the life idea. I fall in love with life. I think life, talk life. I see myself filled with life, the very life of God. I love my body as a temple of the holy spirit. I love and praise and give thanks for the life of God that heals and restores and makes new. With thoughts and feelings of love - love of life, love of the healing idea - I cast out thoughts of ill-health, disease, of fear. I am in love with life and express the life of God, radiantly, wonderfully, powerfully.

(ii) Love casts out fear of being alone:-

I love my life. I love the place that I call my home. I love knowing that I am never alone, that always God is with me. I pour out my love and I feel surrounded and enfolded by the love of God. I may be alone but I am never lonely. I think with love of dear ones near and far. I pray with love for the blessing of my dear one; and the blessing of the world. I feel a part of the great and wonderful family of God. Love makes me one with God and one with all God's children.

(iii) Love casts out fear of lack:-

Love casts out poverty thoughts. I love the realisation that I am a rich child of a rich Father. I love the work that is mine to do. I love and praise God as my dependable unfailing resource. I love the flow of good that is endless. I love the supply that is without limita-

tion. I love and use and express the talents and abilities with which I have been endowed. I love the feeling of success and satisfaction that I have because my trust is in God. I love the thought that my daily needs are met that future needs will be met as well.

I express my love cast out thought of lack. I express love, prospering love, as I let myself be a channel of giving and receiving, as I share willingly and freely with others.

(iv) Love casts out fear of failure:-

I love the opportunities that are set before me. I love the challenges that stir me to deeper thought, to greater effort. I love the spirit of faith and courage that rises up in me, that refuses to let fear dominate. I love the feeling of spiritual power that is mine when I act courageously; when I dare to step out in faith. I love feeling of re-assurance that comes when I listen to my indwelling God telling me that I can succeed.

(v) Love casts out Fear of people:-

I express love toward all and I attract love from all. Love, Divine love, is never mistrusted, never mistrusts. Love, Divine love, never mistreats, is never mistreated. Love is always harmonious. Love breaks down barriers of timidity or lack of understanding. Love is never overpowered by personality. Love meets in agreement with the best in others. Love reveals the good in others. Love sees the God in others. I meet life and people in a loving spirit and life and people respond to me with warmth and friendliness and love.

(vi) Love casts out fear of change:-

I think about change that is taking place or may take place and I affirm, "I love the thought of change." Love assures me that through every change God is with me, that in every changing condition or circumstance something new and rewarding, something that is of value and is a blessing is being revealed. I meet change with love and I am blessed by change, enriched by change, made happier by change.

(vii) Love casts out fear of fear:-

Unreasonable fear; fear of I know not what - love casts, out fear of fear itself. I remember that God loves me. What is there to fear? God is love and God loves me. Fear cannot stand in the face of love. "Neither death, nor life..... nor things present, nor height, nor depth, not anything else in all creation, will be able to separate us from the love of God."

Fearlessly I meet life, loving God, knowing that God loves me and that nothing or no one can separate me from the love of God. "there is no fear in love, but perfect love casts out fear."

3. FEAR IS A MERCILESS MASTER:-

The man of faith knows that God is the controller of his destiny and the destinies of all individuals and nations - indeed the entire cosmos. The life of every single individual; is a small but very essential part of the life of the universe. All that happens anywhere in the universe is controlled by God. And God is good and loving and wise. So the man of faith moves through life without fear or worry or anxiety. Knowing that whatever happens is for the best, he resists nothing. He expects nothing and rejoices in all that happens to him. He is never on the defensive: he never feels isolated or alone. Life to him becomes friendly. He trusts everyone, everything. This is what keeps him fearless in a fear-ridden world.

Fear is a poison that quickly circulates through the entire system, paralysing the will, producing a queer sensation in some part or the other of the human body. Fear is a great foe of man. Overcome fear the moment it appears or it will overpower us. And fear is a merciless master. Strike fear with the weapon of the spirit - the word of God. Utter the sacred name dear to us, the name of the beloved; utter it, again and again, utter it in child-like faith and He whom we call will rush to our heart. Not unoften we must repeat this prayer; "we trust in Thee, who guardest all!"

Expect the best - and we will get it. It is an inviolable law of life. Our thoughts have magnetic power: Thoughts are tremendous forces. Every thought we think is a magnet; it draws to itself what we think about. At a time of any kind of fear we must think success, joy, peace, prosperity, courage, fearlessness, and positivity. Rest assured that success, joy, peace, prosperity, fearlessness and positivity will come to us. Let us, therefore, accept the reality, so that we may become bound to enjoy life that is stress, fear and tension free. So may our petty wills be blended with the "Will Divine."

Significant are the words of Saint Francis: "Where there is compassion and wisdom there can be neither fear nor ignorance." The secret of fearlessness is sympathy, love, tenderness, warmth, fellow-feeling, pity, mercy, clemency, etc.

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