

SKILLS IN INDUSTRY

In today's rapidly evolving world, skill development has become a key driver of success in various industries. As technological advances, industries face the constant challenge of adapting to new methods, processes, and tools. Whether in manufacturing, healthcare, IT, or service sectors, having skilled workers is critical to maintaining competitiveness and fostering growth. Skills directly influence productivity, innovation, and efficiency, making them indispensable in modern industries. One of the primary reasons skills are vital in industry is that they enhance productivity. Skilled workers are more proficient in their tasks, leading to improved output and faster completion times. For example, in manufacturing, workers trained in the use of advanced machinery and automation can optimize production lines, reducing downtime and errors. Similarly, in industries like information technology, skilled software developers can create more efficient systems and solve complex problems quickly, contributing to the overall success of businesses. Moreover, skills are essential for innovation. Industries thrive on new ideas and improvements, and skilled employees are more likely to generate creative solutions. In fields like research and development, having a highly skilled workforce enables companies to stay at the forefront of technological advancements. For instance, in the automotive industry, engineers with specialized skills in electric vehicle technology help companies innovate and align with growing environmental concerns. As new technologies emerge, skilled workers are the ones who can integrate these advancements into practical, real-world applications. Furthermore, the economic growth of a nation is directly influenced by the skill levels of its workforce. Industries that invest in training and developing their employees see higher levels of efficiency, output, and innovation. This not only benefits the companies themselves but also contributes to job creation, higher wages, and overall economic development. In conclusion, skills are the backbone of industry. A skilled workforce enables businesses to remain productive, competitive, and innovative, ensuring their long-term success and contributing to broader economic growth.

Kangri-The darling of every Kashmiri

■ OMKAR DATTATRAY

It is said and rightly so that necessity is the mother of invention and some foresighted man in the ancient past may have invented Kangri .It has become a darling of every Kashmiri in winter and it warms and protects him /her from the severe cold .Kangri gives warmth ,during calm, cloudy and cold days of winter called Wandah and Shishur seasons in Kashmir .The Kangri has a special importance for ruralites as well as urban people .The farmer takes Kangri round the year in fields and use huka with the help of Kangri embers .A puff of huka provides respite to the farmer from the hard work .A city walla ,makes use of kangri in his kitchen and home .Kangri consists of two parts ,one earthen pot called in kashmiri as 'kundaal' and its wicker cover of various ordinary and beautiful designs and colors .Kangri is portable and is carried to any place .Kangris are manufactured everywhere in Kashmir but the kangris of Bandipore and kulgam are very special and beautiful .It is generally believed that Kashmiris learnt the use of Kangri from the Italians who were in the retinue of Mogul kings and visited Kashmir in summers .Kashmiri people burn Kangri on the occasion of local festival ,marking the end of winter season .Isband-Peganum harmala ,aromatic seeds believed to push away the negative energies are burnt in Kangri to mark a good beginning to a party .Beyond Kashmir ,people of Himachal

,Uttarakand and some parts in Nepal also make use of kangri .In 2015 a shopkeeper in Srinagar commissioned a Kangri ,described as the world's largest to attract customers to his textile shop .Kashmir Life reported that the size ,over a metre long posed technical challenge to the wicker weavers .The Kashmiri proverb ,"What Laila was on Majnuns bosom"(legendry lovers),so is the kangri to a kashmiri ,sums up the relationship between a Kashmiri and the Kanger and it has got much cultural importance .The tourism department of occupied Jammu and Kashmir decided to celebrate Pheran and Kangri day on Feb19 to promote Kashmiriri culture. Our part of Jammu and Kashmir should take a qeu from POJK and decide to celebrate a kangri and pheran day to promote kashmiri culture .Weaving of Kangri is local cottage industry and the kangris of "Charar-e-Shrief are very famous for their special design and look .Similarly the kangris of Baramullah ,Bandipore and kulgam are also famous and attract large customers .Many people earn their livelihood from the avocation of weaving Kangris. These special; kangris are purchased for the purpose of presenting as a gift to dear ones and on special occasions .A special Kangri called wuda Kangri designed in a beautiful frame are used to burn essence during marriage ceremonies by KP's and Kashmiri Muslims as both share same culture and tradition. A special kind of Charcoal (Tapantsini) made up of

chinar ,willow ,apple ,popular and kiker twinges are used in Kangri .These twinges are set on fire and are not allowed to turn into ashes and for this purpose sometimes water is sprinkled on them .In the Kangri charcoal is lighted by burning some substance and charcoal burns very slowly and steadily leaving little ashes which are used as maneuvers in kitchen garden .The markets of Srinagar and other towns are flooded with Kangris from November to March and people purchase kangris for their use in winter. Some people earn their livelihood from weaving Kangris and the government is also providing loans under Khadi and Village industries schemes for the manufacture of Kangris. It is surprising that Kashmiris in their migration have carried the Kangri with them and they make its use in Jammu and other parts of the country during the winter season .Although Gas heaters are used by the people in cities and towns but it is impossible to say goodbye to kangri .The Kangri still remains to be the culture of Kashmir and Kashmiris .In winter Kashmiris take Kangri with them under the Pheran which protects them from the biting winter and intense cold .During the cold winter when snowflakes cover the ground area of the compound ,Kashmiris are delighted to taste Namkeen tea enjoying the warmth of Kangri under Pheran.

Kangri is a part and parcel of Kashmiri culture as well as a necessity in Kashmir in

harsh winter .We can hardly live in intense cold in winter season without a Kangri .Both Kaehmiri Pandits and Kashmiri Muslims use Kangri in various functions including marriage ceremonies as both the communities burn Isband in Kangri .Kashmiri Pandits use Kangri at a function called Shishur Gundun to the new bride and at this function specially made Kangri decorated is kept before bride and the near and dear ones offer money in the empty Kangri .A kanger also known as Kangri or Kangid or Kangir is an earthen pot woven around with wicker filled with hot embers used by Kashmiris beneath their traditional clothing called Pheran to keep chill at bay which is also regarded as a work of art .It is normally kept inside the Pheran ,the Kashmiri cloak or inside a blanket or Chadder .If a person is wearing a jacket ,it may be used as a hand warmer .Kangir comes in different varieties, small for children and large for the adults .After the earthen pots are moulded and fired ,the artisans complete the wicker-work around it by erecting two arms to handle the pot ,propping back with strong wicker sticks ,and color it (optionally) to give an aesthetically delicate shape .The final product then goes to the market .In short Kangri is the best companion of Kashmiris and in fact can be said to be the darling of every kashmiri in harsh winters .Let us preserve Kangri and our beautiful culture for future generations .It is very difficult rather impossible to say goodbye to Kangri in winter.

HUMAN RIGHT VIOLATION

■ ISHER SINGH JASROTIA

India is the second largest democracy in the world, emerging as the developing nation, have made protracted and tremendous progress in the Nuclear capabilities, latest technological development in the department of telecommunication, science and technology, IT Industry, defence preparedness vis-a-vis. India is known the world over, having made friendly, good and bilateral relations recently with the neighboring and powerful nations of the world like America, China, Britain etc

The overall development is in the interest and welfare of the egalitarian society as well as the political influence and economic dependence across the world. The philosophy of our Constitution is that despite the different religions, castes, culture, tradition, regional disparities, a tremendous progress has been made. Its economy is developing at a very rapid rate despite many constraints and hindrances. It is a matter of concern & pride that India is on the path of developing country /

Super Power in the International forum. Militancy has also been contained to some extent.

It is ironical and distressing that despite tremendous development taking place in every field, there is human right violation of modern society due to various reasons whereas the philosophy of our constitution is to build up a "Welfare State" - A state in which there is social justice, liberty, equality, fraternity as envisaged in our constitution. Importance and essence of these features is that these are the foundation stones of our modern civilization and egalitarian society and contemplation of these features in the vision of our modern society are of paramount importance for consistent development in every sector. But the fact is that even educated citizens have different ideologies and ignorant about the basic structure and features of our constitution.

In the present day context, it is most controversial issue and challenging factor before the society, needed to be discussed across the table since there has

been human right violation at various levels as under: -

(i) **Plight of Women:** - There has been continuous process for bringing the civilizations and its convertibility into egalitarian society. But in reality, since the days our society came into existence, the women have not been treated equally due to numerous constraints and compulsions. They had been victim to various atrocities, physical and mental torture, economic and sexual assaults harassment, Child marriage, Dowry death, Infanticide and other multifarious crimes and victimization of women commensurate with other innumerable impediments, which have been the root causes for impairment of our society. These inhuman acts have endangered and damaged the civil society to a larger extent in the prevailing circumstances. The above atrocities against the women can also be gaused from the fact that different parties, have different ideology as have been seen in the Parliament during the election time and also during the election in Delhi all the parties have

promised to give incentives

(ii) **Prohibition of Traffic in Human being and forced labour**

Under Article 23 and 24 traffic in human being and beggar and other similar forum forced labour are prohibited and contravention of the provisions shall be an offence punishable. It includes "traffic in human being" i.e. engagement of children and women as forced labour by land lords, rich and influential persons. No child below the age of 14 shall be employed to work in any factory or engaged in the hazardous employment. Such type of exploitation is a serious challenge to human freedom and civilization. Even Supreme Court directed that children should not be employed in hazardous embellishments.

(iii) **Protection of life and personal liberty** The Supreme Court has more than once observed "that," those who feel called upon to deprive other person of their personal liberty, must strictly observe the forms and rule of law". It is mentioned in the constitution that life and personal liberty are subjected to

"the procedure established by law". The Supreme Court was of the view in 1978 decision in Maneka's case that there was no guarantee in our constitution against arbitrary legislation encroaching upon personal liberty. Guaranteeing of certain rights to each individual would be meaningless unless all inequalities are banished from the social structure and each individual is assured of equality of status and opportunity in the democratic form of society. The above constraints are due to flexibility of the constitution whereupon consensus is not arrived at by the political parties while making law in the parliament.

It is not one sided task, be it the Government, educational institutions, bureaucrats or the parentage rather it is the multifarious endeavor of the society as a whole, all forming part of our society, in the perspective of innovation of our civilization and democratic system and social norms as also given in the Directive Principles of state policy.

The society should be liberal, valuable, genius, magnanimous, spiritual, cooper-

ative, creating spirit of brotherhood and above all a disciplined society, which could meet the challenges of anti-social elements, anti-terrorism, eradication of corruptions, heinous crimes and poverty which have damaged the society to a greater extent. Our society requires to establish "A Socialistic Pattern of Society" aim being to establish "Welfare State" as envisaged in the Constitution. The constitution further seeks to achieve the dignity of the individual by guaranteeing equal fundamental rights as well as fundamental duties as mentioned in the Directive Principle of state policy.

**Social Justice** - as a fundamental might in the comprehensive form can be meted out if we endeavor to eradicate the numerous constraints and compulsions, problematic issues, take pledge and are determined to remove social imbalances by law harmonizing the interest of different groups/sections - a way to build up a "Welfare State"

Let us hope for egalitarian society in the time to come.

The Himalayan Crises

■ G. L KHAJURIA

If there were no Himalayas, there would have been no Ganga, Yamuna, Bramputra or indus. If there were no Himalayas, there had been no rains and if there were no rains, India would have been a dead desert like Sahara, Said the father of the nation- Mahatma Gandhi. In the same vein, said our first prime minister PT J L Nehru, Himalayas are not only near us but also very dear, for they have always been a part of our history and tradition, our thinking poetry, our worship and devotion.

The Himalayas are virtually home to twenty thousand small and large glaciers and as well as a high repository of snow. And the snow line of perennial and seasonal snow cover comes down to two thousand meters. The appearance and disappearance of snows cover concern not only the men of the mountains but at large the entire country which is dependent on the flow of Himalayan rivers.

Apart from, snowcapped Himalayas, these have been the abode of our great Rishis, Munis, saints and sages who in their deep Samadhis meditate for years together to obtain favors of gods and goddesses.

With the over- exploding population which we know have crossed 1.25 billion next to China and coupled with industrial culture has in unison over exploited our forest cover which stands now at the threshold of uncontrolled destruction. And this environmental destruction has taken the shape in hundreds of different ways. The resources of nature have been manipulated beyond sustainable limits. In the Himalayas, this process is no new but is now frightening and we are compelled to shout as no hope and help is expected to come to rescue us.

The Himalayan crises are no longer an isolated event. It is the outcome of consumption-oriented industrial culture of the day and the rapid proliferation of human population. It is in a way 'Treshma' around wants ever-increasing in spirals but never the loss ever satisfied. Let us remind late Sh Daphtarys words: "Enough is just a little more than you have and therefore, you never have enough".

As a consequence, therefore, even the trees, the only renewable source, have become irretrievable owing to ever-amounting over exploitation. Pollution and ecological degradation are the ultimate outcome in more than many ways. This is obviously one track devel-



opment and civilization which we very proudly claim as the progress or to say development. Our late premier smt Indra Gandhi had very rightly remarked in Stockholm at world conference on environment way back in 1972 that "we do definitely want development but not at the cost of destruction. We have rather become a hunted civilization and are lacking foresightedness as to what lies ahead of us and our generations to come. Would not they abuse us for the blunder and utter neglect for our misdeeds? What kind of inheritance we are passing onto them? The immediate problem is to rectify the ecological imbalance of Himalaya before it is too late and the challenging situation is quite irreversible. The most vital solution is, therefore, to adopt a new development strategy in which the man and the nature must progressively coexist in harmony. We need to remember that prosperity in its manifestations is much more than material satisfaction. We in Kashmir call 'parkath'. It arises from a total feeling of well being, when we find ourselves in tune with environment and reasonably satisfied with what we have. Prosperity is the consequence of small population with abundant production of food and other necessities and would work ethically and considerably with restrained consumption.

We must have to endure to develop a complete and minimal vital and stable natural eco system and the benefits of the centralized productions shall at all casts are warranted be totally avoided. Alternate are substituting sources of fuel and energy are to be produced.

Hydropower is probably the best suited option for all the hilly reasons. Solar system can very conveniently be developed and solar energy can be trapped thereby eliminating pollution as well. As a consequence, Therefore, the new approach has to be stratified to treat Himalayan mountain system with a combination of a number of dynamic watershed ecosystems which of course have been expounded by many experts at national and international level at this pernicious juncture. Himalayas which, are our country's crown provides us a line of defense from the foreign invaders like China. The crisis arising out from the melting of glaciers and perennial snows is beyond all ambiguities an alarming challenge. The Chinese policies and strategies are quite unpredictable despite the fact that our Prime Minister, Sh Narinder Modi made all out efforts for better ties. There is an unforgettable reminder to us when China invaded India in 1962 and illegally occupied a larger part of Indian territory owing to a big folly called as Himalayan blunder which was subsequently elaborated and documented by brig. J P Dalvi. This book by a senior army officer reflects as to how our Valliant jawans and officers flowed their blood while counter-acting Chinese aggression in safeguarding country's honor which, defacto left an indelible mark in the history of the world. As on date, our Valliant jawans are on active surveillance for the defense of the country and are defending teeming billions.

(The author is Dy Conservator of Forests)

February 20: A Global Call for a Better World

■ ANUSHREE BHATTACHARYA

**Introduction**

The United Nations General Assembly on the 63rd session of the general assembly declared the day February 20, 2007 as the World Social Justice day to remind the rights and duties of every citizen.

**Does anyone know the meaning of social justice?**

It's an ideology that every individual deserves a fair and equal treatment, and also a reminder to every citizen that everyone has the access to their rights, opportunities, and resources regardless of their background. It embraces political, economic and social aspects, addressing issues such as discrimination, inequality, poverty, human rights, gender equality, education, healthcare, fair wages, and etc.

It focuses on building a society where everyone can participate and contribute towards the society regardless of caste, class, gender, race, disability or any other kind of discrimination that prevent people from living with dignity and achieving their goal with full potential.

**Goals**

The World Day of Social Justice aims to promote fair society by addressing social and economic inequalities.

**The key goals includes:**

**1. Providing Equal Opportunities**

- Ensuring fair and equal wages with decent work conditions regardless of gender.

- Bridging the gap between the rich and poor by giving them the opportunity to access the same rights and resources.

**2. Reducing Poverty and Unemployment**

- Advising the government to create job opportunities especially for marginalized communities.

- Promoting programs to everyone that provides education and skill development.

**3. Eliminating Discrimination and Social Exclusion**

- Promote gender and caste equality and advocate for their human rights.

- Stopping racism, caste discrimination, and biases against differently-abled individuals.

**4. Strengthening Global Cooperation**

- Encouraging governments, organizations, and communities to collaborate on social justice initiatives.

- Promoting international agreements that ensure social protection and labor rights.

**5. Ensuring Environmental and Climate Justice**

- Recognizing how drastically climate change affects vulnerable communities

and providing the essential aids to them.

- Encouraging sustainable policies that protect the rights of each citizen from all sections.

**Historical traces**

The (UNGA) United Nations General Assembly adopted a resolution, "peaceful coexistence and economic prosperity" on November 26th, 2007 by officially licensing February 20 to be renowned as the World Social Justice Day.

The World Summit for Social Development inspired the initiative with the meeting held in Copenhagen, Denmark, in 1995, where the global leaders committed to promoting social justice while reducing poverty, discrimination, and ensuring fair employment opportunities.

The first official celebration of World Day of Social Justice took place on February 20, 2009. Since then, this day has been observed worldwide to raise awareness about inequality, labor rights, human dignity, and fair opportunities for all.

**Theme**

World Day of Social Justice focuses each year on a specific theme, calling for global action to address social and economic inequities.

Last year's 2024 theme was "Global Coalition for Social Justice: Bridging Gaps, Building Alliances". Emphasized the international collaboration to uplift marginalized groups and align with the 2030 Agenda for Sustainable Development.

The 2025 theme, "Empowering Inclusion: Bridging Gaps for Social Justice," highlights the importance of inclusive policies, lifelong learning, and social protections to combat systemic inequality.

**Connection to Sustainable Development Goals**

The World Day of Social Justice supports several United Nations Sustainable Development Goals (SDGs):

**SDG 1:** No Poverty - Eradicating poverty in all its forms.

**SDG 5:** Gender Equality - Achieving gender equality and empowering all women and girls.

**SDG 8:** Decent Work and Economic Growth - Promoting inclusive and sustainable economic growth and decent work for all.

**SDG 10:** Reduced Inequalities - Reducing inequalities within and among countries.

**Importance of Social Justice in Today's World**

Social justice is the backbone of sustainable development. It makes sure that

all resources and opportunities are distributed equally to all and the underprivileged communities have the privilege of basic services such as education, healthcare, and employment.

**Some key aspects include:**

**1. Economic Equality**

Social justice demands fair wages, safe working conditions, and equal pay for all, addressing income disparities and economic exploitation.

**2. Gender Equality**

It involves equal access to education, employment, and leadership roles for all genders.

**3. Human Rights and Social Inclusion**

People from low or poor backgrounds may face systemic discrimination. It implements the policies to promote social inclusion to ensure that no group is left behind.

**4. Climate and Environmental Justice**

Minorities suffer the most from climate change and environmental degradation due to the lack of necessary aids. Social justice includes environmental policies that protect vulnerable populations and provide them basic aids.

**How Can We Contribute?**

To build a society, even small enzymes play an important role. Here also to achieve a fair globalization with social justice each and every individual, organization, and government all have roles to play.

**Small actions we include:**

- Raising Awareness: Educating the other uneducated communities about their rights and the importance of justice.

- Advocating for Policies: Supporting decent labor laws, equal pay, and anti-discrimination policies.

- Volunteering and Donating: Helping organizations that work for social justice.

**Conclusion**

February 20 is a powerful date to remind us that justice, fairness, and equality should be the heart of global development. Governments play a big role in upholding social justice through laws, policies, and activism. By recognizing and addressing the challenges of unemployment, poverty, discrimination, and inequality, we move closer to a world where everyone has the opportunity to participate and contribute to thrive with their full potential. The ultimate goal is to create a world without discrimination, inequality, famine, and only fairness, equity, and human dignity.

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