

## THE FUTURE OF WORK

The future of work is a topic of immense interest and concern as technological advancements, demographic shifts, and evolving social expectations redefine the landscape of employment. This transformation presents both significant opportunities and notable challenges that businesses, workers, and policymakers must navigate. Technological innovation is at the forefront of shaping the future of work. Automation, artificial intelligence (AI), and machine learning are revolutionizing industries by increasing efficiency and enabling new capabilities. Robotics and AI are automating repetitive and routine tasks, which can lead to the displacement of certain jobs but also creates opportunities for new types of employment. For instance, AI-driven tools are enhancing data analysis, predictive analytics, and customer service, leading to more data-centric roles and the need for skilled workers who can manage and interpret these technologies. Remote work and virtual collaboration tools have become commonplace, accelerated by the COVID-19 pandemic. This shift has proven that many jobs can be performed effectively from home, challenging the traditional office-centric model. Cloud computing, video conferencing, and collaborative software have enabled a more flexible work environment, allowing for greater work-life balance and access to global talent pools. The aging population is another factor impacting the workforce. As people live longer and retire later, there is a growing need to accommodate older workers and integrate them into the workforce. This includes providing opportunities for skill development and addressing potential age-related biases. The evolving job market necessitates a shift in skills and education. As automation and AI become more prevalent, there is a growing emphasis on skills that complement these technologies rather than compete with them. Critical thinking, creativity, emotional intelligence, and complex problem-solving are increasingly valued as they are less susceptible to automation.

## POLITICS IN MIND

**K.V. SEETHARAMAIAH**  
When Vinesh Phogat was disqualified because of her overweight by 100 grams, the entire nation shed tears. Entire country felt proud of her for having reached an Olympic final. The authorities concerned just observed the rules. There was nothing personal against her to disqualify. Her appeal for silver medal at Paris Olympics 2024 was dismissed by CAS. She tendered her resignation to the job held by her in Railways and joined Congress. When she was apolitical, she belonged to the entire country. But after she joined a political party, she belongs to that political party. It is the personal choice of anyone to join the party of his or her choice. The reason adduced by Vinesh Phogat for joining the Congress party is that the party respects the women most. When Draupadi Murmu was pitted for the post of President of India, Congress opposed her candidacy tooth and nail. Senior Congress leader Supriya Srinate asked the 'rate card' of Kangana Ranaut. Later on she had to eat a humble pie by removing all the controversial remarks from all her social accounts. It can be recalled that Remka Choudhary had said 'Rape is common'. Former AICC member had charged that there is a group in Congress similar to the one in film industry, and she was at the receiving end, which explains her not getting any key posts in the party. She has lamented that even the opposition leader had publicly insulted many times during the funeral of P Thomas. CPM State Secretary M.V. Govindan while referring to the interview given by the Congress leader Simi Rosebell John to a TV channel had taken a dig at the Congress saying that a woman leader in Congress itself had stated that there is a power group in Congress who need sponsorship from party leaders to rise in the ranks. She lamented that women with self respect cannot remain in Congress party. President of the Mahila Congress Lathika Subash was also expelled. But now CPM is an ally of Congress under I.N.D.I.A. bloc. Congress leader Kantilal Bhuria had kicked up a controversy. Bhuria while campaigning for the election in which he was a contestant had announced that those with 2 wives get Rs. 2 lakh if Congress is voted to power. Congress covertly promotes bigamous marriage. Congress is an opponent of triple talaq abolition. Woman Congress Co-ordinator Radhika Khera had alleged that she was insulted by her own party leaders in Chhattisgarh. Video showing sobbing and complaining about the incident had gone viral. Padmaja Venugopal, daughter of the late Congress leader and former Kerala Chief Minister K. Karunakaran made scathing remarks at Congress saying that she was insulted and blamed the Congress party for showing no respect for women. At National Teachers Awards ceremony President Draupadi Murmu has voiced concern that the respect for women has been limited to words only. Brij Bhushan Singh has lashed out at wrestler Vinesh Phogat after she joined Congress. Whatever may be the truth, Bhushan has come out with the allegation of conspiracy against him by her with her soul in Congress party even before she joined the party. Congress insults Nari Shakti with sexism remarks. Randeep Singh Surjewala's sexist remarks sparked off a controversy. Haryana Women's panel had summoned Surjewala for his sexist and misogynist remark on BJP's Mathura face Hema Malini. Digvijay Singh had called his colleague Meenakshi Natarajan as 'tunch maal'. Tunch means lowly. It is a lewd term for woman. Singh has given new life to dying words. If Phogat has joined Congress party hoping that she as the woman would be honoured she would be living in fools' paradise. Her choice to join Congress is unquestionable. But the reason she has assigned is not in consonance with the facts.

■ DR. BANARSI LAL

The Swachh Bharat Mission is a mass movement for a clean, healthy and sustainable India.This mission lays the foundation for a long-term vision,addressing waste management in both urban and rural areas ,which has been made possible through the action various organisations. This campaign lays the foundation for a long-term vision, addressing the waste management in both urban and rural areas which is possible through a collaborative efforts by all the sections of society. It is because of this resolve that India has achieved over 4.4 lakh ODF villages, constructing more than 11.25 crores household toilets and 2.36 lakh community sanitary complexes. Swachhata Hi Seva has played a major role in achieving the targets which enables the mass level participation. Presently the population of India is about 1.43 billion and around 65 per cent of its population is below 35 years of age. There are 686 districts, 6849 blocks, 2.51 lakh Panchayats and 6.46 lakh villages in India. Swachh Bharat Mission (SBM) was launched by the Hon'ble Prime Minister of India, Sh. Narinder Modi on October 2, 2014 with the objective to eradicate open defecation. Theme of Swachhata Hi Seva -2023 was 'Garbage Free India' with a visual cleanliness and welfare of Safai Mitras.It is a pivotal component which enables mass participation towards this mission.It is not an ordinary campaign.It calls to citizens to actively engage in 'shramdhan' through voluntary activities aimed at fostering a sense of shared responsibility and to reinforce the message that sanitation is everybody duty. Like earlier years the spirit of cleanliness activities is voluntarism/shramdaan. This particular mission has received cooperation from the states/UTs, on-states agencies and most importantly from the people. There is need of more strenuous efforts on the waste management and garbage shouldn't be considered as the waste but wealth. Swachhata has become a national movement and many people are coming forward in this national campaign.Swachh Bharat Mission aims to end the open defecation, build more toilets and effectively

■ OMKAR DATTATRAY

This year Ganesh Chaturthi falls on September 7, 2024 that is Saturday & Hindus across India and in various countries on globe have celebrated the festival of Ganesh Chaturthi with enthusiasm and pomp and show on Yesterday that is September 7 .The 10 day festival is marked by Visarjan ,grand processions ,community celebrations ,worship and fasting to propitiate Lord Ganesh. Devotees bring an idol of Lord Ganesh to ten day festival and worship him for ten days ,though many people worship him for five or three days. Ganesh Chaturthi ,in Hinduism ,is a 10 day festival marking the birth of the elephant headed deity Ganesha ,the god of prosperity and wisdom .It begins on the fourth day {chaturthi} of the month of Bhadrapada -August-September -the sixth month of the Hindu calendar .The festival is also called Vinayaka Chaturthi and has a special significance in Hinduism and it is celebrated with enthusiasm and great gaiety across the country and in state of Maharashtra ,this festival is celebrated in a very befitting manner with the participation of a huge number of devotees and it culminates with the immersion of Lord Ganesh's idols in rivers and banks of the sea in Mumbai .Elsewhere in various parts of India ,the 10 day Ganesh Chaturthi festival is every year celebrated and idols of Ganesha are worshipped during 10 day festival and on the auspicious occasion of Chaturdashii idols of elephant God,Ganesha are immersed in rivers and with the immersion of Ganesh idols,the festival comes to end .During the 10 days of the festival ,besides worshipping Lord Ganesh,devotees sing and dance and feel joy and jubilation and pray for the early return of Ganpati Bapa and sing Ganpati Bapa Mouriya Aglay Baras to Jaldi Aaa.The celebration ,related to Lord Ganesh is observed for various reasons in various regions of the world.The birth of Lord Ganesh on Ganesh Chaturthi is one of the most well known reasons for the celebration of Ganesh Utsav.In states like Maharashtra,Karnataka,Tamil Nadu ,and other states,the festival is celebrated with a great fervor and enthusiasm.Puranas say that on the fourth day of the month in the Hindu calendar ,Saka

manage the waste products across the nation. It has attracted the attention of each and every one not only in India but in abroad also. About 1.7 billion people across the globe do not have access to basic sanitation of which 673 million people still go for open defecation. Open defecation is mostly practiced in the countries where there is high level of undernutrition, poverty and wealth disparity. The mission is urgently needed not only in India but for the whole world. The main objective of Swachh Bharat Mission (SBM) is to improve the quality of life among the people by promoting the cleanliness, hygiene, eradicate the open defecation, motivating the different communities and Panchayati Raj institutions to adopt the sanitation practices, encouraging the appropriate technologies for ecologically safe and sustainable sanitation, scientific solid and liquid waste management for overall cleanliness. The mission also focuses on the healthy environment. Swachh Bharat Mission is helpful for strengthening the federal structure of the country. The mission also provides functional toilets for elementary and secondary schools of the country. Some states/UTs have really shown remarkable results while others are on the verge of open defecation free. In order to make a strong working force India needs to adopt good sanitation practices across the nation. Health status of the nation directly influences its economic development. In order to achieve the desired results, there is need to change the behaviour of the people. Still in some areas open defecation is practiced because of the attitude of the people as that has become a habit of the people. There is need to create awareness among the people to stop the open defecation. People should come to know the disadvantages of open defecation and understand the importance of toilets. The schools should have separate toilets for the boys and girls.

The Government of India is making strenuous efforts to make Swachh Bharat Mission a nationwide movement by involving the prominent ambassadors, NGOs, media, corporate sectors etc. There are various success stories of the mission and many social workers, children, teachers,

people with disabilities etc. who have motivated the different communities in this positive direction. They are considered as the Swachhhta champions in the movement. UN Environment Programme awarded environmentalist Afroz Shah with the "Champion of the Earth" Award. He is the first Indian to receive this honour: Some villages have kept particular day in the week for cleaning their vicinities while some villages have nominated Swachhhta agents. Local authorities are cooperating in the movement. The village Sarpanches and Panches guide the people for the construction of toilets in their respective homes. All this is possible when we will make the efforts with full dedication and commitment at all levels. Social media can play a pivotal role for the dissemination of information regarding the mission. We need to seek support of every citizen of the country to clean up our nation. It can be made sustainable for the future generations.The open defecation practice poses some ill effects on our health which ultimately have a cascading effect on the economic well-being of the nation. Only the construction of toilets will not work on but there is need to change the behaviour of the people to use them. There is need of coordination, capacity building, finance etc. for the mission. Swachh Bharat Mission Gramin has strived to improve the levels of cleanliness in rural areas by solid and liquid waste management and making villages Open Defecation Free (ODF). Special guidelines, strategies and steps have been put by the government to get Open Defecation Free status for all the villages.

Sanitation is a state subject and state governments can decide their implementation mechanism and policies. The states are required to develop a framework with a roadmap of activities comprising planning, implementation and sustainability phases. The central government is complementing the state government to achieve the goals. This particular mission is different from earlier sanitation initiatives as it seeks proactive engagement with the corporate sector leveraging corporate responsibility opportunities. In 2014 Independence Day speech Hon'ble Prime

Minister Sh. Narinder Modi spoke "Has it pained us that our mothers and sisters have to defecate in open? Poor womenfolk of the village wait for the night; until darkness descends, they can't go out to defecate. What bodily torture they must be feeling". Can't we just make arrangements for toilets for the dignity of our mothers and sisters? "The sanitary disposal of human waste is sewerage in the developed countries. But in India due to the financial constraints and maintenance and operational costs sewerage is not possible. Neither the government nor the beneficiaries can bear the total expenditures, maintenance and operation of sewerage system. Also it requires skilled persons and good management for operation. Septic tank system is expensive and it requires large quantity of water for flushing. Periodic cleaning and disposal are another problems. Mismanagement of the disposal can cause mosquitoes breeding, foul smell and health hazards. In 1968 a revolutionary technology was innovated -the two pit pour flush toilet. Sulabh flush compost toilet is eco-friendly, technically appropriate, socially and economically acceptable. It is popularly known as Sulabh Shuchalayaya and has been accepted by not only the Indian government but by many other countries also. It does not require the scavengers to clean the pits. Sulabh flush compost toilets does not cause water pollution. It will be a centrally sponsored scheme through the Ministry of Drinking Water and Sanitation. Sulabh approach has substantially improved environment quality and is based on the partnership of local governments and local communities. Toilets under this approach can be easily made and maintained. Sulabh organization has also introduced pay and use public toilets. The public toilets include bathing facilities and other free services for the children, poor and disabled. Sulabh campaigns provide health education to millions of people. The organization's trains the people to construct more and more toilets by themselves. We all need to join our hands together to make India garbage free.

(The writer is Chief Scientist & Head of KVK Reasi SKUAST-J).

# Ganpati Bappa Morya

Samvat ,devotees observe a fast and worship Ganesha on Chaturthi ,which falls between August and September.Even though Ganesh Chaturthi is celebrated as Lord Ganesh's birthday,freedom fighter Lokmaya Tilak revived the celebration of Ganesh Utsav in Maharashtra making it more popular and arousing feelings of patriotism among the people.Through his efforts ,the festival became a 10 day celebration.On the 10 day of the celebration,devotees carry Ganesha idols alongside singing ,dancing and moving to drench it in water.It is called Visarjana.It is considered very lucky to choose an idol of Lord Ganesha,because it is a representation of happiness and prosperity,a sitting Ganesha idol is suggested .In addition ,it would be ideal for the idol to depict one Ganesha's hands in a blessing position and the other holding a modak ,a deity -favored sweet.It is essential to position the Ganesha idol so that it faces the north side and is erected in the northeast direction of your home.First pick a clean platform ,cover it with a cloth ,and set the idol on it.

It is believed that this position brings blessings and positive energy into home.As part of the purification ceremony ,rice and pure Gangajal -holy water should be sprinkled on the deity after it has been installed.Along with the idol you must also place Riddhi & Siddhi,which are representation of spiritual power and prosperity.At the start of the festival ,idols of Ganesha are placed on raised platform in homes or in elaborately decorated outdoor tents.

The worship begins with the ritual of Pranapratishtha ,a ritual to invoke life in the idols,followed by shhodoshapachara,or the 16 ways of paying tribute.Amid the chanting of Vedic hymns from religious texts like Ganesh Upanishad ,the idols are anointed with red sandalwood paste and yellow and red flowers.Ganesha is also offered coconut ,jiggery,and 21 modaks-sweet dumplings ,considered to be Ganesha's favorite food.At the conclusion of the festival ,the idols are carried to local rivers in huge processions accompanied by drumbeats ,devotional singing ,a ritual symbolizing Ganesha's homeward journey to Mount Kailas-the abode of his parents ,Shiva and

Parvati.Ganesh Chaturthi assumed the nature of a gala public celebration when the Maratha ruler Shivaji [C.1630-80] used it to encourage nationalist sentiment among his subjects,who were fighting the Mughals.In 1893 ,when the British banned political assemblies ,the festival was revived by the Indian nationalist leader Shri Bal Gangadhar Tilak .Today the festival is celebrated in Hindu communities worldwide and is particularly popular in Maharashtra and parts of Western India.In fact Ganesh Chaturthi also known as Vinayaka Chaturthi or Vinayagar Chaturthi ,is a Hindu festival that tributes Hindu deity Ganesha. The festival is marked with the installation of Ganesha 's clay murtis privately in homes and publicly on elaborate pandals -temporary stages .Observances include chanting of Vedic hymns and Hindu texts ,such as prayers and vrata-fasting.Offerings and prasada from the daily prayers ,that are distributed from the pandal to the community,includes sweets such as modak as it is believed to be a favorite of Lord Ganesha.The festival ends on the tenth day after start ,when the Murti is carried in a public procession with music and group chanting ,then immersed in a nearby body of water such as a river or sea,called visarjana on the day of Ananta Chaturdashii .In Mumbai alone,around 150,000 Murtis are immersed annually;Thereafter the clay Murti dissolves and Ganesha is believed to return to his celestial abode.The festival celebrates Ganesha as the God of New Beginnings and the Remover of Obstacles as well as the god of wisdom and intelligenceand is observed throughout the Indian subcontinent by Hindus ,especially in the states such as Maharashtra,Madhya Pradesh,Karnataka,Kerala,Odisha,Telangana, Andhra Pradesh,Tamil Nadu and Goa as well as Nepal.Ganesh Chaturthi is also observed by the Hindu diaspora elsewhere such as in Australia ,New Zealand,Canada,Singapore,Malaysia,Trinidad and Tobago,Guyana,Suriname,other parts of Caribbean,Fiji,Mauritius,South Africa ,the USA and Europe.Ganesh Chaturthi holds immense significance in Hindu culture ,symbolizing new beginnings and removal of

obstacles.The festival is celebrated with great with zeal and zest in Maharashtra ,where grand pandals -temporary structures are set up to house beautifully crafted idols of Lord Ganesha.Lord Ganesha is known as the removers of obstacles .The festival serves as an inspiration for students to face challenges with resilience and determination. The festival also inspires the students and other people to learn to approach problems with a positive mindset and seek solutions creatively.To close the write up,it can be said that Ganesh Chaturthi is not only a religious festival but also a significant cultural event that offers various lessons for students.Lord Ganesha is revered as the god of wisdom and learning.The festival encourages students to value education and seek knowledge.Lord Ganesha is known as the remover of obstacles .The festival serves as an inspiration for students to face challenges with resilience and determination.Ganesh Chaturthi fosters a sense of unity and communal harmony.The celebrations bring people of various faiths together.It also fosters unity in diversity and principle of co-existence.Muslims and people of other faiths participate in Ganesh Chaturthi celebrations and so this festival symbolizes communal harmony and mutual brotherhood.The Muslim potters make beautiful clay idols of Lord Ganesh and earn some income and they are actively involved in the grand celebrations of Ganesh Chaturthi. Thus the festival is the true reflection of cultural diversity.The festival is also known as Vinayaka Chaturthi or Ganesh Utsav .Lord Ganesha is also called 'Vignaharta' which means the remover of obstacles .The festival is a perfect opportunity for devotees to seek divine interventions for life's challenges. In short we should celebrate the festival of Ganesh Chaturthi together by embracing communal harmony and religious diversity and thus respect and practice the beautiful doctrine of unity in diversity.May Ganesh remove all obstacles in the return and rehabilitation of KP's to their original habitats in Kashmir:Tatha Astu.

(The author is a columnist, social and KP activist)

# Understanding roots of girl's dropout in Higher Education

■ DR. RAJKUMAR SINGH

The origin and background of girl dropouts in higher education are deeply rooted in historical, social, and economic contexts: a. Historical Context: Colonial and Pre-Colonial Eras: In many regions, formal education systems were established primarily for boys, with limited access for girls. Traditional gender roles often confined women to domestic responsibilities, limiting their opportunities for formal education.Post-Colonial Developments: After gaining independence, many countries prioritized universal education, but the focus was initially on primary and secondary education. Higher education for women remained less accessible due to lingering patriarchal norms. b.Economic Factors: Poverty: Economic hardship is a significant factor leading to dropout rates among girls. In low-income families, the cost of higher education can be prohibitive, and girls are often the first to be withdrawn from school when finances are tight. c. Social and Cultural Influences: Gender Norms and Roles: In many societies, traditional gender roles dictate that girls should prioritize family and domestic responsibilities over education. These norms can discourage girls from continuing their education beyond secondary school.Early Marriage: In cultures where early marriage is common, girls often

drop out of education to fulfil their roles as wives and mothers. This practice is more prevalent in rural and economically disadvantaged areas. d. Educational Barriers: Lack of Female Role Models: The absence of female role models in higher education and professional fields can dissuade girls from pursuing higher education.Inadequate Infrastructure: In many developing countries, higher education institutions may be located far from rural areas, making access difficult for girls. Additionally, a lack of safe transportation and on-campus facilities can further deter girls from attending. e. Policy and Institutional Challenges: Insufficient Support Systems: Many educational institutions lack the necessary support systems, such as scholarships, counselling, and mentorship programs, to encourage and retain female students.Discrimination and Harassment: Gender-based discrimination and harassment within educational institutions can create an unwelcoming environment for female students, leading to higher dropout rates. f. Psychological and Emotional Factors: Lack of Confidence: Due to societal expectations, many girls may internalize the belief that they are less capable than boys, leading to a lack of confidence in pursuing higher education.Pressure to Conform: Girls may face pressure from their families or

communities to conform to traditional roles, leading them to abandon their educational aspirations.The issue of girl dropouts in higher education is a complex and multi-layered problem that requires addressing deep-rooted societal norms, economic challenges, and institutional barriers.

### Main Causes

The main causes of girl dropouts in higher education can be categorized into several key areas, such as: a. Economic Factors: Financial Constraints: Many families cannot afford the cost of higher education, leading to girls being withdrawn from school. This is especially prevalent in low-income households where boys' education is often prioritized.Opportunity Costs: Families may view the potential earnings from early employment or household contributions by girls as more beneficial than the long-term benefits of education. b. Safety and Accessibility: Safety Concerns: The lack of safe transportation and concerns about sexual harassment or violence can discourage girls from continuing their education, particularly if the institution is far from home.Geographical Barriers: In rural areas, the distance to higher education institutions can be a significant barrier, with limited infrastructure making it difficult for girls to attend school regularly. c. Educational Barriers: Lack of

Female Role Models: The absence of women in leadership roles within educational institutions can reduce girls' motivation to pursue higher education.Quality of Education: Inadequate or gender-biased education that does not engage or support girls can lead to disinterest and dropout.Insufficient Support Systems: The lack of scholarships, mentorship programs, and counselling services can make it difficult for girls to overcome challenges in higher education. d. Psychological and Emotional Factors: Low Self-Esteem and Confidence: Societal expectations and stereotypes can lead to a lack of confidence among girls, making them more likely to drop out.Stress and Mental Health Issues: Academic pressure, combined with social and familial expectations, can lead to stress and mental health issues, contributing to higher dropout rates. e. Institutional and Policy-Related Causes: Inadequate Policies: The absence of gender-sensitive policies or the poor implementation of existing ones can contribute to a lack of support for female students.Discrimination and Harassment: Experiences of gender-based discrimination or harassment within educational institutions can create a hostile environment, prompting girls to leave. f. Health-Related Factors: Menstrual Hygiene and Health: Lack of proper menstrual hygiene facilities and understanding can lead to

absenteeism, which may eventually result in dropping out.Health Issues: Poor health or lack of access to healthcare services can also be a barrier to continuing education.Addressing these causes requires targeted interventions, including financial support, community engagement, safety measures, and the creation of a more inclusive and supportive educational environment for girls.

The disadvantages of girls dropping out of higher education are far-reaching, affecting not only the individuals involved but also their families, communities, and society at large: a.Economic Impact: Reduced Lifetime Earnings: Girls who drop out of higher education are likely to have lower lifetime earnings compared to those who complete their education. This contributes to ongoing cycles of poverty, especially in low-income families.Limited Economic Mobility: Without higher education, girls have fewer opportunities for well-paying jobs and career advancement, limiting their ability to improve their economic standing.b.Impact on Families: Intergenerational Effects: A mother's educational level is strongly linked to her children's educational achievements and overall well-being. Girls who drop out of higher education may be less able to support and encourage their own children's education, perpetuating cycles of disadvantage.Dependency: Girls who do

not complete higher education are more likely to be economically dependent on others, which can limit their autonomy and decision-making power within the household. c. Impact on Society and Economy: Loss of Talent: When girls drop out of higher education, society loses potential talent and innovation. This can negatively impact various sectors, from science and technology to arts and social services.Slower Economic Growth: A less educated workforce can hinder economic growth and development. Countries with higher rates of female education tend to have stronger economies, as educated women contribute significantly to the labour force. d. Reduced Civic Participation: Lower Political and Civic Engagement: Higher education often equips individuals with the knowledge and skills to participate in civic activities and political processes.

Girls who drop out are less likely to be engaged in these areas, leading to underrepresentation in decision-making processes.Reduced Advocacy for Women's Rights: Educated women are often more empowered to advocate for their rights and those of others. A lower level of education can weaken the overall movement for women's rights and gender equality.The issue of girl dropouts in higher education is crucial for achieving gender equality, economic development, and social progress.

(The writer is a youth motivator)

