

Work force gets insurance cover

Labour, employment and associated issues both in organised sector as well as unorganised sector are secondary to none in importance especially which better schemes for their welfare, social security and economic uplifting could be initiated in a planned way in a state / UT with social justice and providing equal opportunities as the governing policies. In this connection, critically analysing, if we state that unorganised sector has generally always been at the receiving end, it will not be any hyperbolic analysis. They have neither any specific working hours, no overtime, no provident fund, medical benefits or any compensation against a rainy day or physical harm encountered at working place like in organised sector. However, May 1 of each year is being celebrated as Labour Day or International Workers Day to go into the pages of history to refresh but only symbolically so, the struggles, sufferings, gains and achievements of workers throughout the world. Beyond that, concrete steps need to be taken as most of these comprise unskilled, semi skilled and manual workforce without whom no infrastructural development of any type is simply possible.

The positive aspect of the problem is that the UT Government has made it known that it is committed for social and economic justice in favour of the workforce in unorganised sector as assured by the Lieutenant Governor himself recently while chairing a review meeting on labour force. Welfare and supportive measures for the workforce are thus needed to be initiated under a comprehensive Labour and Employment Policy where more cohesion between job / work providing Government departments, agencies, PSUs etc depending upon their nature of work would lend a support to such proposed measures. We have also to examine as to why majority of labour intensive PSUs are in the red, on the brink of mismanagement and awaiting closures with fears of rendering non-skilled and semi-skilled workers without livelihood.

In other words, a makeshift or an ad-hoc approach to the problem would be just leading to nowhere substantially. The UT on the other hand has a continuous serious problem of Daily Wagers working in many a department most of whom are unskilled, getting wages never in time and nursing uncertainties about their future. These existing problems too need to be resolved in addition to taking serious and concrete measures for entire workforce in Jammu and Kashmir as suggested in details by the Lieutenant Governor on Labour and Employment issues. To call a spade a spade, without proper budgetary allocations and assured funds releasing, no measure or policy proposed could prove any meaningful which means a really serious and committed approach by the Government.

However, in this connection, the decision of the UT Government about insurance cover of Rs.2 lakh to the entire workforce including those in the unorganised sector is really commendable and a good start. However, as regards unorganised sector, difficulties in implementation of the said insurance scheme in respect of payment of premium, though to be borne by the UT Department of Labour and Employment, are expected for which modalities need to be specifically worked out. Review meetings at regular intervals in respect of the standing and emerging issues of the workforce must be held in which participation of the representatives of Trade Unions / Labour organisations will make such meetings participative in nature to know each other's view point. Since with the introduction of IT modes and online facilities in each sector are becoming now the norms and the requirements, data of each type can be prepared which can readily provide critical information all about labour and employment issues. However, mandatory registration of the entire workforce is a must to ensure implementation and benefits reaching the targeted groups. That will definitely provide a base for projections, estimates and realisable goals in respect of initiating schemes of social justice, security and welfare measures. Medical facilities and education of the children of the workforce must occupy the top slots of priorities in labour welfare measures.

Shiban Khaibri

While a chosen theme of a political nature of national import was being attempted by this writer, the tragic news of an innocent and "harmless" Kashmiri Pandit having been shot at in Shopian Kashmir was heard. It was thought about that, perhaps, the poor victim would survive the shoot out from close range as that was the tone of the news telecast from the TV Channels. However, soon thereafter, the news about him from the District Hospital Shopian as having been "brought dead" was shocking and stunning. The theme, therefore, got changed to the one as in the caption since those who hold the tiny but mightiest pen can react to such inhuman acts only by expressing and thus building an opinion in the society since the motive being only to stop violence and putting an end to spilling of blood, with that would result respecting the greatest religion of the world which is Humanity. May it be carefully noted that demeaning and undermining humanity in any form is tantamount to disregarding the Almighty who created this universe and made the most beautiful object - the man - taking birth and dying wherever "found" pursuing any faith, ideology etc with no difference, growing and decaying in age with the same process, producing children and races by the same natural process, laughing and weeping corresponding to joys and sorrows in the same manner, the colour of blood and the rhythm and rhyme of heart beats being the same as also the natural rule that one who was dead could never ever be revived etc. The list of parity and similarities is like one entity tried to be split for the purposes of analogies and comparisons, there being no base of that and no sense in that as well.

When the Almighty - the unimaginably powerful God - made no difference of any sort, who the hell on this earth can defy Him and go on killing people mindlessly because the prospective victim was of a faith other than the one practiced by the killer? How can any human being justify killings of innocents by labelling them belonging to a particular religion, political ideology, race, colour or region? How many more would be killed in Kashmir and how long and who was going to gain what? The question remains and, perhaps, shall remain unanswered as to why the poor and harmless, totally innocuous and benign Kashmiri Pandits, one by one, are targeted and killed in the same way as to why the entire lot of the Kashmiri Pandit com-

J&K Police Martyrs have shown the way

Dilbag Singh

Jammu and Kashmir Police working synergistically with the Indian Army and other Security Forces has largely succeeded in breaking the back of Pakistan sponsored terrorism in the Union Territory of Jammu and Kashmir. The invaluable sacrifices by J&K Police personnel in the line of duty has led to normalcy returning back to J&K where terrorism is on the brink of being annihilated.

Since 1989, when Pakistan pushed the gun-toting terrorists into J&K, 1604 policemen have laid down their lives to safeguard the sovereignty, unity and integrity of the country. In the long list of police martyrs is included, a Deputy Inspector General, a Superintendent of Police, 22 Deputy Superintendents of Police, 28 Inspectors, 39 Sub Inspectors, 69 Assistant Sub Inspectors, 150 Head Constables, 189 Senior Grade Constables, 563 Constables, 516 Special Police Officers and 26 Followers.

The more a J&K Policeman has been under intimidation over the past more than three decades the more steely he has been in his resolve and has performed his duties, notably anti-terror operations, professionally and dedicatedly. Their heroic display of courage has

inspired coming generations to follow in their footsteps. From fighting terror and maintaining law & order to providing assistance to victims in disasters, J&K Police has proven its dedication to serve and secure the lives of people and their property.

Commanders of the Central Armed Forces have always maintained that fight against terror in J&K without J&K Police would not have been possible. Officers and jawans of J&K Police have faced bullets, grenades, bombs, and IEDs without any fear. Their courage and valour have made the entire country proud. Terrorists who were sent by Pakistan to snatch J&K from India ended up in the graves. Even their bodies were not owned by their masters. What an Irony! They were killed fighting for the country which used

them as tools and were dumped after they outlived their utility.

In stark contrast, people of J&K are indebted to J&K Police as a Parivaar has

what may. Entire J&K Police force has stood with them and would always stand by them. J&K Police martyrs have been a source of inspiration for the entire force and their sacrifices shall ensure that the fight against terrorism is taken to its logical end.

Dedication, sincerity and loyalty of J&K Police towards the country has made India proud. Its sacrifices and achievements have been lauded on innumerable occasions by Hon'ble Prime Minister, Shri Narendra Modi, Union Home Minister, Shri Amit Shah, J&K Lieutenant Governor Shri Manoj Sinha and other leaders. In recognition of the yeoman's service that J&K has rendered to the nation it has been awarded with 01 Ashok Chakra, 02 Kirti Chakras, 18 Shuraya Chakras, 1672 President's Police Gallantry Medals and 1822 J&K Police Medals for Gallantry.

I am proud of my J&K team and am sure that very soon we would eradicate the remnants of terrorism from the soil of J&K. With the drastic reduction in levels of violence the common man in J&K is already heaving a sigh of relief and we in J&K on the Police Commemoration Day 2022 again renew our resolve afresh to fight terrorism till our victory is complete and unqualified.

(The author is DGP, J&K Police)



Role of Education in encouraging Entrepreneurial Culture

Prof. Raj Shree Dhar, Apoorva S.

I want to see the idea and the spirit of startups light up the economies and the fortunes of people in India-PM Narendra Modi.

The term "entrepreneur" is a French origin word which roughly translates to "undertaking new opportunities". J.B. Say first used the word in 1824 to mean an individual who coalesces the diverse factors of production and distribution in an effort to generate new sources of wealth. Many prominent theorists tend to believe that entrepreneurship is a skill one is born with, and not trained in. Nonetheless, a novel way of education can be developed to offer a sustained approach toward fostering entrepreneurial skills through a synthesis of right behavior, attitude, and risk-taking abilities from the very juvenescence of an individual. Most entrepreneurial leaders may not have undergone formal education, but it will definitely bear fruit if entrepreneurship is compellingly taught in Indian schools and colleges.

Just as young adolescents in Indian schools are given a choice to take up a stream from among the sciences, arts, and commerce, business skills and entrepreneurship development can be integrated in school curriculum which when combined with practical knowledge garnered later in college can lead to the development of a culture that seeks to promote enterprise. Henry Ford once said, "A country's competitiveness starts not on the factory floor, but in the classroom". Thus, the significance of classroom education in shaping the destiny of budding entrepreneurs through effective mentoring cannot be overstated.

Even so, it is absolutely vital to note that such skills cannot be imparted through the traditional system of memorizing theories and regurgitating them in the examination hall. When it comes to entrepreneurial education, it becomes pertinent to transform the conventional classroom into an "operation theatre" setup that incorporates the nitty-gritties of real-life experiences. Even when entrepreneurship courses are taught in business schools, there is a general scepticism about whether such skills can be learnt in the form of academic teaching. This is because a typical business school curriculum generally revolves around the calculation of risks and returns aided by an understanding of previously well-known business models. Such a mode of teaching and learning will obviously not develop the necessary penchant for imagination and avantgarde thinking in students.

The philosophy of teaching entrepreneurship rests upon a delicate amalgamation of theory and practice. Although the intuition to gauge the success of a project can only be learnt through experience, one can at least become trained in appreciating the value of such experiences through untraditional classrooms. Such courses should be focused on rewriting students toward an action-based approach rather than getting frozen in what is called 'analysis paralysis'. The current educational system is premised upon the need to only teach the merits of reducing considerable risk in any business model. However, the true power of education will be unleashed once it starts instilling in its students the ability to embrace risks without compromising on innovation.

Furthermore, most entrepreneurial ventures achieve great heights only when they realize the potential of collaboration. Edu-

cation systems can inculcate in students the desire to realign themselves from individualism to co-creation. In an atmosphere of such great uncertainty, sharing fears and promises with each other goes a long way in developing a healthy entrepreneurial culture in the country. Entrepreneurs do not just upgrade the lives of communities, but also improve the economic health of a nation. They can be heralders of significant social change brought in through the boosting of a stagnant economy. Entrepreneurship education can engender in learners the values of creativity, self-reliance, and a tactful approach to taking up new initiatives. India is the youngest country in terms of the age of its workforce and the introduction of appropriate entrepreneurship education will not only promote

an Atmanirbhar Bharat. Now that entrepreneurship has increasingly started gaining ground as a legitimate tool for sustained economic growth, the effective assimilation of corporate entrepreneurship into the business curricula can aid in improving the education ecosystem of the country.

While extracting the support of other disciplines like marketing, finance, and strategy, the teaching of entrepreneurship adopts a two-pronged approach which rests on making the learners aware of entrepreneurship as a career option as well as guiding them on the path toward creating and sustaining new businesses. Entrepreneurship as a discipline is never isolated in terms of its teaching, rather it relies on multiple sectors for an adequate understanding of the same. From the very outset, such a cross-sectoral approach will ingrain in the students an appreciation of the eclectic nature of the subject and make business education a variegated mix of diverse disciplines.

Most business schools in today's India offer entrepreneurship only as an extra/co-curricular subject in their business programmes. This encourages a mindset which negates the importance of the subject and the desire to pursue it as a career. Limitations in pedagogy and a myopic focus on immediate results are some of the impediments in realizing the true potential of entrepreneurship education in India. Even the top business schools in the country that have designated 'entrepreneurship cells' on their campuses do not satisfactorily fulfil the criteria of systematizing the educational framework for disseminating advance levels of entrepreneurship education. The need of the hour is to layer entrepreneurship as a foundation course in typical business programmes which will generate the push for learning indigenous practice-based knowledge. Such knowledge should be adapted as per the requirements of specific emerging economies like ours. Arrangements to set up entrepreneurship as a mandatory course in schools and colleges will lead to increase in the research and development of the subject which, in turn, will substantially expand the knowledge base as well as make the discipline theoretically more precise. Entrepreneurship education should not be viewed as a mere support to what is considered 'core' business education, but as a branch of knowledge which needs critical intervention at present to yield significant results.

In the fiercely competitive business world, a paltry stimulus to encouraging the spirit of entrepreneurship at a micro level is not going to prove enough. The right perspectives coupled with the demonstration of cutting-edge ideas will remarkably increase the chances of Indian business students running successful entrepreneurial models. This article does not seek to invalidate the practicality involved in entrepreneurship; nevertheless, it is crucial to supplement experience with updated theoretical knowledge. An integrated learning platform needs to be available for the students who want to spend on the kind of education that synergizes entrepreneurship as a core subject with other ancillary management courses. To support such a framework, it is essential that entrepreneurial knowledge creation and updation gain momentum in the prevalent education ecosystem. Investing in constructive forms of entrepreneurial education will inevitably help lighten the burden of policymakers in the long run.



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and diversify job creation but also enhance its position in the scale of global competitiveness. The purpose of such an education system will be to encourage youngsters to accept innovation as a means for growth in all kinds of scenarios, be they profit-driven or not.

The growing entrepreneurial streak in a developing economy like ours can be satisfied through the teaching of entrepreneurial skills to students. The mainstream business education in India needs a compulsory initiation of entrepreneurship courses in the first few semesters of a course so that interested students can be guided right from the beginning of their programmes of study. Now is not the time to debate on whether the entrepreneurial spirit is inherent or imbibed. The right entrepreneurial mindset with requisite training can give wings to India's dreams of becoming

Unless the people renounce...

community was hounded out from "their" Kashmir in 1990 preceded, during and following the exodus with selective killings even brutally executed massacres in Wandhama, Gool, Nadimarg and other places etc when there were "popular elected" (local) governments in power in the then state enjoying the "blessings" of powers under J&K's Special Status on account of temporary provisions of Articles 370 and 35A. Today, how shamelessly any "mainstream" leader can link abrogation of that vexatious Article with killings or equally claim that post abrogation of Article 370 only a spurt in such killings of Kashmiri Hindus took place. Enough blood is spilled and now wails, tears, sighs and cries too are exhausted. "Khatam honai kay kashoon kay zakheray bhi Jamaal; Roye kab tuk koyee iss shehar key veerani par"?

The question, therefore, shall remain unanswered as to why the thirst for "Khoon-e-na-Haq" is still not getting satiated by these killers whose hands are deep soaked with the blood of the innocents in Kashmir all these 32 years at the behest of a Failed state of Pakistan, the world's most dangerous country as certified by their friend, ally and alms giver, the US? The question shall, again, remain unanswered as to how many - more are going to be mowed by bullets at the behest of Pakistan that was created on hard core hate and hostility against Hindus and Hindu Religion by M. A. Jinnah led All India Muslim League? The question shall remain unanswered as to why the scourge of exclusiveness, separatism and mediaeval mindset of fundamentalism get fuller recognition and patronage in Pakistan so as to expand its tentacles where-

ever it finds religious card played with rather impunity. Take the elements of hate, playing religious card, interpreting it to suit their interests, hard core fundamentalism from out of the structure of "militancy" (read terrorism), it will crumble like a pack of worn out cards in no time.

Those leaders in the "political mainstream" in Kashmir speaking loud rather shedding crocodile tears on the brutal killings of Hindus in Kashmir must speak particularly as to who was in power in 2003 when in Nadimarg Pulwama Kashmir 24 Kashmiri Pandits, children, women, men, young and old, were lined out in the dead of night and killed in cold blood aiming and targeting parts from head to chest only. Late Mufti Mohammad Syed, the Chief Minister on seeing the massacred innocent Hindus fallen on ground uttered one sentence, "Goli say nahin boli say he baat banaygee". Can anyone

show him having uttered a word against Pakistan or Pakistan trained terrorists? In the same way, who was in power in Jammu and Kashmir when Wandhama massacre of Kashmiri Pandits took place where 26 Kashmiri Pandits were most savagely butchered, it was Dr. Farooq Abdullah, the Chief Minister who now says that "killings won't stop" in Kashmir. Stop this blame game and playing with the lives of poor innocent victims of Pakistani bullets. No Police and no Military force can do wonders but only the people, the local people belonging to all shades of life-political, religious, social, academic and the clergy in particular can, by openly and vociferously coming out against Pakistan sponsored terrorism.

Therefore, unless the people in Kashmir valley renounce open-

ly, rebel and revolt on roads, ostracise publicly those indulging in senseless killings- known as terrorists, mistakenly but unfortunately called as "Militants" - a very soft, gentle and sober term - or a totally flawed de-rigueur used for those who spill innocents' blood - "Khoon-e-na-Haq", things will not improve and targeted killings of innocents, virtuous and sinless people will not stop. Everybody knows it and can be sincere keeping hands on chest that Kashmir valley in comparison to Jammu province has progressed economically tremendously, whether it is per capita income, per capita consumption, housing, no one going to sleep hungry, infrastructural development and turnaround, railways and extension of lines, trade and commerce, tourism, construction of residential colonies, fast urbanisation, medical care and general prosperity. General peace too is returning fast and frequent Hartaals and shut downs have become totally extinct and that is a matter of great satisfaction as all the successive the then state governments miserably failed in checking and containing frequent Hartaals and shut downs in Kashmir valley.

A record number of over a crore and a half of tourists visiting different parts of the valley, a record high since independence, as per official records is a big testimony and a touchstone of the trust in and the existence of secured atmosphere prevailing in Kashmir that such a footfall of visitors could move about, stay for nights together, through scenic spots and places but amidst this "peace" is a lurking threat to, a perpetual fear nursed by and a constant restraint to freedom to live and move about freely and securely in respect of the indigenous inhabitants of Kashmir with over 5000 years roots - the Kashmiri Pandits. So, the overall progress, prosperity, spending and consuming, spurt in aviation and road traffic, connecting Kashmir with Kanyakumari through Railways and all other leaps taken towards development - mean a zilch, a naught and a ruse to Kashmiri Pandits. Mirza Galib had lamented --- "Meray Hone Main Hai Kya Ruswai... Aey Voh Majlis Nahi Khalwat He Sahi" or in my being or just living or existing, what disgrace or infamy is in store (for you), what harm is there for you, let there be even no congregation or assembly permitted (by you), at least let it be my (secured) loneliness and even isolation, allow that". And if not, then in that case, again in the words of the same great Mirza Galib .

"Yaheey haalat rahe josh-e-janoon key tou assar ek din ...Zameen uglay gee sholayAasmaan say khoon barsey gaa."