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The sexual harassment at workplaces is an issue that threatens the gains made in the field of gender equality as it can limit women's mobility, chances at workplace promotion etc.

Present provisions

- The Sexual Harassment at Workplaces Act mandates constitution of Internal Complaints Committee
- Timely completion of inquiry
- for informal sector a local level committee in district administration

Need for Improvement

Implementation

- 36% companies have not completed constitution of ICC
- say delays in completing inquiry
- According to a report 70% of women do not report harassment by superiors because of lack of trust in the process

Strengthening framework

- ↳ J.S. Varna committee is recommendations
- ↳ Institutionalisation of training the work force on gender sensitivity

The Act needs to be implemented better we also need the organisations to have institutional mechanisms to prevent such cases by giving training to employees.

② The recent years have seen crimes against children rise alarmingly (500% increase in a decade) including heinous ones like child rape, trafficking

Laws

- POCSO Act for sexual abuse
- Child Labour prohibition Act
- Bonded Labour Abolition Act
- Juvenile Justice Act

Reasons for rise in crime

✓ The high pendency in cases leads to delays in conviction and emboldens the criminals

✓ The TISS report said that child care institutions are hubs of child abuse and violence as only 30% of them are registered and recognised

✓ Desensitisation to violence as a result of media, pornography

- ✓ Abuse of children at home due to declining joint families, increasing isolation and lack of constructive interactions between children and parents
- ✓ Children are vulnerable because they do not have knowledge about 'sexual abuse'

Steps to be taken

- ✓ Teaching children about 'the good and bad touch' and to raise alarm
- ✓ Proper socialisation and healthy family relations
- ✓ Fast Tracking POSCO cases
- ✓ Sensitisation drives in schools, workplaces, slum areas
- ✓ Recent amendments to POSCO regarding defining pornography would help.

Children's protection is not just responsibility of family but of whole society

- ③ The caste system was earlier a social system of hierarchically graded groups (castes) where each had a hereditary occupation. The lower castes had to suffer material and non-material deprivations

Refashioning caste-Democracy

- Democratic constitution outlawed the caste discrimination
- Abolished untouchability
- Fundamental right to equality, freedom
- choice of occupation
- Positive discrimination

These changes have affected caste system's →

① The explicit forms of untouchability and discrimination have declined considerably

② castes have become anchors for political mobilization. e.g. BSP for Dalits

- ③ Democratic politics has converted caste into horizontal social groups rather than higher and lower status
- ④ Protective discrimination and reservation benefits have removed the race for claiming high ritual status. (Now even higher castes like Marathas claim O.B. status)
- ⑤ Caste as an identity holds less significance in deciding economic success (Merit based system)

Although democracy has made improvements, but still the SCs and lower castes have higher poverty incidence and they need to be uplifted

④ Globalisation is the process of increasing interconnectedness between societies in terms of economic, cultural, informational, political affairs. Education system being influenced by socio-economic trends has been affected by globalisation.

Positive effects

- The coming of modern education to India through British rule was a part of globalisation.
- Education became more scientific, rational and came out of religious sphere.
- The demand created by software industry (a product of globalisation) led to increase in technical education.
- Liberal arts → ideas of women empowerment equality.

Negative effects

- The imposition of 'English medium' and western education model has created gap between rural and urban education
- ✖ The expansion of education system did not go hand in hand with proper regulation, quality maintenance (unemployable graduates)
- Inequalities in education's system increased
- The 'coaching industry' expanded in the hope of getting good salaries after getting into good colleges

globalisation should be used to positive result by our education system

⑤ The definition of urban area varies from census to statutory.

The census definition rests on population density, and 75% of male involved in non-farm jobs. statutory definition means existence of urban local governance

Haphazard development

We see issues of urban sprawl, lack of adequate governance in peri-urban areas, and highly populated rural areas

① The definition of statutory towns would put urbanisation in India at 31% in 2011 (34% in 2018). But WB's agglomeration index puts urbanisation at 55% already

② The areas having urban features are not being included in urban governance leading to their haphazard development

③ The sub-urban areas are seeing increase in population rather than inner city areas

④ problems of solid waste, increasing dump landfills in rural areas where the governance structures are not yet created

Urban should be first defined in an inclusive way for us to achieve goal of sustainable urbanisation

- ⑥ The skill level of workforce in India is very low at 4.96% compared to 70% in USA and 96% in South Korea. The skill India mission cannot alone meet the large skill demand.

Need for Integrating Vocational in School

- ① The next 20 years are a demographic dividend window for India. We need to rapidly increase skilling for enabling economic transformation.
- ② The ITIs sector skill councils are inadequate to meet the requirement. They give short 3 month courses which result in low placements.
- ③ Need for early initiation of vocational education for those students who do not want to go into academics.
- ④ The industry needs continuous learning.

Suggestions

Shasanka Prasad committee and NITI Aayog have recommended the same: →

- 1) Integrate vocational from class 8th and provide avenue for mobility
- 2) Diploma and graduate degrees
- 3) Assess demand in industry

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The New Education Policy draft also includes vocational education and will go a long way in addressing employment and growth issues.

7) Communalism means political mobilisation of people on basis of an identity of caste, religion, ethnicity. Religious communalism is most discussed for its potential to create violence

Socio-Economic Disparities

- The earliest form of communalism by Britishers was on the basis of the divide and rule. The Muslims were given share of jobs and pitted against Hindus as they were more backward
- The disparities create feeling of relative deprivation and distrust
- The Muslim community lags in social development indicators as shown by Sachar Report. This creates a siege mentality
- Easy to mobilise by giving concessions

Polarization of Identities

- The political parties find the easiest way to garner votes in these communal identities
- Riots increase before election period (Muzaffarnagar riots)

Thus tackling communalism is a matter of uplifting the poor and changing political discourse from identities to developmental issues

- ⑧ PVTGs are a special category of 75 tribes created by the Barak commission for their lower socio-economic development, stagnant and declining numbers, low primitive technology and isolation.

Factors

- Isolated from mainstream process of development (e.g. tribes in Andaman and Nicobar still use hunting and gathering)
- The outsiders have intruded and brought pathogens, disease leading to decline in populations
- Imposition of the modern culture causes alienation and despair
- Do not have access to education (30-40% literacy rate), health care.
- Displacement due to development projects

Steps taken

- Scheme for PVTGs was formulated in 2008 - It gives full flexibility to the state governments
- Housing, education, skilling needs to be met using the scheme funds
- Anthropological survey brought out a report documenting the state of PVTGs. Those in Odisha have been provided with special schemes. PVTGs in Gujarat have no special scheme.

They need to be treated with sensitivity and without unfair assimilation

- ⑨ The child labour in India is high as per census 2011 figures which puts number at 10.2 millions (more in rural areas but increasing in urban areas).

Reasons

In spite of steps like RTE child labour persists because: →

- 1) Poverty is root cause
- 2) Big families → need more hands to feed
- 3) Lax implementation of laws like child Labour prohibition Act.
- 4) middle class & small enterprises see it as cheap labour source
- 5) certain industries like firecrackers, lock, brick kilns are more complicit

Steps taken

- Prohibition by law for 6-14 years
- RTE Act for free and compulsory

education

- Mid day Meal scheme
- National Child Labour Project for rehabilitation of children
- PENCIL web portal
- Civil society initiatives like Bachpan Bachao Andolan

MGNREGA and RTE has led to some decline in the child labour (12.6 million in 2007-08) But more needs to be done to strike at root of poverty. We also need to increase funds, better implement national child labour project.

- ⑩ Regionalism i.e. phenomena of increasing loyalties towards one's local regional culture. It is generally seen in negative sense and perceived to be against national interest.

But it should not be regarded unhealthy unless it takes militant form like in Punjab during Khalistan demand.

Positives of Regionalism

- ① If people are loyal to region, they can be more motivated to work hard for betterment.
- ② People can better hold state government accountable. The better performance of southern states is related to regionalism (e.g. health infrastructure in Tamil Nadu).
- ③ If people can connect their nationalism

to the regional pride, it can deepen feeling of patriotism

④ This can be used to create positive competitive spirit and deepen federalism e.g. challenge for smart cities, Healthy state Index of NITI, ease of doing business etc.

Negatives

→ If it is done at cost of national interest (secessionism) then it creates instability

→ It can create distrust with other states (Cauvery issue, Satyaj Yamuna canal)

→ Prevent integration

The EK Bharat Shreshth Bharat programme is the ideal forum to aspire where we celebrate each other's culture

(11)

Universal Health coverage (UHC) means when all people can access the continuum of care from primary health care to tertiary regardless of being rich or poor.

UHC as worthy goal for India

- 1) The UHC will help make dent on poverty because poor health decreases productivity
 - 2) UHC will help increase human capital
 - 3) We need to reap demographic dividend in next 20 years for which we need healthy India
- Thus UHC would help in meeting goals of sustainable development

Challenging Task?

- India's health issues are humongous
- 1) Large population with high poverty rate (28% multidimensionally poor in 2015-16) meaning low purchasing power

2) High burden of malnutrition (38% stunting & 17% wasting), anemia

3) High burden of TB, AIDS, Malaria and such communicable diseases

4) Rising NCDs - cancer, diabetes

The issues in infrastructure →

Primary health care → Inadequate coverage is

- underdeveloped areas
- low doctor supply in rural areas (CHCs face 80% shortage)
- low expenditure by government leads to low supply of drugs etc.

Tertiary and secondary care

- Over representation of private sector
- Disparity between rural and urban
- High cost because of over charging on unnecessary drugs and diagnostics

These issues are huge. The Ayushman Bharat is step forward towards UHC -

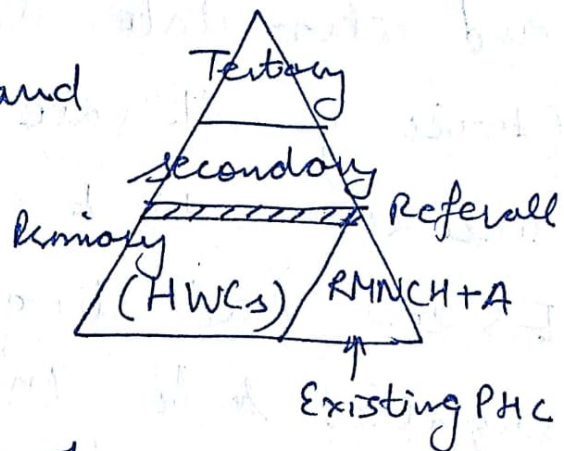
Ayushman Bharat

Two Components

1) PHC through Health and wellness centres - screening of NCD etc

2) Health in tertiary

sector - Provide support of 5 lakh / family to 10 crore poor families



Significance: →

- It will decrease out of pocket expenditure
- It will give focus on primary health care
- It has potential to make universal health care possible by creating a continuum of care.

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The internal migration both inter-state and intra-state has increased rapidly (twice growth rate) at rate of 4.5%.

since 2000s due to economic growth.

ES 2018 had estimated annual inter-state migration to be 9 million

Challenges faced

Migrants move for livelihood concerns to urban centres, sometimes seasonally and sometimes permanently.

1) They have low say in the governance and policy in destination state. Their grievances go unheard.

2) A large proportion are employed in informal sector thus they have low job security, low wages and are exploited by employers.

3) They face hostility from natives (e.g. riots/attacks in Gujarat on migrant workers) in name of 'sons of soil' policy

4) The female migration for work has increased at faster rate in recent years (FS 2018). They face sexual harassment, low wages, absence of policy for domestic workers

5) The children face lack of access / discontinuity in education. The data says 28% of youth in 15-29 years who live in house of seasonal migrants are illiterate

6) There is lack of housing for low income strata leading to proliferation of slums. Slums have low quality of sanitation, water, electricity and other amenities

7) Lack ~~that~~ of portability of schemes like POS.

National Policy on Migration

There is need for separate policy because migrants form substantial part ($\approx 29\%$ according to some) of workforce

- ✓ Need to have welfare boards for such workers in industries (Kerala has welfare board for construction workers)
- ✓ More collaboration between the state administration of source and destination
- ✓ Availability of education in language of migrants
- ✓ Possibility of welfare benefits

Migration is a reality and we need to manage it better to reap demographic dividend

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The traditional family structure in India was of joint family sharing property and having common kitchen.

Contemporary trends

1) Emergence of more nuclearised households rather than joint

Reasons for change

→ Urbanisation due to employment opportunities
→ Individualism

2) Elders living with the son and his wife in urban areas (Reverse of nuclearisation)

→ need for childcare as women take up job in cities

3) More love marriages and inter-caste / inter-faith marriages

→ Ideas of liberty and equality
→ Increasing agency of women

4) Co-habitation
or live-in

→ modernisation
and increase in
age of marriages

5) Authority in
family not limited
to male but shared
by men and women.

→ Ideas of gender
equality
→ women have greater
say in decision
making

6) Lower fertility
rate and decreasing
family size

→ higher cost of
raising children.
→ Importance of investing
in education

These changing trends need the policy
to respond appropriately :->

① The rising population of elderly coupled
with nuclearising household would
create issue of physical and mental

illnesses. Thus we need to increase geriatric care access (Ajayman Bhorat)

2) we need to increase pension coverage and other such retirement benefits especially for informal sector

3) The single person households → would need a robust care economy and social security

4) old age homes with healthy models instead of increasing alienation among elderly.

The family used to be the comprehensive institution for social security. Now the state and society at large has to step in to fulfill that role

(14) The Persons with disabilities form $\sim 2.21\%$ of India's population according to 2011 census. This would increase as per the newer definition in PwD Act 2016.

They face many challenges in living a dignified life $\therefore$

- 1) The infrastructure is not made accessible to their needs e.g. public buildings, public transport. They face obstacles in mobility
- 2) The education is not as openly accessible to them e.g. lack of braille schools for visually impaired
- 3) Public health infrastructure is woefully short
- 4) They have higher burden of poverty thus increasing the difficulty
- 5) They face stigma and discrimination

affecting their self image and self confidence

6) They face social exclusion at every stage right from childhood, not only due to their disability but due to attitude of society towards them

PwDs should be enabled to lead a dignified life. It is state's duty under Article 41, 46.

Measures for effective Participation

State → Implementation of PwD Act 2016 in spirit

- Awareness regarding the needs of PwDs
- Making public offices, transport, websites accessible (Accessible India campaign)
- Needs of women, elderly who are PwDs should be taken care of through

welfare schemes

↳ Removing the disparities between the rural and urban areas in terms of amenities available to PwDs

~~Spot~~ Civil Society

↳ sensitise people regarding the needs of PwDs and their value to society

↳ Highlight and encourage achievers in PwD community

PwDs are an integral part of society and they should be ~~mainstream~~ brought into mainstreams. Need is to not just focus on their 'welfare' but to empower them to be the agents of change for society as a whole

- ⑮ India ranks 103 out of 119 on Global Hunger index while it also has one of highest number of overweight children. The issue of malnutrition is multi faceted.

Triple Burden

Under nutrition	Over nutrition	Lack of nutrient deficiency
38% stunting 21% wasting >30% under-nourishment	High and increasing incidence of obesity	Diseases like Rickets, Beri-Beri, Anemia. 50% of women are anemic

Malnutrition takes toll on the socio-economic development as it hinders growth of human capital and creates vicious cycle of poverty.

Reasons

Under nutrition

- ✓ Poverty and lack of access to balanced diet.

- ✓ Lack of sanitation and clean water hinders absorption of nutrient
- ✓ The POS rations are low quality
- ✓ Lack of awareness regarding breastfeeding, early supplementary foods

Over Nutrition

- ✓ Increasing consumption of junk/fast foods
- ✓ Sedentary lifestyle of cities
- ✓ Children have lesser physical exercise - alternate forms of entertainment

Micro-Nutrient deficiency

- ✓ adulteration of foods
- ✓ Lack of awareness

Measures to Combat

Government has launched POSHAN Abhiyan to tackle the issue in a mission mode. It has targeted 2% decrease/year in stunting, wasting and low birth weight; 3%.

decrease in anemia by 2025.

Steps to be taken -

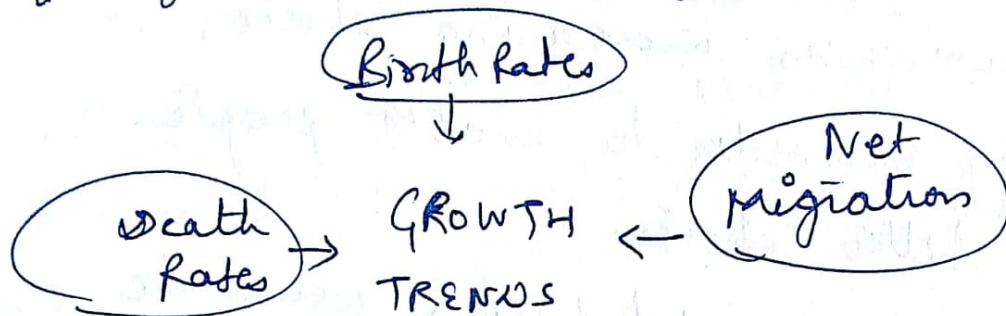
- ✓ The convergence between schemes needed as envisioned in Nutrition Mission
- ✓ Use of ICT to track progress and outcomes
- ✓ Focus on first 1000 days apart from the usual 3-6 years in Anganwadi - ICOS.
- ✓ ASHAs should monitor the nutrition being given to child in first 1000 days and raise awareness.
- ✓ Mainstream Yoga as a lifestyle choice especially in cities.

- ⑫ India's population will become largest in the world by 2030 but the population growth rate has declined rapidly in the past decade. ^{TFR} It might reach below replacement level by 2021.

Factors that have influenced

- 1) The economic situation - famines in british period led to decline in growth rates
- 2) Access to medical facilities - has led to increased life expectancy and thus lowered death rates post independence
- 3) Literacy levels and modernisation - The education levels lead to lower fertility rates because the parents realise the importance of investing in future of child
- 4) Waves of migration have affect growth for eg the years of Bangladesh was saw influx

of migrants leading to population explosion



5) Policy of government has limited impact on the growth trends, especially coercive policies as adopted during emergency. More choice based policy which relies on increasing awareness is more effective.

Measures taken by government

1) Formulation of population control policies started right after independence. The government adopted clinic based approach to increase access to birth control measure.

2) Coercive policies adopted during 1970s - sterilisation

3) The new population policy of 2002 relied on awareness, increasing choice, literacy in order to enable people make better choices

4) The population stabilisation would be attained as per estimates of Economic survey (fertility rates have declined rapidly - 2.3 TFR in NFHS-4)

We need to prepare for the ageing population which would be the predominant issue.

- ①7 Poverty has been one of the most daunting challenges of India. Recent Multidimensional Poverty Report says that 28% of Indians are deprived on 3/10 indicators at least (2015-16)

Government steps

- In 1970s - Food for work and other such anti-poverty schemes
- Public distribution system
- MGNREGA - employment guarantee
- National Rural Livelihood Mission, SHGs and other self employment schemes
- National Food Security Act 2013

Need for both anti-poverty and employment intensive growth

Anti-Poverty Programmes

- Relieve widows
- support the poorest and destitute who cannot work (e.g. Antyodaya scheme)
- These programmes help in targeting special sections (e.g. MGNREGA reservation for women)

But they cannot alone tackle poverty

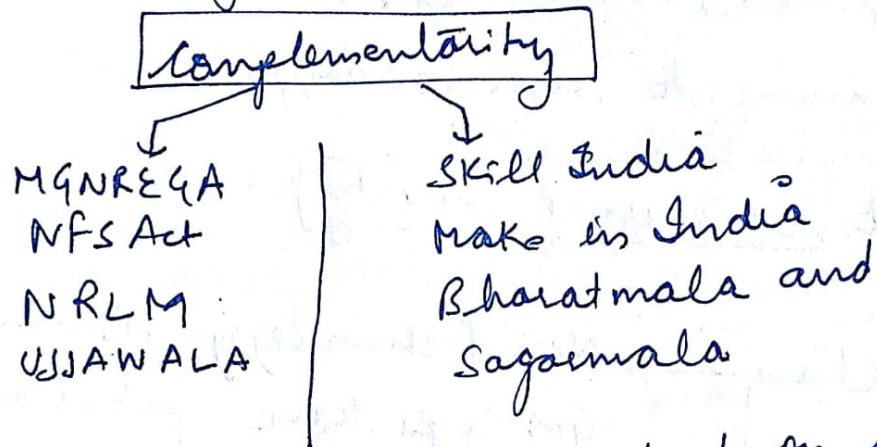
Limitations of anti-poverty schemes

- Government expenditure and burden on finances
- Poverty being multi-dimensional and inter-generational cannot be eradicated using only such wage-employment schemes
- Only income poverty is alleviated with such schemes. Inadequate infrastructure, does not get addressed

Role of employment intensive growth

- Such growth makes poverty eradication a self-sustaining process rather than being dependent on government payouts
- Infrastructure creation is happens alongside thus improving standard of living
- Structural transformation from agriculture based economy to industry cannot happen without such growth.

China's example is a proof that growth coupled with job creation in industries is the best way to uplift people out of poverty



While MGNREGA has made dent on poverty (~32% according to an NCAER study) along with welfare schemes, we need to energise the economy to have employment intensive growth for eradicating poverty.

- ⑮ The globalisation has lead to increased economic, social and cultural interactions between countries and most impact is seen in urban areas. But rural areas are not immune to such change

Impacts on rural society

Agriculture → New technology, HYV seeds, GM crops have potential to increase productivity

→ But it also impacts farmers negatively by increasing costs, competition from global markets. Farmer suicides have increased in post LPG years

Women → The internet, ideas of women's agency and empowerment are reaching villages
→ Value of girl education is realised (Increased GER in schools)

↳ But globalisation has also led to informalisation of labour market. 79% women are in informal sector and they face insecurity of job, harassment.

Youth → More aspirational as the ideas of merit, achievement have penetrated caste ridden villages

→ Urbanisation allows them to pursue their choices

↳ Negatively, globalisation has also led to feeling of relative deprivation in village youth if they are unable to attain social mobility (IIT reservations, etc.)

Culture → More modernisation - western styled clothes, food

↳ Negative reactions to modernity like in a Khap in Haryana, district was given to prohibit jeans, mobile phones for women

Tapping opportunity

- ① The youth needs to be skilled so that they can get jobs in the industry and pressure on agriculture is reduced
 - ② Schemes like PM Kaushal Vikas Yojana should tap rural youth.
 - ③ Agrarian distress should be alleviated by increasing market connectivity (e-NAM), extension services (e.g. in Maharashtra a whatsapp group being used to provide knowledge on better cultivation techniques of sugarcane)
 - ④ Women empowerment in villages by connecting them to credit sources (e.g. women livelihood market), market (Mahila e-haat)
- Globalisation can help us alleviate rural poverty

① Patriarchy means a systemic domination of males over females in every aspect of society - family, employment, politics, culture.

Not merely economic?

Economic dependence forms a crucial basis of patriarchy

↳ women relegated to household work which is unpaid. They depend on men for bread & butter

↳ women's mobility, agency gets curtailed

But it is not the only sphere of patriarchy. This is also operating in other dimensions,

① Family socialisation - is responsible for reproducing the patriarchal attitudes as girls are taught to be docile, loyal wives and be submissive ideals

② Religious and cultural ideas reinforce patriarchy. e.g. ideals of sati, worship of Kannagi as loyal wife.

② glorification of marriage as the only destiny of female and motherhood as supreme role → also leads to accentuating of gender roles

④ These cultural habits can affect the women's status independently of economic spheres.

① The role of women in childcare still considered primary. They are expected to give up careers, promotions (No Paternity leave Bill)

② Even working women are performing the household duties and bearing double burden.

③ Had economic independence been only sphere, working women would not have to conform to cultural ideas (Karna chauhan etc)

Minds of males and females are equally
affected :->

- ✓ Taken for granted ideas are ingrained regarding gender roles
- ✓ Sexual harassment at workplace is a manifestation of male entitlement
- ✓ Sex-preference is high among females
- ✓ Women themselves feel obligated to sacrifice careers for childcare

Patriarchy is thus also a state of our minds. It needs a total reform of our cultural ideas that perpetuate gender inequality.

- ②0 The Indian society is mind-bogglingly diverse in terms of religion, languages, cultures, dressings, food etc. We have all major religions of world, > 800 languages and innumerable cultures.

Underlying pan Indian Unity

- The British commentators had prophesied that India cannot survive as united nation after independence because of the differences in culture.
- But we survived and thrived, that too under a democracy. The reason is that Indian cultures though diverse and many have a PAN-INDIAN UNITY.

Ancient times

- The diffusion of Vedic Aryan culture up till the south created unity of culture
- Political unity by empires of Maurya, Gupta

↳ The hinduism was diffused from north till south in the cholas, Cheras Kingdom (Sangam literature and North Indian Sanskrit literature have commonalities)

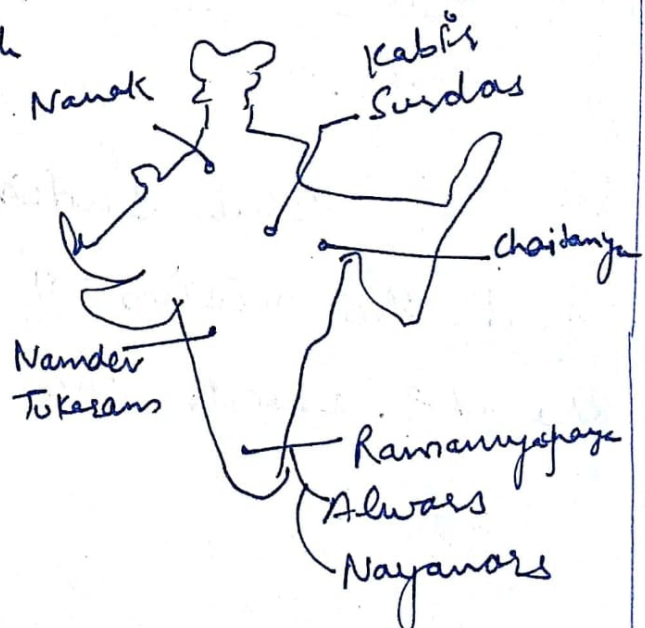
Medieval Times

↳ Politically unified under Panchal rule

↳ Starting 7th and 8th century, the Bhakti movement had a pan-Indian influence

↳ Bhakti saints although preached in local language but carried SAME MESSAGE of devotion and love

↳ Sufism created a meeting point between hinduism and Islam



BHAKTI SAINTS

Modern Times

↳ Politically unified by British and now by the single constitution after

independence

- The urbanisation has led to more ~~so~~ intermixing of people from distant regions eg festivals in metro cities are celebrated from all regions viz Dussehra Puja Randols in Delhi
- The foods & from south India have entered north Indian restaurants and homes.

Thus India's unity is organic and the vision of 'Ek Bharat Shreshth Bharat' asserts the same unity.