

Lecture - 15 : Sustainable Competences

Hello viewers, welcome back to this NPTEL course on Sustainable Happiness. In the last class we are discussing about sustainable happiness at work. In the last session also we are discussing about emotional intelligence and the continuous professional development, how professional skill development continuous learning helps us in understanding many many aspects of the workplace. Now to continue with that now we are discussing about the different kinds of professional skills skills. So, developing the new skill set and take over taking up the suppose suppose you intend to take up the leadership position. So, you can also you can also get some kind of orientation by attending the you know attending the workshops for developing your leadership responsibilities leadership competencies etcetera.

So, then again level of your credential suppose you are aspiring for a new job, new post, new goal etcetera you can enhance your credential by uplifting your skill set updating yourself etcetera. Similarly, consume media in your field. So, be in touch with the social media as well as in other news media. So, to update to update yourself that means, in terms of professional practices, in terms of research what is the latest.

So, consume the media in your own field to update yourself the latest developments in the professional field, then find out other ways to depend your job satisfaction. There may be some related ways other ways you can also find out add on your job satisfaction, take the relevant course, the new courses, online courses and moreover find a mentor. It is the individual even though in the organizations officially, formally. Employees they employers they used to attach one mentor in the initial stage to every team every group etcetera. But individual as an employee you can also you can you can select your own you can identify and select your own mentor.

So, if it is possible you can also find a mentor for getting the lifelong guidance. So, now, how the that is the interplay of sustainability and happiness at work. How the sustainability and happiness? in the workplace are embedded with each other. So, one in the way one thing in one aspect sustainability you have to adopt it as a lifestyle as a practice as a way of behavior and at the same time you are also getting the happiness in the workplace. So, how sustainability and happiness they are being embedded integrated in the workplace So, in this year there is a quotation of United Nations that is you can see that by 2030 ensure that all the learners they require they acquire the knowledge and skills to that is needed to promote the sustainable development including among others that is through a ESD that is education for sustainable development.

Sustainable lifestyle, gender equality, human rights, promoting the culture of peace, non-violence, global citizenship. So, these are the ways and means that means to develop to develop to promote the sustainable development goals and you know to achieve the holistic well-being, all round well-being, holistic well-being of the society of the country of the all the citizens and appreciating the cultural diversity and cultures contribution towards the sustainable development. That every aspect of the society how it can significantly contribute towards sustainable development goals and and and happiness also sustainable happiness in terms of the well-being, professional well-being, financial well-being, overall well-being of all the citizens of the and the community. So, this is an example given here by the Google company, example of the Google company. You can go through it for knowing that how Google, that Google as an employer what it does for the enhancement, for enhancing the happiness of its employees and also giving them freedom and freedom space and resources and opportunity to be innovative and creative also.

Now, sustainability now again at the same time by the UNESCO proposed the not only proposed the 17th sustainable development goals, but at the same time any all the goals every goal is associated with the different targets and primarily it focused in on the SDG 4 and 4.7 that is the education for sustainable development and global citizenship. So, exclusively it emphasizes on ESD and SDG 4.7 and in this context because it is it advocates that ESD plays a very vital role So, in a vital role in you know spreading the awareness creating the awareness among the citizens among the people etcetera. So, that it will be easier for people citizens or the countries to it will be easier and quicker for the countries to achieve that sustainability.

So, in this context it has advocated for narrated for some sustainability competencies, because as a part of the ESG framework it says that there are some core competencies are there which are known as a sustainability competencies. And we must ensure that every learner every stakeholder must learn these competencies So, that it will be easier to enhance their skills and abilities at the same time it will be quicker and sooner we can very it we can soon very soon and we can quickly we can also achieve their sustainable development goals. So, there are 8 or 9 competencies. Now, first thing is that 8 competencies first thing is systems thinking competencies. What is the system thinking competencies? That means, how the system functions? It is an ability to recognize understand the relationship like suppose in a particular state, in a particular state like suppose in Punjab.

Suppose how the Punjab state the governance, the system, the society it functions. So, to similarly it is an employee, suppose it is an organization, suppose it is a Tata organization, suppose it is a Google whatever. So, you have to being an employee you have to understand how the system, how the firm, how the organization functions. are to recognize understand

the relationship, employee-employer relationship, type of work, departments, structure of the organization. And you can also analyze the complex system, how it functions, what is the mode of communication, how they face the challenges, mitigate the challenges, their communication system, their productions, their different units.

So, units how these all the departments and units they function together are well integrated. So, that means, as a total system as a total system that means, what are the functionalities, what are the that how the systems are embedded within the different fields. and on different scales to deal with the uncertainty. And like there are different department, different sections, different people, categories of people etcetera, but how the system runs like in like in the computer also in operating system it runs it may have different kind of format whether this operating system or that operating system, but every operating system it has some peculiar features, some nuances, some you know unique features. If it is an organization, if it is a society, if it is an institution then how the institution functions that is the systems thinking competence.

That means, in the at the outset you have to understand you have to understand how the system functions that is the ability to recognize understand the interrelationship and relationship and the type of complex system on which the particular organization or institution runs functions. Then anticipatory competence as the name implies anticipatory means prediction and making some assumptions. So, ability to understand and evaluate multiple features, what could happen, what possibly could happen, what could be the possibility, what could be the. So, you know making many hypothesis and assumptions about what could be the possible desirable outcomes ok. and probable desirable outcomes you know to create one's own vision for the future.

If you are an employee presently, you are an employee, if you are a stakeholder, if you are investor, what could be looking at this existing pattern of functioning etcetera, what could be the possible assumption. So, may be suppose if the it is an organization and you are you are you are a manufacturing And you are producing some you are in the charge of producing some goods and etcetera then which will be consumed by the people etcetera. So, you have to look at the we have to look at the possible needs you can say what could be the future needs or what could be the future desirable things that the people will So, like for example, best example is the automobile sector. Automobile sector the market is so competitive, so thing in, but at the same time it is innovative also it is also creative, but every day every month you know some changes some new model is coming up. So, if you are in the automobile sector, if you are in the manufacturing sector etcetera and then you have to looking at the system, looking at the market, looking at the present condition, market competition prices and the you know will fuel cost and all kinds of the expenses that is the expenses and the resources that is available nowadays.

So, you have to assume, you have to hypothesize, you have to anticipate and predict what could be the possible or near future result, what could be the possible ah may be that possible outcome or maybe that what could be the next ah future need next future requirement need of the customers also. So, that is called the anticipatory competence. The next comes to normative functions, normative as you know what is the norm, the ability to understand and reflect in the on the norms and the values that underlie one's action. That means, what are the norms like suppose people in the organizations or employees in the organization what sort of norms they are following. Some norms that means, in their in their official manual it has been some of the many things many values professional ethics rules regulations are mentioned.

Besides that some of the informal things are also that, so you have to understand and reflect on the norms and values the people are following or the organizations organizations that may employers are also following because it is a part of their vision mission statement etcetera etcetera. And to negotiate and how to negotiate may be that sometimes you feel that the norm their tradition primarily the traditional organization they follow certain things which are outdated which are obsolete is meaningless. Now, in that situation if you realize that you cannot please negotiate. Negotiate some sustainability values, some principles, some goals with the with goals and the targets with the with the partners with the you know with the organizations with the you can stakeholders. So, that you can negotiate some of the things that better you have to better we should adopt these kind of things.

So, it will be more sustainable. So, in this context in case in the context of conflict of interest and the tradeoffs and the uncertain knowledge and contradiction. It happens like in the organization if there is a contradictory conflict of interest of the partners, of the investors, of the customers or may be the any kind of you know issues in the tradeoff given to policy or any kind of you know uncertain knowledge and contradiction that may happen. In that situation at least by understanding their norms existing norms and practices then you can negotiate to change it towards more sustainability. that is called the normative competency.

Another is that then by understanding the norms, then you can negotiate the next comes the strategic competence. Strategic competence now use develop that strategies, use the ability to collectively develop and implement some innovation action, some specific strategy to further to further enhance the sustainability both at the local level or national level or the country level. So, that is the strategic competence by understanding the norm. So, formulate the strategy to and strategy and and how to have competently you can implement those strategy for innovative action, for creative action or for merger acquisition or you know expansion anything. Then the collaboration competence that is here comes

the

partnership.

Collaboration competition competence is that ability to learn. to learn from the others then to understand and ah understand and to respect the needs, perspectives and actions of others. Like here up here applying all your positive emotion, positive skills, positive character strengths like empathy, compassion, better understanding and being sensitive, being empathetic, So, all these kind of collaborate that means, to collaborate with people, to collaborate with people from outside the company, collaborate with other teams within the company. So, understand respect the needs and perspective of others, being empathetic to understand relate and to be very sensitive about others. You know by others like being suppose you are want to be a leader.

So, leaders to leader must possess on many such qualities being empathetic leader, being a good mentor, being an emotional intelligent leader, being a compassionate leader. So, all these things that means, to with the conflicts because so that to it will be easier to dissolve the conflicts to resolve the conflicts and in the group and to facilitate the more collaborative and participatory problem solving. So, within the company within the organization within the company it all these kind of skills collaborative competencies you know it creates a kind of healthy work environment. And, help the team members to you know to be more productive, to be more happy, to be more constructive. And, outside the organization again it also this kind of competence helps you in expanding your business, merger, acquisition, collaboration with other other companies etcetera.

Then critical thinking competencies, then critical thinking competencies just like the cognitive ability you know ability to question the norms. If it is suppose some traditional some practices are being carried on regularly etcetera, then you have your this ability to question the norms. That means, you have to understand what is the reason, what is the logic, what is the scientific base of certain practices. Even though now even though now the technologies technological advancement is happening is everywhere. So, if why not to embrace the technology, why not to smoothen whole process, why not to make it a more cost effective.

So, to question the existing norms and practices and verify the opinions and reflect on your own values and perception etcetera and actions of others. So, being critical about everything about the policies about the practices and why not technology and if at all we adopt the technology what would be its impact. So, all these kind of that means, to take a position in the sustainability discourse that means, the exercise complete exercise about the sustainability. Then self-awareness competence like you know ability to reflect on our own role both role in the local community society and to continuously evaluate one's own actions and to and prompt further action and to deal with one's feeling and desires like a

self-awareness that means, To assess to assess our own competencies the ability to to analyze to reflect on our own skills and getting know about our self our competencies. Then integrated problem problem solving competencies that is it is more holistics more overarching ability that is to apply to different problems that we are facing different problems we are facing in the workplace and different problem solving framework developing different and apply different problem solving framework.

If it is a technical problem, then what should be the framework. If it is an HR problem, if it is a financial problem, then what are the different kind of frameworks are there which are that means, which involves that means, how to resolve this kind of. So, to apply different problem solving frameworks to complex sustainability problems. If the different frameworks are available and to address these problems and in the primarily it has it is it threats it has a threat to sustainability. So, so complex sustainability problems if it has a if this problem has a some threat some risk factors of some you know negative impact on sustainability then how to address it.

Develop a kind of viable model, develop a kind of inclusive kind of inclusive kind of workforce inclusive or you can say consensus that means, solutions having the consensus that is that means, user friendly equitable solutions. So, which can promote the sustainable development and integrating the above competencies that is all the competencies all the above competencies can be well integrated in developing the framework for solving the problem, problem solving framework. to deal with the complex sustainability issues or the problems and challenges. Now, however, this here the ESD plays a very vital role, but however, ESD is not just limited to the development of competencies, but ESD is more you know larger or So, higher higher goal is that larger goal a long term goal is for the transformative education, how to bring transformation by transformation. In order to bring transformation in the organization, in the workplace, in the society means definitely we have to bring transformation in our education system, in our education in our professional education continuous continuing education program also.

Primarily it aims to what aims to achieve the transformation of the individual self So, that is why ESD also focuses more emphasis developing the qualities and character strengths for the global citizenship. How every citizenship citizen individual citizen can be a global citizen and for that for that what skills and attitudes and abilities he or she has to develop that is to be. So, transformative education wants that 360 degree changes in the in the system, in the individual, in the society having the holistic and global perspective. Now the critical thinking skills as you know the is every on that is up to you know up to you know up to remembering applying beyond that beyond remembering and applying then starts your critical thinking that means, challenging the new challenging the status quo and thinking about some innovative practices. So, problem solving, evaluating, decision

making, taking the decision, taking decision making, you know, you can say, analyzing, reasoning out, finding out the logic behind a particular practice, all these are when you ask the question why, how, when, why, all things.

So, it starts the critical aspects, critical thinking. So, now these as of as of now these are the 17 SDGs as we have you know we know that since 2015 UNESCO has advocated for this all these individual SDGs are no poverty, no hunger all these All the 17 similarly good health, quality education, gender equality, clean water sanitation, clean energy, then you know good jobs and economic growth, then industries and infrastructure, then you know reduced inequality, then sustainable cities and communities, then there is a responsible consumption and production, then climate change that is a climate action, climate action that is that is one thing climate change, climate actions. life underwater, life on the land, then peace justice thing and then the global partnership. All these are 17 sustainable development goals it has each SDG has many targets and all, but however, all the SDGs and all the targets are integrated well integrated because it represents the planet earth, it represents the world economy, it represents the world as a global village.

So, all these things are interlinked. So, this is the kind of framework also some you know some from the research you know some one group they have adopted this framework. Similarly, every organization, every institute they can develop their own framework keeping in mind their stakeholders, their goals, their reasons and their missions etcetera. So, now now coming about the sustainable system or transforming education pattern or sustainable curricula. So, integrating the core sustainability a metacompetencies and SDGs across the curriculum. So, now now the ESD also advocates for the transformative education and transformative education means it it is.

being sustainable also is also one of its key feature, key characteristics. So, integrating the core sustainability metacompetencies, metacompetencies you know all the sustainability competencies eight competencies we have discussed. Under each competency what would be the further further further competence that is called the metacompetencies. Similarly, metacognition, cognition about cognition similarly competency about the competencies. That is integrating the core sustainability meta competencies.

So, every under each category of competencies there are also also many competencies that these meta competencies and the sustainable development goals across the curriculum, how it can be embedded in the curriculum and in the as well as the professional development programs. So, core sustainability metacompetencies and that these competencies as well as the metacompetencies and ah and the SDGs across the curriculum how it can be embedded in the even in the professional development programs. So, an effective sustainable curriculum is ah you know as deliberately constructed with, but it should be designed it

should be prepared primarily aiming at or solely aiming at aim to aiming at graduating the students with the capacities to be effective system changes. And like in the curriculum framework, these sustainability competencies should be embedded so that every learner, every student who is graduating from a particular college or institute etcetera with some degree. They are already learning, they are already learning and developing these capacities to be the effective social system effective citizen, to be a effective change maker or to be a sustainability agent you can say.

So, the key framework and world view to build upon this ethics of care or ethic care for others care for environment, nature and the knowledge. So, in this knowledge society you know the key frameworks or the world perspective is that how to build the ethics of built this in ethics and values within the education system. Every individual is in a self learner and caring for his self, self from others, self for nature that is caring for caring for the nature environment as well as the knowledge knowledge acquisition are significantly contributing towards the knowledge society. So, the key elements of the effective curriculum design and to be sustainability meta competencies. So, therefore, so effect in order to prepare the effective curriculum now curriculum that is primarily focused to design the sustainability meta competence.

What could be the sustainability meta competencies? competencies and how it can be embedded. So, United Nations SDGs and the case studies are integrated with social you know scientific inquiry and the pedagogy. So, United UNESCO also develops different kinds of you know curriculum, guidelines, manuals also. and manuals to guide every guide the countries and the all the education educational institution especially higher education and educational ministries etcetera. How to develop sustainability competencies that means, specifically categorically it mentioned how to develop the metacompetence, what are the metacompetences and what are the sustainable development goals, how it can be embedded in the curriculum and through and And you know clarifying it on explaining it through various case studies.

Case studies these case studies are also embedded in the in the pedagogy case studies are being embedded as the pedagogy is a part of the pedagogy like on the we will call the socio scientific inquiry. So, that pedagogy is known as the socio scientific that means, social case studies being scientifically investigated as an it will be used as a part of the pedagogy. So, socio scientific enquiry. Similarly, for the children or the for the children also in the school level you know socio emotional pedagogy, socio emotional environment, socio emotional education these kind of things are also being promoted by the UNESCO. So, the articulation of the design of the similarly professional design of the professional development workshop should be also based on certain following theoretical approach.

Let us see, so like yes when we are designing any professional development framework for our employees etcetera, it should also be based on certain guidelines parameters from time to time we can alter it, but one way or other way it should be embedded in the professional development curriculum. First is the ethics of care, ethics of care that is the value system the care that means, there should be a professional ethics embedded in the program. Like how to take care of caring attitude, care or taking care of self, care self taking care of your co workers, your colleagues, your work environment, your your own institution and as well as the natural environment. So, ethics of care how it can be embedded in the curriculum. How it can be inculcated among the employees, the domain based theory of moral development, Even though you are studying any kind of domain medical science engineering whatever may be the thing, but the within that domain moral development should also be promoted.

Sustainability learning, learning core meta competencies in the domain of sustainability what could be the what are the core competencies and core meta competencies that has to be learned. Professional development both for the staff and as well as for the faculty. So, sustainability across the curriculum everywhere across the curriculum across the domain across the across the development programs sustainability should be embedded everywhere. Ecoliteracy staff development like even though they are not they are not in the teaching profession or etcetera or their profession is different will even for the administrative staff even for the service staff they should also be made aware of or trained for What is eco literacy? How should be how you should be literate about the ecological ah ecological well-being, ecological development, how we should take care of our planet earth, our ecosystem etcetera. Sustainability learning competencies all these eight learning sustainability competencies how to develop it among the among the target group.

Systems and temporal thinking, systems thinking that is about thinking about the system and temporal thinking any innovative ideas that is or may be any kind of problem solution strategies that we are thinking of to resolve the issues that is the term thinking analysis. Inter and intrapersonal literacy, interpersonal literacy, intrapersonal literacy. Literacy like a literacy that is how to deal with others, how to deal, how to conduct our self, how to deal with others, how to work in a group set up, all this. Ethical literacy, you must have some ethical standard values, principles and guidelines. Creativity and imagination competencies, metacognition, just now with this cognition about cognition.

I am learning something, I am understanding something, but how do I learn? When I reflect on my own cognition, own understanding that becomes metacognition. Then awareness, assessment, how to evaluate it. So, these are some of there are these are you know some when we ultimately come to the point of you know how can we measure happiness at work, these are some of the parameters we can say some of the points. How measuring the

happiness at work means definitely employees of satisfaction, organizational commitment, job involvement, engagement, how much engaged you are in your particular work, thriving and vigor that is. flow that is the flow through which you want your intensive motivation affect at work that is your emotions at work.

All these are you can say some of the parameters of measuring the happiness at workplace. There are different tools, standardized tools are available, but besides that you can also develop your own that means, through interview schedule, through questionnaires we can also map it or organizations can employer can be can map it. Causes of happiness in general is that environmental contributors of happiness, personal contributors to happiness, person by situation interactions and becoming happier. So, causes of happiness in general. So, when we talk about a general happiness like environmental contributors, if when you to contributors about environment ecosystem itself is very conducive that it keeps you happy, it makes you happy.

Personal contributors for you are making some effort to be made to become happy. The person by situational interaction, when you interact with other in the work in the particular context, workplace that also makes you happy and becoming happier. So, employer contribution and making the happy workplace definitely, employers in every organization and institution their human resource department, HR department is primarily responsible for not just recruiting the people, but also for their career enhancement, their need satisfaction need and their career growth and also making the workplace a healthy workplace and making every employee happy, so that they will be more productive, more committed. So, employers complete contribution. So, the more that means, the more the organized the employers they invest money in their training and development, in their in terms of incentives, in terms of any rewards, in terms of compensation, in terms of you know some kind of appreciation through skill recognition and may be that they investing many and investing potentials resource portion of the resources in superior in establishing the superior and subordinate relationship through some informal you know informal gatherings parties outings etcetera.

Similarly, they can also give some allowances some incentives for career advancements opportunities also that is from the employer side. Now, the common components both individual and organizational, common components that takes place both individual and the organizational the job flexibility how flexible you are So, the more flexibility you get in the workplace definitely you will be more comfortable and commitment work environment what is now is nowadays it is a more hybrid kind of work environment. So, many flexibility have been introduced work life balance again more most importantly work life balance work life balance that means, how can you maintain your personal life and work life in a very balanced way. So, it can be because it has a it has an impact significant

impact on our mental health on our physical health. So, ultimately happiness is being is being caused by is being affected by work life balance that we are having.

Working hours, what is the working hours is a 5 days week or 6 days week and schedule 9 to 5 or what is the schedule, working hours, organizational culture that is the primarily the work culture. Then, now this is the happiness the workplace happiness matrix are developed by these two authors. Now, here there are four quadrants of optimistic, greening and frowning and the neutral. So, depending primary depending depends on the employer employee relationship.

Now, let us see what does it mean. So, thing is a quadrant one that is optimist when that is this is the optimist greening, frowning and the neutral. Then in the optimist category, optimist category that is a high employee happiness at the workplace and lower employer contribution to increase the workplaces. That means, in if the environment work culture is that such that people are optimist positive, employees are then having the positive mindset of they are very optimist hopeful. So, high employee happiness, employees are happy.

So, in employer the employer are investing very less. So, employers contribution to increase the work less happiness is very less because there are more kind of routine kind of work less, but however, employees those who are working there they are very happy very positive etcetera. Then quadrant 2 is that so, grinning. Grinning is that quadrant 2 that grinning is the high employee happiness at the workplace and high employer contribution to the increase the work class happiness. That means, both the employees and employers are happy. Employees are happy in the workplace because they have a positive work culture.

However, employers are also contributing significantly to enhance their human resource. So, they are also making effort to increase the workplace happiness. So, in this way both the parties are positive and they are constructive. So, both the parties are equally contributing. Then third is that frowning, frowning is that low employee happiness at the workplace.

workplace low employer contribution like you can see then very most traditional kind of you know traditional kind of you know very unhealthy kind of work culture. Neither the employees are you know neither the employees are happy nor the employer are making any effort to increase the happiness. So, it is just just a routine work going on that is this kind of. So, that means, you can say that is kind of you know very you know very traditional very you know can say very very kind of boring kind of work culture in the work culture some organizations they are not they are not the you know they are not very positive towards the change they are not very with the compatible in bringing the change positive

change. So, lower employee happiness is very low in the workplace they are not getting a very constructive positive environment nor getting incentive nor getting any challenging work nor any getting any kind positive inspiration from the leaders or the etcetera.

So, it is a kind of very monotonous kind of workplace. Similarly, employers also they are not investing anything to enhance the workplace happiness. Another is the quadrant 4 that is the neutral that is low employee happiness at the workplace, but the high employer contribution to the increase in the happiness. Like some kind of you know dogmatic kind of things employers are not employees are not at all happy because you know they are may be very ambitious, their expectations are very high or the or maybe that is suppose for example, they know they are not very committed to the workplace. So, the employees are not happy. However, employer always contribute significantly make effort to enhance the workplace happiness.

So, in this way you can say the happiness workplace happiness matrix anyway you can you can apply it and you can map in every organizations whether it whether it falls in this category this category or neutral category or frowning category, what is the type of. So, just to identify the workplace nature of the workplace we can adopt this matrix. So, that this is all these are some of the data, data that is a sustainable development goals report by 2023 that is what is the current status, how many that means, how to achieve the all these 17 goals, what is the status of. And SDG 4 has been given the utmost importance, now it is a because to achieve as a benchmark to achieve the quality etcetera and what is the current status.

So, goal 4 targets. Some of the countries the countries having the best and work and worst work life balance means ultimately in the positive happiness, workplace happiness, sustainable happiness is also related to work life balance in our life in the employees life in the human life. So, these are countries these are the countries they rank in the these are they are the top 10 countries across the globe. And, they are more advanced in maintaining that work life balance starting from Netherlands to Ireland you know this is the status data the statistics. Then, this is the news update now the latest thing is that nowadays in the news in the news letter in the e-news also you can find out which country, which administration, which organization they are doing what to you know to reinvent themselves to reinvent their work culture to motivate their employees to you know to So, make their employees more committed. So, what are the new policies new schemes etcetera they are you know they are introducing for and implementing for the workplace especially after the COVID.

So, COVID so, health and well being. So, Hong Kong recently you know this news clipping I have just received got it from the newspaper that is the labor department of Hong

Kong is said to launch an updated heat stress warning system. Now, as because we are suffering the heat acute heat temperature heightened temperature. So, they are now going to launch an updated heat stress because people employees are stressed because of excess heat that is the climate change it is a impact to side effect of the climate change. So, heat stress warning system and revise guidelines to prevent the heat stroke at work how how they are preventing how the workers should not should not get stressed should not get the negative impact of this heat extreme heat climatic condition weather condition.

So, the department they also roll out some of the code of practices. So, they are changing they are bringing some modification some things to you know to avoid this fatal accident to how to address this heat stress then and some kind by introducing some alert warning and some kind of change over in the working period and also some facilities. And, also some they also for you know they are also you know they are also providing some equipments, apps, tools etcetera monitor the monitor the worker safety and taking some precautionary measures. So, similar many such things they are introducing and even for the rehabilitation of this injured worker, primarily the workers who are working in the plant areas, in the field, in the in the field in the field and in the market in the etcetera open open market. So, for that kind of they they are directly working in the field. So, these kind of workers are severely primarily the that means, ground level workers employees those who are in the field and marketing etcetera.

So, how they should be protected and etcetera and what are the facilities should be given to them. So, that is these are this again now in the in terms of policy they are introducing because every year due to the climatic change every year the temperature rises in the summer especially during summer the temperature rises and it affects the humanity like anything. So, how to address it? So, in similarly all the policies are continuously being updated as per the society, as per the social requirement, as per the communities well being issues, communities requirements, needs, people's needs, health issues and stress factors and moreover with the global change climatic change. So, new policies are also being introduced to facilitate the work culture and work environment. Now, this is the end of these things some of the you know some of these website links are given here web links are given here you can further learn through these links and these are some of the tech talks are also I am giving here.

So, you can go through it to enhance your knowledge. So, this is just this is just the thing somehow I have summarized it to to explain you about the sustainable happiness at workplace etcetera, but you can go on learning many things which are available in UNESCO portal as well as in the YouTube links. Thank you very much. I hope you have learned many things from it. Thank you so much.