

US VARSITIES
CHAOS

A thin line divides freedom of speech and an expression that infringes on others' rights. This basic truth often gets blurred resulting in chaos and situations of injustice. This is what those raising protests for Palestine and against Gaza or its sponsored attackers of the Temples in the West have to understand. The West also encourages students and sections of society to bring the battles happening in far-off places to its land in the name of freedom or for political reasons. All this has a cost and it's quite heavy in a country where costs are pretty high. The protests in favour of Palestine had been simmering in various prestigious universities across the country where students from all corners of the world and belonging to different faiths and cultures come to study. The result of ignoring the sporadic incidents in the name of freedom of expression has resulted in massive protests followed by heavy crackdowns on protesters by police. When Police enter a campus it has to be an emergency.

JAMMU GOES TO POLLS

As Jammu Lok Sabha seat is going to polls on Friday it is time to remind everyone of one's responsibility and national duty to cast her vote. It has been often observed that the common people show less interest in the Lok Sabha elections. That is unfair. A candidate sent by the people as their representative to the Parliament is a lawmaker. The laws made by the Parliament impact our lives directly and indirectly. Then parliament also makes laws for the safety of its citizens and the security of the country's borders against aggression. So casting your vote should be treated as a national duty and responsibility. The election commission of India had chosen Srinagar to ask people to vote in the designated elections.

Determining the limits of corruption, the Indian way

SIDDHARTH MISHRA

Whether it is the issue of electoral bonds the liquor policy of Delhi or many others involving politicians, bureaucrats and even private individuals, perhaps after some hiatus, the ghost of corruption is back haunting the national discourse at present. People may have different perceptions and views on the prevalence of corruption in India depending upon their experiences, knowledge or even interests. Some may think that corruption is highly prevalent within the Government functionaries and in the political class, whereas others may opine that corruption of some form or the other exists in every sphere including in the private sector, even in small businesses. While there may be some others who may justify corruption and yet others who vehemently criticize it. Does it mean that it is how one looks at the scenario that shapes the societal perspectives in this regard and if it is treated as true, does it require looking at the whole issue from different perspectives?

Speaking honestly, corruption seems to be prevalent in all walks of life irrespective of whether it is the public or private sector. There is some other form of corruption visible everywhere in this country. However, the form of corruption that usually becomes the talk of the

town is the Governmental or the political class corruption. By that account, for that matter, should even a rickshaw puller or a vegetable or fruit vendor asking for more than the genuine price or overcharging not amount to corruption? Should not the boss, in a private enterprise, dominating, harassing or seeking undue favours from subordinates as a condition of promotion, be seen as corrupt? Ironically, the law does not seem to be treating such attitudes as, falling in the purview of, and, requiring to be prohibited by corruption law, though perhaps, the law might be providing some other type of remedy in such cases.

It is not just that the corruption is not confined to the Government sector, rather monetary is also not the only type of corruption that exists. Other forms of corruption do exist in this country that usually go unnoticed or unchecked.

Arrogance in people in power, delaying even genuine work and harassing, or humiliating ordinary people unnecessarily should amount to corruption. Public functionaries take oaths before assuming office and vow to remain honest in their duties, they hold public offices as the trustees for people, who have faith in them and it is their primary duty to serve the common people and refrain from breaching people's faith. Scores of people throughout the country face tremendous challenges,

harassment and humiliation in getting work done in the Government departments at every level but public memory is short-lived and people easily forget such issues as time passes.

There is no doubt that corruption is not in the interest of the society or the State. Therefore, to curb the menace of corruption, the subsequent Governments have adopted numerous legal measures including the enactment of laws and the establishment of enforcement machinery. However, as is evident from the recent incidents of corruption, all such measures do not seem to deter people from involving in acts of corruption. Does it mean that the laws have failed to curb corruption or is it that the laws per se cannot provide a solution to this problem? Does one need to look beyond the legal measures to get rid of this menace that is eating into the vitals of this country?

Can this country do away with the menace of corruption through law and its enforcement? If that was true, then this country would have become corruption-free long back. Does it mean that corruption inherently exists in ourselves and has acquired the status of an accepted norm and it is not possible to get rid of corruption in this country? The question that arises is whether corruption has become a way of life in this country and whether should people now stop criticising corrup-

tion or people involved in it. Moreover, another disturbing aspect is whether involvement in corruption attaches any stigma or invites social backlash to the accused any longer. Doubts do exist about whether considerations of a person's involvement in corrupt practices weigh on people's psyche while making choices, especially political ones. Does this all not call for revisiting the whole gamut of social, educational and cultural moorings. The recent raids upon public functionaries and private individuals speak volumes of the deep roots of corruption still existing in Indian society.

The author recalls a high-ranked IT officer, who was once involved in the anti-corruption raids, telling him that one of the former bureaucrats who was raided for unaccounted assets, had illegally acquired numerous properties, most of which were not even ever seen or visited by him. That officer sadly quipped, 'how much corruption would or should one do and that there has to be a limit to corruption'. This Statement unfortunately and ironically seems to resonate with the general sentiment of the masses who seem to have painfully accepted administrative or political corruption as fait accompli, but wish that at least 'they must do it in limits'. (The author is a Sr Assistant Professor at the Faculty of Law, the University of Delhi; views are personal)

NAVIGATING WORKPLACE ANXIETY

SAKSHI SETHI

In today's fast-paced and competitive work environments, it is not uncommon for employees to experience feelings of stress, worry and anxiety. While it is commonly associated with professional settings, at the same time it is important to recognise that similar dynamics even occur in educational environments, particularly at the school level. One of the primary contributors to workplace anxiety is the pressure to perform at a high level consistently. Employees often face demanding deadlines, complex projects and performance expectations that can create a sense of overwhelm and inadequacy.

Workplace anxiety can manifest in various forms, ranging from mild nervousness before a presentation to debilitating panic attacks triggered by overwhelming workloads or toxic office dynamics. Left unaddressed, it can have detrimental effects on both individual well-being as well as organisational productivity. Various studies and researchers have found a negative correlation between workplace anxiety and job performance that indicates that higher levels of anxiety are associated with lower performance ratings across various job tasks and responsibilities which brings in a dire need for employers to understand the root causes of workplace anxiety and implement strategies to mitigate its impact. By under-



standing the root causes of anxiety and implementing strategies to address them, not only the schools but also the organisations can create supportive environments where all members of the community can thrive.

The recent concept of 'Unhappy leaves' which isn't even a standard term in employment or HR terminology, could soon refer to situations where employees take leave from work due to dissatisfaction, stress or burnout caused by their job or work environment. Employees might take such leave to address their mental

health, seek new opportunities or simply take a break from the stresses of their current job.

Addressing workplace anxiety requires a multi-faceted approach that involves both the individual experiencing the anxiety and the organisation. Today, an increasing number of employers are becoming aware of the adverse effects that stress can have on an employee's performance and are offering different programs to help employees manage stress in their lives. This approach is an initiative that will prove to increase work-

place performance as well as employee loyalty and retention in the long run.

Employers must work to improve employee satisfaction through measures such as providing support for mental health, fostering a positive work environment, offering opportunities for professional development and addressing any concerns or grievances that their employees may have.

On an individual level, employees can take proactive steps to manage workplace anxiety and safeguard their well-being which may include practicing self-care activities such as regular exercise, mindfulness meditation and relaxation techniques to reduce stress levels. Setting boundaries, prioritising tasks and seeking social support from colleagues or professional networks can help alleviate feelings of anxiety and promote resilience in the face of workplace challenges. Organisations and schools can implement policies and practices that promote work-life balance, stress management and mental health awareness. Providing access to resources such as counselling services, Employee Assistance Programs (EAPs) and wellness initiatives can equip employees with tools and strategies to cope with workplace anxiety proactively and foster positive working relationships for creating a psychologically healthy workplace.

The democratic status of India under scanner

Uttam Chakraborty

The Gothenburg-based V-Dem Institute's report on Democracy Report 2024 claims that India has been reduced to the status of an "electoral autocracy" in 2018 and has further downgraded to "one of the worst autocracies". The report categorically found that almost all elements of democracy have worsened in more countries than improved and the report also singled out freedom of expression, fair elections and freedom of association/civil society as the three most affected elements of autocracy. There is ostensibly a clarion call for India to take on this global index based on arbitrary methods. The time has come to decolonise the democracy index and frame a domestic democracy index in the global area.

Suffice it to say, that this report based on faulty methods has shaken India's sentiment. The dichotomy is quite apparent that India has been measured in a biased manner in the scale. The flawed methodology and nonchalant attitude of people who helm the global

index have put India on a declining global index. The global criticism has allegedly hurt India's sovereign ratings. The Indian Government publicly rejected this global democracy index, arguing that Delhi did not need the sermons. India has accused the rank and file of hypocrisy, calling them self-appointed guardians of the world who find it very difficult to stomach the fact that no one in India seeks their approval.

Democracy Index of the Economist Intelligence Unit (EIU) gives an overview of the State of democracy in 165 independent countries and two territories. This includes almost the entire world population and most of the world's States (micro States are not counted). Rated on a scale of 0-10, the democracy index is based on five categories: electoral process and pluralism, Government activity, political participation, political culture and civil liberties. Based on the results of various indicators in these categories, each country is classified into one of four regime types - "full democracy", "flawed democracy", "hybrid regime" or

"authoritarian regime". Note that since 2015, the EIU has observed a decline in democratic standards in India. While democracy can be subjective, the EIU Democracy Index is based on five key indicators - the electoral process and pluralism, the functioning of Government, political participation, political culture and civil liberties. It is criticised that this democracy index sent out faulty information to the entire world.

According to the EIU Democracy Index, India's civil liberties score was lower than in 2014. Civil liberties are assessed by freedom of expression, freedom of speech, restrictions on the Internet, the independence of the judiciary of the State and the ability of citizens to address their complaints to citizens. The perceptions of human rights, perceptions of religious discrimination and whether the Government uses new risks and threats as an excuse to limit civil liberties. Since 2017, civil liberties scores have been in free fall. It was 7.35 in 2017 and 2018, then dropped to 6.76 in 2019 and bottomed out in 2020 at 5.59.

In 2021 and 2022, India's civil liberties score was 6.18 and by 2023 it had fallen again to 5.88, the score of Ghana, Thailand, Ecuador and Guatemala, all of which have lower Democracy index scores than India.

While the civil liberties scores of developed countries have not improved over this period, India's deterioration has meant that India no longer ranks above them in this parameter. Precisely, according to the report declining civil liberties have affected India's democracy scores. As a result, the Indian Government decided to create its framework for democracy ratings after it was downgraded by international groups and indices. It contacted the Observer Research Foundation (ORF), one of India's largest think tanks, which has partnered with the Government on several projects and initiatives.

According to the EIU Democracy Index, national elections will be held in 2024 in eight of the world's ten most populous countries - Bangladesh, Brazil, India, Indonesia, Mexico, Pakistan, Russia and the United States. There

are no choices in half of them for free and there is no lack of justice and many other prerequisites of democracy, such as freedom of speech and association. Not surprisingly, elections in Bangladesh, Pakistan and Russia - where opposition forces are subject to State repression - do not lead to regime change or democracy. Elections in the United States, Brazil, India and Indonesia - all classified as "flawed democracies" - at least offer the possibility of change, although they are also likely to see incumbents or anointed followers win.

The EIU Democracy Index's position on India's elections is problematic in terms of the methodology used in the study.

The World Happiness Report is a publication that contains articles based on respondents' ratings of their own lives and national happiness ratings, which the report also correlates with various life (quality of) factors. In March 2024, Finland was declared the happiest country in the world seven times in a row. However, India is currently ranked 126 out of

146 countries with a happiness score of 4.054. India is lower in the happiness index than its neighbouring countries like Nepal, Bangladesh and China. The decline in happiness levels is closely linked to India's deepening mental health crisis, exacerbated by the challenges posed by the Covid-19 pandemic. However, one can understand the situation in China. Then China can be ahead of India in terms of the happiness index.

In the report, experts from fields such as economics, psychology, survey analysis and national statistics discuss how well-being measures can effectively measure national progress and address other related topics. Each report is structured into chapters that address the issue, delving deeper into topics related to happiness such as mental health, the tangible benefits of happiness, the role of ethics, political implications and links to the Organisation for Economic Co-operation and Development (OECD) approach to measuring subjective well-being and other international and national initiatives.