

Happy Environment!

Happy Diversity!

Parents! Fathers! Children!

Kumaraswamy becomes CM in Karnataka with support from Congress. Hope he lasts.

Readying for Next Elections is ON intensely. South is asserting.

Yoga'kshemam' (by G Muralidhar) celebrates the release of a separate book of 127 of them on 27 May 2018.

127 issues of 'livelihoods' have come so far. The team has decided to bring the 'livelihoods' issues discussed so far into book in 2 volumes. The book (pdf) itself is being provided as a link here. This is first in the series of the books from 'livelihoods' team. They looked at common man's perspectives. They discussed gender in livelihoods. They discussed vulnerabilities. They discussed vulnerable groups. Vulnerable communities. They discussed history of livelihoods. They discussed social and cultural underpinnings of livelihoods. They discussed contexts, capitals, arrows and continuums. They discussed organizations, schemes and programmes. They also discussed ways forward, apart from issues, challenges and constraints. They discussed skills, tools and resources. They discussed planning. In this context, 'livelihoods' has presented the gist of discussion on livelihoods in these 127 'livelihoods'.

Practice of Adaptive Leadership by Ronald Heifetz, Alexander Grashow and Marty Linsky is a Sabari classic from us. Please do read.

Supplements: Kshetram discusses Braj Bhoomi and Sukshetram discusses Palanquin Bearers.

Special Supplement: Livelihoods Update (May 2018).

Video - How to Form and Run Cluster Level Federation

Usual e-links include:

VCA – Cashew (Pinakota Village);

Subsector – Skills Gap Study for the Media & Entertainment Sector;

e-book: On Liberty by John Stuart Mill;

v-book: Using underutilized foods to improve livelihoods and nutrition in India

With the faith and hope that you find this and evolving issues of 'livelihoods' useful, we remain.



the 'livelihoods' team



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How to (?)	How to Form and Run CLF https://youtu.be/G8pnJg4nHYs	
Kshetram	Braj Bhoomi http://livelihoods.net.in/sites/default/files/pdf/kshetram_supplement_braj_bhoomi_june_18.pdf	
Sukshetram	Palanquin Bearers http://livelihoods.net.in/sites/default/files/pdf/sukshetram_supplement_palanquin_bearers_june_2018.pdf	
Special Supplement	Livelihoods Update http://livelihoods.net.in/sites/default/files/pdf/special_supplement_livelihoods_update_june_18_0.pdf	

e-links

VCA	VCA_ Cashew (Pinakota Village) http://livelihoods.net.in/sites/default/files/pdf/cashew-_vca_pinkota.pdf	
Sub-sector	Sub-sector Study: Skills Gap Study for the Media & Entertainment Sector http://mescindia.org/images/skill-gap-report/MESC-Skills-Gap-Study.pdf	
e-Book	On Liberty by John Stuart Mill https://socialsciences.mcmaster.ca/econ/ugcm/3ll3/mill/liberty.pdf	
v-Book	Using underutilized foods to improve livelihoods and nutrition in India https://www.youtube.com/watch?v=0MXLskF8NEc	

Livelihoods Lens (Volume I)	http://livelihoods.net.in/sites/default/files/pdf/zero_book_volume_1.pdf	
Livelihoods Lens (Volume II)	http://livelihoods.net.in/sites/default/files/pdf/zero_book_volume_2.pdf	

Livelihoods

November 2007 to May 2018

Livelihood is a means of making a living. It encompasses people's capabilities, assets, income and activities, that are required to secure the necessities of life. Livelihoods can be sustainable, when it enables, individuals, communities to cope with and vis-à-vis recover from different kind of shocks and stresses, which comprise of natural disasters, economic or social upheavals and enhance their well-being and that of future generations without undermining the natural and environment or resource base. This month, the article is a brief or summarized version of holistic livelihoods; which were analyzed in "livelihoods' monthly e-magazines" from November 2007 to May 2018, encompassing all components that constitute a livelihood activity.

Livelihood is a means of making a living. It encompasses people's capabilities, assets, income and activities, that are required to secure the necessities of life. Livelihoods can be sustainable, when it enables, individuals, communities to cope with and vis-à-vis recover from different kind of shocks and stresses, which comprise of natural disasters, economic or social upheavals and enhance their well-being and that of future generations without undermining the natural and environment or resource base.

Vulnerable/Marginalized/Underprivileged Groups: There are millions of people throughout the world, who are marginalized, vulnerable and underprivileged. People who have relatively little control over their lives and resources available to them, making them marginalized. Large majority of people across the globe are deprived from accessing resources, institutional support and thus become vulnerable and underprivileged. Under this section we briefly discuss various vulnerable groups, marginalized and underprivileged sections of society, where there is lack of positive and supportive relationships, that is preventing them to participate actively in local life, thus leading to further isolation from livelihoods perspective. Economic activities are carried out by a large section of people, who are not recognized, understood. Sadly, they do not get counted; they stand insignificant. As we understand, that performing various activities requires different skills and tools. We have large number of communities, who fall under vulnerable, marginalized and underprivileged category. In unorganized sector, the population is diverse and useful. Largely remain out of radar on many development initiatives undertaken. Voices are not heard. In this sector, people are unable to access rights, entitlements, suffer with extra working hours and low wages. Close to 95% of workers fall in unorganized sector.

From a historical point of view, we understand that our rural economic system was organized around agriculture and its allied activities. Rural communities had inter-dependent systems, that existed and service providers had access to demand; customary ownership and right to demand. With changing times, interdependent systems in rural villages have systematically eroded & market economies have taken over their customary ownership & right to demand. With weakening of social fabric in rural areas, small livelihoods took over these people & are not reckoned with any political or social arithmetic. The condition is so pathetic, that they are not enumerated in list of vocations/occupations of people, while declaring minimum wages. Our perceptions are biased and all the more, when it comes to disabled populations; another section of vulnerable group, many of us have general impression that disabled individuals cannot handle any activities on their own. On the contrary disabled individuals are able to access & harness available resources, unlike any other normal person like you or me! This section is ignored and their needs are not reflected in government policies, development programs & projects formulated or designed for the disabled.

We have another marginalized section, minorities in our country, who are recognized as three types and they are religious, caste based and linguistic. Minorities occupy spaces in all livelihoods as rest of the population; but they have fallen behind in terms of educational, social status and economic opportunities, which are hampering their development. However, few livelihoods in unorganized sector are carried out exclusively by these groups. Similarly, exchange of services between religions, traditionally have provided very few and limited livelihoods to this section. Women too, fall under this category and their livelihoods became more defined and explicit, with development of agricultural and allied activities. Over centuries, we now witness

to women taking over traditional spaces, that were erstwhile held by men and now are actively engaging themselves in multiple arenas of livelihoods, in spite of various economic activities performed by them, they stand insignificant and are vulnerable to both physical and mental violence, face economic difficulties and are victims of negative social norms, which is hampering their empowerment and growth. The other section, which falls under this category, is that of Other Backward Class (OBC) group, who rendered different kind of services, through their diverse skills and made villages self-sufficient economies. With changing times, their livelihoods are threatened and close to 3,743 caste groups are considered to be now “backward.”

It is not only the class, caste and tribal groups, who fall under this category, but we have children below 14 years and elderly who are vulnerable, underprivileged and marginalized sections of society. Our country is the second fastest growing economy in the world and to complement this, we have largest number of child labour in the world! Millions of children below 14 years of age toil hard for survival and close to 60 million children work as child labour in our country. Child labour is prevalent across the country and they are deprived from both physical and mental development, healthy, prosperous life and accessibility to education. Child labour, children work in inhuman conditions; restricted locations, dark rooms, high temperature and breathing poisonous fumes in processing centers, manufacturing factories, enterprises and agriculture fields. There are a number of international, region, national and state level organizations and governments, working to eradicate child labour in the country & every year it remains a challenge!

Elders; another section of vulnerable group, their population has increased from 56.5 million to 103.2 million from 1991 to 2011. One of the leading key factor, for this demographic transition is increase in life expectancy with challenges. The challenges in brief are shift in traditional livelihoods, inward and outward migration, break down of familial relationships, decrease in home based artisan livelihoods, high cost of living, emergence of nuclear families have pushed them into vulnerable position. The government’s apathetic response to elders has made their lives still worse, helplessness to homelessness! Stand neglected.

People working in art industry! The industry provides livelihood to nearly 3% of the population in the country. It employs both skilled and unskilled people and provides various types of livelihoods either on full time or part time basis. The situation of traditional art practitioners is more vulnerable, as their livelihoods have been on decline for last four decades due to changes happening in aspects concerning economic, technology and priorities of people. Traditional folk art centered around nature, the vagaries and changes of seasons, hopes, beliefs, aspirations of simple rural folks and these art forms reflected the ideals of society. With changing times, traditional art folks lost their livelihoods to mainstream cinema and fine arts. All variants of popular theatre spread over have diminished with time and they have fallen into the space of vulnerable, marginalized group.

Tribal populations living in pristine environments, one of the marginalized sections of population till date, continue to fight for their natural rights i.e., land, forest and water! Unexposed to

market economy for long spells, who survived on subsistence agriculture and barter-exchange method! Over centuries, market economy has taken over their subsistence economy. Tribals and Indian forests, home to economically poorer tribal communities and constitute an important source of livelihood i.e., shifting cultivation, livestock rearing, collection and processing of NTFP, employment in forest based industries and mining together make up for some of the prominent forest based occupations and impacting a large section of the population. We have close to 50 million people, who are dependent on NTFP for subsistence and cash income. Tribes inhabiting hills, plain regions, nomadic, de-notified and Particularly Tribal Groups (PTG), had their livelihoods centered on subsistence agriculture, shifting cultivation, collection of NTFPs. In case of nomadic communities, who once eked their livelihoods through nomadic way of life, have begun to adapt to settled livelihoods, are becoming cheap unskilled labour in both urban and rural areas. High discrimination is meted out against them, which continue to hamper their employment opportunities.

It is sad, to note that sheer diversity of livelihoods of each of these nomadic communities made the villages, they once visited were vibrant. Villages are undergoing rapid transformation and they are finding it difficult to adjust. This section, who once was self-sustaining economies, became rapidly victims of industrialization and globalization. Tribals have become ill-equipped to cope with these changes and migrating to nearby villages, towns and cities in search of livelihoods. Within tribals, we have a group, that has distinctive culture, geographical isolation, shyness to contact with community at large and backwardness; the Particularly Vulnerable Tribal Groups (PVTGs). Key features of this sub-section of tribals, is that that they continue to depend on hunting, gathering, foraging and continue to use pre-agriculture level of technology and having extremely low level of literacy. PVTGs livelihoods are deeply interwoven with rich fauna and flora of forested belts. Across the globe, poorest of the poor belong to this group and so far not been able to avail large chunk of tribal development funds. Government of India (GOI) designed and developed various parameters to identify PVTGs for reaching out to them & main streamline them, as they live in inaccessible areas.

Being homeless at home and cannot cross borders and seek “outside” help! Internally Displaced Persons (IDPs) is another group, falling in the above category. These groups of people are victims, who are refugees in their own land, due to armed conflict, generalized violence, human rights violations and are forced to remain as the “other” within the boundaries of their “own” national states. In South-Asia, conflict affected internal displacements in India has been on rise, as insurgency and retaliatory operations by security forces have been and continue to be a major factor of displacement, especially in Kashmir and Northeast and in central parts of India, where the local populations have been directly targeted by the militant groups. Majority of IDPs have not been able to return for several years, either due to protracted conflicts or unresolved issues related to land and property. This section of population finds it difficult to eke out a livelihood on day to day basis, due to high internal displacement as a result of insurgent activities.

Rural livelihoods & Economies: In this section, attempt has been made to understand rural livelihoods from different perspectives, rain-fed regions, rural non-farm livelihoods, livestock, natural resources degradation, changing livelihoods, changing villages, livestock as an integral part of rural economies & livelihoods & re-bouncing back to Natural Farming. We have close to 900 million, dependent on dry lands in world. Dry lands, rain-fed farming key characteristic is low agricultural productivity. Due to erratic nature of rainfall, these lands place severe restriction on ability of dry lands to produce; agricultural productivity. In our country, about 400 million depend on dry lands for their livelihoods. Rain-fed regions are concentrated in 13 states in India & prone to frequent drought spells. In rural areas, agrarian activities and rural non-farm livelihoods play key role in livelihoods portfolio. Trends have changed in recent times, in agriculture, market, coupled with influence of urbanization & globalization that has brought about significant changes in rural non-farm segment. It accounts for nearly 30 to 40% of rural incomes, tertiary activities account for more than 50% of rural non-farm activity. Rural non-farm activities are key to rural economy, due to production linkages & employment effects; they provide income to rural villages.

In past few decades, with growing number of population, increased burden on natural resources, rural livelihoods have been threatened by degradation of natural resources. More so importantly, the watershed degradation, that has & continues to threaten livelihoods of millions of rural poor. Pressure on land, with increase in population & livestock grazing has exceeded lands carrying capacity. Rural distress, due to lack of minimum price for goods & services that guarantees fulfillment of basic needs & allows them to recover their costs. We have Minimum Support Price (MSP), but implementation is poor. To keep livelihoods of rural poor going, subsequent governments and various Civil Society Organizations (CSO) have responded by taking to integrated watershed approach i.e., Drought Prone Area Program (DPAP) and Desert Development Program (DDP) by Government of India (GOI) along these measures, country has been witnessing to economic vibrancy, that began in 80s and culminated in 90s, due to economic reforms.

Technological & knowledge revolutions attributed and catalyzed to change and as a result, consumption patterns in villages have undergone change, in terms of the way we live, eat, travel & communicate that continues to have significant impact on our livelihoods with a dramatic change. Economic boom, brought new found riches and marginalized descended into more of poverty, due to age old discrimination & inequality that they faced and continue to face, which is preventing them to access & control resources. Post-liberalization era, villages are changing due to emerging and preference to nuclear families, individuals preferring migration to urban areas for livelihoods, weakening of traditional bondages, affections, increasing individuality, growing market influence, increase in financial needs, greater focus on self-interests, higher ambitions and so on. As a result of these individual desire centric roles, changes are emerging in culture, traditions, agricultural practices, livelihoods, artisans, food habits etc in villages.

Traditional livelihood activities are being replaced by new

livelihoods and practiced in villages. Decreasing trend in agriculture, on the parallel front increase in non-farm sector and rate of suicides among farmers is on rise due to many factors and technology has become part of every livelihood that is practiced. Industrialization is changing faces of villages rapidly, impacting livelihoods both positively and negatively. Changing face of rural livelihoods is impacting local economies and there is higher incidence of disintegration at family unit level. Farmers are committing suicide, due to poor social support systems and threads, which once existed. There are attempts to bring and restore dignity into the lost bastion of rural economy; agriculture through Natural Farming (NF). Natural Farming in totality encompasses forestry, fisheries, livestock, kitchen gardens (homesteads) and gardens. Farmers are key to rural livelihoods and economies, they have great potential to eradicate hunger and feed population. Natural Farming, reduces risks for farmers and their families in very many ways a) elimination of risk towards seed procurement; b) increased usage of landraces; c) optimal utilization of existing natural resources; d) increased efficiency of soils (nutrients); e) retaining healthy moisture in soils; f) reduced water pollution; g) natural methods to control pests; h) elimination of dependency on artificial synthetics; i) increased availability of healthy food to both consumers & farmers families; j) risk of extreme climatic conditions can be arrested with horticulture, mixed cropping; h) greater reduction in inputs costs by farmers; leading to increase in net incomes of farmer families; i) growing demand for organic food.

Agriculture and livestock are integral part of rural economy. Livestock plays an important role. Small ruminants to large cattle are reared by rural communities and are domesticated. our country having rich agro - ecological diversity, one can find a concurrent range of unique livestock population systems in India, have evolved in each region in tune with naturally available resources & needs of people. In rural areas, vast majority of livestock producers come from underprivileged sections of rural community & livestock form an important part of their livelihood, as they have limited alternative opportunities for employment. In various studies, it has been found that development of small holders mixed crop and livestock is one of the effective method to reduce poverty. Dairy is an important occupation for about 69% of farming community in India & contributes close to a third of the gross income of rural households. In face of changing scenario, right from single unit; family as a unit to a village level, restoring the glory of rural livelihoods is rooted in self-reliance. When we look at the genesis of self-reliance, our Independence was rooted in Khadi, as it symbolized self-reliance. In post-independence period, government and private organizations initiated various measures to promote the fabric. Today, we have Khadi Village Industries Commission (KVIC) is a statutory body, that was established in 1957, with the objective of providing employment to the poor by encouraging them to engage in producing saleable products with focus on creating self-reliance among the poor.

Gandhiji envisaged an economy, in which villages were independent economic units and villages which could engage in those activities that were conducive to local resources and talents and also cater to the local market and not aim to supply

to a greater market as this would harm the producers of that area. Self-reliance of communities is rooted in languages and languages played a key role in livelihoods. We all know, that thousands of years, has been spend on developing these languages, which took a large amount of human effort of our ancestors. With languages dying there would be a number of livelihoods, which would be threatened especially the coastal and tribal communities, as they are the foremost communities, who face the direct implication of any change on all fronts; social, political, economic and environmental. Livelihoods are dying, due to rural distress and migration happening, many rural households are moving from one place to another in search of better livelihoods. Languages have carried information on medicinal secrets, ecological wisdom, weather, climate pattern, artistic and mythological histories of the communities. Rural distress and changing livelihoods is letting of the indigenous knowledge, way of life and a total disassociation of their identity. Globalization and liberalization has changed lifestyle and many of the younger generations are showing inhibition to learn in their own mother tongue.

Migration is integral part of livelihoods; eke out a living. It is an integral part of development. Rural to urban, urban to urban migration is centuries old. Among the poor, migration is emerging as a significant part of their livelihood portfolio and for some households the income remitted from places of migration, is more than the income generated locally in the village. While some households migrate on a permanent basis, temporary or circular migration is emerging as a dominant pattern, among the poor in India. There is need for rural development & NRM programs that a control distress migration. Infotainment is a sector (information+Communication+Entertainment) in the upswing supporting a large variety of livelihoods and it is continuously expanding scope for new livelihoods. The vast expanse of infotainment sector supports large variety of livelihoods both within and without. The number of livelihoods directly engaged in the sector can be anywhere in the order of 25% of working population. Most jobs in the infotainment sector are semi-skilled and skilled. For instance, media itself supports a huge variety of livelihoods including floor assistants, runners, technicians with various levels of skills, set security, floor maintenance persons, drivers, anchors, editors, camera crew, sound crew, actors, reporters, writers, directors, producers, personnel in administration, research and marketing, assistants at various levels and many more.

Social responsibility contributes to the society in a big way by bringing about positive social change and to meet diverse needs of society. Social responsibility continues even in present times, and today its scale and reach has increased. However, culture and expectations have changed with times. Various social organizations are addressing various needs of the community on a larger scale and are attracting large number of professionals to get into developmental activities for integrated development of vulnerable, marginalized & underprivileged groups.

Handicrafts & Handlooms in Livelihoods Space: Handicrafts sector is highly creative sector. It produces large variety of craft products. Handicrafts are socially symbolic & significant. It is a localized segment of domestic & international market. Artisans

in this sector have become increasingly dependent on middle men & trader entrepreneurs, with low bargaining power, as they have little formal education & are rarely organized, subjected to exploitative work conditions. Livelihoods of craftsmen has been hit by lack of knowledge, access to means of increasing quality, productivity, design input and technical innovation. On the other hand, we have handloom sector, second largest economic activity providing direct employment next to agriculture. Over 65 lakh individuals/ families are engaged in weaving & allied activities. This sector is facing challenges due to globalization & rapid technological developments occupying the space, with little to no interest from next generations to continue with handloom sector. Power looms majorly have taken over handloom products at much less prices. Weavers are poorly organized under cooperatives & there is lack of continued support from the government.

Urban Spaces & Livelihoods: Poor are moving in significant numbers to urban areas, construction sector has become a promising employment sector. The main causative factor is that labour force is free from agriculture work and are acquiring skills to penetrate into other non-production activities. It is not only men, but women too have slowly and steadily cracked into spaces reserved for men. In urban spaces, nuclear families have become order of the day, it is increasingly becoming important for both man and women to earn a livelihood to eke out a decent living. Also, the sick and old are moved into care taker or old age homes. There is a great demand emerging for new livelihoods in urban spaces. Transport sector, too is finding its momentum in urban spaces as an important livelihood activity, many of them, taking up employment as cab, auto, truck, 7-seater drivers, thus affordable transport is providing employment to the driver. Street vending in urban spaces, contributes to our national economy significantly, one glance at a street, we can identify more than 50 different livelihoods that a poor man/woman practices, they provide different types of services.

Livelihoods practices by urban poor in spaces are unorganized, as they are spread over livelihoods and bringing them together onto a single platform is a challenging tasks, the challenges they face are unique and are highly disadvantaged. In urban spaces, we find wage labour, they are significant in numbers, who work to make their ends to meet. Majority of them migrants, left their traditional occupation, with no alternative skills at hand, undertake unskilled labour works. This section of population is absorbed in construction, transport, hotel and retail sectors, and their woes are innumerable; right from working conditions to back home in villages, where both responsibility and vulnerability of women and elderly compounds with the existing problems. With growing cost of living, mobility of people, their goods and services has become significant. Mobility is fundamental to life and also important for development. We have this section, who are constantly on a move, making a living through this means, they provide a variety of services and goods.

Rapid pace of urbanization; boom in construction industry, has brought millions of poor and downtrodden people into the fold of tough working conditions; 12 to 16 hours a day without rights and entitlements in extremely hazardous and tough conditions;

Brick Kiln Industry. Workers in this livelihood are either bonded labour or forced labour, due to informal nature of work, seasonal activity and many of these migrants are from downtrodden and marginalized communities. Livelihoods of the poor migrants are nothing but "Drudgery." It is interesting to note, that in past few decades livelihoods in urban areas has undergone shift and expanded the spaces by providing services round the clock 24*7! Night livelihoods, yes we have informal sector, which are providing services to communities/populations during night hours. Globalization has played an important role in employment scenario in our country and has brought significant rise in customer base, which has slowly given rise to consumer markets, the demand-supply changes. With growth centres in cities, there is influx of new migrants from rural areas, i.e., villages/towns to cities in search of new employment opportunities. Migrated population in search of better lives, end up living in slums and conditions of urban poor have been going from bad to worse, thus forcing them to look for livelihoods 24/7, as they face multi-faceted nature of poverty.

Tribal, rural and urban societies are interdependent on each other and they have been witnessing changes in geographic & livelihoods contexts, extensively & intensively in more than three decades. Emergence of new technologies is creating impact on existing livelihoods & facilitating evaluation of emerging livelihoods. Risk is part of our lives, & intrinsic to every livelihood that is practiced. Degree of risks varies, but it exists. There are very few interventions that address risk aspect of livelihoods. With growth, development, risk of health, life and livelihoods have been on rise & poor people are at higher risk, as they loose employment days, assets and fall back in vicious cycle of debt trap. Unless, risk is addressed, there are greater chances that household again fall back into poverty and become vulnerable. Most of the risk victims are poor and do not have adequate coping mechanisms as they lack support from Governments and CBOs. We living in developing countries, risk is a continuum, it is dynamic where households move in & out of poverty or remain chronically poor, thus we have risk continuum.

Insurance is important and it is a form of risk management tool for people. For poor, economic, cultural, technological and environmental changes attract more risks in people's lives and livelihoods. To manage risks, 100% insurance is a necessity for poor, but many poor are left out this ambit, as it does not reach poor households. Insurance protects family from financial vulnerability, because of loss of earning capacity of individual. Agriculture insurance is an important insurance category in our country. Nearly 60% of our citizens live in villages, a large chunk of which is dependent on agriculture; sadly, agriculture, which is the backbone of our country, is full of risks, which may include droughts, floods, cyclones, temperature fluctuations, hailstorms, prices fluctuations, pest attacks, earthquakes, fires, etc.

Natural Capital: Our planet is blessed with different types of natural capitals; biodiversity, environment, CPRs, water, energy and equally compounded with disasters, risk, drought & climate change. Biodiversity is an important source for living comprising of variety of species. Each species have unique role to play, all are interdependent. Extinction of one species trigger changes in

entire ecosystem. In recent decades, economic growth has caused destruction of environment. Development has become synonymous with rapid industrialization & urbanization. Biodiversity hold key to different types of livelihoods. There are traditional & indigenous practices that recognize in-built link in nature, strive to protect nature & its biodiversity. Conservation of biodiversity is too complex, & it cannot be addressed with blanket approach. Conservation calls for marriage between indigenous knowledge & scientific methods. We are dependent on livelihood activities, based on environment in various forms; agriculture, animal husbandry, fisheries & forestry. Environment in holistic perspective creates a number of employment opportunities, apart from protecting livelihoods of millions of people. Roughly, three-quarters of population is directly dependent on activities based on environment.

In context of poor, in urban areas populations are involved in different types of livelihoods, ranging from environmental waste segregation to waste processing to waste handling. Whereas, others are dependent on it for food, fuel, industrial output & recreation. Thus, access to & right over natural environment is important capital/resource for household or individual. Economic well-being of a household is influenced by productivity of natural resources accessible to them. Rural economy centers around Common Property Resources (CPR), they play important role in economy & benefit rural population in number of ways. Half of rural households collect material or other forms of CPRs, apart from collection of materials, rural population derives benefits from CPRs in many other forms. Different types of CPRs help in rebuilding capacities of communities to hold on to existing newly recognized & emerging commons & also main inner flexibility to adapt. Water, an important source for living, for all living beings, people's livelihoods are centered around water & our country's agrarian situation is dependent on livelihoods; livestock rearing, fisheries, salt farming, small scale and large scale industrial development. Agriculture is major consumer of water in the world, since ancient times, rainwater has been harvested through cascade systems; chain of tanks, water flowing from upper tanks to lower tanks, as interconnected systems. Our country, largely dependent on rain-fed agriculture and rainwater harvesting systems were built, since time immemorial. These cascade systems played a vital role in livelihood systems in South India.

Another natural capital is energy, it is fundamental part of our lives. It exists in the form of simplest biomass to complex counterparts. Energy plays a pivotal role in development; as there is high degree of co-relation between energy use, economic growth and level of development. Energy both renewable & non-renewable & its access have the potential to alleviate poverty through stimulating rural livelihood options. Access to energy can allow households to engage in more diverse range of income-generating activities, value additions and as well as make pre-existing activities more efficient. Energy enables poor communities to diversify their livelihoods; making them less dependent on natural resources. All natural capitals are characterized by negative impacts and disaster is one among them. We all are vulnerable to disasters; irrespective of whether, we are rich or poor, its just that the impact varies. Disasters are both natural and human-made. Major risk of

disasters is faced by poor. Disasters cause huge devastation of livelihoods of people either temporarily or permanently. In the context of poor, they have very limited resources to prevent, mitigate or cope with disasters.

Livelihoods of poor are highly dependent on natural resources and their lives revolve around natural resources, when disaster strikes, the status of these natural resources gets disturbed, thus negatively impacting livelihoods of poor. Disasters hit on physical, financial, social, human and as well spiritual capital too, overall impacting local economy. Thereby, degree of impact from disasters is directly related to poverty, as it has features of unpredictability, unfamiliarity, speed, urgency, uncertainty and threat. Natural capitals are characterized by negative impacts. Drought and climate change. Drought affects our lives in many different ways, as people across the region go through tough times and various human activities get affected in many different ways; impacting livelihoods! History, clearly shows that prolonged droughts have always caused mass migrations, humanitarian crisis, as most of the arid ecosystems, have inherently had low productivity. Climate change, too is contributing and impacting negatively on poor people's livelihoods holistically. Over decades it has become a threat, impacting agriculture, livestock, fish stocks, animal health, productivity, impacting rural incomes and livelihoods. Volatile climate has increased the intensity & frequency of climate related natural disasters. In this context, we look at coastal livelihoods, as huge number of population dwell on coastline and they suffer more losses in times of natural calamities. The geographical differences between west and east coast significantly influence different types of livelihoods.

Institutions & Linkages: Poor people have no access to institutions; do not have adequate capacities to deal with various institutions that exist. Poor cannot influence decision making processes inside institutions that matter to their lives. Institutions of poor, are being promoted by many agencies & concerned individuals, for up-liftment & empowerment of poor people. Institutions range from cultural needs, solidarity, spiritual to economic to political milieu. They need to be dynamic to accommodate changing needs of poor. In the above context, Civil Society Organizations (CSO) are playing an important role and riding wave of third sector. CSOs continuous role to influence in shaping socio-economic, political, cultural, ecological and technological contexts of various countries and their settings are impacting positively on lives of poor. Civil Society Organizations include highly institutionalized groups, ranging from religious organizations, trade unions, business associations, international NGOs, think tanks; local organizations, such as community associations, farmers' associations, Disabled People's Organizations (DPOs), local sports clubs, cultural groups, business groups, local NGOs, credit societies, community media outlets; and looser forms of association i.e., social movements., academia, networks, virtual groups, & citizen groups outside national borders. This approach gained strength & momentum, after process of liberalization & globalization.

People's institutions become indispensable in implementing aspirations of people & vis-à-vis strategy for development.

These emerged to meet different needs & vis-à-vis taken many forms, to meet diverse needs of people. In order to influence other formal & informal institutions to become pro-poor in all aspects, Capacity Building (CB) is important to strengthen people's institutions, as it helps them to identify & meet needs of their areas, involves in building on existing skills, providing opportunities for people to learn through experience & increase people's awareness and enables them to participate with confidence. However, CB needs of different institutions differ based on purpose & nature of institutions. Based on diverse needs, strategies for CB are formulated. In rural areas, Gram Panchayat (GP) is backbone of villages. GP prepares annual development plans based on Gram Sabha (GS) priorities. Local self-government existed in India from ancient times and after Independence, it got constitutional backing with 73rd and 74th Amendment. The GPs are powerful in very many ways, mobilizes community contributions for development works, plans, and implements various schemes for poverty reduction, conducts GS meetings for village development & gender responsive plans. It holds rights over common properties and resources i.e., pasture lands, grasslands, graveyards, common pathways, water bodies & forests in the village.

Panchayat's are expected to play an effective role in the planning and implementation of works related to these 29 items. Subjects as per Eleventh Schedule (Article 243G). The GPs reflect a triangular relationship between democracy, decentralization and development. As GP, the basic unit of rural administration in India, GPs development depends upon successful implementation of Gram Panchayat Development Plan (GPDP) & designed by local community, based on requirements & available resources. GPDP reflects villager's needs & priorities & taps funds from various resources i.e, schemes from Government. In Tribal areas, exclusive powers exist as per Panchayats Extension to Scheduled Areas (PESA) Act, 1996. In our country, local bodies' GPDPs have clear components, such as addressing vulnerable and marginalized communities', prioritizes livelihoods opportunities, while also focuses on poverty reduction and convergence.

Peoples, institutions, CSOs, GP, GPDP, CB! To reduce poverty and include every one for development, is important? Exclusion is state, in which an individual does not have right or access to resources at part with others to be active, functioning part of society. Thus, inclusion is mandatory for development, empowerment for reduction of poverty, by accessing to their own resources. Inclusion is multi-faceted; social, cultural, economic, educational & at technological level too. Three key dimensions of inclusion for reducing poverty are social, financial & livelihoods. Inclusion of underprivileged, marginalized & vulnerable poor communities in development arena, calls for convergence. State & as well Central government implement various programs & schemes through different departments across country. Results of various programs & schemes have not been up to desirable level & to achieve effective results convergence in programs, as mechanism to bring & work together to achieve efficacious results, convergence holds significance, as it bridges gaps in program execution.

To ensure people participation, we need decentralization!

Transfer of powers from central government to lower levels covering political, administrative & territorial hierarchy. Decentralization is a powerful tool, it facilitates transfer of responsibilities for planning, managing, utilizing resources, allocation of funds, implementation of programs & mobilization of funds from central government to lower levels of government. Decentralization, increases quality & effectiveness of governance by enhancing capacities & authorities of local governments. Powerful tool, that facilitates maximum transfer of power to local political institutions; empowering the poor! Collectives are important as they work in the field to deliver economic benefits & social development to the communities. Collectives work on many different kinds of problems, waging numerous struggles for people's rights & facilitating various kinds of services to members & also to the non-members too.

Community participation in managing institutions & services delivery is vital for institutions sustainability. Communitization, has become vital in development and brought excellent results in people's institutions management and services delivery. Government institutions are providing different services i.e., health, education, drinking water, electricity, banking and other services; poor quality in terms of availability and accessibility. Communitization of public institutions brought excellent results in the concerned areas. People voluntarily have come forward to public institutions management and also gave its financial and non-financial contributions for improvement of public institutions. People need cooperation from governments in the form of regular capacity building, trainings to perform assigned responsibilities. How do we engage community in enhancing transparency and public awareness, about programs, schemes and accountability from decision makers, representatives, government officers and managers, social auditing is an important mechanism? Success of social auditing depends on suitable socio-economic, administrative, legal and democratic setting. The core concept of social auditing is that it strengthens democracy and people's participation. The application of social auditing can facilitate good governance by strengthening transparency and accountability. The collected information from social auditing is a vital source of knowledge to the government departments regarding their services. Social angle, describes the reality or perception of the people about service delivery. Social auditing helps managers or officials in understanding the community's interests, perspectives, expectations and opinions regarding program. Social audit is an important mechanism that identifies past mistakes and gives solutions for rectification and way organizations increase their confidence.

Livelihoods continuums are centered around people, who fight against all odds and continue to prove a challenge and win over it. It is the foresight of individuals & ability to tackle problems & overcome them to lead comfortable lives by following their chosen livelihoods. It is the individual's choice to focus on importance of work and livelihood to emerge as winner against all the odds in life! Communication is the best tool to develop and chance, as it facilitates social & economical development. Both print and visual media play an important role in exchanging information over space & time and it is crucial instrument in communication and reflects the society. In livelihoods context it

plays vital role for empowerment of poor.

Education & Livelihoods: Need for professionals in development & livelihoods program, has facilitated many organizations & educational institutions to launch programs on diverse rural development issues; livelihoods education. Need has arisen over decades, as programs with their practical orientation are expected to meet needs of sector for committed & competent professions & to provide a strong career opportunity for youth. In era of fast changing development sector, demand on institutions has grown & keeping with pace of change. Development education, are offering skills required for sector along with Meta skills that help development professional to understand changes happening around. With constant change happening in sector, how do youth perceive poverty, this adrenalin group view, that they have greater & important role to play for development & in eradicating poverty. Youth, in collaboration with intelligent minds can make a big difference, by taking to constant pursuit & strong desire. Youth can eradicate poverty; if they wish & push!!

Development education & development management go hand in hand. Development manager over a period of time has become more evolved, sophisticated & complex. On other hand, there is addition of diversity to human resource pool, leading to cross learning & building an integrated approach towards nation building through empowerment of community at large. Challenge is to develop right kind of attitude, among young professionals, an attitude to work with community with compassion. Employment continuum, poor people have variations of employment across the country. Poor are engaged in various sectors; agriculture, construction workers, petty, low productive self-employment. Women are disadvantaged a lot in employment market. They are faced with low income, less secure jobs in unorganized sectors. Today, we are witnessing a large part of workers, engaged in various livelihood activities as daily wage labourers, salaried employees, job holders in public sector, organized sector & half of working people dependent on self-employment.

In the context of self-employment, we have problems of unemployment & underemployment. Facing with jobless growth & individuals have taken to self-employment as predominant mode of economic activity, to earn & escape from poverty. It is important means of providing poor with decent livelihood for reduction of poverty. Not only education, but social enterprises, have key role in development in areas of employment, innovation, new goods & services, social capital & equity promotion. Social enterprises are committed to larger social cause, than being bent upon saving institutions they create. Social entrepreneurs, focus on tangible, visible value of society, as they occupy space in livelihoods, health, technology & energy. Returns are accrued to stakeholders; community, who are owners of the enterprise. Education is fundamental right of every citizen & constitution has guaranteed quality & compulsory education to all children, without caste & class obligation. Residential schools, play a vital role in providing quality education to poor & marginalized students from underprivileged communities. These schools played a remarkable role in providing quality education to ST & SC

communities children. Special residential schools were established for only these communities. Children from underprivileged communities accessed quality education, without any social, cultural & financial constraints. Lakhs of students got education & reached higher positions in many sectors.

Education & career after school! Efficient teaching is key to promoting academic excellence, raising standards of living & reducing poverty. In current scenario, we are facing employability of our young capital & challenge of linking quality of education & relevance of course to current needs of economy & our country. Lack of sufficient knowledge & information on career options available after high school is the missing link! Nation is rapidly growing & competing with developed countries in many arenas, however, has drawbacks too & one among them is dropout livelihoods. Dropouts are universal phenomena & found in all sections of society. Various leading cause are lack of quality education in government schools, scarcity of qualified teachers, teachers absenteeism, lack of infrastructure & facilities in schools, irrelevant curriculum & discouraging environment. Besides, students, who do not fare well at schools, do not have access to adequate additional support i.e., tutorials or remedial classes. Even though remote villages have primary schools, high schools are not so easily accessible. Students travel miles to attend secondary school and not a viable option for all, causing many to discontinue education & resulting in irregular attendance for those, who do continue in schools. Financial constraints of family force, parents to withdraw children from school. Rooted in believe, children can spend time earning & contribute to family income, rather than going to school. For economic growth, skill development is vital & social progress can be achieved. Around 12 million people per year, enter working age & only 21% are accessing placements. Employment generation & skill development is a continuous need, as professional entering job markets are lacking required skills.

Needs of the People: Food is basic need, a major source of employment for people, involved in production, processing & distribution activities. We have diversified agro-climatic zones. Provides scope to lead world in production & supply of diversified food basket & threat of climate change has impacted food production. Efforts have to be laid to enhance food production & distribution systems. In wake of needs of people, apart from food, poor people's needs are vast & diversified due to poverty. They need variety of skills. Need for skills arise out of poverty. Poor people practice multiple livelihoods. They require skills to enhance existing livelihoods, pursue alternative livelihoods to take up self-employment to become entrepreneurs & build enterprises. Needs can be met in different ways; integrated & comprehensive strategy, with network of institutions & individuals. Poor people struggle to meet their basic needs; food, water, shelter, health & education. They require multiple support systems to come out of vicious cycle of poverty. Employment is important need & in present times, migration is emerging as significant part of livelihood portfolio for poor, to seek employment. Income from migration has become significant for poorest areas in the country. Regional imbalances in development contribute to push & pull

factors for migration. Permanent migration rates are found to be higher among more education & people with lower literacy & lower marketable skills constitute majority in temporary migration. Needs of poor people can be met, if all basic needs are fulfilled to lead decent quality of life & it remains a challenge, as needs of poor are largely unmet!

Health an important dimension of well-being, instrumental in generating higher incomes, as it increases people's productivity. Preserving health of poor people are development goals & measure of successful development. In public health system, the challenge is poor people's high spending on health. They work in hazardous conditions, live in abysmal living conditions. In urban & as well in rural areas, poor people are affected with nil access to public health facility. In recent past, health insurance is emerging an important financing tool in meeting health care needs of the poor and Community Based Health Insurance (CBHI) is proving to be suitable arrangement insurance to the poor. Why is that community health care systems hold significance to poor people and in poverty reduction? Irrespective of any geographical area, tribal, rural and urban people focus on health care. It increases their workdays & life span. The traditional healing methods, symbiotic relationship with nature has strong co-relation and significance of community health in our country, as it is embedded deep in our socio-cultural fabric of our country and large percentage of populations depend on traditional health care systems.

Tribal, rural & urban poor communities do not have required level of access to basic health facilities from government. Government provides health facilities for utilization by people in villages. Sub centres, PHC, CHC etc are run for people's health care. In these institutions there are doctors, nurses, Auxiliary Mid Wives (ANMs), compounders, lab technicians, etc for providing treatments. The National Health Mission important programs initiated by GoI. The NRHM flagship programme of GoI, aims to provide equitable, affordable and quality health care to rural population, especially vulnerable groups. National Urban Health Mission (NUHM) seeks to improve health status of urban population, particularly slum dwellers and other vulnerable sections by facilitating their access to quality primary health care. Constitution of India guarantees six broad fundamental rights. Rights form core of freedom & protection of the Indian state that provides to its citizens. Fundamental Rights (FR) are inviolable & irrevocable by the state, unless in time of Emergency. Realization of rights should be extensively shared by civil society & the state. The state has greater role in terms of the authority & has to enforce these rights. Empowerment in terms of access to rights is integral to development, encompassing support the deprived & vulnerable build their livelihoods. Many a times, lack of information on rights & entitlements available to individual may mitigate impact of development.

Social security is an essential and a basic human right and is becoming integral part of development process. Being a welfare state, India has been providing social security and social assistance to people, particularly to the poor people in the country. The Article 41, 42 and 47 of the Constitution says that the state should ensure the people to access various rights such

as the right to work, right to education, right to health and right to access nutrition food and proper shelter. Social security is a comprehensive approach to assure individuals of a basic minimum income per person and protect the individual from any uncertainties. The success of social security schemes however requires the active support and involvement of employees and employers. Poor people mostly work in the unorganized sector and are doing various individual enterprises for their livelihood and they need social security measures in true spirit. Financial capital is necessary for development. Microfinance has emerged in recent times, as it involves entire gamut of players, as few who failed to fill the space, that they were expected to and few had evolved in the process. Post office, co-operative setup, chit funds, Non Banking Financial Company (NBFC), mortgage institutions are some of the microfinance providers apart from the much spoken about MFIs and banks.

Micro-credit & micro-finance to various CBOs especially to SHGs gained momentum and continues to empower the poor. However in recent times, our government has taken to bold measures in this arena! 2017 has been a historic day as our country ushered in new era; introduced Goods and Services Tax (GST), with one nation-one tax. It will bolster growth in our country and the longer term implementation should life growth and would enable greater general government fiscal consolidation. In the long run, it will eliminate geographical fragmentation. The uniform tax structure will help add 1 to 2 percent to the country's GDP. The opportunities for tax avoidance will decrease, as companies will have to file tax returns electronically. The nation, could get up to 2 percent more of GDP in tax intake and it will help combat inflation in India, as lower logistics costs and less tax leakages in the system will help in cost-savings and can be passed onto consumers over time.

Banking Transaction Tax (BTT) is a flat rate single point tax, applied on all forms of bank transactions and it is nothing short of tax by compulsion, a challenge, for a country like us! As all banking transactions are taxed, it would widen the tax base, but what about the poor and its impact on their livelihoods. Banking Transaction Tax is a short term solution, but we need to encourage voluntarism where all citizens become active stakeholders in development. Universal Basic Income (UBI), an important concept, which proposed a no-conditions-attached basic income for all citizens of a country, that adopts it. Adopting it could help in providing a safety net to people in developed countries, who face imminent large scale unemployment due to automation, while in poorer & developing nations, it could help attack acute poverty and its side effects like malnutrition, destitution, etc. In our country, UBI should be component of welfare schemes and should not be a lone welfare measure. Demonetization implemented by the government, has led to negative impact on livelihoods of poor, huge impact was felt on daily wage labourers, farmers, workers, migrant labourers, elders, disabled persons and small entrepreneurs lives and livelihoods across the country. Poor people continued to struggle with cash crunch and are unable to meet day today needs with limited currency.

Special Focuses: In our journey so far, we have brought out

various special supplements, ranging from unsung heroes to different dimensions in livelihoods. After dawn of independence, our country has gone and is going through tremendous changes from past 67 years, economy increased, foreign exchange reserves increased, population increased & all sectors witnessed to changes at different levels, and welfare state has been facing gradual changes in its roles & responsibilities. Changes welcomed many new livelihoods & many livelihoods diminished, impacting poor people's lives & livelihoods in many ways. Five Year Plans (FYPs) are important pillars to integrated into national economic programs to reduce inequalities between different communities, sectors & regions by providing planning budget allocations. Faced, with challenges due to diversity in our country, In 16th Lok Sabha elections, we have new government, with the hope for better tomorrow and first time in three decades, BJP has emerged as the single largest ruling party in India. The government is focusing on governance, relations with states and to achieve development. The 12th FYP has been a remarkable one as it indicated that CSOs, NGOs & private players, would be taken on board in implementation. Public-Private-Partnership (PPP) and involvement of the community, has been suggested for all initiatives. It also marks an important shift by stressing on strengthening the role of collectives and empowering rural masses. It does not look at inclusion or poverty merely as doling out schemes and benefits to the poor, but involving them in the process of development.

Aspirations of common people for past 6 decades is towards better life & livelihoods, especially for the poor. Every sector has its own unique problems & challenges and common persons aspirations are centered around implementation of schemes & programs in true spirit to meet their needs. Identity, profitable and equitable states, by creating small states, governance, equity and prosperity do not automatically happen as small states have issues and challenges and the challenges range from political instability to decentralization. To achieve the motto of profitable and equitable states, the social, political and cultural conditions play a vital role in facilitating democracy to the people. Election manifestos, contesting parties, affect lives and livelihoods of common people, as the elected national level government should prepare a plan for five years and their responsibility to protect people's faith in them. The manifestos prepare Common Minimum Program (CMP) to fulfill the promises stated in their election manifestos. The elections are good time and season for various livelihoods opportunities, for more than 60 days. There are many entrepreneurs, who work on election related livelihoods, and pre poll survey is one big activity and surveys are at national, state and regional level. People's manifesto is important, in democracy, political will with integrity help translate demands of people into reality.

We brought out a special supplement as 60 livelihoods, as the idea was to pick up the 7Is: Insights, Ideas, Initiatives, Instruments, Interventions, Individuals and Institutions. Our main purpose is to understand the 'livelihoods' of the poor, how they lead their lives, the variations within and on the ground, the risks involved, the critical issues faced, the state and civil society in the war against poverty and how they are being supported. It has been a long but exciting journey of learning-unlearning and

learning and sharing this learning with the world. In past two and half decades, we had major influencers, who have impacted our lives and livelihoods, right from Amartya Sen to Bunker Roy to M.S. Swaminathan & many other legends and various other institutions i.e., NABARD, AMUL, BASIX, DHAN and soon. We have many unsung heroes in development sector and one among was Dr. U. Subbaraju, who we lost on 05 May 2017, a pioneer of alternate education, he developed several spaces and forum to enable children to have a happy & joyful childhood from Nature School. Another unsung hero S.S. Manoharan lost his life to cancer in February 2012, he touched thousands of tribal peoples life in Nilgiris.

Year 2015 marked an important day at the United Nations (UN) for Sustainable Development Summit, where the world leaders adopted the Agenda for Sustainable Development 2030, to end poverty, fight inequality, injustice and tackle climate change by 2030, which included a set of 17 SDGs. To achieve the goals, both national & state governments have to identify priorities, decide on locally relevant policies, focus on institutional buildings,, harnessing innovation, call for ensuring implementation and monitoring of plans to come close to SDGs. Livelihoods in cartoons, R.K. Laxman, famous cartoonist, raised issue of the common man, focused on variety of themes i.e., economy, poverty, media, gender, education, climate change, politics, development, agriculture, enterprises, financial sector, foreign policy decisions, corruption, red-tapism and the dreary monotony of the common-man's life. Understanding spiritual and social capital enhances livelihood worker capacities in development sector. Panchatantra stories depict importance of these capitals in simple ways i.e., valuing relationships, unity, rational behaviour etc. Images speak for themselves and one edition was exclusively brought multitude of occupations of people through the lens of a camera, people engaged in number of profitable activities in their day to day life to earn a living.

Learning & Leadership: Team Learning is a painstaking navigation of diverse psychological configurations & there are many barriers to learning; structural, managerial or cultural. Learning lies in organizations capacity to adapt & change with dynamic environment. Learning is not given more weightage, than the outputs! Team learning is driven by improved conversation, dialogue & skillful conversation. Partnerships too are key and are important to pursue common interests & have always existed. Partnerships prove to be effective in reaching goals efficiently. Focusing partnerships between public entity, private sector, NGOs, CBOs and communities, can help in providing various services to people and play key role in country's development. Human Resources are key to development. As poor can meet most of their needs by coming together and with this conviction many institutions of poor are promoted by institutions. Human resources, with appropriate knowledge, skills, abilities and aptitudes is crucial for not only delivering goods & services for poor, but also for sustainability of these institutions. The gap between demand and supply of human resources on this front is quite conspicuous. Building/nurturing/mentoring quality human resource can deliver effectively & efficiently for the poor should be the responsibility of every development stakeholder. We need seasoned development professionals come together & create number of

platforms that can service as resource centers building & enriching the development human resources.

On leadership front, we have people's institutions that require good leaders, who can lead them towards their vision in a sustainable manner. Institutions require leaders, who can create vision, inspiration & momentum in organization. Leaders who can understand both micro and macro situations and who are ready to serve people with love. We have huge lacuna in terms of people, who have the capabilities to lead these institutions. Communities have right to choose their own capable leaders and also have right to recall them, when they are not delivering goods. Community Based Institutions, can engage in dialogue to demand the government or any other private player to build their capacities & capabilities to lead them. For greater common good, a social contract can be established between a leader and the community. Knowledge is an important pre-requisite for making decisions, that are informed & rationale. Knowledge is key input in production, important catalyst for greater efficiency, and also a major challenge in terms of creating knowledge platform for the poor to make content relevant to poor. The linguistic, cultural & regional diversity of poor in our country adds to the challenge. Vulnerabilities of various demographic sections determine their knowledge requirements & access to their knowledge.

Technology influence & presence has increased over the ages and it is nothing but application of scientific knowledge to make human activity efficient. Today every aspect of life is touched by technology & technological innovations are influenced by prevailing economic & social conditions and they are integral to livelihoods. Love is difficult to articulate, it is the need of people, and it manifests various forms i.e., compassion, cooperation, understanding, tolerance, respect, generosity, service etc. love holds solution for humankind's many problems. The challenge is how do we rekindle feelings of belongingness among all of human kind, as every human, even the cruellest dictator and the most stone hearted criminal performs acts of compassion, generosity to some others. Love is an important instrument to make human kind responsible for their kind-reduce the depravities, suffering and poverty and respect others beings-nature. Livelihoods focuses on 7Ls and they are interdependent i.e., Life, Living, Livelihoods, Linkages, Leadership, Learning and Love!! On the whole, there is a need for poverty reduction interventions to be sensitive to local inequalities & direct targeted opportunities to the most underprivileged ones.

AKSHARA brought out 127 Focus Articles from 2007 November onwards until 2018 May, the various authors of 127 articles made an attempt to understand various livelihoods issues in "livelihoods monthly e - magazine" through livelihoods lens. Every month, one topic was identified as Focus Article & analyzed with common person's perspective. The above article is a brief of 127 Focus Articles. The 127 Focus Articles have been compiled into two volumes. Please visit the following links to access the detailed articles. ❖

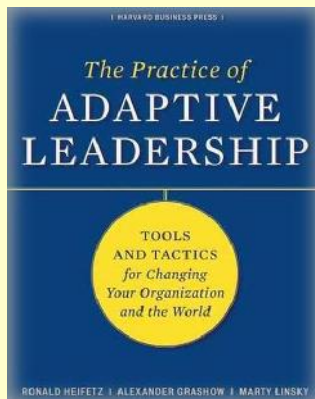
Links:

Volume 1: http://livelihoods.net.in/sites/default/files/pdf/zero_book_volume_1.pdf

Volume 2: http://livelihoods.net.in/sites/default/files/pdf/zero_book_volume_2.pdf

Classic

The Practice of Adaptive Leadership



insights for becoming a top-notch adaptive leader- Diagnosing the problem area needing change; intervening by mobilising the stakeholders towards change; diagnosing the problem areas within yourself; and working upon yourself for becoming more effective. The book illustrates its points clearly by drawing parallels between tough concepts and simple ideas such as between a dance floor and a problem area, and adjusting a thermostat and how to turn pressure up and down on people depending on the situation etc. The book imparts practical tips, anecdotes, case-studies, exercises, and is a must-read for budding leaders. ❖

The book 'The Practice of Adaptive Leadership' is written by Harvard professors of Leadership Ronald Heifetz, Alexander Grashow and Marty Linsky. Change is often fraught with uncertainty, fear and stress for individuals, organisations, communities, etc. in any field or sector. However, ushering in change and correcting redundant or erroneous processes are a must for avoiding stagnation and for staying afloat in these turbulent times. This is where adaptive leaders come in. The book demarcates clearly between managers, who can deal with technical issues alone, and adaptive leaders, who can spot the need for changes in systems, habits, roles, processes already in place, and facilitate people towards these more effective changes. According to the book, anyone can become adaptive leaders irrespective of the rank, role and authority they possess; with a shift in the thought process. The book supplies key

		Latest
	<p>Book Name: Community Colleges in India: Education For Livelihood</p> <p>Author: Dr. Xavier Alphonse, S.J</p> <p>Publisher: Gyan Publishing</p>	
	<p>Book Name: Livelihood; Dramatic Reveries</p> <p>Author: Wilfrid Wils Gibson</p>	

Story

Pundit and Rich Man

There was Pundit in the village. He was well-versed in all Scriptures. He knew everything, but, he was poor. He did not have a house. He used to get his meals also with great difficulties. Even his clothes were very much worn out.

So, the Pundit used to beg for his meals. He went from House-to-House begging. "Please give me alms". On seeing his old clothes many people were thinking that he is mad. So, saying "Go Away" they shut the door. For many days he did not even eat. Once somehow he obtained new clothes. A rich man gave those clothes to the Pundit. Wearing those new clothes he went for begging as before. To the very first house he went, the householder said, "Sir, please come in. Please have your food in our house". Saying thus, with great respect, he took the Pundit inside for food.



The Pundit sat down to eat. Varieties of soups, Sweet meals, Vedas, and Sweet foods were served for eating. Having prayed first, the Pundit took a sweetmeat with his hand and began to feed his new clothes saying, "Eat, eat!"

On seeing that all the householders were surprised and were not able to understand. So, they asked thus, "The clothes do not eat right? The why O, Great Pundit, do you offer food to the clothes?"

Then that Pundit answered thus, "Indeed because of this new clothes you offered me food today. Yesterday itself in this very house you asked me to go away. Since I obtained food due to these clothes, I am grateful to them. This is why I am feeding them." The householders were a little ashamed.

Moral: never judge anyone by their outlook. ❖ [https://www.moralstories.org/pundit-and-rich-man/]

‘Yoga’kshemam

Let us preserve and restore Environment! Oceans! Wind!

Parents! Fathers! Children! No Child Labour! No Elder Abuse!

Let us listen to Music! Let us practice Art! Let us do Yoga!

Let us collectivize! Let us protect Whistle Blowers!

Leadership, Entrepreneurship, Communications and Mentoring continued. May also discussed Leadership Development. Adaptive Leadership. Adaptive Leadership in VUCA World. Volatile, Uncertain, Complex and Ambiguous World. The month confirmed: We are leaders. We communicate. We are accountable. We love. We give. We walk. We talk. We have within us to be Useful Adaptive Servant Leaders for Transformation. Let us plan and get going there. The gist includes -

Leader has followers who are people and born leaders themselves. While leadership is innate, it remains dormant and at times remains invisible and never comes out clearly. It becomes important to nurture and polish the leadership potential of our born leaders. Born Adaptive Leaders.

Leadership is of the leaders, for the leaders and by the leaders. Complete commitment and ownership for all activities. Leadership is taking up portfolio of risky activities in the VUCA World for its benefit. World and the context of Leader is volatile, uncertain, complex and ambiguous. New Technologies help but make it more VUCA. New Emerging Cultures are adaptations but keep it VUCA. Leader is useful to the world in meeting its needs. In tackling its challenges. With this, Leader's essential agenda is mobilizing, expanding and nurturing the team/extended team(s) of leaders and the great leaders with gusto and single-mindedly. The agenda includes stretching them. The agenda includes stretching self by expanding knowledge, skills, tools, and resources for doing the same. Great leaders cannot do anything else but nurturing leaders, leaders greater than the self. Intensity keeps on increasing. Extent keeps on expanding.

The leadership means working in the arena of influence in addressing the needs of the VUCA World. The arena itself need to stretch. It works in all directions including working deep inside (self). With peers. With leaders on ground. With leaders on upper echelons. With people not in the formal ambit. With people within and without. With all life within and without.

This requires raising temperature to a level where leadership and results happen. This is to create reasonable chaos leading to productive equilibrium towards actions that meet need of the world. This requires being accountable to the world, the team and the self. This requires bowing with humility to the wisdom of the governance and intelligence of the governing universe. This requires communication. With all five sense organs of the Body. With the gut. With the Hands. With the entire Body. With Heart. With Mind. With Soul. With all Indriyas. With Sarvendriyas. With others around. With the self. Doing what we say and saying what we do.

Leadership includes entrepreneurship; includes mentoring; includes serving the people serving the world.

Great leaders lead leaders, not followers; they lead to last, for legacy, with an echoing concern of what after us; they lead change with open arms, for the larger good of the poor and vulnerable; they lead teams and teams, not just a few individuals; they lead partners, by creating forums for partnerships; and they lead themselves. Flowing in the leadership, with leading self is their hall mark. The evidence of their great leadership is in their effective communication, deep accountability and raining love on the leaders around. We can do it if we want. Practice, Practice and Practice. Plan, Practice, Reflect, Plan, Practice and so on.

If we do not do this, when opportunity knocks, which is quite often, we will be inadequate. We live in Leadership-Management-Action Continuum. We catapult ourselves into leadership. Integrating. Being a role model. Being a boundary manager. We need to respond. To respond, we need to have the ability and we need to develop the ability. Let us plan and be ready, every time. To be able to do this, we need to show courage; we need to be vulnerable; we need to do dialogue and we need to practice. We need to be self-aware; we need to self-manage; we need to be assertive, not aggressive, and not passive.

G Muralidhar

For us to lead ourselves: we need to practice habitually - Silence; Stillness; Meditation;

Unedited Thoughts; Be with Nature; Watch Life; Unlearning; Reading; Music/Art; Yoga etc.

We have a mission. We need articulated and shared vision, plan, vehicle, system, and trust with capacities. For this.

The future of this universe is in we becoming moving spirits, leading ourselves and leaders around us living our vision-values, creating culture-ecosystem, influencing greatness, advocating wholeness and laying path to performance, with sarvendriyas towards simple meaningful fulfilling life for all of us and the universe.

Let us be strategic. Let us work upwards. Let us be ethical. Let us build Charisma. Let us celebrate, stimulate, empower and live integrity. Let us make haste slowly.

This is Sevaaaayakayoga. This is leading leaders. This is flowing together meeting the needs of ever expanding whole.

This is Mahanaayakayogam.

Can we be there? Yes, if we pursue Atma Yoga. If we lead ourselves into the flow of being useful! If we lead meeting the needs! If we flow adaptive! If we nudge one another along in flowing into the whole! If we plan and practice flowing! If we love, learn, give and flow! Krsna confirms that Krsna is in the flow itself.

Join us in the world of yoga – for life – towards jagannaatakayogasiddhi. You will not regret it. ❖

