14th International Conference on Sustainable Development (Online)
October 06, 07, 2020
Hosting from Ottawa, Canada.
Starts at 9:30 AM EST (Canada & US)

“Innovating Ideas for a better world.”

14th International Conference on Sustainable Development
is jointly presented by

International Centre for Interdisciplinary Research in Law (ICIRL),
Centre for Research in Social Justice and Policy (CRSJP) at Laurentian University
and
Ontario International Development Agency (OIDA) in Canada.
Institute of Management Studies Davangere University, Shivagangotri, Davangere,
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Accepted Papers
ISSN 1923-6670
Synopsis
This panel looks at Reconciliation between Indigenous and Non-Indigenous people within the context of homelessness. Many Indigenous people comprise the largest subgroup of people living with homelessness in many Canadian towns and cities. The lack of decent housing for urban Indigenous people and people living on First Nations points to the need to examine the relevance of reconciliation to resolving housing and homelessness for Indigenous people. Canada must address the needs of its Indigenous people, who constitute 5% of its population, within the context of sustainable development. Reconciliation seeks to restore friendly relations or the make the views of the dominant white culture compatible with that of the Indigenous culture. Decolonization seeks to deconstruct the dominant colonial ideologies and approaches, to dismantle the structures that perpetuate unbalanced dynamics of power between Indigenous and Western thought.

Indigenous homelessness is very prevalent and visible in urban settings. Urban centres such as Timmins, Sudbury, and Toronto (Ontario), Canada all have high rates of homelessness amongst Indigenous groups. Indigenous people find themselves challenged in meeting their housing needs by racism, stereotyping, and discrimination and other forms of social exclusion. This panel looks at how various aspects of reconciliation and decolonization can be brought into play in order to understand Indigenous homelessness and how it can be alleviated.

Panelists
- Dr. Carol Kauppi, Director, Centre for Social Justice and Policy (CRSJP); Professor, School of Social Work; Laurentian University, Canada
- Dr. Kevin Fitzmaurice, Associate Professor, Department of Indigenous Studies, University of Sudbury, Canada
- Dr. Michael Hankard, Associate Professor, Department of Indigenous Studies, University of Sudbury, Canada
- Dr. Henri Pallrd, Director, International Centre for Interdisciplinary Research in Law (ICIRL), Professor, Department of Law and Justice, Laurentian University, Canada
- Moderator: Rebecca Elphick (Ph.D. candidate) Laurentian University, Canada.

Dr. Carol Kauppi, Ph.D.
Dr. Carol Kauppi is the Director of the Centre for Research in Social Justice and Policy and a professor in the School of Social Work at Laurentian University. Carol has been working in the area of homelessness and housing for 20 years. In 2017, she received the Partnership Award (an Impact Award) from the Social Sciences and Humanities Research Council of Canada. This award recognizes outstanding achievements involving a partnership approach to research. Carol was also the 2011 recipient of the Laurentian University Research Excellence Award.

Abstract
Uncovering the Invisible Crisis of Indigenous Homelessness in Canada

Many Indigenous scholars, researchers and activists have expressed concerns about the underestimation of homelessness among Indigenous people. Others have raised concern that high rates of Indigenous homelessness constitute a crisis in Canada given their overrepresentation in statistics on homelessness. This presentation describes the extent of homelessness for Indigenous and non-Indigenous people in northeastern Ontario and shows that the rates of Indigenous homelessness are much higher than their proportions in the general population. A challenge for
researchers is that the dominant method used to enumerate homelessness—Point-in-Time or PiT counts—underestimate the number of people living with homelessness.

Substantial numbers of homeless people are under-represented or largely absent in current data about homelessness. Moreover, many people living with homelessness are invisible in the sense that their status as homeless people is not recognized as a form of homelessness. It is important to understand the various forms of homelessness, to recognize the methods required to include various subgroups of this population in enumeration studies and to utilize sound methods to guide research and policy-making. This presentation describes “Period Prevalence Counts” (PPC) used to study homelessness in rural and northern Ontario and compares results from the PPC and PiT methods. Analysis shows that the PiT method identified only 10 to 30 percent of the number of people in the PPC studies. This presentation contrasts the results for Indigenous and non-Indigenous participants and sheds light on the magnitude of Indigenous homelessness when using the PiT and PPC methods. These results can inform discussions about the appropriate methods of enumerating homelessness and the implications for moving forward with reconciliation.

Dr. Henri Pallard, Ph.D.
Director, International Centre for Interdisciplinary Research in Law (ICIRL), Professor, Department of Law and Justice, Laurentian University, Canada

Abstract
Mobility and Migration from the James Bay

This paper explores the socio-structural dimensions of exclusion (such as exclusion from housing, education and employment) linked to homelessness experienced by Cree migrants from the James Bay in northern Ontario who were living in urban centres in northeastern Ontario. While their movement to urban centres is often viewed as a product of choice, an exploration of the social forces underlying out-migration reveals processes of displacement characterized by the loss of familiar physical and social environments: loss of material possessions, safety, relationships, access to traditional lands and valued lifestyles. The current paper explores the mobility and migration patterns of 128 Cree people from James Bay coastal communities and lowlands to urban centres (Moosonee, Cochrane, Timmins, Hearst, North Bay and Sudbury) situated along common migration pathways. They experienced homelessness in one of these towns or cities where they participated in a survey. In addition to exploring the characteristics, circumstances and factors linked to migration of Cree people, the paper endeavours to describe their life circumstances, their struggles and challenges associated with socio-structural exclusion and marginalization following their displacement or migration from their home communities on the James Bay.

Dr. Kevin Fitzmaurice, Ph.D.

Dr. Kevin Fitzmaurice is an Associate Professor with Indigenous Studies at the University of Sudbury, Laurentian University where he specializes in Indigenous-Settler political relations, Urban Indigenous Studies, and Indigenous Critical Theory. He is presently a Regional Co-Director for the SSHRC ‘Urban Aboriginal Knowledge Network’ national research, a North Eastern Ontario Lead with the National Centre for the Collaboration on Indigenous Education, and a Co-Investigator on Indigenous homelessness and the urban Native housing program in Ontario with the Centre for Research in Social Justice and Policy at Laurentian University. As well, he was a Research Associate for the 2011 Toronto Aboriginal Research Project (TARP) and the 2007 Ontario Urban Aboriginal Task Force (UATF).

Abstract
Unwinding Colonialism towards Indigenous Housing rights in Canadian Cities

The overrepresentation of Indigenous people experiencing poverty and homelessness in cities across Canada can be understood as the systemic practice of colonial policy and law at all three levels of the Canadian government. With a view to first specifically identifying these challenges within the context of urban Indigenous housing providers in Canada, this paper suggests a long-range strategy out of what has become a well-worn pattern of the systemic exclusion of Indigenous people and towards a decolonized, Indigenous rights-based relationship.
Dr. Mike Hankard, Ph.D.
Dr. Mike Hankard, Associate Professor, Indigenous Studies, University of Sudbury, Canada.

Abstract

Explicating Indigenous Homelessness: How Can You Have ‘Reconciliation’ When You Don’t Have a Home”

Indigenous homelessness is socially located within the broader context of north American colonization and Canadian government assimilation policies within Indigenous communities. The everyday life of Indigenous people is socially organized through a range of institutional policies, laws and regulations. These create a web of entanglement that forces those seeking to live within and comply with artificially created values, beliefs and ways of living—not to mention often living in or being displaced to ‘foreign’ territories. These organizers, treaties, international agreements, the *Indian Act*, the reserve system and other forced modes of assimilation, function to create a baseline of life that not only supports homelessness as a life journey, but also provides the underlying foundation for it.

My presentation makes visible aspects of the broader context within which Indigenous homelessness exists and organizers that helped to shape its growth and continuation. The roots of these organizers, the *discovery doctrine* and notion of *terra nullis*, guide settler control and appropriation of land; supporting the assertion that they are legally justified in assuming full ownership of ‘discovered’ lands. Artificial boundaries between and within traditional First Nations lands was justified through the enactment of laws and policies. Eurocentric views of First Nations as inferior predominated. Traditional Indigenous ways of living on the land were viewed with suspicion. The government required Indigenous people to change traditional nomadic lifestyles and adopt a sedentary way of life. Following treaty-making, houses and communities were designed and constructed to reinforce individualism and Western notions of the social world.
The sustainability of the football industry: An approach to the space between the theoretical formulation and the practical application, through the results of the Fair Play Social project

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Extended abstract
In this paper we present the first results and experiences of a project called Fair Play Social (FPS) that aims to transfer the principles of sustainability and Social Responsibility (SR) to the strategic vision of the company and therefore to the core of the business. The project began in 2017 and is currently being applied to organizations that have the particularity of belonging to the football industry (clubs, sports corporations and foundations attached to them).

Sustainability management is being imposed on the political, social and economic agenda as a call to immediate action to address the challenges of an increasingly present future. A complex concept of sustainability, where the social has become a tool to guarantee balanced and comprehensive growth. The citizen company, business citizenship or corporate citizenship makes more sense than ever (Silvestre et al. 2018), as a key concept that generates more trust, better reputation and greater closeness with its stakeholders (Herrmann, 2004).

The interest of the work is based on the need to contribute experiences and elements of practical reflection to the debate identified by the specialized bibliography, which shows the difficulties and gaps that exist when incorporating the principles of sustainability and SR in the strategic line of the company. Especially in an economic sector that, despite its importance, has been late incorporated into the principles of sustainable management. How to go from the theoretical formulation to the practical vision (among others Engert S and Rupert J. Baumgartner 2016). According to Baumgartner (2014) and Klettner et. As of (2014), the literature on the implementation of strategies and principles of sustainability and SR in business is still scarce.

Companies assume the importance of sustainability strategies, but find it difficult to translate the concept into concrete initiatives (Epstein and Roy (2001). The literature recognizes two phases in any strategy: formulation and implementation. The formulation strategy focuses on where we are now and where we want to be and includes the internal and external analysis of the organization, the industry and the definition of its objectives (Mintzberg and Waters, 1985). Implementation addresses the materialization of those objectives (Zahn 1979).

According to Epstein and Roy (2001), joining both strategies requires the ability to translate strategy into action and must be supported by the development of action plans, programs, systems and indicators. Faced with this current of opinion, Nathan (2010) reveals other factors to ensure this implementation such as leadership, organizational culture, governance, ethics, etc. On the other hand, the model of Simas et Al (2013), argues that the leadership and adequate management of the stakeholders represent key elements in the implementation of the SR strategy.

The football industry is not turning aside from this debate. It highlights the profound process of economic transformation in recent decades (Breitbarth and Harris 2008). But also factors related to the engagement of the fan of these entities, the “affective connection of the fan” that Walker et al (2019) maintain, or the ability to influence the local community, through the extensive economic and social impacts (cultural, emotional, political, relational ...) in their territory.

We pretend to show the first results in sustainable management of the organizations that have followed the FPS methodology and the degree of development of their objectives:

- Promote SR as a strategic management tool;
- Promote methodological systematization, measurement and positive social impact;
- Generate synergies for mutual knowledge of activities.
The first indicators (corresponding to the 2019-2020 season) offer interesting results. In this sense, clubs and foundations state that the FPS has improved their social performance in aspects such as:
  - Progressive incorporation of strategic social management;
  - Effective promotion of the measurement culture and the impact of social action;
  - Bringing clubs and foundations closer to their main stakeholders;
  - Implementation of the Comprehensive Scorecard for SR management

These data contrast the contributions of an initiative promoting a culture of sustainable management such as FPS, towards the creation of a system for measuring performance in social sustainability in the sector. A system that allows us to have standard indicators in order to favor comparability and reporting. The measurement of social performance and the sustainability report constitute one of the great challenges in addition to being the instrument to implement SR strategies in organizations. The objective will be to aspire to fill the gap between the theoretical and practical formulation in favor of a more modern, ethical and sustainable business model.

**Keywords:** Football industry, theoretical formulation, social impact, sustainability management
India’s Journey towards Sustainable Development Goals: A Long Way Ahead

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Abstract
Global Goals adopted by United Nations manifest common vision of a world with equalities, safety and protection for all. India has amongst one of the countries, instrumental in the design of the United Nations Sustainable Development Agenda 2030. India’s progress in the global Goals is central for the world as the country is home to about one-sixth of the world’s population. NITI Aayog brought out the SDG India Index – Baseline Report 2018. The report shows the manner of measuring SDGs in India. The Report also elaborately discusses the progress made by various States and Union Territories of the country towards implementing the 2030 SDG targets. The Report does not cover Goals 12, 13, 14 and 17. Since 2015, India has endeavoured to base her actions with overall sustainability in consideration. She has been able to adopt a robust SDG localization model focusing on adoption, implementation and monitoring at the State and district levels. Few examples of the steps taken include Sashakt Bharat - Sabal Bharat (Empowered and Resilient India); Swachh Bharat - Swasth Bharat (Clean and Healthy India); Samagra Bharat - Saksham Bharat (Inclusive and Entrepreneurial India); Satat Bharat – Sanatan Bharat (Sustainable India) etc. India’s composite score as per domestic report improved from 57 in 2018 to 60 in 2019. The maximum advances were made in Goals 6 (clean water and sanitation), 9 (industry, innovation, and infrastructure) and 7 (affordable and clean energy). United Nations’ SD Report 2020 has ranked India at 117 with a score of 61.9. Thus, India has a long way ahead towards her commitment to these Goals. In the light of the current progress, a lot more needs to be improved on the part of India in order to achieve the Goals. The present paper is an attempt to discuss the positive steps taken by India and what more has to be improved in the direction of attaining the Goals. The study shall be doctrinal in nature.

Keywords: Index, India, Progress, SDG.
Abstract

The sudden appearance of COVID-19 is becoming a driving force for change in the global learning environment. The challenge of this crisis has already been heightened in Japan since the Great East Japan Earthquake of 2011, when the country was hit by the triple disaster of earthquake, tsunami and nuclear power plant accident, and a runaway object of COVID-19 and the earthquake require a synchronous transformation of the two through the simultaneous interaction of individuals and society. In this context, 21st century skills need to be exercised and trained. At this time, systems thinking, which breaks the negative chain of connections by looking at the big picture of a phenomenon and changing the mindset to do so, has been expected to be an innovative pedagogy. However, since thinking and performance are highly socio-cultural practices prior to domain specificity, this concept must be formulated in a way that is linked to culture. The integral consideration of thinking and culture is one of the issues that are essential to the proper execution of pedagogy, but are not discussed in detail in the current 21st century skills. Therefore, the purpose of this study is "How can systems thinking as a socio-cultural practice be explained and observed in practice?". First, the socio-cultural tendencies of systems thinking are theoretically examined from the perspective of the unique Japanese value system called "kankei (the Japanese word for inter-relationships)". The first author has prepared the figure of the doors of 20 (omitted in this abstract) by combining abstract jargon of pedagogical concepts, not just lectures in pedagogy textbooks, but project work towards deep learning. Kankei is centrally located as a worldviews in Japanese culture, on the doors of 20 such as curiosity (individual development and characteristics) and innovation (social process and structure). Curiosity are therefore founded upon the value attached to kankei and the fundamental concept of 'good living'. In Japan, social and learning interactions are considered 'successful' when they can be described as equitable, reciprocal, harmonious, stable and balanced. The emphasis on the quality of relationships promotes effective interaction, revealing the recondite knowledge of learners to their teacher, and to each other (Arimoto & Clark 2018).

These themes are pervasive in Japanese culture, naturally consistent with a persistent emphasis on equitable social-relationships (kankei) and holistic inter-connectedness (tsunagari). It is Japanese tradition that the sustainability of one's life, the perceived quality of one's existence as a 'connected being' are states of tsunagari. Such overarching philosophy impacts, not only classroom assessment (becoming more interactive/verbal), but also how its application might transform the focus of curriculum design.

As such, young people should learn in environments founded upon carefully realised theories that go beyond the maintenance of a 'common' social connection (kankei). Kankei is, therefore, the traditional belief, or "background theory", that creates a 'spectrum of legitimacy'; sanctioning social-interactions to the extent that they are equitable, mutual, reciprocal, inter-subjective, or harmonious, stable and balanced. The Japanese classroom, as a microcosm of wider social life, is fully engaged with interactions that preserve kankei, assuring group connection and consensus (Clark, Nae & Arimoto 2020).

Next, the authors will elucidate the outcomes and possibilities of socio-cultural systems thinking practices, using examples from the author's own educational experiences at high schools and universities. Finally, the author will point out the challenges of integrating context-dependent systems thinking, which is the impetus for a sustainable society, into educational design, and the issues to be considered in the future.

Keywords: corona virus pandemic as a disaster for the world, kankei pedagogy and visualization of worldview, Risk of emerging infectious diseases (EIDs), systems thinking,
Socioeconomic characteristics of the hiker in a mountain environment in a Spanish region: The case of Valencia

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Abstract
This study presents a new factor that should be known by the stakeholders related to rural and sports tourism, since in recent years a new type of tourist has appeared: the sports tourist. Sports tourism associated with leisure and sports activities has increased exponentially and therefore presents a great demand in rural and inland environments and is also a tool for socio-economic development.

One of the competitive advantages of establishments in rural areas is the close relationship between the service provider and the client. Knowing this factor makes it possible to adapt the provision of services in a more specific way so that the client has a perfect tourist experience.

Rural development depends to a large extent on local economies being able to diversify into sectors other than agriculture. In this way, there are various possibilities which can generate a positive socio-economic impact in rural areas, including the impact of immigration (Collantes, Pinilla, Sáez and Silvestre, 2014), the organisation of sporting events (Botella-Carrubi, Currás and Escrivá-Beltrán, 2019) and the practice of guided walking as a tourist-sports activity (Ramshaw, 2014; World Tourism Organization, 2019).

Hiking is one of the most deeply rooted activities in world society. The new forms of work resulting from the development of the industry in the 19th and 20th centuries, together with changes in the lifestyle of the population, with emphasis on healthy living, healthy eating, physical activity, etc. in the 21st century, have made it possible for a new leisure trend to emerge that lies in the practice of walking (De Oliveira-Matos, Chim-Miki, Mediana-Brito and Batista-Canino, 2017).

Furthermore, trekking has inherent positive aspects as it is a very sustainable environmental practice, and therefore it is positioned as an ideal activity to reorient rural economies and at the same time maintain a coordinated pattern of land use in tune with the natural environment (Collantes and Pinilla, 2019).

In the current European context, there is a wide range of projects which are authentic tourism products, projects with a very powerful socio-economic solidity and which are capable of improving and strengthening aspects such as: territorial planning, the creation of an ecological conscience, the adoption of a sustainable attitude and the improvement of health, among others (Duglio and Beltramo, 2017; Edgell, 2016; Vidal-González and Sánchez, 2018; World Tourism Organization, 2018).

In the national and regional framework, walking has been more oriented towards a sporting and less touristic aspect. Having said that, European models can be a good mirror to see themselves reflected with the aim of proposing a walking model which manages to propose a tourist activity with the capacity to generate wealth in the local area (Cánoves, Herrera and Villarino, 2005).

The methodological approach of the study is mixed. On the one hand, quantitative analysis techniques have been used to record specific information as an inventory: access roads, restaurants, hotels, heritage assets, etc. On the other hand, the qualitative part has been based on conducting semi-structured interviews with a script on the key points to be known to different interest groups: hoteliers, mayors, managers, technicians and scientists, etc.

The main argument is that the increase in the number of ramblers will allow the generation of local wealth and the establishment of a population, since the ramblers have a socio-economic and social impact on the local population, but other activities such as mycology also have an impact, as several hoteliers interviewed indicated.

Other arguments of a transversal nature which derive from the object of the study are that it favours the contribution to the conservation of the environment, it de-seasonalises the demand for tourism, it transmits the values of the...
existing heritage and finally, on the part of the individual, it encourages the practice of activities which improve the physical, mental and social part of the individual.

One of the most important novelties resulting from the study is the potential of rural tourism to position itself as a quality tourism. Tourism is based on experiences and any stay represents a vital experience in itself. Although there are many factors that make a "good tourist experience" possible, one of the most powerful is the proximity that exists between the entrepreneur and the customer in the rural environment. As many of the interviewees indicated, they have a very close experience with their customers when carrying out any management during the stay. For this reason, the rural tourism experience is positioned as a solid alternative that represents quality tourism.

**Keywords:** Hiking, Socioeconomic development, Sports Tourism, Tourism Experience, Valencia Region
Environmental Human Rights: A New Approach to Sustainable Development

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Abstract
Human rights are essential to the flourishing of all human beings regardless of their nationality or another status. Despite existence of the numerous documents and mechanisms created to protect human rights internationally, the full protection is far from being achieved. Linking human rights to environmental justice has been an arduous task, but contemporary environmental ethicists argue that giving a human face to the environment that nurtures and sustains us is a precondition for sustainable development. Violation of peace, pollution or exhaustion of the environmental resources jeopardizes the development not only of people, who have suffered from these violations directly, but also that of future generations. The concept of sustainability addresses the issue of economic growth at present and how this impacts the future generations. The three global values – peace, healthy environment and sustainable development – are the principles of international cooperation. The understanding of the interdependence between these values and people marks the beginning of the search for a legal definition of ways to protect physical existence and rights of individual human beings and humanity. In this article the environmental human right to sustainable development is discussed as one of the human right. It also discussed about the lack of success of many of the Rio initiatives makes that makes it appropriate to consider new approaches, and that such approaches should be rooted in recognition of an inalienable right to a safe and healthy environment.

Keywords: Human Rights, Human Environmental Rights, Environment, Development, Sustainable Development,
The Need to Investigate the Effectiveness of Strategies for Retaining Female Professionals in the Construction Industry

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Abstract
Advancement of women is imperative for gender equality and sustainable development. Issues about women in construction exist globally, and have been analysed from socioeconomic perspectives, to women's inclusion in social capital, the success of civil engineers, and designing career paths. Most studies focus on challenges experienced by professional females in the construction industry. As a gap exists in the identification and proposal of solutions to identified challenges, especially the lack of emphasis on the effectiveness of retention strategies for female professionals. The current study investigates the existence or lack thereof, of effective strategies for the retention of female professionals in the construction industry. While the current paper is limited to literature review of reported interventions, findings indicate that current emergent patterns identify retention as an influencing factor in career development strategies of women in construction. The current paper substantiates the research gap and determines existing interventions, their adoption, and effectiveness in the retention of female professionals in the industry. The study also provides a basis for theoretical and conceptual frameworks for empirical studies.

Keywords: Construction, Equality, Retention, Sustainability, Women
The Interface between Food Security and Global Trade Rules: A Response to COVID-19 Health Crisis

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Abstract
The COVID-19 health crisis has affected in so many ways lives and communities for years to come. There is evidence of its impact on agriculture production and livestock. In other words, the COVID-19 pandemic has a tremendous impact on food security. Already there are millions of people who are suffering from starvation and malnutrition. This is has been exacerbated by the economic crisis resulted from COVID-19.

States have responded to the COVID-19 pandemic in different ways and most cases non-coordinated manner. Most measures were related to imposing export restrictions on vital medical and agricultural products. These measures were outright ban on exports or imposing quotas for the volume of products that can be exported. The agricultural products affected by these restrictions are mostly key staples such as rice, wheat, maize; less frequently, other products such as cooking oils and eggs. These types of measures are quite extensive and drastic considering the impact they have had on both exporting and importing countries leading to shortages of supply in many instances. Of course those measures have been adopted under the premise of food security concerns.

The World Trade Organization (WTO) plays critical role in the area of agriculture and food security. The WTO Agreement on Agriculture contains important regulations in this sector. The WTO Agreement on Agriculture covers market access, export subsidies, and domestic support. The WTO Agreement on Agriculture also establishes a special safeguard mechanism that allows WTO members to impose restrictive measures when facing surging farm imports. Many countries, especially developing countries, are facing an ever increasing challenge to acquire adequate food to feed their populations. These countries are experiencing a lack of young farmers. Many farming households derive most of their income from non-agricultural activities. Although some parts of the region have been historically exporters of agricultural products nowadays they are, to large extent, dependent on staple food imports. Many developing countries post a trade deficit in farm products.

Although WTO rules prohibit export restrictions, but there are exceptions. Export restrictions on food commodities can be exempted from the general elimination obligation in accordance with Article XI: 2 (a) GATT when they are applied "temporarily" to prevent or remedy situations of critical shortage.

The paper examines the impact of the COVID-19 emergency on food security, focusing on how and to which extent such impact is worsened by the proliferation of export restrictions on food commodities. The paper examines how such measures are treated under WTO jurisprudence. The paper concludes with a set of recommendations going forward.

Keywords: COVID-19, Developing countries, Food security, Health, WTO
Climate Change as A Key Contributor to Migrant Crisis: A Case Study of Developmental & Environmental Challenges to Kiribati People

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Abstract
Environmental Conservation discourse and concepts like ‘Climate Change’ and ‘Sustainable Development’ is not a new phenomenon; it is an intrinsic part of the third generation of human rights. Therefore, the right to a healthy environment is indeed a human rights issue and its denial is a human rights violation. As a part of the developing discourse on environmental conservation, a phenomenon which has been noted recently is the issue of ‘Climate Refugee’, which is used to refer to that group of people who have been forced to migrate from their original habitation due to climate processes such as rise in sea-level, salinization of agricultural land, desertification etc.

Although the genesis of this term can be traced back to 1985 when it was first used in United Nation Environment Programme (UNEP) report yet unfortunately, it has not been recognized officially in the international domain and is only limited to academic texts and U.N. reports. The apparent reason for such a lassadial approach is due to the reason that the term ‘Refugees’ has a very narrow definition in the legal context, environment-related migration is not covered within their ambit. The issue of human migration due to environmental issues had been predicted three decades ago. The 1990 report of the Intergovernmental Penal on Climate Change (IPCC) had explicitly warned that the greatest impact of climate change could be on human migration- with millions of people displaced due to factors like shoreline erosion, coastal flooding, and agriculture disruption. Since then, several analysts have tried to predict the number of people likely to become climate refugees, the latest estimate pegging them at 200 million by the year 2050. The problem has assumed a grave proportion due to the lack of proper support from the International organizations and various countries. Perhaps the greatest irony related to climate refugees is that it affects those who have the least involvement in environmental degradation.

This paper deals with one such place viz., Kiribati, a small island country located in the Pacific Ocean, which is facing various environmental and developmental challenges for many decades. Factors such as - rise in sea level, water pollution, water-borne diseases and loss of land due to the contraction of the Island have forced the people of Kiribati to relocate themselves to a safer place. According to IPCC, Kiribati may become uninhabitable for humans by 2050 due to coastal water erosion and freshwater contamination. What makes their task even more challenging is the fact that Climate refugees are not covered under the domain of ‘Refugees’; therefore, the inhabitants of Kiribati face challenges whether they continue with their lives in Kiribati or choose to migrate to other countries. This has denied them access to basic amenities of life, security and the future, as a result, they have been pushed to the margins and are forced to live an inhuman life. The indifference of the international community towards this grave issue can be appropriately dealt with by treating the climate refugees as victims of climate change and economic crisis.

In a recent development, their efforts received a boost when it received support from UNHCR, which recognised the status of ‘Climate Refugee’, in a case related to a native of Kiribati i.e. Ioane Teitiota. However, mere labelling of persons as climate refugees is a futile exercise and does not change their situation nor does it assure them of protection. There is an urgent need for Proper recognition and a coordinated approach at both the national and international levels (refugee laws, environmental laws and migration laws) are needed. Therefore, this paper seeks to integrate the existing research and analyse the prevalent discourse to understand the challenges and predicaments of the people of Kiribati and explore various options through which their interests can be safeguarded effectively. Furthermore, the researchers have attempted to come up with an efficacious solution for the protection of migrants who have been victims of climate change.

Keywords: Climate Change; Climate Refugees; International Community; Kiribati
A Study on Role of Talent Management With Respect To Employee Retention for Sustainable Development in IT Industry

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Abstract:
Managing talent in an organization is a challenging task and a demanding factor in today’s business world. The important point is that talented employees can improve the overall performance of the organization through their willpower, determination, entrepreneurship skills and vision about their future and aspirations. The organizations having talented employees not only enjoy phenomenal growth but also maintain a healthy relationship between employees and organization. With the growing concern of talent management in the IT Company’s. The purpose of this paper is to know how to retain the employees in the organization with respect to employee being sustainable in the organization for a long period of time.

The present study is made on secondary data of IT companies and the challenges it faces to retain their best employees. The paper is descriptive in nature. The study is drawn completely on secondary data which are collected through various journals and magazines that helped the researcher in penning down its text.
To conclude, neglect to talent management is suicidal to sustainable development of the organization especially during current business scenario when world market is highly competitive. No organization can survive even at national level without talent management.

Keywords: Employee retention, Information technology, Sustainable development, Talent Management.
A Policy Analysis of the Role and Application of the Panchayati Raj System, an Indian Sociocratic Dispute Resolution Model, and its Sustainable Utilization in Developing Nations to Enhance the Access to Justice under SDG-16

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Abstract
India is an agro-based nation where to 80 percent of the poverty-stricken population resides in the rural belts of the country. According the World Bank, 1 in every 5 Indians is coping with poverty. Most of these people don’t even get one full meal of the day and therefore expecting these vulnerable, illiterate and exploited people to ever knock the doors of Indian Courts to seek justice and relief is a utopian thought. But ironically, the most common phrase heard among the masses is, “I’ll see you in Court” owing to their resolute faith in the Judicial setup of the country. However, in such a scenario, it is legitimate to put forth the question, “Is the present judicial system actually equipped to serve efficacious and speedy justice to every individual?” This perhaps is the most commonly asked question across all developing nations.

In the Indian context, however, the answer to this question is not very positive as various surveys showcase the woeful state of the Indian Judiciary. There are around 70 million+ pending cases in the country with 86 percent rise in the pendency rate and the worst part is that 25 percent of these cases have more than 10 years of pendency. Another major concern among the litigants is the exorbitant and unaffordable litigation cost which, for a common poor man, becomes another barrier to acquire justice. Therefore, in order to resolve these issues, ADR (Alternative Dispute Redressal) mechanisms can be utilized and the present paper will therefore study and analyze the applicability and effectiveness of various ADR mechanisms which first originated in the Indian subcontinent.

India has a long history of practicing alternative dispute resolution. The engraved roots of mediation can be traced back to the ancient Indian Legal systems where the concept of ‘Sulah’ was incorporated in the legal system by the Gram Sabha. Disputes were peacefully decided by the intervention of the village councils (Kulas), corporation (Srenis), assemblies (Pugas) and such other autonomous bodies. One can find excerpts of mediation in Kautaliya’s ‘Arthashastra’ during the reign of Chandragupta Maurya and Ashoka. Similar patterns of adjudication have also been seen in the reign of the Gupta Period and the regime of Krishna Deva Raya. The Mughal Era also witnessed the prevalence of dispute resolution mechanisms through the ‘Darbar System’ which was seen mostly in the ‘Diwani Aam’ during Emperor Akbar’s regime.

One of the most identified dispute resolution mechanism in India therefore is mediation which is mostly practiced in ‘Gram Panchayats’ and the ‘Nyaya Panchayats’. This paper brings about an analysis of the stake of gram panchayats and ‘Nyaya Samitis’ and its functioning in the present Indian context. It further strives to draw a comparison between various dispute resolution mechanisms which have been followed in India over the centuries and highlight the contribution of such grass root Dispute Resolution Bodies (DSBs) to mediation.

An in-depth study of the functioning and implementation of the current ADR mechanisms in India, i.e. the Panchayati Raj institutions at the grass root level, is a prerequisite for this policy paper to be instrumental to the masses. This paper, therefore, undertakes a qualitative analysis of the available data through the Gram Panchayats and the NyayaSamitis to infer the success rate of the most commonly practiced ADR mechanism (mediation and negotiation) at the village level. There are several other nations who have a democratic setup similar to India. The authors, through a floor test, try to peruse the applicability and the efficacy of mediation in different developing countries having the same governance system as ours. The authors further try to draw a comparative analysis of various ADR mechanisms practiced in nations across the globe and the way it makes the legal system of a country more effective and accessible to the commonalty.

Keywords: ADR; Governance; Mediation; Panchayati Raj Institution; Sustainable Justice
Abstract
Achieving gender equality and women’s empowerment is integral to each of the 17 Sustainable Development Goals; pressing challenges of our time is from economic crisis and lack of health care, to climate change, violence against women and escalating conflicts. Only by ensuring the rights of women and girls across all the goals will we get to justice and inclusion, economies that work for all, and sustaining our shared environment now and for future generations. The purpose the paper explores the definition of sustainable development of women with empowerment concept and consciousness of women’s health as well as to achieve the gender equality of Millennium Development Goals of United Nations as India is also a signatory of these goals. Gender Plays a key role in Health related decisions which are made by male gender in Indian society/families in particular with rural families. Further the paper explore the women the importance of empowerment of women to improve the mortality trends in India and impact of mortality on women’s health which needs is an importance aspect in eliminating the gender inequality which are moral imperatives and fundamental human rights. Women access to health care and their ability to achieve good health is the main goal and policies have been introduced by Government of India and also by State Government for improving the standards of health care of the people and in particular women’s mortality. In conclusion the paper discusses the Human Development Trends of the mortality rate in India and to improve the mortality rates of women by government by securing the health rights and also investing in health sectors.

Keywords: Empowerment, Health, Mortality, Sustainability, Women
Effect of Work Environment on Occupational, Safety and Health among the Police Officers in Nairobi City County, Kenya

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Abstract
This study promotes the theme of the conference which includes development, environmental natural resources, governance, health and social policy. The main study which was done had the title: Antecedents of occupational, safety and health among the Police Officers in Nairobi City County, Kenya. It had five variables, both independent and dependent. There was also a mediating variable, government policies. These variables included leadership style, legal framework, available resources, and workload. The other variable was work environment where this current study’s finding is based. Its specific objective is: To evaluate on how the nature of work environment affects the occupational, safety and health of Police Officers. Its alternative hypothesis was: There is a significant relationship between work environment and occupational, safety and health among Police Officers in Kenya. All Police Officers in Nairobi was targeted which were 4,000 in all 33 police stations. Out of these, a sample of 200 which translated to 5% had to be interviewed. An initial pilot study of 10% was carried out in order to test all instruments of research. Collected data of the final study was analyzed using computer software, SPSS and it led to a high acceptable response rate of 75.5%. The majority (51.00%) of the respondents indicated that, they are exposed to risks at work during political rallies in Nairobi County (at work) and feel Unsafe, 27.20% were not sure while 21.80% felt they were Safe. The results had a mean of 2.45 and standard deviation of 1.22. The regression model fitness on nature of work environment versus Occupational, Safety and Health of Police Officers was done. As presented in tables, the coefficient of determination R Square is 0.520 and R is 0.721 at 0.000 significance level. The model indicates that the nature of work environment explains 52.0% of the variation in Occupational, Safety and Health of Police Officers. These research findings are of paramount importance when it comes to allocating work to Police Officers. The work environment should be put into consideration and well equipped, for example, in a terrorist zone. This will improve on their moral and be able to comfortably secure themselves and the nation.

Keywords: Work Environment, Occupational, Safety, Health, Police Officers
Indian companies promoting resilience through ESG performance”-A study of GRI-Sustainability Reporting Standards

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Abstract
In the contemporary business environment, to establish a strong position in the market companies invariably perform their business operations with greater Integrity, transparency and accountability. The corporate performance majorly impacts stakeholder’s expectations, most importantly Environmental, Societal and Governance performance [ESG]. Many instances have witnessed that major global crisis have turned up due to corporate performance such as climate change, greenhouse gas emission, wealth inequality, discriminations, financial frauds and corporate scandals so on. These impacts deeply disrupt stakeholder’s expectations and trust over corporates, consequences of these irregularities, the regulators and stakeholders demanding business owners and corporate leaders to disclose their non-financial parameters with respect to ESG have been paramount. The core objective of this article is to outline the deep concerns of stakeholders through non-financial reporting and the way GRI-sustainability reporting framework assist the companies to record and communicate their ESG performance to the stakeholders, as GRI-guidelines designed to helps organizations with universal and topic specific standards used by organizations for sustainability reporting. GRI 101-Foundation, GRI 102-General disclosure and GRI-103-Management approach are universal standard, and based on the topic specific organization uses GRI-200-Economic, GRI-300-Environment and GRI-400 Social issues. The study also aim to understand the way GRI sustainability reporting practices developing a win-win situation for both companies and their stakeholder through generating new revenue streams, earning the trust and respect among stakeholder communities. In the holistic view of ESG performance not restricted to company’s day to day activities influencing and impact on stakeholders communities, this article also align to attempt all the effort put in by the company’s commitment is contributing to shield the Environment, Social concern and a good governance operations in the direction towards achieving sustainable development goal [SGD] 2030.

Keywords: Environmental, Social and Governance [ESG], triple bottom-line, Stakeholders engagement, Non-financial parameters.
Economics of Disaster Resilient Community Housing: 
Case of Cyclones in India

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Abstract
As communities are becoming increasingly vulnerable to natural hazards, owing to global warming, the trends observed in the loss of human lives and property damage suggests that communities in India may not be resilient enough to extreme weather events (EWEs). Hence, disaster resilience planning is expected to include an in-depth assessment of a community’s interwoven social, political, and economic systems and how they are supported by the built environment. Housing is a significant dimension of infrastructure, that when fails, affects communities and occupants adversely. The study weaves around housing of communities and associated vulnerabilities and tries to attempt a framework that addresses these, and provides an accessible channel to financing bodies that seek to provide aid for the housing sector and vulnerable occupations and populations.

Through various frameworks, quantitative and qualitative, and case examples of cyclones in the past, indicators have been derived, a ranking of which has been obtained through expert survey. Solutions to these indicators are enlisted, and associated costs have been identified against each element. The framework attempts to place this study for EWS housing in Odisha, India, which is a economically weak state of the country, and is adversely affected by recurrent cyclones. Inputs for the framework have been prepared for a hypothetical scenario using data from Cyclone Fani (2019) and the output costs were compared to similar investments by financing bodies for similar projects.

The outcome helps observe that heavier investments towards the frontline of an EWE can make communities resilient towards cyclones, thereby significantly avoiding the need for rescue, recovery, relief and reconstruction. If the population is socio-economically stable, aware and lives in houses that are structurally stable and can withstand strong winds, destruction and casualties at massive scale are easily avoidable.

Keywords: Cyclones; Extreme Weather Events; Economics of Disasters; Disaster Resilience; Housing.
Abstract
India has the world's second largest labour force of 516.3 million people and although hourly wage rates in India have more than doubled over the past decade, the latest World Bank report states that approximately 350 million people in India currently live below the poverty line. In Asia, where rapid economic growth happens in tandem with increasing poverty the challenge is to solve societal problems through innovation and local knowledge production. In this background the paper is to discuss that India witnessed considerable growth in its social enterprise activity. The social enterprise ecosystem has evolved with support organisations providing direct, indirect, financial, and advisory assistance to social enterprises. Further it is very important to know that India ranks as the 14th best country to be a social entrepreneur, ahead of Australia (26th), China (34th), and Brazil (40th), according to new research from the Thomas Reuters Foundation. It is also important to review the literature on social entrepreneurs from the research studies and study reports. Further the paper discusses how the social entrepreneurs empower the life of communities and its role in shaping life of the communities who are not empowered through their poverty and lack of skills. Finally the paper will conclude importance of social entrepreneurs and contribution of entrepreneurs in shaping the life of the communities.

Keywords: Rural development, Social entrepreneurs, Knowledge production
Abstract
The study aims to examine the scenario of the S&P BSE and its major sectors before outbreak of novel corona virus and also the current performance of it. There is no doubt that the whole world has been affected badly; but here how the developing countries like India fighting against the COVID-19 and reconstructing itself. By using the simple statistical methods try to find the relationship between average returns, standard deviation, correlation and beta generated separately in order to examine the effect of COVID-19 on a stock market. The study identifies that all sectors were adversely affected apart from Health Care and IT sector due to a great demand for those during lockdown and after.

Key Words: coronavirus, BSE, Impact, Pre & Present affects.
Abstract
The extensive expansion of COVID-19 impacts the whole world by creating bundle of issues. Even stronger and
developed nations are also suffering from ambiguity of COVID-19. The current collapse trembles the world
economic direction. In this state of affairs, India is never losing the hopes in its aspirations. Whole world bowed
their eyes on India. Indian economy is a mixed economy where India should focus towards holistic development.
The contribution to GDP is earned from different sectors. Of course, even though agriculture is a backbone of our
economy. Here we should also know that the contribution of MSMEs towards GDP and economic growth. Already
MSME sector is facing lot of miseries. Although this lock down period has completely exposed this sector and any
kick start will necessarily be fraught with a number of insurmountable problems like fund crunch, scattered and
fleeting workforce, the communication barriers, supply-chain deadlock, stalling of import and export avenues and so
on. This paper has focus on teacher’s perception in developing MSMEs through IPR by effective academia and
MSMEs participation in the Post Covid-19 for economic sustainability. Both primary and secondary data are used
for analysis of the research topic.

Key Words: IPR, MSMEs, Sustainability.
Ref. No. 018/CAN/20/Online

Education and Standard of Living in Karnataka: An Overview

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Abstract
The present study made an attempt to analyse education level and standard of living in India and Karnataka. Tumakuru has made tremendous contribution in the area of education. Keeping in this mind. We compared the two census of population to understand the education level and standard of living in India and Karnataka. The study found that as education level play one of significant factor to increases standard of living at a steady rate. But government needs to take people pro policy to improve the standard of living through effective education standards.

Keywords: Education, Standard of Living, India, Karnataka, Tumakuru
Weaker Section’s Social Transformation: Exclusion and Inclusive Social Justice in India

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Abstract
Indian society is characterized by its long age stratification. Stratification emerges from different social values and survives so long the social values are not changed. Each strata can identify by its rigid social and religious practices. Dalits, or Weaker Sections as the ex-untouchables prefer to be called, are a very distinct social group. While belonging to a broad class of have-nots they suffer an additional disability of social oppression. Economically, most of them are still the poorest of poor. There is a need for the dalits movement to emerge as a movement for genuine emancipation and social transformation of weaker sections of the society. Social justice is a fundamental principle of democratic principles engaged in a politics of social transformation, to bring about a fundamental defeat of the brahminical social order. It is a change in the present economist definition of such transformation and strives for its redefinition in social terms. The Dalits movement needs to incorporate all the dimensions of struggle against the national and international establishment, thereby providing a new vanguard of social transformation and in the process broadening and deepening its own socio-cultural terrain towards social justice and redefining the concept of social transformation. In this backdrop the paper will trace the dalits social transformation redefining the social justice in India. Further the paper will discuss a combination of the literature review of social movements and social transformation. Finally the manuscript will define the concept of social justice, dalits social transformation redefining in the context of India.

Keywords: Social Transformation, Social Justice, Dalits, Inclusion and Exclusion
Importance of Big Data and Data Analytics in E-Commerce in India

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Abstract
Earlier, it was 5 M’s considered as resources needed for successfully running any business, Money, Machine, Method, Material and Money. But now most of the organizations use Data as one of the major resources for any business. Some of the complicated and time-consuming tasks can be completed in seconds. E-commerce is one of the emerging industries where we see the innovation in technology, products, trends, websites, Blogs, social marketing happens constantly. In this paper the attempt has been made to analyze the importance of Data and Data analytics in E-commerce industry in India. The detailed analysis has been made about the usage of data and application of data analytics in their business to enhance their performance. This paper is based on literature review and analysis of reports from NASSCOM and McKinsey Global Institute. Based on case study on Amazon company the application of Big data and data analytics as been discussed.

Keywords: Big Data Analytics, data analytics, data literacy, behavioral pattern, personalized recommendation and predictive analysis.
Ref. No. 021/CAN/20/Online

Impact of Covid-19 On Food and Agriculture

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Abstract
Disease outbreak and global pandemics have been the greatest threat for the sustainability of human existence. Mankind has witnessed many pandemics over the course of human history that killed millions of people and ravaged the global economy and politics. In the current context, the world is facing yet another pandemic as Corona virus disease of 2019 (COVID-19). Realizing the gravity of situation, every country has undertaken special steps to fight against the pandemic mostly with non-pharmaceutical measures involving social distancing and self-isolation. In addition, restriction in travel and trade are done in majority of countries to limit the spread of the virus. All these combat against the pandemic has vastly affected the major economic sectors such as Agriculture. Agriculture serves as the most important economic sector endorsing food security and human development. It is important to assess the effect of COVID-19 pandemic on Agricultural Production as it primarily involves the sustainability of human life and secondarily involves the economy.

Keywords: COVID-19, Pandemic, Impact, Food security, Agriculture, Agriculture production.
Abstract

India is the world largest Democratic country and the second position in population. Most of the population working under primary sector like agriculture, 63% of the population is directly or indirectly involved in agriculture, but still India can’t feed nutritious food for all the citizens of the country. Since the Independence of India trying to eradicate hunger, started many programs and schemes. In 2013 the government of India introduces an act National Food Security Act-2013 (Right to Food Act). The main aim of this act supply food and nutrition’s to all the citizens of the country. The government chooses the PDS system to make success full of this act. Under the act state government of Karnataka announce a program Anna Bhagya in 10/07/2013. This is the benefits of 1.9 crore families and the government expense more than 2500 crore per year. The result of this program was good there is no leakage because the government takes some of advanced technology like eKYC, mobile OTP. Through the Government fair price shops (PDS) distributes Rice and Ragi free of cost and supplying other commodities like Sugar, Salt, Dal, Wheat, Soaps, and Edible oil in offering ability cost. This is directly helps people to eat good nutritious food, and this program became model in the country. This article aims at to assess the role of National Food Security Act to turning India into a no Man Hungry.

The methodology used to this article is Historical and Empirical. Secondary data had been gathered from Government Websites and Articles appeared in the reputed Journals. And the Primary data collected through conducting survey to the area which is covered under the scheme. The data analysed by using pie chart and Column.

Keywords: Food Security Act, Public Distribution System, Anna Bhagya Scheme, Poverty, Nutrition
Abstract
Academic attention to smart cities and their governance is growing rapidly. Under the leadership of Prime Minister Narendra Modi, the government of India launched its flagship program, 'Smart Cities' on 25th June 2015. As part of the program, the government has decided to develop 100 Smart Cities by 2024. It aims to address challenges associated with India's rapid growth and massive urbanization in coming years. The objective of smart city initiative is to promote sustainable and inclusive cities that provide core infrastructure and give a decent quality of life to its citizens, a clean and sustainable environment and application of ‘Smart’ Solutions with Smart Collaborations/Convergence. The Smart Cities Mission is an innovative and recent initiative by the Government of India to develop smart cities pan-India to enable economic growth and improve the quality of life of people by enabling local development and using smart technologies to make its citizens life better.

This paper aims at identifying the role of Smart cities towards sustainable Development. The paper also highlights the profile of the selected cities in Karnataka state, India along with the profile suited for being selected amongst various other cities in the race for selection in the mission. There is an attempt to understand the SWOT and analyse them for achieving the mission’s goal. Understanding about the organisation structure helps to measure the key positions and their roles towards the mission. The paper also identifies the smart collaborations by the Mission for achieving the goal of sustainable Development. The ultimate objective of the study in this article is all about the effectiveness of smart city mission towards sustainable Development of the Nation.

Keywords: Convergence, Core Infrastructure, Smart City Mission, Sustainable Development, Sustainable Goals, Special Purpose Vehicles.
Managing Stress with Yoga During COVID 19 Crises

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Abstract
With the extension of corona virus all over the world the government of many countries declare lockdown to avoid spread of this deadly virus. During this period people staying at home are gripped with fear, anxiety, depression and mental disorders. This paper discusses how humans can make their mind calm and relax by doing yoga. Yoga is an age old natural therapy gifted to us by our ancestors which is effective to lead a healthy lifestyle. People staying at home must practice this antidote therapy which connects humans with nature.

Keywords: (Five words in alphabetical order) anxiety, corona virus, fear, stress management, yoga
Decentralized Institutions role in the success of the National Rural Health Mission: 
An Evaluation and Economic Development

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Abstract
In the backdrop of the National Rural Health Mission there are enough portents to suggest that PRI’s engagement in improving key health indicators will become a reality in India. The paper will discuss the role of PRI’s in order to expedite the process and to make it more effective, consideration of key issues related to empowerment of panchayats through funds, human resources and capacity are critical. It is also important to study on role of Rural Health Training Centre (RHTC) as a supporting component to a primary health care system for NRHM Programme in this paper. Further the paper will deal with the performance of NRHM in Karnataka and it can conclude that PRI’s engagement is perhaps the only existing mechanism to achieve large-scale community participation and reach the marginalized and vulnerable, particularly women, children, and the poor. It is the right time for us to evaluate NRHM programme and its economic development in India.

Keywords: Economic Development, Health Indicators, NRHM, Rural Development
Sustainable development Goals in India – An Interrelationship Study

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Abstract
India is a land of Rich heritage in culture, with nearly 135 crores of population with many of the natural resources availability across the different parts of the nation, Industrialization is at a pace in such a way that India is changing its face in front of the many developed economic nations and on offset it is also affecting the environment, it is the time everyone should think towards what best can be done towards the natural environment or society through the strategy known as Sustainability concept. Research paper is carried out to understand how sustainability helps in well-being of the community, paper also identifies how sustainable development goals such as Gender equality, Zero Hunger, Poverty, Equality etc. in India is managed by the people and Paper tries to obtain the interrelationship between the sustainable development goals for wellbeing of the society.

Keywords: Sustainable development Goals (SDGs), Corporate Social Responsibility (CSR), Sustainable Development Index (SDI), Millennium Development Goals (MDGs)
Economic Empowerment of Women: Self Help Groups Analysis towards the Sustainable Development

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Abstract
India is facing a number of challenges in consolidating, saturating and sustaining SHG movement, especially in SBLP. Towards this, the impediments need to be identified and appropriate strategies have to be developed to overcome the identified impediments. The Government promotional efforts need to be supplemented with learning from different states’ experiences and independent assessments and observations of present status of SHG institutions in the country. Self-help groups (SHGs) and women’s self-help groups (WSHGs) in particular, represent a form of intervention that is a radical departure from most current programmes. Self-help groups are small informal association of the poor created at the grass root level for the purpose of enabling members to reap economic benefits out of mutual help solidarity and joint responsibility. Self-help groups are formed voluntarily by the rural and urban poor to save and contribute to a common fund to be lent to its members as per group decision and for working together for social and economic uplift of their families and community. As these self-help groups are effective for eradication of poverty and social empowerment and sustainable empowerment. The paper will discuss the working of grassroots participatory implementation of self-help groups that is demand driven by ‘beneficiaries’ that, in other projects, often find themselves receiving goods or services in a manner that is opaque and impersonal. Further the paper will evaluate the self-help groups disburse microcredit to the rural women for the purpose of making them enterprising women and encouraging them to inter into entrepreneurial activities. Credit needs of the rural and urban poor women are fulfilled totally thought the SHGs. SHGs enhance equality of status of women as participation, decision-makers and beneficiaries in the democratic, economic, social and cultural spheres of life. The paper will conclude with the review of literature and how the women are empowered by the micro finance institutions socially and economically protecting their rights with valuable information for implementing agency as well as policy makers to enhance the performance of SHGs and sustainable development of women empowerment.

Keywords: Empowerment of Women, Micro-Finance, Self-Help Groups, Sustainable Empowerment
Social Networking and Access to Jobs in Sub-Saharan Africa: An Inquiry into the ‘Ima Mmadu’ Theorem*

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Abstract
In Social Networking and Access to Jobs in Sub-Saharan Africa: An Inquiry into the ‘Ima Mmadu’ Theorem, we carried out an inquiry into the allegation that most employees of the public sectors in most Sub-Saharan African (SSA) countries are people who are connected with influential members of society. This means that such employments were neither based on merit nor through regular employment procedures. Consequently, three objectives were set: to find out the fraction of public/civil servants who gained their employments due to their connections with influential members of society; to find out the fraction of public/civil servants who actually gained their employments based on merit; and finally, to make recommendations based on research findings. The main hypothesis is that access to public sector jobs in most SSA countries does not depend on connections with powerful members of society. A multi-stage random sampling technique, comprising two stages of sampling, was used to obtain the data. The first stage was a pilot stage. 100 public servants from different government departments were given copies of questionnaire and asked to freely write down how they got their jobs at the first instance. Their responses enabled the determination of the variables to include in a multiple regression analysis of covariance (ANCOVA) model. The second stage involved the distribution of well-structured questionnaire encompassing all the variables obtained at the pilot stage, and administered to 500 public servants from various government departments. The target is to find out how they all had their jobs at the first instance. This produced interesting outcomes. The regression results show that most of the public servants gained employments into different strata of public departments as a result of their connections with some influential members of society. The main recommendation is that leaderships in SSA countries should ensure healthy process of recruitment into their public sectors so as to ensure equity and fairness thereby giving equal opportunities to the entire citizenry.

Keywords: Social networking, public servants, random sampling, questionnaire, recruitment process
Sustainable Development Practice - Development of Predictive model to forecast the Generation of Municipal Solid Waste in Davangere (Smart City), Karnataka

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Abstract
Municipal Solid Waste (MSW) is an outcome of human activities. In a populated country like INDIA, majority of cities facing problems associated with Municipal Solid Waste (MSW). Migration of people from rural to urban is adding fuel to this problem. The local governing bodies trying hard to manage municipal solid waste. Many of them started treating these wastes as resources and trying to convert them into a renewable energy. The main objective of this paper is to identify the major influencing variables that affect the generation of solid waste. The study was undertaken for Davangere in the state of Karnataka, India which is under the scheme of smart city. The sustainable development of a city needs a sustainable approach towards the Solid Waste Management. The suitable predictive model will certainly help city administrative body to adopt best practices. In this research the linear predictive methods were employed to develop the predictive model. The total solid waste generation, total population, households, per capital income, working age population (15-59 years) and literacy rate were considered as the variables for the study. The Correlation and Principal Component Analysis were executed followed by regressing the dependent variable (total solid waste generation) by using principal components. The regression equation was arrived with the $R^2=0.9134$.

Keywords: Predictive model, Regression Model, Smart city, Solid waste management, Sustainable City Development