

IMPACT

INNOVATIVE MANAGEMENT PRACTICES
AND CREATIVE THINKING

A JOURNAL FOR MANAGEMENT PROFESSIONALS

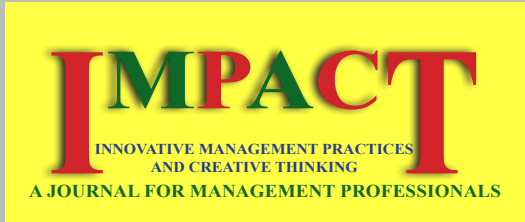
Climate
Change



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Greetings from **IMPACT**



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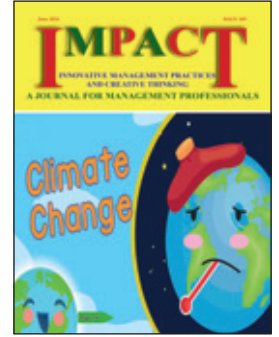
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Dear Readers,

India's 2024 Election: Modi's Third Term Victory Amid Challenges

India's 2024 general election results have been declared, and Prime Minister Narendra Modi is set to serve a third term in office. His political alliance, led by the Bhartiya Janata Party (BJP), secured a solid majority of seats in India's Parliament. However, this victory comes with both opportunities and challenges.

Modi's victory reflects the electorate's confidence in his leadership. Over the past decade, his administration has made significant strides in strengthening India's armed forces. Centralized control, joint operations, and integrated battle groups along the borders with China and Pakistan have bolstered military capabilities. Additionally, the Modi government has fostered defense ties with the United States, Japan, and Australia to counterbalance China's influence.

Despite these achievements, India faces critical challenges. First, more than half of the defense budget is allocated to personnel and pensions, limiting resources for modernization and upgrades. Additionally, much of India's military hardware is of Russian or Soviet origin, which may hinder maintenance and spare parts availability². Furthermore, China remains a formidable adversary, with a defense budget three times larger than India's.

As Modi begins his third term, he must navigate these complexities. Balancing military modernization, strategic partnerships, and domestic challenges will define India's trajectory. The world watches as the nation's largest democracy charts its course under Modi's leadership.

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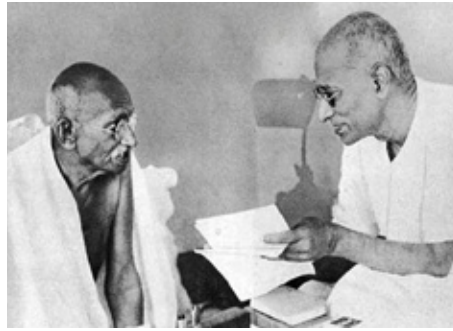
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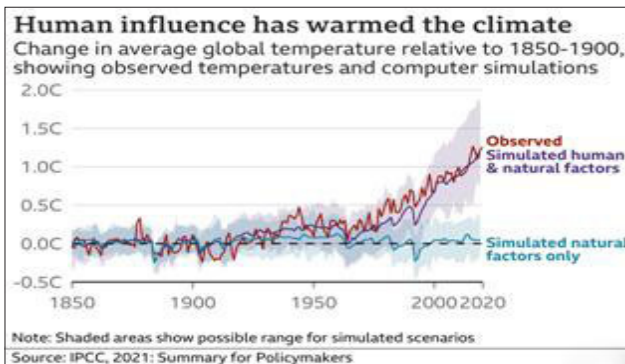
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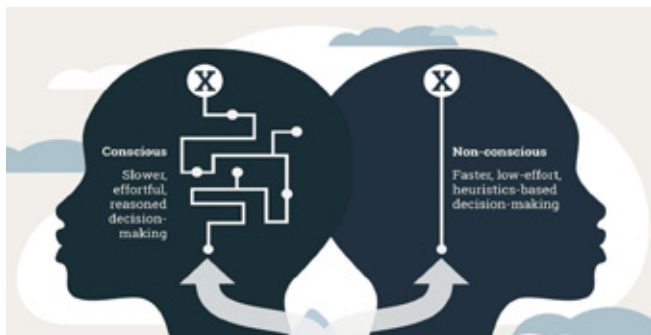
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Become Happy Now Don't Postpone Happiness

There is no human being in the world, who does not want to be happy. Every one wishes to be joyful and cheerful all the time. But what is happiness differs from person to person. For some, a good food is happiness. For some, wealth is happiness. For some, undisturbed sleep is happiness.

For some, career progression is happiness. And so on and and so forth.

Again, when to be happy, changes from person to person.

For some, it is cheerful to be a child upto 5 years- no school, no lessons and no home work. Always playing, playing and playing. Now and then, eating and sleeping. Not even bath or change of dress.



For some, it is the school period- no worry, no problem and no restriction. Always making friends and sharing fun.

For some, it is college life- always ragging the juniors, looking at young girls and spending pocket money.

For some, it is the bachelor life- earning, spending what you earn, picnicking, seeing films and of course, falling in love every day with a new face and avoiding marriage.

For some, it is the initial period after wedding, especially a love marriage- it is heaven in your hands with your spouse, honey mooning, going around the world without any responsibility.

For some, it is with young kids, one or two. Enjoying with children and wife.

For some, pursuing your dreams in your official life, getting promotions, reaching the Corner office and ruling over the lives of your Juniors and deciding their fate.

For some, enjoying a calm and care free retired life with children having been settled in life and having a second honey moon with your life partner

And for some, ultimately spending time with your equal age friends at the Retirement Homes and waiting for the Final Call from the Heaven.

Don't Postpone Your Happiness!



When was the time when you were most happy

Can you say when you were most happy?

When you never felt lonely?

In case you are born again, will you choose the same life, same parents, same wife and same children?

Can you say with confidence and conscience that you never had any difference of opinion at any time of your life with your parents, siblings, wife and kids?

The answers to all these queries will be a negative one at some point or other in our lives.

At some juncture, it is unhappiness, loneliness, a big NO and emotional disturbance.

I learn that in the UK and Japan, there are Ministers whose portfolio is to devise means to help people deal with loneliness, unhappiness and disappointment.

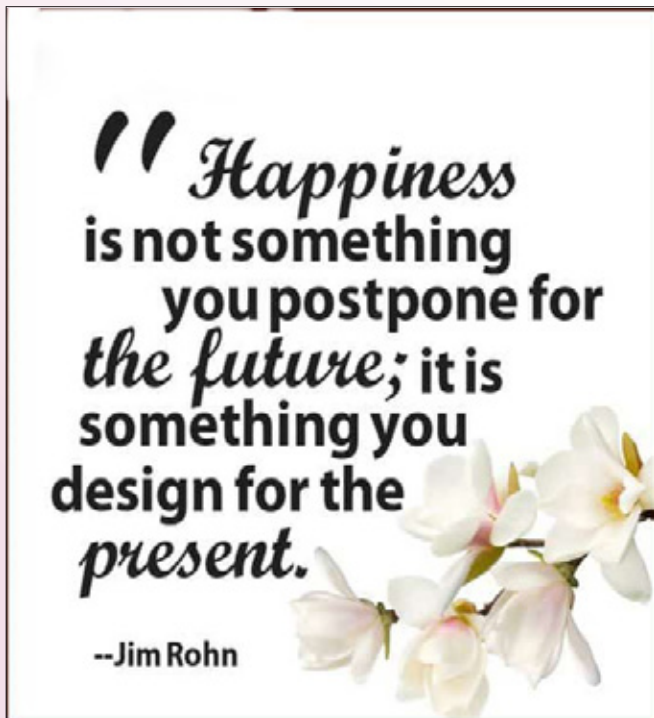
According to the recently appointed US Surgeon General Dr Vivek Murthy, an Indian American, half the population of the USA, suffers from the mental malaise of loneliness, which he says, can be as harmful as smoking 15 cigarettes a day.

In 2020, an NGO Survey in Mumbai found that 75% of its respondents felt alone, although they



lived in family households with their children or near and dear ones.

It has been found that in almost in all family lunches or dinners, each one is looking at his/her mobile phone. Only in films, the family Senior can shout “ No mobile allowed during dinner time.” In real life, this can't happen or can't be followed!



Success and Happiness

Success and Happiness are the direct outcomes of our thoughts and actions.

I suggest the following medicines for you to become happy-

Exercise

Natural food

Occasional fasting

Vegetables and fruits

Laughter

Sleep

Sun

Meditation

Good friends and

LOVE.

Never postpone Happiness.

Start it from today and from this moment, as Tomorrow is not guaranteed.

R. Venugopal

Mr. Venugopal has served in LIC of India from 1968 to 2006 for 38 years and retired as an Executive Director.



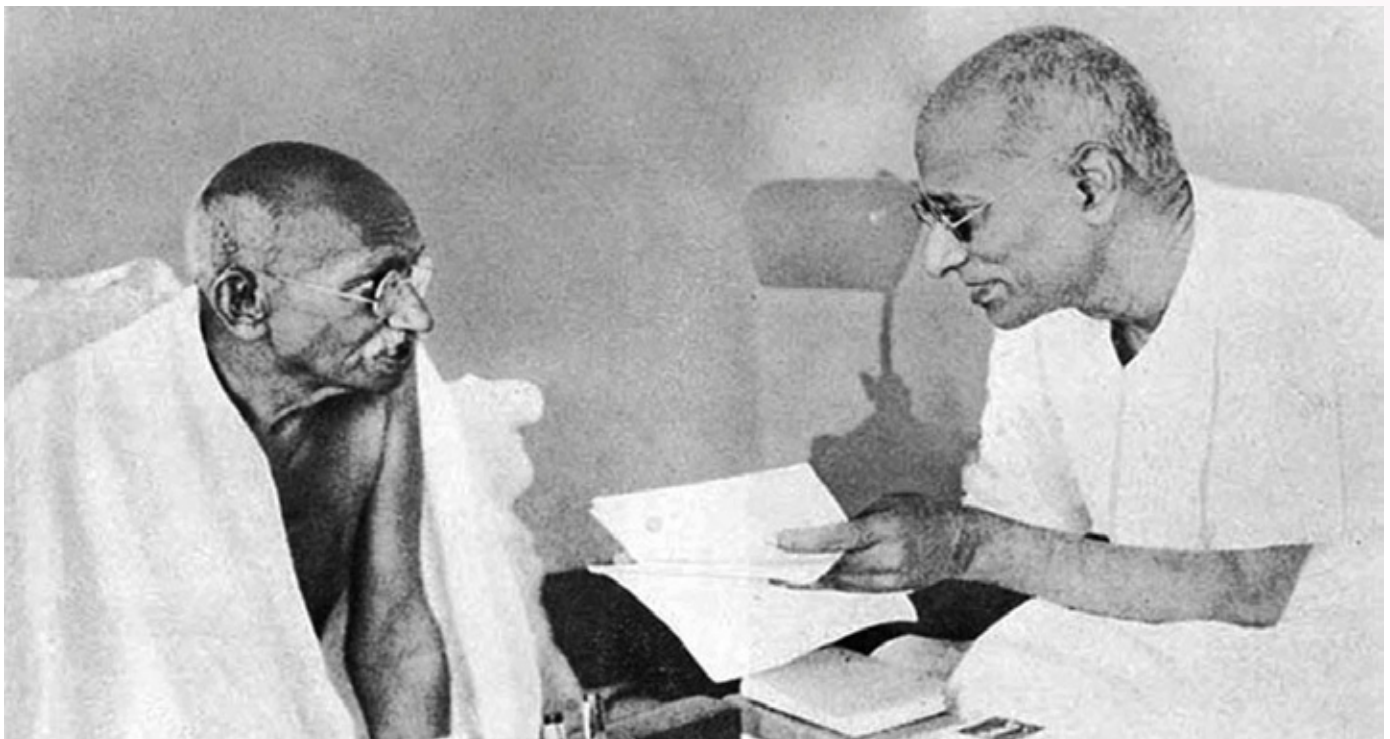
Cripp's Mission and Rajaji

World War II, which began on 3rd September 1939, landed England (which was then ruling us), in deep trouble, during the beginning of 1942! Hitler's forces occupied almost half of Europe including the entire France and were poised to attack England from the Northern tip of France, known as Dunkirk. The P.M of England Mr. Winston Churchill, an avowed hater of India, became panicky and decided to seek the help of India, for recruiting soldiers to fight Hitler.

Sir Stafford Cripps, a Minister in Winston Churchill's Cabinet, arrived at India on 23rd March 1942, as an emissary, to talk to Mahatma Gandhi and others. During those days, this was known as 'CRIPP'S MISSION'. The three important

proposals put forth by Cripps, were 1) India would send soldiers to supplement the British Army, to fight against Hitler's forces 2) India would have its own Govt upto the level of 'DOMINION STATUS' 3) As soon as the war would be over, modalities of full fledged Freedom would be worked out, including, the Partition of India, which the Muslim league leader Mr. Mohammed Ali Jinnah, was harping upon.

While Mahatma Gandhi totally discarded the proposals, asking Sir Stafford Cripps to take the next flight back to London, Rajaji differed and wanted Mahatma Gandhi to accept Cripp's proposals forthright, as that was the point of time, when England was weaker and India was stronger, as they (England) were the seekers, and we (India)





were the givers. Mahatma Gandhi, turned down Rajaji's advice and embarked on a massive 'Quit India' Movement on 9th August 1942, which Rajaji termed as a colossal futile exercise. Later events proved that Rajaji was right. Because, ignoring the views of Mahatma Gandhi, lakhs of Indians joined the British forces. In fact, the Eighth Army, which trounced ROMMEL, the German General, consisted of only Indian Soliders. The

Interim Govt, with Pandit Nehru as the Head, constituted on 5th September 1946 (11 months before Independence) was practically Dominion Status with the British Viceroy as the figure head. Finally, India was partitioned against the wishes of Mahatma Gandhi, by the enactment of 3rd June 1947, in the House of commons.

If only Rajaj's advice was heeded, we could have prevented the death of thousands of Indians during the Quit India Movement, as well as the massive killings of the Hindus during the 'DIRECT ACTION DAY' of 16th August 1946, announced by the Muslim League leader Mohammed Ali Jinnah.

This Day in History

27 March 1942

Gandhiji meets Sir Stafford Cripps in New Delhi; later declares Cripps proposals to be a "post-dated cheque". The Cripps Mission was sent by the British government to India in March 1942 to obtain Indian cooperation for the British war efforts in the 2nd World War. It was headed by Sir Richard Stafford Cripps, a labour minister in Winston Churchill's coalition government in Britain.

Dr. H.V. Hande

*Former Health Minister of Government of Tamilnadu.
Founder & Director of Hande Hospital.*



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Decision Making -The Most Important Aspect of Human Life

Our decision decides many things in life and many things decide our decisions in life.No one is born with the experience of decision making rather we experience the process as we grow and interact with our surroundings. As Mark Twain has said it, “Good decisions come from experience and experience comes from bad decisions”. And isn't it that the decisions we consider as bad today were the best ones at the moment we made them.Maybe decisions are not bad or good rather the most suitable ones in their respective situations.If any decision taken by us leave us with any sorts of guilty feeling, maybe we

can retrospect it as a not so suitable one. Family and it's values play an important role in shaping the decision making in children.At first we consider our parents's decisions the best and as we grow and experience other ways of living we slowly develop the abilities to compare and comprehend and try to bargain other options with our parents be it of buying a toy or a chocolate or deciding the schools and colleges.At first parents are the primary decision makers and we are the secondary followers.As time passes and we pass through time growing up to become youngsters and then adults,we become the primary decision makers and





our parents become the secondary followers. As if a tug of war begins between parents and the children and as if the cultural gaps between our parents' generation and ours keeps supplying the desired fuel to this tug of war to keep happening. And just like the churning of the ocean, this tug of war of decision making ultimately ends in teaching us the art of making decisions in life. And knowingly or unknowingly, we step into our parents shoes, at first becoming role models for our children and then modelling various roles decided by our children. This is an ongoing process and it will continue so forever.

During the highschool days, we had the famous poem of "The Bangle Sellers" by Sarojini Naidu in our English literature textbook and I still remember how our English teacher Bidyut Prabha Rath ma'am had narrated the thoughts of Sarojini Naidu while narrating her poem. Different coloured bangles associated with different stages of a woman's life as she grows from a tiny daughter to a maiden and a young woman to become a wife and a mother and so on. Modern social thinkers believe that decision making is the most important aspect of the social movement called "women empowerment". And

maybe it's a valid argument as in our society women are not free enough to make independent decisions though they are capable of doing it. As if, women need to show the ability to show resilience against all forms of resistance incurred against their decision making ability. Are we free enough to take our decisions as woman at various stages of our life as daughter, as an independent young woman, as a wife, as a daughter-in-law, as a mother, as a professional and so on!

When I was a kid and we siblings used to quarrel and fight, I was retaliating against my elder brother by hitting him when he used to hit me. That was natural as a human being but I had to retaliate against my mother too upon doing so as she would scold me condemning my act of raising hand against my elder brother and I arguing with equal voice used to fight with my mother condemning her inability to see the fault in my elder brother of initiating the fight by hitting me first. Isn't it that some norms of the society in general and family in particular start building the spider web like restraints around us and try to shape our thinking processes and as if with time those webs become strong like iron chains and our attempts to free ourselves from those suffocating



entangles becomes the fertile ground for the seed called decision making in life to germinate . Then ,as a kid,it was beyond my ability to appraise my mother's norms and it so happened in life that at every stage of life,I had to raise my voice against some such norms that I encountered at first and felt abnormal and they were my own decisions and I had to face the reactions too.We were born and brought up in a PSU township and life there was quite different from the life in our parents native. During one summer vacation in the native place,I had encountered one such abnormal practice.While playing when I happened to touch one of the kid,I was asked to take bath and change the dress and later when I came to know that the child was belonging to a so called lower caste in the village,I had argued vehemently with my father and other elders of the village against those practices of untouchability .Gradually when I grew up and my circle of interaction grew larger,I could visualise the various types of

social and psychological forces that interact with us in our daily life and also at crucial stages of life in shaping the decision making process of our life. As we grow,our roles grow up and we almost need to make decisions at every moment of our life.At times, social decisions, and at other times political decisions.Sometimes personal decisions and sometimes public decisions. While at times religious decisions at other times regional decisions.As if life is an endless process of decision making.

Every aspect of life that we experience as a member of the society has dual impacts on us.On one hand they help us grow robust and on the other hand they rob us to dust.As individual,it becomes crucial to take suitable decisions at every stage of life or learn from the unsuitable decisions and master the art of decision making. When I introspect my life lived so far,I come to a central point that has played the central role



behind my decision making process. I have fought badly for two things in life, one is justice and humanity and the other is love and unity. And as my thoughts so my circumstances and from 12 years old child raising voice against caste based untouchability in Village to 42 years old woman raising voice against class based social disabilities in metro city, for almost three decades it was my decision to raise voice for justice and humanity and also raise views for love and unity. Several times, I found myself in the shoes of Arjuna. While on one hand raising voice was making me closer to humanity, on the other hand it was taking me away from my own human beings. Somewhere between the war of human being and being human I was losing peace of mind. I had made the decision of attempting UPSC exam to become a civil servant to serve the people but my civil services career journey confined me to the house of a civil servant and I kept fighting for justice and humanity as a failed aspirant. It was my decision to choose my life partner who had given me life while I was struggling the worst and my decision had taken away from me my father's love who had loved me the most and whom I had loved the most. To chose to love, to decide to love has been the toughest test of life. Chasing love I have lost love. But there comes a point in life, when we need to take the ultimate decision in the battlefield of life, just like Arjuna who was

idealistic in his thoughts but was suffering from conflicting morality as to how to stand against his own near and dear ones who were unjust and unfair. Whom and what can we choose in our life? Isn't it that our life is like the battlefield of Kurukshetra?

My war of Kurukshetra came to an end, the day I made the strong decision of supporting justice by standing against my own people within the family and outside the family in the community not to propagate hatred but to pursue love and peace. Time the ultimate healer and teacher, has transformed me from a fighter to a builder by healing my wounds that I incurred by making my own decisions in favour of love and justice and it has done the ultimate justice to me when I had prayed to almighty to make me a performer despite my invisible inability that I suffered from the fall from the train and after several years of several decisions made by me, I am thankful to almighty that I am not burdened with any guilty feeling of having taken any wrong decisions. Every decision was a step just like a toddler put till he or she learns to balance against the force of gravity and stand erect to walk and run to complete the rest of the journey of life. I have learnt to stand erect though the broken bone in the waist area kept pulling me forward and I am not left backward rather I am marching forward slowly and steadily. And it's said that, "Slow and Steady wins the race".

Ms. Chinmayee

Am a full-time homemaker and a self-taught passionate artist and an amateur writer looking forward to take my passions to a professional level. I have written certain situational stanzas in English and an amateur autobiography of my life experiences from 1999 to 2021 in Odia titled Baishi Pahache meaning on the 22nd step.



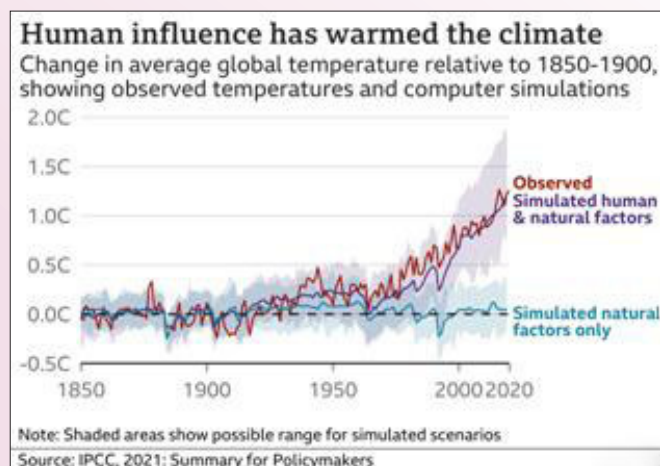
The Future at Risk: The profound impact of Climate change on Child Health and Development

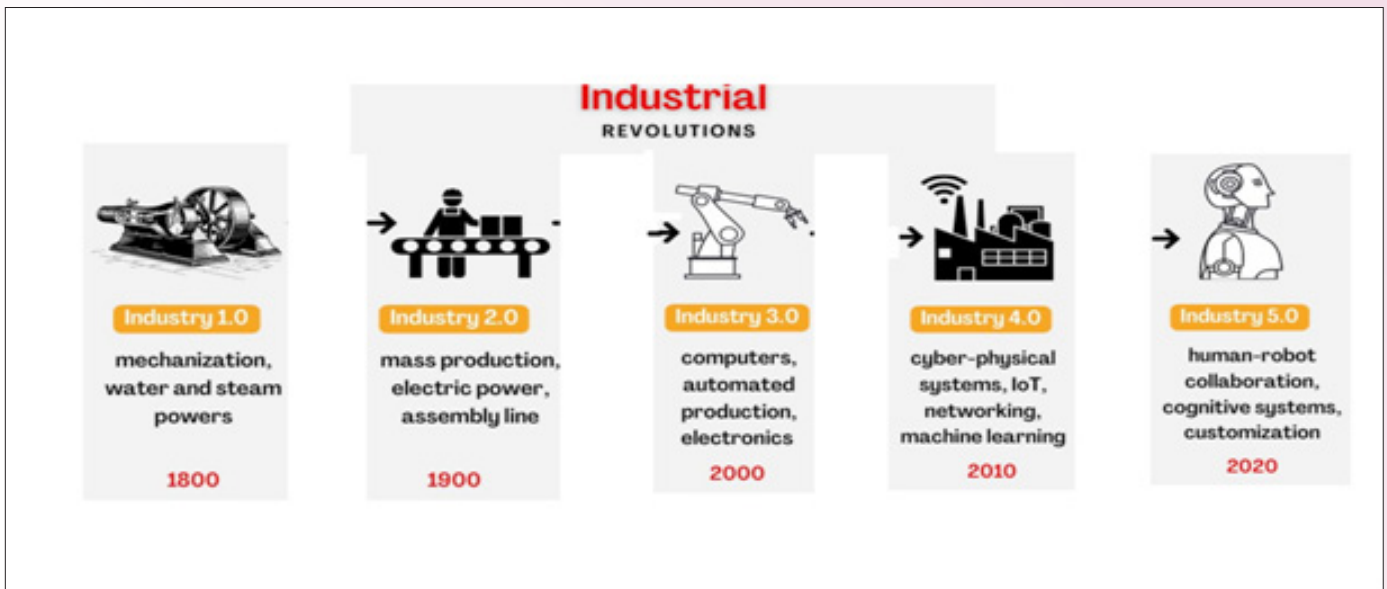
Climate change is not just an environmental issue, it's a growing children's health crisis. Climate change and environmental sustainability is a crisis in motion that is increasingly putting at risk our health and well-being and children being one of the most vulnerable sections of society, are more at risk compared to the adults. The IPCC Sixth Assessment report (2023) suggests that global surface temperature has already increased by 1.10 C on an average compared to the pre-industrialization era, with global mean sea level rise by 0.20 M compared 1901 to 2018. This global increase in rise in temperature and sea levels has immense impact on security and sustainability of the human habitations which are dependent on climatic systems and natural ecosystems. Regions with considerable development constraints suffer from high vulnerability to climatic hazards.

Extreme weather events are exposing millions of people to acute food insecurity and reduced water security, with the largest adverse impacts being observed in locations and communities primarily in Africa, Asia, Central and South America, LDCs, Small Islands and the Arctic, and globally for Indigenous Peoples, small-scale food producers and low-income households (IPCC AR6, 2023).

According to US EPA 2023 report, children are uniquely vulnerable to climate change in part because of the natural physiology of developing and growing bodies. The report suggests that exposures to climate-related stressors can occur in a variety of ways, some of which are distinctive to children, including through outdoor play and at school. Children, and young children especially, have less control over their physical environments, less knowledge about health effects from climate change, and less ability to remove themselves from harm. Climate impacts experienced during childhood can have lifelong consequences stemming from effects on learning, physical development, chronic disease, or other complications.

Industrialization began in the year 1800 and has been accelerating rapidly. Alongside this growth, the world's population and its demands have been expanding daily. Consequently, greenhouse gas emissions have been rising at an alarming rate,





Every businessman and businesswoman and younger generation must be responsible to understand, how climate change is NOT just changing the planet: It is changing us.

contributing significantly to global warming. The primary sources of these emissions include burning fossil fuels (49%), agriculture (13%), deforestation (14%), and industrial processes (24%)

The Issues of Climate Change:

Poverty Problem:

- Climate Change impact on the ability to accumulate assets, impact on children – Extreme poor, living in remote and conflict areas
- Climate change impact on disease and health, and natural disasters, which affect poor people and people vulnerable to poverty

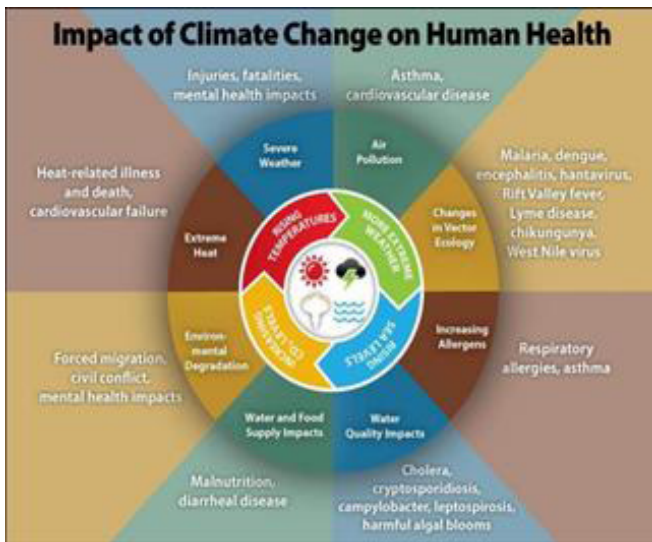
Hunger problem:

- It is difficult to anticipate as productivity will increase in some areas and decrease in others.
- Rise in sea level will inundate flood plains and river valleys (lush farmland)
- Warmer temperatures will decrease soil moisture requiring more irrigation
- Elevation & altitude where certain crops can be grown may have to change.

- Agriculture: Extreme weather events such as drought, flooding and heat waves have adverse effects on irrigation systems, soil & water degradation, crop yields and breeding cattle etc..
- Shifting production areas for familiar crops, livestock and fisheries
- Degraded farmlands, wetlands and forests

Health problem:

- Air pollution is a significant environmental concern that affects both human health and the ecosystem.
- Changes in vector ecology can lead to the spread of infectious diseases as vectors like mosquitoes and ticks expand into new areas.
- Increasing allergens, such as pollen, are exacerbating respiratory conditions, particularly in urban areas.
- Water quality impacts include contamination and scarcity, which pose serious risks to health and livelihoods.
- Water and food supply are being threatened by climate change, leading to potential shortages and increased competition for these essential resources.



- Environmental degradation is the deterioration of the environment through depletion of resources, destruction of ecosystems, and extinction of wildlife.
- Extreme heat events are becoming more frequent and intense, posing health risks, especially to vulnerable populations.
- Severe weather patterns, including storms and floods, are becoming more common, causing widespread damage and disruption

Education problem:

- It damages the educational infrastructure, leading to the deterioration of the school learning environments.
- It leads to reduced enrolment, as extreme weather conditions make it difficult for students to attend school regularly, hence reducing learning outcomes.
- Climate change contributes to slower progress on Sustainable development goals [SDGs], particularly those related to quality education.
- Climate Change exacerbates inequities for marginalized groups, such as rural girls, indigenous groups and disabled groups, further hindering their access to education.
- Extreme temperatures, both high/Cold, can affect the performance of the teacher and student.

Empowerment problem:

- Climate change contributes to the displacement of individuals and communities through a range of coercive actions, including forced relocation, abduction, intimidation, expulsion, family separation, unjust imprisonment, physical assault, sexual violence, and other forms of cruel treatment

Water problem:

- Decreased in snowfall due to warming lead to proportional increase in rainfall
- Increased water usage at most of all industrial areas
- More severe droughts between rains
- Poor quality of water,
- Extreme flooding and cyclone,
- Increased potential evaporation and water temperature

Economic problem:

- No money in the banks due to high importation levels
- From 2014-2015 we saw increase importation of grain and other commodities from Zambia and South Africa leading to cash shortages in banks
- This was a result of drought which led to poor harvest and deindustrialisation
- Cash Shortages
- No money in the banks to pay for fees and to cover transport expenses
- Community problem: The climate change disrupt the Access to resources – land & water, financial resources, productive resources, access to decision making, knowledge and technology and services & market
- Resource problem: The resource efficiency & environmental benefits affects everything around us – Water, Mobility / Transportation / IOT / Smart buildings, Materials, Agriculture and Energy etc..



- Commitment Problem: This act as Drivers for business to understand climate change policy risk, market risk, climate change impact, Business Risks (consumer demand for green products, services), Business Actions (new products, new opportunities). Also build and comply for adaptation, new investment and new review streams. overall contribute for government policies.
- Climate change is exacerbating anthropogenic (eg water pollution, land runoff, overfishing and natural (storms & coral disease) threatening the heart of culture and economies.
- Ecosystem problem: The entire eco system [soil, ground water, animals, vegetation, surface water, atmosphere crops, fish, rock etc..] is getting changed due to climate change

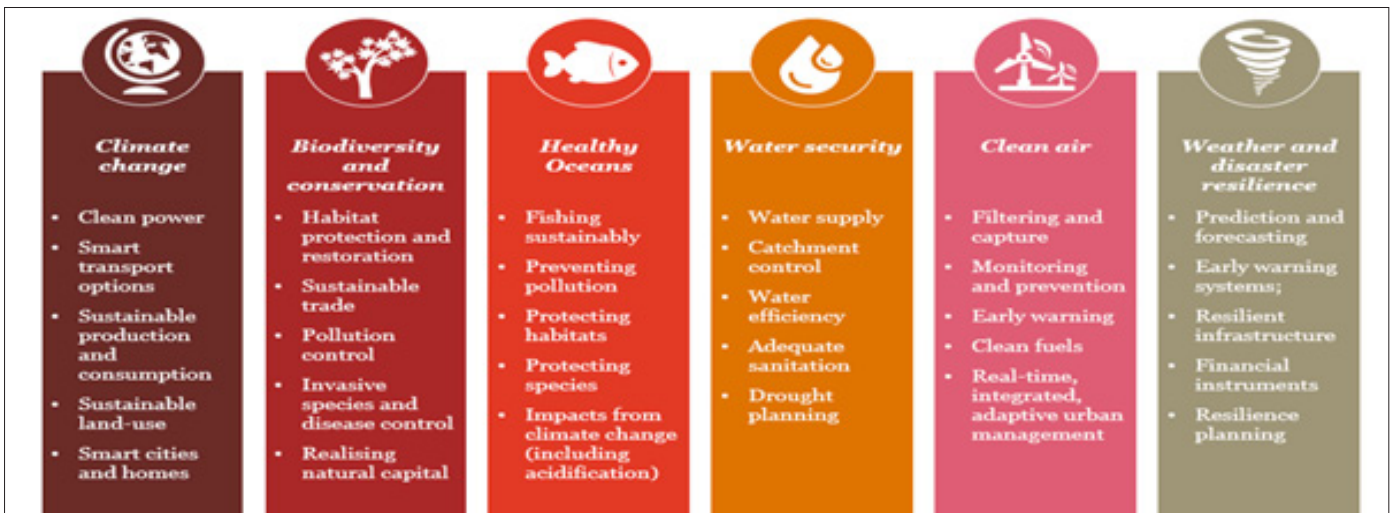
Ocean problem:

- The Climate change is affecting the world's ocean modifying their temperature, nutrient supply, water chemistry, wind systems, and ocean currents, dramatically impacting marine biodiversity.

Overall is a global Problem

We often hear phrases like, 'This summer is hotter than last year,' or 'The weather is getting warmer; let's install air conditioning in all the rooms

Most popular saying are that....



CLIMATE IS CHANGING: SO WHAT?

- Yes, Climate is changing: what can I do? – It’s the Government Role.
- What’s the Big Deal? Why should I be mindful to switch off (wifi, switch, laptop charger, fan, lights)

Impact of Climate Change: Children & Vulnerability:

An estimated 240 million children are at risk of not achieving their developmental potential in the first 5 years of life, due to various barriers that hinder their full participation and development. Annually in Tamil Nadu, 10.21 lakhs women are getting pregnant, and about 9.31 lakh infant are born, 5% of newborn gets admission in SNCU. Nearly 1.7 million babies are born with birth defects every year in India. Congenital birth defects constitute 13.4% of loss of life and quality of life in years due to disability in children under 5 years of age group.

Children physically, psychologically, and socially experience health effects differently from adults. Children have less control over their physical environment than adults.

Children get exposed at different levels, during preconception and prenatal stage affects, due to poor breastfeeding and early restricted diets

contributes to low birth weight and babies with congenital anomalies, Children are vulnerable due to their Exploratory behaviours like - Hand-to-mouth behaviours usually without hand washing

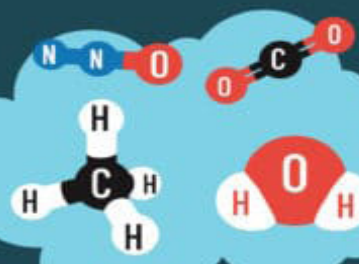
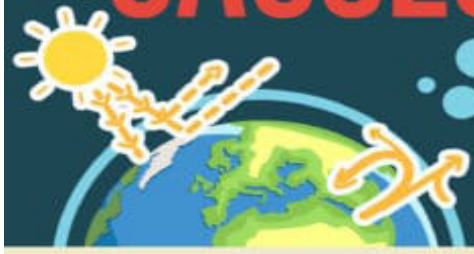
Dynamic developmental physiology in children involves anabolic growth, vulnerable windows of development, immature immune responses, cognitive immaturity, increased susceptibility to dehydration, limitations on antimicrobial use due to age-related toxicities, and sensitivity to preventive measures like pesticides.

Longer life expectancy can be affected by disruptions in education, nutrition, and PTSD (Post-Traumatic Stress Disorder). The long-term effects of inadequate nutrition, dependence on adults, and the vulnerability of pre-ambulatory babies who cannot remove themselves from heat should all be considered in disaster planning. Additionally, adolescents may not always recognize danger.

Climate Change Affect Child Health Both Directly and Indirectly:

Extreme Heat: The extreme heat has increased adverse effects on pregnancy and birth outcomes, puts infants at high risk of mortality, increased hospital visits, hospitalizations, heat stroke and heat exhaustion.

CAUSES



GREENHOUSE EFFECT

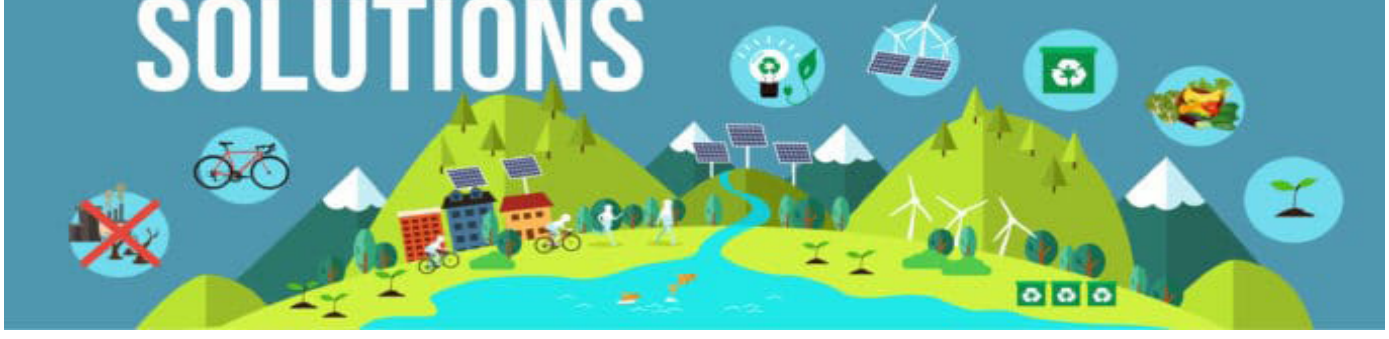


GLOBAL WARMING



EFFECTS

SOLUTIONS



Extreme Weather Events: The direct impact of Extreme weather events during drought/ wild fire) – death, injury, displacement and poor air quality, during storms & floods – displacement and infrastructure disruption/ death & injuries, psychological effects, waterborne illness etc...

Ecosystem: Climate change affects child health when mediated through ecosystem due to air pollution (asthma, allergies, lung growth and infection, neurodevelopmental damage, infant and all age mortality), food and water diseases, vector borne diseases (diarrhea, malaria and dengue etc...)

Mediated through Human Institutions: Climate change affects child health like under nutrition, occupational and outdoor exposure, displacement, mental stress and violence. The poor nutrition affects child health due to agricultural production, socioeconomic factors. Mental health and violence increased as well – acute & chronic protection, resource degradation and conflict and forced migration etc..

A child with Adequate Access to health and nutrition Overcome from the Climate shock & life longer with more resilience.

Navigating Climate Change & Be a Responsible Citizen/Business Entity:

Business Impact: Climate change significantly affects various business sectors, leading to supply chain disruptions and influencing consumer behavior.

Adaptation and Mitigation: Businesses can adopt strategies to adapt to climate change's effects and mitigate their environmental impact at individual, institutional level.

Financial Implications: Highlight the financial risks and opportunities associated with climate change, including costs of inaction and benefits of sustainable practices.

Regulatory Environment: Provide insights into current and potential future regulations that may impact business operations related to climate change.

Innovation and Competitive Advantage: Explore how businesses can innovate to reduce their carbon footprint and gain a competitive edge.

Corporate Responsibility: Emphasize the importance of corporate social responsibility and how businesses can lead in the fight against climate change.

Stakeholder Expectations: Address the growing expectations of stakeholders (customers, investors, and employees) for businesses to take climate action.

Its Time for CHANGE:

It is time for Change to Save Energy, Reduce Waste, Reduce E-waste, Adapt healthy lifestyles. Reduce Single Usage Plastic, Save Water.

Always Remember Two Things

1. Climate is Not Just Changing the Planet: It is Changing Children – The future”
2. Look Beyond & Be the Change Maker

Ms.Subha Jayaram

Is an Independent, passionate, and dedicated development professional with 20+ years of experience [Former SBC consultant for UNICEF Tamil Nadu, CSR operation Head at Corporate Foundation, and International NGO]. She is a strategic thinker, ability to innovate new ideas. Successfully developed communication strategies for behavior change related to risk communication & communication engagement for COVID vaccination, immunization, and cancer prevention. Skilled at organizing training sessions and building impactful partnerships. .



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Why did 2024 Lok Sabha predictions miss the mark? Here's the science behind exit polls

Experts say limitation of sampling methodology, reworking of uniform swing regions and structural issues could be behind polling industry mistakes

On June 4, many people took to X (formerly Twitter) to slam the exit poll predictions after counting began for the 2024 India Lok Sabha elections.

Chetan Bhagat, author and columnist, for example, wrote: “Either exit polls lied. Or interviewed voters lied to the exit polls. Or exit polls used flawed methodologies...” Sumanth Raman, sports commentator, said: “Those who did the exit polls must be held accountable. No way they could have missed the trends if they did the poll genuinely.”

Pollsters like India Today-Axis My India, Chanakya and ABP-CVoter, to name a few, predicted that National Democratic Alliance (NDA) would get 350-400 seats. Other pollsters estimated that the alliance would get over 350 seats.

But, on election day, the alliance managed to win only 293 seats, according to newspaper Indian Express, with Bharatiya Janata Party (BJP) bagging 240. The exit polls had grossly overestimated NDA's numbers, predicting a landslide victory.

This is not the first time that exit polls have got it wrong. In 2014 and 2016, exit polls underestimated NDA's numbers. In 2014, the alliance won 336 seats, while the former United Progressive Alliance (UPA) led by Indian National Congress secured just 59 seats, with the rest 149 going to others.

“Almost all polls, including the exit polls, grossly underestimated the strength of NDA and overestimated the strength of the UPA, even though they did predict the victory of NDA,” read a 2021 preprint paper.

In 2019, the story was the same. Only two pollsters — India Today-Axis My India and News 24-Today's Chanakya — got the numbers right.

So, why do exit poles go wrong? Down To Earth spoke with experts to understand the history of exit polls in the country and the reasons why pollsters probably overestimated the predictions.

What are exit polls?

Exit polls are surveys conducted immediately after voters leave the polling stations. Pollsters use probability and statistics to forecast election results.



2024 general election result counting in progress by Rajasthan State Election Commission. Photo: Chief Electoral Officer, Rajasthan @ CeoRajasthan / X (formerly Twitter)

In 1936, Gallup, an American multinational analytics and advisory company, accurately predicted Franklin D Roosevelt's victory over Alf Landon in the United States presidential election. The company based its prediction on the scientific sampling of a few thousand people.

“While this science has been around for a long time, the polling industry in India took off from the late 80s onwards, after a gap of close to 40 years,” Amogh Dhar Sharma, departmental lecturer at the Oxford Department of International Development, told DTE.

This, according to Sharma, is crucial because, in the 80s, Indian elections became far more unpredictable. This period also witnessed a rise in the regionalisation of Indian politics.

“Though Congress won a historic mandate in 1984, it was reversed in the 1989 elections. I think this is why polls became so popular in Indian politics from the 1980s onwards. The Indian voter suddenly became a bit of a mystery for the political class,” he added.

In the 1980s, journalist Prannoy Roy conducted opinion polls during elections to gauge the mood

of Indian voters. Thanks to the proliferation of electronic media in the 1990s, election surveys and exit polls grew popular in India.

Pre-election surveys and exit polls have become a regular feature in the last one and half decades, political analyst Praveen Rai from research institute Centre for the Study of Developing Societies, wrote in the journal *Economic & Political Weekly*.

Exit polls could explain voter behaviour and early projections of election outcomes. According to Sharma, exit polls can tell you how people voted in terms of the demographic breakdown of the different socioeconomic groups.

However, the importance of exit polls is minimal. It is just for public consumption and media. It has no other impact, Rajeeva Karandikar, professor emeritus at the Chennai Mathematical Institute, told DTE.

How is it calculated?

Polling agencies conduct large sample surveys, interviewing people on the party they voted for. Rahul Verma, a fellow at think tank Centre for Policy Research and visiting assistant professor at Ashoka University, explained that surveys should randomly choose people to answer these questions. The sample size should be large enough and representative of the population.

Some people might not want to record their responses. To avoid this, Karandikar said he would give his respondents a paper to mark their vote anonymously and request them to put it in a box. Another approach that some pollsters take is to ask respondents a series of questions without directly asking who they voted for. Based on the responses, the polling team deduces the party that an individual voted for.

Pollsters also perform modelling to predict voter behaviour. This has to be state-wise. “We see that

each state is quite different from the neighbour. Even among socioeconomically similar districts, people can act differently because of the political history of those states,” he said.

What could have gone wrong this time?

Karandikar speculated that a limitation of the sampling methodology that was followed for the exit polls could be to blame.

“For example, if all 10 pollsters follow reasonable methodology for sampling and analysis, they can be off the mark but unlikely to arrive at similar numbers — the errors are likely to cancel each other out, or at least the average is likely to be closer to the truth,” he noted.

Pollsters may have mixed and matched the data with expert opinion, Karandikar suspected. There is no way to know for sure as pollsters are not required to publish their methodology.

Sharma said he believed the Centre for the Study of Developing Societies and the private player My Axis My India were being fairly honest with their methodology, even though they got it drastically wrong.

However, the industry of pollsters has gotten crowded and there is no quality control, he pointed out. “Very few people bother to ask these pollsters to be honest and upfront about the methodology,” he noted.

Verma said pollsters overestimated BJP’s seats in Uttar Pradesh, with Axis My India especially overestimating Maharashtra. Axis and CVoter overestimated BJP doing exceptionally well in West Bengal.

“With the same methodology, they [Axis and CVoter] have also been getting it right. They also predicted many elections in the last five years with the same methodology and they have also made mistakes, which is part of the process,” Verma explained.

Axis My India, for instance, claims an accuracy rate of roughly 95 per cent spread across 47 assembly elections, including 2 general elections.

They may have underestimated women samples in Bengal, who may have voted heavily in favour of Mamata Banerjee-led All India Trinamool Congress, he added.

Sharma also suspected the 2024 elections saw the reworking of uniform swing regions.

“If the trend in a certain sample of seats in a province is in a certain direction, you can be fairly confident that there will be a uniform swing in that regional cluster,” he highlighted.

Based on their analysis of previous verdicts, Sharma adds, psephologists – people who study elections — work with the assumption of certain regions being uniform clusters.

“What we are seeing right now is a coming apart and a reshaping of what those clusters might look like. But we need to wait for the data,” he explained.

Then, there could have been issues with vote-to-seat conversion. To convert vote shares to seats, Karandikar uses the probabilistic count method.

“To put it very simply, let us say in one constituency, the gap between two leading candidates is 1 per cent. In the neighbouring constituency, the gap is 10 per cent. So we are far more sure about the person leading with a 10 per cent gap winning the seat than someone leading with a 1 per cent gap. This needs to be factored in when predicting the number of seats (for major parties) using the probabilistic count method,” he said.

Sharma also pointed to structural reasons. In Western democracies, such as the United Kingdom, there are silent conservative voters who refuse to declare their support despite voting for

conservative parties. In India, people who are voting for or against the BJP for whatever reason tend to remain silent. Every exit poll should consider this, he said.

Another reason, he speculated, is concerned with the number of parties. They went wrong with states, where the effective number of parties was greater than two, like Uttar Pradesh, West Bengal and Maharashtra.

Do polling errors occur in other nations too?

The US has seen two most notable failures in the 1948 and 2016 presidential elections.

In 1948, the failure was clearly due to non-random sampling. In 2016, it was mainly due to a very high non-response percentage [where voters choose not to respond], and the resulting bias despite weighting adjustments.

Several state polls, especially in Michigan, Pennsylvania and Wisconsin, failed to observe the swing to 45th US President Donald Trump by many white blue-collar workers.

Pollsters in the UK got the Brexit referendum wrong. According to British daily The Guardian, fewer than a third (55) of the 168 polls conducted since the European Union referendum wording was decided last September predicted a leave vote.

“On average, the exit polls in the UK have been fairly accurate. This could be because of the average size of the constituency in the country, which is shockingly smaller than in India. This is why, I think the job of a pollster in the UK is also, in some ways, easier. One can make accurate predictions on a much smaller sample size,” Sharma noted.

Authored By Rohini Krishnamurthy

Source Courtesy: <https://www.downtoearth.org.in/>

Modern AI and its Ancient Precursors

The concept of AI as understood today is a modern development, but elements of artificial intelligence and related ideas can be found in ancient Indian tradition, particularly through mythology, philosophy, and early technological and scientific thinking. Here are some aspects where ancient Indian tradition touches upon concepts that can be seen as precursors to modern AI:

1. Mythological Automata: Ancient Indian epics and texts mention mechanical beings and automata. For example, the “Yantra” in Sanskrit literature refers to machines or mechanisms, including automated devices. In the Mahabharata, there are references to mechanical soldiers and automated weaponry in the city of Dwarka.

MR. P'S MYTHOPEEDIA PRESENTS...

AUTOMATONES

The DIVINELY POWERED "ROBOTS" OF HEPHAESTUS: GREEK GOD OF INVENTION AND THE FORGE

The **AUTOMATONES** were animate, metal statues of animal, men and monsters crafted by the divine smith **HEPHAESTUS**. The best of them could think and feel like men, and many of them were crafted to perform specific tasks. They were given the power of animation by **ICHOR**, the golden divine blood of the Olympian gods, which Hephaestus gave of himself to bring his creations to life.

The **TRIPODS** were a set of twenty wheeled tripods crafted by Hephaestus out of gold for the feasts in the Olympian gods. They were endowed with self-animation and wheeled themselves in and out of the halls of the gods as they were required.

— **"TRIPOD"** —
"TRIPODES KHRYSEOI"
 (Golden Tripods)

TALOS
 BRONZE GUARDIAN OF CRETE

TALOS was a giant sculpted out of bronze by Hephaestus and presented to **EUROPA**, Queen of the island of **CRETE** as a wedding present. The giant patrolled the island of protecting it against pirates.

GOLDEN CELEDONES
 KELEDONES KHRYSEAI

The **CELEDONES** were singing maidens sculpted out of gold by Hephaestus for the first mythic shrine of **APOLLO** at Delphi.

HORSES OF THE CABEIRI
 HIPPOI KABEIRIKOI

A pair of fire-breathing horses which Hephaestus cast out of bronze for his sons, the two gods known as **CABEIRI**.

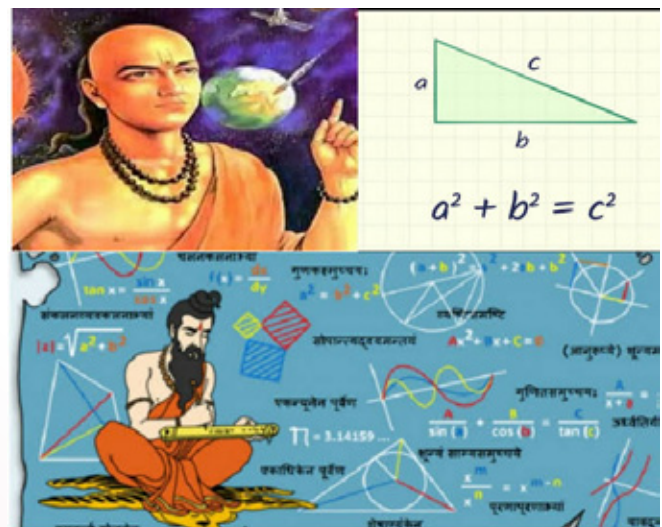
HEPHAESTUS

Hephaestus was the god of fire, metalworking, stone masonry, forges and the art of sculpture.

KHALKOTAUROI
 TAUROI KHALKEOI
 (Bronze Bulls)

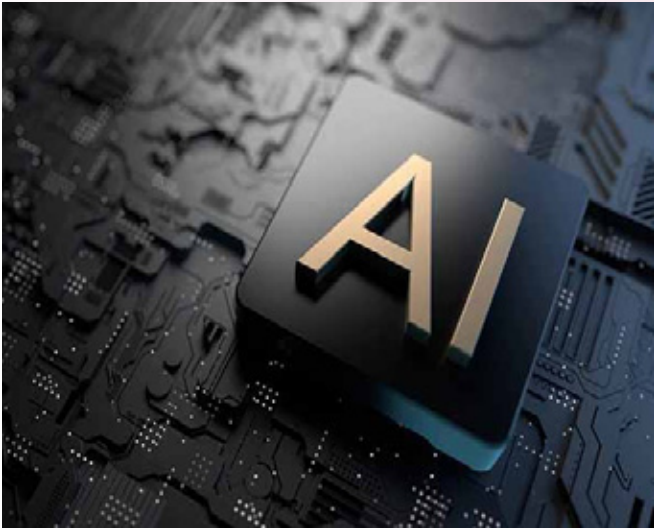
The **KHALKOTAUROI** were two fire-breathing bulls sculpted out of bronze by Hephaestus for Aetes, King of Colchis. One of the hero Jason's labors was to rope these beasts to a plowshare and sow a field with magical dragon's teeth.

The words "automaton" and "automation" today refer to robots and machines used to do work.



2. Concepts of Consciousness and Intelligence: Ancient Indian philosophy, especially in texts like the Upanishads and the works of thinkers like Patanjali, explores the nature of consciousness, mind, and intelligence. These discussions, while metaphysical, touch on ideas about the functioning of intelligence and consciousness that are foundational to understanding AI.

3. Astronomical and Mathematical Innovations: Ancient India made significant contributions to



mathematics and astronomy, with figures like Aryabhata and Bhaskara II. The mathematical principles they developed, such as algorithms, are foundational to computer science and AI.

4. Mechanical Engineering Texts: The ancient Indian text “Samarangana Sutradhara,” attributed to King Bhoja, describes the construction of various types of machines, including mechanical birds and animals, which could be considered early forms of automatons.



5. Allegorical and Metaphorical Concepts: Indian epics and scriptures often use allegory and metaphor to discuss complex ideas about human behavior, decision-making, and ethical dilemmas, which are central themes in AI ethics today. For instance, the Bhagavad Gita’s discussions on duty, action, and consequence are relevant to AI decision-making frameworks.

6. The Idea of Simulacra: In Indian mythology, stories often include the creation of lifelike forms

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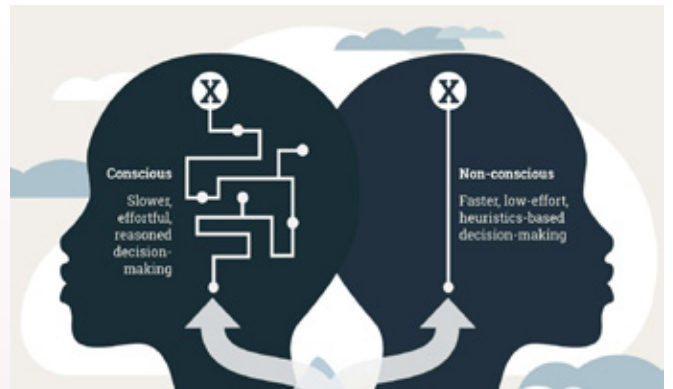
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or replicas, such as the creation of an illusory world (Maya) or the simulation of life-like forms, which can be seen as early thoughts on the creation of artificial life or intelligence.

While these elements are not AI in the modern sense, they reflect an ancient curiosity about

automation, intelligence, and the creation of life-like entities. This rich cultural and intellectual



heritage can be seen as laying the conceptual groundwork for some of the ideas that are now being explored in AI.

SIMULACRA and SIMULATION

- Simulacra is an image or representation of something. It is a slight, unreal, or vague semblance of something; superficial likeness.
- *Simulacra and Simulation* is the discussion of images, signs, and how they relate to contemporaneity.
- Jean Baudrillard claims that our current society has replaced all reality and meaning with symbols and signs, and that human experience is a simulation of reality.
- Moreover, these simulacra are not merely mediations of reality, nor even deceptive mediations of reality; they are not based in a reality nor do they hide a reality, they simply hide that anything like reality is irrelevant to our current understanding of our lives.

Author Name: Ms. Lakshmi Sastry

HR Bumping

Bumping is an HR practice that occurs during layoffs or organizational restructuring. It allows more senior employees, whose positions are being eliminated, to displace (or “bump”) less senior employees in different roles. This practice helps retain experienced employees within the organization, albeit in different capacities.

Key Characteristics of Bumping:

- Seniority-Based:

Bumping is primarily based on seniority, allowing longer-tenured employees to retain employment by moving into roles held by less senior colleagues.

- Skill Matching:

While seniority is the primary criterion, the bumped employee must possess the necessary skills and qualifications for the new role.

- Union Agreements:

Bumping rights are often outlined in union agreements and collective bargaining agreements.



- Policy-Driven:

Organizations with bumping policies have detailed procedures to manage the process and ensure fairness.

Example of Bumping in Practice:



Imagine a company undergoing restructuring that affects the sales and marketing departments. A senior marketing manager, Raj, faces position elimination. Instead of being laid off, Raj exercises his bumping rights and takes over the role of a junior marketing analyst, Simran, who then becomes redundant.

Implications of Bumping in HR:

- Retention of Experience:

Bumping allows organizations to retain experienced employees who understand the company’s culture and operations, ensuring continuity and stability.



- **Morale and Motivation:**

It can impact employee morale, both positively and negatively. Senior employees might feel secure, while junior employees may feel vulnerable.

- **Complex Administration:** Implementing bumping policies requires careful planning and management to ensure fairness and compliance with legal and contractual obligations.

- **Training Needs:**

Bumping might necessitate retraining for the bumped employees to adapt to their new roles.

Advantages of Bumping:

1. **Retention of Knowledge:**

Helps retain institutional knowledge and expertise within the organization.

2. **Employee Loyalty:**

Demonstrates commitment to employees, potentially increasing loyalty and reducing turnover.

3. **Cost Savings:**

Reduces the costs associated with hiring and onboarding new employees by retaining existing staff.

4. **Workforce Flexibility:**

Encourages a more flexible and adaptable workforce capable of taking on various roles.

Disadvantages of Bumping:

1. **Impact on Junior Employees:**

May create job insecurity and dissatisfaction among less senior employees who are at risk of being bumped.

2. **Skill Mismatch:**

Bumped employees might not always have the skills required for their new roles, leading to performance issues.

3. **Operational Disruption:**

The transition can cause temporary disruptions in workflow and productivity as employees adjust to new roles.

4. Administrative Complexity:

Managing bumping processes can be complex, requiring meticulous tracking of seniority, skills, and available positions.

Addressing Bumping in HR:

To manage bumping effectively, HR departments should:

1. Develop Clear Policies:

Establish transparent bumping policies and communicate them clearly to all employees.

2. Provide Training and Support:

Offer retraining programs and support to help bumped employees transition smoothly into their new roles.

3. Maintain Fairness:

Ensure that the bumping process is fair and unbiased, adhering to legal and contractual obligations.



4. Monitor Morale:

Regularly check in with employees to address concerns and maintain morale, particularly among those at risk of being bumped.

By understanding and effectively managing the practice of bumping, HR can navigate organizational changes while minimizing disruption and maintaining a motivated and skilled workforce.

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