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Website: www.preetnama.com Email preetnamausa@gmail.com

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The disruptive social effects of Hindutva 2.0



The Bharatiya Janata Party (BJP)'s victory in the 2019 Lok Sabha elections was irrespective of religion. This is the result of the transformation of three crucial Ms in Indian politics: Mandal, Mandir and Markets. Almost two years later, the BJP seems to be sticking to the script, but its tactical manoeuvres, even though they have delivered in elections, are beginning to show their disruptive side effects, with the possibility of unrest. Three seemingly disparate events over the past week highlight this trend.

First, Congress leader Rahul Gandhi, while campaigning in Assam, said that a Congress government, if elected, would not let the Citizenship (Amendment) Act (CAA) be implemented in Assam. Gandhi was silent on the National Register of Citizens (NRC). Politically, this makes sense. Assam has had a long and bloody ethnic conflict, which was rooted in Ahoms - the indigenous landed elite - protesting against the large-scale influx of Bengalis in the state. Decades of negotiations and judicial processes ultimately culminated in the decision to update NRC, which was aimed at detecting illegal migrants in the state. Because a large number of Bengalis in Assam - migrants or not - happen to be Muslims, it suited the BJP to appropriate the demand for NRC.

However, the outcome of the NRC process, which is reported to have excluded a large number of Hindu Bengalis, who are current and potential supporters of the BJP, created a challenge. This forced the BJP into rolling out CAA, a law which provides for granting of retrospective citizenship rights to non-Muslims from India's neighbouring countries. If a large number of Bengali Hindus were to gain from the CAA route, it would leave the Ahoms with a feeling of betrayal, for they oppose immigrants,

constituency the Congress is seeking to tap, and the BJP is now seeking to reassure by putting CAA on hold.

Second, an Economic Times report said that the Justice Rohini Commission, examining the reorganisation of reservations for Other Backward Classes (OBCs), is likely to propose a segregation of the existing 27% reservations into four bands of two, six, nine and 10%. Immediately after that, Bihar chief minister Nitish Kumar demanded that a caste census be conducted in the country.

The BJP's success in the Hindi belt, especially Uttar Pradesh and Bihar, can be attributed to building a rainbow Hindu collation of upper castes and non-dominant OBCs. By championing a narrative that the politically dominant OBCs had usurped most of the benefits of reservation and that the Narendra Modi government will correct this historic injustice by creating sub-categories within OBC quota, the BJP aims to consolidate its base and marginalise traditional Mandal parties such as the Samajwadi Party and the Rashtriya Janata Dal.

But this approach has the potential to trigger an adverse side-effect. India does not have sub-caste wise population data. This means that whether or not the new categories of OBC reservation do justice to demographic weights of sub-castes will remain in the realm of speculation. This will create a fertile ground for disputes among various sub-castes who could perceive the new formula as an effective reduction in reservations. There is another possibility, linked to the demand of conducting a caste census, which can create an even bigger challenge. If a caste census shows that the actual population share of communities which are

It is the electoral hegemony of the BJP which can deepen the sense of betrayal among those who feel short-changed by the side effects of Hindutva 2.0

eligible for reservations exceeds 49.5%, there may well be demands to do away with the 50% cap on reservations - which has, in any case, been breached in recent times. Both of these have the potential to create large-scale social unrest. And finally, facing a backlash in the traditional green revolution belt of Punjab, Haryana and western Uttar Pradesh (UP), and after having performed badly in the local body polls in Punjab, the BJP has begun an outreach programme among Jats. The community supported the BJP in the 2014 and 2017 elections in UP. In one such outreach event at Soram village of Muzaffarnagar, violence erupted between the supporters of Cabinet minister and the BJP's important Jat leader, Sanjeev Balyan, and local residents. Earlier, farm protest leaders have issued calls for social boycott of BJP leaders and collective punishment for those who fail to comply with these diktats. Given the maximalist positions which the protesting farmers have taken, such altercations are likely to increase. And since the BJP enjoys power in Haryana and UP, the possibility of the landed elite in these regions seeing the State as an agent of persecution cannot be ruled out.

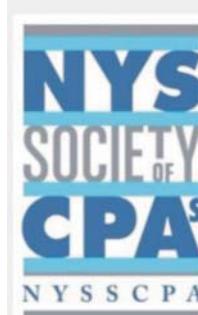
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 Bellerose, NY 11001, USA



Inder Singh
516-637-1426

Where Nepali and Indian interests meet

With the judiciary standing up to Oli, the room is open for an alternative. India must revise its approach

On Tuesday evening, in a historic judgment, Nepal's Supreme Court struck down Prime Minister (PM) KP Sharma Oli's decision to dissolve Parliament as unconstitutional, ordered the restoration of the House of Representatives, and called for a sitting of the House within 13 days. With this, Nepal has possibly averted a deep crisis, which would have torn apart its nascent democratic system, shaken the constitutional structure of republicanism, federalism and parliamentary system, pushed the country towards prolonged political instability, led to the entrenched authoritarianism of KP Sharma Oli, and eroded India standing as a democratic ally and eventually hurt its interests.

To understand the significance of what has happened in Nepal, rewind to December 20. Increasingly facing pressure from his internal party rivals - former PMs Prachanda and Madhav Nepal - Oli decided to dissolve the Parliament itself. In a traditional Westminster system, the PM - who enjoys a majority - has the right to do so. But Nepal's new Constitution specifically prohibited a PM from doing so. This was meant to prevent instability in a country which has seen close to two dozen PMs in three

decades. Oli's move to dissolve Parliament was accompanied by his push to take over all State institutions - through appointments of pliant individuals. This, therefore, was creating a dynamic where Oli enjoyed untrammelled power with no accountability. Elections sound democratic but there were multiple layers here. If polls happened, it would mean departing from the constitutional order and whether it would be fair and legitimate under Oli was a big question; if elections did not happen, and the House remained dissolved, there would be a period of unrest without an institutional mechanism to find a political alternative even as the government's popular legitimacy dipped. This would then open the door for all forces - including conservative, royalist and anti-federal forces - which are uncomfortable within the political changes enshrined in the Constitution. Nepal's democratic forces, civil society and the media were quick to understand the nature of the crisis. The Nepal Communist Party (NCP) has undergone a de facto split, with Prachanda and Madhav Nepal taking to the streets against Oli - though this split has not been formalised yet. The Nepali Congress (NC) leader Sher Bahadur Deuba, tempted by the pos-

sibility of becoming PM after fresh elections, was ambivalent - but the entire rank and file of Nepal's oldest democratic force was against Oli's decision. The Janata Samajwadi Party (JSP), led by Madhesi leaders and former PM Baburam Bhattarai, could see that despite their reservations with the current Constitution, its alternative would be a further regressive turn with a setback to their cherished principles of inclusion and federalism. It is in this context that Nepal's Supreme Court, providing a stellar example of constitutionalism in a region where the judiciary has been perhaps too aligned with executive preferences, stepped in. The decision to restore the House is a firm rebuke to Oli - who should, on moral grounds, resign from office now. If he doesn't, he should be prepared for a floor test as soon as the House meets - for it is unlikely he still enjoys the confidence of the Parliament he attempted to kill. The court's decision also throws questions on the judgment of President Bidya Bhandari - who was, given her political proximity to the PM, too quick to go with an unconstitutional recommendation in dissolving the House. But more significantly, this is a moment to look forward and correct the undemocratic

turn Nepal took. Oli's aides have claimed that the court verdict will not solve the political problem - they are right. The political problem is Oli, a deeply polarising figure who has stepped outside the constitutional framework. And he has to go. The good news is that there is a possible democratic alternative which, with some handholding and careful management, can emerge. The Nepali Congress, the Prachanda-Nepal faction of the NCP, and the JSP should now come together - under the leadership of the NC - to form an alternative government, with a common minimum programme which re-commits Nepal to a democratic constitutional path, pledges progressive constitutional amendments to take into account concerns of marginalised communi-



ties, and reorients Nepal's foreign policy to underscore the centrality of India even as Nepal engages with China within a clear framework. India had, to put it bluntly, misread the situation in Nepal. It has swung from being cordial with Oli (till 2014-15) to fighting him (2015-17) to reconciling with his electoral victory (2017-early 2020) to cutting off communication with him after his ultra-nationalist turn during the border dispute (March-August 2020) to becoming his close partner and ally (August onwards). When Oli reached out to Delhi last year, desperate for a rapprochement, India decided that if the PM could step back from his anti-India rhetoric and maintain the State-to-State relationship with India, Delhi could do business with him.

India can't lose out on this window of economic reforms

The government is not inclined to repeal the farm laws. The responsibility of building the right narrative for it rests on all well-meaning citizens. It cannot be left to political class alone. Politics will be what it is with limitations in a democratic ecosystem. Let us all rise to the occasion.

ating an alternative and transparent ecosystem for attracting private investment in this capital-deficient sector, which has been starved of market reforms for decades. But leaders of the movement insist on a repeal of the laws and will not accept any amendments. The government has already bent backwards, agreeing to more than a dozen amendments, allaying concerns on Minimum Support Price, and offering to suspend these three laws for up to 18 months, which will make them ineffective till that time. The government's reluctance to repeal the laws stems from the conviction about the need for market-oriented reforms in the sector and increasing the role of private players in the agri-economy. This stand has been reiterated over two decades by agro-economists, parliamentary standing committees, empowered committees of the state agriculture ministers and several commissions. If this moment of reckoning is lost, it will cause irreparable damage to the

democratic polity of the country. The question, thus, is, will India move towards anarchy? Will there be tyranny of the unelected, or will we respect democratic institutions such as Parliament, the Supreme Court and the process of law-making as envisaged in the Constitution?

Reforms are difficult. Benefits come with a time lag and are spread thin, while their adverse impact on certain stakeholders are marked and immediate. Reforms need extraordinary political capital, and so the political class is reluctant to carry them out. As such, we have not seen many major reforms since 1991 (except the Goods and Services Tax and Insolvency and Bankruptcy Code, 2016); even the original ones were limited and carried out under compulsion of imminent sovereign default.

The leadership at that time could not muster the courage to undertake major reforms in land, labour and agriculture segments. We lost an opportunity in the Land Acqui-

sition (Amendment) Act, and if this golden opportunity is lost, we may not have any appetite left to undertake mega reforms. There are no more low-hanging fruits available for reforms.

Whoever gains or loses from this agitation, the farmers will surely be at a loss. They must think afresh, for the inaction of successive governments has resulted in perpetual agrarian distress and status quo is not in the interest of farmers. We, the people of India, must decide, irrespective of the so-called shortcomings in the process of enactment of these laws, that they are the law of the land and serve the larger interest of the agriculture segment of the society, having been enacted with that intent. The government is not inclined to repeal the laws. The responsibility of building the right narrative for it rests on all well-meaning citizens. It cannot be left to political class alone. Politics will be what it is with limitations in a democratic ecosystem. Let us all rise to the occasion.



There is a marked difference between the agitating farmers and the anti-social, ultra-Left and pro-Khalistani elements who are piggy-backing on them. Understanding this difference is important for citizens in general, and politicians in particular. One, this agitation is not merely a law and order issue, and dealing with it as such will be a mistake. Two, it is not focused on the interest of the farmers, and it is also not about the three farm laws alone - so any effort to explain the benefits of these laws will not cut any ice. Three, there are emerging strains between two different factions - the Sikhs of Punjab, concentrated at

the Singhu border, and Jats from western Uttar Pradesh, stationed at the Ghazipur border. While those at Singhu are averse to any political intervention, at Ghazipur, Rakesh Tikait has shown indications of political ambition. How the government deals with these two strains will be important in the coming days. The plot has got thicker with global players, spanning both State and non-State actors, jumping on to the bandwagon. All of this makes it clear that this is a political movement against the Narendra Modi government, and it has to be dealt with politically. The farm laws are good for agriculture and will benefit farmers to a large extent by cre-

Farmers in Punjab, Haryana misread Tikait's 'Fasal Jalao' threat, destroy own crops

Some farmers in Punjab and Haryana have taken BKU leader Rakesh Tikait's 'Fasal Jalao' threat to the government a little too seriously, too soon.

(News Agencies)-Taking Bharatiya Kisan Union (BKU) leader Rakesh Tikait's 'Fasal Jalao' threat seriously, nearly a dozen farmers in Haryana and Punjab razed a sizeable part of their standing wheat crop to protest against the new farm laws.

On February 18, Tikait while addressing a Kisan Mahapanchayat in Haryana's Hisar had threatened to burn crops as a mark of protest if the Union government continued with its decision not to repeal the farm laws."If required, we will sacrifice one supporters. Various farmers in crop. We will have to burn the Punjab and Haryana are destroying standing crops. The government should not think that the farmers will

return to villages to harvest the crops. The protest and harvesting will go simultaneously," Rakesh Tikait had said.Tikait had justified his threat as a mark of protest against the Union government. He had said that perception is being created that the farmers will return to their homes to

Mandeep Singh, who hails from Bhaini Surjan village in Rohtak district, is one such farmer who destroyed his standing wheat crop over an area of three acres. He said he did this to protest against the new farm laws.Mandeep is a small farmer and owns just one-and-a-half-acre land. He survives by cultivating nearly 25 acres of land which he got

agriculture reform laws. Most of the farmers started raising their crops after Tikait's controversial statement. Despite Rakesh Tikait having clarified that there was no need to burn the crops at this moment, farmers at many places have already razed their crops.

on a lease of Rs 30,000 per acre. Mandeep and many other farmers of his village have decided not to sell their crops this season. They will either donate their crops or will keep them for self-consumption."I am incurring a loss of over Rs 30,000 per acre. I did this as my protest against the

farm laws. We have decided not to sell our crops this year," said Mandeep.Balraj Singh of Gadholi, Jind, also razed his standing wheat crop over one acre and donated it to a local cowshed which will be used as fodder. The crop was to be harvested in April.



After kisan panchayats, Priyanka Gandhi to go on 'Nadi Adhikar Yatra' to woo fishermen community in UP



(News Agencies)- After a whirlwind tour of western Uttar Pradesh, Congress general secretary Priyanka Gandhi Vadra will now shift her focus to the east. From March 1, Priyanka will take part in 'Nadi Adhikar Yatra' in support of the fishermen community. The 20-day-long campaign will see Priyanka interacting with fishermen across eight major towns in eastern UP,

party sources told India Today. "Priyanka Gandhi will launch the 'Nadi Adhikar Yatra' campaign in support of the Nishad community (OBC) in eastern Uttar Pradesh. She will begin her yatra from Prayagraj and will conclude in Ballia while covering Mirzapur, Bhadohi, Varanasi, Chandausi and Gazipur," party sources

said.Last week, the Congress General Secretary visited Prayagraj to support the boatmen who were allegedly harassed by the local police. During an earlier visit to Prayagraj, she took a holy dip at the Sangam, a confluence of the Ganga, Yamuna and Saraswati river and even rowed a boat for some time on her way back.In a series of tweets, she said the fishermen community had a primary right over river resources and demanded that the UP government investigate the illegal sand mining being done by big companies.Nishads are a riverine community having a sizeable population in Kaushambi, Mirzapur, Chandauli, Prayagraj, Gorakhpur, Sant Kabir Nagar and Maharajganj. They belong to the OBC category, and their support for the 2022 Assembly elections is being seen as crucial for political parties.\ The announcement of the yatra comes close on the heels of Priyanka addressing a slew of kisan mahapanchayats in western Uttar Pradesh, where she said the Congress would continue to fight for the cause of farmers till the "anti-farmer" laws were repealed.

Farm laws unshackled potential of India's agriculture: Indo-Canadian groups in letter to PM Modi



(News Agencies)-Various Indo-Canadian organisations have written a joint letter to Prime Minister Narendra Modi supporting the three farm reform laws, saying it has unshackled the potential of India's agriculture and would bring about greater prosperity and welfare for farmers. "The farm reform laws...break the monopolistic powers of entrenched interests, allow for contract farming, which will encourage greater inputs and use of technology, and liberalise the stocking regime of commodities," the letter, signed by eight organisations, said. Farmers, mostly from Punjab, Haryana and Uttar Pradesh, have been protesting at Delhi's borders against the laws for the last three months. The farmers have demanded the repeal of the laws while claiming that it would weaken the minimum support price (MSP) system -- an argument rejected by the government. In the letter, the organisations said the laws provide greater choice and freedom to farmers to sell their produce to buyers, thereby creating competition in the agricultural market. "It will help build more efficient value chains by reducing marketing costs, improving price discovery and ensuring better price realization for farmers," it said. "It will eventually benefit the consumers and encourage more investment from the private sector. It will also help create better farming infrastructure and help in the infusion of new technology in the farming sector, which will improve the productivity and help mitigate the seasonality in Indian agriculture," the letter said.

Courageous and bold judgment: Former attorney general Mukul Rohatgi on Disha Ravi's bail order

A day after a Delhi court granted bail to Bengaluru activist Disha Ravi in the 'toolkit' case, former attorney general Mukul Rohatgi on Wednesday called it a "bold and courageous" judgment while saying that there was no material to establish the charge of sedition.

"Happy that a courageous and bold judgment has come from a district court and not the Supreme Court. Full marks to the judgment and court for keeping the flag of liberty flying," Rohatgi told India Today

TV."The charge of sedition is a grave charge. In this case, there was no material to establish the charge. Supreme Court and High Courts are more reluctant to give bail than lower courts. Lower and district courts have set an example for other courts to follow," Rohatgi further said. While granting bail to Disha Ravi, Additional Sessions Judge Dharmender Rana observed that "citizens are conscience keepers of government in any democratic nation" and "cannot be put behind the bars simply

because they choose to disagree with the state policies".Disha was arrested by the Delhi Police's Cyber Cell on February 13 in connection with a "toolkit" on the farmer protests that was tweeted by Swedish activist Greta Thunberg."The offence of sedition cannot be invoked to minister to the wounded vanity of the governments," the judge said in an 18-page order while terming the evidence produced by the police "scanty and sketchy". Disha was released from Tihar jail on Tuesday night.

Laws/Rights ,every working women Must know!!

The concept of flexible work hours, part time work, and work from home seem to be the latest trend in the workspace evolution. All this strive to bring more and more qualified women in the flexi workspace environment despite the fact, that women have personal commitments towards family and kids. The various laws made by the Govt. require any workspace to have policies and mechanisms in place to ensure the safety of women employees, clients, customers, visitors from any form of sexual harassment or other any abuse in the premises.

The motive of below post is to ensures women are aware of their rights with respect to workspace and do not become an ignorant victim of harassment , despite having laws that exist for their personal and professional well-being.

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 ("SHA")

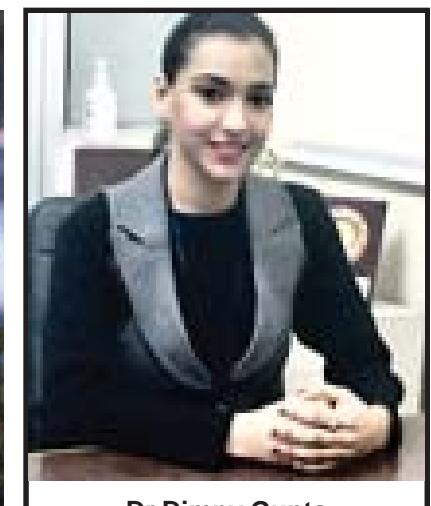
Sexual harassment at work is not uncommon. So, India enacted law on prevention of sexual harassment against female employees at the workplace in 2013 which laid down guidelines making it mandatory for every employer to provide a mechanism to redress grievances pertaining to sexual harassment at work and enforce the right to gender equality of working women. So, following is the definition of sexual harassment in the Sexual Harassment Act:

- physical contact and advances
- demand or request for sexual favours,
- sexually coloured remarks,
- showing pornography,
- or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Be aware of these incidents and experiences and bring it to the notice of the ICC members at the very first instance.

Apart from dealing with sexual harassment complaints, an employer has additional obligations in the nature of:

- providing a safe working environment,
- display clearly at the workplace, the penal consequences of indulging in acts constituting sexual harassment and the composition of the Internal Complaints Committee (ICC),



Dr Dimpy Gupta
BDS, MBA
Relationship Manager
Indus Hospitals (Mohali,
Fatehgarh & Dera Bassi, Punjab)

organize workshops and awareness & orientation programmes at regular intervals for sensitizing employees on the issues and implications of sexual harassment in the workplace.

treat sexual harassment as a misconduct under the service rules and initiate action for misconduct. You should know that you can file a complaint **within 90 days** of the occurrence of an incident. It is also important for you to know that the ICC and the management are legally bound to ensure **confidentiality** on your matter and all processes concerned with it. You are entitled to **know the details of the proceedings and investigation** under the complaint made by you. The ICC has **90 days** to complete the inquiry and submit the report to the management within **10 days** of its completion.

2) The Maternity Benefit Amendment Act, 2017 :

Prior to this, the previous Maternity Benefit Act was **passed in 1961**. In 2017, a fresh Amendment to this act came into place. It states:

The maternity leave after the correction has been raised from the present **12 weeks to 26 weeks**. Pre-natal leave has likewise been increased from **6 weeks to 2 months**. However, a lady with effectively at least two kids is qualified for 12 weeks' maternity leave. **The pre-birth leave, for this situation, stays a month and a half.**

A leave period of 12 weeks will be allowed to a lady who has adopted a child younger than three months. An authorizing mother is likewise qualified for a **12-week leave from the date the youngster is given over to her**. An authorizing mother is characterized as a "Biological mother who utilizes her egg to make a fetus embedded in some other lady" (the lady who brings

forth the youngster is called host or surrogate mother).

Female government employees are qualified for maternity leave for a time of 180 days for their initial two live conceived kids.

The new act has additionally presented the choice of telecommuting/work from home for new moms. Ladies could practice this arrangement after the completion of the **26 weeks leave period**.

Crèche facility has been made obligatory under the change for each foundation utilizing at least **50 urinals** separate for women, representatives. Ladies would be allowed to visit the crèche **4 times amid the day**.

3. The Factories Act, 1948 ("Factories Act") :

The Factories Act is a legislation to secure to the workers employed in a factory, health, safety, welfare, proper working hours, and other benefits and aims at protecting workers from unfair exploitation by their employers. The Factories Act also has exclusive provisions for women workers.

No woman worker shall be allowed to work in a factory except between 6 a.m. and 7 p.m. The State Governments may by notification vary the limits as set out in this point, but in no circumstance will women employees be allowed to work between 10 p.m. and 5 a.m.

The Factories Act stipulates the working hours for all adult workers. It also provides for overtime pay to workers who work beyond the prescribed hours of work.

The shift timing of a woman worker cannot be changed except after a weekly holiday or any other holiday. Hence, women employees are entitled to get at least a 24-hour notice for their shift timing change.

It also contains provisions pertaining to intervals or rest period during a working day, weekly off, annual leaves, etc.

Generally, in factories, it is observed that work happens on a shift basis, and there are night shifts. However, night shifts are required to be on a rotational basis & to be displayed on the notice board of the factory.

There are various other facilities which are required to be given to workers in a factory such as washing and bathing facilities for women, toilets (latrine and restrooms and canteens).

Workers would be allowed to visit the crèche 4 times amid the day.

The Factories Act also stipulates the employers employing 30 or more women workers to provide for crèches for children of the women workers, aged 6 years and below.

Article 39 of our Constitution directs that States shall, in particular, have policies towards securing equal pay for equal work for both men and women,

Under the Equal Remuneration Act:

Employers cannot discriminate between men and women while recruiting unless there is a restriction under the law to employ women in certain industries.

Employers shall pay equal remuneration to its male and female employees who are carrying out the same or similar work.

5. Shops and Establishments Acts ("SEA") :

The State Governments enact their respective shops and establishments act, regulates

employees in a shop or commercial establishment. The SEAs provide for various provisions including provisions pertaining to:

a) Notice period for termination

b) leave entitlement

c) working conditions like weekly working hours, weekly off, overtime, etc.

However, due to the nature of work of certain industries, they may require their female employees to work beyond the prescribed limits, for which they will need to take prior permission from the authorities and must provide adequate security during the night hours, provide transport to their residence after the late working hours, women employees should be placed in a group while working at nights and not alone, etc.

In order to address the safety of women workers in IT sector, where many females have to work in night shift, apart from the provisions under the SEA, the State Governments have their independent IT/ITES policies, which address the issues of women working night shifts and the various measures to be undertaken by the employer to ensure their safety.

Other Enactments : Additionally, women employees must also be aware of various enactments which provide for social security for employees such as, **the Employee's Provident Fund & Miscellaneous Provisions Act, 1952; The Employee's State Insurance Act, 1948; Payment of Gratuity Act, 1972; Payment of Bonus Act, 1965**, etc.

These are your rights, and if you do not bother to know about them then no one is going to come and do it for you. Take charge and use these laws wisely. Educate yourself and then the world around you so no one ends up missing them — not even YOU.

2020-2021 Awards & Appreciation Day Celebrated by LILC New York

New York- March 1st , 2021 on Monday LILC celebrate 2020-2021 Award & Appreciation Day at Cotillion New York. This event was really great . President Pinki Jaggi , President Jyoti Gupta , Jay Jasbir Singh made this event wonderful. Because of COVID -19 LILC followed whole instructions and held this Program safely and beautiful way. Everything was well organised. Deepak Bansal was chief

guest of this event. Jay g Host awesome this program. Bobby K Kalottee , Sanjeev Jindal , Dalip Chouhan , Harry Malbotra, Senator Kevin Thomas , Country Executive Laura Curran and Supervisor J, Saladino were special guest who gave Citations to all LILC Officers . Program start with National Anthem. Mr. Goutam , Mr. Kulbhushan , Dr. Jagmohan Kalara and Jyoti g sung mind blowing songs .

Media Preetnama (Pritpal Kaur) , Media Chardikla (Manish Byalaa) did live coverage of this event . LILC Also honoured Pritpal Kaur & Manish Byalaa. LILC presidents Pinki Jaggi & Jyoti Gupta said thanks to Deepak Bansal,Rekha Chichara ,Veena Lamba,Narinder Kapoor,Dr Jag Kalra,Lilly Soni,Sonia Shahdadpuri,Kiran Arora,Kul Bhooshan

Sharma,Varinder Khass,Neetu Chabra,Bobby(Venus) Bhasin,Rehaba Mohammed,Mohinder Miglani,Flyshing Savings bank Sandy Bhatia,Sonia Narang. LILC doing great job for community . President Pinki Jaggi & Jyoti Gupta and whole LILC Team not just serving Community infect they also promoting Indian culture by their events . Salute to whole LILC team .







Winners must choose their friends wisely, says study



Researchers have found that friends in high places may get you recognised but ultimately harm your chance at glory. Being friends with an award juror can increase a person's chance of being nominated but decrease their chances of being selected as the victor, according to the study published in the Academy of Management Journal. "These findings should invite some healthy cynicism among those who still have unconditional faith in the universalistic principles that are supposed to inspire meritocratic institutions, but should also come as hopeful news to those who have long lost that faith," said Simone Ferriani, Professor at the University of Bologna. For the study, researchers combined statistical analysis of eight years of decision-making data from the most prestigious Norwegian advertising industry competition with industry member interviews and sought to understand how relationships between jurors and entrants affect competition results.

Three relationship dynamics were used to understand how jurors' decisions are influenced direct ties -- the extent to which jury members tend to favour candidates with whom they have worked in the past. Reciprocity -- the extent to which jury members tend to favour candidates from whom they have themselves been favoured in the past. Cliquishness -- the extent to which jury members tend to favour candidates who are part of the same network clique as the jury members.

Women more vulnerable in car accidents than men

Researchers said that belted female occupants have 73% greater odds of being seriously injured in frontal car crashes compared to belted males.

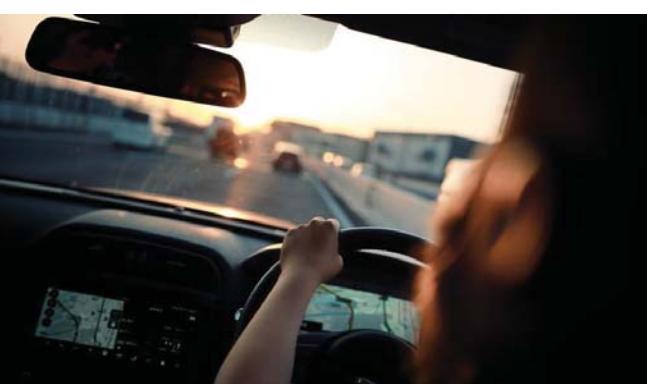
Researchers have found that women are significantly more likely to suffer injuries than their male counterparts in frontal car crashes. Researchers said that belted female occupants have 73% greater odds of being seriously injured in frontal car crashes compared to belted males (after controlling for collision severity, occupant age, stature, body mass index and vehicle model year).

"Until we understand the fundamental biomechanical factors that contribute to increased risk for females, we'll be limited in our ability to close the risk gap," said Jason Forman, Principal Scientist at University of Virginia. According to the researchers, newer

automobiles have tended to exhibit a decreased risk of injury overall. Specifically,

Injury Prevention, is an analysis of crash and injury data compiled from 1998 to 2015. These data come from a sample of police-reported crashes in the US. It focused on frontal impact crashes with belted occupants, aged 13 and older. The data included nearly 23,000 front-end crashes involving more than 31,000 occupants, and a nearly equal number of females and males. "These results provide insight into where advances in the

field have made gains in occupant protection, and what injury types and risk factors remain to be addressed," Forman said.



Fit and fine: Split program at the gym for beginners

After six months of training at the gym, here's how you can introduce variations for better results

In my last column, I laid down a simple rule: A beginner should stick to full body workouts for the first few months of their training career. Since the current training dogma is biased towards a single body part per training session, most trainees make the mistake of following this prevalent style of training. This leads to excessive number of exercises per body part and thus some parts get overtrained, while others undertrained or not trained at all. Hence the recommendation -- beginners stick with a full body program, training thrice a week. If a trainee has been

regular in the gym, a full body program produces good results for about four to six

months, where the trainee tries to increase the repetitions or increase the weight every session. After six months of regular training,



bread-and-butter compound exercises will remain. This is usually a good time to introduce a "split program". In this program, you split the body into two parts -- upper and lower. The whole body gets trained twice in the week, spread over four days, with a day or two days of rest in the week. Thus, as a beginner where the intensity and volume is less, you train the entire body thrice a week and make progress but at an intermediate level with increased loading and volume, twice a week

it is time to shake things up and introduce more variety in the program, though the

is preferred.

Sustainable eating : Forget synthetic meat, lab grown dairy is here

The search for sustainable, healthy alternatives to meat currently has two paths: the meat-mimicking veggie burger and lab-grown proteins. But in the land of dairy, there's only plant-based alternatives like cashew "butter" and almond milk.



The search for sustainable, healthy veggie burger and lab-grown alternatives to meat currently has two paths: the meat-mimicking veggie burger and lab-grown protein. But in the land of dairy, there's only plant-based

alternatives like cashew "butter" and almond milk. Whether you're milking them or slaughtering them, industrial cattle husbandry is bad for the planet. Studies show it to be a key culprit in the climate crisis and a source of localized environmental damage. The refrigerator aisle has been full of plant-based dairy for some time, but now there are a few startups who, like the purveyors of cultured meat, want to take dairy one step further. Already under siege by falling milk sales, Big Dairy lobbyists have been lashing out at makers of plant-based rivals as they grow market-share. But their next

enemy may be coming from the laboratory, in the form of synthetic whey, and investors are already lining up.

While fewer people are drinking cow's milk, they're still eating yogurt and cheese, and a crucial protein that comes from making those products is whey. It's relatively flavorless and incorporates well into a range of food formulations for everyone from infants to adults. There's already a huge market for it, as demand for whey protein and whey-based products is on the rise. Thanks to consumer demand for protein in everything, from bars to shakes. The

U.S. is the single largest exporter of whey products, with estimated sales of \$10 billion last year. BCC Research said the category will grow by 6% annually through 2023. But for all its popularity, all that whey still comes from cows, a fact increasingly seen as a liability for climate- and health-conscious dairy and protein lovers.

Ryan Pandya saw an opportunity in this consumer conundrum. He wants to be the first to market a non-animal whey protein through his San Francisco area-based company, Perfect Day.

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