

## MAINS MATRIX

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#### Treat Employment as a National Priority

##### Introduction

India stands at a critical demographic juncture.

With the world's largest working-age population, India is expected to add **133 million people** to its labour force over the next 25 years — nearly **18% of the global incremental workforce**.

However, this window of opportunity is limited, as India's demographic dividend is projected to **peak by 2043**.

In this context, employment generation must be treated not merely as an economic goal, but as a **national priority** — essential for inclusive growth, poverty reduction, and social stability.

##### Importance of Employment Generation

- **Economic inclusion and equity:** Quality jobs at scale can lift millions out of poverty, reduce regional and gender disparities, and ensure equitable distribution of benefits.

- **Social stability:** Employment sustains livelihoods, enhances resilience, and fosters national integration.
- **Consumption-led growth:** In a consumption-driven economy like India's, broad-based income growth fuels stable demand.
- **Harnessing the demographic dividend:** The youth population can drive productivity only when adequately skilled and employed.

##### Current Challenges

##### 1. Fragmented Approach and Lack of Unified Policy

- Despite multiple Central and State initiatives — from skill development to social security — India still lacks an **Integrated National Employment Policy (INEP)**.
- Existing programs are fragmented, short-term, and lack coherence in addressing both **supply** and **demand** sides of the labour market.

## 2. Mismatch Between Skills and Job Demand

- Skill development programs often fail to match industry needs.
- **College curricula** are misaligned with employability requirements, creating a pool of educated but unemployable youth.

## 3. Jobless Growth

- Economic expansion has not translated into proportional job creation.
- Sectors such as manufacturing and services remain capital-intensive, limiting employment elasticity.

## 4. Low Female Labour Force Participation

- Barriers include unpaid care work, unsafe work environments, and lack of flexible opportunities.
- India's female labour force participation remains among the lowest globally.

## 5. Data Deficiency

- Real-time, granular employment data is unavailable.
- Delayed and inconsistent surveys hinder evidence-based policymaking.

## Policy Recommendations

### 1. Integrated National Employment Policy (INEP)

- Formulate an **Integrated and National Employment Policy** that consolidates existing schemes.
- Governance to be overseen by an **Empowered Group of Secretaries**, coordinated through **District Planning Committees**.
- Define **time-bound goals** for employment potential across:
  - Industrial policy
  - Education and skilling
  - Labour reforms

### 2. Focus on Long-Term Job Creation

- Encourage **steady investment** and **sectoral growth**, avoiding fragmented or short-term programs.
- Address both **demand-side** (sectoral expansion) and **supply-side** (skills, mobility, gender inclusion) factors.

### 3. Strengthen Job Quality and Security

- Ensure **better wages, safe working conditions, and social security** for all.
- Create a **centralised registry** for seamless onboarding, preserving worker history and ensuring protection.

- Institutionalise fair contracts and grievance redressal mechanisms.

#### 4. Promote Inclusive and Gender-Responsive Employment

- Incorporate **women and marginalised groups** into formal jobs through skilling and reskilling.
- Expand roles in **Anganwadi, ASHA, childcare, and eldercare** sectors.
- Support remote work, rural internships, and gig economy participation.

#### 5. Regionally Balanced Employment

- Promote employment in **Tier-2 and Tier-3 cities and rural districts** through:
  - Local manufacturing clusters
  - Agro-processing units
  - Tourism and healthcare hubs
- Encourage **“One India”** mobility for labour across states.

#### 6. Employment-Linked Incentive (ELI) Scheme

- Incentivise employers to generate formal, sustainable jobs.
- Link benefits to measurable employment outcomes.

#### 7. Data Reforms

- Establish a **dedicated task force** for real-time labour market data.
- Expand survey coverage, modernise methodologies, and reduce data lag.

#### Way Forward

1. **Adopt employment as a macroeconomic target**, alongside growth and inflation.
2. **Institutionalise employment audits** for all major public investments.
3. **Foster skill–industry linkages** through partnerships with private firms and universities.
4. **Encourage women’s workforce participation** by addressing care economy and safety.
5. **Promote green and digital jobs** in emerging sectors like renewable energy, AI, and robotics.

#### Conclusion

Employment generation must be placed at the **core of India’s development strategy**.

A coordinated, data-driven, and inclusive approach — underpinned by long-term policy vision — can transform India’s demographic dividend into a durable growth driver.

As envisioned by the Confederation of Indian Industry (CII), **employment is not just a by-product of growth but a strategic national priority**.

Ensuring equitable, resilient, and

sustainable livelihoods can make India **an employment-rich economy by 2047.**

### HOW TO USE

#### Primary Relevance: GS Paper III (Indian Economy)

This is the most direct and important fit. The topic falls under "Indian Economy and issues relating to Planning, Mobilization of Resources, Growth, Development and Employment" and "Inclusive Growth."

#### 1. Issues relating to Development and Employment:

- **How to use:** This entire document is a blueprint for answering any question on unemployment in India.
  - **The Demographic Dividend & Deadline:** The introduction powerfully frames the issue by stating India will add **133 million people to its labour force** by 2043, after which the dividend peaks. This creates a sense of urgency, moving the discussion beyond generic points.
  - **Jobless Growth:** The article identifies the core paradox of the Indian economy—growth without proportional job creation—and correctly attributes it to the **capital-**

**intensive nature** of key sectors.

- **The Need for an Integrated Policy:** The critique of "fragmented" schemes and the call for an **Integrated National Employment Policy (INEP)** shows a deep understanding of the governance challenges in tackling unemployment.

#### 2. Inclusive Growth and issues arising from it:

- **How to use:** The challenges of **low female labour force participation** and the need for **regionally balanced employment** are central to achieving inclusive growth.
  - The recommendations to address the "care economy" (childcare, eldercare) and promote work in Tier-2/3 cities are concrete, actionable solutions that go beyond tokenism.

#### Strong Relevance: GS Paper II (Governance)

The solutions proposed are fundamentally about governance structures and policy implementation.

#### 1. Government Policies and Interventions for Development:

- **How to use:** The article provides a critical evaluation of existing government efforts.
  - **Implementation Gap:** It points out that despite numerous schemes, the lack of a unified policy leads to inefficiency. The proposal for an **Empowered Group of Secretaries** and the use of **District Planning Committees** is a specific governance reform suggestion.
  - **Evidence-Based Policy:** The "Data Deficiency" section highlights a key governance failure. The recommendation for a task force on real-time labour data is crucial for moving from populist schemes to effective, targeted interventions.

## 2. Role of Civil Services in Democracy:

- **How to use:** The proposed governance structure (Empowered Group of Secretaries, District Planning Committees) outlines a specific role for the civil service in coordinating a national priority, moving beyond siloed departmental functioning.

## India's Direction for Disaster Resilience

### Author:

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### 1. Context

India, being a **vast multi-hazard country**, faces frequent disasters such as floods, cyclones, droughts, earthquakes, and heatwaves.

A **multi-faceted approach** integrating **pre-disaster and post-disaster measures** is essential to reduce vulnerability and enhance resilience.

Guided by the **Prime Minister's Ten-Point Agenda on Disaster Risk Reduction (2016)**, the **Home Ministry** and **NDMA** are steering efforts to embed **disaster risk reduction (DRR)** in policy and public finance.

### 2. Institutional and Policy Framework

#### A. Role of the 15th Finance Commission (2021)

- Adopted a **nuanced approach** to disaster risk reduction (DRR).
- Aligned **public finance** with **technological and practical advances**.
- Allocated **₹22,284 crore (\$3 billion)** over five years.

#### B. Broadened Focus

Earlier: Focused on **post-disaster relief and reconstruction**.

Now: Includes

- **Prevention**
- **Mitigation**
- **Preparedness**
- **Capacity building**
- **Post-disaster reconstruction**

### 3. Fund Allocation Structure

Component	Share of Allocation	Focus Area
Preparedness & Capacity Building	30%	Skill enhancement, system readiness
Mitigation	20%	Preventive measures
Relief, Response & Reconstruction	50%	Immediate and long-term recovery

### 4. Strategic Priorities for Nature-Based DRR

The Commission established **five priority areas** for nature-based disaster risk reduction (DRR):

1. **Evaluating multi-hazard challenges** at the national and local level.
2. **Integrating scientific and technical expertise** into DRR planning.
3. **Mainstreaming mitigation and reconstruction** into public finance.
4. **Avoiding duplication** through inter-ministerial and Centre-State coordination.
5. **Developing frameworks for light-touch regulation** to speed up project approvals.

### 5. Financial and Administrative Innovations

- The process moved from **budget-to-project chain**, enabling flexibility in expenditure.
- Procedures and standards for design and expenditure were streamlined.
- **Inter-ministerial and cross-institutional appraisal committees** established for hazard- or region-specific projects.
- **Five major reconstruction packages** (₹5,000 crore) approved for **Uttarakhand, Himachal Pradesh, Sikkim, Assam, and Kerala**.

### 6. Pre-Disaster Phase Measures

#### A. Preparedness and Modernisation

- ₹5,000 crore allocated for **modernising fire safety** and **capacity building**.
- Specialised groups formed:
  - **Apda Mitra** (community volunteers)



- **Yuva Aapda Mitra** (youth engagement).

- **Geo-spatial training labs and action-based research** strengthened at **National Institute of Disaster Management (NIDM)**.

### B. Capacity Building

- 36 state disaster management teams trained.
- Courses designed for local-level application.
- Panchayats and local officials included in DRR planning.

## 7. Focus on Mitigation (20% Allocation)

### A. Nature-Based Solutions

- Focus on **biological and ecological approaches** for slope stabilisation, flood management, and coastal protection.
- Use of **bio-engineering, rejuvenation of wetlands, and green spaces** to mitigate flood risks.
- Projects worth **₹10,000 crore (\$1.2 billion)** approved and implemented in several states.

### B. National Cyclone Mitigation Programme (NCMP)

- **₹5,000 crore** earmarked for coastal resilience.
- Covers **eight states**, targeting 5,000 km of vulnerable coastline.

- Includes construction of:
  - Cyclone shelters
  - Embankments
  - Seven-day **early warning systems**
  - Coastal green belts

## 8. Strengthening Early Warning and Response Systems

- NDMA is developing **multi-media Common Alerting Protocols** for timely regional warnings.
- Expanded **sensor-based glacial lake monitoring** for early risk identification.
- Over 30 universities and research institutions collaborate on **multi-hazard early warning capacities**.
- **NDRF Academy, National Fire Service College, and NIDM** training hubs created for **public servant skill enhancement**.

## 9. International Cooperation

- India plays a leading role in shaping **global DRR frameworks**:
  - **Coalition for Disaster Resilient Infrastructure (CDRI)**
  - **G20, SCO, BIMSTEC, and IORA** DRR initiatives

- Supports developing nations in **capacity building and knowledge sharing**.
- Focus on **climate finance** and **scientific collaboration** to de-risk vulnerable economies.

## 10. Outcomes and Vision

### Key Outcomes

- DRR mainstreamed in **public finance** and **development planning**.
- Stronger emphasis on **scientific risk assessment** and **local resilience**.
- Greater focus on **nature-based and community-driven solutions**.
- Institutional synergy between **Centre, States, and academia**.

### Vision

India aims to transition from a **relief-centric** to a **resilience-oriented** disaster management approach, leveraging **technology, nature-based solutions, and community capacity** to reduce losses and enhance climate resilience by 2047.

### How to use

**Primary Relevance: GS Paper III (Disaster Management)**

The entire article is a blueprint for a modern, proactive disaster management policy.

### 1. Disaster and Disaster Management:

- **How to use:** This article provides a comprehensive, up-to-date case study of India's shift in disaster management philosophy and practice.

- **Paradigm Shift:** The key takeaway is the move from a "**relief-centric**" approach to a "**resilience-oriented**" one. This is a fundamental concept in disaster management theory, and India's strategy is a perfect real-world example.
- **The 15th Finance Commission's Role:** The allocation of **₹22,284 crore** with a specific breakdown (30% Preparedness, 20% Mitigation, 50% Relief) is a concrete example of **mainstreaming disaster risk reduction (DRR) into public finance**. This is a sophisticated point that shows how policy is being funded and implemented.
- **Specific Programs:** You can cite the **National Cyclone Mitigation Programme (NCMP)**, the modernisation of fire services, and the use of **nature-based solutions** (bio-



engineering, wetlands) as evidence of this new approach.

## 2. Internal Security:

- **How to use:** Effective disaster management is crucial for **internal security**.
  - A major disaster can lead to public unrest, breakdown of law and order, and create a vacuum that can be exploited by anti-social elements. A robust response system, as outlined, helps maintain public order and national stability.

## Secondary Relevance: GS Paper II (Governance)

The implementation of this strategy is a test of cooperative federalism and administrative efficiency.

## 1. Issues and Challenges Pertaining to the Federal Structure:

- **How to use:** The article highlights the importance of **Centre-State coordination**.
  - The establishment of "inter-ministerial and cross-institutional appraisal committees" and the inclusion of "Panchayats and local officials" demonstrates a multi-level governance approach, which is

essential for the success of such a national strategy.

## 2. Government Policies and Interventions for Development:

- **How to use:** The entire disaster resilience plan is a major government intervention.
  - You can evaluate its effectiveness by citing the "five major reconstruction packages" for states and the training of "36 state disaster management teams."

## Why is ADR Crucial for India's Courts?

## 1. Context / The Story So Far

- The **Minister of Law and Justice** reaffirmed India's commitment to legal reforms rooted in its **civilisational ethos**.
- Citing the doctrine of **Panch Parmeshwar**, which emphasizes **collective consensus in dispute resolution**, the government stressed the need to strengthen **Alternative Dispute Resolution (ADR)** mechanisms.
- The **India Justice Report 2023** highlighted serious challenges in India's justice delivery system — particularly in **case delays**, **accountability**, and **vacancies**.

## 2. Scale of the Problem

Level of Judiciary	Pending Cases (Approx.)
Supreme Court	81,868
High Courts	62.9 lakh
Overall (All Courts)	4.57 crore

- Persistent **case pendency** leads to **delayed justice**, undermining fairness and trust in the legal system.
- **Inter-state disparities** exacerbate the problem — some states like **Uttar Pradesh, Bihar, and Andhra Pradesh** have particularly high backlogs.

### 3. What is ADR (Alternative Dispute Resolution)?

ADR is a **mechanism for resolving disputes** outside traditional courts in a **speedy, cost-effective, and inclusive** manner.

#### Main Forms of ADR:

1. **Arbitration**
2. **Conciliation**
3. **Mediation**
4. **Negotiation**
5. **Judicial Settlement / Lok Adalat**

### 4. Constitutional and Legal Basis of ADR

- **Article 39A** of the Constitution mandates the **State to ensure equal justice and free legal aid**.

- **Section 89 of the Code of Civil Procedure, 1908** provides for ADR through arbitration, conciliation, mediation, and judicial settlement (Lok Adalat).
- **Arbitration and Conciliation Act, 1996** – comprehensive law governing arbitration and conciliation in India.
- **Amendments in 2021** introduced the **Indian Arbitration Council**, providing legal backing and institutional support for arbitration.
- **Arbitration and Conciliation (Amendment) Act, 2021** sets a **maximum period of 180 days** for dispute resolution, ensuring faster justice.

### 5. Role and Functioning of Lok Adalats

- Governed by the **Legal Services Authorities Act, 1987**, inspired by **Article 39A**.
- Key provision: **Section 22B** – National Lok Adalat and e-Lok Adalat.
- **First Lok Adalat** – held in Gujarat, 1982; **first e-Lok Adalat** – launched in 1999.

#### Features:

- Decisions are **final and binding**; **no appeal** is permitted.
- Help strengthen justice delivery by resolving cases **pre-litigation**.
- Useful for **compoundable offences** (e.g., theft, trespass,

adultery) and **civil disputes** like money recovery or contractual issues.

### 6. Pre-Litigation Mediation

- Encouraged for **civil and commercial disputes** before they reach courts.
- **Reduces pendency** and preserves **social and business relationships**.
- Even after ADR failure, courts may be approached, but **ADR is the first line of dispute management**.

### 7. Why Strengthening ADR is Crucial

#### A. Justice D.Y. Chandrachud's Perspective

- Mediation embodies **India's civilisational values** by promoting dialogue and consensus.
- Provides **true justice for individuals on their own terms**, in an accessible and empathetic environment.

#### B. Key Advantages

1. **Speed:** Reduces case pendency and judicial delays.
2. **Accessibility:** Allows justice in familiar language and local setting.
3. **Efficiency:** Saves time and resources for courts and litigants.

4. **Social Harmony:** Restores relationships instead of adversarial judgments.

5. **Inclusiveness:** Enables participation of marginalized individuals in justice delivery.

### 8. Data Insights: India Justice Report 2023

Indicator	Findings
Pending cases duration	Some cases pending > 6 years
Vacancy rate	33% in District Courts, 21% in High Courts
Heavy workloads	Uttar Pradesh, Himachal Pradesh, Kerala: >4,000 cases per judge
Long delays	Some cases pending in High/Subordinate Courts >10 years

- Reports highlight **need for inter-state cooperation** and **infrastructure strengthening** to improve access to justice.

### 9. State-wise Observations

- **High Pendency States:**
  - **Andhra Pradesh**
  - **Uttar Pradesh**
  - **Bihar**

These states require **rapid adoption of ADR** mechanisms to improve disposal rates and reduce the burden on traditional courts.

## 10. The Way Forward

### A. Institutional Strengthening

- Expand **ADR centres, mediation cells**, and **Lok Adalats** in all districts.
- Introduce **mandatory pre-litigation mediation** for civil/commercial cases.

### B. Digital Expansion

- Strengthen **e-Lok Adalats** and **online mediation platforms**.

### C. Legal and Procedural Reforms

- Amend laws to ensure enforceability of mediation settlements.
- Encourage **court-annexed ADR** systems in High Courts and District Courts.

### D. Capacity Building

- Train mediators, arbitrators, and legal aid officers in **negotiation and conflict resolution** skills.

## 11. Conclusion

India's judicial system is burdened with over **4.5 crore pending cases**, threatening access to timely justice. By institutionalising **Alternative Dispute Resolution (ADR)**, India can achieve the vision of **"Justice for All"**, ensure **cost-effective resolution**, and build a more **inclusive and harmonious society**.

Strengthening ADR mechanisms—mediation, arbitration, conciliation, and Lok Adalats—is essential to bridge the

justice gap and uphold Article 39A's promise of equal access to justice.

### How to use

**Primary Relevance: GS Paper II (Governance, Constitution, Polity)**

The topic falls under "Judiciary," "Government Policies and Interventions," and "Salient Features of the Indian Constitution."

### 1. Structure, Organization and Functioning of the Judiciary:

- **How to use:** The staggering data on pending cases (**4.57 crore total, 62.9 lakh in High Courts**) is the central problem that ADR aims to solve.
  - **Critique of Judicial Delays:** This data provides concrete evidence to critique the inefficiencies and delays in the Indian judicial system, a common theme in UPSC questions.
  - **ADR as a Reform:** The various forms of ADR (Arbitration, Mediation, Lok Adalats) can be presented as essential **structural reforms** to reduce the burden on the formal judiciary and make the system more efficient.

### 2. Salient Features of the Indian Constitution:

- **How to use:** The constitutional and legal basis of ADR is a strong point.
  - **Article 39A (DPSP):** This article, which mandates "equal justice and free legal aid," is the **constitutional soul** of ADR. It shows that ADR is not just an administrative tool but a means to fulfill a constitutional goal.
  - **Legal Framework:** Citing the **Code of Civil Procedure, 1908 (Section 89)** and the **Arbitration and Conciliation Act, 1996** demonstrates a deep understanding of the legal architecture supporting ADR.

### 3. Government Policies and Interventions for Development:

- **How to use:** The government's active promotion of ADR, as mentioned in the Law Minister's speech, is a key policy intervention.
  - You can evaluate the **Arbitration and Conciliation (Amendment) Act, 2021**, which sets a **180-day deadline**, as a positive step towards time-bound justice.
  - The **India Justice Report 2023** can be used as a

source to analyze the challenges (vacancies, pendency) that necessitate such policies.

### Secondary Relevance: GS Paper IV (Ethics, Integrity and Aptitude)

ADR has a strong ethical and philosophical dimension.

#### 1. Ethics in Governance:

- **How to use:** The principles behind ADR are deeply ethical.
  - **Restorative vs. Retributive Justice:** ADR, especially mediation and Lok Adalats, focuses on **restorative justice**—healing relationships and finding mutually acceptable solutions. This is ethically superior in many cases to the adversarial, win-lose paradigm of traditional courts.
  - **Access to Justice:** As Justice Chandrachud stated, ADR provides justice in an "accessible and empathetic environment." Denying timely justice due to delays is an ethical failure of the system, which ADR helps correct.