



**THE EDGE AGES (TEA)- A FORTNIGHTLY NEWSLETTER
OF**

DEPARTMENT OF COMMERCE, HIMACHAL PRADESH UNIVERSITY, SHIMLA

ISSUE-3

1.09.2024 to 15.09.2024

Aims and Objectives:

The Edge Ages (TEA) is a fortnightly Online Newsletter of the Department of Commerce, Himachal Pradesh University, Shimla. It is to focus on academic and other perspectives useful for students and readers, especially for commerce and business. The Newsletter updates the activities of the Department of Commerce, Himachal Pradesh University. It is meant to enrich knowledge and encourage young and enthusiastic students and researchers to contribute their original write-ups as well as to convey updated information which is useful for synergizing knowledge in the field of commerce and is an effort for the benefit of all stakeholders and welfare of the future generations. The information and write-ups can be considered for publication if they ensure originality and recommendations of the reviewers including the editorial board.

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CHIEF EDITOR'S DESK

The Edge Ages (TEA) is refreshing and updating young enthusiastic readers every fortnight and connecting business horizons with academia and research. Taking up the progressive approach, the editorial team is stepping forward and has launched the Third Issue of the online Newsletter of the Department of Commerce, Himachal Pradesh University, Shimla. It is equipped with academic, research and other updates of the Department. Not only this, the newsletter encourages exposure avenues for young people with having commerce background as well as academic learning and discussions. The collective effort of the team of Teaching Faculty, Staff, Scholars and students of the Department of Commerce is appreciable especially as the contributors and the entire team have to get engaged for taking updates to be loaded fortnightly on the webpage of the department in the H.P. University website. On the occasion of launching this online issue of the Newsletter, I congratulate the entire team wishing that the Archive of the issues of the Newsletter will acclimate the forthcoming generations to the academic historic contribution of the team of the Department of Commerce.

Professor Devinder Sharma

Chief Editor

MANAGING EDITOR'S DESK

Dear Students, Faculty, and Staff,

As we strive for academic excellence, let us not forget the importance of value wisdom in shaping young minds and their characters. The Department of Commerce, Himachal Pradesh University, is committed to inculcating values such as maitry (friendship), mudita (happiness in others success), karuna (compassion) and upeksha (disregard negative thoughts) as envisaged by sage Patanjali, that empowering them in bringing change in the society.

I am delighted to share with you the latest updates and achievements of our Department as we continue to strive for excellence in education.

I urge you all to embrace the values of love, respect, non-violence, truthfulness, patience, and forgiveness, in your daily lives, and to create a wonderful, joyful and peaceful environment in the institution and society.

Best regards,

Professor Rajkumar Singh

Managing Director

MESSAGE FROM THE SCHOLARS EDITORIAL BOARD

In this edition of our newsletter, we'd like to express our gratitude to you for being a part of our community. Your engagement, feedback, and enthusiasm continue to inspire us. We are excited to share the activities that took place in the Department of Commerce, Himachal Pradesh University from September 1st to September 15th. Our team has worked hard to bring you the latest issue of our newsletter, and we take pride in being part of such a vibrant and dynamic community. We are committed to pushing the boundaries of knowledge and fostering a spirit of collaboration and inclusivity. Thank you for your continued support and engagement. Together, we are shaping the future, one step at a time.

Best regards,

Scholars Editorial Board

OUR MOTTO

Spread knowledge, excel and prove dynamic potential in the sphere of different sectors as experts dealing with commerce by refreshing The Edge Ages of commerce updates.

ACADEMIC CALENDAR OF DEPARTMENT OF COMMERCE FOR JULY 2024 TO DECEMBER 2024

HIMACHAL PRADESH UNIVERSITY
(NAAC Accredited 'A' Grade University)
Department of Commerce, Shimla-5

ACADEMIC CALANDER FOR THE SEMESTER W.E.F. JULY, 2024 TO DECEMBER, 2024

Month	Dates From- To	Teaching Days	Additional Celebrations	Mode of Celebration
July	29.07.2024 to 31.07.2024	03	Induction Programme*	Themes Decided*
August	01.08.2024 to 05.08.2024	04	Induction Programme*	Themes Decided*
August	06.08.2024 to 31.08.2024	20	7 August, National Handloom Day	Special Lecture
			19 August, World Humanitarian Day	Group Activities on the theme and also on Human Rights Day which is on 10 December
			20 August, Sadbhavna Diwas, 23 August International Day for Remembrance of Slave Trade and its Abolition, 17 October-International Day for Eradication of Poverty, 31 October-National Unity Day	Slogan Writing Activity-Exhibition on 23.08.2024.
			26 August, Women Equity Day and 25 November, International Day for Elimination of Violence Against Women	Activity presented by students on 26.08.2024

September	02.09.2024 30.09.2024	to	24	5 September, Teachers Day, 5 October, World Teachers Day	Address by Teachers and celebration by students on 05.09.2024
				8 September, International Literacy Day and 11 November-National Education Day	Declamation on 08.09.2024
				14 September-Hindi Diwas	Hindi Writing Competition on 14.09.2024
				18 September-World Bamboo Day	Presentations by Students
				21 September- International Day of Peace and 26 September- World Environment Health Day	Students Creativity Activities on the Themes
October	01.10.2024 30.10.2024	to	23	1 October- World Vegetarian Day, 2 October- International Day of Non-violence	Group Interactions in the Presence of Teachers on 1.10.2024
				15 October-World Students Day	Students Celebration
				20 October- World Statistics Day	Special Presentation
November	1.11.2024 30.11.2024	to	24	26 November-Constitution Day of India	Celebration in Patriotism Mode
December	02.12.2024 07.12.2024	to	06	2 December- National Pollution Control Day and International Day for Abolition of Slavery	Group Presentations and Simulation on 2.12.2024
				14 December- National Energy Conservation Day and 24 December, National Consumer Rights Day	Students Presentations on 07.12.2024
Total Days			104	14	
Less Days due to Celebrations			14		
Effective Class Days (For M.Com I & III)			90		
Preparatory Days	08.12.2024 (Sunday) 15.12.2024	to	One Week		
Proposed Semester Exam	From 16.12.2024 Onwards				
Additional Academic Calendar for Ph.D. Course Work Students					
December	9.12.2024 31.12.2024	to	18	Presentations	
Total Days			104+18=122		
Less Days due to Celebrations			14		
Effective Class Days (For Ph.D. Course Work)			108	They will have to attend the Viva-Voce presentations of Ph.D. Scholars	
Attendance of M.Com. students and Ph.D. Scholars with the approval of the Chairman, in the Seminar/Workshop/Special Lecture in the Semester, will be considered for Academic Attendance Count as per Norms.					

TEA: SECOND EDITION LAUNCH

The second issue of the Department of Commerce Fortnightly Newsletter: THE EDGE AGES (TEA) launched on 1.09.2024 covering updates between 16.08.2024 to 31.08.2024.

Notices and circulars are circulated regularly offline on the Notice Board and Online through the University Web system for interaction and updates.



ACADEMIA

Classes of M.Com. and Ph.D. Coursework is running regularly. The Fellowship holder Research Scholars have given presentations during course work of the new PhD scholars. The presentations have been given in the Conference Room of the Department of Commerce.



INTERACTIVE SESSIONS

TEACHERS DAY- Teacher's Day was celebrated with great enthusiasm and fervor, honoring the dedication and hard work of its esteemed faculty members. The event was organized by the students to express their gratitude and appreciation for the teachers' tireless efforts in shaping their minds and futures.

The students presented a vibrant cultural program, featuring music, dance, and drama performances, showcasing their talents and creativity. The teachers were overwhelmed with emotion as they received recognition and appreciation from their students.



INTERNATIONAL LITERACY DAY AND NATIONAL EDUCATION DAY- Since 1967, the annual celebrations of International Literacy Day (ILD) have taken place on 8 September around the world to remind various stakeholders such as policy-makers, practitioners, and the public of the critical importance of literacy for creating a more literate, just, peaceful, and sustainable society.

India marks National Education Day on November 11 to memorialize the birthday of Maulana Abul Kalam Azad, the first Minister for Education in India. Maulana Abul Kalam Azad's exemplary contributions to the field of education and institution-building paved the way for the country's modern system.

The Department of Commerce celebrated International Literacy Day and National Education Day on the 9th of September, 2024. The students of M.Com and Research Scholars along with Chairperson Prof. Devinder and Dr Manoj observed the event with thought-provoking presentations, highlighting the significance of literacy and education in today's world.



BEST OUT OF WASTE- The Department of Commerce hosted a successful Best out of Waste program, showcasing the creative talent of the resource person in transforming discarded materials into innovative and useful products. The event aimed to promote sustainability, encourage waste reduction, and foster creativity among individuals.



हिंदी दिवस

हिंदी दिवस 14 सितंबर को मनाया जाता है। इसी दिन 1949 में संविधान सभा ने हिंदी को भारत की राजभाषा के रूप में मान्यता दी थी। यह दिन भारत के लिए एक महत्वपूर्ण दिन है। यह हिंदी भाषा के महत्व को दर्शाता है। हिंदी दिवस न केवल हिंदी भाषा की प्रतिष्ठा का प्रतीक है, बल्कि यह देश की सांस्कृतिक एकता का भी प्रतीक है।

हिंदी दिवस पर लेखन प्रतियोगिता आयोजित की गई:

हिंदी दिवस के अवसर पर, वाणिज्य विभाग में एक लेखन प्रतियोगिता आयोजित की, जिसमें विद्यार्थियों और शोधकर्ताओं को हिंदी भाषा की शुद्धता और सुंदरता का प्रदर्शन करने का अवसर मिला।

लेखन प्रतियोगिता का विषय "संवाद की श्रेष्ठ भाषा" था, जिसमें प्रतिभागियों को संवाद की श्रेष्ठ भाषा के बारे में लिखना था। यह विषय हिंदी भाषा की शुद्धता, सुंदरता और महत्व पर केंद्रित था, और प्रतिभागियों को अपनी रचनाओं में हिंदी भाषा की विशेषताओं, साहित्यिक महत्व और सांस्कृतिक प्रभाव को प्रदर्शित करना था। प्रतियोगिता का उद्देश्य हिंदी भाषा को बढ़ावा देना और लोगों में हिंदी के प्रति रुचि और जागरूकता को बढ़ाना था। प्रतियोगिता के निर्णायक मंडल ने प्रतिभागियों की रचनाओं का मूल्यांकन किया और विजेताओं का चयन किया, जिनमें आकाश, अजय, हितेश, हिमान्शी, विशाल और परीक्षित प्रमुख रहे। प्रतियोगिता में भाग लेने वाले प्रतिभागियों को उनकी रचनाओं के आधार पर पुरस्कृत किया गया।

इस प्रतियोगिता ने हिंदी भाषा के प्रति जागरूकता और रुचि को बढ़ाने में महत्वपूर्ण भूमिका निभाई और हिंदी साहित्य के प्रति प्रेम और सम्मान को बढ़ावा दिया।



EDITORIAL LEARNING

Cultivating Inclusive Learning Environments: Strategies for Increasing Diversity and Inclusion in Education

In today's increasingly diverse world, cultivating inclusive learning environments is more essential than ever. Inclusive education is not only about integrating students of all backgrounds into a classroom, but also ensuring that each student feels valued, heard, and supported. This goes beyond just academic success; it means fostering a sense of belonging where students from varied cultural, linguistic, socioeconomic, and ability backgrounds can thrive. Educators play a pivotal role in shaping such environments. They need to

adopt a comprehensive approach that embraces diversity, promotes equity, and responds to the unique needs of every student. This article explores the importance of inclusive learning, its key principles, and actionable strategies for educators to implement in their classrooms.

The Importance of Inclusive Learning

An inclusive learning environment allows all students to participate fully in the learning process. When students feel included, they are more likely to engage with the material, collaborate with peers, and develop critical thinking skills. Inclusion goes hand-in-hand with the principle of equity, where every student is given the resources and support they need to succeed—recognizing that not all students start from the same place.

Inclusion benefits not only students from marginalized or disadvantaged backgrounds, but also the entire classroom community. Exposure to diverse perspectives encourages open-mindedness, empathy, and a deeper understanding of global issues. Students learn to appreciate differences and recognize the value in multiple viewpoints, preparing them for the pluralistic society in which they will live and work.

Additionally, inclusive environments help combat systemic inequalities in education. Historically, students from certain demographic groups—such as those with disabilities, English language learners (ELLs), and students of color—have been marginalized. Inclusive education seeks to address these disparities by creating equitable opportunities for all students, allowing them to succeed academically and socially.

Principles of Inclusive Learning

There are several foundational principles that guide the creation of inclusive learning environments. These principles reflect a commitment to equity, access, and student-centered learning:

1. **Diversity as a Strength:** Viewing diversity as an asset rather than a challenge is key to inclusivity. Classrooms should reflect and celebrate the diverse identities, cultures, and experiences of students. This promotes respect and a broader worldview for all students.
2. **Equity over Equality:** Equity involves providing individualized support to meet students' specific needs. While equality means treating everyone the same, equity ensures that all students have access to the resources they need to thrive, which may differ based on individual circumstances.
3. **High Expectations for All:** Every student, regardless of background, should be held to high expectations. Inclusive educators believe that all students are capable of learning and achieving success. Lowering expectations for certain groups based on assumptions about their abilities only perpetuates inequity.
4. **Culturally Responsive Teaching:** This approach involves incorporating students' cultural backgrounds into the learning experience. It requires educators to recognize their own cultural biases and adapt their teaching methods to be more inclusive of the cultural norms and learning styles of their students.
5. **Universal Design for Learning (UDL):** UDL is an educational framework that promotes flexible learning environments to accommodate individual learning differences. This principle involves

providing multiple means of representation, engagement, and expression to ensure that all students can access and participate in the curriculum.

6. **Collaboration and Community Building:** An inclusive classroom is a collaborative space where all students feel like they are contributing to the learning process. Encouraging teamwork and communication fosters a sense of community and belonging.
7. **Reflective Practice:** Educators committed to inclusivity must regularly reflect on their practices and attitudes. They should seek feedback from students and colleagues, examine the impact of their instructional methods, and make adjustments as needed to better support all learners.

Strategies for Cultivating Inclusive Learning Environments

Creating an inclusive learning environment requires intentionality and the implementation of specific strategies that address the diverse needs of students. Below are some actionable steps educators can take to promote inclusion in their classrooms:

1. **Build Relationships with Students:** Building strong, trusting relationships with students is foundational to inclusivity. Educators should take the time to learn about their students' backgrounds, interests, and learning preferences. Understanding the whole student helps educators tailor their instruction to meet individual needs. Simple practices like greeting students at the door, checking in with them regularly, and celebrating their successes can go a long way in creating a positive and inclusive environment.
2. **Use Culturally Relevant Curriculum:** Curriculum plays a critical role in shaping the learning experience. An inclusive curriculum reflects the diversity of the student body and includes materials, texts, and examples that resonate with different cultural backgrounds. Educators should select resources that offer diverse perspectives and avoid content that reinforces stereotypes or excludes marginalized voices. Involving students in the selection of reading materials or discussion topics can also enhance their sense of belonging.
3. **Differentiate Instruction:** Differentiated instruction is an inclusive practice that tailors teaching methods to accommodate students' varying readiness levels, interests, and learning profiles. This might involve providing multiple ways to access content, offering varied activities to demonstrate learning, or adjusting the pace of instruction. Differentiation ensures that all students are challenged and supported, regardless of their starting point.
4. **Implement Collaborative Learning:** Group work and peer collaboration are effective strategies for fostering inclusion. When students from diverse backgrounds work together, they have the opportunity to learn from each other's perspectives and experiences. Educators can design group tasks that promote cooperative learning, ensuring that students of different abilities and backgrounds contribute meaningfully to the group's success. Additionally, assigning roles and responsibilities within groups can help ensure that all students are engaged.
5. **Provide Multiple Means of Assessment:** Inclusive classrooms recognize that students demonstrate their learning in different ways. Offering varied assessment methods—such as written reports, presentations, projects, and portfolios—allows students to showcase their strengths.

Flexible assessments also provide a more accurate picture of student learning and help prevent biases that may arise from traditional testing methods.

6. **Foster a Growth Mindset:** A growth mindset encourages students to view challenges as opportunities for growth rather than as reflections of their ability. Educators should praise effort, persistence, and improvement rather than innate ability. This mindset shift helps students, especially those from marginalized groups, build resilience and a sense of agency in their learning.
7. **Create a Safe and Supportive Physical Environment:** The classroom's physical layout can influence inclusivity. Educators should create spaces where students feel physically safe and emotionally supported. This might involve arranging desks in clusters to facilitate collaboration, displaying diverse cultural artifacts, and creating quiet areas for students who need time to reflect or calm down.
8. **Address Implicit Bias and Stereotypes:** Educators must actively work to recognize and counteract their own implicit biases. This includes reflecting on assumptions they might hold about certain groups of students, which can influence their interactions and expectations. Professional development on cultural competence, implicit bias, and inclusive teaching strategies can support educators in this ongoing work.
9. **Engage Families and Communities:** Inclusivity extends beyond the classroom. Engaging with students' families and communities can provide valuable insights into their needs and strengths. Regular communication with families, inviting them to share their cultural practices, and involving them in classroom activities can strengthen the home-school connection and contribute to a more inclusive learning environment.
10. **Provide Scaffolding and Support:** Some students may need additional support to succeed in an inclusive classroom. This can include offering extra time on assignments, providing visual aids, or breaking down complex tasks into manageable steps. Scaffolding ensures that students who may struggle with certain aspects of the curriculum are still able to participate fully and achieve success.

Cultivating inclusive learning environments is an ongoing and dynamic process that requires commitment, reflection, and adaptation. By embracing diversity, promoting equity, and using culturally responsive and differentiated practices, educators can create classrooms where all students feel valued and empowered. An inclusive classroom not only benefits individual students but also enriches the entire learning community, fostering empathy, collaboration, and a deeper understanding of the world. As educators continue to hone their practices, the vision of a truly inclusive educational system becomes more attainable.

Career update

RRB Recruitment 2024 -Apprentice Job Vacancies. RRB Jobs 2024 will be accepted online on or before 23 Sep 2024.