

KERALA: GOD'S OWN COUNTRY

By Dr. Anila Nair



KERALA PROFILE

Total Area	: 38,863 sq. kms
Population	: 36,111,000 (2025)
Literacy Rate	: Female: 92.1%, 94 percent Male: 96.1%
Sex Ratio	: 1,084 females for 1000 males
GDP	: \$167.90 billion
Kerala covers	: 1.8% of India's total area
State Bird	: Hornbill

EDUCATION

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| <ul style="list-style-type: none"> • Knowledge • Skills • Investment in Health • Investment in Education • Expansion of Tourism • Agricultural Development | K
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A | <ul style="list-style-type: none"> • Social Protection Measures • Awareness • Self-help group • Micro-enterprises • Micro-planning • Facilitating migration process |
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Kerala has achieved a great success—it has eradicated extreme poverty from its beautiful land. This lush green Malabar coast was formed on 1st November 1956.

Dotted with coconut trees, the land of God is also home to rubber, tea, coffee, cashew and varieties of spices. Its beautiful sandy beaches, backwaters, hill stations and rich culture and religious places are great attractions to tourists.

Its Ayurvedic medical care services are an important attraction for the medical tourists.

Kerala has made a great stride in providing welfare measures to its different groups of workers in addition to providing welfare schemes to people in general. The welfare schemes under different welfare acts have helped workers by protecting them from any crisis which might otherwise deprive them from income.

Thus Kerala, through education, social security programmes and schemes and also employment, has been in a position to eradicate "extreme poverty" from its soil.

Today Kerala is also a home to a large number of migrant workers from different parts of the country, and the migrant workers are also provided different social protection measures.

CUT OUR HEADS NOT THE TREES: GIVING LIFE FOR TREES IS CHEAPER SACRIFICE

By Dr. Poonam S. Chauhan

The historic saga of Amrita Devi and the 363 Vishnois remains a golden chapter in environmental history, dating back to August 1730. When King Abhay Singh of Jodhpur ordered the felling of Khejari trees in Khejarli village to burn lime for his new palace, the nature-worshipping Vishnoi community revolted. Led by Amrita Devi, they embraced the trees to protect them, declaring that losing their heads was a "cheaper sacrifice" than losing the trees. Tragically, the King's ministers mercilessly beheaded Amrita Devi, her daughters, and eventually 363 villagers as they clung to the trunks. This act of non-violent resistance is considered the true precursor to the Chipko Andolan.

Witnessing this profound sacrifice, the King eventually bowed down, apologizing and issuing a royal decree that permanently banned the cutting of trees and hunting within Vishnoi territories. Today, the site serves

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as a ‘Smriti Smarak’ (memorial) where thousands gather annually to pay homage. The Khejari tree remains a vital economic and spiritual asset for the region, providing fruit and greenery in the desert. In an era of global warming and destructive development, the Vishnoi legacy serves as a powerful reminder that human survival is intrinsically linked to the protection of nature.

Khejarli (also known as Khejari) is a historic village located about 26 kilometers southeast of Jodhpur in the Luni tehsil of Rajasthan. The village derives its name from the khejri tree (*Prosopis cineraria*), which is considered sacred and is vital for the ecology and livelihood of the desert region. Khejarli holds a unique place in Indian history due to its association with one of the earliest known environmental protection movements.

The village is most famous for the Khejarli Massacre of 1730 AD, a landmark event in the history of environmental conservation. During the reign of Maharaja Abhai Singh of Marwar, royal officials were sent to Khejarli to cut down khejri trees for wood needed in palace construction. The Bishnoi community of the village, followers of the teachings of Guru Jambheshwar (Jambhaji), strongly opposed this act. The Bishnois strictly follow 29 principles that emphasize non-violence and protection of trees and wildlife.

Leading the protest was Amrita Devi Bishnoi, who famously declared that “a chopped head is cheaper than a chopped tree.” She and her three daughters embraced the khejri trees to prevent them from being cut and were killed by the royal soldiers. Inspired by her sacrifice, villagers from Khejarli and nearby areas followed the same path. In total, 363 Bishnoi men, women, and children laid down their lives while peacefully protecting the trees.

When the Maharaja learned of this tragic sacrifice, he was deeply moved. He immediately ordered the officials to stop the tree cutting and issued a royal decree banning the felling of trees and hunting of animals in Bishnoi villages. Today, a memorial stands in Khejarli to honor these martyrs.

The history of Khejarli symbolizes courage, sacrifice, and deep respect for nature, and it is regarded as a precursor to modern environmental movements like the Chipko Movement.

List of donors

- Mr. Kailash Nair
- Mr. Ashley Paul
- Mr. Jitender Chaudhary

TRINIKETAN ACTIVITIES



- **Programme at village Patar Khera, Tikamgarh Block, distt. Tikamgarh:** A programme on capacity building of Women Workers was organised in Distt. Tikamgarh on 25 November

2025. The purpose of the programme was to increase the awareness of the workers about different social security schemes and also to make them aware about their own capacity to enhance their quality of life and livelihood. 28 participants from the village attended the programme.

- Esteemed member of our foundation Mr. Shiromani Rajput, Sarpanch Bhup Nagar honoured all meritorious students on 15th August 2025.

- A free health camp was organized in Gram Panchayat Bhup Nagar, where free medical check-ups were conducted and medicines were distributed.



- **Teachers Day:** A function was organised at Aligaon, New Delhi on 5th September, 2025 to celebrate Teachers Day. Many children participated in the function, and they were made aware about the need for education.



- **Bal Divas:** The foundation also organised a function for children to make them aware about education and health care on 14th November, 2025, on the birth day of first Prime Minister of India Pandit Jawaharlal Nehru.



- **Gandhi Jayanti:** On 2nd October, 2025 the foundation celebrated Gandhi Jayanti. Many children participated in the programme and they were made aware about the teachings of Mahatma Gandhi.



- Dr. Anila Nair, Chairperson conducted a session on “Communication Skills” on 15 December 2025 at V.V.

Giri National Labour Institute, NOIDA, U.P. in a programme titled “*Training Programme on Disciplinary Processdings and Handling of Court Cases and Litigation Management*”.

• **Visit to Shanti Avedna Sadan, New Delhi:**

On December 23, 2025, Chairperson Dr. Anila Nair visited Shanti Avedna Sadan in New Delhi to oversee its



operations and engage with terminally ill patients. During her visit, she held discussions with the Senior Sister and distributed cake among the patients as a gesture of compassion. Dr. Nair highlighted that the institution’s humanitarian work is driven by the collective contributions of donors, volunteers, and medical professionals, ultimately praising the center for its dedication to providing dignity and specialized care through community-supported initiatives.



• **Christmas Celebration 2025:**

The Foundation celebrated Christmas with great enthusiasm at Aligaon, Badarpur, New Delhi, on December 25th. The event focused on spreading festive cheer among local children through the joyful singing of traditional Christmas carols. Members and volunteers actively engaged with the youngsters, fostering a sense of community and warmth. To make the occasion even more special, delicious cakes were distributed to everyone. This celebration highlighted the Foundation’s commitment to sharing happiness and creating lasting memories for underprivileged children.



• Dr. Anila Nair, Chairperson of the Foundation, attended a meeting on 27 December, 2025 organised by Rashtriya Jagriti Sansthan at India International Centre, New Delhi. In the meeting she said that without proper education and sensitive awareness, the problems associated with caste system cannot be eradicated. She emphasized that young people can do this through proper dialogue and discussion.



PUBLICATION

- Ms. Karthika Pillai, Executive Director, published a paper titled: Red Lipstick: a powerful symbol of women's liberation" in the Journal of Social work and social development, vol. 16, no. 01, June, 2025.

Red lipstick evolved from an ancient status symbol in Iraq and Egypt into a global tool for political defiance. Historically villainized by religious and Victorian standards as "sinful" or "dishonest," women used the color to subvert restrictive gender norms. Suffragettes adopted red lips as a mark of liberation, while Allied women used it during World War-II to protest fascism. Today, the color red symbolizes dominance and status across Eastern and Western cultures. Beyond aesthetics, red lipstick empowers modern women to reclaim body autonomy, serving as a visual language for solidarity in global feminist movements.

Profile of Patron: Dr. Poonam S. Chauhan



Dr. Poonam S Chauhan, a former Senior Fellow at V.V. Giri National Labour Institute has gracefully agreed to become a Patron of our Foundation. She is an eminent behavioural scientist. She has conducted a large number of training programs and research studies. She is also author of many books, reports and articles. We whole heartedly express our gratitude to her. We look forward to her kind cooperation and contribution for the development of the foundation.

OFFICIALS' ENGAGEMENT

- A meeting was held on 02 December, 2025, with executive members to discuss the future research and program agenda.
- Dr. Anila Nair, Chairperson, met Dr. Arvind, Director General, V.V. Giri National Labour Institute, NOIDA, U.P. and she presented some publications of the Foundation.
- On December 10, 2025, the Foundation observed the Universal Declaration of Human Rights.

EMPLOYMENT POTENTIAL IN TOURISM SECTOR IN INDIA

By Dr. Anila Nair



India continues to be a premier global destination, attracting international and domestic travelers seeking knowledge, medical care, and cultural experiences. According to the India Tourism Statistics 2025, the sector witnessed an extraordinary surge in 2022. Domestic tourist visits reached 1,731.01 million, marking a 155.45% increase, while foreign tourist visits skyrocketed by 714.26% to 8.59 million compared to the previous year. This massive influx of visitors acts as a significant economic engine, generating widespread employment across the transport, hospitality, healthcare, and handicraft sectors. To maintain this momentum and establish India as a world-leading destination, the text highlights the necessity of improving infrastructure and services. Key priorities include ensuring traveler safety, providing secure transportation and accommodations, and employing certified guides. By effectively implementing these visitor-friendly measures, India is positioned to become one of the most favored travel destinations globally.

UNORGANIZED WORKFORCE: IMPORTANT FEATURES

- 90 percent of the total workforce are constituted by unorganized workers.
- Total number of employed persons in India is 643 million.
- Number of employees in unorganized sector is 440 million.
- Sector with highest share of unorganized workers is Agriculture.
- Women in unorganized sector – share of women as helpers in household enterprises – 38%.
- Share of women in domestic and household work is 95.9 %.
- State with highest number of registered unorganized workers – Uttar Pradesh.
- State with the highest monthly minimum wage of unskilled labourers – Delhi.

THE LABOUR CODES

WORKER DEFINITION IN LABOUR CODES

“(z) “Workers” means any person (except an apprentice as defined under clause (aa) of section 2 of the Apprentice Act, 1961) employed in any industry to do manual, unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward, whether the terms of employment be express or implied, and includes:

- Working journalists.
- Sales promotion employees

but does not include any such persons in Air Force, Police Service, Navy.”

Source: From minimum wage code.

LABOUR CODES

On 21st November 2025, The Government of India notified four Labour Codes, namely:

- The Code on wages, 2019;
- The Industrial Relations Code, 2020;
- The Code on Social Security, 2020; and
- The Occupational Safety, Health and Working Conditions Code, 2020.

The main objectives of the codification of the Acts are three:

- Amalgamation;
- Rationalization; and simplification

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