Sustainable Happiness

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Lecture - 36

Education for Sustainable Development

Hello viewers, welcome back to this NPTEL course on sustainable happiness. Now, today we will start a new topic that is sustainable happiness and UNESCO SDG sustainable development goals, how these are correlated. Now, in this context as we have already discussed that how SDG 4.7 that is education for sustainable development has been very important has been considered as a key tool for enabling the people to achieve all other 17 SDGs. So, it has become the very key tool. So, ESD has been again and again emphasized by UNESCO to you know to work on to you know to to spread awareness to work on to you know to do research to and to develop the designs and how to how ESD can be implemented in every framework and how ESD plays a very vital role in spreading the awareness in enabling and empowering people to and empowering the people to lead a sustainable lifestyle and to move towards and enable the countries every countries country to move towards the towards achieving all the 17 SDGs.

So, ESD education for sustainable development for achieving the UNESCO sustainable development goals that all the 17 goals. So, again and again ESD has become has come up as the most important factor for achieving all the 17 SDG by 2030. So, education can and must be that is why UNESCO has declared that education can and must contribute to a new vision of sustainable development, sustainable global development. So, primarily in this section actually I will be repeating more of UNESCO statements, declarations because it is the UNESCO's guideline.

How the ESD can shape the education system, can safe business activities, can shape the environmental sustainability. So, again and again in UNESCO has elaborated has narrated and scripted the ESD activities. So, I will not be doing something beyond the content. So, ESD has been primarily important and I will be primarily reiterating and then narrating the UNESCO declarations. So, UNESCO has declared it that is that as education must and should be the first the you can say ultimate goal, ultimate tool or indispensable tool you can say to spread the awareness about the sustainability in all sustainable development goals.

So, that is the education has the responsibility to be in gear with the 21st century challenges and aspirations. As we are as nowadays as we can we as we are witnessing that we are facing n number of challenges. So, education must be responsible that mean education must take the responsibility to gear of to regulate to modify and to move according to accordingly. So, that it can handle the 21st century challenges and aspirations of the population. So, that is where right kind of right type of values, skills, ethics, their principles all these things should be incorporated in our education system, in our business system, which can lead to sustainable and inclusive growth, peaceful living together and removing all kinds of conflict, barriers, dilemma etcetera.

So, that has been declared by the director general of UNESCO. Now, again ESD aims at developing the competencies as because ESD has to they it has to gear up towards achieving all the SDGs. Hence, it and all these SDGs can be achieved by the skills skill development, education, competencies etcetera because and become mostly that means, it has to empower we have to empower this our society our people our stakeholders. So, ESD aims at developing the competencies that empowers the individuals to reflect on their own action similarly to empower the society, the community to think twice about their activities. So, and which can has which can have the implication for the social, cultural, economic and economic environmental impacts and both at the global level as well as the local level hence ESD aims primarily aims at developing those competencies right kind of knowledge it brings a paradigm shift knowledge attitude behavior skills actions everything to be geared towards the 17 SDGs.

So, that is why individuals should also be empowered to act in a complex situation in sustainable matter. So, very often we face different kinds of conflict situation, socio-politically imbalance situation. So, we may participate in different kinds of economic activities. Now, again we are living in a disaster prone environment. So, how to deal with this kind of complex situation? We have already discussed about how to be, how to develop the resilience, community resilience, organizational resilience.

So, resilience is a factor to deal with the complex situation. Then again knowledge and skills must be there, we must acquire the knowledge and skills to empower ourselves, so that it can give us the right kind of knowledge, direction to act act intelligently, patiently, positively and resiliently in complex situation. So, individuals should be empowered through this training skill trainings and skill training and education. So, ESD that is how it has to be an understood as an integral part of the quality education. So, how it can be embedded integrated in the education system from the grass root level.

So, education is a platform where ESD should be inculcated in embedded integrated

from the very beginning from the grass root level. So, it is an integral part of quality education again moreover ESD is also holistic and transformation is holistic as we have already discussed sustainable well being sustainable happiness sustainable development all these are holistic concepts that is not focusing only one component one concept. is all round it is holistic. Similarly, ESD also holistic and it is and it is primarily focusing on transformational education. Because ESD is holistic means it is tries to bring the total transformation, total change, total or complete 360 degree change positive change in the environment, in the business, in the activity in the society in our economic situation everywhere.

So, ESD is primarily holistic that is all round and it focuses on bringing that transformation in the education system by addressing how can we bring how can ESD bring the transformation you know now it is in the in terms of you know in terms of curriculum development in terms of pedagogy in terms of training in terms learning and creating learning environment. So, ESD it has to be embedded in such a way in the education system that it can bring this transformation by updating, revising, modifying its pedagogy, its curriculum, its teacher training, its and its learning outcome. So, that is why ESD does not in only integrate the content as the climate change content there or biodiversity should be there, but the holistic change, total change. revamping the you can say the whole education system. So, that is starting from sustainable consumption to curriculum to curriculum transaction to pedagogy to training and creating the interactive and learner centered teaching and learning learning learning learning setting and the technology based learning setting and that is pandemic this post that COVID-19 has actually empowered us rather empowered us in technology development.

So, now, it is more of edutech edutech this scenario edutech that is online learning, hybrid learning, technology based learning, technology enhanced learning. So, in across that means, it is both that it has it has increased its horizon. So, how in this larger platform in the global platform how ESG can play a vital role in to bring that change by changing the curriculum changing the context learning context classroom teaching changing the pedagogy changing the focus everything a to z of the education teaching and learning. So, that is a ESD requires a shift from teaching to learning. Now, it is earlier it was traditional thing was you know more of teaching the teacher was the mentor teacher prescribes everything teacher dictates everything teacher was the teacher was the sole center of all education things.

Now, the learner has become the center, learner has become center and learning and the learning is now it is learning is that technology based in let me learner and learning primarily self learning, self learning that we are the teacher and other that other you know other like other mentors, other support systems they are they are to create that learning

environments. So, the course designer, the teacher, the mentor, the examiner, the evaluator all that means, all of them they work together to create that learning platform. So, here learn that means, the learner focus is that learner to be empowered, learner to be made self made, self regulated learner, learner to be skilled, learner to be to develop the cognitive or metacognitive skills to monitor his own learning to learner to be reflective thinker, learner to be creative learners. So, here the focus is that is shifted from teaching to learning it is not teaching was primarily one way kind of learning means self learning both it is a interactive learning and it is learning unlearning, relearning, gaining, sharing, disseminating all kinds of activities it is more learning focused. So, now it is ask for the action oriented transformative pedagogy.

So, in order to enable empower every learner every student every learner to learn independently to reflect on their own learning and now the with internet and bandwidth etcetera. Now, you know globalization also now everything is freely available everywhere. So, it is there is no dearth of learning opportunity learning materials or content etcetera. So, it is like it is like ocean in the ocean of in the ocean of the knowledge and literature etcetera. How to identify and how to go through and how to identify how to customize their content literature for our own learning or for benefiting or designing or helping our own thinking etcetera.

So, that is again it is more of navigation and more of customization. So, here the ESD plays an important role as a tool to help the learner to navigate that. navigate that in navigating the ocean of knowledge. So, it is more action oriented it is brings transform how to bring transformative pedagogy nowadays you know focus of learning learning transformative learning. So, similarly transformative pedagogy because that is in the in the in the actual real life situation experience and learning and you know flipped learning different kinds of innovative pedagogy and the technology technology also coming up to bring the transformation or transformation in our education system.

So, international recognition of ESD international also ESD has been recognized as a key enabler for sustainable development and ESD is explicitly organized in the SDG 4.7 that is target 4.7 and global citizen. So, in quality SDG 4 is primarily related to quality education and inclusive education.

Now, within that SDG 4.7 exclusively deals with ESD and global citizenship education. So, SDG 4.7 that is by 2030 how to ensure that all the learners they acquire the knowledge skills needed to promote sustainable development including among others by through education for sustainable development through ESD and developing sustainable lifestyles. Human rights, gender equality, promotion of culture of peace, non-violence, global citizenship all these concepts are embedded in SDG 4.7 that has to be achieved by

2030 and ESD is the tool.

So, vision ESD for 2030 aims to build a more and just and a more just and sustainable world. So, it is the primary responsibility lies with lies with ESD because ESD for 2030 primarily aims at building a more sustainable and just society globally and strengthening and contributing towards the achievement of all 17 goals. So, ESDs contribution to the SDGs like all the ESD activities that means, all the 17 primarily all the 17 ESDs and its targets are interlinked because it is related to humanity, society, environment and all kinds of things. So, primarily all the 17 SDGs along with their targets are interrelated. So, that is in this context ESD plays a very important role in contributing towards all the SDGs, all the 17 SDGs.

Hence, ESD can enhance the understanding of sustainable development through communication, advocacy in educational settings on SDGs because ESD can spread the awareness about each and every SDG and how to achieve it, what are the targets be it the water sector, be it the energy sector, be it the agriculture sector, be it the industry sector whatever may be ESD actually communicates, translates and share the information and advocate for what to do, how to do about all these 17 SDGs in the educational setting. So, ESD can promote the critical and contextualize understanding of the SDGs. So, all the 17 SDGs are being defined, described, narrated in a particular context like decent work or the marine life or sustainable and clean energy or their context varies. So, ESD actually elaborates on these on these context different context varied context for context for all the 17 SDGs. And ESD can promote critical that is a critical thinking and contextualize on the understanding for the SDG by raising the different questions on inter linkage of inter linkage of and every SDGs related to each day and the tensions, the tensions, the dilemmas that is being these are being created among the different SDGs.

That is the conflict when we talk about the conflict, conflict between land and marine life, conflict between energy and jobs like all inter SDG conflicts. So, the key reflection therefore, the key reflections of SDG for 2030 should be that it focuses on transformative action, transformative education, transformative pedagogy through transformation, transformative education etcetera focuses that ultimately outcome is transformative action. We have to bring the complete change in our activities and our lifestyle. So, transformative change, structural change also how now at present what how we are doing it, what is the infrastructure, how we are doing, how we are operating, how we are doing the business etcetera. It must have the structural change, it must bring the structural changes in that activities framework and technological advancement.

Technological advancements actually it facilitates. So, these are the key reflections of the ESD for 2030. Now, what are the priority action areas? Priority action areas are these are

the five key priority action areas. That means, ESD aiming at 2030 to bring the reform in primarily in advancing our policy. Policy, rule, regulation be it to climate change, be it biodiversity, be it consumption, environment everything advancing our policy we have to advance our policy for the governance and regulations.

Then transforming the learning environments the whole scenario the learning environment is completely changed to have to be transformed. So, now, here the transformation education transformative learning primarily focuses investing on or focusing on each and every individual learner and his or her access to quality education, access to equal opportunity and to empower the learner to be self learner, independent learner. He can grow up as an responsible citizen, responsible learner, responsible citizen and global citizen and he can modify bring reform modify his own behavior. That means, he himself can lead a sustainable lifestyle and at the same time act as an agent for bringing change in the society. To empower individual learner to become a self learner to bring the modification revision in his or her life.

 mindset, thought, action etcetera. At the same time to serve the community, to serve the society, to bring that reform in the society as a change agent. Building the capacity of the educators definitely in the ESD, in the ESD framework those who comes under the ESD review and framework definitely the teacher training, the teachers, teacher educators, teachers capacity should be developed. So, building the capacities of educators to to bring that transformation or to bring that change among the learners and mobilizing and empowering the youth. Because youth is the major source human resource major source and human resource that who can mobilize or whose impact is whose maximum impact comes under the societal change. So, a mobilizing and empowering the youth in terms of education, in terms of skills training, in terms of technology knowledge, in terms of you know self reflective thinking, in terms of in terms of you know creative and creative thinking and innovative thinking ideas etcetera.

 Now, then accelerating the sustainable solution at local level. So, now, in this process at every local level in the community level, community local level So, we have to accelerate the sustainable that means, for every problem problem every issue for every challenge we have to bring into the practice bring into practice the sustainable solution for that issue for that challenge. So, a new global framework on ESD is currently under preparation new global framework. on ESD current preparation with the aim of building education system that supports the learner of all the ages. Now, these all these online learning or MOOC courses all kinds of that open access literature journal research that means, what is the purpose basically to that means, to educate the all the people all the global citizens and give them the access to quality education and empowering them because education is also empowerment.

So, all the ages learners support the learners of all ages to be active to be the active contributors to make to a more peaceful and sustainable society and develop a sense of responsibility for our planet. So, unless some to make to design to prepare the sustainable society peaceful society with the with the peaceful that good conduct sustainable lifestyle consumption etcetera ultimately So, all these stakeholders, all the citizens, all the people they should be empowered and trained and educated in such a way that they will develop a sense of responsibility towards the planet. So, now all of us we are responsible for our planet. So, to develop that sense of responsibility ESD is responsible for training them, educating them etcetera. So, ESD again gives the learners of all ages, all kinds of knowledge there is no age bar, there is no criteria that is that means, you know your all kinds of the formalities have been minimized, formalities have been minimized in terms of more flexibility, more dynamicity, more content available freely, more and bandwidth and technology access and bandwidth all kinds of things.

So, ESD primarily focuses gives the learners of all ages. and bar them with knowledge, skills, values and agency. Agency a kind of right and as a kind of responsible sense of responsible agency to address the interconnected global challenges. So, every citizen is now being educated and empowered to address those challenges does not matter where he stays, how he where he lives, what is his mother tongue or language does not matter. But he is taking up he is taking up the responsibility and act as an agency to address all these interconnect global challenges including the climate change, loss of biodiversity, unsustainable uses, resources, waste management, inequality all kinds of the mess that we are facing nowadays.

So, it also empowers all the learners to make informed decision again here it being agent to the societal change for making the sustainable society means again you have to take a decision decision making with reflective thinking analysis. You have to take a decision that in decision should be taken should be an informed decision to make an informed decision. take the individual and the collective action to change the society. Then if the people in the community they want to bring some reform, some transformation in the society they must acquire the knowledge and skills, then must be empowered through the which they must be empowered to take the informed decision. So, they can think of the future, think of the consequences, think of the impact.

So, both individually as well as collectively. So, both individual and collective action to bring the change in the society. So, definitely ESD is a lifelong processes, it is integral part of quality education, it advocates for equal access, equal access opportunities to every learner inclusive education. So, it enhances the cognitive, socio-emotional and behavioral dimension of learning. So, here you know all the human behavior are

governed by these three domains.

First is that thinking domain, cognitive domain. Then, the socio-emotional that is more of you know feeling, motivation, passion, intention that is socio-emotional. Then, ultimately how do we behave, how do we conduct ourselves, how do we transact it, how do we perform it. So, all these all the human activities are governed by these three domains, cognitive domain, socio-emotional and behavioral level. Hence, that transformation has to be brought to this all three domains, all the all across all the three domains, first initially in the thinking level. level, that is thinking level, intellectual level, thinking level, then socio-emotional that is feeling level, realizing, understanding and realizing things, socio-emotionally and empathetically and effectively we feel that no actually this is the going wrong, this is the wrong practices we are doing this, these are the reason why.

feeling and getting involved and realizing that these are the drawbacks. So, social emotional thing then behavioral dimensions that is how to act upon. So, it enhances all these three domains of learning and encompasses the learning content and design the learning content transact the learning content outcomes pedagogy and pedagogy and the learning environment itself. So, primarily to bring that transition bring that transformation bring that paradigm shift in the cognitive social emotional and behavioral dimensions of the people. or through the learning process then it has to focus on all the content, context, learning outcome, pedagogy, teacher education everything.

Now, UNESCO supports the countries to develop and expand the educational activities that focuses on sustainability issues. So, now, these topics like climate change, biodiversity, disaster reduction, water, ocean, energy, all these are not just embedded in the curriculum and content, but these are being, the research is being promoted, research is being done through interdisciplinary approach, transdisciplinary approach, that is to come up, how to come up with this solution, sustainable solution. So, now, with energy sector, in biodiversity you know marine life everywhere the research research thing the interdisciplinary transdisciplinary research activities are going on both applied and the fundamental research and and all the types of research are going on so that these challenges can be addressed and we can get the sustainable solution and most of the things we have also our our youngsters our people are also are getting day by day one day by day be it energy and be it whatever other issues. So, it is primarily focuses on to do the research which are relevant for the current challenges and how to resolve this current challenges and not just by embedding in the content, but also doing research active research on this thing. Now, UNESCO also leads and advocates globally on the ESD that provides the guidance and standards.

UNESCO also regularly is working on ESD and coming up with a new model, new with a new partnership with the nowadays UNESCO partnership COP 28 has come up with on how to prepare the green school, green pedagogy, green curriculum with the green partnership kind of thing. So, it also provides the data on the status of ESD monitoring the progress of ESD or SDG and 4.7. So, from equally that is simultaneously it is also giving us the guidelines, principles and you know tools to how to measure it to how to measure the progress in ESD in sustainability. So, climate change education is the main thematic focus on ESD and UN framework also like and also the related all these two people must understand and address the impacts of this climate crisis and relevant skills, knowledge, values and attitudes should be needed to inculcate to be developed and even framework.

Now, recently UN framework convention on climate change in 20 as a Paris agreement and the associate functions. They call on the governments to educate, empower and encourage all the stakeholders on the major groups on the policies and actions. So, people are to be made aware of knowing that what are the policies are coming up, how to conduct, what are the research findings are coming up, what are the actions to be taken. So, through ESD program also UNESCO works to make the education more central and visible part of the international response to climate change. Then, in every respect all the education all the countries and all their academic and educational institutions in their respective way they must contribute towards the solution of climate change.

So, it also produces the production shares the knowledge provides the policy guidance technical support to the countries by implementing the projects on the ground. So, UNESCO also encourages the all the member states to develop and implement their country initiative also to mainstream education. So, every country they are also motivated, they are also encouraged to initiate their the practices that is some local practices, some regional practices, some cultures, their own practices how every country they can instead of only solely depending on the UNESCO platform. So, how can they also initiate the different practices, different strategies, different forums in their own. field in their own country to mainstream the education for sustainable development.

How ESD can be made as a mandatory, as a major focus, as a significant factor, significant content in our curriculum or to in our mainstream education. So, that is how ESD has also been embedded in our NEP 2020. And everywhere it is being taught, it is being you know incorporated in the starting from the curriculum to the frame to the research to applications everywhere. So, now in the early days now we have been learning about the environmental education, but ESD is much beyond that environmental education. Environmental education was primarily focusing on environment how to take care of, but now this sustainable development goal is more holistic and ESD is more

holistic along with the environment how can we take care of our economy, how can we take care of our human society, our human, our population, our people etcetera.

So, it is overarching, it is holistic. So, every member state they are also being encouraged to initiate their own strategy to mainstream ESD in their education in their respective education system. ESD for 2030 road map also sets out some urgent challenges. Now, ESD UNESCO is also preparing the road map. So, ESD for 2030 framework which aims to increase the education's role in building a more and just and sustainable world. So, and transformative learning for the people and the planet is necessary component for the survival of the present generation and for the future generation also.

Now, it is trying to learn to act to learn and act for our planet now. So, now at present our planet is become become the most important factor and the core content of the of our education system. So, UNESCO world conference in 2021 also now it is calling that is the calling the learners of all ages to be empowered the learn for our planet. So, now, it is the question of our existence and our existence is related to our planet earth.

So, learn for our planet whatever. So, all the education learning should be focused oriented towards learning for our planet, how to enhance the quality of life, how to enhance our environment, how to enhance our system everything. So, it is focused that is planet earth is more this core and the crux of the learning systems, learn for our planet and act for sustainability. So, all our learning activities to be focused towards sustainability and planet earth is sole focus you know in the most important goal. So, mobilizing ESD to combat poverty all kinds of challenges and challenges through TVET there is a technical and vocational education training that is through TVET green TVET we are talking about technical vocational education training skill development for sustainable livelihood sustainable society and to ensure the human dignity and the right to live decently. So, transformative learning for the people and planet is most important UNESCO world conference every year.

So, many conferences are coming up primarily exclusively working on ESD and ESD is also the ESD for is organizational sustainability also how it is related to business activities organizational activities. So, it is ESD it has a holistic approach this holistic approach of ESD also combines environmental social and economic activities. perspective for the organizational sustainability. So, now, the organizational sustainability they are they are focusing on certain concept like plural pluralism is another facet of ESD that is taking as a whole that means, common good that is it is not I or me it is about the we. So, the common good the pluralism that is the holistic pluralism for the common society for the community that is the holistic aspect of ESD is also important and action towards the sustainability is primarily focuses need for action towards sustainability.

So, here increasingly emphasis is being given to action competencies that is with the intention with which is the intention and competence that one has to take up to action towards the sustainable development. Now, to develop the action competencies then a sustainability ESD has also advocated for sustainability competencies. So, it has to be translated into action competencies to move towards the sustainability. So, these are the things like the how the ESD can also ESD can be the framework effective schools here pluralism communication that is everybody should be well involved every member of the community are equally engaged and involved. So, that is a pluralistic communication everybody should be it is not confined to one or two group etcetera, but it is pluralistic everybody in the community.

pluralistic communication, supportive relation that is interpersonal relationship, intra group, inter group, all kinds of relationship should be very very supportive, collective efficacy. It is not one person's efficacy or some responsibility or talent or skill, but it is collective response that is all the people together will lead towards, will be trained, will be educated. So, their collective efficacy is more important that is collective effort. adoptability quickly can we can adopt to the environment and learn from that experience and how to build up our resilience to face the future. So, democratic decision making whatever strategy what is the what is the whatever decision we take it must be taken democratically.

So, democratic decision making is another another frame work of this holistic model the shared vision. it is not leaders vision or it is not organizational vision, but it is a common vision that is the shared vision shared responsibilities. So, this is the ESD effective school that is the this the holistic framework. Similarly, the ESD also influences the organizational framework every organization to be every institution every organization to be how to be made to be holistic and sustainable. So, organizational sustainability or sustainable organization be it educational institution, business house, corporate house, whatever this framework is more important.

So, this UNESCO has also added this four dimension of sustainability, we know we have talked about four pillars, four P's. Now, in this four dimensions of sustainability in the organizational context for example, yes natural environment there is all the living things, resources, support system that is one thing that is conserving conserving our natural resources that is one important factor second thing is that our economy factor appropriate our developmental activities for economic development activities for the job creation income generation self-sufficiency etc another factor Third is the society that is people living together cohesiveness and then social initiative like peace equality human rights also that is social initiatives that is peaceful society by through peaceful societies equality

prevails human rights are there people living together this is another pillar another dimension and the fourth dimension is the democracy and political environment. in terms of politics, policies, decision making that is governance all these things. So, these are the four dimensions of sustainability which are very important for the all kinds of organizational sustainability or the institutional sustainability. So, organizational sustainability primarily focuses on societal fairness, economic efficacy, eco-friendly exposure, etcetera, etcetera.

Integrating sustainable development goals such as the social equality, economic efficiency, efficiency environmental influences into corporate practices is one of the example of organizational So, organizational sustainability is adopting the organizational strategies and activities that meet the needs of the enterprise and need for the future need for the for its stakeholders for its customers and consumer. So, this is referring to adopting there is an organizational strategy for everybody for every scholar and these are all the 17 SDGs and how organizational sustainability can be achieved by taking into consideration all the 17 SDGs. So, United Nation also advocate for the institutional dimension to measure sustainability. Now, every time we when we make progress we move towards sustainability it must be properly measured and assessed and evaluated. So, that gives us a feedback that means, how to move on for the or how to take the future step what the next decision would be.

So, a holistic and integrated approach of sustainability with the four dimension, natural, economic, social and political. The framework has to be implemented and conservation of ecological system, ecological resources and how to prepare the peaceful and just peaceful society, justice, democracy all these things. All the all the sub top sub components under these four piece four dimensions. are to be integrated in the system. Hence, organizational organizations those who are striving for sustainability by producing better goods, services, meeting the consumer demands, addressing the social issues, ecological challenge, concern etcetera are to be actually working on the or making their organization more sustainable.

So, sustainability that are making the organization more sustainable, viable and futuristic at the same time introducing all the sustainable practices and activities within the organizational activities. Therefore, environmental commitment entails the making responsible use of natural resources. Economic commitments like create the value and the profit, but at the same time social responsibilities should also be there. Organizations may proactively stress on the environmental responsibility comply with the government rules meet the social needs. Companies at the same time enhance the company's brand image assessing the sustainability performance of any organization.

So, organization are facing the sustainability challenges also. So, adopt the integral and holistic approaches and to at the same time to develop the talent, nurture the talent. So, from the very beginning nurture the or recruit nurture the talent by recruiting the right kind of people educating the educating them properly train the human resources how to you know how to empower your human capital how to strengthen your. human capital by through training skill development education and how to incorporate also sustainable values value sustainable values and all the activities that is the value based source of sustainable how to bring competitive advantage to leverage the sustainability in your in your organizational setup all these are the activities to be taken care of. Similarly, sustainable organizations are also they have the vision and mission to incorporate sustainability. So, unless and until the organization they themselves incorporate sustainability in their vision, mission and goals, it is very difficult to bring transformation in the organization sector.

Hence, organization sustainability must be properly aligned on the vision, values and organizational work culture and the organization must also assess the impact of impact of this on the stakeholders behavior. Sustainable organization, organizational development dynamics. implement the innovation in knowledge and processes in HR practices, HR human development practices and innovativeness, knowledge creation etcetera. Organizational leadership is also equally important, which should be aligned with the sustainable initiative. Now, the organizations they are also they are having the sustainability managers, sustainability leaders are also exclusively they are.

But, every leader in every section of the organization they must be properly trained, educated and they must be properly aligned towards the organizational goals, mission, reason and the policies etcetera. To work together, to work cohesively, to work towards the common good, common benefit that is the sustainable practices. Organizational management should also be responsible for motivation, communication and how to improve the functions of the organizations through proper communication to encompass the community and society as a whole that is to bring that holistic development. Communication is an intrinsic organizational competency, how the organizational competency efficiency increases with a good communication system, good communication system both intrinsic both internal and external and very efficient communication system because it enhances the organizational competency and brand image. Similarly, implementing the organizational sustainable organizational practices to take into account the current economic situation social issues and environmental things and how what could be the possible future needs of the stakeholders that should be taken care of.

So, all these and accordingly organizational strategies should be prepared to bring the

transformation. So, meaningful solutions to sustainable challenges, to broaden their thinking, go beyond the organizational boundaries, to think of the neighborhood, to engage the people or to engage with more stakeholders. Also, it also enhances the organizational sustainability and the mindset of the people. So, ESD is the key factor in organizing the process of overcoming the challenges through corporate social responsibility and corporate social responsibility can take place in the that means, can be the that means, these are very parallel to the organizational work culture and it has it actually it happens in three ways one at the surface level another at the value level and third one is the underlying level. In the surface level surface level like adoption sustainability practices and sustainability principles at the surface level the visible form in this vision mission CSR activities etcetera that is surface level.

Value level is that adoption of sustainability principles takes the form of the changes in the employees value values beliefs behavior practices and ethical choices decision making that is the value level. Underlying level is our organizations need to change the core assumptions regarding interdependence of human and ecological system in order for the organizations to authentically address and adopt the sustainability principles. So, these are some of the things that has been edited. Now, we can go for the next topic in the next class. So, now, thank you very much.