

Sustainable Happiness

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Lecture - 40

ESG and Inner Development Goals

Hello viewers, welcome back to this NPTEL course on sustainable happiness. So, we are towards the end of this course. Now, it is the last lecture that is on ESG and inner development goals. So, to summarizing everything, now we will come to the conclusion. Now, this is the framework for employee well-being. Now, in the previous class we have discussed about how companies corporates are investing in ESG.

ESG means ESG and ESG itself how it is getting translated into workforce, workplace, designing the work etcetera. So, this is a framework that is to promote to employee well-being. Here you can say how to make the work life balance a priority in the work culture. making the health and wellness a priority, offering the different kind of comprehensive health and wellness programs, then experts visit, emotional well-being activities, social get together, social well-being also.

And then building an inclusive work culture, so where to how to promote diversity inclusion and you know open communication, feedback, addressing the feedback, collaborating, making the employees feel valued. building trust, building trust and you know building the cooperative work culture and enhancing the employee engagement, then employees employees perspective, employees opinions being taken into account in the decision making process. So, how to develop a address the diversity, but developing an inclusive work culture and make the employees more resilient positive etcetera. So, and the at the thing then the leaders must take the responsibility and to you to set the tone of the employee well-being and they must invest, they must take initiative to shape the organizational culture, work culture. They can inspire the employees to prioritize their own health and then modeling the positive behavior, advocating for it and giving opportunity for the career growth all kinds of things.

So, the leaders, the organizational leader, sustainable leader, transformative leader, they should become the role model for the organization. not just for the ESC initiative, but for the well-being the holistic well-being of the organization and the employees. So, well-being so, well-being again well-being is not just a feel good initiative feel good

factor, but it is a strategic imperative that impacts the productivity and sustainability also. So, well-being strategies ESG strategies must be perfectly blended and the primary the focus is that not to just create an healthy environment and happy environment, but to have the impact long term impact sustainable impact on the productivity on the outreach on the future sustainability of that organization. So, there is a strategic imperative that impacts both the productivity and sustainability.

So, companies they can foster engagement, productivity, innovation etcetera by prioritizing the employees health, employees happiness, career growth, employees well-being. So, again it is an investing on the employee well-being and on the infrastructure and the other resources. It is a long term planning, it is a successful and so that we can make it successful in the long run. So, investing in the employee well-being and infrastructure, workplace all these things can bring the success for a long term purpose. So, valuable assets is the people that is where the companies corporate they must invest on the employees and taking care of their holistic well being.

So, how to strengthen to boost their resilience must also recognize the overall overarching global issues here. Strengthening the employee well-being means automatically enhancing employee engagement, employees health status, employees career growth, employees job satisfaction, employees you know other needs socio-emotional needs. So, all these things can also strengthen can also enhance the resilience, employee resilience, workforce resilience and organizational resilience factor that must also be strengthened. That must also be recognized in the global scenario, because you know now in global scenario every organizations, every society and community they are facing a number of challenges. If we can build up our organization to be more resilient, our employee workforce to be very resilient, then definitely the sustainable future or the organizations sustainability can be enhanced.

So, ESG strategies that is why also invest not just investing in the well-being of the employees, but invest in the resilience also. How to enhance organizational resilience, how to enhance employee resilience, how to enhance the investors resilience, corporate resilience. So, that is for that matter. So, paying particular attention to the issues related to health, economy, stability, education, social identity and you know now the risk factors that is being covered, all these things are to be addressed through ESG strategy. So, all these risk factors, all these very sensitive things.

must be addressed through ESD strategy. So, that organizational resilience, people resilience, employee resilience can also be enhanced. So, that is why ESG not just an outcome, ESD is not just an decision, ESD is not just a strategy, but ESD is a process, it is a continuous process, it is a continuum. So, in the it functions in a continuum, it is

ongoing. So, ESD is a process not an outcome, but it is there everywhere.

So, how to map ESDs are mapping, engaging, defining, embedding. All these are the it is a journey, it is a process is like the it is a like the professional developments continuous learning is a journey. So, how to map it like consider what the stakeholders have the stake all kinds of a knowing about the employee requirements, employee needs all these things and what about how to how to that means, how to map the benchmarking, how to formulate the regulatory mechanism to fit into the government rules. policy implications, engaging and ESG engagement also to sharpen the strategy showing the investors the showing that. So, the investors in the business proposition that means, if any companies any organizations ESG score ESG audit is very clear transparent and very good score then investor will be very keen to invest in that in that company.

So, similarly with this robust ESG scores ESG audit then automatically in the stock market in the share market also the company's value brand value also increases. So, this is an this is a framework how ESG can be embedded in any company as a process as a journey. So, this is the McKinsey company's ESG framework that it has given here. So, sustainable workforce strategy, sustainable workforce strategy again you must go beyond the mere compliance and should involve all the stakeholders. When the organizations or employers they are planning some sustainable workforce strategy, they must take into consideration all the stakeholders.

It is not just for customers or the employees, it is for all the stakeholders. So, because there is a correlation between ESG and employee experience. That is and so, employees are engaged with an ESG initiatives also feel a sense of purpose and that transcends into their day to day activities. So, ESG when the employees themselves they are a part of ESG initiative, they feel sense of responsibility, sense of purpose in practicing all these and they also that they would like to transcend these kind of thing in their day to day activities in the personal. life activities task.

So, intrinsic value of ESG now is to foster the culture of proactive community support. So, that means, not to wait for the you know crisis to take place not to wait for the disaster to take place or any kind of collapse takes place before that you have to think ahead think before think beyond the beyond the workplace itself. So, it is to develop a culture of proactive community support that means, the support system should be robust, but the thinking pattern is the proactive to think before and so that in say it can help in shaping a company's long term sustainability and reputation that is to act proactively to be there is proactive leaders, proactive employees that they can think of, they can assume, they can predict beforehand and they can prepare themselves before the actual things happen. So, that proactivity along with the resilience being proactive is another

characteristics for the long term sustainability of the companies. So, here that is purpose that is bigger than the individual role.

So, here the organizational success, the larger goal is more important than the individual things that does not mean that individual or employee needs and the goals will be will not be taken into account or will be ignored not like that, but ultimately the organizational success automatically takes into account the employee success individual success. So, work so, here the researchers have says that employees say that their work has a special meaning to the lives of the employees. Because, for the employees it is not just a job, it is not just a source of income generation, it is not just a it is a part of significant part of their life. This significant part of their life experiences it has a special meaning. Primarily the jobs, the workplace it gives a meaning, a purpose to work.

So, a purpose to invest time, purpose to invest your skills and competency, purpose to learn something, to learn and grow up also. So, it has a special meaning, significance in every employee's life. Hence, utmost importance should be given to the employee engagement, employee well-being and making the workplace a very good place. conducive and healthy and creative workplace. So, that not only the organization success can happen success can be achieved with and explore the by exploring the innovative opportunities expanding the business horizons etcetera, but also giving a meaning to every worker in their job experiences in the work experiences.

So, ESG that is why ESG about the securing an employee base. So, and ESG the company is ESG is very perfect very good and it has it can have an competitive advantage over others in attracting customers, attracting employees in the market. So, ESG also ESG performance is also important driver of employee satisfaction. If you are complying with the ESG and you if you are very strong in ESG implications definitely it will be reflected reflected in the employee satisfaction. So, ESG has become has become a growing focus of the companies as the business has become more globalized consumers are they demand more they are more alert more aware more educated So, very often be with the globalization process they can compare, they always the consumers and customers they compare and try to get the best service, best product everywhere.

So, that is a the employer that is employers demand should be that means, the employer demand should be more from who they work for. So, for employers so, stakeholder the customers, customers and consumers are the most important, because now with the globalization customers and consumers they have become very alert, very conscious and very you know very you can say very you can say very much knowledge oriented and very much you know judicious to take the decision. So, how to involve the employees in the ESG process these are some of the steps. The employees should be a part of the ESG

program ESG process. First thing is that foster a culture of trust.

Then, empower the grass root movements that means, empower the people those who are working in the ground level. Communicate and educate them. Communication process should be multi channel communication, effective communication, top to down bottom, circular communication, communication that means, communication should be uniform and the communication channels should be robust and same message should be communicated to all the stakeholders, all the partners, all the employees everywhere. So, and again some communication officers would be there to handle the communication with the external stakeholders. and because it enhances the company's image.

So, how to educate the people, how to spread the message, how to bring the clarity in their understanding of policy implications, all this communication and education should be strong and robust to educate and to disseminate information clearly transparently. So, and enable the autonomy and leadership and giving the autonomy to the employer as well as the leaders leadership leadership should be very strong recognized and reward every employee every single employee should be appreciated should be for his for his better performance good quality good job etcetera they must be recognized they must be appreciated and they must be rewarded also through different incentives. provide the meaningful opportunity giving the opportunity that is the challenges challenging opportunities meaningful opportunity where they all the employee they can learn it gives the more difficult task the organization provides to the employees means giving the opportunity to work to learn more. So, it gives a meaningful opportunity for them to learn more to grow up. So, lead by example leaders should demonstrate their whatever they are saying through their behavior.

So, leaders should talk the work and walk the talk measure and measure and share the success. Then at the end ESG impact should be assessed and measured it should be shared with everybody any success story share the success with everybody that is then. So, ESG is a initiate necessity in evolving the work landscape. So, it is a not just a tool, not just a mechanism, not just a strategy, but it is a it is a you can say whole model is a model operational model to evolve that landscape workplace. So, promoting well-being is important.

both at the national and international level, but encompassing the well being of individual society and the natural are these are very very important. So, nowadays that is where the leaders of educational frameworks. So, how can we prepare our youngsters, the future employees or the future that means, the job seekers. So, that is where this kind of ESG framework and case studies etcetera, it gives The message that the today's leader of educational framework there is a institutional framework the teachers the educational

leaders they must prepare the students to meet the recommended 21st century skills competencies and this the ESG imperatives all these things. So, that to prepare the future generation future employees in a very effective way.

So, another component most important component is also now is inner development goals for sustainable well-being. Inner development goals it is a new concept that has emerged recently and the background is like that the UNESCO sustainable development goals gave us the comprehensive plan for the sustainable world by 2030 for achieving all the 17 SDGs and ESD plays a very important role that all of us we know. But, although we have accumulated much knowledge about climate crisis, poverty, public health, other social skills, social ills that is happening etcetera, still we lack the inner capacity to deal with the increasingly complex environment. Yes, that means, we know we have come across been well informed, now we have learnt so many things that this is happening, this is happening, this is happening, but how to equip our self to fight with this situation. Because the now the society, now the environment has become so complex, so complex very difficult to face the challenge, to resolve the challenges and for that matter all the citizens, all the citizens of global citizen we must develop that capacity.

the inner capacity to deal with our increasingly complex environment, because the more we explore the more challenges we are facing. So, we all of us we must develop this inner capacity to deal with this increasing complex environment in environmental challenges and that actually prompt from the philosophers research and thinkers to come up with the idea of how to strengthen our self, how to enrich our own self development. So, that is a it has a vision of what needs to happen, yet the progress towards this vision has been disappointing. But making effort everybody is the all the thinkers, all the philosophers, researchers they are thinking that how to empower us, how to because it is not just it is not a small factor, it is not just one individual or one country's capacity or group. we must we must develop our self into the 280 degrees that is to strengthen our self to face this challenges.

So, we must have a vision and even though they are trying their since long these all the researchers philosophers policy makers that they are thinking of etcetera, but getting a right kind of solution was very has been very difficult. Now, what has been now largely missing from the current strategy is that what are the required abilities, qualities, skills that we need to develop among the individuals and the groups. Now, even though we are focusing on collaboration, cooperation etcetera, but to empower each and every member of the society, to empower each and every employee of the organization, to empower each and every learner of the society, individual of the societies with the right kind of quality and skill has been a tough job, has been a very difficult job. So, that is an organization plays a very crucial role in fulfilling this SDGs, because even workplace in

the community, society everywhere that is by 2030 achieving this all the 70s has been very very very difficult. So, now, so that is the researchers, the philosophers, policy makers have thought of what could be the possible solution, what else we should do.

So, out of all these brainstorming, thought provoking processes, now the concept of inner development goals for sustainable well-being has been developed. has taken birth of now. So, fortunately modern research shows that the inner abilities that we did we have the immense potentiality, but how to brush up, how to nurture it, how to empower every each and every individual that is the more biggest challenge. So, fortunately modern research shows that inner abilities that we require to complement and accelerate our external approaches can be developed. So, in order to so that is a in order to achieve the SDGs, we must also develop some inner development goals also.

That means, we must empower, empower our self every individual learner, every individual stakeholder should be empowered with all these internal goals. that is called inner development goals. So, that is the inner development goals IDG initiatives has been taken by the. UNESCO and its partners. So, that is a framework that helps to identify, understand, communicate, develop, integrate inner skills.

What are the basic inner skills, potentialities, abilities that we must develop, nurture and develop so that we can fight back and we can achieve all the SDGs that is the biggest challenge. So, in this process the framework that helps to identify, understand, communicate, develop, integrate the inner skills needed for the sustainable development. Because, all the 17 SDGs having the n number of 169 or something the strategy targets it is it is it is it has been very the toughest task and the deadline is 2030, how to achieve It includes everything, it includes environment, it includes marine life, it includes society, job, work, it is all everything about this global this planet earth. So, now, for that matter every individual citizen, every global citizen must be well prepared of, well skilled of. So, then researchers they have thought of these developing the things and then what are those primary inner skills and competencies that comes under the inner development goals, first thing is that.

being existence of the individual that is relationship to self that how much do I know about myself, what are my strengths and weaknesses, how much well equipped I am in this different skills and competencies. So, knowing relationship with the self that is the intrapersonal So, that is the being my existence I must understand my existence my by analyzing my relationship with the self. Next is the thinking that is enhancing my cognitive skills and not just understanding and applying the knowledge, but thinking beyond that is critically thinking. creatively thinking, innovative thinking that is a thinking skills all the cognitive skills. Then comes our relating how do I relate to other

things to the how do I relate to others, other community, people, world, planet everything.

So, relating that is caring for others and the world that is here our caring our care that caring for other people in the community. And, all the components of the ecology planet earth everything. So, how do I care for others and for the world also. Then comes the collaborating that is here comes the social skills, collaborating skills. So, social skills also takes into account the emotional skills, emotional competencies, inter emotional intelligence.

So, collaborating is the social skills along with the emotional intelligence, our values and ethics and commitment all kinds of things. Then comes acting that is actual work. bringing the change then enabling the change then we move forward actually acting then only the result is happening then the result can happen that is enabling the change bringing that change the being the change agent. So, when we talk about the people are the changing agents, but it can it does not happen it does it we have been talking about transformation transformative education since long. But the degree the intensity to what extent it has happened is very small percentage small coefficient is very small.

So, how to bring transformation 360 degree transformation unless and until we change our self and this IDG goals are there for the individual self development, individual behavior, individual competency development. and empowering each and every individual in the planet earth. So, that if so, that they can take up the take off this responsibility of bringing the change in the planet or achieving all the SDGs 17 SDGs. So, now in this process the researchers they have developed a framework also a framework like increasing our collective once the every individual is empowered definitely it enhances our collective abilities to face and effectively work in this complex situation ok. So, that is why that it can bring a fundamental shift in the human values leadership capacities and external solution for our global challenges.

So, that is why we are co-creating the inner development goals frameworks the researchers the now they develop. They are co-creating along with that in taking the feedback of all the community people, stakeholders, researchers, different people. So, they are trying to collect, develop the actually the road map for the inner development goals. So, they are developing the inner development goal framework and essential road map that can assist and in navigating the developing our inner lives to catalyze our outer change. Unless and until we change our self how can we bring change in the environment.

So, that is why you know we have been discussing about reflective thinking, self-reflection, analyzing our own thought process, own knowledge, own learning process,

own behavior, own emotion that is the we have been talking about it is relevant for education. Similarly, for sustainable development also bringing the sustainable change in the world and achieving SDGs, we also need to develop these IDGs within ourselves. So, now it is actually rooted in the interdisciplinary research, the IDG framework consists of 5 dimensions with the 23 skills of the human growth. 5 dimensions and 23 skills they have identified the researchers as a result of the interdisciplinary So, now, discover this how of the being, how the my relations with myself, how of the being, thinking, relating, collaborating and acting become unified catalyst for the global change. So, all these five dimensions would be unified to bring the one being the one catalytic change within individual.

So, action initiated capacity buildings for the action initiate capacity buildings for the individuals that is where 23 skills they have identified to bring this change. to building for the individuals, organizational transformation, acceleration of SDG execution. So, that a platform to amplify our inner development impact. So, that every individuals full potentialities, full strength, full competencies, full aptitude, full talent can be utilized for the sustainability for sustainable development goal. So, now, it is it has actually these are the 5 dimension as we have discussed now being thinking, relating, collaborating, acting and each like these are the skills inner compass the integrity and accountability.

These are the 23 skills have been distributed in these 5 dimensions, these are the skills under each dimension. Under thinking dimension that is cognitive skills, these are critical thinking, complexity skills, sense making, long term orientation, reasoning all these things skills come under the thinking dimension. The relating dimension caring for others, appreciation, connectedness, humility, empathy and compassion these skills to be developed. Similarly, collaborating under collaborating skills you know communication skill, co-creation skill, the inclusive mindset, intercultural competence, trust, mobilization of the skills these things should be developed and under the acting enabling change, courage, creativity, optimism and perseverance. So, all these 23 skills need to be developed, nurtured among each and every individual citizen.

Now, the IDG initiative have been established actually have been established in 2020. It is just the beginning and yet it influences the global landscape slowly and steadily. So, this IDG global survey activities primarily it is it started with the survey and interdisciplinary survey and research. So, there are different phases it is still continuing in the phase 1 that is the first phase the survey has been done in the March 2021 to capture the variety insights from the people with the professional relationship to sustainability issues. So, initially the in the survey first survey in March 2021 the people's perceptions their opinions their viewpoints their insights regarding to this their professional relationship to the sustainability issues how can how do they relate their job.

their performances, their competencies, their workplace to the sustainability. So, in the questions are being asked that means, the from the surveys from the different corners of the community and from the different categories of the people working different professions. So, in the all their opinions, their insights are being collected. Now, then again participants were asked that what are the different qualities, abilities, skills that you need to develop this kind of individually collectively in the workplace or to achieve sustainability or to get a significantly closer to fulfilling the UNSDG etcetera. What are the what are your perception each and every citizens or the people's perception about yes we need this quality, we need that skill, we need that competency.

So, these again these quality skills etcetera which are essential since are being extracted from the people's opinion. Then after research analysis and several kind of iteration and validation etcetera, now there these opinions have been summarized into 23 skills. And these 23 skills were identified and put in the pedagogical framework that means, how pedagogical framework means how it can be educated, how it can be transmitted, how it can be transformed and disseminated. So, these are in order to have a more pedagogical framework that is organized in order to make it more structured than again this framework of the 5 dimensions are being created.

So, to put it in the pedagogical framework. So, organized in this five dimensions it has been prepared. Now, this IDG framework is primarily pedagogical and is and first and foremost a communication tool for the conceptualization and cultivation of inner development capacity. So, it is a kind to put it in the framework. So, that it can communicate it can it is a communication tool. So, that it we can anybody can adopt any institution can adopt to train the people to teach the people to educate the people how to cultivate these inner development capacities among every citizen.

So, this is that how to so, it can be individually also practice it can be practice in the classrooms in the institution by the institutions higher education. It can be embedded in the employee training HR training process in the organizational training also. So, that is to focus on the nurturing and enhancing nurturing the individual qualities capacities and the skills among every citizen. So, that we can move towards achieving the SDGs by 2030.

Thank you very much for listening carefully and patiently this course. Now, this is the end of this eight week course on sustainable happiness. I hope that the concept that we have learned from this course that definitely will change your life, your thought, your actions, your attitude towards life, towards the planet earth. And the basic aim of this subject is primarily to how to apply the sustainable happiness concept in our day to day

life to bring a positive change sustainable change in our life in society and the planet earth. Thank you very much.

All the best and best wishes for your final examination. Thank you very much.