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CONTENTS	Page No.
PAUSE & PONDER	2
Best apps for employee training	2
Public libraries in this day and age; no one has an answer to what they are supposed to do, says Bibek Debroy	2
Gundert portal — gundert-portal.de — to be released on November 20 at the University of Tuebingen	2
The difference between misinformation and disinformation	4
Telugu online dictionary launched by Oxford	4
Research scholars rally for better grants	5
Library 2.0: Delight for Book lovers, from access to books to a multitude of cultural events	5
Guideline for Librarian for working with deaf patrons	6
In the company of authors	6
Cambridge International Global Education Census report. According to Study - Indian Kids world's most tutored	7
Digitising libraries to be in pace with changing trends	7
Direct and strong co-relation between the Use of Mobile Phones and Deteriorating Academic Performance	8
Internships make students job ready	9
AICTE approves open book exams for engineering students. The open book exam policy tends to focus on the application of the information and develop a problem-solving abilities in students.	9
How could multilingualism benefit India's poorest schoolchildren?	10
Dawning of a Movement to Transform India's Education System	10
Amazon Launches Audible in India: Audio-Books with Attractive Subscription Plans, Exchange And Return Facility	11
Nail your Email Strategy	11

PAUSE & PONDER

"The most basic and most destructive communication problem is the failure to let people know, over and over again, both what is expected of them and how well they are doing what is expected of them"

Best apps for employee training

The most effective employee training methods require face-to-face interaction from a qualified subject matter expert. This costs money and bootstrapped small businesses may not really have the resources to employ full time trainers. However, modern employee training apps make it possible even for bootstrapped businesses to offer the most effective lessons to their workers. Here are some of the best apps to help your organization train its workers.

- ☐ TalentLMS

- ☐ Coursera

- ☐ EdCast

Source | https://knowtechie.com/best-apps-for-employee-training/

Public libraries in this day and age; no one has an answer to what they are supposed to do, says Bibek Debroy

In this day and age, we need to think what a public library is supposed to do, its role. The 1954 legislation on public libraries is about the delivery of books and newspapers. Several states have legislation on public libraries, some even recent. But none of them realistically answer how to executively implement this Act

I was looking for a book and thought I would find it at the National Library in Kolkata. There is a Delivery of Books and Newspapers (Public Libraries) Act of 1954. Since 1956, this statute hasn't been substantively amended. (There were minor changes in 2005.) The other three public libraries are Connemara Public Library, Chennai; Central Library, Town Hall, Mumbai; and Delhi Public Library.

The book I was looking for wasn't available in the National Library. Evidently, data show, since 1954, only around 30% of the books published are delivered to those public libraries. I presume the numbers are similar for newspapers. Penalties for violation are ridiculously low.

This is illustrative of a standard problem when we draft statutes. We tend to put everything into a statute, including stuff that should be in rules. If something is in the body of the statute, as penalties are in this case, you need a statutory amendment to make penalties realistic. However, if penalties are in rules, as they should be in all civil matters, changes can be done executively, without going to legislature, except for purposes of information. However, in this particular case, I don't think it is a simple case of jacking up penalties through legislative amendments.

This is not just an enforceability issue. In this day and age, I think we need to spend time on what a public library is supposed to do, its role. The 1954 legislation is about delivery of books and newspapers. Several states have legislation on public libraries, some recent. None of them answer this question.

Source | Financial Express | 11th October 2018

Gundert portal — gundert-portal.de — to be released on November 20 at the University of Tuebingen

German scholar's Malayalam mission all set to get a digital makeover

It will aid researchers across the world. "People who are interested in Indology,

philology, theology, and mission studies as well as those interested in the history of Malayalam or Kerala will benefit from the portal," says Professor Heike Oberlin, Eberhard Karls University of Tuebingen, department of Indology.

German missionary, scholar and linguist Hermann Gundert, who gave Kerala the first encyclopaedic Malayalam-English dictionary, left Indian shores in 1859. But he took along his private collection containing some of the earliest Malayalam texts, palm leaf manuscripts and novels, which ultimately made their way into the library of his former alma mater, the University of Tuebingen. And now, Gundert's legacy will be made available to people all over the world, thanks to a digitization project.

A missionary of the Basel Mission, Gundert's contribution to Malayalam literature has been immense. He published Kerala's first newspaper 'Rajya Samacharam' in 1847, 'Malayalabhaasha Vyakaranam', a book on Malayalam grammar, in 1859, and the first comprehensive Malayalam-English dictionary in 1872.

"Gundert tried to understand an entire culture and capture it in literature, so his legacy contains famous works such as 'Indulekha' and 'Kunadalata' the first novels in Malayalam. He also collected old texts from Sanskrit and the Manipravalam tradition, for instance, the Sanskrit work 'Vajrasuchi', with a Malayalam commentary, or 'Nalacharitham Maipravam', a largely unknown version of the well known Nala story," says Oberlin. "The latter was newly published as the second volume in the 'Hermann Gundert Archive Series' along with Malayalam University and is based on the Tuebingen edition." Besides Malayalam, the Gundert collection contains printed and lithographed books and pamphlets in Kannada, Tulu, Tamil, Telugu, Sanskrit and other languages; Indian manuscripts, including several palm leaf manuscripts, copies of texts and notebooks in various languages and letters by Gundert and his missionary colleagues.

The desire to preserve his legacy has brought together researchers from India and Germany. "In the 1980s, Malayalam scholar Scaria Zacharia discovered the collection in Tuebingen. He edited a few texts, brought it back to Kerala and published it," says M Sreenathan, professor and dean of Malayalam University, Tirur, which established a Gundert chair at the University of Tuebingen in 2015. Dr Zacharia was the first holder of the Gundert Chair. As part of a memorandum of understanding, faculty from the Malayalam University has been conducting classes in Malayalam and on Kerala culture in Tuebingen. "The digitization project was launched in January 2016. Since then, with the support of the German Research Foundation, printed and handwritten source material from the estate of Gundert and his surroundings has been scanned, partially transcribed in cooperation with Indian partners and made publicly accessible," says Oberlin.

The proposal to digitize Gundert's legacy, however, came from Bengaluru-based digital archivist Shiju Alex. "I have been digitizing and sharing public domain documents related to Malayalam and Kerala and wanted to digitize Gundert's collection also," says Alex, who along with other volunteers, has helped digitize 50,000 pages. "About 25,000 pages of those are printed books, others are palm leaves and handwritten manuscripts, and we have converted it to Unicode." The metadata, indexing and cataloguing were contracted to young scholars in Israel, Poland and Germany, all former students of Oberlin who studied Malayalam and manuscriptology. "All the materials have been labelled with a few formal keywords, which will allow you to quickly gain an overview of the different literary genres," says Oberlin.

More than 800 prints, lithographed works, essays and manuscripts have been

digitized and indexed. "On the portal, we have included all 19th century works in south Indian languages that are at the University Library, even if they were not strictly speaking from the Gundert legacy. English and German material written by Gundert and his closest colleagues were also added," says Oberlin.

Source| https://timesofindia.indiatimes. com/city/kochi/german-scholars-malayalam-mission-all-set-to-get-a-digitalmakeover/articleshowprint/66633 108.cms

Digital Divide - With India's rising digital uptake, it is imperative to foster a digitally inclusive environment.

The world is moving towards a digital future and Asia is leading the way. According to the Digital Evolution Index 2017, developed Asian regions such as Japan, Korea, Hong Kong SAR and Singapore possess the appropriate infrastructure and support for digital development. Meanwhile, other developing Asian countries such as India and China are demonstrating the fastest momentum in digital uptake and have the largest potential for growth. This has created opportunities for consumers and marketers alike, yet it has also created an urban-rural digital divide that needs to be bridged.

The rural potential

According to the International Monetary Fund, Asian economies are dispersed all along the income spectrum. Hence, it is no surprise that Asia has the largest digital divide both within and between countries, given that they are intricately linked to the age and education levels of the population. Thus, within each country, it is essential to promote rural digital uptake so that rural individuals can gain access to educational, employment and health opportunities enabled by digital networks. This will provide those in the region greater connectivity and access to opportunities both within Asia and with the rest of the world.

Source| https://www.financialexpress.c om/economy/the-digital-divide-indias-rising-digital-uptake-demands-a-digitallyinclusiveenvironment/1383240/

The difference between misinformation and disinformation

It's easy to think that everyone knows what "fake news" means: Information which may not have a credible source or may be designed to mislead.

But there are two types of fake news and these can cause varying degrees of unpleasant consequences if left unchecked.

The first type of fake news is 'misinformation': When people lie or communicate wrong news without realizing it is false. The intent may not be to lie but may rely on the fact that the person actually believes the information to be true.

The other kind of fake news is potentially very dangerous. This is 'disinformation', which is knowingly and maliciously spreading wrong information designed to skew people's opinions on a subject in a certain way.

In today's highly digitized world, anyone with a phone and a social media platform has an opinion they want to air. Everyday technology is getting cheaper, enabling people to consume and distribute data and information whenever they get their hands on a phone. While digital revolution has made people more informed, it has also made it easier to disseminate information without a thought as to its veracity.

Source | Daily News Analysis | 19th November 2018

Telugu online dictionary launched by Oxford

Hyderabad: Telugu has joined a growing number of languages from around the

globe as part of Oxford Dictionaries' global languages initiative.

'We are excited to have Telugu as the latest addition to Oxford Global Languages, an initiative that seeks to raise the profile of languages around the globe and make dictionaries and other resources available online to all. Telugu is the fourth most populous language in India, spoken widely in the states of Andhra Pradesh and Telangana as well as elsewhere', explained Judy Pearsall, Director for Oxford Dictionaries.

'We are especially proud of this new Telugu-English dictionary, which is one of the first to focus on modern spoken and written Telugu as well as the traditional classical language, ensuring that the vitality of the language in everyday use is celebrated and made accessible to all.'

Kritika Agrawal, University of Oxford graduate and lawyer, and one of our Language Champions, added: 'OGL is a brilliant initiative by OUP that has brought into focus five major Indian regional languages (including Hindi, Urdu, Gujarati, Tamil and now, Telugu) at a global platform. The concept of living dictionaries is the need of the hour for the preservation of our languages and literature.

OGL addresses that need, engages the valuable human resource and is instrumental in the growth these languages achieved through active user participation!'

A key feature of Oxford Global Languages is the language community itself, and as such the team works closely with local language communities to create living dictionaries. The goal is for users to feel a part of supporting and developing resources for their language.

In the words of Vinny Bogadala, Telugu native speaker and member of the Telugu diaspora community in Oxford, 'This is a tribute to all the scholars, poets, and legendary leaders who contributed to the Telugu community and Telugu speaking

humans on this planet. Massive thanks for your contribution to our community and our people.'

The Oxford Global Languages initiative has also built a new type of language database which enables multiple links between languages and other content. Oxford Dictionaries has developed an innovative new Lexical Engine and Platform (LEAP) where our datasets can be integrated, standardised, and shared. This means that multiple languages can be stored and queried in a single platform.

Launched in September 2015 Oxford Global Languages (OGL) is a major initiative from Oxford Dictionaries which aims to build lexicographical and other language resources for around 100 of the world's languages and to make them available online. For the first time, large quantities of quality lexical information for a huge range of languages will be systematically created, collected, and made available, in a single linked repository, to speakers, learners, and developers. The programme's objective is to transform the experience of millions of people worldwide by making content in their language available in digital form: on websites, in apps, and in many different tools and services.

Source | http://www.thehansindia.com

Research scholars rally for better grants

#HikeResearchFellowship gains momentum; TIFR scientists start a signature campaign; to hold a protest.

Source | Mumbai Mirror | 20th November 2018

Library 2.0: Delight for Book lovers, from access to books to a multitude of cultural events

A majority of public libraries in the country remain in a state of despair

resulting in lack of access to good reading material for many. But now, a handful of individuals have come to readers' rescue with an innovative solution in the form of private libraries. These are spaces that offer not just unhindered access to books, but also a multitude of cultural events, ensuring a rounded experience for readers.

They don't have dilapidated buildings or battered books. There is no stern librarian demanding silence or looming bookshelves stacked close together. The membership is either free or nominal. They are neither run by the government nor large corporations. These private libraries are just spaces put together by book lovers for like-minded people, helping them explore books in a more relaxed manner.

Link | Library 2.0: Delight for Book lovers, from access to books to a multitude of cultural events

Guideline for Librarian for working with deaf patrons

For librarians

This guide includes information for librarians who work with deaf or hard of hearing patrons or with deaf-related collections.

Link| http://libguides.gallaudet.edu/c.php?g=773982

Click to Download Teacher

"BOOKS WILL soon be obsolete in schools," Thomas Edison announced in 1913: they would, he believed, soon be replaced by silent films. Each new wave of information technology—radio, television, computers—has led to similar predictions. And each time, the old technologies of books, classrooms and teachers have proved startlingly resilient.

Like teachers, digital educational technology comes in many forms, from wonderful to appalling. But, used properly, it now deserves more prominence in schools—especially in poor countries where human teachers are often ignorant, absent or both.

Primary Source | https://www.economist.com/leaders/2018/11/17/how-technology-can-make-up-for-bad-absent-teachers-in-poor-country-schools

PR Source | Indian Express | 21st November 2018

In the company of authors

More and more companies are launching book clubs to give employees the opportunity to learn and bond with each other

A RULE OF THUMB FOR - CORPORATE BOOK CLUBS

* Book clubs may not register considerable footfall. Readers may constitute a small percentage of the workforce.

* The goal is to get as many employees as possible hooked on books. So, choose your books wisely and go in for a mobile library.

* Keep changing the venue of the library, but ensure it does a round of all departments of the office. Wherever it goes, add books related to the specialisation of that department. Of course, books across genres should also be offered.

* Before taking a library to a department, find out if there are any books they would like to see on the racks and try to purchase them.

Source | The Hindu | 21st November 2018

Cambridge International Global Education Census report. According to Study - Indian Kids world's most tutored

Indian school students take the maximum number of tutorial classes, with 74% of them choosing extra lessons in maths, a global education survey has found. India also leads in extra-curricular activities, with 72% of students engaging in them. But the involvement in sports is low.

In an encouraging finding for the country's school system, the survey said Indian teachers showed a high degree of commitment to ensure that their students did well.

Link to Report | https://www.cambridgeinternationaorg /Images/514611-global-education-census-survey-report.pdf

Digitising libraries to be in pace with changing trends

The transition is to reach millennials and give access of books across the globe. Libraries for over centuries have been book lovers' paradise, a place of cultural exchange, and a knowledge hub. However, with technological advancements, libraries are increasingly getting digitised, providing an access to users across the globe.

Central government recently launched National Digital Library of India (NDL India) - a pilot project to develop a framework of virtual repository of learning resources with a single-window search facility. NDL India has been designed to hold content of all languages and provides interface support for leading Indian languages.

G Mahesh, co-author of a research paper 'Digital Libraries in India', says, "We cannot specify when the digitisation exactly started, but with the increasing popularity of automation and computer technologies since the 80s, it was only natural for libraries to go digital."

Most libraries in India are at different stages of digitisation. Despite the technology available, digitising library collections is not simple, as it involved the copyright hassle too.

"The new content is being acquired or licensed in digital form, which is translating in the increase in digital content in most libraries," adds Mahesh.

Nirupama Dutt, a Punjab-based poetess, feels one cannot avoid this transition and refers it as an inevitable and a welcome change. "Digitisation of libraries is a step towards saving the published material in a virtual space. What worries me is the decreasing popularity of hard copies."

People are still making efforts to keep alive the feel of books. "An organisation, Book Fairy, hides books in public places to surprise people and share the joy of reading," she informs.

Recently, British Council also digitised its libraries to provide access across geography, in the medium most suited to a millennial audience. So, most of the books here are now available on tablets, laptops and smartphones.

Antonius Raghubansie, head teaching centre and library, British Council, said the transition, which took place in 2016, is for the young generation who are using their smartphones 24X7. "There are over 400 million mobile users in India and we wanted to reach them and give them access to books across the globe. There are over 50,000 software and 2-3 minute training videos, comics and 16,000 graphic novels, thousands of movies and classic TV titles, and full-length music concerts and documentaries available online," added Raghubansie.

Though the physical membership is

increasing, but 20% members are online. "There are 25,000 members accessing the Digital Library and in Delhi, approximately 6000 members use the Digital Library. The only aim is to increase our reach and surprisingly elderly people have accepted this change. Earlier, they use to visit libraries with their grandchildren and now these young children are helping their elders to access books online."

Arun Chakraborty, Director General, Raja Ram Mohan Roy Library foundation and director general of National Library of Kolkata, said, "There are two forms of digitisation- books that are written only for virtual space fall under born-digital category and the ones that do not have copyright fall under digitise category."

He added, "Digitisation is important to know what is being published across the worlds and for the researchers it helps them not to duplicate the work of others. Moreover, young generation is also in favour of it."

Most authors still want to publish hard covers books so they live for generations, added Chakraborty.

By embracing digitization, libraries are giving more people more access to more books.

Source | Times of India | 22nd November 2018

Direct and strong co-relation between the Use of Mobile Phones and Deteriorating Academic Performance

Kids closer to mobiles go further from studies. Mum doc links phone usage & declining academic performance

Mumbai: A doctor from the Lokmanya Tilak Municipal General hospital (better known as Sion Hospital) has found a direct, and strong, co-relation between the use of mobile phones and deteriorating academic performance.

Dr Harshalkumar Mahajan, a resident doctor from the Department of Community Medicine studied 316 students in the age group of 13 to 16. He also discovered a gender divide: Male students used the phone more. More female students (133) used the phone for less than two hours a day than male (120), and more male (51) than female use it for more than two hours a day.

The survey also discovered that the phone is used more for gaming and social networking than pure communication. Around 88 per cent of students in city schools use an android phone and 15 per cent of them carry it to school.

"A strong association was seen in daily time spent on a mobile phone (more than two hours) and a decrease in academic performance," says Mahajan. "The students, who used the cell phone for more than two hours, showed more change in behavior patterns than those who used it for less than an hour."

The Psychiatric department of the hospital sees at least two to three new cases of addiction to mobile devices every day. "Due to this affecting the behaviour patterns of many teenagers, for example, shorter tempers. Many times, it affects their behaviour with family members too," says Dr Nilesh Shah who heads the Psychiatric Department in Sion Hospital.

The study also established that increased cell phone usage adversely impacts ophthalmic health. Complaints of dryness of eyes were higher (53 per cent) followed by itchy eyes, headache, and excessive lacrimation (tears) among the target group.

"Eighty per cent of the target group had eye strain," says Dr Arjun Ahuja, head of the Ophthalmology at KEM Hospital, adding, "Besides dryness, itching, many of

the students are being diagnosed with increased myopia."

Link| https://www.dnaindia.com/mumbai/report-kids-closer-to-mobiles-go-further-from-studies-2688062

Internships make students job ready

On Wednesday, AICTE finalized its policy, which stated that 600-700 hours for Bachelor of Engineering or Bachelor of Technology and 450-500 hours for diploma courses should be up in internships.

"Internships, other project work and activities that are vital in their field can give them correct exposure to their industry and keep them updated, making them industry ready,"

AICTE Internship Policy - Guidelines & Procedure | Click Here

PR   Source | http://www.asianage.com/metros/mumbai/231118/internships-make-students-job-ready.html

AICTE approves open book exams for engineering students. The open book exam policy tends to focus on the application of the information and develop a problem-solving abilities in students.

From 2019 onwards, the engineering students of the All India Council of Technical Education (AICTE) approved colleges might get an opportunity to appear for open book exam. In its latest examination reforms policy, the advisory body has suggested multiple guidelines on how to set questions paper to better assess students. One of the most interesting initiative under this framework is the open book examination wherein students will be allowed to refer to books in examination halls.

The move is expected to improve the quality of engineering education in India. Ashok Shettar, chairperson AICTE committee on examination reform and vice chancellor KLE Technological University told *indianexpress.com* "The way we conduct exams traditionally only assesses students based on their ability to reproduce knowledge. Through these guidelines, we aim to reform the way we assess our students. We are aiming to match the assessment system with the outcome-based framework our education and industry has adopted based on performance indicators."

AICTE has advised colleges to either ask less number of questions that encompassed two or three concepts or allocate more time for the exam under open book. As per the policy, this will be less stressful for a student as it would focus less on memorising ability and instead will tend to focus on the application of the information and develop problem-solving abilities in students.

"If we have to say 12 indicators for our engineering graduates," said Shettar, "half of them do not belong to technical traits. Our traditional system is unable to access students based on these soft skills including teamwork, communication skills, et al."

The policy also advises the academicians to "set the question paper in a way that requires students to do things with information available to them, rather than merely locate the correct information from the book".

Shettar said, "Open book exams will be allowed in designed and systemic manner. It will not be allowed in all the exams." The policy report stated that it will also motivate the question paper setters to design question papers in a way which assesses students on their application of knowledge.

To implement the same, the AICTE will train teachers from engineering institutes from all across the country, starting next

month onwards. According to Shettar, the guidelines are expected to be implemented from the 'next academic year'. Apart from the open book, Examination Reforms Policy also states several reforms like mandatory internships, research, student's projects etc.

PR   Source | https://indianexpress.com/article/education/books-to-be-allowed-in-engineering-exams-aicte-approves/

AICTE   Exam   Reform | https://www.aicte-india.org/flipbook/exam_reform/index.html#p=4 [Open Book Examination Page No. 19]

How could multilingualism benefit India's poorest schoolchildren?

Multilingualism is the norm in India. But rather than enjoying the cognitive and learning advantages seen in multilingual children in the Global North, Indian children show low levels of learning basic school skills. Professor Ianthi Tsimpli is trying to disentangle the causes of this paradox.

"Language is central to the way knowledge is transferred – so the medium of instruction is obviously hugely influential. We hope to be able to show that problem solving, numeracy and literacy can and do improve in children who are educated in a language of instruction that they know. The trick may be to bridge school skills with life skills and make use of the richness of a child's life experience to help them learn in the most effective ways possible."

Release   Available   At | https://www.mam.mml.cam.ac.uk/press-release/horizons-issue-october-2018-pp34-35

Balbharati to start uploading practice SSC papers next week

MUMBAI: Starting November 26, Balbharati will start uploading practice question papers for SSC students to help familiarize them with the new syllabus and paper pattern. Students can solve papers on their own and evaluate themselves after a few days when Balbharti uploads model answer papers and a video created by experts.

Following protests from several groups after Balbharati withdrew 20 marks internals from language papers, the state decided to offer practice papers to help students cope with the change.

"We introduced the change for Class IX last year so that students get used to it. However, we are providing a practice test for students. The papers will help students think on their own and not just replicate from textbooks," stated a circular issued by Balbharati.

After 10 days, Balbharati will upload the answer sheets and videos by experts that will inform students of the best way to attempt question papers.

Balbharati plans a few more rounds of practice tests before the board exam in February 2019. Instructions for further rounds will be available for schools and students on its website.

PR   Source | https://timesofindia.indiatimes.com/city/mumbai/balbharati-to-start-uploading-practice-ssc-papers-next-wk/articleshowprint/66776940.cms

Dawning of a Movement to Transform India's Education System

Source | https://www.mangalorean.com/dawnin

g-of-a-movement-to-transform-indias-education-system/

Amazon Launches Audible in India: Audio-Books with Attractive Subscription Plans, Exchange And Return Facility

Amazon Audible audiobooks subscription service has arrived in India. We report on the subscription plans, prices, features, and privileges.

Amazon India is bringing 'Audible' an interesting and expansive virtual library of 'books on tape'. The Audible audiobooks service features thousands of interesting titles. To ensure adoption and regular subscription, Amazon is extending several privileges, including the ability to return or exchange audiobooks.

Amazon's Audible, a popular subscription-based audiobook service has been launched in India. The audiobook service grants access to several thousand audiobooks. Moreover, Amazon has

assured it will continue to add more audiobooks on a daily basis. Amazon has further added that the present as well as the soon to be added titles will include books written by Indian as well as international authors.

Full   Info | https://www.mysmartprice.com/gear/amazon-launches-audible-audio-books-attractive-subscription-plans-exchange-return-facility/

Nail your Email Strategy

Here are common mistakes that people make when writing email subject lines. Learn how to avoid them

Source | Economic Times | 27th November 2018

Information for this issue has been provided by Mr. Pralhad Jadhav, Senior Librarian, Khaitan & Co. Mumbai