



Human Resource Professional Day

Being in HR can be a difficult task to handle because of all the crucial tasks that the HR department does help keeps the business running and successful. While there may be some that don't like that department, they're vital and essential and sometimes they may not get enough credit for what they do. Human Resource Professional Day is a day made to change the perspective people have of HR and learn about why their job is valuable for businesses.

##EVENT

JAIPUR BY NITE

The 2-day Jaipur By Nite event illuminated Rajasthan's Rich Heritage and Women's Strength. Day one featured melodious performances by Kutle Khan and the Kanishk Seth Trio at Jaigarh Fort, with folk festivities and artistry. Day two saw 150 women embark on the JBN Women Car Drive, promoting sustainable development goals while exploring iconic Jaipur landmarks.



Kutle Khan



JBN Women Car Drive being flagged off by dignitaries.

Tusharika Singh

As the world gears up to celebrate World Tourism Day on September 27th, Jaipur played host to a two-day extravaganza that illuminated the potential of night tourism. Aply called 'Jaipur By Nite', this event unveiled the mystical charm of Rajasthan's cultural heritage under the moonlit sky, promising an unforgettable experience for locals and tourists alike.

Musical Evening @ Jaigarh Fort

The inaugural evening of the 9th edition of Jaipur By Nite set the stage for a night of resplendent culture, heritage, and music at the majestic Jaigarh Fort. The soul-stirring melodies of Rajasthan reverberated through the ancient walls, serenading the attendees with timeless classics like 'Kesariya Baalam', 'Moomal', 'Sannu Ik Pal Chain Na Aawe', 'Chhaap Tilak', and more, courtesy of the renowned singer of Rajasthan, Kutle Khan. Following this mesmerizing performance, the famous Bollywood fusion band, the Kanishk Seth Trio, took the stage, infusing modern rhythms with Rajasthan's musical heritage. The historical and magnificent ambience of Jaigarh Fort added a layer of grandeur to the evening as attendees navigated the narrow alleys of the fort to reach the Charbagh, where these concerts unfolded.

The cultural feast was not just about these concerts. It extended to the lively atmosphere with Rajasthani folk singers and dancers, Kacchi Ghodi performances, the rhythmic beats of the dhol, henna artists showcasing intricate designs, a captivating puppet show, and even a shower of fragrant rose petals.



A car decorated for the JBN Women Car Drive.

The Panipoori Detoxed!!

What is common between a panipuri stall and an electronic soap dispenser? No one would ever ask you such a question! In fact, many would tell you with disdain that it is a stupid question, duh! After all, what could be common between an electronic soap dispenser and pani puri? Perhaps an entrepreneur?



Shailaza Singh
Published author, poet and a YouTuber

#YUMMY



What is spicy, tangy, sweet and sour at the same time? What is lip smacking, thoroughly affordable and totally delectable guaranteed to make your mouth water and taste bud rejoice? What was it that Japanese Prime Minister tried popping into his mouth with such gusto in the presence of our own Prime Minister? Golgappa of course! Also known as pani puri, batasha, puchka, guchup, this Indian masala concoction with a tangy chutney and yummy masala has achieved world wide fame. In most cities in India, walk out in the evening and you are bound to spot men, women and girls and boys queuing up at the golgappa thela for their kick of the savoury water balls.

But many people are also turned off by the way the golgappa is prepared. The vendor usually punctures the puri or the golgappa with his thumb and dips it into the savoury or sweet water and serves it to his customer. One cannot help but wonder how clean is this entire process because the vendor keeps dipping his hand into the savoury water and hardly gets the time to wash his hands again and again.

Voresh Seervi and Uttam Seervi also didn't like this idea of eating such a golgappa. Uttam says, "We loved panipuri and dahi puri but we could not stand the sight of the golgappa wala bhैया dipping his hand repeatedly into the water and serving us the same water." These two twenty-year-old lads from Palli weren't just here to critique the entire golgappa system. They were here to change it.

Uttam says, "We are cousins. Our brothers work in jewellery shops in Chennai while our parents are farmers. We both finished our graduation in science and arts last year. After our graduation, we got into network marketing. We used to attend a lot of meetings and seminars of network marketing in various hotels. We used to see these soap dispensers in this hotel which would be activated by sensors. The person would just place their hands under the dispenser and the soap would come on to their hands. It was then that

a germ of an idea started forming in our mind." Voresh adds, "We kept thinking about this idea of a machine that could dispense this water without anyone touching the water and yet enjoying panipuri. We then got in touch with some people in Chennai who could make these kinds of machines. We wanted to ensure hygiene in this entire experience. Finally, we could create machines with inbuilt sensors that could dispense the water when a dona or katori was placed beneath the tap just like a soap dispenser.

Armed with their innovative idea, these two youngsters set up a thela near the Chittrakot market. They offered five types of water (sweet, sour, hing, jeera, mirchi) along with the puris. The customers could simply place their dona under the dispenser of their choice and could have their favourite water! But it wasn't as easy as that! Voresh recalls their first day, "It was in July 2022. I was setting up the stall. I saw a Punjabi lady of about 70+ years old who was wearing a mask. She asked me if it was our opening day. We had no cere-

mony of any kind but she understood. She said that she wanted to get dahi puri packed for her husband. I was literally shivering in my boots since here we were, first timers and the first order we got was a takeaway. This was the first time we would pack an order. When I was making the dahi puri, midway, just like it happens in a tough exam, I forgot the recipe. I then opened my diary to look up the recipe and somehow made it and packed it. She took it and went off. We were hoping and praying that she and her husband like it. The next day, we saw her walking towards our stall and we were scared that she might say something. She came and she said that the dahi puri was amazing and her husband loved it. She ordered another take away and gave us a lot of blessings. That really bolstered our confidence. She has now become our regular customer and keeps coming every now and then."

But then all wasn't so hunky dory with these young entrepreneurs. Uttam says, "A couple of days after we had set up the shop, a family of 7 came to us at 10 pm and ordered 7 plates and paid for



'puchka' forward. We have already opened a new outlet in Mansarovar and now we are working on creating a pan India franchise model where we can help people to set up this business. So, what kind of people come to their panipuri thela? Voresh says, "The thing about panipuri is that it is a great leveller. In the evening on one hand you will see a guy getting out of his Mercedes and on the other hand you will see a poor man tired from his day's work, walking on the road. Both these men will stand together at the golgappa thela without any thought of who is what. Now we have some very regular customers. There is this family of four which comes every other day and each time once they are done with their puchka party and payment, they buy ice creams for both of us from the nearby stall as gifts. They never take no for an answer." Do they ever get harassed by the authorities? "Initially, we had a lot of issues," says Uttam. "People complained that we were parking our thela in the roadside area. But the authorities then came and inspected and realized that our thela wasn't in the parking or obstructing the road any way. Voresh adds, "But many a times, policemen also come to our stall. Though most of them pay but there are some who take advantage of their uniform and just refuse to pay even a measly sum of 20 rupees. It makes us feel sad about our law and order system."

So what is their routine like? Uttam says, "We start preparing the panipuri from about 12 am in the morning. By 3 pm we set up the stall and stay there till 11 pm in the night!" For now, Voresh and Uttam are happy. Do their parents know about their little venture? Uttam laughs, "Earlier we didn't tell them because we are Marwaris and we were always expected to take up a government job," says Uttam. "Mostly the boys in our community are married early but then when this business started flourishing, the family appreciated our business acumen and encouraged us to do what we are earning more than any government job employee but my mother still keeps asking me about taking up a government job because she believes that getting a panipuri wala married is not easy." Voresh adds, "Ab pasha kamana hai to puchka to padna padega na!"

It has been barely a year since they have set up the shop but they are already planning to take their

many of any kind but she understood. She said that she wanted to get dahi puri packed for her husband. I was literally shivering in my boots since here we were, first timers and the first order we got was a takeaway. This was the first time we would pack an order. When I was making the dahi puri, midway, just like it happens in a tough exam, I forgot the recipe. I then opened my diary to look up the recipe and somehow made it and packed it. She took it and went off. We were hoping and praying that she and her husband like it. The next day, we saw her walking towards our stall and we were scared that she might say something. She came and she said that the dahi puri was amazing and her husband loved it. She ordered another take away and gave us a lot of blessings. That really bolstered our confidence. She has now become our regular customer and keeps coming every now and then."

they came back again and now they are our regular customers." Voresh adds, "It was a good thing that this happened in the early stages because it helped us to improve our taste. Now people love the panipuri and some even come to simply drink the hing, jeera water to improve their digestion. It has been barely a year since they have set up the shop but they are already planning to take their



rajeshsharma1049@gmail.com

#EVOLUTION

Population Bottleneck

Our ancestors may have come close to extinction 900,000 years ago



The population of our ancestors may have plummeted to as low as 1300 around 900,000 years ago, possibly as a result of our climate change, with global cooling around this time leading to severe drought in Africa and Eurasia. This "could explain the extreme scarcity of the available hominin fossil record in Africa and Eurasia" at the time, they write in their study.

Li says this is referring to previously published studies that have reported a gap at this time. "We didn't find the fossil gap in this study," he says. "Our findings actually explain the fossil gap."

That is the conclusion of an analysis of the variation in the genomes of living people by Haipeng Li at the Shanghai Institute of Nutrition and Health and his colleagues. However, while not dismissing the idea outright, independent experts say it isn't supported by other lines of evidence. Population bottlenecks occur when an existing population is reduced in size, for instance as a result of a catastrophe or when a small number of individuals leave one population to found a new one. This results in a sudden loss of genetic diversity. There have been numerous bottlenecks of varying scales as humans evolved and moved around the world. For instance, there was a major bottleneck when a small number of modern humans left Africa around 60,000 years ago, which is why there is still much more genetic diversity among people of African descent than in everyone living in the rest of the world combined. Much more recently, there was a series of bottlenecks as Polynesians settled island after island in the Pacific.

Past bottlenecks can be uncovered by looking for the reductions in genetic diversity they cause, but more ancient bottlenecks are harder to detect than recent ones. Li's team developed a new method for estimating past changes in population size and applied it to the genomes of more than 3000 people from around the world.

According to the researchers' findings, the population of our ancestors fell by 98 per cent to around 1280 "breeding individuals" around 930,000 years ago, and the population remained very low until around 815,000 years ago. The early humans alive at this time have been assigned to a number of different species, including Homo heidelbergensis, Homo rhodesiensis, Homo antecessor and Homo bodoensis, and it is unclear

which of these is our ancestor. There is also debate about whether they were indeed separate species.

Li and his colleagues think this bottleneck was most likely due to climate change, with global cooling around this time leading to severe drought in Africa and Eurasia. This "could explain the extreme scarcity of the available hominin fossil record in Africa and Eurasia" at the time, they write in their study.

Li says this is referring to previously published studies that have reported a gap at this time. "We didn't find the fossil gap in this study," he says. "Our findings actually explain the fossil gap." But in an accompanying paper, Nick Ashton at the British Museum and Chris Stringer at the Natural History Museum in London have put together a list of sites in Africa and Eurasia with evidence of continued human habitation during this time. "The data of human presence that we marshalled suggest that its effects must have been limited in time and space," says Stringer.

Li's team also cites a paper by Brad Pillans at the Australian National University as evidence of drought in Africa and Eurasia at the time of the bottleneck. "We said nothing about aridity in Africa," says Pillans. "So, in a way, the reference to our paper is not really correct."

John Hawks at the University of Wisconsin, who wasn't involved in the study, points to a paper from earlier this year suggesting that early humans in Africa were split into several distinct populations with only occasional migrations and mergers between them. It is possible that this population structure resulted in the appearance of a bottleneck, says Hawks.

Li's team notes that the time of the bottleneck coincides with estimates for when two existing chromosomes fused to form chromosome 2. This is why humans have only 23 pairs of chromosomes rather than the 24 of chimpanzees and gorillas. Another explanation for the bottleneck is that rather than there being a sudden reduction in population due to drastic climate change, it reflects a speciation event where a small number of individuals split away from other early humans after chromosome 2 evolved.

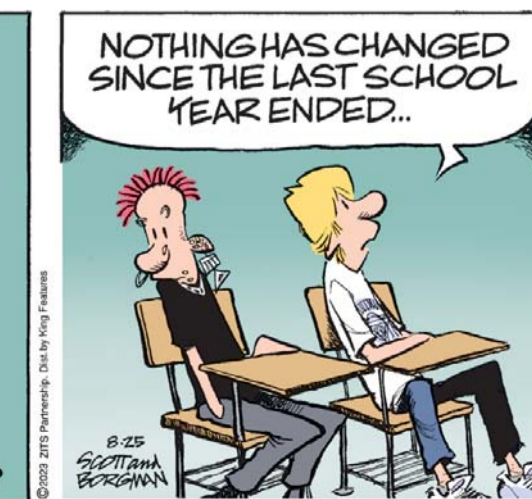
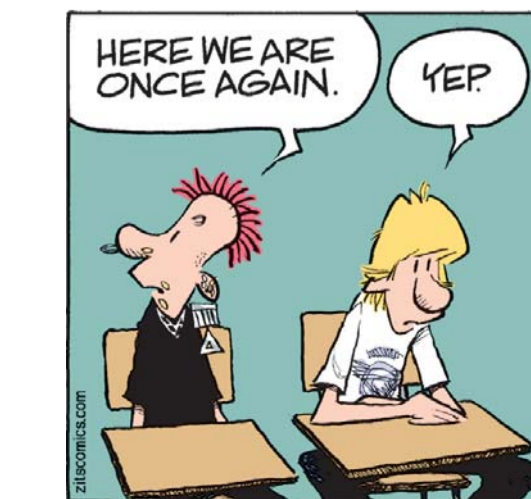
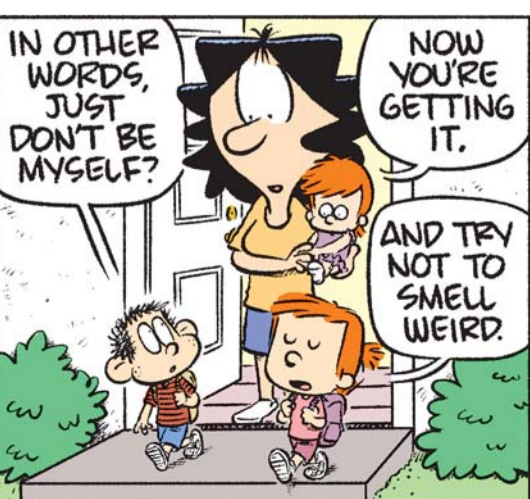
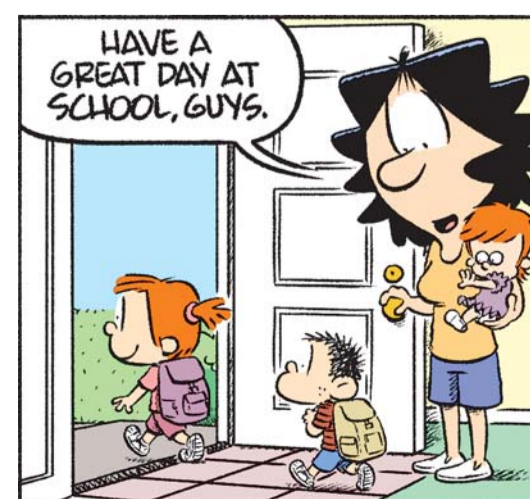
"The possible link to chromosome 2 is very interesting, and I think it may be true. But I would not assume that the bottleneck is real until we have a better understanding," says Hawks. "It would be great to see more ancient DNA data that could get us back into this time period."



THE WALL



BABY BLUES



By Rick Kirkman & Jerry Scott

ZITS

By Jerry Scott & Jim Borgman