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| <ul style="list-style-type: none"> <li>• Creating Community</li> <li>• Creating Compelling Content on various platforms</li> <li>• Globalisation enhances cultural identity</li> </ul> |  |
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- **Constitutional safeguards:** Article 14, Article 15, Article 19(1)(a), Article 21 can be taken into consideration.
- **Conclusion:** In recent years, businesses large and small have taken steps to make the work environment safer and more inclusive for their LGBT employees. Altruism and self-interest both point in the same direction. Tackling discrimination is the right thing to do, and essential if the human rights of LGBT people are to be properly protected.

#### EFFECTS OF GLOBALIZATION ON DIFFERENTLY-ABLED COMMUNITY:

- **Social Programs:** Access to these programs remains riddled with bureaucratic challenges, corruption and delays with the cumulative effect of denying benefits to those who need them most.
- **Disability insurance schemes:** It covers only workers in the formal sectors. Public social protection system for people with disabilities outside of the formal sector is sketchy in most states and offers low coverage and limited financial protection.
- **Education:** The Persons with Disabilities Act (PWD Act) of 1995 emphasized free education for disabled children up to eighteen years of age, the development of teacher training programs specializing in disabilities.
- **Employment:** Privatization has led to mixed outcomes for people with disabilities in the employment sphere.
- **Accessibility:** Although the PWD Act promotes accessibility in public buildings, evidence shows accessibility continues to be largely an unrealized goal in India.
- **Health And Health Care:** Privatization and deregulation have resulted in rising drug prices. The increased cost of medical care is the second most common cause of rural indebtedness in India.
- **Human Rights, Privatization and Disability:** With disability still treated as a 'special interest' issue in India that is, not of interest to the general population the risks of globalization for disabled community are high.

#### GOVERNMENT INITIATIVES FOR GLOBALIZATION:

- **Make in India:** Make in India has been so far the front runner of all the initiatives giving the world an opportunity to use Indian resources to their best abilities.
- **Digital India:** By this, even SMEs and MSMEs have started creating their digital presence and promoting their offerings on the internet.
- **Skill India:** Skill India initiative aims to train over 500 million people in different skills and generate a talent pool that could be unmatched in any part of the world.
- **Startup India:** Startup India initiative aims to promote entrepreneurship in India.
- **Execute India:** The plan on setting up multiple IITs and IIMs in India has raised opportunities in developing specialized skills in technical and management.
- **Incredible India:** The objective of this initiative is to train and provide orientation to all stakeholders who interact with visitors. By doing so, it creates comfort to travellers and increases the influx of tourism dollars to the country.

#### GLOBALIZATION 4.0:

- **Introduction:** Globalization is a phenomenon driven by technology and the movement of ideas, people, and goods. This is the latest stage of globalization involving cutting-edge new technologies like artificial intelligence that powers forward with the explosion of information technology.
- **Features of globalization 4.0: Turbulence for the service sector;**
  - **Close integration with industries;**
  - **New modes of migration process;**
  - **Fourth industrial revolution:** Fourth Industrial Revolution (Industry 4.0) is moving from an electronic based industry to a process which is the combination of human beings and electronics.
- **Challenges of globalization 4.0:** Political crisis and Global level conflict; Economic exclusion; Income Inequality; Dearth of competent and skilled Human Resource; Infrastructural challenges; Unintended consequences etc.