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Editorial

CORONA PANDEMIC AND TROUBLES OF INDIAN MIDDLE CLASS

Dr. Mithlesh Kumar Choubey

Editor-in –Chief Jamshedpur Research Review

Abstract

The article discusses the mental and economic problems of Indian middle class due to Corona pandemic and nationwide lockdown. This article has three major sections. In the first, the state of the middle class customers has been analyzed. And, it has been said that the self-confidence of the middle class is at low. Apart from this, the impact of materialism and consumerism on the Indian medium class has also been discussed in the context of the crisis. The last section of article discusses issue of human progeny by balancing materialism and spirituality.

Key words- Indian Middle class, Corona Pandemic, poverty, mental stress, insecurity, caste pride, spirituality, materialism & consumerism, urbanization

The world we are living in today is a different world where everyone is scared. Being rich is not the guarantee of invulnerability against Covid-19. One side Modern lifestyle has greatly reduced the immunity of human being, and on the other bacteria and viruses have transformed themselves to escape anti-biotic drugs. This is a very aboriginal world of primitive times when diseases dominated science and medication. Today, the middle class of India is less physically but more mentally sick. According to a survey conducted by the Indian psychiatric society, within a week of the start of the lockdown, the number of reported cases of mental illness in India had risen by 20%.¹ We are

standing in a global village where every mind is shivering with an unfamiliar fear. According to Devora Kestel, director of the World Health Organization's (WHO), mental health department. the isolation, the fear, the uncertainty, the economic turmoil - they all cause or could cause psychological distress, But it just because of Corona pandemic? In the last fifty years governments have spent very little percentage of their budget on health services. Even today, we treat patients with 100 years old medicines. In countries like India, outdated anti-biotic drugs used as roasted gram. People consume antibiotics without doctor's advice. Over the counter selling of antibiotics is very high in India.

Table 1: Countries and Percentage of distress individuals

Countries	Percentage of distress individuals
People Republic of China	35%
USA	45%
Iran	60%
India	25%(Estimated)*

According to a report of United Nations, developed countries of the world spend only 2% of their total income on the treatment of mental disorders. In India, a mentally ill person is considered insane and kept socially isolated. This is the reason why people in India shy away from going to the doctor and psychiatrists. According to an estimate, every fourth person in India is feeling mentally distressed during the lock-down period. Most of the mentally disturbed people believe that the world is not moving as they want it should be. And their hopes are being broken again and again. As a result cases of suicide, family conflict and heart attacks are growing alarmingly. According to a report, 80 people killed themselves due to loneliness and fear of being tested positive for the virus. The suicides are followed by migrants dying in accidents on their way back home, deaths associated with withdrawal symptoms, and those related to starvation and financial distress.³ The demand for spiritual gurus in India has suddenly increased. Videos of spiritual gurus like Sadhguru Jaggi and Baba Ramdev, Sri Sri, are viral on social media. Empty pocket middle class is practicing meditation and Yoga to keep his mind and body healthy. Spirituality and Yoga can be a support for the mentally weary and scared world community. In countries like: United States, the number of mental patients has been very high for decades. That is why a lot of spiritual gurus like Mahesh Yogi, Acharya Rajneesh, etc., had huge disciple in the US in 1980-1990s. More or less the same situation is developed in India now. The past hurts and the future terrifies. Amid the corona pandemic middle class of India is worried about the future of themselves and their children. This is the main reason for his mental distress. It's a very tough time for children as well. Due to the Corona crisis, the possibility of India's economic growth rate being zero for the first time in fifty years.⁴ Obviously, unemployment rate will be much higher in coming days. Millions of NRIs have returned from Gulf countries and migrant laborers have gone back to the villages from the cities. Thus the situation of both

production and sales has become turbulent. There is no area except agriculture where there is no mourning. The market of luxury products is almost collapsed. According to The Reserve Bank of India India's gross domestic product (GDP) growth will be in negative territory in 2020-21 as the outbreak of corona virus has disrupted economic activities. The biggest blow is visible in domestic demand. According to RBI domestic demand covers 60% of the total demand. Combined impact of demand compression and supply disruption will depress economic activity.⁵ A major reason behind all this is the weakening of domestic demand. If the middle class continues to weaken, then it will have an impact on all the pro poor schemes of the government as well

Trauma of Indian Middle class

For the first time in the history of independent India, the pain and suffering of the middle class is also being discussed. The middle class is considered the backbone of India's economic development. A goal was set to make modern India a 5 trillion economy with the help of this class.

In fact, in India, middle class means a wide market. This market has the power to run the global economy. Due to Corona catastrophe, this middle class has been imprisoned in their homes. At the moment, the real concern of the market is that this class is totally inactive - neither earning nor spending. Today, organized sector workers get very good salary in India. Hence they are a new part of the middle class. However, the definition of labour class in India is no longer clear. Now they not only work in factories, they also operate computers. They also sell clothes in shops. A large proportion of these laborers today are middle class. Consumerist powers around the world provoke and squeeze this class. Middle class is still buying things they need. But the worry of the market is that middle class is not buying the things they do not require essentially. Actually, goods and services targeting psychological needs (esteem goods) are facing low demand. Due to Covid-19 threat, social

distancing has become globally acceptable norm. New dimensions of future business and work will be online. Online technology is the next Buzz word. Risk is that a very huge population of India be left behind in the new world order where knowledge and access to the information technology will be mandatory for survival. 41.6% of Indian population (540 million people approx.) is living below the new international poverty line of \$1.25 (PPP) per day, down from 59.8% in 1981.⁶ On the

other hand, the Planning commission of India uses its own criteria and has estimated that 27.5% of the population was living below the poverty line in 2004–2005, down from 51.3% in 1977–1978, and 36% in 1993-1994.⁷ There are so many estimates about the size of India middle class. Its size is not very clear. On the basis of various studies and estimates, following projections about the Indian population has been drawn

Table 2: Classification of Indian Middle Class

Category	Percentage in Indian population	Aggregate
Very High Class	0.1%	1.1%
High class	01%	
Upper Middle class	4%	36%
Middle -Middle class	12%	
Lower -middle class	20%	
-lower class	30	BPL
Below poverty line	27.5%	

Estimated (Based on various studies)

Myth about upper caste

The poverty of the upper castes of India has come to the fore due to the Corona crisis. This myth is universally accepted in India that if someone belongs to the upper caste, then he definitely belongs to the middle class. The false ego of the so-called upper castes has a big role in making this myth that put mask on truth. 70 years have passed while carrying this half-truth. In fact, there is no permanent lower middle class in India now. Depending on the measures used, the estimated size of this middle class ranges between 78 million (Economist, Jan 2018) to 604 million (Krishnan and Hatekar, EPW June 2017).⁸ As soon as the job or business ends (due to retirement or any other reason), the status of a middle class family becomes unstable and the family falls down to join the economically lower classes.

Earlier a large number of upper castes people were in government jobs, so they were an unintended part of the middle class. However, later their children could not get a

government job and their income reduced. Therefore, they declined to join the lower economic class. But, they did not accept themselves in the category of poor due to self- pride and societal pressure. In Corona Crisis, such families are going through a terrible economic crisis.

There are some surprising caste/community patterns. According to a report published in Hindustan Times, at an overall level, the upper castes are over-represented in the middle classes; OBCs are fairly represented; Scheduled Castes and Scheduled Tribes are substantially under-represented, and Muslims are marginally under-represented. Disaggregating further, OBC share is higher among Rural (2-wheeler), Trader (2-wheeler) and Rising Middle Class, and substantially lower among Urban Private Sector Middle Class. While SC/ST shares among Rising Middle Class are closest to their share in overall population, they are virtually non-existent among Trader and Urban Private

Middle Class.⁹ There is a self-proclaimed middle class in India that hides its real economic status for fear of social infamy. This class is so poor that it does not get any food for both the times but it does not plead for government relief. The financial condition of the middle class family depends on whether both husband and wife earn or only husband does. Both together could make up to 25 thousand rupees per month. This practice was common in the family of migrant labours living in metros like; Delhi, Mumbai etc. But in this pandemic, the employment crisis has hit the both.

Consumerism and urban culture

Esteem needs are very important in consumer culture. The foundation of middle class consumerism rests on this need. Advertisement aims to awaken the latent esteem needs of the people. Advertising is the tool of turning esteem needs to essential needs. One argument is that until the need of a consumer is awakened, economic activities cannot be triggered. The burning need of human being makes him an entrepreneur. That is why it can be said that advertising is that great catalyst which creates craving in the mind of man and man gets engaged in economic activities that eventually lead to economic development. But now slowdown in economy has led to mental distress and suppression of self esteem for middle class.

Corona crisis and consumerist society

Why do we think this is the first time? Nature has been posing new challenges before humans for millions of years. And man has kept moving forward, facing them. Actually, nature warns human beings against the challenges and great dangers of the future. Earthquakes, floods, storms, avalanches, etc. cause major destruction on a small scale. But just as we can now prepare ourselves to combat them, similarly we can prepare ourselves for the pandemics like corona.

But in the consumerist economy of which we are part, the dangers of the future are ignored. In this type of system, the market keeps an eye on the non-essential needs of people for profit. Therefore, economical schools, hospitals and medical facilities are not developed. The market cannot compromise their profits by giving their customers low price options.

The way the world has become unstable, every country has to use its internal resources to the fullest. The time has come to reduce dependence on developed countries. Public utility basic research is not given much attention in a country like India. This is our biggest weakness. The Corona Pandemic has warned us. The view of the return of immigrant laborers is extremely touching and tragic. We have to try to get ahead with 'donations' and 'charity'. Security of people is not social service. It is the responsibility of the state. We have to change both our 'outlook' and 'scale' according to the changing needs. In view of the changing circumstances, we will have to go for new experiments in the field of disaster management.

Till now we used to consider global warming, pollution, world war etc. as the biggest threat. But, see where the danger came from. We should be prepared to face such challenges even further. Now our enemies sneak and attack suddenly. And their target is the entire human race. Therefore, it can be combated together. We cannot depend only on developed countries for this. Why is our country so far behind in preparing Corona vaccine? How far is it appropriate that we name of development, the results of which are now coming to the fore. Biochemistry is one such field. Without understanding their side effects, we have done many dangerous wait for breakthrough in China and America for the treatment of Corona? We have done a lot of mistakes in the experiments for profit. Small and big changes happen in nature constantly. We cannot monitor every change. Changes at the micro level are more dangerous than changes at macro level. For example, mutations of viruses or bacteria. We cannot monitor the biological changes occurring in the DNA of billions of micro organisms, but we can definitely prepare ourselves to fight them collectively. The population of the world has become so much that the terrible exploitation of natural resources to meet its needs cannot be stopped. But we can control the population. People who have gone back to their villages from cities like Delhi, Mumbai, for fear of Corona. They will quickly become helpless in front of stomach hunger. On the day their hunger overcame the fear of Corona

they will return to the city. We have to explain that in present times, the mission of inclusive development and sustainable development will remain far away. The hunger of the people will cause them to commit all kinds of crime - even if it is a careless exploitation of nature. Therefore, we have to be prepared for disasters like Corona. The pseudo struggle of civilizations and cultures around the world to forcibly capture the limited resources will continue - the common people will die by being influenced by emotional slogans. But, we have to see who was the actual beneficiary. But is this a hopeless situation. Should we assume that human feet are uprooted? Certainly not! We have to return to our roots. But where are our roots. Simplicity and humanity are common among all religions. A life of simplicity is a great option for freedom from consumer debate. There is not only superstition in religious texts, it also gives a way to live. It is important to understand the impermanence of life and the inferiority of human life. There should be a need to be frugal in the matter of natural resources. In order of materiality, it is too much for humanity to deny spiritualism. Increasing mental illness of people during lockdown is a matter of concern for everyone. In the last few decades, India's joint families were shattered. The crisis in Corona has given rise to the loneliness and fear among small families. Joint family was disbanded to sell life insurance and CONSUMER GOODS. Urbanization was encouraged. Today, both of

these questions abound. Depression was an exception in the last century, a common occurrence in this century. Thousands of such things have now become an integral part of our lives. The uncertainty of the future has been scaring humans since the beginning. Buddha says - All this life is sorrow. To overcome them, the path of Karmayoga is shown in the Gita. The Upanishads discuss the impermanence of the body and the immortality of the soul. Can they guide us? Apart from Hinduism, purposeful ways of living are also mentioned in Islam and Christianity. There is an emphasis on compassion and simplicity in all. But will people growing up in consumerist culture be able to adopt these values in life? We remember God in fear. We have to remember God in joy. God is the path to bliss. You feel that only you are surrounded by sorrows, but the truth is that this world is full of people like you. This is a normal thing. Depression is a common occurrence in this period. Its victim can be a doctor, treating patients, a spiritual teacher giving lectures on stage, and a minister running the government. Depression is a side effect of unquenchable desires. Who is there in this world, who can say that all his dreams have been fulfilled? It is important for people to stop running for a few moments and look towards inside. The world is moving continuously in the fixed paths of its axis. But we are trying to change it. Is it possible? If this is not possible then why don't we change ourselves?

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POLITICAL ECONOMY OF JHARKHAND

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Abstract

Political economy is the study of production and trade and their relations with law, custom and government; and with the distribution of national income and wealth.¹ Political economy is a branch of social science that studies the relationships between individuals and society and between markets and the state, using a diverse set of tools and methods drawn largely from economics, political science, and sociology. The term political economy is derived from the Greek polis, meaning "city" or "state," and oikonomos, meaning "one who manages a household or estate." Political economy thus can be understood as the study of how a country—the public's household—is managed or governed, taking into account both political and economic factors.²

In this research paper political economy of Jharkhand is discussed this article attempts to explain how the state's growth rate has been affected during the rule of political parties with different political ideologies. Jharkhand mainly consists of mixed governments of several parties, in which the Bharatiya Janata Party and the Jharkhand Mukti Morcha (JMM) lead different coalitions. The Bharatiya Janata Party is a national party which is the most important constituent of the national government of India. The Jharkhand Mukti Morcha is the local political party of Jharkhand, and this party played a very important role in the creation of the state of Jharkhand. The major focus area of the impact of politics on the economy of Jharkhand. The study covers the time line of year 2000 to 2019. It is mainly secondary data based study. Most of the data, used for the study have been collected through print and online sources.

Brief description and historical background of Political economy-

Political economy is the study of production and trade and their relations with law, custom and government; and with the distribution of national income and wealth.³ In the middle of the eighteenth century, Adam Smith's work 'Wealth of Nations' was published. This book is one of the early works of political economy. The discipline of economics was mainly known as 'Political Economics' due to John Stuart Mill's work 'Principles of Political Economy'⁴ and Karl Marx's work 'Capital: A Critique of Political Economy'⁵ published in the nineteenth century. In 19th century sociologists believed that political factors have not only an inevitable but a decisive effect on economic outcomes. However, in the twentieth century, the disciplines of political science got separated, under the influence of neoclassical economics and continued to be confined to government control and its impact on market development, companies and consumers. The

rase *économie politique* (translated in English as "political economy") first appeared in France in 1615 with the well-known book by Antoine de Montchrétien, *Traité de l'économie politique*.⁶ He wanted the definition of economic science to be pushed out of the boundaries within which Greek thinkers had confined it to the household expenses only. In 1761, Sir James Steuart was the first English economist who referred the term in the title of his book '*An Inquiry into the Principles of Political Economy*'.⁷

The ideology of political economy was adopted by Marx from British political economics. According to him economic exchange can be equitable only when the labor price imposed by both parties is equal. But, when one party is the buyer of labor and the other is the seller of labor, then the buyer of labor always makes a lot of profit in any exchange. On the basis of this benefit, the capital keeps accumulating progressively with him. This capital accumulation has profound and far-reaching economic-social consequences and social structures of dominance and

subordination are born from its womb.⁸ Indeed, Aristotle had risen the a question in Nicomachean Ethics. And Marx was answering it. Aristotle said that when two people exchange any two things, one of them is better and one is less. In such a situation, either side is bound to benefit more than the other. His question was how to equalize the benefits of the two, because the inequality of benefits could lead to a heterogeneous society. Aristotle did not have a solution to this problem. Marx's era was the era of development of nations, so he concluded that capitalism goes on accumulating wealth on a large scale and reached a point and plays a major role in the development of the nation. Lenin expanded this

idea of Marx by showing how capitalism expanded its international reach through colonialism and imperialism.

Political environment of Jharkhand (2000-2020)

The state of Jharkhand has been a victim of political instability since its creation. From the table given below, it is clear how much political instability was dominating Jharkhand. In the initial 13years of its formation, this state saw 9different Chief Ministers. An independent MLA Madhu Kodha sworn in as the fourth Chief Minister of Jharkhand on 14 September 2006, and remained in office until he resigned on 23 August 2008.

Table 1: List of Chief Minsters of Jharkhand and their tenure length

Nos.	Name	Term	(tenure length)
1	BabulalMarandi	15 November 2000 – 18 March 2003	2 years, 4 months and 3 days
2	ArjunMunda	18 March 2003 – 2 March 2005	1 year, 11 months and 12 days
3	ShibuSoren	2 March 2005 – 12 March 2005	10 days
4	ArjunMunda	12 March 2005 – 19 September 2006	1 year, 6 months and 7 days
5	MadhuKoda	19 September 2006 – 27 August 2008 (1 year, 11 months and 8 days
6	ShibuSoren	27 August 2008 – 19 January 2009	4 months and 23 days
–	Vacant[d] (President's rule)	19 January 2009 – 30 December 2009	11 months and 11 days
7	ShibuSoren	30 December 2009 – 1 June 2010	5 months and 2 days
–	Vacant[d] (President's rule)	1 June 2010 – 11 September 2010	3 months and 10 days
8	ArjunMunda	11 September 2010 – 18 January 2013	2 years, 4 months and 7 days
–	Vacant[d] (President's rule)	18 January 2013 – 13 July 2013	5 months and 25 days
9	HemantSoren	13 July 2013 – 28 December 2014	1 year, 5 months and 15 days
10	Raghubar Das	28 December 2014 – 29 December 2019	5 years and 1 day
11	HemantSoren	29 December 2019 – present	4 months and 1 day {continue ...)

When we study the first ten years of the creation of Jharkhand state in this context, then we find how capitalist forces completely controlled the political leadership of Jharkhand in time and again, particularly when governments were running with the support of independents MLAs. Money for the horse-trading was provided by politicians for making favorable governments. Later these capitalists

got arbitrary decisions from certain governments. The industrialists returned a small part of what they took from Jharkhand. They caused a huge loss for ecosystem and put millions of people out of their villages and dissolved identity by endangering the entire tribal culture. In which Jharkhand lost not only its natural resources but also the soul of its culture.

Presently, the problem of poverty, economic inequality, unemployment, starvation and Naxalism are serious in Jharkhand. To know the reasons for this, it is important to investigate the nature of capitalism and the intentions of political parties by planning together politics and economics. Jharkhand has 40 percent mineral wealth of India. Human resource is also very cheaply available in the state. It is an ideal condition for capitalist audacity. The table given below gives details of mineral wealth available in Jharkhand.

Jharkhand's Economy at a glance:

Jharkhand is situated in the eastern part of India. Jharkhand has favorable conditions for mining, metal extraction, engineering, iron and steel, and chemicals. Jharkhand is rich in mineral resources such as coal (27.3 per cent of India's reserves), iron ore (26 per cent of India's reserves), copper ore (18.5 per cent of India's reserves), uranium, mica, bauxite, granite, limestone, silver, graphite, magnetite and dolomite.

Since Jharkhand has around 40 per cent of the country's mineral wealth. Jharkhand is the only state in India to produce coking coal, uranium and pyrite. The state is also a leading

producer of coal, mica, kyanite and copper. Jharkhand is the largest producer of tussar silk (a non-mulberry silk) in India. Mineral production during 2017-18 in the state stood at Rs 2,070.39 crore (US\$ 286.96 million) and Rs 2,313 crore (US\$ 330.95 million) between April 2018-February 2019.⁹ The state's coal reserves are estimated at around 83,151 million tonnes. Jharkhand accounts for 20-25 per cent of the total steel produced in the country. Limestone production and value stood at 1,132 thousand tonnes and US\$ 6.17 million (as of April 2018-Feb 2019). The GSDP increased at a Compound Annual Growth Rate (CAGR) of 9.59 per cent between 2011-12 and 2018-19, reaching Rs 2.787 trillion (US\$ 41.01 billion) whereas the Net State Domestic Product of Jharkhand state grew at a CAGR of 9.75 per cent. According to the Department of Industrial Policy & Promotion (DIPP), the cumulative FDI inflow in Jharkhand including Bihar from April 2000 to June 2019 is US\$ 113 million. As of October 2019, the number of IEM filed were 24 and the amount of investments proposed were Rs 1,109 crore (US\$ 158.68 million). Total exports from the state stood at US\$ 1,640.33 million during 2018-19. During 2019-20 (till September 2019), exports from the state stood at US\$ 619.02 million.¹⁰

Table 1: Ore and minerals in Jharkhand (as of 2005)

Mineral	Jharkhand (in million tonnes)	India (in million tonnes)	Percentage of share in India
Coal	75,460.14	264,535.06	28.52
Iron ore (hematite)	4035.74	14,630.39	27.58
Copper ore	226.08	1394.43	16.21
Fireclay	66.80	704.76	9.47
Graphite	10.34	168.77	6.12
Bauxite	117.54	3289.81	3.57
Manganese ore	7.47	378.57	1.97
Feldspar	1.65	90.78	1.81
Dolomite	51.09	7533.10	0.67
Limestone	745.77	975,344.90	0.42
Chromite	0.74	213.06	0.34
Iron ore (magnetite)	10.26	10,619.48	0.096

In the fifties, Richard M. Titmus divided the philanthropic state on Europe's land into three

models¹¹. He pointed out that Anglo-Saxon countries adopt politics of public favor only when the market fails. The philanthropic actions of governments in India can be seen as election and vote bank politics. In the center of public welfare work of governments, main objective is

strengthen and expanding its vote bank and taking advantage in elections. This is a partial kind of public welfare, where focus is on consolidating voters. Recently, the philanthropic state has also been interpreted as welfare capitalism. In The 'Three Worlds of Welfare Capitalism', Gösta Esping-Andersen illustrates the capitalist roots of the philanthropic state, showing that these models are of the liberal, conservative and socio-democratic kind.¹²

If we look at Jharkhand from that point of view, then the inclination of respective state governments towards the socio-democratic model could be noticed. Whenever the BJP (Bhartiya Janata Party) formed the government, it gave priority to welfare capitalism and remained liberal on economic matters. Large number of MOUs were signed between state government and industrial houses.¹³ BJP alliance had ruled the state for over 16 years since the separate state of Jharkhand was carved out of Bihar 19 years ago.¹⁴

Till 2015, BJP-headed chief ministers had signed more than 150 MOUs with prospective investors including Tatas, Mittal, Jindal groups. MOUs worth Rupees three lakh crores including Rs 42,000 crore for setting up integrated steel plant in Tentoposhi in adjoining Seraikela-Kharswan district, Rs 40,000 crore by steel giant Laxmi Narayan Mittal, Rs 35,000 crore by Jindals for the same reason and Rs 15,000 crore by Tata Power. 209 MoU signed between different companies in 2018 Momentum Jharkhand programme. In 2016, BJP-led government in Jharkhand signed memoranda of understanding (MoUs) worth Rs 62,000 crore. Adani Group signed an MoU with the Jharkhand government for a total investment of Rs 50,000 crore. Of the Rs 50,000 crore, an investment of Rs 15,000 crore was proposed in setting up two thermal power plants. But most of the MOU could not be implemented on ground level. The biggest problem was land acquisition. Villagers refused to give land. Why the villagers refused to give land is hidden in the history and social structure of Jharkhand economic policy and political leadership. In the context of development of Jharkhand, a concept is presented very strongly by various center governments that large industries are indispensable for the development of this ore and mineral abundant state. In other

words, private investment in heavy industry is key for the development of Jharkhand.

As mentioned earlier all the previous governments led by BJP chose the model of heavy industrialization for the development of Jharkhand. But land acquisition for the heavy industries and mines was a big challenge as tribes were not ready to give their ancestors land for industrial purposes. Because, in past villagers already had paid heavy price of industrial in form of huge displacement. Ground reality is that about 20% of the land has already been acquired by the government for roads, railways, government buildings, plants and large industries, which led to huge displacement. According to a report published in 2014 by Jharkhand government, 25 lakh families displaced from their ancestors homeland due to land acquisition in the state so far.

The Scheduled Tribes are primarily rural as 91.7 percent of them reside in villages. (2011 Census report). They are marginal farmers, daily wages labors and small artisans. Newspaper reports and old studies show that acquisition of land for industrial purposes has direct impact on the habitat and livelihood of tribes. Jnanpith established Nirmala Putul in Hindi literature as a prominent tribal poetess. She says "what will happen with the separation of Jharkhand. Displacement is the biggest problem behind the identity of the tribes and the crisis of existence." Since tribes do not see any direct benefit of industrialization, therefore, whenever the process of industrialization is started, objections start from tribal society and become socio-political issue nationally. Actually, because of some provisions of CNT Act 1908, industrialists were unable to acquire land for industries. According to the section 46(A) of the Chhota Nagpur Tenancy (CNT) Act 1908, an Adivasi can transfer their land only to another Adivasi resident of the same police station, with the permission of the Deputy Commissioner (DC). Similarly, Section 46(B) of the CNT Act states that the SCs and OBCs can also transfer their land to members of their community within the area of a district with the permission of the District Commissioner.¹⁵ Archival of BJP in Jharkhand is JMM (Jharkhand Mukti Morcha). JMM has a very strong support among tribes and rural Jharkhand. The party strongly

opposed the government move of any amendment in CNT Act 1908.¹⁶ In 2018 BJP led NDA government introduced a bill in State assembly to amend some of the provisions of CNT Act but after facing strong resistance, forced to withdraw the amendment considering its political implications.

With this, government's initiatives of further industrialization of Jharkhand ended prematurely. Later on the Raghuvar Das government lost the general elections too.

Issue of Land acquisition and displacement was very vital in the politics of Jharkhand. So, in 2020 when JMM returned in power, they emphasized upon small industries, agriculture and food processing and almost closed the door for heavy industries that required large scale land acquisition. Whenever the BJP government comes to power in Jharkhand, it promotes capital investment on a large scale and shown inclination towards liberal economic policies, and whenever the Jharkhand MuktiMorchha(JMM) government comes to power, it prohibits capital investment and becomes conservative. As mentioned, both the parties design their economic policy considering their vote bank politics in centre. BJP has clear support of urban voters and JMM relies on rural voters. But, one thing is clear. Whether the government was of BJP or JMM, the pace of economic progress of the state was mostly unaffected by their economic policies. The unemployment rate continued to rise. And,

the migration of laborers from the village to the city continued. Today, 1.5 million workers of Jharkhand work in other states. This is because those respective state governments failed to provide them employment within the state.

Jharkhand was separated from Bihar on the issue of development. But on studying the growth rates of the last twenty years, it is found that the rate of development of Jharkhand was lower than that of Bihar, Odisha, Bengal and Uttar Pradesh.

Analysis of Economic health of Jharkhand-

Since its formation in year 2000 the state shows very unimpressive growth rate of 11% annually, compared to neighboring states Odisha and Bihar. And Over the past 19 years, its average GSDP growth is around 100 basis points, lower than two of its neighboring states Bihar and Odisha. Unlike its neighbours, the state's GSDP growth slipped into red in 2015-16 during the incumbent government's tenure. Moreover, between 2012-2018, Jharkhand posted the slowest average GSDP growth among its peers. Fiscal deficit as a percentage of GSDP has remained above 4 per cent between 2015-16 and 2017-18. It stood at an average of 4.3 per cent between 2012-13 to 2017-18. The revenue deficit as a percentage of GSDP widened the most at 2.23 per cent in 2018-19. Revenue surplus for 2020-21 is targeted at Rs 1,993 crore or 0.52% of the Gross State Domestic Product (GSDP).

Table 2: Growth after 2000 Jharkhand, Bihar Uttarakhand, Chhattisgarh and Madhya Pradesh

Years	State Pair 1		State Pair 2		State Pair 3	
	JH	BI	UT	UP	CH	MP
2001-02	6.7	-4.7	5.5	2.1	13.2	7.1
2002-03	2.5	11.8	9.9	3.7	-0.06	-3.9
2003-04	8.0	-5.1	7.6	5.2	16.5	11.4
2004-05	15.2	12.1	12.9	5.4	5.4	3.0
2005-06	-3.2	0.9	14.0	-6.5	3.2	5.3
2006-07	2.3	17.7	14.1	8.0	18.6	9.2
2007-08	20.5	7.6	17.8	7.3	8.6	4.6
2008-09	-1.7	14.5	12.6	6.9	8.3	12.3
2009-10	4.9	10.4	11.1	6.1	3.2	10.5
2010-11	6.0	14.7	7.3	7.8	11.1	8.1
2011-12	6.5	13.1	8.8	6.2	10.8	NA
Average since 2004-05	6.3	11.4	12.3	6.8	8.6	7.6

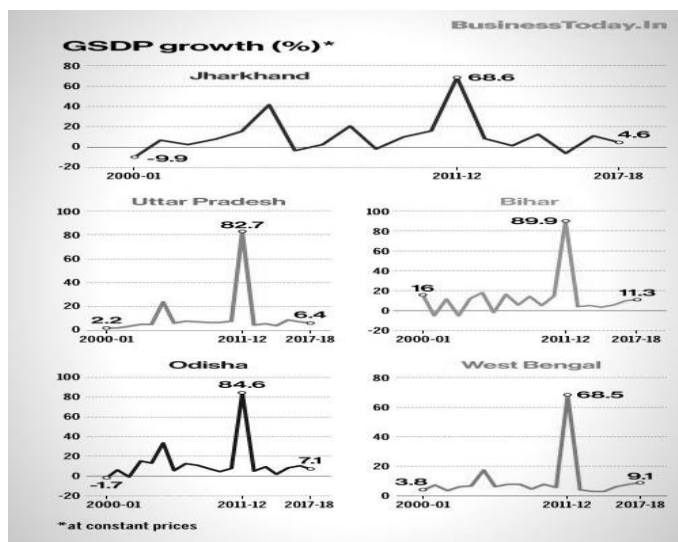
(Figures are in %) Source: planning commission

The above data shows that between 2004-5 and 2011-12 the rate of development of

Jharkhand was much lower than that of two newly formed states Uttarakhand and Chhattisgarh. Even Jharkhand lags behind Bihar. During this period, Bihar achieved an average

growth rate of 11.4%, while Jharkhand was capable to achieve an average of 6.3%.

Graph -1 GADP growth rate of Jharkhand, Uttar Pradesh, Odisha, West Benga and Bihar



The annual growth of Jharkhand's nominal GSDP shows a big up and downs. In 2010-11 it was 15.8 percent and slipped to 7.9 in 2013-14 and further declined to -5.5 in 2015-16. Nominal GSDP of Jharkhand was 1, 50918(in ₹ Crore) in 2010-11 and it took 8 years to get doubled. In 2015-16 Jharkhand witnessed a negative growth rate (-5.5) but next year (2016-17) it registered

impressive 14% growth rate. But in 2017-18 it again declined to 8.45. It needs to be investigated. Its analysis cannot be done without understanding the political economy of Jharkhand. The following table shows the annual growth in Jharkhand's nominal GSDP growth in percentage (FY-2011-12 to 2020-21).

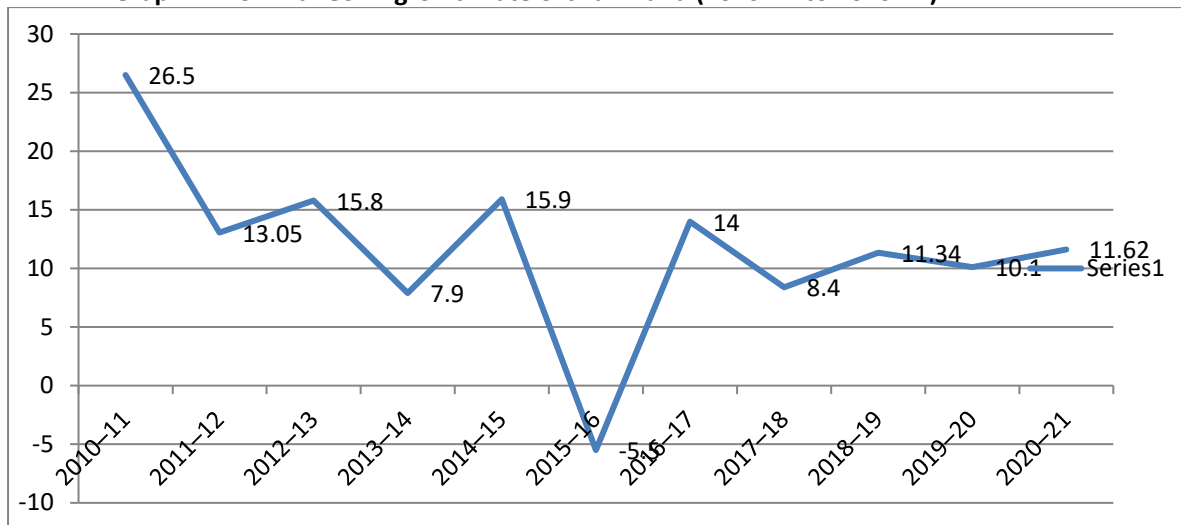
Table 2: Nominal GSDP growth rate of Jharkhand (2010-11 to 2017-18)¹⁷

2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
13.05	15.8	7.9	15.9	-5.5	14	8.4	11.34	10.10	11.62

Table 3: Nominal GSDP of Jharkhand between 2011-12 to 2020-21(in Rs.)¹⁹

2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
in ₹ Cror e	in ₹ Cror e	in ₹ Cror e	in ₹ Cror e	in ₹ Cror e	in ₹ Cror e	in ₹ Cror e	in ₹ Cror e	in ₹ Cror e	in ₹ Cror e
1,50,918	1,74,724	1,88,567	2,18,525	2,06,613	2,36,250	2,76,243	3,07,581	3,29,726	3,83,233

Graph 1: Nominal GSDP growth rate of Jharkhand (2010-11 to 2020-21)¹⁸



We can say that the governments have been of any party, the common man has remained on the edge. On one hand, BJP tried to find the way of development through industrialization but it did not get success. JMM, on the other hand, wanted to develop the rural economy by strengthening it, but that too failed. Experts say that politics and personal profit policies have come to dominate. Today, there is a need for integration of political institutions and economic institutions in Jharkhand. Types of institutions represent their own mechanisms, there is interdependence between them and both play an essential role in achieving results. Mayerson said that it is necessary to give importance to economics, but it cannot be cut off from politics and vice versa. Each social institution is made up of different types of incentives from economic and political aspects. A better social institution is one in which this mixture is done wisely. Only then is it able to make active and coordinated efforts to overcome wrong decisions and various obstacles.

Vote bank politics is an essence of Indian democratic system. There are three kinds of vote fractions in Jharkhand – Adivasis (Indigenous People), Moolvasis (Local Settler non-Adivasis) and Pravasis (Outsiders). All the three fractions are equally powerful. Political parties cannot ignore the interests of any of the fractions. At least support of two fractions are important for absolute majority in elections. Today, entire Adviasi politics moves

around the issue Jal(Water), Jangal(Forest) and Jamin(Land). But tribes also have three fractions(Hindu , Sarna and Cristian tribes). The Scheduled Tribe (ST) population of Jharkhand State is per 2011 census 8,645,042. Of this 1,338,175 are Christians. So all these fractions are not as united as past. All the three fractions acquire very clear political lines at the time of elections. The role of church in political power sharing is very important in Jharkhand. So, political power play of Jharkhand is quite a complicated issue. And, impact of political doldrums is very tidy on economic and development policies of the political power centers. Social structure of Jharkhand has changed very fast for the last 50years. There has been a lot of change in the distribution and demography of the population. Population of tribes in total population is gradually on decreasing mode (between 1991-2011). As per the Census report of 2011 the tribal population is 26 per cent of the Jharkhand's total population. It was 26.6% in 2001 Census report. So, non-tribal communities are also becoming more important politically than ever before. So, problems of non-tribes are also taking to the center stage during elections.

Per capital income of Jharkhand is ₹ 76,019(2018-19). There has been a lot of improvement in the standard of living of tribal and non-tribal groups. Due to intense interaction with modern information technology, awareness has also increased among the tribal about education and

development. The literacy rate in rural Jharkhand has now reached almost the national average. Therefore, the needs and expectations of this society have increased a lot. They too demand for quality education, good health facilities, and employment. It is the government's responsibility to provide them all this. Today the population of Jharkhand is more than 36.6864 Million (2019 estimate). Hence, Government has no other option but to provide employment to these unemployed youths. There is not so much land in Jharkhand for agriculture that it can give employment to everyone. Rebellion attitude can not create employment opportunities. The bigger reality is that unemployment rate is growing rapidly in the state. Unemployment rate grew from 2.2% in 2015-2016 to 7.5% in 2017-2018. The figure was 1.8% in 2013-2014, according to National Statistical Office (NSO) data that labour minister Santosh Gangwar provided in Rajya Sabha in 2019²⁰ According to the report urban unemployment is 10.5% and rural unemployment rate is 7.7%. So, urban employment is higher than rural unemployment. National average stands 6.1.²¹ In 2020-21 Budgets, the highest increase in allocations was observed in Health and Family Welfare (26%), Education (16%), and Welfare of SC/ST/OBC and Minorities (13%) sectors over the revised estimates of the previous year. Significant decrease in allocation was observed in the sectors of Irrigation (34%) and Transport (21%). Debt relief to farmers: The Gross State Domestic Product of Jharkhand for the budget 2020-21 (at current prices) is projected to be Rs 3,83,233 crore. And Total expenditure for 2020-21 is estimated to be Rs 86,370 crore, a 1.7% increase over the revised estimates of 2019-20. In 2019-20, total expenditure is estimated to decrease by 0.6% (Rs 515 crore) from the budget estimates. Revenue surplus for 2020-21 is targeted at Rs 1,993 crore or 0.52% of the Gross State Domestic Product (GSDP). Revenue surplus is estimated to decline by 69% over the revised estimates of the previous year (Rs 6,542 crore). Fiscal deficit is targeted at Rs 8,243 crore (2.15% of GSDP).²² It clearly means that the economic condition of the government is not such that it can set up industries itself and give employment to the people. Therefore government will have to attract private investment. The private sector is interested in

heavy industries, because resources and facilities are available for heavy industries in Jharkhand. If the government is not interested in this type of industry, then resources and facilities will have to be made available for alternative industries. An atmosphere of this type of industrialism will have to be created in the state.

1. In the last 19 years, the economic development of Jharkhand has been less than its neighboring states (Bihar, Odisha and Bengal and Uttarakhand & Chhattisgarh.) The condition of economic development continued to worsen until 2001-02 to 2011-12
2. In the last 19 years, Jharkhand has seen a lot of fluctuations in GDP growth rate. Twice, its GDP growth rate was negative.
3. Changes in leadership did not bring any significant positive impact on GDP growth rate of the state. Inconstancy in GDP growth rate is a very serious problem.
4. Politicians' differences are mostly due to personal gain and loss. There is no fight for political ideology but any political party can combine with any political party to gain power irrespective of their ideological barriers.
5. Due to little number (81) of assembly seats in the state, no party gets majority and, political parties with one to two MLAs destabilize become very important at the time of government formation. Due to political instability, the structure of institutional development has not been materialized in the state. Politicians pay more attention to their own development than the state. Therefore, the state has been a victim of high level corruption.
6. Jharkhand has three power centers in terms of vote bank. Tribal (24% App), Santhal (35% App.) Non-tribal immigrant (35% App). Therefore, political parties formulate their policies based on their priorities.
7. The church is a very strong political force in some areas of the state. Many times the church plays an important

role in making Jal, JangalJamin (water, forest, land) and tribal identity and culture a political issue. Apart from this, Naxalite influence is also evident in the state. Which profoundly affects the political?

8. Where the BJP considers capital investment necessary for the development of the state, JMM considers private capital investment as the main reason for the plunder and cultural pollution of tribal wealth. Therefore, in the politics of both political parties, either urban or rural development is preferred. Therefore, there is no balanced development of the state. As the power changes, big change in the outline of development programs is noticed
9. There is no long-term correlation between the governments of political parties and their economic policies. None of the political parties have clear economic proposal for the development of the state. It largely depends on nature of coalition and minimum common program of the coalition parties
10. Due to lack of long-term policies, state governments work on the principal of contingency. They wait for problems, and then take actions.

Conclusion:

It should be discussed that which economic model will be better for the development of rural as well as urban Jharkhand. But more of this discussion should be on the intention and duty of political parties. Today, urban and rural unemployment is at the peak in Jharkhand. You cannot ignore any sector. Whether it is BJP-led government or JMM-led government, both governments are far from the target of development. Tribal, non-tribal, Sadan may have different vote banks but all have been failed in front of market and economy and unemployment. The state's GDP will only increase when every hand gets work. ***Saving the workers from exploitation of the capitalists is as important as saving the industry from political chaos and indecision.*** The state with such a large population has only 81 assembly seats. It should be doubled to reduce the role of

horse trading, independent legislators and very small political parties in forming the government after general elections.

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UNDERSTANDING OPPRESSION AND PROTEST THROUGH NEO-MARXISM: A CASE STUDY OF PUTIN'S RUSSIA

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Abstract-

Russia has been ruled by Putin for the last 20 years which covers most of the post-USSR period. After the collapse of the USSR, Russia was politically and economically shattered. Since Putin came to power, it realized a steady recovery and economic growth. However, this made the Russians pay a heavy price as the freedom of expression and other democratic indicators declined significantly. At a time, when the whole oppressed class held Marx's theory in high admiration and envisioned an ongoing dialectic culminating into revolution or paradigm shift; Russia like many other countries has shown tremendous acceptance and passivity for state repression under Putin's rule. The modern state in the neoliberal world remains a complex set of institutions and uses many subtle methods for the state- crafting and control of its citizens. In the past years, dissent from all walks of life in Russia has faced unrelenting repression; nevertheless, Putin in the rule of his 20 years has been able to maintain his popularity continuously. This state of social-political incongruity, paradox and decline of Marxian dialectic urges a theoretical enquiry of modern behaviour of Russian state under Putin's rule. This research paper tries to find out the many contours of dissidence, gradual suppression of protest culture, ingenious ways of state-crafting and decline in Marxian dialectic-discontent among the population through the prism of neo-Marxism.

Introduction-

In a world, where Marx said that revolution is bound to happen; state and governments have come up with new technique and apparatuses of control and domination. We remember when it seemed that world was getting ready for communism and the end of class struggle; Germany gave a shock and many scholars from critical theory and postmodernist theory gave an insight on the emerging tools of control and state-crafting. USSR, now Russia, which witnessed the revolution way back in 1917, also suppressed dissent and opposition on the pretext of Marxism. After the dissolution of USSR, modern Russia under Putin continued the regimentation and has just exasperated the sense of freedom, life, diversity and space for nonconformity and dissidence. It emanates a debate about those techniques and ways which the state uses to manage discontent of

the population where new concepts and forces have emerged in society in contradiction of Marx's prediction of a communist revolution. We all agree that modern nation-states should ideally nurture a friendly environment for political dissidence. In contemporary time, there are many treaties which explicitly enunciate the right of dissidence and also affirm it as an indispensable exercise to safeguard the idea of democracy (European Convention of Human Rights 1953)ⁱ. Russia has never been an affable environment for political dissent, and beginning with Vladimir Putin, the situation has only grown more challenging (Coughlin 2015)ⁱⁱ. Coming to the current status of political dissidence which is focused on Putin's period, suggests an aggravated situation. Today, the state of dissent in Russia characterizes a very pitiable state and has reached to the level of being forfeited by

ideological and repressive apparatus used by Putin in his regime. As we have seen that Putin has suppressed dissidence ranging from Anna Politkovskaya to Boris Nemtsov, which is just a tiny embodiment of this larger disturbing canvas of violence. If we see the statement release of Amnesty International- "Freedoms of expression and peaceful assembly remained severely restricted; the authorities dominated the print and broadcast media, and further extended their control over the internet; growing numbers of individuals were arrested and criminally charged for criticizing state policy and publicly displaying or possessing materials deemed extremist or otherwise unlawful under vague national security legislation; refugees faced numerous obstacles in accessing international protection; serious human rights violations continued in the North Caucasus, and human rights defenders reporting from the region faced harassment" (Amnesty International Annual Report 2016-2017)ⁱⁱⁱ. Putin's rule has been widely criticized for its oppressive nature. Curbing free speech denies a voice to anyone dissatisfied with the ongoing economic crisis or even mildly critical of Russia's domestic and foreign policy. Over the years, Putin has silenced the dissents gradually; which produces a serious threat to the democratic values in modern Russia. In modern times, management of ideology and cultural forces are the new instrument to facilitate the status-quo and cultural-political dominance in the society (Adorno 1966). There are new epiphanies in the society in the form of mass media, popular culture, homogenization and consensual hegemony. There is a strong relevance of these theories in modern time to explain the camouflaged oppressive nature of modern nation-state and Putin's Russia can be seen as a tenable relevance.

Current situation of social -Political dissidence in Putin's regime-Since Putin came to power in Russia, Russia was rescued from the haunting days of an economic crisis which it undergoes after shock therapy as the result of the dissolution of USSR. But very soon, this

euphoria turned insipid, as the right to life and liberty was compromised in general. Freedom of expression was the cost that the Russian paid later for this economic revival. Today, the situation is cumbersome in the sense that despite so much of repressive measures to curb dissidence from every sphere of society, it illicit no reaction from the masses which suggests that there is a tacit acceptance for this modern colonization. Although there has been some protest against the oppressive measures by the state; it was inconsequential in their gravity and intention as well as. It is quite intelligible that passivity has been constructed and the population is convinced that limitation and confinement of dissidence are the "new normal". It is not the case that there has been no protest in Russia, however; it is substantially poor. Even in the recent presidential elections, critical voices were stifled; false charges were framed against dissenters. The European Court of human rights found that there was a deliberate attempt by Putin's government to suppress the idea of political pluralism in Russia. The court added that repeated arrests of opposition leader Alexei Navalny were unlawful, and manifested an undemocratic, authoritarian tendency of Putin's government. Those who supported the opposition leaders and protested on the roads to defend his right to contest were suppressed, tortured and arrested frequently. Association of people protesting in the support of opposition leader Alexei Navalny met the harsh and brutal response from Russian authorities. It was reported that more than 370 people were detained, authorities discouraged students from participating in university protest and theatre activities. Freedom of association is grossly violated in Russia under Putin's regime as authorities have continued their smear campaign against independent NGO's. These NGO's were banned due to their nonconformity with the policies of the government and were termed as undesirable organizations. A law was enforced in November 2017, which empowered the prosecutor's office to take action against anyone who posted anything

undesirable against the government, no need to say; authorities had the prerogative to decide on what was undesirable. There have been many incidents when dissidence in the form of political protest, theatre and cinema were suppressed brutally. This is a distressful situation where one is forced to think about the perils of being a dissent as it seriously curbs the democratic process of disagreement (Breslow 2015)^{iv}. Since Putin came to power, the Russian authorities have intensified a crackdown on freedom of expression, selectively casting certain kinds of criticism of the government as threats to state security and public stability and introducing significant restrictions to online expression and invasive surveillance of online activity (Hunt 2014). While new restrictions on freedom of expression appear to target political opposition or civic groups, they affect all Russians and their social-political rights. More than that, the danger lies with the absence of uproar, support, and political passivity of the masses for those who have exercised their right to dissidence. This political passivity, withering away of Marxian dialectic and frostiness of the general population urge us to think about the modern method of maintaining the status-quo through ideological facilitation and cultural dominance.

Management of discontent and protest in capitalist Russia –If we try to decipher the nature of oppression in modern Russia where capitalism has become the dominant force; neo-Marxism gives us an idea of modern state-crafting. Theorist from neo-Marxism argued that management of ideology and cultural forces can be a great facilitator to maintain the status quo and cultural-political dominance in the society. They further explained that popular culture and mass culture has a symbiotic relationship with each other and both depend mutually in collaboration. In modern times, the canvas of violence and control has significantly changed and turned more strategic through capillary power. Today, cultural power and ideological domination is the new way of maintaining

status-quo. This has been done easily in the modern age of capitalism by promoting a standardized cultural goal and making a homogenized society. With the growth of advanced industrial society during the cold war era, critical theorists recognized that the path of capitalism and history had changed decisively (Elliot 2009^v). The modes of oppression now operate differently, and that the industrial working class no longer remained the determinate negation of capitalism (Scruton 2010)^{vi}. There is some insidious method which the state adopts to create a passive and homogenized audience and leaving no scope of support for those who resort to political dissidence. Also, this propaganda has contributed to a gradual political passivity of the population for dissidence and converts the population into docile bodies. What we see today in Russia is the dictatorship of ideas, a consumerist ethos that propelled the machinery of capitalism through the instrumentalization of popular culture. This popular culture akin to homogenization designs a society where minds are engineered for standardized political, social and cultural goal so that diversity becomes a trivial issue. This homogenization of general mind and ideological single-mindedness leads to ignorance of high art: contemplation, critique and thus concludes to acceptance of tyranny. This was one of the major critical analyses done by neo-Marxist, in particular, critical theorists, in their work to understand the modern method of creating homogenization and convenience to maintain status-quo and suppress dissidents. Putin has very well engineered a strong consensual hegemony which he has systematically done by controlling the media and shutting down the culture and space of debate so that masses can't easily get to know about the second dimension of the life. He has successfully persuaded the general population that mild and in certain cases, extreme repression is needed to promote the larger good of Russia. Putin's government uses many tools and epiphanies of modernity for controlling the discontent, anger in general public, this is why

despite these repressive measures; Putin continues to celebrate whopping support in Russia (Ewalt 2015). These paradoxical questions are the major inquiries made by Antonio Gramsci in his work- an artificial construct. This development can be certainly understood through many writings of Frankfurt school: Instrumental reason, etc. This new normality: acceptance for violence, passivity for dissents, growing legitimacy of Putin's regime (structural acceptance) and many more architectures and the paradoxes of dissidence are the enquiries that would be discussed next. Most of these questions are the inquiries that neo-Marxist theories, Frankfurt school dealt with the emergence of the Weimar Republic and other changes taking place in global politics.

Neo-Marxism and maintenance of status quo in Russia -Since I need to establish the relationship between neo-Marxism and maintenance of status quo and dominance in Russia by Putin, I will start with the idea of "culture industry- the founding idea of critical theory" to explain the modern facilitation of power and dominance. In the process of doing so; this inquiry would also help to highlight the fact that why in Putin's Russia, "violence in the form of repressions" has become the new normal. It will also suggest the intellectual proposition that despite so much of repression and forcible subjugation on this natural right of dissidence why there is no volatility in the general population. As Adorno (1944) says, culture industry is a meeting point of culture with industrialization where it generates a world of false rationality where any new achievement or a factor of enlightenment is nothing but a mass deception. This popular culture is akin to an environment or a factory, producing standardized cultural, political goals and commodities like magazines, radio and general sophistication that are used to manipulate the population into passivity. Consumption of the easy pleasures of popular culture, made available by the mass communications media, renders people docile and content, no matter how difficult their

economic and political circumstances. The inherent danger of this culture industry is a paradigm shift in human psychological needs, pushing it towards easily available pleasures or cultivation of false needs which can be only produced by mass-produced culture. In contrast, true psychological needs which Adorno says "high art" meaning freedom, creativity, liberty and genuine happiness are relegated to its nadir (Marcuse 1955). This phase of culture industry tends to create hostility towards "high art" which is technically and intellectually difficult in contrast to prevalent "informational garbage" created by mass culture. The branch of industry that deals specifically with the production of culture that is in contrast to "authentic culture". Horkheimer and Adorno contend that industrially produced culture robs people of their imagination and takes over their thinking for them.

When Putin came to power, Russia was still going through political instability and economic crisis. A society which was addled by the promising communism and suffered a huge setback after the dissolution of USSR was attracted to the hope of change in their political, social and economic life (Korsunskaya 2017). After the mirage of communism, Russia gradually embraced capitalism as the new political philosophy and changed its basic economic paradigm. A mass culture or a cultural industry was gradually created through the different instruments by Putin soon leaving no option of denying this mass culture for a citizen. This soon pervaded in to "a general sophistication of daily life" in every single possible sphere where fundamental political rights became ancillary or secondary whereas inferior possessions, multiplication of material wants and a homogeneous understanding of life became the primary motive (Prina 2016). Gradually in this interaction of the culture industry, a population surrenders its sovereignty and democratic rights in the haste of being a modern consumer of petty wants and general sophistication. What we see today in Russia is the dictatorship of ideas, a consumerist ethos that propelled the machinery of capitalism

through the instrumentalization of popular culture. A guiding belief of the Frankfurt School, notably among Adorno and Horkheimer, was that mass culture, in all its forms, was a prop for totalitarian capitalism as it created a recipe for everyone to incorporate "mass culture" willingly or unwillingly. Mass media was the strong instrument in the hand of the state to promote this "cultural industry"- a term used by Theodor Adorno; which left no option other than incorporating it. In those cases, where one demonstrates the audacity to challenge this; is either forced to survive in hapless condition or pushed to a state of alienation. In case of Russia, Putin has used this culture industry or mass culture in maintaining the status quo and keeping people docile even after strong repressive measures against people who exercised their dissidence ranging from Anna Politkovskaya, Boris Nemtsov to Alexei Navalny (Makarychev 2016)^{vii}. This was possible as Putin has already created a society where "high art" which Marcuse defined as creativity, right to life and liberty, intellectualism and protest was treated, manufactured as an unnecessary and a disturbing element for peace through many ideological and repressive instruments by state.

It highlights the presence of mass-produced culture, created and disseminated by exclusive institutions and consumed by a passive, homogenized audience in today's Russia. This act of homogenization as a strong result of mass culture, made everything look alike and diversity in every sphere remained trivial (Worth 2017)^{viii}.

Today's Russia has very much become a population which receives any information without inquiring it and has no space or concern to respect independent thought as it is colonized by the pre-formed schema.

This scheme has happened previously in Weimar republic when Nazi Propaganda Ministry, directed by Dr Joseph Goebbels, took control of all forms of communication in Germany: newspapers, magazines, books, public meetings, and rallies, art, music, movies, and radio. Viewpoints in any way

threatening to Nazi beliefs or the regime were censored or eliminated from all media. This is what Russia faces today as we see renowned thinkers, media person, filmmakers themselves and their views contrary to the belief of Putin's regime have been trivialized and in many cases, the consequences have been very serious (Kozłowska 2015). Putin has used mass media as a very strong instrument to nurture hysteria and collective hypnosis. This culture industry gives a sense of fatalism and failure to take one's responsibility even in a condition when one's need to say "a wrong a wrong" is urgent and critical (Casula 2014). So, it is very intelligible that the culture industry peddles an ideology that supports the prevailing power structure. It also reasserts the logic of dominance in the post-enlightenment society by a nation-state as it never stimulates the Marxian dialectic to generate class conflict and helps to maintain the power and oppression as argued by scholars like Pollock.

Another intellectual proposition, "one-dimensional man" by Herbert Marcuse would be also taken as a guiding principle to understand the current state of political affairs in Russia. Marcuse (1964) talks about the society leaning towards the one-dimensional universe of thought and behaviour in which aptitude and the ability for critical thought and oppositional behaviour withers away. Much of this work advocates the need of "profuse negativity" against prevailing positivism which makes oppression look like a normal social reality: external things -independent of actors (Marcuse 1964).

Intellectual reference of profuse negativity that stands against the current positivism which is shallow and timid, gives an idea of current Russian political affair. The Russian government, specifically Putin, and his bureaucracy have been alleged of involvement in corruption, misuse of power many a time. Many called it the inception of crony capitalism and oligarchy (Navalny 2007)^{ix}. Putin's involvement in corruption was published by Boris Nemtsov, Vladimir Ryzhkov which couldn't affect Putin popularity much. However, veneration and cultism of Putin's

macho image successfully gave a one-dimensional story through advertisement propaganda. He further explains that it can be done easily through ideological propaganda which institutionalizes your mind to see only one side of the story so that one goes absolute oblivious to another dimension of the story. He argues that "advanced industrial society" created false needs which integrated individuals into the existing system of production and consumption via mass media, advertising, industrial management, and contemporary modes of thought (Lankina 2014)^x. An individual loses his humanity and becomes a tool in the industrial machine and a cog in the consumer machine. Additionally, advertising sustains consumerism, which disintegrates societal demeanour, delivered in bulk and informing the masses that happiness can be bought, an idea that is psychologically damaging (Marcuse 1964)^{xi}. This rapid liquidity in life makes an individual lead to certain protocols which disintegrate him from the concern of humanity and its choices of the human assertion.

Another scholarly work by Horkheimer, "instrumental reason", gives a deeper insight of how Putin has persuaded the population for the reception of "oppression and violation of fundamental right" as an essential phenomenon for the larger security and well-being of the nation (Rukavishnikov 2011). Because of subjective/instrumental reason rules, the ideals of a society, for example, democratic ideals become dependent on the "interests" of the people instead of being dependent on objective truths. Horkheimer (1941) outlined how the Nazis had been able to make their agenda appear "reasonable", but also issued a warning about the possibility of a similar occurrence happening again. Horkheimer (1941) believed that the illnesses of modern society are caused by misunderstanding reason: if people use true reason to critique their societies, they will be able to solve problems they may have. This misunderstanding of reason relates to the current political dissidence of Russia where Instrumental reason can be a strong tool in

the hand of the state to convince the population that the state must curb dissidence in its different variants for the larger well-being of the nation-state and society in general. Putin's clamour of Russian civilization and hatred against the west is a classic example of "instrumental reasoning". Here, Putin manages his domestic policy, discontent, and growing inequality by feeding emotional paraphernalia like hatred for America and promoting xenophobia. This binary helps him to manage an array of discontent and issues within his territory.

One more renowned scholar, Habermas (1981) says that there is an elimination of debate in the modernity as it has been absolutely colonized by the system. He further explains that shutting down of the debate is something which has created a modern way of colonization. Habermas (1981) argues that commutative action which was based on the interaction between two people where the validity of preconceived knowledge was checked and verified in order to reach to the greater understanding of knowledge has been absolutely curtailed in the modern system. As Habermas (1981) highlights that there is a "space protocol" where we are designed to debate and talk in a certain way control by modern nation-state has emasculated the real culture of debate^{xii}. This can be associated with the case of modern Russia where Putin has also curbed and control the space of debate and it has been absolutely controlled by the calculating and calibrated ways of debate solely decided by the state.

Conclusion- After Francis Fukuyama wrote "the end of history" and suggested capitalism as the end of intellectual evolution; one needs to understand the modern state-crafting, ways and techniques used by the modern capitalist state. Marxism in its orthodox form has its limitation and thus after the collapse of Germany, new scholars came with the theory of neo-Marxism which surely was not a refutation of Marx but a beautiful extension of him. Use of ideology and epiphanies of modernity to manoeuvre the discontent and

protest of masses is always easy with a nation which has suffered a huge crisis. Russia after the collapse of USSR was in absolute crisis and wanted a reemergence from the misery of past at any cost, here, Putin came as a saviour initially and managed the ideological infusion of power successfully. Navalny (2007) intellectually argued that Putin pretends to run a free democracy but under the garb of democracy he runs a state which he owns his lineage from fascism. He said that "Putinism depended on the Russian economy growing rapidly enough that most people had rising standards of living and, in exchange, were willing to put up with the existing soft repression". He predicted that "as Russia's economic fortunes changed, Putinism was likely to become more repressive". This statement justifies the state of affair in Russia today as Putin took actions to lessen democracy, promote conservative beliefs and values, and silence opposition to his policies and administration. This view has been supported by many; however, it has also been characterized as "a systemic and institutionalized form" by others, notably Boris Nemtsov (Radio Liberty 2005[i]). At this juncture of time, neo-Marxism gives us an idea of that how philosophical contradiction and human dialectic which Marx believed would bring a new stage of communism has been managed by new ways and techniques of domination and control. Although Putin has successfully used those tools to manage economic inequality, vigilante and suppression of dissent, a theoretical understanding of modern state-crafting through neo-Marxism would enlighten us to understand the structural oppression and to find out the way for a better free democratic society. We must remember the famous quote of Marx, "we have nothing to lose but our chains" and those chains are nothing but

to understand how oppression and vigilante are executed in modern capitalist society.

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EMPLOYMENT AND SOCIAL SECURITY POLICIES OF INFORMAL SECTOR AND ITS CONTRIBUTION TO REGIONAL DEVELOPMENT: A STUDY OF UTTARAKHAND STATE

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Abstract

It is evident from the study that the policy initiatives of the state government in the study area has been significantly contributing in regional development in terms of opportunities of employment and social security. However concentrated efforts are required to harness the resource base opportunities of the study area in order to increase the employment. As the study area has proximity to state capital Dehradun urban agglomeration and the impact of the same has also been witnessed in the findings. The sectoral shift from primary to secondary and tertiary sectors has been found significantly, however informal sector still plays important role in shaping the regional development. The sectorial changes as the economy develops and diversifies and this phenomenon has been noticed as a good indication for the overall development

Key Words: Employment, Social Security, Informal Sector

Introduction:

Among the many types of social security food and employment securities are very important for increase in the livelihood opportunities of the poor and vulnerable sections of the society. In India over the last few years, a great deal of attention has been given to extend the social security system at the grass root level. The 73rd constitutional amendment provided greater opportunities to the rural people to access the different social securities in more participatory manner. The debate is consistent on question that what kind of social security system is appropriate in a rapidly changing socio-economic environment. For increasing the purchasing power and achieving food security, many employment policies were launched by the government during the eighties. The employment policy under the sixth plan aimed at two major goals of reduction under-employment for the majority of labor force and cutting down long term unemployment. Therefore, emphasis for employment

generation were given on self employment ventures in agriculture, cottage and small industries and allied activities as well as non farm operation. Some of the major employment programs thus undertaken were the Integrated Rural Development Programme (IRDP), national rural Employment Programme (NREP), Operating Flood, dairy development schemes and fish farmers' development agencies. During the seventh plan period, there was considerable emphasis on creation of additional self employment. Therefore, apart from sectarian programmes, the package of poverty alleviation programmes aimed at giving self employment and wage employment to the poorer section of the community continued on the large scale. The National Rural Employment programme (NREP) and Rural landless Employment Guarantee programme were implemented at grass root level and at the end of the seventh plan these two programme were merged in to the *Jawahar Rojgar Yojana (JRY)*. There was a growing

need felt of the development of village infrastructure on new more inclusive lines. To provide a greater thrust to additional wage employment, infrastructural development and food security in the rural areas government of India launched the new scheme of *Sampoorna Grameen Rozgar Yojana* by merging Employment Assurance Scheme and the *Jawahar Gram Samridhi Yojana*. Recently having recognized the fact that there has been much increase in unemployment, slow rate of growth in rural non-farm employment, the rising share of casualisation or declining share of organized sector in total employment, the focus has been shifted for taking some serious corrective steps which emerged in form of two important acts; the *Rozgar Guarantee Act* passed by the parliament and the Minimum hundred days Employment Guarantee for the rural poor.

The employment opportunities at state level indicate that there are regional imbalances among the states. The newly created mountain state Uttarakhand is suffering from many types of unemployment problems. Over the last few years, the process of policy formulation for development in Uttarakhand has been guided by a top-down approach. The development strategies remain mainly a 'minority decision' taken at the state level and dictated by the directives given by the Government. Rural resources base sustainable participatory development policies in the state has never been a priority in the macro-policy framework of the Government. A review of previous policies during the last two decades indicates that different approaches have been attempted for development of this mountain areas such as concept of eco-development, watershed development, environment conservation, conservation of biodiversity, forestry, and promotion of agricultural development, but in the formulation of the 'policy' as such, the local communities were never involved or even consulted about the policy formulation and planning process. Thus it resulted in erosion of faith the planning and development it self and the promoters of it. Indeed, in this region the regime of planning

has been a source of massive corruption, mal development, marginalization of community and loss of autonomy. The Uttarakhand separate state movement has emerged in the background of the above facts.

After the separate statehood although some employment and development programmes have been made by the state government, but emphasis has been given to completing the quantitative targets rapidly even without verifying the need and local requirement. The completion of concrete structures has another economic agenda, mainly concerned with making money for contractors, officials from line departments, and even village heads (Gram pradhans), using them in the name of participation. What quality of service is being provided? Dose the community own these facilities? These are vital questions that still need proper answers. This paper is an attempt to look through these issues in Uttaranchal for a better quality of life for its inhabitants.

Unemployment has been a serious issue in India since independence. In India, the growth in labour force has been much higher than that of availability of employment opportunities. Moreover, even among those with some employment opportunities available to them in rural areas, there is widespread underemployment, for example many people get employed only during certain periods in a year during mainly ploughing and harvesting seasons. Thus, their employment is seasonal. Another fact that characterizes the socio-economic structure in the rural areas is that the bulk of the poor are unemployed and under - employed. Even those who can be gainfully employed are poor because their income is not sufficient to bring them above the poverty line. Though the government has taken steps for ensuring employment opportunities for the rural poor by devising employment generation programmes, these efforts are not enough to tackle the situation prevailing in the rural areas (Kapila 2002). Problem of unemployment has always been a cause of worry to the planners and policy makers of the country. The population explosion in the developing

country like India has compounded the problem of unemployment over last three or four decades. The government has made sincere efforts to tackle this issue of unemployment from time to time by launching programme like Rural Manpower Programme (RMP) with an objective to provide employment opportunities in 1000 Community Development Blocks by the end of third five year Plan.

During the Fourth Five Year Plan, the government introduced a special scheme for generating employment called the Crash Scheme for the Rural Employment. As a part of the CSRE, a Pilot Intensive Rural Employment Project (PIREP) was also launched in the year 1977. A new programme Food for Work was started with the aim to provide employment for the rural poor through developing infrastructure and durable community assets while utilizing surplus food stocks for payment as wages. In the year 1978 National Rural Employment Programme (NREP) replaced FFW with the aim of generation of additional gainful employment for unemployed and under employed persons in the rural areas. The success of NREP encouraged government to launch another programme called Rural Landless Employment Guarantee Programme (RLEGP). The objective of RLEGP was to improve and expand employment opportunities, particularly for the rural landless labour, with a view to provide guarantee of employment to at least one member of every landless household upto 100 days in a year, to create productive and durable assets and to improve the overall quality of life in rural areas. NREP & RLEGP were merged and a new programme called Jawahar Rojgar Yojana (JRY), which was launched in the year 1989 with an objective to generate additional gainful employment to solve the problem of unemployment and underemployment in the rural areas. In addition to the above programmes IRY, NRY etc. were also launched to solve the problem of unemployment in the rural as well as urban areas, however the desired results could not be achieved. Later on JRY was renamed as

Jawahar Gram Sramithi Yojana (JGSY) in 2000 and again it is converted into Sampurn Gram Rojgar Yojana (SGRY). Recently having recognized the fact that there has been much increase in rural unemployment and slowing rate of growth in rural non farm employment, the rising share of casualisation or decline share of organized sector in total employment call for closer examination for taking corrective steps, therefore the Rojgar Guarantee Act passed by the parliament and minimum 100 days employment guarantee provided to rural poor in whole country.

Study Area and Methodology

The problem of unemployment in the state of Uttarakhand is very acute and it aggravated due to seasonal employment on the farm land, which denies the employment opportunity in the agriculture sector during lean season primarily due to socio-cultural and topographical reason. The economic development of a region is closely linked with the proper organisation and employment of its manpower (Rao, 1979). In order to assess the nature of unemployment and potentialities of employment in both farm and non farm sectors a micro level study of Sahaspur block of district Dehradun has been carried out. A questionnaire has been designed for this purpose and administered in 5 villages in each Nayapanchayat. 20 questionnaires were administered in each villages to cover 100 households from each Nayapanchayat thus making the total sample size to 600. An analysis has been carried out by making 11 working groups. These groups included agriculture, allied activities, agriculture labour, construction, shops, trades, transport and communication, household industry, services labour and others such as income from pension, rent etc. These working groups were put together and three sector of the economy viz-z-viz primary secondary and tertiary were formed. Technique of Participatory Learning and Action (PLA) such as focus group discussion (FGD) was also conducted to

assess the potential areas of employment which can play crucial role in reducing the unemployment.

Results and Discussion- Attempt has also been made to assess the position of workers by different occupational category. From the table it is evident to note that majority of workers in the block were engaged in agriculture and allied activities such as agriculture 17.99 percent, forestry 9.73% and agriculture labour 12.09 percent. Relatively higher proportion of workers in forestry and fishier indicates that these activities play important role to

provide subsistence to the people of region and this is from the fact that forest coverage in Uttarakhand is significantly higher than the other states of the country. It may be noted that proportion of people engaged in service sector constitute 23.30 percent. On the other hand Uttarakhand has limited scope for employment opportunities in this sector as a large number of people have migrated to other parts of the country for employment. Looking at the literacy of the block it is revealed that literacy rate of working population is reported 89.90 percent which is significantly higher.

Table -1 Workers by Occupational Category

Occupation	Total	Literate	Per cent to	Literate
Category	Workers	Workers	total	Percent
Agriculture	375	305	19.89	17.99
Allied such as forestry fisheries	175	165	9.28	9.73
Agriculture Labour	220	205	11.67	12.09
Construction	40	40	2.12	2.36
Shop	170	160	9.02	9.44
Trade	75	75	3.98	4.42
Transport and Communication	0	0	0.00	0.00
Household Industries	115	95	6.10	5.60
Services	395	395	20.95	23.30
Other labours	115	105	6.10	6.19
Pension/rent	205	150	10.88	8.85
Total	1885	1695	100.00	100.00

Source: Collected from Primary Data

Considering the higher proportion of literate working population an attempt has been made to analyse the level of literacy among the various category of workers which revealed that majority of workers have attained education level upto 5th standard only. Relatively higher proportion of literate among the pensioners was reported which can be attributed to the fact that for government job minimum

prescribed qualification is required which has greatly influenced the over all literacy of the block. Since Sahaspur block is very near from Dehradun Urban Agglomeration, as a result large number of retired people have settled in the block as they get cheaper land in the rural areas. Therefore, the urban activities has influenced the block in terms of constitution of workers.

Occupation Category	Up to 5 th `	Upto 8th	Matric	Above Matirc
Agriculture	31.25	21.69	11.16	28.00
Allied such as Forestry Fisheries	19.23	10.84	5.58	12.00
Agriculture Labour	25.24	16.87	6.70	0.00
Construction	3.61	2.41	3.35	0.00
Shop	8.41	14.46	8.93	20.00
Transport and Communication	0.00	0.00	0.00	0.00
Household Industries	0.00	0.00	0.00	0.00
Services	6.20	8.93	8.33	0.00
Other Labours	3.61	7.23	13.39	0.00
Pension	8.65	14.46	11.16	32.00

Source: Collected from Primary Data

An interesting picture has emerged while analyzing the literacy level with respect to different occupational categories. The Literate upto 5th standard are primarily engaged in agriculture and allied activates whereas workers with matric and above level are primarily engaged in secondary activities such as shop, trade etc.. There are a large number of pensioners under this category and they constitute 32 percent of the total workers in the block.

Table 3 and 4 presents Work Participation Rates (WPRs). Two types of WPRs are estimated one based on usual status and other usual and subsidiary

status. The later is for those whose usual status is domestic chores, students and non - workers which can be termed subsidiary status work participation. It may be noted that usual status work participation rate is estimated by recording what normally individuals do for a living for at least half the year. When the reported activity is household duties or student for example, a further probe is conducted to find out if they have undertaken productive work at all even when the normal activity is considered unproductive. Such an activity is considered to be a subsidiary activity.

Table 3. Employment Position and Work Force Participation Rate

Occupation	Participation Rate				
	Male	Female	Total	Male	Female
Agriculture	225	150	375	60.00	40.00
Forestry and Fisheries	105	70	175	60.00	40.00
Agriculture Labour	140	80	220	63.64	36.36
Construction	40	0	40	100.00	0.00
Shop	150	20	170	88.24	11.76

Trade	75	0	75	100.00	0.00
Household Industries	75	40	115	65.22	34.78
Services	254	130	384	66.15	33.85
Other Labours	85	30	115	73.91	26.09
Pension/Rent	125	80	205	60.98	39.02
Total	1274	600	1874	67.98	32.02

Source: Collected from Primary Data

Table 4- Work Participation Rate (Percentage) by Sex

Category	Sex	Work Force Participation Rate
Usual Status	Male	46.8
	Female	10.7
	F/M	0.23
Usual and Subsidiary Status	Male	48.2
	Female	18.8
	F/M	0.39

Source: Collected from Primary Data

For the block as a whole the usual status of WPRs estimated was 46.8 percent for male and 10.7 percent for female. On the other hand usual and subsidiary status WPRs for male and female was estimated 48.2 and 18.8 percent respectively. As expected the WARs for female under this category is relatively higher which indicates that women are engaged mainly in usual and subsidiary status. Among the different occupational

activities the work force participation rate of male and female were reported 60 and 40 percent respectively. The non involvement of women in the activities such as construction and transport is as expected. However surprisingly 33 percent rural women were reported working in services.

Table-5 Average Household Size, Number of Workers and Sex Ratio

Particulars	Category	Rate
Average Household Size	Total	5.84
	Male	3.15
	Female	2.69
Usual Status Number of Workers	Total	1.76
	Male	1.47

	Female	0.29
	F/M	0.20
Non-Worker / Worker Ratio		2.16
Usual and Subsidiary Status	Total	2.02
Number of Workers	Male	1.52
	Female	0.51
	M/F	0.33
Non Worker/Worker Ratio		1.89

Source: Collected from Primary Data

In Sahaspur , an average household consists of 5.79 members of which 3.13 are male 2.66 female. An average household includes 1.76 persons engaged in usual status productive activities of which 1.47 are male and 0.29 are females. Thus the average households has 1.68 male and 2.49 female dependents. The male female non workers ratio was for usual status was 2.02 for the block as a whole.

Work Participation among Children and Elderly: An attempt has been made to capture the work participation rate among children in the age group 6-14; it was computed 2.4 percent for male and 2.1 percent female children who were reported working on regular basis. The engagement of children in working on regular basis can be attributed to the state of poverty and to some extent lack of reasonable income of the adult earners of the households in the block. While investigating the causes for children

engagement in the economic activities it is revealed that children are engaged in potato picking, to protect crops from birds, to chase monkeys etc. On the other hand female children are engaged in collection of firewood, fodder and taking cow dung to the fields, which is used as manure. Nevertheless the engagement of children was much lower as compared with the national average, however it is a cause of concern to the planners and policy makers as it is directly associated with absenteeism from school resulting in adverse effect on education programmes launched by government from time to time. On the other hand the work participation rate of elderly male persons with 60 years age and above is reported 61.5 percent. For elderly female it was reported 8.4 percent. Among the various population groups a wide variation has been observed in adult participation rate of both for male and female.

Table- 6 Work Participation Rate (Usual Status) (percentage)

Category	Rate
Child (6 - 14 years)	
Male	2.4
Female	2.0
F/M	0.85
Elderly (60 Years and above)	
Male	61.5
Female	8.4
F/M	0.14

Source: Collected from Primary Data

The percentage of adult wage earners to all adult earners worked out to be 30.2 percent for the block as a whole. An interesting picture has emerged while analysing the sex ratios of wage earners in the block, out of total adult earners 50.8 percent male and 49.7 percent female have been reported as adult wage earners. Adverse sex ratio among wage earners is observed in with low female work participation in the first place is indicative of bias against the female. This phenomenon is apparent in block; for

example, block has 10.7 percent WPRs for usual and subsidiary status 18.8 percent with a 0.25 and 0.23 f/m sex ratios. The f/m ratio of wage workers are 1.9 for the block. This indicates that in the district like Dehradun the employment opportunities available for females are in manual wage employment. From the above analysis it is also derived that macro economic development efforts are not supportive to the requirements of poor and vulnerable in general and needs of the women in particular.

Table- 7: Percentage of Adult Wage Earners to All Adult Earners

Category	Percent
Person	30.2
Male	26.5
Female	49.7
F/M	1.9

Source: Collected from Primary Data

Wage Employment Stability:

Average days worked per adult wage earners in agriculture wage work and non-agriculture wage work is presented in following table. As evident from the table the average days worked per adult wage earner in agriculture wage work was reported 72 days for block. For non-agriculture wage work it was reported 161 days. All work days for Sahaspur was reported 113 days which is significantly low. It is surprising to note that in Sahaspur, agrarian activities provides less employment opportunities. The average days worked per adult wage earners for all wage work for female was reported 81 days as compared 126 days to their counterparts. The variation is higher in non-agriculture wage work. This also indicates those female gets less employment opportunities in agriculture as compared to their counterparts. The table given below clearly indicates that in different age group, the percentage of workers

engaged in main activity in much higher as compare to their per cent in subsidiary activities. Of the 365 days in the reference year the people in the age group 16-30 manage to get employment on 188.08 days (51.35 per cent) only. Out of 188.08 days this age group manages to get 167.86 days employment in their main occupation and rest 20.22 per cent days in subsidiary occupation. It is interesting to note that the position of unemployment is less in the age group 31-45. This group manages to get 46.40 percent days employment in main occupation. It would be noted that the percent of unemployment in the age group 61 and above is much higher, the group managed to get employment only on 112.60 days. Considering the percent of employment in main occupation it can be said that in the study area the role of subsidiary occupation in supporting the living standard of people is not upto the expectation as it is the case in most of the developing countries.

Table -8 Average Numbers of Working Days

Category	No of Days
Agriculture Wage Work	
Male Days	84
Female Days	61
Total Days	72
Non Agriculture Wage Work	
Male Days	175
Female Days	125
Total Days	161
All Wage Work	
Male Days	126
Female Days	81
Total Days	113

Source: Collected from Primary Data

Table- 9 Per cent of Workers Engaged in Main and Subsidiary Occupation

Age groups	Main Occupation	Subsidiary Occupation	% of Days
16-30	89.25	10.75	51.62
31-45	46.40	13.60	76.62
46-60	86.12	13.88	67.57
60 and above	80.05	19.95	30.58

Source: Collected from Primary Data

Overall average daily wage rate for agricultural and non-agricultural work has been computed Rs 74.4. The wage rate for all wage work for male was computed Rs. 79.4 for the block. The wage rate of female was considerably low Rs 60.3 as compared to the wage rate of their counterparts. Female gets higher wages in agriculture than non-agriculture whereas male gets higher wage in non-agricultural wage work. It may be noted that in Uttaranchal both male and females are getting higher wages than the minimum national wages suggested by the government to carry out wage employment. The f/m ratio of wage is 0.76 for block as a whole. In agriculture wage work it was estimated 0.86. And the same was 0.67 for non-agricultural wage work. The wages are more equitable in agriculture than non-agricultural wage

work. While conducting FGD in the villages the villagers were asked to identify the potential areas of employment considering the three important factors such as resource based, demand based and skill based industries. So far as demand based industries are concerned the potential areas of employment include agro processing units such as small grain processing units, fruits processing, forest based, mineral based and animal byproducts based industries. Demand based industries identified by the villagers are tailoring automobiles etc and skill based industries include handloom, pottery etc. It may also be noted that the industries identified by the villagers are mainly based on the feasibility assessed by them during the discussion.

Table -10 Priority Areas at a Glance

Resource based Industries	Demand Based Industries	Skill based Industries
Agro processing industries:	Tailoring, generator- Electric	Handloom Weaving,
Mini Rice Mills,	points, Welding, Automobile	Pottery, Brass Utensils
Mini, Dal Mills, Mushroom	repairing/servicing, Heavy	Wooden decoration
production, Jam Jelly, Ketchup	Vehicle body making, Agarbatti,	
Pickles, etc. Vegetable packing,	Bakery items, confectionery,	Aluminum utensils
Non edible oil, cocoon etc.	Plastic Bags, Tyre Rethreading,	etc... construction,
Forest Based	Steel Trunk/ Boxes, Agriculture	trade and commerce,
Industries: Patta Plate, rope	Implements.	marketing

making, furniture, Bamboo,

Mineral Based Industries:

stone chips, soft coke, bricks,

firebricks, cement bricks

Animal based Industries:

Shoe, chappals, leather bags,

dairying and dairy products.

Source: Collected from Primary Data

It may be noted that the primary sector, the main pursuit of occupation in developing economies has crucial role to play in the process of development by increasing its own efficiency and releasing resources for other sectors. Due to this overwhelming importance, exhaustive and multi-dimensional studies on primary sector vis-a-vis agricultural and allied sectors have been carried out by various scholars. Nevertheless, these studies are mainly regarding region based and relatively better endowed with agronomic resources and are traditionally surplus producing. But the problem of agriculture as an economic sector in the study area has been investigated marginally despite the fact that agriculture with other primary sector activities, provide sustenance to majority of people in the the block in general and region in particular) [Juyal, Mukherjee and Dimri, 1994].

Primary sector being a household venture in developing economics is a shelter against economic distress in which the condition of employment is affected by variety of factors. The magnitude of employment in primary sector varies with the level of diversification, and agriculture, technology and infrastructural advancement. Regions where agricultural operations suffer from the inadequacies of infrastructures such as heavy dependence on rains and subsistence on nature. In primary sector seasonal unemployment is bound to be severe. Ragnar Nurkse has noted that "seasonal unemployment is likely to be significant

where annual crop cycle (e.g. of cereals food crops) dominates farm activities and where this activity has not developed into a more advanced form such as dairy farming". Therefore identification of employment opportunities in secondary and tertiary sectors is inevitable as it may not only provide alternative pursuit to employment but also reduce the instant burden on primary sector.

Conclusion: From our analysis, it is evident to note that block has been placed in relatively better position in terms of opportunities of employment. However concentrated efforts are required to harness the resource base of the area in order to increase the employment opportunities. As the block has proximity to Dehradun urban agglomeration and the impact of the same has also been witnessed in our finding. Though, we could notice the sectoral shift from primary to secondary and tertiary sectors, however primary sector still plays important role in shaping the economics of the block and can be termed as a lead sector. On the other hand the employment growth rate in secondary and tertiary sectors changes as the economy develops and diversifies and this phenomenon has been noticed in our analysis which is a good indication for the overall development.

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THE ROLE OF NABARD FOR EFFECTIVE IMPLEMENTATION OF INCOME GENERATION PROGRAMMES IN RURAL INDIA

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Abstract: - The Indian rural sector is an important segment of the economy and the basic reason for the slow economic development in our country is due to the neglect of this sector. Since then this fact was realized by the Indian government in regard to agriculture and rural development. National Bank for Agriculture and Rural Development (NABARD) came into existence on 12 July 1982 by transferring the agricultural credit functions of RBI & refinance functions of the ARDC. NABARD provides refinance assistance for the promotion of agriculture/small scale industries, cottage and village industries, handicrafts/rural crafts and other allied economic activities in rural areas with a view to promote integrated development for employment and income generation. NABARD has been an active partner in carrying forward government programmes aimed at agriculture and rural development. It has been implementing various programmes for income generating, poverty reduction and livelihood improvement of rural people with the aim of supporting the attainment of the goals of government of India. The present paper studies the purpose wise disbursement under long term refinance by NABARD during the last three years i.e., from 2015-16 to 2017-18. And study the sources and uses of funds and also study the subsidy released under various schemes. It is concluded that the cumulative progress as on 31st March 2018, the total number of units sanctioned is 4,42,670 and 6,287 crore amount released as subsidy under various schemes. The government has taken up several programmes initiatives for development of rural people but it needs proper coordination among the different levels of implementations.

Key words: - Refinance Agriculture, Rural Development, Bank, Government Schemes.

Introduction

The Indian rural sector is an important segment of the economy and the basic reason for the slow economic development in our country is due to the neglect of this sector. Since then this fact was realized by the Indian government in regard to agriculture and rural development which was given top priority. National Bank for Agriculture and Rural Development (NABARD) came into existence on 12 July 1982 by transferring the agricultural credit functions of RBI and refinance functions of the then Agricultural Refinance and Development Corporation

(ARDC). It was dedicated to the service of the nation by the late Prime Minister Smt. Indira Gandhi on 05 November 1982. Set up with an initial capital of Rs.100 crore, its' paid up capital stood at Rs.10,580 crore as on 31 March 2018. Consequent to the revision in the composition of share capital between Government of India and RBI, NABARD today is fully owned by Government of India. NABARD provides refinance assistance for the promotion of agriculture/small scale industries, cottage and village industries, handicrafts/rural crafts and other allied

economic activities in rural areas with a view to promote integrated development for employment and income generation. NABARD by way of loans to commercial banks, regional rural banks and state cooperative banks and in case of state land development it is by way of contributing to the special development debentures floated by them¹ The establishment of NABARD is a milestone in the history of banking in India which is set up to accelerate the process of development of agriculture, rural industries and allied activities and more particularly rural development. Inaugurating the Bank, the then Prime Minister Mrs. Indira Gandhi declared. It would be dynamic service institution for rural development and the people should regard it as a friend and guide. The NABARD arouse new awakening and doubts among those who are interested in rural development.²

Vision & mission: The Development Bank of the Nation for Fostering Rural Prosperity. Promote sustainable and equitable agriculture and rural development through participative financial and non-financial interventions, innovations, technology and institutional development for securing prosperity.

Role played by NABARD: Our initiatives are aimed at building an empowered and financially inclusive rural India through specific goal oriented departments which can be categorized broadly into three heads: Financial, Developmental and Supervision. Through these initiatives we touch almost every aspect of rural economy. From providing refinance support to building rural infrastructure; from preparing district level credit plans to guiding and motivating the banking industry in achieving these targets; from supervising Cooperative Banks and Regional Rural Banks (RRBs) to helping them develop sound banking practices and on boarding them to the CBS platform; from

designing new development schemes to the implementation of government of India (GoI's) development schemes; from training handicraft artisans to providing them a marketing platform for selling these articles.

Materials and methods

The present paper studies the purpose wise disbursement under long term refinance by National Bank for Agriculture and Rural Development (NABARD) during the last three years i.e., from 2015-16 to 2017-18. The present study is prepared on secondary data. The secondary data has collected from annual reports of National Bank for Agriculture and Rural Development, Government of India, various publications and related websites. NABARD has been an active partner in carrying forward government programmes aimed at agriculture and rural development. For instance, it proposes to scale-up interventions through convergence for the inspirational districts. NABARD has been implementing various programmes for income generating, poverty reduction and livelihood improvement of rural people with the aim of supporting the attainment of the goals of GOI. For this, NABARD has been providing refinance for various activities under agriculture and allied sectors, GOI programmes/schemes implementation, financial assistance for promotion/development, programmes such as watershed development, water bodies, water campaign, Natural Resource Management, climate adaptation and mitigation, Tribal Development, micro irrigation, producer Organisations (Pos), SHG – Bank linkage programme for women development, skill development etc. Further, NABARD has also been providing financial support for infrastructure development related to agriculture, irrigation, roads/connectivity, warehouses, social sector and market infrastructure etc.

Table 1.1- Purpose-wise disbursement under long term refinance by NABARD (Amount in crore)

Purpose	2015-16		2016-17		2017-18	
	Disbursement	Share (%)	Disbursement	Share (%)	Disbursement	Share (%)
Minor Irrigation	1,174.00	2.44	1,145.00	2.14	1,513.00	2.32
Land Development	1,555.00	3.23	5,752.00	10.75	3,561.00	5.46
farm mechanisation	5,672.00	11.8	11,076.00	20.7	6,862.00	10.52
Plantation and Horticulture	1,983.00	4.13	2,631.00	4.92	906.00	1.39
PF/SGP/ AH-Other	1,238.00	2.57	1,088.00	2.03	2,033.00	3.12
Fisheries	371.00	0.77	211.00	0.4	95.00	0.14
Dairy Development	2,834.00	5.9	2,118.00	3.95	3,724.00	5.71
Bio-Gas	0.00	0	0.59	0	0.65	0
Forestry	5.90.00	0.01	0.83	0	0.15	0
Storage Godown and Market Yard	413.00	0.87	109.00	0.2	234.00	0.36
Non-farm sector	14,056.00	29.24	18,505.00	34.59	27,696.00	42.45
SHG	6,906.00	14.37	5,660.00	10.58	6,981.00	10.7
Others (including SGSY& SC/ST-AP)	11,856.00	24.67	5,210.00	9.74	11,634.00	17.83
Total	48,058.00	100	53,506.42	100	65,239.80	100
CAGR	-		11.33%		21.93%	

Source: Annual Reports of NABARD

It is found that the majority of share is occupied by non-farm sector. It is seen from the above table that the purpose-wise disbursement under long term refinance by NABARD during the last three years is furnished in above table. Among the non-farm sector activities, others (including SGSY & ST/SC-AP), Self help group, farm mechanisation, dairy development and land

development constituted 42.45 percent, 17.83 percent, 10.7 percent, 10.52 percent, 5.71 percent and 5.46 percent respectively. It is worth mentioning at this stage that out of 13 purposes, it is only about six purposes that constitute more than 92.67 percent of the total disbursement of long term loan refinance by NABARD. It is evident from the above table that the total shows that the purpose

wise disbursement under long term refinance constantly increased rupees from 48,058 crore to 65,239.89 crore during the 2015-16 to 2017-18. In the study period highest

cumulative annual growth rate (CAGR) is 21.93 percent in the financial year 2016-17 and 11.33 percent of CAGR in 2016-17.

Table 1.2 Table shows the sources of funds during last three years (Rs. In crore)

Particulars	2016		2017		2018		% change 2018 over 2016
	Amount	(%)	Amount	(%)	Amount	(%)	
Capital Reserves & surplus	27,426	8.8	31,471	9.04	38,311	9.42	39.68
NRC (LTO) & NRC (Stabilisation) Funds	16,074	5.2	16,078	4.62	16,082	3.95	0.049
STCRC fund	53,991	17.4	45,009	12.92	45,000	11.08	(-16.65)
ST Fund for RRBs	15,997	5.2	10,003	2.87	10,000	2.46	(-37.48)
LTRC Fund	18,997	6.1	30,000	8.61	38,001	9.35	100
Tea, Coffee & Rubber Deposits	266	0.1	219	0.06	164	0.04	(-45.13)
RIDF Deposits	96,885	31.2	1,05,502	30.29	1,16,314	28.6	20.05
Bonds & Debentures (including BNB)	34,123	11	36,451	10.47	41,244	10.14	20.86
Bonds for LTIF	0	0	9,086	2.61	20,447	5.03	125
Bonds for PMAY-G	0	0	0	0	7,330	1.8	100
Certificates of Deposit	5,545	1.8	7,479	2.15	4,001	0.98	-27.84
Commercial Papers	12,771	4.1	16,193	4.65	32,040	7.88	150.88
Term Money Borrowings	1,519	0.5	2,193	0.63	3,229	0.79	112.57
Tax free bonds	5,000	1.6	5,000	1.44	5,000	1.23	0
Foreign currency loan	722	0.2	684	0.2	812	0.2	12.46
Borrowing JNN Solar Mission	15	0	15	0	3	0	-80
Warehouse Infrastructure Fund	3,550	1.1	3,531	1	4,671	1.15	31.57
Food Processing Fund	100	0	150	0.04	300	0.07	200
CBLO & Repo	0	0	7,614	2.19	4,468	1.1	-41.31

Borrowing against STD/GOI	12	0	750	0.22	0	0	0
Other liabilities	11,373	3.7	13,742	3.95	12,346	3.04	8.56
other funds	6,019	1.9	7,090	2.04	6,879	1.69	14.28
Total	3,10,385	99.9	3,48,260	100	4,06,642	100	96,257 (31)

Source: Annual Reports of NABARD

It is observed from the above table shows that the growth rate of NABARD regarding uses of funds during the study period from 2016 to 2018, there is a positive trend is happen i.e., increased from 100 percent to 131 growth rate has recorded. It is evident from the above table shows that the among the various category wise uses of fund, the highest i.e.

30.17 percent amounts used for medium term (MT) and long term (LT) project loans and followed by loans from RIDF, production and marketing credit and Government securities and other investment with 27.07 percent, 16.26 percent and 6.98 percent respectively.

Table 1.3 Subsidy released under various schemes by NABARD

(Amount in rupees crore)

Name of the scheme	2017-18		Cumulative progress as on 31-3-2018	
	No of units	Subsidy Released	No of units	Subsidy Released
Dairy Entrepreneurship Development Scheme	61,076	289	3,30,125 (74.5)	1,338 (21.2)
Poultry Venture Capital Fund Scheme	2,728	63	12,352 (2.79)	230 (3.65)
Integrate Development of Small Ruminant & Rabbits	7,423	33	34,223 (7.7)	139 (2.2)
Ping development	2,601	26	10,702(2.4)	84 (1.3)
Salvaging and Rearing of Male Buffalo Calves	58	0.42	93(0.02)	0.66 (0.01)
Agri-Marketing Infrastructure Sub-Scheme	1,118	578	42,110 (9.5)	4,297 (68.34)
Agri-Clinics and Agri-Business Centres	368	13.35	1,996(0.45)	69 (1)
National Project on Organic farming	5	1.06	716 (0.16)	27 (0.42)
MNRE Lighting Scheme	0	0	5,951 (1.3)	12 (0.19)
Solar Pumping	1,569	9	4,402 (0.99)	90 (1.4)
Total	76,946	1,012.83	4,42,670 (100)	6,287 (100)

Source: Annual Reports of NABARD

Subsidy released under various schemes NABARD has been playing an important role in channelling subsidy to eligible banks under various subsidy oriented credit-linked Government of India (GOI) schemes primarily for agricultural projects and other priority sector activities. Implementation of these schemes has also enabled in enhancing of ground level credit (GLC) to agriculture and allied sector and priority sector activities. The status of subsidy released in 2017-18 and cumulative status as on 31st March 2018.

Conclusions- It is concluded that purpose wise disbursement under long term refinance of various schemes during the last three years. Among these non-farm sector activities, farm mechanisation, dairy development and land development constituted 42.45 percent, 10.52 percent, 5.71 percent and 5.46 percent respectively. The overall disbursement of long term refinance amount has increased from 48,058 crore to 65,239 crore. The cumulative progress as on 31st March 2018, the total number of units sanctioned is 4,42,670 and

6,287 crore amount released as subsidy under various schemes. The government has taken up several programmes initiatives for development of rural people but it needs proper coordination among the different levels of implementations.

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OPPORTUNITIES AND CHALLENGES OF DIGITALIZATION IN THE BANKING SECTOR: AN EMPIRICAL STUDY ON CUSTOMER'S ATTITUDE AND PERCEPTION TOWARDS ONLINE BANKING IN DARJEELING DISTRICT

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Abstract

In India, the most impactful transformation has been observed in banking industries especially in retail banking. Along with the different reforms the biggest centre of attention is the shift from conventional banking to E-Banking. Since 1969, Banks have adopted many advanced technologies and tools in which the Indian Government is playing a major role in promoting digital transactions. The latest technologies which have reshaped the Indian banking industry are Open Banking, Cloud Strategy, Blockchain, and Artificial Intelligence. This paper attempts to present the opportunities and challenges in advancement in the banking industry. The objective was to get acquainted with the customer's attitudes towards online banking services and evaluate the level of customer satisfaction provided by the banks. The data has been collected from both primary and secondary sources. A comparative study has been done to know the preferences of the customers and the analysis has been drawn on that basis.

Keywords: Technological innovation, Digital transactions, E- banking, customer's attitude and perception.

Introduction

A tremendous shift has been taken place in the banking industry since 1969 after the nationalization of commercial banks. During the late 1980's need for computerization in the Indian Banking Sector was felt. There was a massive growth in the networking of bank branches. A committee was set by Reserve Bank of India under the chairmanship of Dr. C. Rangarajan for computerization for the banking industry. In the year 1989 the committee furnishes some recommendations based on the computerization of the banking industry. In 1996 ICICI bank was the first bank

to offer internet banking services. Since then to survive in this competitive market almost every bank has shifted from paper base banking to paperless banking, i.e., towards digital banking. The services provided by the banks to its customers create a huge impact on them. The success of the banks depends on the customer's attitude and perception, and satisfaction of the services rendered by the banks. At present there are 21 private sector banks and 12 public sector banks. Almost all banks are providing online service facilities. By enabling CBS (Core Banking Solution) banks are trying to provide more comfort to its customers. With the automation banks have drastically moved towards advanced technology by

implementing MICR (Magnetic Ink Character Recognition) based cheque processing, ATM (Automated Teller Machine) service, Electronic fund transfer, digital payment, lending services, etc. Now people can do banking from anywhere at any time with very minimal cost.

Digital banking is the move to online banking where banking services are delivered over the internet. Digital banking means the digitization (or moving online) of all the traditional banking activities and programs that historically were only available to customers when they are physically present inside a bank branch. Digitization means the conversion of text, images, and sound to electronic data. Electronic data means, the data which can be easily saved, restore, retrieve, and organize. Digitization has changed the scenario of the banking industry. Now it has become more efficient, speedy and accurate in which information can be transferred with no degradation.

Digital banking may be viewed as a hub of existing and advanced technologies maintained by banks. Digitization in the banking sector indicates, shifting from conventional banking to E-banking. This includes activities like:

- Depositing and withdrawals of money.
- Transfer funds from one bank to other banks.
- To check statements of accounts.
- Different kinds of account services.
- Payment of utility bills.
- Unified Payment Interface (UPI)
- Debit and credit cards facilities
- Immediate Payment Service (IMPS)

In the present scenario, to enhance customer satisfaction, financial inclusion and achieve faster output, banks need to leverage the services through digitization. The government of India has dreamed to make the country a digitally empowered country. To achieve this target the Indian government had come up with many tools for the cashless and paperless economy.

Literature review- Jazeela (2005): In this research paper author conducted a study on customer perceptions of banking products

and services in Kerala with reference to specific customer segments in the urban area. The author identified the factors causing dissatisfaction among the bank customers are systems and procedures in banks have been made rigid keeping in view the legal, accounting and book keeping purposes. These procedures are cumbersome and considerably reduce the speed of delivery of services. Indian banks have been slow in adopting computerization. Electronic innovations have been half-heartedly adopted. The customer service is limited to complaint handling rather than prevention.

Reeti, Sanjay, and Malhotra, A. (2009) This research paper stated about the Customer's perspectives regarding online banking in an emerging economy. So that, the author determining various factors affecting customer perception and attitude towards and satisfaction with online banking is an essential part of a bank's strategy formulation process in an emerging economy like India. To gain this understanding in respect of Indian customers, the study was conducted on respondents taken from the northern part of India. The major findings reveals that customers are influenced in their usage of online banking services by the kind of account they hold, their age and profession, attach highest degree of usefulness to balance enquiry service among Online banking services, consider security & trust most important in affecting their satisfaction level and find slow transaction speed the most frequently faced problem while using online banking services.

A. Palani, P. Y. (2012): This article research carried out to confirm the model of mobile banking. The causes were identified and researched through correcting the causative factors so that mobile banking can be used by more people. The research is focused on what are the customer's perceptions about mobile banking offered by Indian Overseas Bank and what are the drivers that drive consumers. He found that still the users face many problems right from the telecom operator to banks, the handset to software application support for using services.

Ms. Linda

Mary Simon (2012): In this paper, the customer perception towards services provided by IOB and ICICI banks of Coimbatore region has been discussed. The attribute like internet banking, ATM services, timing and attitude of staff etc. of both the public and private sector banks have been compared. The study reveals that ICICI bank is providing better services to its customers than Indian Overseas Bank.

Malika (2012): In his research paper discussed about the customer perception towards E-Banking in Ferozepur District of Punjab in India. This paper discovered usefulness and willingness of e-banking services in deep analysis. Hence, the study concludes that the banks customers have high perception on the ATM and bill payment services.

Ibrahim, Shahid, Akbar and Ahmed (2015): In this paper the Effects of Innovations for mobile banking adoption in Pakistan was determined. The objective of this research was to check the impact of innovations on adoption of mobile banking in Pakistan. The paper concludes innovation has positive significant correlation, which means that new and most advanced technological innovations and different appropriate customer services have great influence on adoption of mobile banking in Pakistan.

Research Objective:

- To understand the significance and limitation of digital banking and digitization.
- To analyze the recent advanced technology utilized by the banks towards digital banking.
- To analyze the usage of paper base and paperless services by the customer
- To analyze the preference of customers in between private and public sector banks.

Outlook Of Digitization In Indian Banking Industry

Digitization means converting the data into digital format and utilization of technologies in several areas. In the case of banking sector

adoption of digitalization is not optional but now a day it has become an inevitable part to survive in the long run. ATMs and plastic money have changed the face of traditional banking services where money can be withdrawn or deposited by only physical presence. Digitization has removed the boundaries. Now with one click people can open new accounts, can pay different kinds of utility bills, and can also process loans without any hassles. The first step in digital transformation in the banking sector was the use of Magnetic Ink Character Recognition (MICR). It helps in sorting and processing the cheque smoothly. Unified Payment Interface (UPI) system was launched by the Government of India in the year 2016 is one the tool of digital banking through which people can transfer money to and bank account or to others via a smartphone. This levered and gave birth to Mobile banking in India. Now everyone can open a bank account or make transactions using a mobile phone from any place. Linking of 12-digit Aadhar number and mobile number with bank account creates a well-organized system and which also helps to 'know-your-client' very easily. Without visiting branches numerous works can be done within no time. In the 2000s there was extreme usage of online banking and mobile banking services and funds transfers system like Real Time Gross Settlement (RTGS), Immediate Payment System (IMPS), and National Electronic Fund Transfer (NEFT). The culture of digital banking has created an exceptional digital environment in the banking area. Post demonetization has given more emphasis on the digital transaction. In Q1 2018 the Indian mobile phone grew by 48% YoY and in the year Q4 2019 smartphone market grew 7% YoY (source: India Smartphone Market Share: By Quarter). An increase in the use of the mobile phone has also increased the usage of mobile banking facilities through which customer can manage their finance easily. The banks, RBI, and the telecom industry are also making their efforts to make digital India.

Role of Information Technology in the Banking Sector- The banking environment has

become highly competitive today. To be able to survive and grow in the ever-changing market environment banks are adopting the latest technologies, which is being perceived as an 'enabling resource' that can help in developing learners and a more flexible structure that can respond quickly to the dynamics of a fast-changing market scenario. It is also viewed as an instrument of cost reduction and effective communication with people and institutions associated with the banking business. Information Technology enables sophisticated product development, better market infrastructure, implementation of reliable techniques for control of risks and helps the financial intermediaries to reach geographically distant and diversified markets. Many banks have modernized their services with the facilities of computers and electronic equipment. The electronic revolution has made it possible to provide ease and flexibility in banking operations for the benefit of the customer. As per GlobalData, a data and analytics company, there is a significant growth in digital cash. According to the Consumer Payments Insight Survey (2017), India is in top position in the global market in the adoption of digital cash with 55.4% of respondents indicating that they use it. India is followed by China and Denmark. In India, Fintech platforms have played a magnificent role and helped in economic growth through automation, data science, and artificial intelligence. The E-banking, which may be called as easy banking offers the following services to its customers.

E–Cheque: One of the adequate technologies used for payment is E- Cheque. It has substituted the traditional paper cheque for onlinetransactions. The handwritten signature is replaced by a digital signature which is based on public-key cryptography.

Real-Time Gross Settlement (RTGS): Real-time gross settlement is an electronic form of funds transfer from one bank to another bank. It was introduced in 2004, regulated and operated by RBI. It enables real-time and gross basis payment. Real-time means when the instructions are given to banks for the transfer of funds, they do it immediately. On

the other hand gross settlement is where the transaction is not being settled one-to-one basis without any netting or bundling. All transactions are individual. These kinds of settlements are irrecoverable and payments are final.

National Electronic Funds Transfer (NEFT): Among the recent trends of different electronic payment systems includes transferring funds by netting off or batches are NEFT which stand for National Electronic Funds Transfer. Same as RTGS, NEFT also transfer the funds from one bank to another.

Phone Banking: One of the most inevitable technological developments in the banking sector is the use of phone banking or mobile banking. It facilitates a 24 x 7 basis to use banking service without any intervention. Over the phone, the only customer can perform a variety of financial transactions that do not involve any paper documents such as cash or cheques. Customers without visiting branches or ATM can access their account details.

D-Mat Accounts: D-mat account holds the transactions related to shares and securities purchased by the customer in electronic form or dematerialized form. Banking services are not restricted to online transactions such as transferring funds from one bank to another. Now it has moved to a trade where purchase and sale of the share and securities are performed by Dematerialized account automatically which enables electronic settlements of trades.

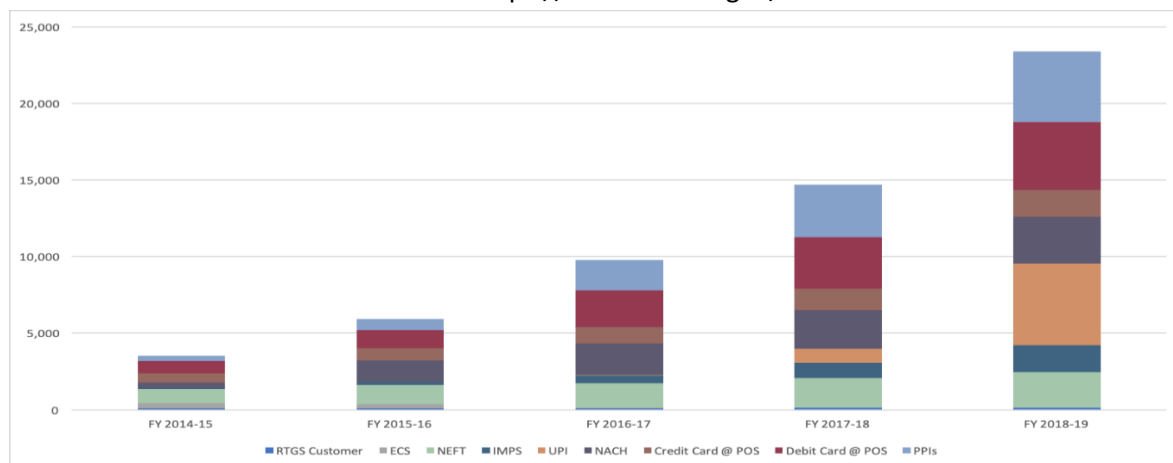
Cloud Strategy: One of the fastest-growing technologies is expected to be the Cloud strategy. Banks are entering the cloud computing area very cautiously. It is a strategy where data are stored on an external server, which can be accessed through the internet. It can be defined as an omnipresent, on-demand, and user-friendly network that can be accessed easily from the shared pool of configured computerized recourses.

Blockchain: Multiple challenges are there in the banking industry and blockchain strategy is one of the techniques to overcome those challenges. It can track the database of each transaction. Due to the emerging trends of

bitcoins banks have come up with this new technology to assess the transactions.

Graph 1 : Flow of digital transaction volumes, and values on an yearly basis(Yr2014-2019)

Source <https://rbidocs.rbi.org.in/>



Benefits of Digital Banking:

24 x 7 Account and Service Access: Digital banking is accessible 24 x 7. We can perform our banking tasks from anywhere and at any time, even at night when the banks are closed or on holidays and vacations. The only thing we need to have is an active internet connection.

Online Bill Payment: One of the greatest advantages of online banking is online bill payment. Rather than having to write cheques or fill out forms to pay bills, once we set up our accounts at our bank, all it takes is a simple click or even less, as we can usually automate our bill payments. With online bill pay, it's easy to manage our accounts from one central source and to track payments into and out of our account.

Fast and efficient services: If we need to transfer money, apply for a new loan, or perform nearly any banking transaction, we have to wait in the queue. With digital banking, there's never any waiting. As long as we can log in, we can access our accounts, request a new credit card, or perform nearly any banking transaction we desire without

driving down to a bank or waiting in the queue.

Low operation cost and Low Bank Charges: Online banks have to pay less for expenses like electricity, landscaping, or rent. So they can pass those savings along to customers. Typically, this means that online banks can charge fewer fees than traditional banks for banking services.

Low operation cost Can Yield High Rate of interest: In addition to offering low bank charges, online banks often have the best interest rates, whether we are looking for a certificate of deposit, a high yield checking account or deposit accounts with high interest, such as a money market account. Although rates fluctuate, if we look at a **current list of best CD rates** or best free online checking account rates, we'll usually find that the banks paying the best interest rates are online banks.

Drawbacks of Online Banking-No one type of bank can be the best at everything. In spite of their many advantages, there are some drawbacks to using digital banking as well. Some of the downsides of digital banking are:

Technology Issues: Digital banking is good as long as our internet connection is strong. If there's a power outage, or if servers go down, we might not have any access to our account whatsoever. While some banks offer a phone number for customer service, it might be overwhelmed if online access is down. With conventional banking, we can always find someone to talk to in the branch.

Security Issues: While many banks are reputable, well-established updated with the latest technology, sometimes it can be hard to feel comfortable to deal with a bank without any face to face communication, particularly when large sums of money are involved. If bank website suddenly folds up, what will happen to our money? There's also the risk of identity theft or actual theft if someone gains unauthorized access to our account via a hacked or stolen password.

No Relationship with Personal Banker: Over time, we can develop a relationship with a personal banker if we visit a traditional bricks-and-mortar location. If we're dealing with an online bank, on the other hand, we're typically handed off to an anonymous customer service agent who is unlikely to know us from the next customer. If we're really in a bind, financially speaking, having a

relationship with someone who can help and who knows us well can be a major advantage over a strictly online banking relationship.

METHODOLOGY

This research was conducted based on primary data along with secondary sources of information. The study which has been done on secondary data has been extracted from various papers and research articles published in national and international Journals. Many bulletins of RBI and authenticated websites are also being used for the research purpose. The primary data has been obtained through a survey that was carried out by the means of a structured questionnaire. This study is based on descriptive, empirical, and analytical. The questionnaire consists of 20 closed-ended questions to which the respondents have given their proper reply. Respondents belonging to varying age groups have been selected for the survey. Out of the 175 selected respondents who were using E-banking services, 156 respondents have replied. The purpose of analyzing the data is to find out the perspectives and attitudes of the customer towards E-Banking and satisfaction level in banks in the locality of Darjeeling district.

Data Analysis And Findings:

Table -1- Account in a bank

Options	% of respondents
Less than one year	23.1%
1-5 Years	15.4%
5-10 Years	15.4%
10-15 Years	7.6%
Above 15 years	38.5

Table -2- Are Banks updated with the latest Technology?

Options	% of respondents
Yes	84.6%
NO	15.4%

Table -3- Are customers satisfied with the information provided on the Bank website

Options	% of respondents
Extremely Satisfied	7.7%
Satisfied	15.4%
Dissatisfied	Nil
Extremely dissatisfied	Nil

Table -4- Trust on the securities of the online banking services

Options	% of respondents
Completely	7.7%
To some extant	84.6%
Not at all	7.7%

Table -5- Frequency of using e-banking services

Options	% of respondents
Always	53.8%
Sometimes	23.1%
Never	23.1

Table -6- Frequency of using e-banking services

Options	% of respondents
Branch Banking	15.4
Internet Banking	23.1%
Telephone Banking	Nil
Mobile phone banking	61.5%

Table -7 Are customers well aware about the recent initiatives taken by the banks for the security of the banking transactions.

Options	% of respondents
Yes	61.5 %
No	38.5%

Out of total 175 respondents to whom questionnaire were sent, 156 of them actively responded from which the following figures were interpreted.

- a) It was found that out of the total respondent 38.5% of the respondents are having their bank account for more than fifteen years, and 23.1% of the total respondent are using it for more than 10 years. So it can be analyzed that most of the bank customer have experience both the

scenario i.e. paper base banking and paper less banking. (Fig.1)

- b) By analyzing the chart it is observed that 84.6% respondent is of the opinion that banks are fully equipped with updated technology whereas only 15.4% of the respondents think that the banks are not properly equipped with updated technology. Considering the majority opinion it can be concluded that the banks have updated technology. (Fig.2)

- c) By analyzing the collected data, 7.7% of the respondents were identified who were extremely satisfied and 92.3% of the respondents were identified who were satisfied with the information provided on the banks website. None of the respondents were dissatisfied by the information. Therefore it is observed that the information provided on the banks websites is adequate and updated. (Fig.3)
- d) By analyzing the collected data it is found that, banks customer do not have trust on the securities of the online banking services. Only 7.7% of the respondents have a good trust and 84.6% of the respondents trust on the securities of the online banking services only to some extent, whereas 7.7% of the respondents do not trust at all. (Fig.4)
- e) From the data analysis chart it is found that 53.8% of the total respondents always use E-Banking or online banking service facility. 23.1% of the respondent, sometimes use this facility. Whereas only 15.4% of the respondents preferred branch banking. So, it can be said that people and the bank customers are gradually moving towards online banking. (Fig.5 , Fig.6)
- f) In the era of digitization, 61.5% of the respondents are well aware about the recent initiatives taken by the banks for the security of the banking transactions such as block chain, cloud strategy, open banking etc. So, it is observed that banks customers are concern about the security of transactions done by them. (Fig.7)

Observations:

- Most of the bank customers are operating with their old bank account.
- Banks are equipped with modernized technology and tools for providing E-banking services.

- Banks' website is providing updated and valuable information to their customers.
- The account holders are gradually shifting towards online banking.
- Although the bank customers are aware of the recent initiatives taken by the bank for security purposes, still customers do not have much confidence in the security of online banking transactions because of the increasing cases of cybercrime.

Conclusion:

All the commercial banks both the public sector and private sector are moving towards technology-intensive customer services. Traditional banking models are challenged by the advanced technologies. After the demonetization people are on the urge to digital banking. In this competitive environment banks are moving towards modernisation and with the time span people are also becoming habituated by the advancement of the banks. Today, for growth, the bank's primary factors are customers' satisfaction, convenience, and mobility. An item such as blockchain and cloud strategy is being used as emerging trends towards digitization and newer technologies are continuously being explored by the banks. Somewhere people are more concerned about the security of paperless online transactions but on the contrary people are finding convenient to do digital transactions. To survive in the long run and to have perfection from one another is also one of the challenges for the modern banking system. People are still unable to access proper internet in rural areas. Furthermore, people need paper documents for banking transactions to prove its authenticity or for future benefits. With this research we can conclude that to some extent the banking sector has progressed towards digitization. With lots of opportunities and challenges, the banking industry is rising along with digital innovation.

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EMPLOYEE JOB SATISFACTION OF EMPLOYEES IN KHARAGPUR DIVISION OF SOUTH EASTERN RAILWAY: A STUDY

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Abstract

Kharagpur Railway Division is the largest division in South Eastern Railway. It has a very good image among its employees. Most of the employees are getting appropriate recognition for their contribution. Railway providing a fair and adequate salary to its employees. Job satisfaction is vital to the existence of any organization. It can take the organization to any level of success. Job satisfaction contributes to increase in productivities. It also reduce employee's turnover and absenteeism. The present study has undertaken on employees Job satisfaction of employees of Kharagpur Division of South Eastern Railway. This study has made an attempt to understand the various factor responsible for satisfaction or dissatisfaction of employees on their job. The factors which are emphasized in this study are the quality of work life (QWL) programs, working condition, compensation and welfare measures. The study examines the employer - employee relationship. It also examines how this relationship helps in motivating employees and thereby improving the individual as well as organizational performance.

Keywords: Employee Job Satisfaction. Kharagpur Division. Welfare Measures. Employer-Employee Relationship.

Introduction

Job satisfaction plays a vital role in an employee's engagement and effort. The performance of a person drop due to dissatisfaction of their jobs. Beside, the quality of life of an employee also gets affected. Work is an important part of anyone's life and people spend a large amount of their time on their job. Thus, it is very necessary to have job satisfaction. It will also, in turn, enhance the performance and productivity of employee.

Job satisfaction-Job satisfaction refers to the altitude of an employee towards his job. It is essentially a multidimensional altitude which comprises of good pay, promotion, healthy work environment and more. Job satisfaction is defined as a positive emotional response you experience when doing your job or when you are present at work. According to Keith Davis, Job Satisfaction is "the favorableness or

unfavorableness with which employs view their work." Smith defined Job Satisfaction as "the persistent feeling towards discriminable aspect off the job situations." Vroom defines Job Satisfaction as "the positive Orientation of an individual towards all aspects of the work situation." According to Hoppock, Job Satisfaction is "any combination of Psychological, Physiological environment circumstances that cause any person truthfully to the say that I am satisfied with my job."

Factors Influencing Job Satisfaction-

a) Organizational factors: These include organizing and management norms and policies, size, location, production and performance of organization, environment and culture etc.

b) Job Factors: These includes nature, allotment of the work and work condition, degree of autonomy, job security,

remuneration, fringe benefits and other non monetary benefits, supervision at the job. It also includes prospects and future associated with the job, recognition, awards and status of the job at etc.

c) Individually personality: These factors include age, gender, geographical background, caste, religion and language, education and professional qualification, experience and skills, personality and personal life, family and Martial life etc.

Indian Railways-Indian Railway (IR) is an important economic asset of the nation. It has undergone tremendous changes over the last 167 years. These changes were utilized to achieve a modern Railway system in India. Beside, Many Mega initiatives were implemented for this purpose. As of October, 2018, Indian Railway's total route length is 68,312 kilometers which is the fourth largest in the world after the United States, China and Russia. It is the life line of our nation, having the potential to contribute around 3% of India's GDP. The number of regular employees in Indian Railway as on 31st March 2018 stood at 12,70,715. In the year ending March 2018, Indian Railways carried 8.26 billion passengers and transported 1.16 billion tons of freight. Indian Railway has 18 railway Zones. South Eastern Railway is one of them. It's headquarter is at Garden Reach, Kolkata. This division covers the states of Jharkhand, Odisha and West Bengal.

Brief profile of Kharagpur Railway Division-

The South Eastern Railway comprise's four divisions -Adra Railway Division, Chakradharpur railway division, Kharagpur Railway Division and Ranchi railway division. The Kharagpur division is the largest division in the South Eastern Railway. It is also an important decision from the source of revenue view. The headquarters of this division is at Kharagpur Junction. In its 110 years of history, it has come to include 1959 kilometers of total track length, with 1473 kilometers being electrified. The employee strength of this division stood at around 25000. Railways providing fair salary to its

employees. There are more than 130 railway stations in this division. Over 150 pairs of trains including Mail / Express, passenger, sub-urban, MEMU and DEMU play through this division

Review of Literature- Fricke (1975) feels that humanization of work and social condition of work are more important than the other technical aspects. He has also emphasized that the working condition of employees are a major factor which contributes to job satisfaction. Johanson (1975) explains that job interest and good working condition are much important than compensation. Shome and Khurana (2002): They have found that factors like age, job experience, designation, material status and education shows a favourable impact on job satisfaction. They also reported that job satisfaction increase with the increasing of age of workers. Schermerhorn (2007) at all in his book "organization behavior" define job satisfaction. According to him, Job satisfaction is the degree of satisfaction to which individuals feel positively or negatively about their jobs. It is an altitude or emotional response that an employee shows about the physical and social condition of the workplace. Sharma V.S Veluri (2009) in his book "organizational behavior" explained about the concept of job satisfaction. He describes job satisfaction is an intangible, qualitative and psychological variable. It can be measured directly. This can be done by using rating scale method, personal interviews, observation of tendencies and Critical incident method.

Objective of The Study.

- To identify the factors contribute for job satisfaction among the employees of Kharagpur division.
- To understand the level of job satisfaction of those employees.
- To understand the effect of job satisfaction on quality of their work life.

Limitation of the study:

- ⇒ Study is based and conclusion drawn on the basis of responses collected from the respondents.
- ⇒ As the employees we are busy with their work they we are not able to give much time.
- ⇒ Some respondent where is it taking to give answer to some questions.

- ❖ Primary data: It is collected through pre- structured questionnaire and interviewing the employees personally.
- ❖ Secondary data: It is collected from journal, articles and periodicals on job satisfaction, reports, published matter and website of Indian Railways

Research Methodology-The present study was carried out on employee job satisfaction of employees working at Kharagpur division of South Eastern Railway. The study is based on primary data and also secondary data.

A sample of 140 respondent has chosen from this study survey method was used. This data analysis has done on the opinion of the respondent. Analysis has made using percentage method.

Data Analysis and Interpretation

Table Number: 01. Quality of Work Life (QWL) Programs Help To Satisfy the Employees

Sl.No	Employee View	No. of Respondents	Percentage
1.	Yes	70	50
2.	Sometimes	49	35
3	No	21	15
Total		140	100

Source: Primary Data

Interpretation

From the above table, it can be said that 50% of the employees agreed that the QWL program helps to satisfy the employees. Further 35% of

the employee agreed that sometimes it is helpful and 15% of the employees said 'no' to the statement.

Table number: 02 to working condition in the organization.

Sl.No	Response Received	No. Of Respondents	Percentage
1.	Very Good	42	30
2.	Good	77	55
3.	Ok	14	10
4	No comment	7	5
Total		140	100

Source primary data

Interpretation

The above table shows that 30% of the employees agreed that the working condition in Kharagpur division is 'very good'.

Further, 55% of the employees agreed that it is 'good', 10% of the employees agree that it is 'ok' and 5% of the employee said 'no comment' on the statement.

Table Number: 3 good pay increase job satisfaction

Sl.no	Response Received	No. Of Respondents	Percentage
1.	Yes	70	50
2.	Sometimes	42	30
3.	No	28	20
Total		140	100

Source primary data

Interpretation

From the above table, it can be stated that 50% of the employees feel that a good pay increase job satisfaction. But 30% of the employees felt that 'sometime' it increase job satisfaction and 20% of the employees said 'no' to the statement.

Table number: 04 good employee employer relationship Motivated to perform well on job

Sl.no	Response Received	No. of Respondents	Percentage
1.	Yes	91	65
2.	No	49	35
Total		140	100

Source primary data

Interpretation-The above table shows that 65% of the employees claim that good employee - employer relationship motivates to perform well. but 35% of the employees feel that it does not motivate in the case.

Table no-05, Job Stress leads to Job Dissatisfaction.

Sl..No	Employee View	No..of Respondents	Percentage
1.	Yes	98	70
2.	NO	28	20
3	Can't Say	14	10
Total		140	100

Source: primary data

Interpretation-From the above table, it is observed that 70% of the employees agreed to the statement that job stress lead to job dissatisfaction. 20% of the employees said 'no' to the statement and rest 10% said they "can't say" on the statement.

Table Number: 6 job satisfaction improves organizational performance

Sl..No	Employee View	No .of Respondents	Percentage
1.	Yes	98	70
2.	NO	42	30
Total		140	100

Source primary data

Interpretation

From the above table, it can be noted that 70% of the employees agreed that job

satisfaction improves organizational performance, where is 30% of the employees said 'no' to the statement.

Table number 7 welfare facilities leads to job satisfaction

Sl.No	Response Received	No. of Respondents	Percentage
1.	Yes	112	80
2.	NO	14	30
3.	Can't Say	14	10
Total		140	100

Source primary data

Interpretation- Indian Railway offers some of the best welfare facilities to its employees such as residential accommodation, canteen facilities, educational facilities, sports facilities, library, Medical and Healthcare facilities etc. The above table shows that 80% of the employees feels welfare facilities leads to job satisfaction. But 10% of the employee said 'no' to the statement and the rest 10% of the employees they "can't say" on the statement.

Recommendation-

1. Welfare activities must be continued and to be provided to every employee.
2. Quality of work life programs to be implemented for job satisfaction at all levels to the Employees.
3. Good working condition in the organization must be maintained.
4. Fair salary must be given to employees at fixed interval.
5. A very good employee - employer relationship is to be maintained in the
6. Kharagpur division to motivate employees.
7. Factors leading to job stress must be reduced.
8. An employee who gets job satisfaction can perform well on the job. This improves organizational performance. So top priority should be given to employee job satisfaction.
9. Kharagpur division should ensure that all the employees are satisfied in their job to avoid absenteeism.

Conclusion

The findings of the study reveals that employees of the Kharagpur division in general were satisfied with the compensation, working condition in the organization, employer- employee relation and welfare measures provided by the organization. These factors have much impact on the level of employee job satisfaction. But there is some dissatisfaction in the employees over certain issues such as availability of tools, housing condition, promotion, resting discomforts, quality of water supplied in the railway area, poor lighting condition in some Railway areas etc. These problems are also be solved for employee job satisfaction.

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ANALYSIS OF CAPITAL STRUCTURE, LEVERAGE AND LONG TERM SOLVENCY OF SELECTED PUBLIC SECTOR OIL AND GAS COMPANIES IN INDIA

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Abstract:

In order to analyze the capital structure, leverage and long term solvency position top professional management has to design an optimum capital structure so that benefit of employing long term debt capital in the capital structure can be derived. In order to maximize the wealth a firm should efficiently use the long term charge bearing capital in its capital structure so that it can avail the benefit of leverage as the interest on long term loan capital is tax deductible expenditure. In this paper an attempt has been made to critically analyze the capital structure and leverage ratios and long term solvency of the selected public sector oil and gas companies in India during the study period from 2000-01 to 2014-15. For computation and analysis of data, correlation analysis has been applied taking into account of their magnitudes by Pearson's simple correlation coefficient, for ranking of their magnitudes by Spearman's rank correlation coefficient and for highlighting the nature of their associated changes by Kendall's correlation coefficients. In order to examine whether the computed values of correlation coefficients between the measure of profitability (i.e., ROE) and leverage ratios are statistically significant or not, 't'-test has been applied. The comparative analysis reveals that the company IOCL has the higher values of financial break-even points and OIL has the lower values of them as compared to rest of the companies under study during the study period, that mean higher level management team of IOCL use more amounts of external capital and that of OIL employ lesser amounts of external capital in their capital structure as compared to others under study during the study period. Again, comparative analysis depicts that both the companies BPCL and IOCL are employing higher amounts of external capital that mean their higher level management team are opting levered capital structure and both ONGC and OIL are employing equity-oriented capital structure for the study period.

Key Words: Capital Structure, Leverage, DOL, DFL, DTL, Financial B-E-P and ROE.

Introduction:

Finance is the lifeblood and backbone of a business enterprise. No organization can prosper until it has got sufficient funds at its disposal. The primary aim of any business enterprise is to earn profit. To achieve this objective, there should be a sound financial plan for proper utilization of various sources of finance. Sources of finance can be of two broad categories viz. owned capital and loan capital. Owned capital comprises of equity share capital, preference share capital and retained earnings and loan capital includes debentures, long term borrowings from money lending institutions, etc. Financial plan should be formulated in the light of present and prospective requirements of finance of the business so that the objective of an enterprise can be achieved in an efficient and prudent manner. This article deals with the concept of gearing of capital, operating leverage, financial leverage, financial break-even point, total leverage and long term solvency of the selected public sector oil and gas companies in India. This article also concludes

the proportion of debt capital to total capital in the capital structure of the selected companies in future in order to sustain and grow in the present competitive and changing environment.

Objective of the study: The objective of the study is to analyze the capital structure and long term solvency position of the companies under study and to measure and analyze the operating risk, financial risk and total risk by way of computing the Degree of Operating Leverage (DOL), Degree of Financial Leverage (DFL), Degree of Total Leverage (DTL) and financial break-even point. The study also highlights the proportion of debt capital to total capital in the capital structure of the selected companies under study in future in order to sustain and grow in the competitive and changing environment.

Literature Review: There are so many studies have been conducted throughout the globe regarding the analysis of capital structure, leverage and long term

solvency position of Public Sector Enterprises (PSEs) in India and especially the Public Sector Oil and Gas Companies in India, some of the well-reputed and valuable research studies are shown in the following paragraphs:-

Aishwarya and Pavithra (2016) made an attempt to analyze the leverage of subsidiaries of ONGC for the study period from 2005-06 to 2014-15. In their study they have used the ratio analysis, mean, SD and correlation analysis to compute and analyze the data. It has found that the operations of Mangalore Refinery and Petrochemicals Ltd. have to be reframed in order to assure sustainable business development and improve profit earnings in future,

Chakraborty (2006) made a comparative study on the financial performance of selected public sector petroleum companies in India during the post liberalization period. For this purpose, he had chosen four companies out of thirteen public sector petroleum companies in India considering the nature of operation and capital structure of the selected companies. The selected four companies were Bharat Petroleum Corporation Ltd. (BPCL), Hindustan Petroleum Corporation Ltd. (HPCL), Indian Oil Corporation Ltd. (IOCL) and Oil India Ltd. (OIL). For making a comparative study of financial performances of four selected companies, he had mainly used the technique of ratio analysis, which is regarded as the time tested method of appraising the financial performance of corporate enterprises. The study has been able to bring out some path-breaking findings which can go a long way in improving the performance of public sector companies in general and petroleum companies in particular.

Carrasco (2016) studied the financing decision in oil and gas companies and the effect of capital structure decision on it. In the paper he showed the rate of employment of debt and equity capital in the capital structure and concludes that capital structure decisions affect all financial statements.

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Rating Feature (2006) made an attempt to measure the trends of performances of oil & gas sector in India. At the time of measuring the trends of performances of domestic oil & gas companies it was found that increase in global crude oil prices and nationalization of the producer price of natural gas in 2005-06 have had a favorable impact on the cash generation of both ONGC and OIL in 2005-06. However the extent of upside was significantly curtailed by their need to share the under-recoveries of downstream OMCs. It was also found that ONGC's crude oil sales quantity declined by around 7% during 2005-06 over 2004-05 because of lower output from

Mumbai High following fire at its offshore platform and disruption in production. As for OIL, its average realization on crude oil sales was higher than that of ONGC as the latter had to absorb a disproportionate share of the overall upstream assistance in 2005-06. Sharing of under-recoveries in 2003-04 was done among ONGC & GAIL based on their share of net profit achieved in 2002-03. In 2004-05, OIL was also brought into the subsidy sharing net profit in 2003-04 over 2001-02. Government has proposed that subsidy sharing in the current fiscal would be done on the basis of share of net profit achieved by them in 2005-06. ONGC's subsidy burden should increase by around 75% to Rs 209 billion in 2006-07 over 2005-06. OIL's burden should more than double to Rs 24 billion & GAIL's should increase by 28% to Rs 12 billion. The actual subsidy burden for these upstream companies would be lower in 2006-07 than the figures mentioned if the prices of India's basket of crude oil have remained in the US \$ 50-\$ 60/bbl range in H2, 2006-07. The deregulation of gas prices carried out in 2005-06 has benefited the upstream companies. Gas prices have been revised further in the current fiscal, with prices for the reregulated segments having been raised by 23% with effect from April 1, 2006 and by 20% for CNG and small customers with effect from June 5, 2006. **Lal (2005)** undertook a study on merger and acquisition in oil sector- MRPL experience. It may be noted that out of 9 Navaratna companies, 5 Navaratna companies belong to oil sector namely IOCL, HPCL, BPCL, ONGC and GAIL. It is also noteworthy that two 500 fortune companies belong to oil sector i.e., IOCL and BPCL. However, the need was felt from time to time to restructure & consolidate the public sector oil companies. After acquiring the management control of MRPL on 30th March 2003, ONGC has taken various initiatives, which has improved the operating and financial performance of MRPL. MRPL refinery is now operating at around 120% of the capacity. The study concluded that MRPL which was just on the verge of becoming a sick unit has been converted into a healthy unit with the strong backing of ONGC and it is expected to wipe out the entire accumulated losses of Rs. 1185 crores by the end of 2004-05. **Sarkar (2013)** studied to measure and comparative analysis of DOL, DFL, Financial Break-Even Point and DTL of the selected two public sector oil and gas companies in India viz. ONGC and IOCL during the study period from 1999-2000 to 2008-09. The study revealed that the company IOCL has the higher values of DOL, DFL, Financial Break-even Point

and DTL as compared to those of ONGC for the given study period. The study suggested that ONGC may use more amount of external capital in its capital structure in future after incorporating other factors of setting the optimal capital structure of a firm to sustain and grow in the present competitive and changing environment. (2013 Sarkar & Sarkar) analyzed the capital structure, leverage and financing decision of selected public sector oil and gas companies in India during the study period from 2000-01 to 2009-10. An endeavour has been made to throw some light on the business risk, financial risk, total risk and financial break-even point by means of assessing the degrees of associations between DOL, DFL and DTL and ROE of the selected companies under study during the study period. The study highlighted that IOCL, BPCL and HPCL have higher the DOL and DFL during the entire study period. The study suggests that OIL and ONGC may employ additional amount of external capital in their capital structure in future as a result the earnings after tax can be enriched as the rewards to the external fund providers are tax deductible expenditure.

Research Methodology and Data Base of the Study: Research methodology and data base are very important part of a scientific research. A well-planned methodology can enrich a research study through systematic collection and compilation of data along with their meaningful analysis and interpretation to find out the truth of a social or physical phenomenon or problem. The six companies that have selected for the study purpose are Oil and Natural Gas Corporation of India Ltd. (ONGC), Indian Oil Corporation Ltd. (IOCL), Oil India Limited (OIL), Bharat Petroleum Corporation Ltd. (BPCL), Hindustan Petroleum Corporation Ltd. (HPCL) and Gas Authority of India Ltd. (GAIL). The time period for the study is fifteen years i.e. from 2000-01 to 2014-15. The data which have been used in this study are collected from secondary sources i.e., the published annual reports of the selected companies under study, official sources pertaining to the Department of Public Enterprises, Government of India, New Delhi; Ministry of Petroleum and Natural Gas, Government of India, various reputed journals, e-journals from UGC-INFLEBINET centre, various reputed books on finance, government reports,

and "Capitaline 2000" database have also been used for procuring data. For the purpose of conducting the research work internet surfing has been used for obtaining latest and requisite information and SPSS statistical package has also been used for statistical computation purpose. To test the significance of the results of the empirical study statistical test viz. 't' test has been applied. After the analysis and interpretations of these data suggestions have been forwarded regarding the capital structure, financial B-E-P, leverage ratios and their implications and long term solvency of the companies under study during the study period.

Computations and Major Findings of the Study:

Leverages and Return on Equity of the selected Public Sector Oil and Gas Companies in India

The degree of operating leverage, degree of financial leverage and degree of total leverage of the selected public sector oil and gas companies in India have been computed to make an objective analysis of the operating risk, financial risk and total risk of the companies under study during the study period from 2000-01 to 2014-15. The return on equity (ROE) of the studying companies has also been computed during the period under study.

Analysis of Correlation between the degree of Leverages and Return on Equity of the selected Public Sector Oil and Gas Companies in India-

An attempt has been undertaken to measure the degree of association or relationship between the degree of leverages (i.e. DOL, DFL and DTL) and measure of profitability (i.e. ROE) of the selected public sector oil and gas companies in India during the study period from 2000-01 to 2014-15, for which correlation analysis has been applied taking into account of their magnitudes by Pearson's simple correlation coefficient, for ranking of their magnitudes by Spearman's rank correlation coefficient and for highlighting the nature of their associated changes by Kendall's correlation coefficients. In order to examine whether the computed values of correlation coefficients between the measure of profitability and all the leverage ratios are statistically significant or not 't' test has been applied. Table-1 shows the degree of relationship between the degree of

leverages (i.e. DOL, DFL and DTL) and return on equity (ROE) under Pearson's simple correlation coefficient method, Spearman's rank correlation method and Kendall's correlation

coefficient method of the selected public sector oil and gas companies in India during the given study period.

Table-1: Analysis of Correlation Coefficients between DOL, DFL, DTL and ROE of the Selected Public Sector Oil and Gas Companies in India during the study period from 2000-01 to 2014-15

Company	Correlation Co-efficient between DOL and ROE			Correlation Co-efficient between DFL and ROE			Correlation Co-efficient between DTL and ROE		
	Pearson	Spearman	Kendall	Pearson	Spearman	Kendall	Pearson	Spearman	Kendall
ONGC	0.34	0.09	0.07	(-)0.57	(-)0.43	(-)0.38	0.25	0.018	0.018
IOCL	(-)0.21	(-)0.74**	(-)0.54*	(-)0.45	(-)0.69*	(-)0.54*	(-)0.45	(-)0.72**	(-)0.53*
OIL	(-)0.62*	(-)0.49	(-)0.34	(-)0.47	(-)0.06	0.016	(-)0.65	(-)0.39	(-)0.26
BPCL	(-)0.63*	(-)0.67*	(-)0.52*	(-)0.65*	(-)0.89**	(-)0.75**	(-)0.81**	(-)0.91**	(-)0.79**
HPCL	(-)0.65*	(-)0.86**	(-)0.78**	(-)0.69*	(-)0.88**	(-)0.73**	(-)0.84**	(-)0.94**	(-)0.82**
GAIL	0.52	0.69*	0.52*	0.39	0.73**	0.56*	0.55	0.70*	0.53*

Source: Compiled and computed from published annual reports of the selected companies under study during the study period.

Note: * Statistically Significant at 5% level and ** Statistically Significant at 1% level

Analysis of Correlation between DOL and ROE of the selected Public Sector Oil and Gas Companies in India-

A careful examination of Table-1 reveals that out of 18 measures of correlation coefficients between DOL and ROE computed under three methods for the six selected public sector oil and gas companies in India, 6 correlation coefficients are found to be positive and 12 coefficients are negative. Out of the 6 positive correlation coefficients, only 2 are found statistically significant at 5% level and the remaining 4 coefficients are proved to be statistically insignificant. Out of 12 negative coefficients, 3 are found to be statistically significant at 1% level, 6 are found to be statistically significant at 5% level and the remaining 3 are found to be statistically insignificant during the study period from 2000-01 to 2014-15. The study also highlights that there are positive associations between DOL and ROE in case of the companies ONGC and GAIL and negative associations in case of IOCL, OIL, BPCL and HPCL during the study period. It is also revealed that the degree of operating leverage in case of ONGC (under all the three methods), IOCL (under Pearson's method), OIL (under Spearman's and Kendall's methods) and GAIL (under Pearson's method) have no significant influences on the returns of owners' equity during the study period.

Analysis of Correlation between DFL and ROE of the selected Public Sector Oil and Gas Companies in India-

At Table-1, it is seen that out of 18 correlation coefficients between DFL and ROE of the selected six companies in India, 4 coefficients are found to be positive and the remaining 14 coefficients are negative during the study period. Out of the 4 positive correlation coefficients, only 1 is found to be statistically significant at 5% level, 1 is proved to be statistically significant at 1% level and the remaining 2 coefficients are found statistically insignificant. Out of 14 negative coefficients, 4 are found to be statistically significant at 1% level, 4 are found to be statistically significant at 5% level and the remaining 6 are found to be statistically insignificant. The study also reveals that the degree of financial leverage in case of ONGC and OIL (under all the three measures) and IOCL and GAIL (under Pearson's method) have no significant influences on the returns on equity during the study period.

Analysis of Correlation between DTL and ROE of the selected Public Sector Oil and Gas Companies in India

Table-1 highlights that out of 18 correlation coefficients between DTL and ROE of the selected

public sector oil and gas companies in India, 6 coefficients are found to be positive and 12 coefficients are found to be negative during the study period. Out of the 6 positive correlation coefficients, 2 are found to be statistically significant at 5% level and the remaining 4 coefficients are proved to be statistically insignificant during the study period. Out of 12 negative coefficients, 7 are found to be statistically significant at 1% level, 2 are found to be statistically significant at 5% level and the remaining 3 are found to be statistically insignificant during the study period. The study also reveals that the degree of total leverage in case of ONGC (under all the measures), IOCL and GAIL (under Pearson's method), OIL (under Spearman's and Kendall's method) have no significant influences on the returns of owners' equity during the study period.

Financial Break-Even-Point (B-E-P)

Financial B-E-P is the level of Earnings before Interest and Taxes (EBIT) which is equal to firm's fixed financial costs i.e., Earning per Share (EPS) is equal to zero. In other word, it is the level of EBIT at which the firm can satisfy all fixed financial charges (i.e., interest and preference dividend). Any level of EBIT below the financial break-even point yields negative EPS. The higher the degree of financial leverage the higher is the financial break- even point. The financial break-even point can be determined by the following equation:

$$\text{Financial break-even point} = I + D_p / (1-t),$$

Where, I = Annual interest charges,

D_p = Preference Dividend and T = Tax rate.

Beyond the financial break-even point, proportionate increase in EPS is more than the Proportionate increase in EBIT.

Table-2: Analysis of Financial Break Even Pointsofthe selectedPublic Sector Oil and Gas Companies in Indiaduring thestudyperiod from 2000-01 to 2014-15.

(Rupees in Crore)

Year/Company	ONGC	IOCL	OIL	BPCL	HPCL	GAIL
2000-01	396.53	1696.22	22.06	256.84	387.33	197.14
2001-02	237.81	1571.41	20.28	307.40	294.74	226.88
2002-03	113.20	815.71	20.15	247.37	153.02	186.37
2003-04	48.65	470.86	32.32	105.35	55.62	137.97
2004-05	41.17	604.17	16.65	140.11	81.64	134.09
2005-06	29.81	1052.79	16.19	247.62	175.88	117.30
2006-07	21.50	1535.77	13.96	532.69	422.98	107.08
2007-08	58.96	1589.72	34.36	672.47	766.10	79.57
2008-09	118.92	4020.98	8.74	2166.37	2082.84	87.00
2009-10	14.42	1572.35	3.65	1010.97	903.75	70.00
2010-11	25.11	2702.14	5.13	4050.29	744.68	90.24
2011-12	34.83	5642.80	6.11	3769.04	932.17	130.72
2012-13	38.41	4101.90	12.74	2502.23	879.52	167.36
2013-14	39.12	4312.47	14.23	2894.48	1217.74	192.27
2014-15	41.23	4219.34	17.47	3278.16	1254.87	198.47
Average	83.98	2393.91	16.27	1478.76	690.20	141.50

Source: Compiled and computed from Published Annual Reports of the companies under study

Table-2 highlights the financial break even points of the selected public sector oil and gas companies in India during the study period from 2000-01 to 2014-15. It reflects that there are, on an average, downward movements in the levels of financial break-even points of ONGC as compared to 2000-01 during the study period; after 2009-10 where there are slight upward movements in that level. It signifies that there are decreasing trends in the employment of external capital in its capital structure upto 2009-10, which means much more emphasis has been given on the internal sources of capital (owned capital) as compared to the external sources of capital (fixed charge bearing capital) by its management. Again, there are decreasing trends in the levels of financial break-even points of IOCL up to 2003-04, and then there are increasing trends in that level up to 2008-09. So, it may conclude that there are, on an average, fluctuating trends in the levels of financial break-even points of IOCL during the study period. Similarly, there are, on an average, fluctuating trends in the levels of financial break-even points of OIL, which mean the employment of external capital in its capital structure is fluctuating in nature throughout the entire study period. The financial break-even points of both the companies BPCL and HPCL are fluctuating in nature throughout the whole study period, but there are, on an average, increasing trends in the levels of financial break-even points of both of them from 2004-05 to rest of the study period, which mean both are using more amounts of external capital in their capital structure in the current accounting years (i.e., from 2004-05 to 2014-15) as compared to the previous accounting years (i.e., from 2000-01 to 2003-04) during the study period. The financial break-even points of the company GAIL are on decreasing trends except in 2001-02, 2010-11 and 2011-12, which mean overall it has a tendency to employ less amounts of external capital in its capital structure during the study period. But in the very current accounting years of the study period (i.e., from 2010-11 to 2013-14), its management has the tendency to employ more amounts of external capital in its capital structure as compared to the previous accounting years of the study period (i.e., from 2002-03 to 2009-10). A comparative analysis viewed that IOCL, on an average, has the highest amount (i.e., Rupees 2393.91 crore) of financial break-

even point and OIL has the lowest amount (i.e., Rupees 16.27 crore) of it as compared to rest under study during the study period, which means higher level management team of IOCL employ more amounts of external capital (i.e., fixed charge bearing capital) and that of OIL use lesser amounts of external capital in their capital structure as compared to others under study during the study period.

Analysis of Long-term Solvency of the selected Public Sector Oil and Gas Companies in India

Solvency refers to a company's long-run financial viability and its ability to cover long-term obligations. Solvency has a close relation with the operating results as well as capital structure of the company. Unlike equity capital, both short-term and long-term loan capital must be repaid. If longer is the debt repayment period and less demanding is its repayment provisions, the easier it is for a company to service debt capital. Still debt must be repaid at specified times regardless of a company's financial condition and too much periodic interest of most debt. Failure to pay principal or interest typically results in proceedings where common shareholders' can lose control over the company and all or part of their investment. While the proportion of debt in the total capital structure of a company is larger, the higher are the resulting fixed contractual obligations and repayment commitments. This also enhances the likelihood of a company's inability to pay principal and interest. Solvency can be judged from three angles, these are Capital Structure Measure, Asset Coverage Measure and Earning Coverage Measure.

The six long-term solvency indicating parameters which have been considered are proprietary ratio (PR), debt-equity ratio (DE), total debt-equity ratio (TDER), fixed assets to debt ratio (FADR), fixed assets to net worth ratio (FANWR) and interest coverage ratio (ICR). Again, ranks have been computed for the various selected solvency reflecting parameters according to their performance (on the basis of average values of each parameter) and ultimate ranks have been assigned to give an eye view on the long-term solvency of the selected public sector oil and gas companies in India during the study period.

Computation of ranks on the basis of average values of Solvency indicating Parameters of the selected Public Sector

Oil and Gas Companies in India-In Table-3, ranks have been assigned to the selected companies on the basis of their average values of PR, FADR, FANW and ICR, higher rank has been given for the higher average values of PR,

FADR, FANW and ICR. For ranking of selected companies on the basis of their average values of DE and TDER, highest rank has been given for the lowest average values of DE and TDER. Thereafter rank total has been computed based on individual ranks assigned to each public sector oil and gas company and finally ultimate ranks have been computed by assigning highest rank for lowest total rank.

Table-3: Comparative Analysis of Long-term Solvency of the selected Public Sector Oil and Gas Companies in India (on the basis of average values) during the study period from 2000-01 to 2014-15.

Company/ Solvency Ratios	PR	Rank (a)	DE	Rank (b)	TDER	Rank (c)	FADR	Rank (d)	FANW	Rank (e)	ICR	Rank (f)	Rank Total (g=a+b+c +d+e+f)	Ultimate Rank
ONGC	0.63	2	0.34	3	0.64	2	7.53	2	0.79	5	438.55	1	15	2
IOCL	0.36	4	0.54	5	0.94	4	1.46	5	1.31	3	7.62	5	26	5
OIL	0.76	1	0.05	1	0.07	1	60.98	1	0.55	6	254.19	2	12	1
BPCL	0.31	6	0.50	4	1.07	5.5	1.42	6	1.36	2	6.69	6	29.5	6
HPCL	0.33	5	0.81	6	1.07	5.5	2.04	4	1.47	1	10.23	4	25.5	4
GAIL	0.56	3	0.24	2	0.82	3	5.78	3	1.03	4	34.08	3	18	3

Source: Source: Compiled and computed from published annual reports of the companies under study during the study period.

At Table-3, Considering proprietary ratio (PR), OIL has been assigned the highest rank for its highest average value and followed by ONGC, GAIL, IOCL, HPCL and BPCL securing 2nd, 3rd, 4th, 5th and 6th rank positions respectively during the study period from 2000-01 to 2014-15. Based on the average values of debt-equity ratio (DE), it is revealed that OIL secures the first rank position for its lowest average value than others. GAIL, ONGC, BPCL, IOCL and HPCL respectively secure the other rank positions in sequence of their lowest average values. From the viewpoint of total debt-equity ratio (TDER), OIL again secures the top rank position for its lowest average value of TDER and other selected companies get the other rank positions based on their respective average values of TDER whereby ONGC, GAIL, IOCL secure 2nd, 3rd and 4th rank positions and BPCL and HPCL jointly hold 5.5th rank position for having same average values. Similarly, considering fixed assets to debt ratio (FADR), it is revealed that its average value is highest for the company OIL and secures the first rank position followed by ONGC, GAIL, HPCL, IOCL and BPCL respectively securing 2nd, 3rd, 4th, 5th and 6th rank positions during the study period. Considering fixed assets to net worth ratio (FANWR), it is

highlighted that its average value is highest for the company HPCL and secures the first rank followed by BPCL, IOCL, GAIL, ONGC and OIL respectively securing 2nd, 3rd, 4th, 5th and 6th rank positions during the study period. Similarly, from the viewpoint of interest coverage ratio (ICR), it is depicted that its average value is highest for the company ONGC and secures the first rank followed by OIL, GAIL, HPCL, IOCL and BPCL respectively secure the other rank positions in sequence of their highest average values. Based on the rank total of the selected companies under study (column g), ultimate ranks have been computed for the studying companies by assigning highest rank for the lowest rank total. Accordingly, OIL secures the first rank position for its lowest rank total of 12 followed by ONGC, GAIL, HPCL, IOCL and BPCL occupying 2nd, 3rd, 4th, 5th and 6th rank positions for their respective rank totals of 15, 18, 25.5, 26 and 29.5 during the study period from 2000-01 to 2014-15.

Conclusion and Suggestion:

The study has highlighted some relevant issues, which can be used for formulation of appropriate policies and strategies in the light of

the globalization and liberalization of the Indian economy. The findings in respect of capital structure, leverage and financial B-E-P depict that the associations between DOL, DFL and DTL and ROE are statistically significant in case of the companies IOCL and GAIL (under Spearman's and Kendall's measures), in case of BPCL and HPCL (under all the three measures) and in case of OIL the relationship between DOL and ROE are statistically significant (under Pearson's measure) during the study period from 2000-01 to 2014-15. The comparative study reveals that IOCL has the higher values of financial break-even points and OIL has the lower values of them as compared to rest of the companies under study during the study period, that mean higher level management team of IOCL use more amounts of external capital and that of OIL employ lesser amounts of external capital in the capital structure as compared to others under study during the study period. Again, the comparative analysis reflects that both BPCL and IOCL are employing higher amounts of external capital that mean top level management team are opting levered capital structure and both ONGC and OIL are employing

equity-oriented capital structure for the study period. Both the companies may employ additional amount of external capital in their capital structure in near future so that benefit can be derived for employing fixed charge bearing capital in the capital structure as the interest is tax deductible expenditure.

It is seen that the associations between DOL, DFL and DTL and ROE are statistically significant in case of the companies IOCL and GAIL (under Spearman's and Kendall's measures), in case of BPCL and HPCL (under all the three measures) and in case of OIL the relationship between DOL and ROE are statistically significant (under Pearson's measure) during the study period. The comparative study depicts that the company IOCL has the higher values of financial break-even points and OIL has the lower values of them as compared to others under study during the study period, that mean higher level management team of the company IOCL employ more amounts of external capital and of OIL use lesser amounts of external capital in the capital structure as compared to others under study during the study period.

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CORPORATE SOCIAL RESPONSIBILITY IN INDIA- A DESCRIPTIVE STUDY ON EMERGING TRENDS

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Abstract

Corporate Social Responsibility (CSR), can be described as, the continuous dedication by corporations towards the economic and social development of communities in which they operate. It is the moral obligation to do something for the betterment of others without expecting anything in return. Today, CSR in India has gone beyond simply charity and donations, and is approached in a more organized fashion. It has become an integral part of the corporate strategy. Companies have CSR teams that formulate specific policies, strategies and goals for their CSR programs and set aside budgets to support them. The basic objective of CSR in these days is to maximize the company's overall impact on the society and stakeholders. CSR has gone through many phases in India. In this paper I analyze the fundamental changes in prototype of corporate social responsibility and the new innovative practices being applied for its implementation in the last decade in India.

Key words: Corporate Social Responsibility, Stakeholders, Prototype.

Introduction

Corporate Social Responsibility or CSR is popularly known as a system of gauging an organization's bearing on society and weighing their responsibilities. CSR is not just about getting involved in some charitable practices or having biological responsibility and a recycling policy. It is about the whole representation of the company which is to be considered, from internal practices to their clients, taking in every step that a business takes during its usual operations. It is a continuous commitment that companies should have towards the economic, social and environmental development of the community in which they operate. Several companies have now passionately taken up to the cause of CSR in countries with rising economies such as India. Corporate social responsibility is sustainable which involves companies to take up activities without

having negative impact on their business. In India several companies have started realizing that it is a sensible move to take up CSR activities and amalgamate it with their business process. Corporations are becoming increasingly aware of their role towards the society. They are responsible bodies that feel a sense of duty towards the common welfare and the environment. This comes with a growing realization that they, as an integral part of this society themselves, can contribute to its upliftment and empower of the entire country in turn. Thus Companies now are setting up specific departments and teams that develop policies, strategies and goals which are for their CSR programs and assign separate budgets to support them. These programs are based on well-defined social beliefs or are carefully aligned with the companies' business domain. In the modern era, the new generation of corporate leaders

considers optimization of profits as the key, rather than the maximization of profit.

Literature Review- There are people who claim that Corporate Social Responsibility underlies some ulterior motives while others consider it as a myth. The reality is that CSR is not a tactic for brand building; however, it creates an internal brand among its employees. Indulging into activities that help society in one way or the other only adds to the goodwill of a company. Corporate Social Responsibility is the duty of everyone i.e. business corporations, governments, individuals because of the reasons: the income is earned only from the society and therefore it should be given back; thus wealth is meant for use by self and the public; the basic motive behind all types of business is to quench the hunger of the mankind as a whole; the fundamental objective of all business is only to help people. Khanna, Parul (2011). CSR holds a very important place in the development scenario of the world today and can pose as an alternative tool for sustainable development. As companies have shown great concerns for their immediate community and the stakeholders, it can be safely concluded that much of the fate of society lies in the hands of the corporate. (Ahmed, Khalil, Mohammad). Corporate sustainability is an evolving process and not an end. The Companies bill is a good initiative on the part of the government however what would be included in 'spending' on CSR is unclear and is left for the companies to decide (Urmila Moon). It is clear from this paper that there is a correlation between Sales and CSR Investment. CSR has a wide-ranging effect across the globe especially in emerging markets. In India CSR is still at a very growing stage. (Ghose, Soheli, 2012). CSR has come a long way in India. From responsive activities to sustainable initiatives, corporates have clearly exhibited their ability to make a significant difference in the society and improve the overall quality of life. In the current social situation in India, it is difficult for one single entity to bring about change, as the scale is enormous. Corporates have the

expertise, strategic thinking, manpower and money to facilitate extensive social change. Effective partnerships between corporates, NGOs and the government will place India's social development towards tremendous growth (Usha, L, 2012).

Objective- The objective of this paper is to study the changes in corporate social responsibility that took place in the recent years in India.

Corporate Social Responsibility in India- In India several companies have started realizing that it is a rational move to take up CSR activities and integrate it with their business process. Corporations are becoming increasingly aware of their role towards the society. They are responsible bodies that feel a sense of duty towards the common welfare and the environment. This comes with a growing realization that they, as an integral part of this society themselves, can contribute to its upliftment and empower of the entire country in turn. Thus Companies now are setting up specific departments and teams that develop policies, strategies and goals which are for their CSR programs and allocate separate budgets to support them. In the modern era, the new generation of corporate leaders considers optimization of profits as the key, rather than the maximization of profit. Companies conduct events like health camps, population control measures, support a few sick persons, give some scholarships, organise a few SHGs, a few sports events, impart trainings for some livelihood practices without linking them to further growth in the process of conducting CSR. Some corporates found to work on disability, some on elderly issues, some work on street children. All these are either time bound projects or institution run activities or supports to some NGOs. They also meet the deficiencies of Government run schemes or programs with an aim to enhance the quality of the programme. Short term activities are mostly eye washing efforts by corporates where sustainable development approaches are usually missed. Government authorities and people's representatives are

mostly invited in such programs to grace the occasions and their visibility in the public are taken care in such a way that the corporates

get continuous illegal and quick legal favours and ultimately the profit multiplies.

Trends of Corporate Social Responsibility in India:

Phases	Period	Year	Nature of CSR
First	Pre-industrialization	1800	CSR activities were undertaken in the form of philanthropy with religious belief
Second	Pre-industrialization	1800-1914	CSR activities were undertaken in the form of donations with social welfare objectives
Third	Industrialization	1950-1980	CSR activities were undertaken in the form of responsible behaviour with progressive approach
Fourth	Post industrialization	1980-until today	CSR activities are being performed in various forms by keeping in view multistakeholders benefit.

In India, in the pre independence era, the businesses which pioneered industrialisation along with fighting for independence also followed the idea. They put the idea into action by setting up charitable foundations, educational and healthcare institutions, and trusts for community development. The donations either monetary or otherwise were irregular activities of charity or philanthropy that was taken out of personal savings which neither belonged to the shareholders nor did it constitute an integral part of business. The term CSR itself came in to common use in the early 1970s although it was hardly ever shortened. By late 1990s, the concept was fully recognized; people and institutions across all sections of society started supporting it.

Why Corporate Social Responsibility?

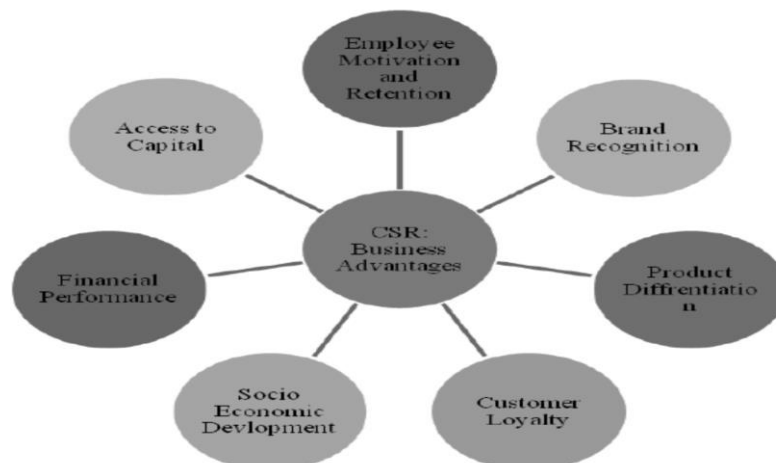
CSR has become increasingly important because today's heightened interest in the proper role of business in society has been promoted by increased warmth to and awareness of environmental and ethical issues. Issues such as environmental damage, improper treatment of workers, and faulty production leading to customer inconvenience or danger are being highlighted during the last decade; elsewhere, investors and investment fund managers have begun to

take account of a firm's CSR policy in making investment decisions; some consumers have become increasingly sensitive to the CSR programmes of the firms from which they buy their goods and services.

Advantages of Corporate Social Responsibility-

CSR should not be viewed as a drain on resources, because carefully implemented CSR policies can help your organisation:

- Win new business
- Increase customer retention
- Develop and enhance relationships with customers, suppliers and networks
- Attract, retain and maintain a happy workforce.
- Save money on energy and operating costs and manage risk
- Differentiate yourself from your competitors
- Generate innovation and learning and enhance your influence
- Improve business reputation and standing
- Provide access to investment and funding opportunities
- Generate positive publicity and media opportunities due to media interest in ethical business activities.



Company's bill passed with mandate on CSR spending in India

Lok Sabha on 19th February voted to replace India's 56-year-old Companies Act with the Companies Bill, 2011, that brings the management of the corporate sector in line with global norms. It introduces concepts like responsible self-regulation with adequate disclosure and accountability, guide in enhanced shareholders' participation and provides for a single forum to approve mergers and acquisitions.

The Bill, which will now travel to the Rajya Sabha, has said companies must "ensure" they spend at least 2 per cent of their net profit towards corporate social responsibility (CSR) activities, a move that has drawn both criticism and appreciation from the stakeholders but one that promises to change the way CSR has been perceived so far. Corporate affairs minister Sachin Pilot said CSR would be mandatory for companies like their tax liabilities. "Severity of law is not deterrent, it is surety which is deterrent," he said, adding the companies may engage in promoting education, reducing child mortality and any other matter they feel can contribute for social welfare.

Corporate Social Responsibility activities of some Indian companies

- ❖ ONGC and Indian Oil Corporation has been spending 0.75-1 % of their net profits on CSR activities. ONGC's CSR projects focus on higher education, grant of scholarship and aid to

deserving young pupils of less privileged sections of society, facilities for constructing schools etc.

- ❖ SAIL has taken successful actions in environment conservation, health and medical care, education, women upliftment providing drinking water
- ❖ BHEL & Indian Airlines have been acclaimed for disaster management efforts. BHEL has also adopted 56 villages having nearly 80,000 inhabitants
- ❖ Reliance Industries initiated a project named as "Project- Drishti" to bring back the eyesight of visually challenged Indians from the economically weaker sections of the society. This project has brightened up the lives of over 5000 people so far.
- ❖ Mahindra & Mahindra launched a unique kind of ESOPs- Employee Social Option in order to enable Mahindra employees to involve themselves in socially responsible activities of their choice.
- ❖ GlaxoSmithKline Pharmaceuticals" CSR programs primarily focus on health and healthy living. They work in tribal villages where they provide medical check-up and treatment, health camps and health awareness programs. They also provide money, medicines and equipment to non-profit organizations that work

towards improving health and education in under-served communities.

- ❖ Bajaj Electricals Ltd corporate social responsibility activities include Education, Rural Development & Environment.
- ❖ Tata consultancy services is India's largest software service company and has won the Asian CSR award for initiating community development work and implementing various programs and devoting leadership and sincerity as ongoing commitment in incorporating ethical values. Major focus of the company is on education sector. Company is working upon literacy program that cares TCS designed computer based literacy model to teach adults and this program is known as a adult literacy program.
- ❖ Infosys: As a leading software company Infosys is into the providing language and computer education. Company has special program for unprivileged children by which company teaches them various skills and change their outlook too. Company also donates carom, chess board, chocolates etc. to the needy ones.
- ❖ Wipro Cares: Focus area of Wipro cares is on taking educational and health care initiatives for migrated communities and environmental issues and disaster rehabilitation.
- ❖ ITC: ITC Limited (ITC) is among one of India's leading private sector companies having a assorted portfolio of businesses. ITC is working with the concept of 'Triple bottom line' that will contribute to the growth of economy, environment and social development. Major focus area of the company is on raising agricultural productivity and helping the rural economy to be more socially inclusive.

- ❖ Maruti Suzuki a automobile industry works upon global warming and global issues like climate change Company has been strongly investing on environmental friendly products and manufacturing best products for the society. Maruti Suzuki is working upon conserving environment and preserving natural environment. Concept of reduce, reuse and recycle has been promoted by company in all the manufacturing units.

Findings

An insight into the history of CSR reveals that till 1990s it was exclusively dominated by the idea of philanthropy. Considering CSR as an act of philanthropy, businesses often constrained themselves to one time financial grant and did not commit their resources for such projects. Moreover, businesses never kept the stakeholder in mind while planning for such initiatives, thereby reducing the worth and efficiency of CSR initiatives. However, over the last few years, the concept of CSR has been changing. There has been an clear transition from giving as an obligation or charity to giving as a strategy or responsibility. Review of the case studies and work done on CSR by companies in India suggests that the CSR is slowly moving away from charity and dependence and starting to build on empowerment and partnership.

Nowadays corporates are treating CSR as a separate entity and dedicate attention to it. Most of the corporates have a vision and mission statements often at the corporate level or sometimes at the CSR level that compel their CSR initiative. Discussions are made to choose specific issues and initiatives. It has been observed that the areas they choose somewhere relate to their core values. Companies today are increasingly sensitive about their social role. The companies not only concentrate on how they will position their product or how they will sell it but also they have a social strategy because they have started feeling that brands are built not only around good quality of the product; but also around emotions and values that people ascribe to those products.

Conclusion- Business houses in India are increasing in realizing their stake in the society and engaging in various social and environmental activities. CSR holds a very important place in the development scenario of India today and can create as an alternative tool for sustainable development. As companies have shown great concerns for their immediate community and the stakeholders, it can be safely concluded that much of the fate of society lies in the hands of the corporate. A successfully implemented CSR strategy calls for aligning these initiatives with business objectives and corporate responsibility across the business principles to make CSR sharper, smarter, and focused on what really matters. This study provides insights society into an area of growing concern of firms towards society. Firms have been doing great effort for the achievement of business goals and marring the business goals with social responsibility practices. CSR has come a long way in India. From responsive activities to sustainable initiatives, corporates have clearly exhibited their ability to make a significant difference in the society and improve the overall quality of life. In the current social situation in India, it is difficult for one single entity to bring about change, as the scale is huge. Corporates have the expertise, strategic thinking, manpower and money to facilitate wide social change. Effective partnerships between corporates, NGOs and the government will place India's social development towards tremendous growth. As per the changing market demands need of the hour is for the development of CSR framework that has been imposed by the

government. So that, we can contribute to make better planet to live in.

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NON -PERFORMING ASSETS (NPA) IN INDIAN PUBLIC SECTOR BANKS

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Abstract

The paper presented here aims to address the issue of NPA (Non-Performing Assets) in public sector banks. This paper discusses the current status of NPA in Indian Banking Sector. The paper also covers the basic concept of how performing assets convert into non-performing assets which seriously affects the financial health of public sector banks in India.

Before classifying NPA, it passes through several stages of stress. There is need to identify those symptoms that may hamper the asset quality and may take timely remedial process. That account may be upgraded or if there is no chance of improvement, recovery process can be initiated well in time to prevent incurring further loss. There are several tools that may help to arrest fresh slippage of A/Cs in to NPA as well as to recover outstanding amount of NPA.

At the end, some short term and long term strategies have been suggested to control the problem of NPA in Public Sector Banks (PSBs) in India

Keywords: - Non-Performing Assets, Causes of NPA, Indicative Check Points, 4R Strategy, Types of NPA, Assets Classification, Management, Impact of NPA in bank, NPA Recovery.

Introduction:

According to C. Rangrajan, former governor of Reserve bank of India, acceleration in economic growth is not possible without addressing the problem of NPA. As on March 31st 2018, total volume of gross NPA stands to Rs 10.35 lakh crore in which 85% of these NPAs are of public sector banks. In May 2019, a leading Indian newspaper The Hindu, reported on the basis of data released by RBI, Non-performing assets (NPAs) in commercial banks amounted to Rs 10.3 trillion, or 11.2% of loans and advances in March 2018. In Public sector banks (PSBs), NPA is accounted for Rs 8.9 trillion, or 86% of the total NPA. The ratio of gross NPA in loans and advances in PSBs is 14.6%. In 2007-08, NPA totaled to Rs 566 billion (a little over half a trillion), which is 2.26% of gross advances was registered. These levels are typically associated with the

banking crisis. An asset becomes non-performing when it ceases to generate income for the bank. Earlier an asset was considered as non-performing asset (NPA) based on the concept of 'Past Due'. A 'non performing asset' (NPA) was defined as credit in respect of which interest and/or installment of principal has remained 'past due' for a specific period of time. (as defined by Reserve Bank of India.). **NPA** 'A classification used by financial institutions that refer to loans that are in jeopardy of default. Once the borrower has failed to make interest or principal payments for 90 days the loan is considered to be a non-performing asset. (K. Prasanth Kiran & T. Mary Jones) NPAs are broadly divided into two types: Gross NPAs and Net NPAs Gross NPAs are the sum total of all loan assets that are

classified as NPAs as per RBI guidelines as on Balance Sheet date. Gross NPA reflects the quality of the loans made by banks. It consists of all the non standard assets like as sub-standard, doubtful and loss assets. Net NPAs are those type of NPAs in which the banks has to deduct the provision regarding NPAs. Net NPA shows the actual burden of banks. Since in India, bank balance sheets contain a huge amount of NPAs and the process of recovery and write off of loans is very time consuming, the provisions the banks have to make against the NPAs according to the central bank guidelines, are quite significant. That is why the difference between gross and net NPA is

quite high. The Reserve Bank of India states that, the gross non-performing asset figures in India seem more alarming than the net NPA figure. The problem of high gross NPAs is simply one of inheritance. Historically, Indian public sector banks are poor on credit recovery, mainly because of very little legal provision governing foreclosure and bankruptcy, lengthy legal battles, sticky loans made to government public sector undertakings, loan waivers and priority sector lending. Net NPAs are comparatively better because of the stringent provisioning norms prescribed for banks in 1991 by Narasimham Committee.

Following table shows the Gross NPA and Net NPA

Trend of NPA Ratios of Public Sector Banks in India during 2001-02 to 2012-13

YEAR	GROSS NPAs (in per cent)	NET NPAs (in per cent)
2001-02	11.1	5.8
2002-03	9.4	4.5
2003-04	7.8	3.0
2004-05	5.5	2.0
2005-06	3.6	1.3
2006-07	2.7	1.1
2007-08	2.2	1.0
2008-09	2.0	0.9
2009-10	2.2	1.1
2010-11	2.4	1.1
2011-12	3.3	1.5
2012-13	3.6	2.0

Source: Source: RBI, Report on Trend and Progress of Banking in India, Relevant Issues

Following table shows the gross NPA (% of total loans and return of assets (%)). These data was released by Reserve Bank of India in 2017.

Figure 1: Gross NPA (% of total loans)

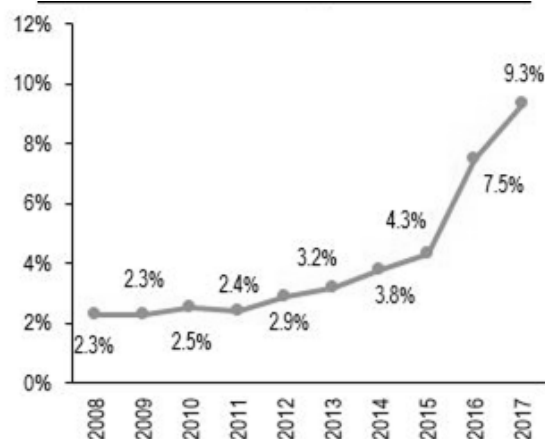
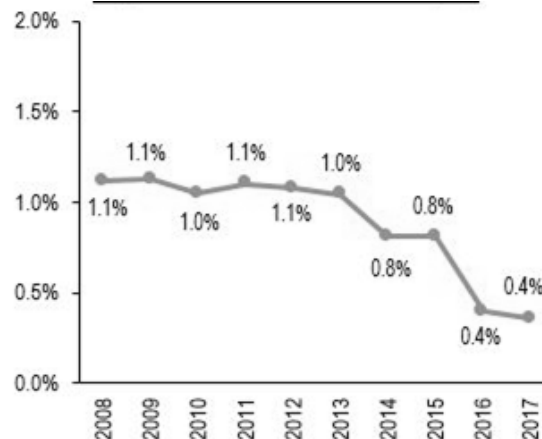


Figure 2: Return of Assets (%)

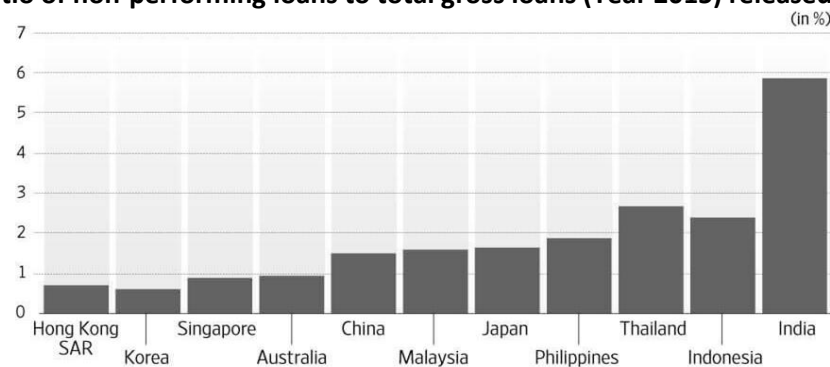


Source: Reserve Bank of India; PRS.

NPA is a very critical issue now the whole banking industries are facing. To overcome of this problem of NPA, **Finance Minister Smt. Nirmala Sitaraman** has made an announcement of amalgamation of 10 Public Sector Banks into 4 banks.

Problem of NPA is not new to India; the following figures depict the conditions of non-performing loans to the total gross loans around the world in 2015. The figure shows that India is far behind other big economies in the world

Figure 3: Ratio of non-performing loans to total gross loans (Year 2015) released by IMF 2016

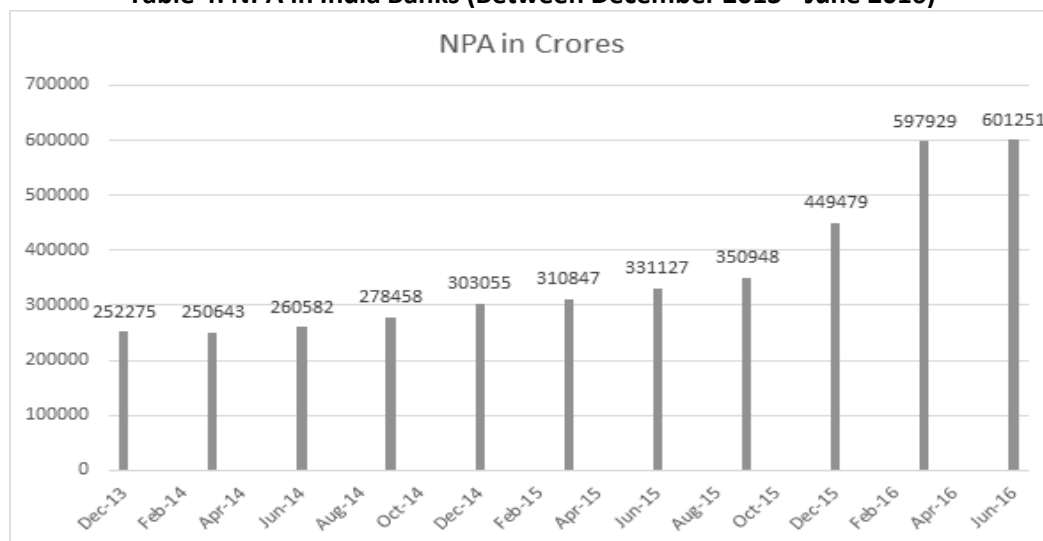


Note: Data are as of 2015 for Hong Kong SAR, India, Indonesia, Japan, Malaysia, the Philippines, Singapore, and Thailand; as of 2015:Q3 for Australia; as of 2015:Q2 for China; as of 2014:Q2 for Korea.

Source: IMF, Financial Soundness Indicators database

The table shows how NPA of Indian public sector banks galloped between “2013-2016”. In December 2013 it was 252275 Cr that increased to 601251cr in 2016.

Table 4: NPA in India Banks (Between December 2013 - June 2016)

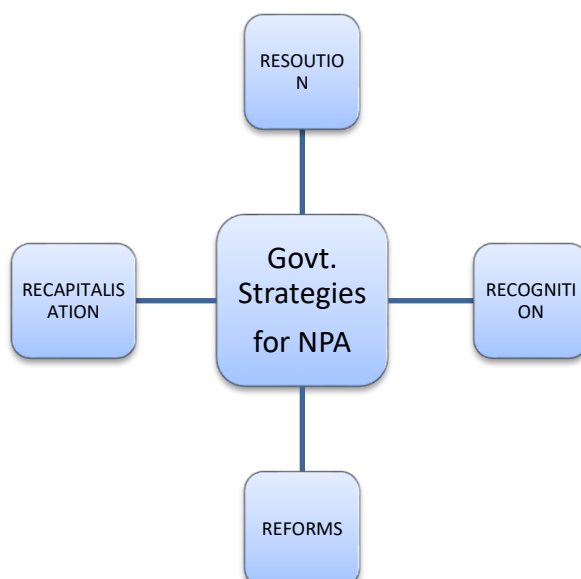


Source- Reserve Bank of India (2016)

R Strategy by India Government to handle the problem of NPA:

Indian government is working on **4 R** strategies to handle the problem of NPA in the country

4R Strategy of India



As per RBI's data on global operations, aggregate gross advances of Public Sector Banks (PSBs) increased from Rs. 18,19,074 crore as on 31st of March 2008 to Rs. 52,15,920 crore as on 31st of March 2014. As per RBI inputs, the primary reasons for spurt in stressed assets have been observed to be, *inter-alia*, aggressive lending practices, willful default / loan frauds / corruption in

some cases, and economic slowdown. Asset Quality Review (AQR) initiated in 2015 for clean and fully provisioned bank balance-sheets revealed high incidence of NPAs. As a result of Asset Quality Review (AQR) and subsequent transparent recognition by banks, stressed accounts were reclassified as NPAs and expected losses on stressed loans, not provided for earlier under flexibility given to

restructured loans, were provided for. Further, all such schemes for restructuring stressed loans were withdrawn. Primarily as a result of transparent recognition of stressed assets as NPAs, gross NPAs of PSBs, as per RBI data on global operations, rose from Rs. 2,79,016 crore as on 31.3.2015, to Rs. 8,95,601 crore as on 31.3.2018, and as a result of Government's 4R's strategy of recognition, resolution, recapitalization and reforms, NPAs have since declined by Rs. 1,06,032 crore to Rs. 7,89,569 crore as on 31.3.2019 (provisional data as reported by RBI on 2.7.2019).

Diagnosis of Non-Performing Asset (NPA):

When the bank lends money, an asset is created in favor of bank purchased out by banks loan. The borrower pays a certain percentage of interest along with principal to the bank in terms of money taken as loan. When the borrower fails to repay the interest and principal, the performing asset becomes non-performing asset. So the banks should have proper management to identify early warning signal before a performing asset becomes a non performing asset. We will also analyze how NPA affects overall profitability of the bank. An asset, including a leased asset, becomes a non performing asset when it ceases to generate income for the Bank. A Non Performing Asset (NPA) is a loan or an advance where:

- Interest or installment of principal remains overdue for a period of more than 90 days in respect of a term loan;

- The account remains 'out of order' as indicated in respect of an Overdraft / Cash Credit (OD/CC);
- The bill remains overdue for a period of more than 90 days in the case of bills purchased and discounted
- The installment of principal or interest thereon remains overdue for two crop seasons for short duration crops (up to 12 months)
- The installment of principal or interest thereon remains overdue for one crop season for long duration crops (beyond 12 months)

Out of Order' status: An account is treated as 'out of order' if the outstanding balance remains continuously in excess of the sanctioned limit/drawing power. In cases where the outstanding balance in the principal operating account is less than the sanctioned limit/drawing power, but there are no credits continuously for 90 days as on the date of Balance Sheet or credits are not enough to cover the interest debited during the same period, these accounts should be treated as 'out of order'.

Overdue' status: Any amount due to the Bank under any credit facility is 'overdue' if it is not paid on the due date fixed by the bank.

Indicative check points for detection of Early Warning Signals - If following check points are observed in an account, and then the probability of slipping the account in to NPA is increased. So the banks should monitor the accounts properly to prevent the slippage the account in to NPA:

Table 5: Checkpoints and likely reasons

No	Check Points	Likely Reasons
1	Unusual debit entries	a. Diversion of funds
2	Unusual credit entries	a. Borrowing from outside sources.
3	Low turnover	a. Sale proceeds with other banks b. Closing down the business.
4	Acquiring fixed asset without matching long term sources	a. Diversion of short term funds.
5	Non-cooperation of borrower	a. Indication of willful defaulter.
6.	Dispute on collateral security	a. Intentionally given disputed property to defraud the bank.
7	Request received from the borrower to postpone the unit inspection	a. Insufficient stocks. b. Diversion of funds. c. Unit closed.
8	Heavy cash withdrawal in loan accounts	a. Diversion of funds, borrower intending not to disclose the end use of funds to lender.
9	Raid by Income Tax/ Sales Tax/ Central Excise Duty officials or other agencies	a. Financial irregularity b. Fraudulent activity c. Fund diversion

How NPA affects profitability of the banks:

- The banks get their income from the loans and advances that are disbursed and if these loans are not repaid then it is not possible for them to receive profits.
- If the Profitability of the banks reduces then automatically the bank will not be in a position to freely lend loans. Thus the organization liquidity will be affected and thereby the Good will of the company will be affected.
- The banking sector is the backbone for all the financial resources in a country. If the banks' profitability is affected then the total economy is affected.

a) Substandard Assets: A substandard asset is one, which remain as non performing assets for not more than 12 months. In such cases, the current net worth of the

Reversal of income:

- If any advance, including bills purchased and discounted, becomes NPA as at the close of any year, interest accrued and credited to income account in the corresponding previous year, should be reversed or provided for if the same is not realized.
- In respect of NPAs, fees, commission and similar income that have accrued should cease to accrue in the current period and should be reversed or provided for with respect to past periods, if uncollected.

In addition of reversal of income, bank has also to make provisions for NPA which depends on the classification of asset which is given below:

borrower/guarantor or the current market value of the security charged is not enough to ensure recovery of the dues to the banks in full. The

organization is supposed to maintain 15 % of its reserves for these assets.

b) Doubtful Assets: An asset will be classified as doubtful if it has remained in the NPA category for a period of more than 12 months. A loan classified as doubtful has all the weaknesses inherent in assets that were classified as substandard, with the added characteristic that the weaknesses make collection or liquidation in full, - on the basis of currently known facts, conditions and values - highly questionable and improbable. Doubtful assets depending upon their periodicity are further categorized in undernoted three categories:

- Doubtful Assets (D-1): A NPA which has remained in Doubtful asset category for a period less than or equal to 12 months.
- Doubtful Assets(D-2) : A NPA which has remained in Doubtful Asset category for a period more than one year and up to three year
- Doubtful Assets (D-3): A NPA which has remained in Doubtful Asset category for more than three years.
- **Loss Assets:** A loss asset is one where loss has been identified by the bank or internal or external auditors or the RBI inspection but the amount has not been written off wholly.

Management of NPA Accounts

Initial steps to be taken for freshly slipped Accounts:

- The status of the loan document i.e. whether it is in force or not. If time barred, arrange for immediate renewal as time barred documents are not enforceable by law.
- The details of the addresses of the unit, office of the Company/firm, mortgaged properties and residence of borrowers and guarantors

- Physical verification of securities/immoveable properties to ensure that charged properties are intact in conformity with the title deeds /documents and charge/mortgage continues to be legally enforceable.
- In case any dilution/short fall in the securities is noticed, immediate action is to be taken and efforts are to be made to strengthen the security aspect to safe guard Bank's interest.

Impact of NPA in Banks- The banking sector is facing serious growing challenges. The NPAs are rising in public sector banks due to both external and internal factors. The Indian banking system's question of NPAs is one of the leading and most formidable problems that had an effect on the functioning of the banking sector. Higher NPA ratio trembles investors, depositors, lenders, and so on trust. This also triggers low recycling of funds, which would, in turn, have a deleterious impact on credit deployment. The non-recovery of loans not only impacts the banks more credit availability but also financial soundness. India's banks are adopting various approaches to reduce the non-performing assets (NPA) in their accounts and are also adopting different methodologies to reduce additional NPA portfolios.

Profitability: NPAs have a negative effect on profitability as banks, on the one hand, avoid earning income and, on the other, incur higher provisioning compared to the standard assets. Banks have an additional provision of NPAs that directly affect the banks' profitability.

Liability management: In view of high NPAs, on the one hand, banks continue to lower interest rates on deposits and are likely to charge higher interest rates on advances to maintain net interest margins. It can become an obstacle in the smooth cycle of financial intermediation, hampering both market and economic development of banks.

Public trust: The reputation of the banking system is also adversely affected by higher-level NPAs, as it undermines the general public's trust in the soundness of the banking system. The increased NPAs could raise liquidity issues that are likely to lead to the bank by depositors running. Therefore, the increased incidence of NPAs affects not only bank output but also the economy as a whole. In short, the high incidence of NPA has a cascading effect on all major bank's financial ratios, i.e., Net Interest Margin, Return on Assets, Profitability, Dividend Payout, Provision Coverage Ratio, Credit Contraction etc. which could possibly destroy the value of all stakeholders, including shareholders, depositors, borrowers, employees, and the public.

Management Involvement: Management time and energy is another indirect expense that a bank has to bear because of NPA. Management time and effort in handling and managing NPA would also have diverted to certain productive activities, which could generate good returns. Nowadays, banks have special employees to deal with and manage NPAs, which is a further expense to the bank. Increasing Non-Performing Assets often affects Stakeholder aspirations as well as creditors; banks must carry out the proper assessment of the plan at first instance, which will also disclose the status of non-viable ventures. Bank needs to collect full business, management, future prospects etc. details before authorizing the loan.

NPA Recovery / Reduction Measures:

Recovery /Reduction of NPAs mainly consist of following modes:

- Up gradation of NPAs
- Recovery of Dues
- Compromise Settlement
- Rehabilitation / Restructuring of Accounts
- Sale of Assets
- Write off under provision of the statute

Up gradation of NPAs Immediately after slippage of an account to NPA category, the concerned Branch shall initiate the following recovery steps for up gradation of NPA as early as possible.

- I. Correction of non financial Parameters: Ascertaining as to whether the slippage is on technical ground (Pending review, non submission of stock statement/Balance sheet, wrong repayment schedule / other parameters etc), if so, the same is to be corrected and the account is to be upgraded immediately.
- II. Follow-up with Borrower/Guarantors:
 - Issuing Demand Notice/Lawyer's Notice to all the borrowers/guarantors.
 - Close and constant follow-up with the borrower/guarantor for up gradation of the account by recovery of entire overdue amount for up gradation as per IRAC norms.
- III. Re-structuring / Re-phasing / Rehabilitating In selective cases the genuine cause of default is to be examined and feasibility/viability of units needs to be assessed for up gradation of account through restructuring

Recovery of Dues

A. Non legal steps to be taken to activate cash recovery:

- Area wise list of NPA accounts should be prepared
- List of such defaulter should be handed over to respective Panchayat /Municipality seeking their assistance for recovery of dues.

- Demand notice /reminders to be served at regular basis.
- Recovery camps to be organized.
- Timely and prompt invocation of guarantee with CGTMSE/ECGC/MUDRA.

B. Initiating of Legal Action:

- Initiating action under SARFAESI Act in all eligible cases- The Securitization and Reconstruction of Financial Assets and Enforcement of Security Interest Act, 2002 (SARFAESI Act) empowers the Banks/Financial Institutions to enforce the securities against the borrowers and realize their dues without intervention of the Court. The provisions of the Act aim at improving the health of Banks and Financial institutions by reducing NPAs. The Security Interest (Enforcement) Rules, 2002 provide for appointment of the Authorized Officer and it is specifically mentioned that the Authorized Officer shall not be less than the rank of Chief Manager of a Public Sector Bank or equivalent or any other person /authority exercising powers of superintendence, directions & control of the business/ affairs of the secured creditors, as the case may be, as specified by the Board of Directors. The authorized officer has to keep recordings of all the actions initiated by him under the SARFAESI Act 2002 by maintaining a proper register and the same is subject to scrutiny by the Courts in the event of disputes. All the accounts classified as NPAs in accordance with the definition of asset classification of the RBI are eligible for taking action under the said Act.
- Initiating legal action as per the case may be by filing of recovery suit before Civil Court / DRT / Certificate - Suit to be filed with the Civil Court for accounts with demand amount less

than Rs 10.00 lac within a reasonable time. Debt Recovery Tribunals: DRTs have been established under the Recovery of Debt Due to Banks and Financial Institution Act, 1993. When the Recovery suit is to be filed in DRT, it should be ensured the demand amount should be Rs 20.00 lac and above.

- Settlement of accounts through LokAdalat - The Govt. of India, Reserve Bank of India, Indian Banks Association have been issuing guidelines for referring the cases for settlement to LokAdalats for taking adequate advantage of the same for compromise settlement of the NPAs. Following are the advantages in using the forum of LokAdalats by Banks:
- Its decision has legal status and is binding.
- No court fee is to be paid when fresh disputes are referred to it.
- Refund of 50% of the court fee amount paid by Bank if the case is settled in Lok Adalat in a state where applicable.
- If no settlement is arrived, the parties can continue with court proceedings.
- Decrees passed by the Lo Adalats being consent decrees, no appeal can be made against it.
- Filing application to NCLT /DRT for resolution of accounts through IBC 2016
- Compromise Settlement:
- Where there is no tangible security/defective security or chances of recovery are minimum, bank should try for compromise settlement.

In spite of several tools to recover outstanding amount, banks have failed to reduce their NPA level causing recent announcement by finance minister regarding amalgamation of 10 public sector banks. United Bank of India and Oriental Bank of Commerce has been merged with Punjab

National Bank. PNB has gross NPA ratio of over 16% of total asset. United Bank of India posted a gross NPA ratio of 15.89%, OBC has gross NPA level at almost 13%. The government has projected that the bank out of the merger of PNB, United Bank Of India and OBC will have a net NPA of 6.61 percent of asset based on the numbers for the period ended March 31, 2019. In similar case, the net NPA stands at 5.62 percent in Canara Bank and syndicate bank and 6.30 percent for Union Bank, Andhra Bank and Corporation Bank. The entity emerging from the merger of Indian Bank and Allahabad Bank will have the lowest net NPA among the four mergers at 4.39% of the asset. The merger of 10 Public sector banks in to 4 will help the banks to reduce percentage wise NPA level and enhance the balance sheet size. So the bank will be in better position to lend money and help the government target of achieving 5 trillion economies. However bank should always focus on the asset quality and to adopt strong monitoring system and strengthen early warning signal to arrest fresh slippage of the account in to NPA.

Conclusion- *Problem of NPA has become very serious problem now and is affecting the health of Indian economy very deeply. NPA has historical background. It is not a recently developed problem. So, it needs to be handled with long term policy. Government has initiated 4 R strategies to control NPA in public sector banks. It's a part of its long term policy. Large scale privatization of public sector banks may not be a permanent solution. It requires broad set short term and long term of actions. In short term it needed to makes sure that lenders should not be unnecessarily harassed by the investigating agencies. Loan resolution authorities should be built, and trained to manage the loan recovery. In long term medium term, the RBI should try to develop better mechanisms for monitoring macro-prudential indicators. Action is also required to strengthening the functioning of PSBs. Old experiences with NPAs is related to management of concentration risk, Excessive exposure to any business group, sector,*

geography etc. many aspects of concentration risk is yet to be handled. It needs to be taken at the higher level. It is required to give more authority and autonomy to PSB boards. Government interferences should be minimized now. In the PSB boards more experts and experienced members should be introduced. Succession planning is also a serious problem in Indian banking system. The appointment of Managing Directors and Executive Directors continues to be big problems in Indian PSBs. India needs to accelerating its economic growth. It cannot be possible without resolving the NPA issue.

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Abbreviations

NPA- Nonperforming assets
PSBs- Public Sector Banks
RBI-Reserve Bank of India
GNPA-Gross Non-performing Assets
NNPA-Net Non-Performing Assets

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THEORY OF ECONOMIC ADAPTABILITY

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Abstract- The world economy is suffering the question of economic depression during the complete lockdown or restrictive lockdown period of 2020 due to COVID-19 of Corona Virus cases. In the period of unforeseen circumstances despite the restrictive lockdown made by government as a policy decision or during the period of any policy changes of world economy or during the policy decision made by formation of new government, the economy reacts accordingly and balances itself in the form of small equilibrium that is called the theory of adaptability. As a result the economy again runs smoothly.

Key words: COVID-19, Pandemic, Restrictive Exemption, Economic Depression, Government Decision, Small Equilibrium

Introduction:

There are two types of economy one is called controlled economy and another one is free economy. Controlled economy is controlled and regulated by the government. While free economy is based on the principle of Laissez-faire (that the less the government is involved in the economy, the better off the business will be) (<https://www.investopedia.com>). The concept of adaptability arises from the theme that all the economies look free but it is controlled by the government directly or indirectly. When new government is formed in country then new policies is adopted and accordingly the economy runs. We have the example of USA (Capitalist), Cuba and China (Communist-cum Socialist), India (Mixed) economies who adopted these policies according to the suitability of the ruler. Similarly during the period of unforeseen circumstances the controlled economic policies is adopted by the existing government. In this situation the government lockdown everything in order to check the spread of pandemic or any other kind of unforeseen circumstances where the life of people is in danger in mass level. As a consequence,

the complete lockdown or restrictive lockdown imposes in the country. This brings panic in the country and resultant into a major impact on socio-economic factors of the country. Here we shall analysis the impact of economic factor on economy.

Today in 2020 the world economy is suffering with economic depression due to complete lockdown or restrictive lockdown because of pandemic of COVID-19 of Corona Virus cases. Government of every country is providing restrictive exemption to all those businesses which are involved in manufacturing for all its three sectors so that the life of the citizens can run. During lockdown for 24*7 days, the shops, factories and other services of essential goods are only open. Health, Sanitation and other essential goods sector is open with certain restrictions. But here many of the businesses and services compelled to be closed.

The Theory:

In the period of unforeseen circumstances despite the restrictive lockdown made by government as a policy

decision or during the period of any policy changes of world economy or during the policy decision made by formation of new government, the economy reacts accordingly and balances itself in the form of small equilibrium that is called the theory of adaptability. As a result the economy again runs smoothly.

Assumptions:

1. The economy is suffering badly by some unforeseen circumstances.
2. Government has adopted some new policy decision in the country.
3. World economy has adopted radical policy changes.
4. Government is treated to be original regulatory body.
5. The economy should be controlled by a strict decision of the government.
6. The consumer should be compelled to consume only basic and survival goods.
7. Options of livelihood and the consumption should be controlled by the government.
8. Government have no interference in the small equilibrium once it achieved.
9. Economic depression shall not hold.

Explanation:

The economy remains in long run equilibrium until some radical changes does not seen. Short term changes does not affect economy so badly or so goodly. When a milestone changes comes in an economy, only then it affects to the long run equilibrium position of the economy. It can be understand by this example when all of a sudden a new policy is imposed by the Government due to formation of new government or changes in world level policy or any unforeseen circumstances happens then initially, the economy looks to be downfall. It seems that country is

facing the situation of economic depression. Everything looks to be closed and people feel uncomfortable with this kind of situation. But this does not remains for a long time when the lockdown or the period of radical changes comes to an end then the entire previous economic situation again reappears and it seems that nothing is happened in the economy and everything is under control and good.

Actually as the lockdown or radical changes kind of situation comes in an economy due to any unforeseen or policy decision circumstances then the economy is controlled by the government forcibly. Government compel everyone to consume for survival only. They are bound to adopt the decision made by the government. We know that the basic root of any economy is agriculture and agro based products. When we live in basic substances only then agriculture becomes important. Agriculture provides foods to live. Any government can't cut the supply of food grains in the name of policy decision. They government must have to provide food to its entire citizen for survival. This compels economies to divert from manufacturing sector to primary sector in order to produce food grains. Accordingly the economies readjust itself towards primary sector and primary sector based economy. The economy has a capacity of adaptability so the economy will survive in this situation easily. We can take the example of those periods when the agriculture was predominant in the economy and a single tax system was prevailing. At that time the economy was in good position and people were living happily. At present we have a matured tertiary sector which contribution is very high in national income. When the economy will turn towards primary sector then tertiary sector will switch towards the primary sector and will produce only those goods that help to develop the primary sector.

During this period the growth of

technology in tertiary sector will be tremendous. Because the economy will be more depend on this sector for technological advancement. The more and more technological innovation will take place during this period. The tertiary sector will develop itself to help the primary sector because the ultimate aim will be the survival of the individuals.

Adaptive expectations :

In https://en.wikipedia.org/wiki/Adaptive_expectations the Adaptive expectation has been defined by Galbács, Peter (2015) and George W. Evans and Seppo Honkapohja (2001) as “In economics, **adaptive expectations** is a hypothesized process by which people form their expectations about what will happen in the future based on what has happened in the past.” “Adaptive expectations were instrumental in the Phillips curve outlined by Milton Friedman. For Friedman, workers form adaptive expectations, so the government can easily surprise them through unexpected monetary policy changes. For example, government announcements are such sources: agents are expected to modify their expectations and break with the former trends when changes in economic policy necessitate it. This is the reason why the theory of adaptive expectations is often regarded as a deviation from the rational tradition of economics.”

Chambwera, M., G. Heal, C. Dubeux, S. Hallegatte, L. Leclerc, A. Markandya, B.A. McCarl, R. Mechler, and J.E. Neumann (2014) explained “Adaptation generally needs to be seen in the frame of the overall development path of the country, particularly for developing countries (high confidence). Development and adaptation can be complementary or competitive.” “Not all adaptation actions are investment-based. Policy actions are also important tools for adaptation

(medium confidence). These include direct research & development (R&D) funding, environmental regulation, economic instruments, and education.”

These definition of adaptive expectations explains the behavioral modification approaches and focus on direct research & development (R&D) funding, environmental regulation, economic instruments, health and education, risk sharing and transfer mechanisms (insurance), loans, public-private finance partnerships, payment for environmental services, improved resource pricing (water markets), charges and subsidies including taxes, norms and regulations. All these concepts do not explain the basic ideas of self adaptability theory of economy of unforeseen or radical changes or new policy decision circumstances. Therefore this theory is required.

Model explanation:

The government decision or radical changes or unforeseen circumstances always switch its investment in food items due to switching the priority from secondary and tertiary sector to primary sector this will accelerate the growth of primary sector. This will also compel to shifting of investment from unnecessary items to necessary items. The investment process of tertiary sector will move towards primary sector to help the primary sector. Thus the restrictive government decision confined to food items (primary sector) will make more investment in primary sector and thus the economy will grow exponentially. This will also bring the investment in tertiary sector for technological development/transformation to accelerate the primary sector. As a result the economy will self adapt the new changes due to government decision that will be restricted to primary sector.

$$\sum Y = \alpha + \beta (\sum ex_1 + \sum ex_2 + \sum ex_3 \dots \dots \dots \sum ex_n)$$

Where

Y = Self adaptability of Economy

x_1 = Government Decision

x_2 = Primary Sector

$\alpha \& \beta$ = Coefficient of determination of growth

e = Exponential growth due to small equilibrium i.e. self adjusted

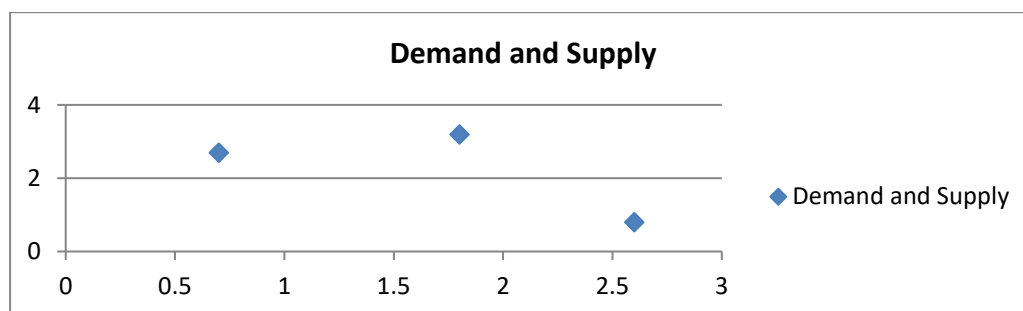
α = Government Investment

β = Investment in tertiary sector

So the restriction or control in economy will automatically adapt itself by its limitations. And every point of economy will develop a small equilibrium in itself. This small equilibrium takes the economy in a particular direction. In this case these

directions will switch towards the primary sector and tertiary sector. In secondary sector only those things will be manufacture which is going to help to these sectors. As the small equilibrium forms then they again readjusted itself with demand and supply forces of the economy.

This can be illustrated by this diagram:



In this figure it can be seen that due to increase in govt investment the equilibrium points also increases but the of adaptability of small equilibrium is less. As all this equilibrium once becomes self regulated then the free economy conditions prevails. But it must be noted that this free economy condition prevails in restricted areas only. As the restriction opens the new equilibrium condition exist at new policy decision of the any new event or circumstances.

Impact of Economic adaptability during lockdown in world economy:

- Global capital could flow from developed nations to underdeveloped nations.
- The big companies can switch their investment from secondary sector to primary sector.
- The Multinationals Nationals Companies (MNCs) can be limited towards their mother country.
- There will be more spending on the area of health, safety and life saving consumption and reduction in other discretionary spends.

- People shall spend more on essential goods good in place of luxurious goods.
- Extreme cost in digital economy like home education, home entertainment, home fitness, digital marketing etc.
- People will be less loyal towards brands.
- There will be trust deficit amongst stakeholder like vendors, customers, employees, borrowers, companies, suppliers etc.
- Less concentrate in non-core sector.
- The gap between rich and poor shall increase.
- Loss in tax
- There will be need to make policy for mass health and mass welfare
- There will be need to attract the foreign investment.
- Restaurants and car business will suffer
- Smaller retailers will get incentive
- Jewellery, Travel related and Real estate purchase will drop
- Financial market will rise.
- Online work will rise.

Conclusion:

Economy is self regulated but is highly influenced by government decisions. This decision is based on event or circumstances prevail in that economy in a particular period of time. And it seems that economy is regulated by the government decision but this decision which is restrictive in nature develops the small equilibrium which shows that economy is free. After the achievement of balanced small equilibrium the economy runs smoothly.

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CONTRACT FARMING AND SUSTAINABLE AGRICULTURAL DEVELOPMENT: SOME ISSUES

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Abstract: This paper deals with the concept of contract farming in the purview of National Agricultural Policy (2000) which encouraged private participation through contract farming. The conception of contract farming is nothing new in India but it gets momentum in the era of agricultural globalization. As an alternative method of farming it becomes popular to Indian farmer. The issues relating to contract farming such as sustainable agricultural development, advantages to the farmers and sponsors, problems faced by the farmers and sponsors, problems in introducing contract farming in India, governments responsibility etc. have been discussed in this article elaborately. The study reveals that in Indian context introduction of contract farming has two fold effects, positive and negative in favour of farmers and sponsors. But in the perspective of sustainable agricultural development it has a significant impact.

Key Words- Contract farming, Sustainable agricultural development, sponsors, farmers, smallholdings, inputs, legal framework, pre-agreed price.

Introduction- It is fact that the majority of poor people in the world live in rural areas and are dependent on agriculture for their livelihoods and sustenance. Nevertheless, the agricultural sector has often been neglected as an important mechanism for reducing poverty and promoting development (World Bank, 2008; United Nations, 2009). Agriculture is an age-old means of livelihood for millions of Indians and its structure underwent rapid changes during the nineties both due to the pressure of commercialization and increased dependence on trade. This was fuelled by many overt and covert changes in the sector, but diversification of crops along with the advent of WTO and liberalisation policies were the main players in the structural change. During post economic reforms (1991) period Indian agriculture is facing a complex situation, more than ever before. In consequence of that contribution of agriculture and allied sector to GDP has declined over the years. The contribution of agricultural sector to GDP has declined from 30.3 per cent in 1993-94 to 13.9 per cent in 2013-14, though 67 per cent of total Indian population still depends on agriculture. Parenthetically, in the era of

globalization and liberalization, growth of agricultural sector has declined from 9.6 per cent in 1996-97 to 6.2 per cent in 1998-99 and further to 4.6 per cent in 2013-14 (CSO, 2013-14). This drift clearly indicates that Indian economic reforms process has not boosted the agriculture sector. Agriculture in India is not just an industry but is a way of life, it provides sufficient employment basically in rural area and also provides agricultural inputs to the agriculture based food industries. Timely and adequate quantity of good quality agricultural inputs is a *sine qua non* for smooth functioning of the agro industries. This underlying paradox of the Indian agricultural scenario has given birth to the concept of contract farming, which promises to provide a proper linkage between the farm and market, promote high degree of competition at the supply and market end and minimize intermediaries in order to increase farmers' income. During the tenure of the Left Front, Contract Farming was recommended in the McKinsey Report submitted to the Govt. of West Bengal. India's National Agricultural Policy (2000) states, "Private sector participation will be promoted through contract farming and land

leasing arrangements to allow accelerated technology transfer, capital inflow and assured market for crop production, especially of oilseeds, cotton and horticultural crops". In view of the recent decision of the Govt. of India permitting entry of FDI in multi-brand retail sector, contract farming has become relevant. The colonial period saw the introduction of cash crops such as tea, coffee, and rubber, poppy and indigo in various parts of the country, mostly through a central expatriate-owned estate surrounded by small out growers' model. Indian Tobacco Company (ITC) introduced cultivation of Virginia tobacco in Coastal Andhra Pradesh in the 1920's incorporating most elements of a fair contract farming system and met with good farmer response. This was replaced by auctions in 1984. The Pepsico introduced tomato cultivation in Punjab in the 1990's under farming to obtain inputs for its paste-manufacturing facility established as a pre-condition to its entry in to India. This was sold to Hindustan Lever in 2000, which had earlier acquired the Kissan Karnataka. Big corporate houses such as Hindustan Lever, Pepsi Foods, A.V. Thomas, Daburs, Thapars, Marico, Godrej, Mahindra, Wimco, SAB miller etc. undertake contract farming for many crops apart from several small players (Ashokan and Singh, 2003). Contract Farming was the strategy of choice for almost all food processing projects contemplated in the 1980's and 1990's. Contract Farming is again vogue, and even tried for bulk production of subsistence crops, such as paddy rice, maize and wheat. Contract Farming is now considered to be a corrective to market imperfections and serving a useful purpose in India in its own limited sphere. Contract Farming has been promoted in the recent three decades as an institutional innovation to improve agricultural performance in less developed countries. This system was accepted and used as one of the promising institutional frameworks for the delivery of price incentives, technology and other agricultural inputs. Local Governments, private local firms, Multinational companies, some international aid and lending agencies etc have been involved in these contract farming schemes (Glover 1994).

Review of Literature

In this phase, an attempt has been made to review some of the existing literature on contract farming conducted in different countries in the world and also in India. SPICE (2003) research examines that to establish an agrarian economy that ensures food and nutrition security to a population of over a billion, raw material for its expanding industrial base, surpluses for exports, and a fair and equitable rewarding system for the farming community, 'commitment driven' contract farming is no doubt a viable alternative farming model, which provides assured and reliable input service to farmers and desired farm produce to the contracting firms. In his research paper Sukhpal Singh (2005) concludes by drawing a lesson for agribusiness policy for contract farming to play an effective role in agricultural development in the state. Braja Bandhu Swain (2007) opines that contract farming can change the cropping pattern of agriculture and farmer can earn more income, which leads to develop the economy. According to Sununtar Setboonsarng (2008) success of contract farming may be dependent on sound managerial skills and the demonstration of corporate social responsibility and cultural understanding on the part of the firm. Martin Prowse (2008) identified that there are also risks associated with contract farming and suggests that such risks can be reduced if a greater focus is put on strengthening market-oriented producer organisations and creating mechanisms for resolving disputes between farmers and firms. Jos Bijman (2008) proves that contract farming is becoming more important for international food chain, rise super markets, supply chain management (quality, logistics, information). **Namrata Acharya (2012) expressed in her article that** contract farming under the name of collaborative or partnership farming, is gaining popularity among farmers in West Bengal. Jayati Ghosh (2013) warned in her article that relying only on contract framing to solve the current agrarian problems in the country is futile. Instead, if it is not properly controlled and regulated and if it adds to the reneging of responsibility by state actors, it is likely to intensify such problems. Sita Ram and R. C. Kumawat (2013) evaluated contract farming as a way of providing earlier access to credit, input,

information and technology and product markets for the small scale farming structure. Contract farming might also be seen as a way or as a part of rural development and promoted to improve agricultural performance especially in Third World Countries. For successful implementation of contract farming Preetinder Kaur (2014) recommends that there should be proper co-ordination between farmers and firm then both will be acted in organised manner and advisable for sides. Discussing about the problems and prospects of contract farming in India, Joydeb Sarkhel (2014) apprehended that since the company is financially stronger than individual farmers the terms of the contract may go against the farmers.

Objective of the Study

The objectives of the paper are to discuss the following points:

- Concept of contract farming
- Concept of Sustainable agricultural development
- Advantages to the farmers
- Problems faced by farmers
- Advantages to the sponsors
- Problems faced by sponsors
- Problems of contract farming in India
- Government's responsibility etc.

Methodology- The study is purely based on the information collected from different sources like websites, articles published in reputed national and international journals, news papers and reputed reference books related to this field. Phase wise discussion of different aspects relating to contract farming in India has been done to realise the objectives of the study. Finally the author reaches to the conclusion and recommends something for better implementation of contract farming and sustainable agricultural development. **Idea of Contract Farming-** Agricultural production carried out according to an agreement between a buyer and farmers, which establishes conditions for the production and marketing of a farm product or products. Usually, the farmer agrees to provide agreed quantities of a specific agricultural product that should meet the

quality standards of the purchaser and be supplied at the time determined by the purchaser as a result the purchaser gets a guaranteed, steady supply of produce. Consecutively, the purchaser commits to purchase the product and, in some cases, to support production through supply of farm inputs, land preparation and the provision of technical advice. Contract farming is an agreement between one and more farmer(s) and a contractor for the production and supply of agricultural products under forward agreements frequently at predetermined prices (FAO, 2001). It is a system for the production and supply of agricultural or horticultural produce under forward contracts between farmers and contracting company. The essence of such an arrangement is the commitment of the farmer to provide an agricultural commodity of a certain type, at a time and a price, and in the quantity required by a known and committed contracting company. Contract farming is a contract between a farmer and a purchaser established in advance of the growing season for a specific quantity, quality, and date of delivery of an agricultural output at a price or price formula fixed in advance. The contract provides the farmer with the assured sale of the crop and at times provides for technical assistance, credit, services, or inputs from the purchaser (Binswanger et al., 1995). Thus, under contract farming the contractor supplies all the inputs while the farmer supplies land and labour. Contract farming is an alternative method of farming, very useful in developing country like India. Farmer suffers from the problem of assured market, again agro-based and food industry requires inputs of good quality agricultural produce. Contract farming builds a bridge between the farm and the industry to fulfill their needs. It also provides a linkage between agriculture and processing industries. Private investment in agriculture will increase through contract farming and in consequence of that financial burden of central and state governments will be reduced. Farmers find a steady source of income through contract farming, not only that it will generate gainful employment in rural areas. Contract farming is needed to bring about a market focus in terms of crop selection by Indian farmers and to trim down migration of labour from rural areas to urban areas.

Advantages to the Farmers

- The farmers will be exposed to world class mechanized agro-technology which will increase productivity.
- The farmers obtain a guaranteed and fixed pricing structure for their product.
- The farmers get access to reliable markets.
- Contract farming usually allows farmers access to some form of credit to finance production inputs.
- The farmers get healthy disease-free nursery, agricultural implements and improved technology from the contracting company.
- There will be crop monitoring on a regular basis, Technical advice will be provided free of cost at the doorstep of the farmer.
- The skills the farmer learns through contract farming may include record keeping, the efficient use of farm resources, improved methods of applying chemicals and fertilizers, knowledge of the importance of quality and the characteristics and demands of export markets.

Problems Faced by Farmers-

- Farmers entering new contract farming ventures should be prepared to balance the prospect of higher returns with the possibility of greater risk.
- The introduction of a new crop to be grown under conditions rigorously controlled by the sponsor can cause disruption to the existing farming system.
- The introduction of sophisticated machines (e.g. for transplanting) may result in a loss of local employment and overcapitalization of the contracted farmer.
- Management may be tempted to manipulate quality standards in order to reduce purchases while appearing to honour the contract.
- Problems occur when staff responsible for issuing contracts and buying crops exploits their position. Such practices

result in a collapse of trust and communication between the contracted parties and soon undermine any contract.

- Allowing only one purchaser encourages monopolistic tendencies, particularly where farmers are locked into a fairly sizeable investment, such as with tree crops, and cannot easily change to other crops.
- Availability of credit may sometime be the cause of farmers' indebtedness and over reliance on advances.

Advantages to the Sponsors

- The sponsor will get uninterrupted and regular flow of raw materials for its processing plant.
- The sponsor will get protection from fluctuation in market pricing as the company enters into forward contract with the farmers.
- It will be possible for the sponsor to formulate long term planning.
- If the move is successful for one crop it can be extended to other crops. As a result the sponsor can diversify its product base and farmers can also produce several products.
- The sponsor gets a dedicated supplier base. The contract farming builds long term commitment between the sponsor and the farmers. It also generates goodwill for the organization.

Problems Faced by Sponsors-

- Farmers must have suitable land on which to cultivate their contracted crops. Problems can arise when farmers have minimal or no security of tenure as there is a danger of the sponsor's investment being wasted as a result of farmer-landlord disputes.
- Problems can arise when management chooses farmers who are unable to comply with strict timetables and regulations because of social obligations. Promoting agriculture through contracts is also a cultural issue. In communities where custom and tradition play an important role,

difficulties may arise when farming innovations are introduced.

- If 'farmer discontent' not readily addressed, such circumstances will cause hostility towards the sponsors that may result in farmers withdrawing from projects.
- The sale of produce by farmers to a third party, outside the conditions of a contract, can be a major problem. Extra-contractual sales are always possible and are not easily controlled when an alternative market exists.
- Farmers are tempted to use inputs supplied under contract for purposes other than those for which they were intended. They may choose to use the inputs on their other cash and subsistence crops or even to sell them.

Problems of Contract Farming

Presently contract farming ventures in India are facing some basic problems discussed below:

- There is no credible enforcement mechanism for contract farming in India.
- Since the size of the holdings is small the company will have to enter into contract with a large number of farmers which increases costs of the company.
- There is a lack of comprehensive crop insurance scheme in India.
- Even in the absence of any legal framework the Company can take certain measures to make the system effective such as maintain a proper database on farmers, publicize the names of defaulter, introduce a system of incentives/ rewards and encourage farmers to sell their surplus output in the open market.

Sustainable Agriculture Development-

Sustainable agriculture seeks to sustain farmers, resources and communities by promoting farming practices and methods that are profitable, environmentally sound and good for communities. Sustainable agriculture fits into and complements modern agriculture, rewarding the true values of producers and their

products. It draws and learns from organic farming. It works on farms and ranches large and small, harnessing new technologies and renewing the best practices of the past. It is economically viable, socially supportive and ecologically sound.

According to Dr. John E. Ikerd, Extension Professor at the University of Missouri, "A sustainable agriculture must be economically viable, socially responsible and ecologically sound. The economic, social and ecological are interrelated, and all are essential to sustainability. An agriculture that uses up or degrades its natural resource base, or pollutes the natural environment, eventually will lose its ability to produce. It's not sustainable. An agriculture that isn't profitable, at least over time, will not allow its farmers to stay in business. It's not sustainable. An agriculture that fails to meet the needs of society, as producers and citizens as well as consumers, will not be sustained by society. It's not sustainable. A sustainable agriculture must be all three - ecologically sound, economically viable and socially responsible. And the three must be in harmony."

Sustainable agriculture is a type of agriculture that focuses on producing long-term crops and livestock while having minimal effects on the environment. This type of agriculture tries to find a good balance between the need for food production and the preservation of the ecological system within the environment. In addition to producing food, there are several overall goals associated with sustainable agriculture, including conserving water, reducing the use of fertilizers and pesticides, and promoting biodiversity in crops grown and the ecosystem. Sustainable agriculture also focuses on maintaining economic stability of farms and helping farmers improve their techniques and quality of life. There are many farming strategies that are used that help make agriculture more sustainable. Some of the most common techniques include growing plants that can create their own nutrients to reduce the use of fertilizers and rotating crops in fields, which minimizes pesticide use because the crops are changing frequently. Another common technique is mixing crops, which reduces the risk of a disease destroying a whole crop and decreases the need for pesticides and herbicides. Sustainable farmers also utilize

water management systems, such as drip irrigation, that waste less water.

Positive aspects of Sustainable agriculture-

Human health: crops grown through sustainable agriculture are better for people. Due to the lack of chemical pesticides and fertilizers, people are not being exposed to or consuming synthetic materials. This limits the risk of people becoming ill from exposure to these chemicals. In addition, the crops produced through sustainable agriculture can also be more nutritious because the overall crops are healthier and more natural.

Environment: Sustainable agriculture uses 30% less energy per unit of crop yield in comparison to industrialized agriculture. This reduced reliance on fossil fuels results in the release of less chemicals and pollution into the environment. Sustainable agriculture also benefits the environment by maintaining soil quality, reducing soil degradation and erosion, and saving water.

In addition to these benefits, sustainable agriculture also increases biodiversity of the area by providing a variety of organisms with healthy and natural environments to live in. Sustainable agriculture is often cited to encompass of three main goals namely economic efficiency, environmental quality and social responsibility (D'Silva et al., 2011a). Despite the diversity in conceptualizing sustainable agriculture, there is a mutual agreement on the keys for sustainable agriculture successes namely (i) maintenance of environmental quality, (ii) economically justifiable through stable plant and animal productivity, and (iii) socially desirable (Sharghi et al., 2010). Even though a sustainable farm must possess both economic and environmental successes nonetheless it must not leave behind the role of social capital (such as family quality of life, human health, relationships based on family and community) (Asadi et al., 2008). Previously, efforts to develop the agricultural sector depended heavily on conventional ways to produce, increase and sustain food production. The usage of chemical fertilizers was much needed by that time in order to supply plant nutrients and chemicals to combat pest and diseases. However, in recent years, as a result of increasing awareness on health and

environment issues, systematic programs have been introduced to optimize the use of resources on a sustainable basis including the recycling of waste products for food production and environment protection, and an increasing commitment to reduce reliance on excessive chemical inputs in agriculture (Liaghat and Balasundram, 2010). Sustainability is the way to provide more healthy foods in the future considering the increasing population and growing demand of agricultural products (Sharghi et al., 2010). Also, sustainable agriculture has been seen as contributor to generate more economic and quality life to the farmers. In a way to make it become reality, the group that is mainly responsible to carry out sustainability in agriculture is the farmers.

Conclusions

The study reveals that, while contract farming can be effective in introducing new technologies and providing external inputs to farmers, danger lies in firms extending technologies that bring financial benefits in the short-term but result in negative long-term health and environmental impacts. In addition, contract farming is not appropriate for all types of crops. To have a significant poverty impact, crops produced under contract farming should be labour-intensive rather than input-intensive and should be appropriate for production on small plots of land. Many developing countries lack the laws and ensuing legal framework to support contractual agreements, and thus contracts may not be easily enforceable or legally binding. As a result, it is inevitable that distrust and the potential for opportunistic behaviour exist between firms and farmers, undermining the viability of contracting. Modern contract farming is mutually advantageous. Since the company is financially stronger than individual farmers the terms of the contract may go against the farmers. Herein the Govt. will have to come forward. The success of contract farming may be dependent on sound managerial skills and the demonstration of corporate social responsibility and cultural understanding on the part of the firm. Finally, sincere efforts between the companies and farmers will secure sustainability for all parties

with a unique vision for agricultural development.

Recommendations

The study reveals some problems which hinders the wide implementation of contract farming in India. The state of affairs led the author to several implications for the concern authorities, particularly government of India. Suitable steps should, therefore, be taken by the respective authorities to remove the existing drawbacks. The following **recommendations** are made in this regard.

- State level legislation should be made for the regulation of contract farming. It would help to redress the disputes occurred between contracting company and farmer.
- The government should allow and encourage contract farming organizations to take out realistic and deregulated crop insurance policies.
- The government should give tax concessions or tax holidays to the companies engaged in contract farming to encourage their participation.
- The government should instruct the Indian Council of Agricultural Research (ICAR) and the University system to provide region specific crop solutions and make them part of public information domain.
- The government should take initiatives to import of new improved varieties of seeds/saplings/hybrids and technology for contract farmers/contracting companies.

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TOWARDS DOMESTIC VIOLENCE AND THE VIOLATIONS OF HUMAN RIGHTS: EXPERIENCES OF DALIT WOMEN

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Abstract

Violence against women in our society has been a worldwide epidemic and is widespread and viewed as one of the cruelest social mechanisms to suppress women. Its ramifications are more complex and its intensity much dangerous in comparison with life-taking diseases like AIDS and cancer. The most pathetic aspect of such atrocities is domestic violence. The phenomenon of domestic violence is widely prevalent yet, that affects the lives of countless women in our society which may involve kills, tortures and mains—physically, psychologically, sexually and economically. Domestic violence experienced by dalit women has not caught the attention of social science researchers till date. The National Family Health Survey 2006 showed that the prevalence of violence is much higher against women belonging to the SCs and STs as compared to women outside these categories. Among the causes for domestic violence against dalit women were male alcoholism, the man's suspicious nature, dowry demands, husband's extramarital relations and the complex social situations related to inter-caste marriages. Dalit women, thus, end up facing discrimination and harassment outside the home and domestic violence inside. The present study seeks to deal with these subjects in detail.

Introduction—Now-a-days, it is difficult to find a society without deviance. The society is directly or indirectly affected to such violence. Women as class are subjected to greater criminal victimization both inside and outside their homes. Women in our society have been the victims of humiliation, torture and exploitation from time immemorial irrespective of the fact that they were also worshipped. Due to male dominance in our family system, the family does not give equal importance to all members, as role, power and status are strictly determined by age and gender. Because the Indian culture has built the concept of male superiority and subordinate status of women. In view of this, women is considered to be a weaker sex and is subjected to the male dominance in the family and society.

In our society, sexual violence, gender based violence and violence against women are terms that are commonly used interchangeably. All these terms refer to

violations of fundamental human rights that perpetuate the sex-stereotyped roles that deny human dignity and the self-determination of the individual and hamper human development. Violence in a domestic circumstances specially in Indian scenario is becoming most serious social problem which seriously demands to be addressed immediately. Domestic violence deals in particular with female folk. It is accepted as a punishment for “disobedience” for both women and children. It can also stated as an inhuman arbitrary effort of a male dominated society to minimize and overshadow the significance of female which constitutes 50 per cent of our Indian population.

Earlier, victims of domestic violence did not lodge complaints, as they feared that such complaints might create a hostile home environment. Very often, women used to suffer violence against them in silence for fear of adverse repercussions. The issue was widely discussed and advocated due to continuous

efforts of women's organizations and activists. Side by side, the Government and non-government agencies are acting to eradicate the violence and implementation of *Protection from Domestic Violence Act, 2005* which came into force on October 26, 2006 is one of the laudable acts of the Government. But the effectiveness of this law is not yet to be seen.

Today, domestic violence is not only on the increase, but is also assuming subtler forms everyday. The National Crime Records Bureau (NCRB) presents a grim picture of suffering and injustice inflicted on womenhood of the country. The present study examines the various factors and reasons like the permeation of a male-dominated culture, alcoholism and drug abuse, dowry demands, husband's extramarital relations and the complex social situations related to inter-caste marriages that contributes to domestic violence against dalit women. The spread of social evils like wife beating and battering, torture, unwanted pregnancy, dowry related bridal burning, divorce etc have grown up over the years which has also become a wider malaise to the society today.

Objectives of the study- The present study is undertaken with the following objectives :

- I. To identify the factors and reasons that contributes to domestic violence against dalit women;
- II. To assess the impact of violence on dalit women;
- III. To understand the existing laws in India as well as provisions under IPC which pertaining to combat such violence;
- IV. To trace the suggestions for the betterment of dalit women in society.

Domestic Violence: A Conceptual Understanding

Domestic violence against women is a universal problem in Indian society today. Also known as wife beating and dowry violence, domestic violence is defined by the *United Nations Declaration on the Elimination of violence against Women (2003)* as "any act of gender based violence that results in or is likely to result in, physical, sexual or psychological

harm or suffering to women including threats of such acts, or deprivation of liberty whether occurring in public or in private life." Domestic violence was recognized as a criminal offence in India in 1983 by the introduction of section 498 A into the IPC. Domestic violence known as domestic abuse, spousal abuse, family violation and intimate partner violence, can be hardly defined of abusive behaviours by one. The protection of women from Domestic Violation Act of 2005 covers violence against married women (by husbands and others), and unmarried women by anyone (including boyfriends). Domestic violence occurs in all socio-economic and cultural population sub-groups; and in all societies and there are countless studies on this subject.

Dalit Women and Domestic violence-The domestic violence experienced by dalit women has not caught the attention of social science researchers till date. In the general discourse so far, the experiences of dalit women of violence in the family tend to be treated :

- i) as a legal issue by the law and order machinery;
- ii) as violation of her human rights by women's rights groups, dalit rights and human rights movements;
- iii) as an insignificant issue compared to the violence that dalit women face in the public spaces (for example violence by the dominant castes such as killings, atrocities, stripping).

Even in the activism and discourse around domestic violence, the specificity of violence faced by dalit women largely remains unrecognized.

The urgent need to study domestic violence against dalit women received momentum due to the National Family Health Survey – NFHS(2006) which showed that the prevalence of violence is much higher against women belonging to the scheduled castes and tribes (SC/ST) as compared to women outside these categories. The percentage of SC women facing physical violence is 41% while that of ST women is 39.3%, Other Backward Classes

(OBC) women is 34.1% and that of other women facing physical violence at the domestic level is 26.8% . In terms of emotional violence, SC women account for 19% ,ST women 19.5% OBC women 16.9% and other women 20.9%.

The problems of women in any society are not homogeneous, being different according to caste and class. Unlike women from the dominant castes, dalit women are used to working outside the home and their labour is considered crucial for the survival of the family. More often than not, the home runs on her income since the man tends to spend his on himself, including for alcohol. In rural areas ,70%of the dalit women are agricultural labourers. Their struggle revolves around procuring food, fuel and water for their families. In urban India, they work as domestic servants, construction labourers and casual labourers. These women are subordinated in terms of power relations to men in patriarchal society. Rape and sexual abuse of dalit women by men of the dominant castes and classes is quite common in India. They are subjected to severe exploitation by the dominant- caste landlords and also face violence from their alcoholic husbands. The everyday discrimination against dalit women is further marked by mental, emotional and physical violence by their spouses and other family members.

Ignored by Reformers-Social movements, including the dalit movement and the women's movement in both pre-and post-Independence India, ignored the question of dalit women. The 18th century social reform movement in India addressed different forms of violence against women such as widow burning (sati), child marriage, seclusion and enforced widowhood which are mainly dominant-caste Hindu practices. The plight of lower-caste women exposed to the threat of sexual violence under the zamindari system and the distress sale of women following the new land settlements were totally ignored by the reformers. The women's movement treated all Indian women as a homogeneous category and stressed women's rights and

liberation largely benefiting non-dalit educated and middle-class women.

Moreover, as part of identity politics, the post-Ambedkar dalit movement and literature tried to glorify the productive culture of dalit families wherein women's labour was given equal importance with that of men's labour. These writings went to the extent of saying that dalit families are matriarchal and that the women are capable of making decisions within the families. Hence, it is assumed that there is a scope for "democratic space" in the families of dalit community. However, this picture of dalit women was only in the imagination of dalit male intellectuals. The total absence of the issues/problems concerning dalit women in the discussions of feminists belonging to the dominant castes was questioned by dalit feminists from the 1990s. They argued that neither the mainstream women's movement nor the dalit movement made any serious effort to look at the problems of dalit women. Dalit male activists were criticized for domesticating their wives and for their "inauthentic" position on liberation of dalit women. They also pointed out that the concept of liberation should be redefined in the context of dalit women. As non-dalit feminists try to break out of the domestic sphere dalit women demand domestication for their safety and security (especially in the case of inter-caste marital relations).

Dalit human rights and women's groups started documenting dalit women's experiences of violence in the family and public sphere to some extent. The research undertaken by these groups compelled rethinking of the established for understanding domestic violence.

Thrice Exploited-A general understanding of violence in dalit families is that the caste subjugation, disempowerment and lack of status and authority in the general community experienced by dalit men often results in gender violence. However, no perpetrator can get away by saying that just because he is oppressed by the existing system he has the right to oppress his wife.

Moreover, dalit women are more oppressed than dalit men, in fact, they are thrice exploited. Even then they shoulder the family responsibilities as subordinate partners in the patriarchal familial set-up. Despite being an earning partner she has no decision-making rights and spends her earnings on the household rations, health expenditure and the children's education. The men do not share in the household tasks as they consider it below their dignity to do so. The woman bears the entire burden of childcare, sending the children to school and the responsibility of meeting the needs and demands of the entire family rests on her. Any failure to do so is met with violence. Considering the load she carries and the violence she faces, how and against whom does the dalit woman vent her anger and frustration ?

Some of the main causes for the domestic violence against dalit women that came up during the study were male alcoholism, the man's suspicious nature, dowry demands, husband's illicit relations and the complex social situations related to inter-caste marriages. The theoretical framework for understanding these causes that have been constructed in the preceding argument in this article should provide an understanding of the complexity of the dalit woman's position in the family.

Though the causes of domestic violence are far more deep-rooted than simply being an offshoot of intoxication (and men who are not alcoholics also beat their wives), alcoholism does figure as one of the major problems faced by dalit women. The alcoholic husband does not take care of his family, spends all his earnings on alcohol and demands that his wife supply him with money to buy liquor. If she refuses to do so he has to face severe violence. Alcoholics excuse their violence against their wives by saying "I was drunk" or "I don't remember" thus evading responsibility. Dalit women were abused and beaten up by their husbands when drunk. The relatively equitable family relations in the dalit family are shaken due to such conditions. With the husband an alcoholic and the wife a victim of domestic

violence, the children are often forced into the labour market and the woman is left taking the entire responsibility for running the home and keeping the family together.

It is noteworthy to mention here that the dalit woman working night shifts or for long and irregular hours as a domestic worker is also vulnerable to violence. The women are subjected to sexual harassment at their workplaces, they have to do heavy domestic chores during the day after working the night shift, their small and crowded homes offer hardly any privacy for conjugal life during the day thus resulting in the men turning violent towards them, since the latter too face stressful and demeaning hard work (many dalit men dull their senses through alcohol and gutkha, etc. to clean sewers.

The husband's extramarital affairs or illegal second marriages are another serious problem faced by dalit women in both rural and urban areas. In many cases they accept the situation while in others the dalit men abandon their wives. Such women return to their natal homes or live separately. While dowry demands were never a part of dalit marriages, increasing materialism and the effect of "market forces" had led to such demands becoming a normal practice.

Even state-sponsored development programmes that aim at women empowerment lead to overburdening and self-exploitation. The income generating microcredit-based programmes that are intended to create the space and means to empower women often result in tremendous pressure on them to take loans not for themselves but for the benefit of the husbands or in-laws. Any refusal on this score from her results in violence. Besides, the burden of repayment of the loans anyway falls on the women in these cases.

The new agricultural technology and other forms of modernization displaced dalit women from the labour force even as the expectations of educated dalit men increase. The dowry system which was a brahmanical tradition seeped into dalit families and as a result in the recent past there have been increasing cases of dowry deaths among dalit

women. The drastic changing conditions in society are reflected in the dalit families' occupations, habits and demands ending up in violence in the family.

Inter-caste marriages by dalit women can also lead to domestic violence. We all know that once Babasaheb Ambedkar advocated inter-caste marriages as one of the means to eradicate the evil of the caste system. More dalit men marry outside their caste as compared to dalit women, but such marriages have created new problems for dalit women. If a dalit man gets married to an upper-caste woman and brings her into his family home, she gets all the respect from his family as well as the community. But if a dalit woman gets married to an upper-caste man she is subjected to the harassment from her in-laws and husband's community. This aspect is worthy of a separate study in itself. Of late, educated dalit women, especially those working in the information technology sector, are increasingly marrying outside their castes and many find it difficult to adjust to the in-laws. They are often not allowed into the in-laws' home and even if allowed, continue to face a lot of humiliation. Ironically, while these women's earnings contribute to the marital family income, they are subjected to humiliation and harassment.

Again, in the guise of love affairs many dalit women are cheated by men of the dominant castes especially in rural areas. These men refuse to marry the dalit women after maintaining sexual relations with them. Most of the dalit women who approach family counselling centres are not married but are women who have been given false promises of marriage and betrayed. Such cases are recorded as "cheating cases" by both the police and the counselling centres. It is very difficult to place such cases within the frame work of domestic violence because it is assumed that it is a problem faced by married women alone.

In the case of dalit women, the problem starts with their wanting the status of a "wife". A non-dalit man is ready to maintain sexual relation with a dalit woman but no to marry her. In this context, there is a

need to consider expanding the definition of domestic violence. This is one illustration of the argument that there is no existing theoretical framework to address the problems of dalit women and domestic violence. The improbability of marriage is due to caste barriers and this factor is trivialized when it is turned into a case of "cheating". It is thus important to understand the fundamental limitation of the protection of Women from Domestic Violence Act which does not cover the "cheating" of unmarried dalit women by upper-caste men who maintain sexual relationships with them and use violence when the women want marriage.

Law pertaining to the problems of violence-

In India, there are numerous laws aimed at curbing the gender violence and to empower the women in the area of personal, social, political and economic matters. Under the provisions of *The Dowry Prohibition Act, 1961*, demand of dowry either before marriage, during marriage and or after the marriage is an offence. Recently, a comprehensive domestic law, popularly known as *The Protection of Women from Domestic Violation Act, 2005* is a landmark in the Indian legal system, enacted and took effect in 2006. Key elements of the law include the prohibition of marital rape and the provision of protection and maintenance orders against husbands and partners who are emotionally, physically, or economically abusive.

Side by side, we have some important provisions under IPC specifically relating to the subject of domestic violence which aim to protect the women are as follows :

- i) Sections 302 / 304 (b) clarify the meaning and punishment relating to homicide for dowry, dowry death or their attempts.
- ii) Under section 498 (a) a FIR can be lodged at any police station or a women cell for torture, both mental and physical by the husband or the in-law. The offence is cognizable, non-bailable, and non-compoundable.

- iii) Section 509 is related to the insult of modesty of a woman (sexual Harassment).

The Support System-Dalit women in inter-caste marriages report caste abuse within the marriage along with other forms of violence. While the discourse and activism on the subject of domestic violence against dalit women in general remains insignificant, dalit men have not yet learned to have an open discussion on this form of violence. They are afraid of victimization by mainstream society.

Domestic violence should be treated as an issue faced by the community. The institutions negotiating between men and women should develop a community orientation, an understanding of the family, sensitivity to caste discrimination and knowledge of existing laws. Domestic violence should not be handled as an issue that is of significance only to the concerned individual. These institutions should not treat the women as victims or victimize them in turn.

Concerted effort is necessary to increase the rate of dalit literacy. Develop a human right education programme for raising awareness about dalit human rights and also create or strengthen national institution for protecting dalit women's human rights. Politicians, government officials, civil society organizations, and influential individuals within local communities should exercise leadership to end violence against dalit women. The government should put restrictions on the selling of liquors. Because it is found that the drinkers indulge more in sexual assault with their partners, causing a great sexual pain and injuries. It has further led to hatred towards women folk and resulted in serial killings and assaults.

Measures should be put in place to ensure that the law against domestic violence which came into force through various movements and with the active contribution of the dalit community is fully understood and accessed by the dalit community. Awareness about existing laws

(on domestic violence, dowry demands, sexual harassment and atrocities against SC / ST) should be widely propagated. Section 354 and 509 of the IPC to be cognizable, non-bailable and non-compoundable across the country. Strict legal action should be taken against those who are involved in violence related activities against dalit women, the weaker section of the society. There is also a need to strictly implement the legal provisions of the various legislation, which are meant for the protection of dalit women. Specialized fast track court to be attached to every sessions court for redressing offenses relating to dalit women. Time line to be defined for redressal of cases in these specialized courts. Efforts should also be made to address domestic violence through community development schemes, women's self-help collectives and empower women economically and politically.

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