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ABOUT THE JOURNAL

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- **Our aim is to promote knowledge and information through publication that are socially relevant, locally need based, nationally important and globally significant.**
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Review to the Editor (JRR) using the email id: editorjrr@gmail.com. Research Paper/ Book Review should not exceed 4000 words. Research Paper/ Book Review of a paper should have a**cover page**providing the title of the paper, the names (s), address (es), phone, fax numbers and e-mail address (es) of al authors and acknowledgements, if any.

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- Deb, D. (2009).*Beyond developmentality: Constructing inclusive freedom and sustainability*. New Delhi: Daanish Books.
  Peet, R., & Hartwick, E. (2009).*Theories of development: Contentions, arguments, alternatives*(2nd ed.). London: The Guilford Press.
- **Edited Book:**
  Munda, R. D., & Mullick, S. B. (Eds.). (2003).*Jharkhand movement. Indigenous peoples' struggle for autonomy in India*. Copenhagen: International Work Group for Indigenous Affairs.
- **Chapter in an Edited Book:**
  Sreedevi, T. K., & Wani, S. P. (2009). Integrated farm management practices and upscaling the impact for increased productivity of rainfed systems. In S. P. Wani, J. Rockström, & T. Oweis (Eds.),*Rainfed agriculture: Unlocking the potential*(pp. 222-257). Wallingford: CAB International.
- **Article in a Journal:**
  D'Souza, R. (2004). Rigidity and the affliction of capitalist property: Colonial land revenue and the recasting of nature.*Studies in History, 20*(2), 237-272. doi:10.1177/025764300402000204
- **Website – magazine, journal or newspaper article:**
  Mohanty, B. K. (2016, January 8). Farmland-lease nod on table.*The Telegraph*. Retrieved fromhttp://www.telegraphindia.com/1160108/jsp/nation/story_62759.jsp#.VpN2du Z8tM4
- **Technical and Research Report, e.g. Government Reports**
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EDITORIAL

Dear All,

I feel very happy to dedicate the fiftieth issue of Jamshedpur Research Review to all of you. I certainly did not imagine this milestone when JRR started in 2012.

When we started JRR in 2012, we had some objectives in our mind. We aimed to publish multi-disciplinary and trans-disciplinary research papers relevant for India's developing economy. We aimed to promote knowledge and information through publication that are socially relevant, locally need based, nationally important and globally significant and to integrate and promote new ideas, concepts andpractices, for public welfare and strengthening the civil society.

Today we can say that we have worked hard towards achieving these objectives. Most of the credit for this effort goes to our learned readers, paper contributors and dedicated team of Jamshedpur Research Review. I am grateful to all of you that you trusted a novice editor like me and my small team and sent your best research papers for publication from every corner of the country.

I should be thankful to our editorial board and reviewes and technical team of Krisha Choubey and Sourabh. You all have done wonderful work in these ten years. The motivational messages and continuous support of Prof. Shukla Mahanty(Former Vice-Chancellor, Kolhan University), Prof. Hanuman Sharma (Pro-vice-chancellor, Sidho –Kanhu University), Prof. Vijay Bahadaur Singh, Prof. P.K Pani, Prof. Sanjeev Chaturvedi, Prof. Vijay Kumar 'Piyush', Prof. Sanjeev Singh, and Prof. Neha Tiwari you all kept motivating me in every moment of despair. It is your hard work and visionary suggestions that today Jamshedpur Research Review is counted among highly reputed the most regularly published journals in India.

The 50^{th} issue of Jamshedpur Research Review is very special and truely multi-disciplinary in nature. This issue has the largest number of articles published. These research papers have been taken from the broad areas of education, political science, history, social science, philosophy, commerce, theology, eco-tourism, management etc. This composite issue of JRR in itself boasts of a lot of knowledge and science. Surely all of you are going to like this issue very much.

I look forward to your cooperation, support and suggestions in future as well.

With best wishes!!

26 January 2022 Jamshedpur

Yours Sincerely

Dr. M.K Choubey

Editor-In-Chief

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LABOUR WELFARE PRACTICES IN MATHURA

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ABSTRACT

Human beings as resources are the most valuable assets of any organizations and account for the biggest reason for the success of failure of the organization. If these resources are acquired and managed properly an organization survives all the tests of time and competition. In fact the usage of other physical, material and financial resources depends upon the quality of human resources of the organization. A satisfied work force makes the best use of all other resources of the organization to bring out the best results. Public Sector Enterprises being a ‘model employer’ have to look after the welfare of its officers and employees. Welfare may be defined as such services, facilities and amenities which may be established in, or in the vicinity of, an undertaking to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale. Its main object is to secure an improved standard of living for the worker’s psychology and results in an increase in their productive efficiencies.

This paper is based on the study of the labour welfare schemes which is being followed by the Mathura Refinery of Indian Oil Corporation. For achieving this objective, officers and non-officers respondents and their responses are used with structured questionnaire and then analyzed through statistical techniques.

Keywords: Labour Welfare Schemes, Intramural, Extramural, Constitution, International Labour Organisation.

1. Introduction

Human beings as resources are the most valuable assets of any organizations and account for the biggest reason for the success of failure of the organization. If these resources are acquired and managed properly an organization survives all the tests of time and competition. In fact the usage of other physical, material and financial resources depends upon the quality of human resources of the organization. A satisfied work forcemake the best use of all other resources of the organization to bring out the best results. Public Sector Enterprises being a ‘model employer’ have to look after the welfare of its officers and employees. Welfare may be defined as such services, facilities and amenities which may be established in, or in the vicinity of, an undertaking to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale. Its main object is to secure an improved standard of living for the worker’s psychology and results in an increase in their productive efficiencies.

Our Constitution, in its **Directive Principle of State Policy**, refers generally to *"the promotion of the welfare of the people"*. In its specific application to the working class, the necessity of "securing just and humane conditions of work" for them has been highlighted; but what these conditions actually imply cannot be specified in rigid terms for all times.

2. Scope of Labour Welfare

In the report of the committee on Labour Welfare, 1969, the scope of Labour Welfare covered "such services, facilities, sanitary and medical facilities, arrangements for travel to and from work, for the accommodation of workers employed at a distance from their homes, and such other services, amenities, and facilities, including social security measures, as contribute to improvement of the conditions under which workers are employed.

While offering its own interpretation of the meaning of the scope of welfare, the International Labour Organisation (ILO) observes. "The term is one which lends itself to various interpretations, and it has not always the same significance in different countries. Sometimes, the concept is a very wide one and is more or less synonymous with conditions of work, as a whole. It may include not only the minimum standard of hygiene and safety laid down in general labour legislation, but also such aspects of working life as social insurance schemes, measures for the protection of women and young workers, protection of women and young workers, limitation of hours of work, paid vacations, etc. In other cases, the definition is much more limited, and welfare in addition to generally physical working conditions, is mainly concerned with the day to day problems of the workers and the social relationships at the place of work."

In totality labour services should:

"Enable workers to live a richer and more satisfactory life", and:

- Contribute to the productivity of labour and efficiency of the enterprise.
- Raise the standard of living of worker by indirectly reducing the burden on their purse.
- Be in tune and harmony with similar services obtaining in a neighboring community where an enterprise is situated.
- Be based on an intelligent prediction of the future needs of industrial work, and be so designed as to offer a cushion to absorb the shock of industrialisation and urbanisation on workers, and
- Be administratively viable and essentially developmental in outlook.

Scope of Labour Welfare follows all extramural and intra mural welfare activities as statutory and non-statutory Welfare measures undertaken by employers, the government, trade unions or voluntary organizations fall with the scope of labour.

Table 1.List of Employee Welfare Amenities

Intramural	Extramural
Drinking Water	Social insurance (gratuity pension, PF etc.)
Toilets	Benevolent Fund
Creche	Maternity benefits
Washing facilities	Health and medical facilities
Uniform and protective clothing	Housing facilities
Shift allowance	Recreation facilities
Canteen	Leave travel facilities
	Vocational training
	Transport to and from place of work.
	Workers' cooperation

3. Need and Importance of Labour Welfare

Employee Welfare is in the interest of the employee, the employer and the society as a whole. For the employee, welfare measures help to counteract the negative effects of the factory system. These measures enable the employee and his family to lead a good life. Well-housed, well-fed and well-looked after, labour is not only an asset to the employer but

serves to raise the standards of industry and labour in the country.

Thus, following motives and considerations have promoted employers to provide welfare measures:

- It is helpful in winning over their employees' loyalty and to combat trade unionism.
- It helps to improve recruitment. As the job becomes more attractive, more efficient employees can be recruited.
- It builds up a labour force by reducing labour turnover and absenteeism.

- It raises the morale of workers. A feeling is developed among the workers that they are being looked after properly.
- It helps to increase employee productivity or efficiency by improving their physical and mental health.
- Employee welfare helps to improve industrial relations and industrial peace. When the workers feel that the employer and the government are interested in their happiness, they are less likely to indulge in militant trade unionism.
- The social evils prevalent in the labour force such as gambling, drinking etc. are reduced to the minimum. It brings improvement in the health of the workers and keeps them cheerful.
- the motive behind provision of welfare activities by some companies is to enhance their image and to create an atmosphere of goodwill between the labour and management and also between management and the public.
- One of the reasons for provision of welfare activities in recent times by certain employers is to save themselves from heavy taxes on surplus.
- Voluntary efforts for the welfare of workers reduce the threat of further government intervention.

4. Review of Literature

The study of public sector enterprise in India has caught the attention of many scholars form the disciplines like Public Administration, Economics, and Management etc. A few of them have studied human resource development from motivation or morale aspect. Still, the one of the most vital issue in public sector of India in present scenario i.e the 'Maharatna' public sector companies is almost untouched and hardly there is any study on Human Resource Management and Industrial Relations in this important segment of Indian Public Sector.**K.R.P. Singh[1] (1987)**has made a study on organization and management of public enterprises in India. He has also taken up the industrial relations, performances, efficiency, pricing policies and different forms of public enterprises in India. People, according to him, form the most important part of public enterprises. **Sally Howe[2] (1995)** has made a very important and detailed contribution in the field of human resource management. Very detailed conceptual framework of HRM has been framed. Author has covered various aspects like human resource planning and administration, Employee resourcing, equalizing employment opportunities, employee development, organization design, motivation, performance and reward management, employee relations etc. He has discussed the historical perspective of HRM from welfare tradition to employment management tradition, industrial relations tradition to the specialist advisor tradition. He has also compared the Traditional Personnel Management (TPM) with Human Resource Management (HRM) and concluded that it is HRM which has become the most vital issue of development in any organization. **A.M. Sharma[3] (1996)**in his study on Personnel and Human Resource Management has dealt with conceptual framework, organizational dynamics, formal and informal organizations, organization charts and structures, organizational needs, mission, organization culture, corporate culture, job analysis, selection, orientation, training and development, compensation, promotion transfers, demotions, career planning motivation, leadership, supervision and human relations. A number of issues pertaining to HRM have been explained in details.**V.P. Michael[4] (1997)** opines that HRM is that part of management process which develops and manages the human elements of enterprise considering the resourcefulness of the organization's own people in terms of total knowledge, skills, creative abilities, talents aptitudes and potentialities for effectively

[1] K.R.P. Singh, *Organization and Management of Public Enterprises,* Deep and Deep Publications, New Delhi, 1987.

[2] Sally Howe, *Essential Elements of Human Resource Management,* DP Publications Ltd, Aldine Place, London, 1995.

[3] A.K. Sarma, *Personnel and Human Resource Management,* Himalaya Publishing House, Bombay, 1996.

[4] V.P. Michael, *HRM and Human Relations,* Himalaya Publishing House, Mumbai, 1997.

actuating. He has dealt with all important function and strategies of HRM like HRP, HRD, organization development, communication systems, motivation, human relations, industrial relations, appraisal, compensation, worker's participation and involvement. Apart from this, nature, scope and challenges to HRM have been dealt with. Wendell French (1997) in his work has explored the conceptual framework, historical perspectives, processes in HRM, development of HRM as a profession, contemporary challenges to HRM, organizational considerations in HRM, motivation and management philosophy, organization culture and climate, job designing and staffing, work rules and schedules, recruitment and selection, training and development, performance appraisal, compensations and rewards, employee benefits and protections, rights, responsibility and justice, safety and health management, participation, globalization and the future of HRM. The issue of International Human Resource Management has also been dealt with.**John Storey[5] (1997)**in his work dealt with transitions and transformations, managing change, role of top and middle management, trade unionism and industrial relations. He is of the view that a number of 'radical changes' in the methods of management and work organizations are taking place all over the world and sometimes these changes are beyond control. The role of HRM, therefore, has become very demanding and challenging according to him. **Harold Koontz and Heinz Weihrich[6] (1998)** gave top priority importance to human assets in any organization. They have dealt in detail with various aspects of management and human resource accounting (HRA) and audit. Further, they opine that staffing process of HRM is the important factor for success and failure of any organization. The success of this process is essential with proper induction of human assets. They have also touched the vital issues like effects of environment on organizations. **N.K. Singh[7] (1999)** has made a very comprehensive study on HRM and taken up core issues like concept, standardization of jobs, manpower planning, recruitment and selection policy, performance appraisal, training and development, wage regulations and disputes, succession planning etc. He has particularly discussed the evolution of HRM in India, also taking examples from USA where much emphasis in given to HRM, he has explained various phases in management like welfare management (1920-40's), personnel management (1950-1970's), HRD concept (1970's- 1980's), HRM concept (1980 onwards). Present concept, according to him, is the 'Culture and Performance Concept' in the form of HRM. Fast changing requirement of institutions do not give HRM strategies to be 'all time valid' ones. **James A.E. Stoner, R. Edward Freeman, Daniel R. Gilbert, JR[8] (2004)** in their combined work have dealt with various aspects and dimensions of management, HRM being one of the most important one. They have explained the traditional role of HRM as a process involving HRP, recruitment, selection, socialization, training and development, performance appraisal, promotions, transfers, demotions, separations etc. They further opine that HRM has acquired new role with emergence of new trends like 4C's in the form of Competence, Commitment, Congruence, Cost effectiveness. This new model of HRM forms the basis of evaluating an organizations effectiveness and business strategies. The new HR polices, according to them are most important part of the

5 John Storey, *Managing Human Resources- Preparing for the 21st century,* Beacon Books, New Delhi, 1997.

6 Harold Koontz and Heinz Weihrich, *Essentials of Management,* Tata Mc Grant Hill Publishing Company Ltd, New Delhi, 1998.

7 N.K. Singh, *Human Resource Management,* Excell Books, New Delhi, 1999.

8 James A.F. Stoner, R. Edward Freeman, Daniel R. Gilber, *Jr. Management,* Pearson Education (Singapore), Indian Branch, New Delhi, 2004.

functioning of modern organizations. **A.B. Singh and Anurag Singh**[9] **(2004) have** made a case study on Oil and natural Gas Corporation Limited (ONGC). They have studied it from the public sector reforms and have explained the concept, objectives, rational, development and efficiency of public sector in India. They have established a relationship between the fast pace development in GDP of India and growth of progressive companies like ONGC. **K.P.M. Sundhram and RuddarDutt**[10] **(2005)** have dealt with various aspects on the evolutions working and effectiveness of Indian public sector undertakings. They have tried to explain the rationale of having public sector in India and also the effects of liberalizations, privatization and globalization on it. They have given enough statistics of the working of top ten public sector undertakings which are showing huge profits and are workings as competitive global companies.**Tannuja Agarwala**[11] **(2007)** has made a study on Strategic HRM. She has explained the basic concept of HRM, its functions and strategies. She has analysed that how the traditional personnel management took the shape of strategic human resource management in present times. She has also dealt with issues in international HRM also. A Study made by **Department of Public Enterprises Government of India**[12] **(2008)** has stressed upon the need to empower the public sector of India. The study deals with very important issues like diversification, competition, autonomy, corporate governance in Indian public sector undertakings. It is concluded that public sector of India will meet all the challenges provided if it is empowered with functional and financial autonomy. It is also observed that the public sector cannot be allowed absolute freedom by the Government.

1. Research Methodology

The following research methodology has been adopted for the study:

5.1 Objective of the Study

The objective is to examine the satisfaction level of the employees from the various amenities and facilities provided to themat Mathura Refinery of Indian Oil Corporation.

5.2 Hypothesis

- H_0: There is no improvement in the satisfaction level of the employees from the various amenities and facilities provided to them.
- H_a: There is a significant improvement in the satisfaction level of the employees from the various amenities and facilities provided to them.

5.3 Types and Sources of Data- The study is based on the primary data which has been collected with the help of questionnaire and personal interviews from the employees of Mathura Refinery. Also the secondary data has been collected from the Corporate Office- HR Department of IOC, New Delhi and HR Department of Mathura Refinery, Mathura.

5.4 Sampling Plan- The size of the sample has been decided on the basis of Taro Yamane's Formula i.e:

$n=N/1+N^*(e)^2$, where,

n = Sample Size

N = Population Size

e = The acceptable sampling error (0.05 at 95% confidence level)

Applying the formula, the sample size has been determined for Officers and Non-Officers to be 194 and 276 respectively. The questionnaire was distributed randomly to all

9 A.B. Singh, Anurag Singh, *Public Sector Reforms in India- A Case Study of ONGC,* A.P.H. Publishing Corporation, New Delhi, 2004.

10 K.P.M. Sundharam and RuddarDutt, *Indian Economy,* S. Chand and Co.New Delhi, 2004.

11 Tanuja Agarwala, *Strategic HRM,* Oxford University Press, New Delhi, 2007.

12 Department of Public Enterprises, *Empowering Public Sector Enterprises in India,* A Government of India Publications, New Delhi, 2008.

of them and only 146 among Officers and 236 among Non-Officers responded. Out of them few questionnaires were rejected due to incompletion and inconsistency and finally 120 questionnaires among Officers and 223 questionnaires among Non-Officers were used.

Table 2: Sample Size for the Study

Composition	Calculated Sample Size	Responded	Used
Officers	194	146	120
Non-officers	276	236	223

5.5 Data Analysis- Data collected from the primary and secondary sources have been tabulated and arranged so that meaningful inference could be drawn. Statistical tools like t-Test and percentage have been used for analysis and interpretation. Pie-Charts have been used for presentation of data.

6. Welfare Activities Undertaken At IOCL-IOCL carries out many welfare activities for the betterment of employees and for community development. The various welfare activities undertaken to promote the well being of the employees have been enlisted below:

6.1 Leave Travel Concession (LTC)

Basic Principles

- To afford assistance to employee serving at places distinct from their homes for journey to their home town.
- Now, facility extended to anywhere in India.
- Including family and his dependant parents apart from self
- LTC block year starts from odd year e.g. 2001-2002.

Eligibility

- Employees and their family are allowed only once in a block period of 2 years with option of availing the L.T.C. for any place in India.
- Employees while availing L.T.C. are also reimbursed for local travel actual taxi fare or at twice the entitled rate of local conveyance under TA rules at the sections of commencement and termination of outward and inward journeys, whichever is less
- LTC admissible to all employees in the approved scales of pay.
- Employee must complete 1-year continuous service from the date of availing LTC.

6.2 Loans and Advances-The employees of corporation are entitle to various types of loans & advances like House Loan Advances, Conveyance Advances, Conveyance Repair Advances, Festival advances, Bicycle Advances, Emergency Advances, Medical Advances, T.A. & P. F. Advances.

6.2.1 House Building Advances-With a view to own a residential accommodation for his/her self occupation, HBA may be granted to an employee provided the employee has completed a minimum of 5 years of service in one of the regular scales of pay of the corporation including the service in Government/Public sector undertaking.-The maximum ceiling of HBA entitlement of an employee is 100 months Basic pay + DA (as on the date of sanction) or Rs. 10 lakhs (Gr. A to C)/ Rs. 14 lakhs (Gr. D to F) / Rs. 12 lakhs (Gr. G & above) or the cost of the house/flat, whichever is lowest. The employee if he so wishes, may adjust the gratuity amount against HBA, which would be computed on the basis of maximum stage of salary scale at the time of sanction and subject to the ceiling applicable.

For the purpose of extension, enlargement and/or modification of a house/flat already owned by an employee, the HBA entitlement would be restricted to 50% of the above entitlement.

6.2.2 Conveyance Advance-A permanent employee of the corporation may be sanctioned interest bearing loan/ advance for purchase of conveyance upon satisfaction of the competent authority that the possession of the vehicle by the employee will be in the interest of the corporation.The mode of the conveyance and the amount of advance admissible is as under:

- **Officers**

Conveyance advance for purchase of vehicles is admissible to officers as under:

For Cars

Grade	Maximum entitlement
A	Rs.2.65 lakhs
B & C	Rs. 4.50 lakhs
D, E, & F	Rs. 5.0 Iakhs
G & H	Rs. 6.50 lakhs
I	Rs. 7.50 lakh

6.2.3 Festival Advance-An advance limited to Rs. 4000/- is admissible to all non-officer employees on the eve of important festival, which is interest free and recoverable in not more than 10 equal monthly installments. The advance is admissible only once in calendar year provided the advance taken in the earlier year has been repaid in full.

Eligibility-Festival advance amounting to Rs.4,000/- to an non-officer employee shall be admissible only once in a calendar year provided the advance taken in the earlier year has been repaid in full. The advance shall be disbursed and drawn before the commencement of the festival for which the advance is sanctioned.

6.3 Transport Facilities-Transport facility is provided in the corporation to its employees to bring them at duty places and drop them back. Time to time buses are provided for their children as well, for going to DPS or KVS school and drop them back to their residential places. Buses for marketing division are also there which provides facility for the wives of IOC's Employees if they want to go to market. Stops and points are pre decided.

Transportation of Employees-Mathura Refinery is having 2 Years contract on round the clock basis. Nine buses have been deployed for transportation of employees from city to Refinery & back. The timing of shifts is as under:-

'A'	-----------	06.00 a.m	To	02.00 p.m
'B'	-----------	02.00 p.m	To	10.00 p.m
'C'	-----------	10.00 p.m	To	06.00 a.m
'General Shift'	-----------	08.00 a.m	To	05.00 p.m
'Admn. Staff'	-----------	09.45 a.m	To	05.30 p.m

The above 9 buses are further utilized for welfare trips such as schools, colleges, marketing duties for the dependents of the employees as well as CISF.

***Eligibility*-**Those employees are not getting transport allowance subsidy will be eligible for transport facility.

- Employees drawing transport allowance subsidy will not eligible for company's transport facility.

6.4 Canteen Services-As per factory act 1948 welfare facilities such as canteen check & changes will be provided to the workmen those who are performing rotating shift duty by the factory owner. The canteen facilities are availed by almost all 1600 employees at Mathura refinery. The canteen being run the contract basis period of 23 months.

6.5 Health & Medical Care -Employees along with their eligible dependents with them in township are entitled to get the medical attendance from the corporation's hospital.

- **For Community's Welfare**
  - Family Welfare Camps through Mathura Refinery hospital & District hospital at Swarn Jayanti Hospital.
  - Sponsoring Camps for physically Disabled People in the District.
    - Kalyanam Karoti
    - Viklang Saharak Sansthan

In these all three hospitals, artificial limbs, shoes, crutches, wheel chairs etc. are given.

- Eye Camps
- First Examining & then Wind up of those who have to be operated.

On last day they are provided by a kit and those who are in need they are provided with spectacles.

- **For Employees of Mathura Refinery-**A patient may be referred to an outside hospital, in any of the Metropolitan City, by the C.M.O. only in case where treatment cannot be done in MR hospital.

6.6 Housing Facilities-Township is being maintained in all the refineries. Employees are allotted quarters in the township for which house rent recovery is made from them at prescribed rates.

6.6.1 Quarter's Allotment- The employee shall be entitled to the allotment of accommodation according to the classification and type of quarter shown, depending mainly upon the priority date and pay groups.

6.6.2 For Organisation Township-The priority date for the purpose of allotment of quarters in the marketing, refineries, and pipelines will be considered separately in respect of the quarters so earmarked

6.7 Education Facilities to Employee's Children

6.7.1 Board Policy-Since education is a specialized field requiring specialist experience and know how, the refinery management will, as far as possible, entrust the responsibility of developing educational facilities to some educational institutions (Governmental and non-Governmental) in the respective states. To attract such institutions, the corporation will provide the school building and initial expenditure on furniture and other necessary equipments. If such educational institutions are not available or if their services cannot be obtained on reasonable terms, the Corporation alone should undertake the responsibility of running the schools.

Primary education through the medium of national language (Hindi) and/or the regional language should be made available to children of employees free of cost.

The Corporation may start a secondary / high School entrusting its management to outside educational institution, through the medium of national or regional language if that is the need and introduced English as one of the subjects from any standard, depending upon the practice in the respective state. No fee will, be charged from the children of employees belonging to SC / ST community.

The corporation may grant subsidy to such a school to a reasonable extent which may be decided from time to time.

No fees may be charged from the children in the Nursery Class if the nursery class is a part of the primary school with the medium of National or regional language. If the Nursery class is run through the medium of English then adequate fees should be charged so that

50% of the running expenses of such school could be met from the monthly fees. The school fees for English medium school will be on commercial basis so that it can be self-supporting in respect of running expenses.

Education Allowance-IOCL provides education allowance to the employee's children. Before 3rd July 1988 this facility was given to all the children of an employee but after that only two child of an employee will get this facility.

6.7.2 School in Township-Mathura refinery is also running two schools look after by Deputy Manager of Corporate Communication Dept. These schools are Delhi Public School governed by DPS society and KendriyaVidhyalaya governed by KendriyaVidhyalayaSangathan. The recruitment of teachers in KV is looked after by their Sagathan. In the management of these schools there are two members from the concerned society and two members are from the Refinery Management.

All the expenses of these schools are borne by the Refinery. They charge nominal fees from employees and rest are paid by Refinery.

6.8 Recreational Clubs and Centres-Each refinery unit has adequate facilities for the recreation of the employees and their family members in the township through clubs and community centres. These include library, indoor & outdoor games, cultural activities and regular film shows.

Offices such as at Head Quarters, Calcutta, Mumbai, R&D centre, Pipelines H.Q. etc. where club facilities are not available employees are entitled to an excursion trip with an option to go anywhere in India once in a year and they are entitled to claim reimbursement of a fixed amount which is decided every year for the excursion. The amount for the year 2012-2013 is Rs. 1615/-.

6.9 Leave Rules

- Leave is not a matter of right.
- Sanctioning authority: Controlling Officer.
- Basically there are three types of leave:

Casual Leave (C.L.)

  - Earned Leave (E.L.)
  - Special Sick Leave (S.S.L.)

6.9.1 Casual Leave

- Maximum ten C.L. in a calendar year with full pay and allowance,
- Given proportionately for middle of year joining.
- Max of 6 C.L. at a time.
- Will lapse at the end of calendar year.
- Can be prefixed, suffixed & sandwiched with public holidays / weekly offs /C.C.L.
- Cannot be combined with any other type of leave.

6.9.2 Earned Leave

- Total of 32 earned leave in a year
- Earned 8 days for each completed quarter of service.
- Crdited on 1st of April, 1 July, 1st October and 1st Jan.
- 3/4th can be encashed and l/4th non encashable.
- Accumulated upto a maximum of 300.
- Accrual / reduction: @ 1 day for every 11 day of LWP/duty.
- Not granted more than 4 times in a year.

6.9.3 Special Sick Leave

- Total of 20 Half Pay or 10 Full Pay in a year.
- Earned @ 5 days on half pay per quarter.
- Credited at the end of each quarter.
- No ceiling on accumulation.
- Can be availed upto 2 days without medical certificate.
- For more than 2 days Special Sick Leave medical certificate has to be given.
- Can be encashed at the time of super annuation/VR/Death.

6.10 Pay and Allowances

The employees are placed in one of the scales of pay. The scales of pay with some typical designations of the employees in Refineries Division are as follows :-

Officers w.e.f. 01/01/2017	
Grade	**Scale Of Pay**
I	Rs. 1,50,000-3,00,000
H	Rs. 1,20,000-2,80,000
G	Rs. 1,20,000-2,80,000
F	Rs. 1,20,000-2,80,000
E	Rs. 1,00,000-2,60,000
D	Rs. 90,000-2,40,000
C	Rs. 80,000-2,20,000
B	Rs. 70,000-2,00,000

Employees w.e.f. 01/01/2017	
Grade	**Scale of Pay**
I	Rs. 23,000-78,000
II	Rs. 23,500-85,000
III	Rs. 24,000-95,000
IV	Rs. 25,000-1,05,000
V	Rs. 26,500-1,16,000
VI	Rs. 29,000-1,32,000
VII	Rs. 32,000-1,42,000
VIII	Rs. 35,000-1,57,000
IX	Rs. 38,000-167,000

7. Analysis And Findings

On the basis of response given by the respondents, both officers and non-officers, the following findings have been made:

Table 3.Officers Satisfaction Level towards the Facilities being provided at the Mathura Refinery

Welfare Facilities	**SCALE**					**Total**
	Highly Satisfied	**Satisfied**	**Average**	**Dissatisfied**	**Highly Dissatisfied**	
Leave travel concession	20	72	10	8	10	120
House building allowance	23	71	16	8	2	120
Conveyance	12	75	12	13	8	120
Canteen Services	19	70	17	9	5	120
Medical Facilities	7	100	6	5	2	120
Housing Facilities	20	71	14	10	5	120
Children'sEducation	4	106	4	5	1	120
Recreational Clubs and Centres	8	88	11	7	6	120
Leave Policy	13	86	12	7	2	120
Pay/Salary	7	95	11	5	2	120

Fig. 1 Officers satisfaction level towards the Facilities being provided

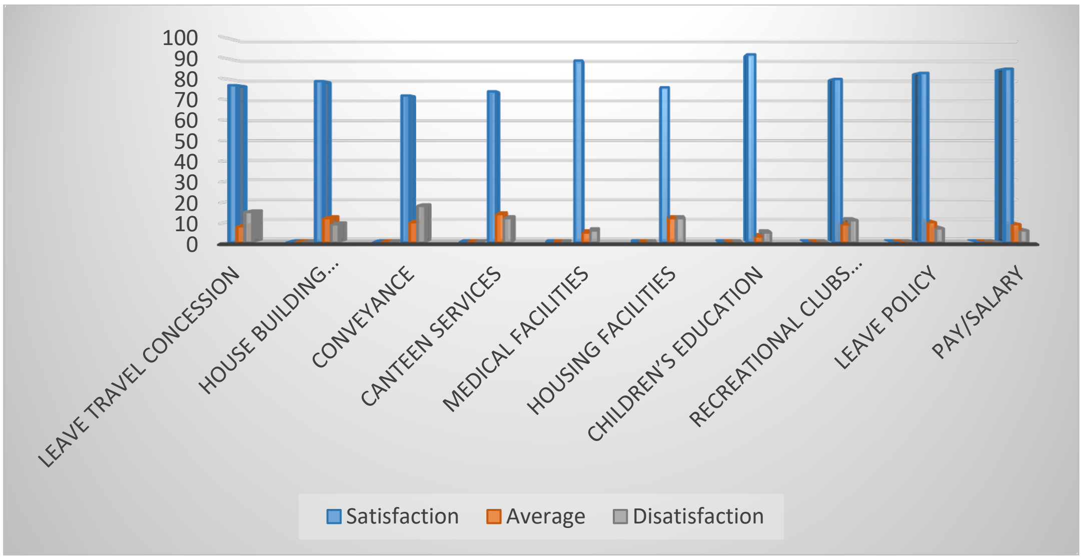
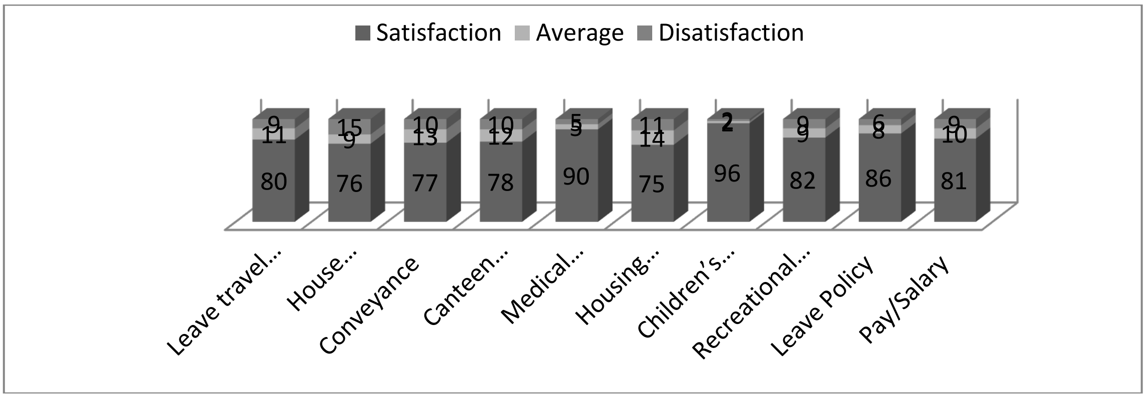


Table 4: Non-Officers Satisfaction Level towards the Facilities being provided at the Mathura Refinery

Welfare Facilities	Scale					Total
	Highly Satisfied	Satisfied	Average	Dissatisfied	Highly Dissatisfied	
Leave travel concession	20	158	25	16	4	223
House building allowance	29	141	20	22	11	223
Conveyance	38	134	29	18	4	223
Canteen Services	29	145	27	13	9	223
Medical Facilities	20	181	11	9	2	223
Housing Facilities	31	136	31	20	5	223
Children's Education	36	178	5	2	2	223
Recreational Clubs and Centres	20	163	20	13	7	223
Leave Policy	38	154	18	11	2	223
Pay/Salary	34	147	22	15	5	223

Fig. 2: Non-Officers Satisfaction Level towards the Facilities being Provided



The above tables and bar diagrams represent the satisfaction level of Officers and Non-officers at Mathura refinery. The response of highly satisfied and satisfied has been clubbed and has been assumed to be positive response where as the response of dissatisfied and highly dissatisfied has been clubbed and has been assumed to be negative response. These responses were taken against ten welfare services or facilities being provided to theemployees at Mathura refinery. Both the Officers and Non-officers seem to be satisfied with these services though at varied degrees. Officers have opined to be satisfied with the following facilities provided at the refinery in the descending order- Children's Education-

92%, Medical Facilities- 89%, Pay/ Salary- 85%, Leave Policy- 83%, Recreational Clubs and Centres- 80%, House Building Allowance- 79%, LTC- 77%, Housing Facilities76%, Canteen Services-74% and Conveyance-73%. Whereas the Non-officers seems to be be more satisfied with the following facilities in descending order- Children's Education- 96%, Medical Facilities- 90%, Leave Policy- 86%, Recreational Clubs and Centres- 83%, Pay/ Salary- 81%, LTC- 80%, Canteen Services- 7

Conveyance-77%, House Building Allowance- 76% and Housing Facilities- 75%.

Table 5: Spearman's Coefficient of Correlation for Welfare Measures

WELFARE MEASURE	RANK GIVEN BY OFFICERS (R_1)	RANK GIVEN BY NON-OFFICERS (R_2)	$(R_1 - R_2)^2$ D
Leave Travel Concession	7	6	1
House Building Allowance	6	9	9
Conveyance	10	8	4
Canteen Services	9	7	4
Medical Facilities	2	2	0
Housing Facilities	8	10	4
Children's Education	1	1	0
Recreational Clubs and Centres	5	4	1
Leave Policy	4	3	1
Pay/Salary	3	5	4
N = 10		**$\sum D^2 =$**	**28**
Spearman's Coefficient of Correlation = 0.8303			

Result: It is evident that, a high degree of positive correlation (0.83) exists between the preferences of the Officers and Non-officers as regard to various welfare measures being provided at Mathura Refinery.

8. Conclusion

- Officers have opined to be satisfied with the following facilities provided at the refinery in the descending order- Children's Education- 92%, Medical Facilities- 89%, Pay/ Salary- 85%, Leave Policy- 83%, Recreational Clubs and Centres- 80%, House Building Allowance- 79%, LTC- 77%, Housing Facilities76%, Canteen Services-74% and Conveyance-73%.
- Whereas the Non-officers seems to be be more satisfied with the following facilities in descending order- Children's Education- 96%, Medical Facilities- 90%, Leave Policy- 86%, Recreational Clubs and Centres- 83%, Pay/ Salary- 81%, LTC- 80%, Canteen Services- 78%, Conveyance-77%, House Building Allowance- 76% and Housing Facilities- 75%.
- A modern 50-bed hospital for treating respiratory diseases was set up near Mathura Refinery as a goodwill gesture to the community
- Health check-up, immunization, family planning camps, pre & post natal check up, cancer detection, blood donation, eye-care camps, etc are organized regularly.

- The Community Development Programme of the refineryadopts a multi-disciplinary approach incorporating health, family welfare, education, environment protection, drinking water and sanitation, empowerment of women and other marginalised groups. About 25% of Community Development budget is spent towards welfare of Scheduled Caste and Schedule Tribe.

To conclude we may say that the Mathura refinery provides comprehensive welfare facilities to its employees to take care of their health, efficiency, economic betterment, social status, etc., and to enable them to give their best at the workplace.

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RELATIONSHIP BETWEEN LEADERSHIP STYLE AND ORGANIZATIONAL EFFECTIVENESS

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Leadership styles are indispensable to a business organizational effectiveness.[1] It has always played a vital role in achieving goals, setting norms and creating a healthy business organization environment. Effective leadership is the ability to achieve organizational and societal goals which is an important part of the society and organizations. In recent years, leadership has engaged as a new effective approach for managing the employees and organization at large. Most researchers evaluate leadership effectiveness in term of the consequence of the leader's action for subordinates and other organizational stakeholders."

A leadership style is a leader's style of providing direction, implementing plans, and motivating subordinates. There are many different leadership styles proposed by various researchers that can be exhibited by leaders in the political, business or other fields. Literature reviews on leadership style, expressing an approach that stresses a holistic view of leadership, including how a leader's physical presence determines how others perceive that leader. The factors of physical presence are physical fitness, confidence, and resilience. The leader's intellectual capacity helps to conceptualize solutions and acquire knowledge to do the job. Leadership style includes a leader's conceptual abilities agility, judgment, innovation, interpersonal sensitivity, and domain knowledge which encompassing tactical and technical knowledge as well as cultural and geographical awareness (Igbaekemen, 2014)." Tran (2010) suggested that leadership styles affect the financial efficiency ratio. Today leaders face the challenge of recruiting and holding on to competent employees in organizations. Bass and Avolio (2000) inferred that leadership style influences the essential attitudes and conventions of an organization's members, creating a common mentality to achieve organizational goals, leadership styles impact the organizational efficiency. Leader's acuities of the strategic variables are critical to motivating organizational efficiency. The leaders play a vital role in advising and molding the variables by determining the types of behavior anticipated and supported, Stogdill (1974) proposed that many organizational and psychological research reports have shown that leadership is a multifaceted and complex process. Leadership is a term which has been into use from early 1300s but it came into awareness and got terminology which can be used frequently since 1700.Leadership plays a critical part in developing an effective organization. It focuses on the development of followers and their needs. Prior literature about leadership portrays it as a personal ability. Messick and Kramer (2004) stated that the extent to which an individual portrays leadership traits depends on the characteristics of the situation and environment in which he finds himself. There are different leadership styles and they differ widely in terms of directing and guiding the employees and subordinates. Many studies have illustrated the inevitable role of leadership in determining organizational performance. This study will analyze a wide range of literature and data to determine the impact of different leadership styles on the organizational performances. Organizational performance refers to the ability of a firm to attain high profit, quality product, large market share, good financial results, and survival at a fixed time using suitable strategy (Koontz and Donnell, 1993). One of the key driving forces of an organization's performance understands the effect of leadership on performance. Effective leadership is the vital factor responsible for management development and competitive advantage for organizational performance improvement (Avolio and Yammarino 1999).[2] For instance, transactional leadership helps an organization in achieving their present objectives more efficiently by linking job performance to valued rewards and ensuring that the employees are having the resources required to make sure that the job is carried out (Zhu, Chew and Spengler, 2005). Visionary leaders create a strategic vision of some future state, communicate that vision by framing and using metaphors, consistently act by modelling the vision, and build a commitment towards the vision (Avolio and Yammarino 1999). Mehra, Smith, Dixon and Robertson (2006), in their study argue that the effects of leadership come into focus when some organizations look for efficient ways to outperform their competitors.[3] Team leaders are believed to play an important role in the shaping of collective norms, helping groups in adapting to their environments, and coordinating collective action. This leader-centred perspective has provided important insights on the relationship between leadership and the performance of a team. Intangible assets like leadership style, culture, skills and competence, and motivation are seen increasingly as the key sources of strength in those organizations that combine people, processes and organizational performance (Purcell et al., 2004).

One of the key components in deciding the success of an organization is the type of leadership style it follows. It is generally considered that the leadership style is intended to provide a clear direction and path so that the employees can make their skills and performances more effective. Lee and Chuang (2009), argued that an excellent leader not only ignites a subordinate's potential to enhance efficiency but also achieves organizational goals.[4] Stogdill (1957) explained leadership as the behaviour of an individual to lead a group to accomplish a common goal. Fry (2003), stated that leadership can be used as a leading strategy to inspire and to raise the staff's potential for development and advancement.[5]

There are numerous reasons that pinpoint the relationship between leadership style and organizational performance. The first is that, in today's competitive and dynamic markets, competition is built on innovation, price, organizational performance, decreasing returns and on competencies. Studies have shown that in the midst of these new challenges, successful leadership can improve the performance of organizations. McGrath and MacMillan (2000).[6]

Leadership is perhaps the most thoroughly investigated organizational variable that has a potential impact on organizational efficiency. As all the decisions made by the leader defines the success and failure of any business organization it becomes a very vital and crucial issue of study and decision making, it has been found prominently that effective business requires effective leadership and effective leadership is based on the leadership styles. Therefore, the all are interlinked and success and failure of any organization is dependent on all these factors as stated by Fiedler and House. Moreover, it is a widely accepted notion that effectiveness of any human being is crucially dependent on the essence of leadership quality. Efficient leadership eases the acquirement of the follower's desires. Which definitely results in efficient employees. A number of recent studies examined the effect of leadership styles on organizational effectiveness. They report strong relationship between them.

It mostly depends on the role of the leaders to define the scope in which the members or employees of the organisations will strengthen the resources of the organisations through the leadership styles adopted. Organizational efficiency on a larger extent depends on the adequacy of the resources, their proper allocation, utilization and processing which have to be monitored by the leaders and managers by adopting apt leadership styles, among any other factors. Akpala (1998) has identified motivation, leadership styles adopted and the way to work as some important variables that sometimes employ negative effect on the organizational efficiency in India.

There are many styles of leadership that fit many types of businesses and organizations. Subordinates learn and become motivated in different ways, so effective leaders need to know which styles work best in what situations or organizations. Many leadership styles share common traits, and multiple studies have narrowed down the key styles of leadership. The Centre for Association Leadership identifies nine leadership styles as below.

1. Trait Leadership Style

One of the earliest approaches to studying leadership was the trait leadership style. The trait leadership style emphasizes the personal attributes of leaders. Underlying this approach was the assumption that some leaders are natural leaders who are endowed with certain traits not possessed by other people. Early leadership theories attributed managerial success to possession of extraordinary abilities such as tireless energy, penetrating intuition, uncanny foresight and irresistible persuasive powers (Zaccaro, 2007). Traits of a good leader are:

i. Honest
- Display sincerity, integrity, and openness in all the leader's actions.
- Dishonest behavior will not inspire trust.

ii. Competent
- Based on leader's actions on reason and moral principles.
- Do not make decisions based on childlike emotional desires or feelings.

iii. Forward-looking
- Set goals and have a vision of the future.
- The vision must be owned throughout the organization.
- Effective leader envisions what he or she wants and how to get it.
- Leader habitually picks priorities stemming from his basic values.

iv. Inspiring
- Display confidence in all tasks that the leader does.
- By showing endurance in mental, physical, and spiritual stamina, leader will inspire others to reach for new heights.
- Take charge when necessary.

v. Intelligence
- Read, study, and seek challenging assignments.

vi. Fair-minded
- Show fair treatment to all subordinates.
- Prejudice is the enemy of justice.
- Display empathy and being sensitive to the feelings, values, interests, and well-being of others.

vii. Broad-minded
- Seek out diversity

viii. Courageous
- Have the perseverance to accomplish a goal regardless of the seemingly overwhelming obstacles.
- Display a confident calmness when under stress.

ix. Straightforward
- Use sound judgment to make good decisions at the right time.

x. Imaginative
- Make timely and appropriate changes in your thinking, plans, and methods.
- Show creativity by thinking of new and better goals, ideas, and solutions to problems.
- Be innovative

2. Authoritarian Leadership Style

The authoritarian leadership style keeps main emphasis on the distinction of the authoritarian leader and his subordinates. This type of leader creates a distinct professional relationship. Direct supervision is what autocratic leader believes to be the key in maintaining a successful environment and followership. Authoritarian leadership style often follows the vision of those that are in control, and may not necessarily be compatible with those that are being led. Autocratic leader has a focus on efficiency, as other styles, such as democratic style, may be seen as a hindrance on progress.[7] Examples of authoritarian leadership are a police officer directs traffic, a teacher orders a student to do his assignment, and a supervisor instructs a subordinate to clean a workstation.

3. Managerial Leadership Style

Managerial leadership is essentially "top-down", with authority closely aligned to the formal roles of leaders. According to Leithwood, Jantzi, and Steinbach (1999:14), managerial leadership assumes that the focus of leaders ought to be on functions, tasks and behaviors and that if these functions are carried out competently the work of others in the organization will be facilitated.[8] Authority and influence are allocated to formal positions in proportion to the status of those positions in the organizational hierarchy.Managerial leadership is focused on managing existing activities successfully rather than visioning a better future for the organization. This approach is very suitable for business leader working in centralized systems as it prioritizes the efficient implementation of external imperatives, particularly those prescribed byhigher levels in the hierarchy. Managerial leadership has certain advantages, particularly for bureaucratic systems, but there are difficulties in applying it too enthusiastically to business organizations because of the professional role of subordinates. If subordinates do not "own" innovations but are simply required to implement externally imposed changes, they are likely to do so without enthusiasm, leading to possible failure.

4. Paternalistic Leadership Style

The way a paternalistic leader works is by acting as a father figure by taking care of their subordinates as a parent world. In this style of leadership, the leader supplies complete concern for his subordinates.[9] In return, leader receives the complete trust and loyalty of his subordinates. Subordinates under this paternalistic leadership style are expected to become totally committed to what the leader believes and will not strive off and work independently.[10] The relationship between these subordinates and leader is extremely solid. The subordinates are expected to stay with a company for a longer time because of the loyalty and trust (Tian & Sanchez, 2017).[11]

5. *Democratic Leadership Style*

The democratic leadership style consists of the leader sharing the decision-making abilities with subordinates by promoting the interests of the subordinates and by practicing social equality. The boundaries of democratic participation tend to be limited by the organization or group needs and the instrumental value of subordinates' attributes, for example their skills and attitudes. The democratic leadership style encompasses the notion that everyone, by virtue of their human status, should play a part in the group's decision. However, the democratic leadership style still requires guidance and control by a specific leader.

6. *Democratic Leadership Style*

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7. Laissez-fair Leadership

Laissez-faire leadership is a type of leadership style where leaders pull of their hands on any decision making and permit the group members to decide and make decisions.[13] Due to which, it is also sometime called as delegative leadership. This style of leadership implies that someone in the position of a leader does not fulfil leadership responsibilities and practically does not engage or involve in any meaningful transactions whatsoever. This leader does little or nothing to affect either the followers or the outcomes of their behaviors. Leaders who do not get themselves involved in work progress and decision are categorized as passive or avoidant leadership goals; and the standards of tasks are not clearly articulated for the followers. This leadership style consists of passive management-by-exception leadership, and are seen as withdrawn and uninvolved. Leaders who avoid getting into decision making until the situation gets adverse and out of hands are found to be practicing Passive management by exceptional leadership style. These leaders will not participate into any kind of activity involving the followers until the leaders find that the followers face issues and serious wrong happening.

8. Transformational Leadership:

Transformational style of Leadership comprises of the components of idealized influence, inspiration, intellectual stimulation and individualized consideration and has been suggested widely as the optimum style of managing change. Bass et. al. (1987) discovered that leaders scoring higher on Transformational Leadership factors have followers who display greater levels of transformational behaviors.[14] The main aim of transformational leadership is to "transform" employees, people, followers and organizations literally.[15] It is a sense to change them in heart and mind, inculcate principles, values, beliefs, enlarge their vision, clarify their purpose of work, change their perception, and bring out those changes which are permanent and momentum for becoming a better person and eventually help the organization to uplift – as found by Steven covey, who is author of "7 Habits of Highly Successful People". He has clearly penned the role of transformational leaders in his book.

9. Transactional Leadership:

The locus of the relationship is on an exchange. Each party to the exchange recognizes the value of the exchange as well as the value of the relationship, but these bargainers have no reason to remain together subsequent to the exchanges. There is nothing enduring about their relationship; no actual extra effort has occurred. That is, transactional leaders expect certain work behaviors from their employees who are compensated for these behaviors by both monetary and non-monetary rewards. A transactional leader is negatively affected when the emotional level is high while positively affected when the emotional level is low. Transactional leadership presents a form of strategic leadership that is important for the organizational development. Transactional leadership is essential for team innovativeness.

Conclusion

The transformational, autocratic and democratic leadership styles were found to have a positive influence on organizational performance, whereas, the transactional, charismatic and bureaucratic leadership styles were found to have a negative impact on the organizational performance in the organizations taken for study. The study reveals that organizational performance is associated with the leadership style and they have both a positive and a negative impact on the performance. It is important for a leadership style to offer opportunities to employees, offer a sense of belonging along with allowing them to participate in the decision -making. In this context, it is recommended that organizations should focus on using the transformational and democratic leadership styles in the organizations so as to improve the organizational performance. The autocratic is the least effective as it might demotivate employees and reduce the productivity and performance of the organization. This report showed the styles of leadership as well as the impacts on the organization. It is crucial that managers that adopt the leadership style should contribute to the well-being of the employees as well as provide opportunities and allow them to be involved in decision-making. In this context, leadership styles play a significant role in the organizational performance and it is merely up to the managers to adopt the right one. There are numerous reasons that pinpoint the relationship between leadership style and organizational performance. The first is that, in today's competitive and dynamic markets, competition is built on innovation, price, organizational performance, decreasing returns and on competencies. Studies have shown that in the midst of these new challenges, successful leadership can improve the performance of organizations. McGrath and MacMillan (2000).

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THE PLIGHT OF BRICK KILN MIGRANT WORKERS OF ODISHA: AN EMPIRICAL STUDY OF BOLANGIR DISTRICT OF ODISHA

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Abstract: (This article portrays a brief description of the plight of the Brick kiln migrant workers of most backward areas of Odisha, i.e., Bolangir District. The migrants of the district work in the brick kilns factories of Andhra Pradesh, Chhattisgarh and far reaching places of Tamil Nadu. It also highlights how the migrant workers are facing a number of difficulties without getting proper social amenities and suffers a lot with their family members in their destination place. Further, this article also covers the entire gamut of the human rights violations of the migrants in their workplace and it also makes a brief study on the steps taken by the government machinery to address the migration issues. Finally, it also suggests some remedial measures to curb the human rights violation of the migrant workers from the respective localities.)

Key Words: (Migration, Poverty, Underdevelopment, Distress, Seasonal migrants)

Introduction:

Migration is found almost all the countries of the world. It is a global phenomenon having a common trend in the present days. Generally, human migration is the movement of people from one place to another keeping an intention to settle permanently or temporarily in a new geographic location. The migration may be over long distances and from one country to another or it may be within the country. It is also observed that some time people migrate individually or with their own family members. The prime eason for migration is to strengthen their economic condition and to have a better standard of life.[1]

The pattern of migration of India is of four streams: rural-rural, rural-urban and urban-urban.[2] Further, the stream can be intra-districts, intra-state and inter-state in nature. But it has been widely observed that the migration trends in India reveals that majority of the migrants move within the state, i.e., movement within same districts or movement to other districts of the same state. Further, a large scale inter-state migration are found from states having low agricultural productivities and the states like Odisha, Bihar, Eastern Uttar Pradesh, part of Bengal and Telengana region falls in this categories.[3]

The Census Report of 2011 categorically states that the population of India is 1.21 billion and approximately 309 million of people constitute as internal migrants in India which is 30% of India's total population. Further, the National Sample Survey Office of India clearly reveals that around 326 million to be internal migrants which is 28.5%. It is also observed that in our country, the internal labour migrants are projected to be more than 10 million out of which 6 million of intra-state migrants and 4.5 million of inter-state migrants.[4] Hence, there is a huge number of labour migrants in India who mainly work in brick kilns, plantation, cultivation, construction sites, quarries, fish processing and manufacturing units. As per the Planning Commission of India, the KBK (undivided Kalahandi-Bolanir-Koraput) districts are the most backward regions of Odisha. Though these areas possess abundant natural resources, people are very much unfortunate and they struggle hard to fulfill their basic necessities of life. They suffer from varied socio-economic problems like, inequality, poverty, malnutrition and even starvation also. This region also experiences a distress migration since more than three decades.

Major Research Works Reviewed:

Nguyen (2015) conducted a study on migration, agricultural production and diversification in Vietnam and found that rural households who receive remittance from their migrants would increase their land productivity, shift them from rice production to other crops and also increase migrant households' specialization than diversification. Sonmez et.al (2011), tried to study the human rights violation of migrant's labourers of United Arab Emirates (UAE) and found that the construction and domestic workers were causalities of commitment enslavement and confronted extreme wage misuse, and experienced serious health and safety problems resulting from insensitive work and living conditions. Through an extensive review of available literature, the study emphasized upon the obligation of bosses, governments and the world wide group in moderating these issues. Reynieri (2001), in the study of ILO research in Southern Europe countries reveals that the extent to which the migrants take jobs that the locals refuse having no way-out people resort to migration for their livelihood. Malhotra, N & P. Devi (2014), in a research Article "Trend, Pattern and Determinants of Internal Migration in India" published in "Indian Journal of Regional Science" indicate that migration in India has raised labour force participation rates and employment rates for both males and females. Hence, migration is normally more productive utilization of labour force and which contributes towards economic growth. The study further observes that per capita net state domestic product and human development index positive and significant relationship with inter-state in-migration rate. Chakroorty & Kuri (2013), in his article "Rural-Urban informal Sector in India: An Inter-State Analysis" published in "International Journal of Current Research" highlights that the important factors like better employment opportunities in urban areas attracted a sizable proportion of workers from the rural to urban areas. This article also briefly explains that rural indebtedness is an important push factor for migration. Das, K.C. & S. Saha (2013) in their research work "Rural-Urban migration and regional disparities in India" focused that worker migrate from economically less developed states to relatively more developed states. The study also observed that the growth rate of migration has increased during the period 1991-2000 in the nation. Poverty is the root cause of migration in the country. Further, the volume of in-migration is positively correlated with per capita bank deposit, per capita bank credit to industry and urbanization. Samantaray, Lopamudra (2016), conducted a study "On the issue of Distress Migration of KBK districts of Odisha" and found that this area suffers from large scale distress migration and most of the migrants of this region migrate to nearby state of Andhra Pradesh to work in the brick kiln. People of this area suffer from varied socio-economic problems like, poverty, malnutrition and starvation. Even though this area is full of natural resources and mineral resources but the government is not in a position to exploit it for the growth and development of this area and as a result of which the issue of migration is rising every year. Jena, Sanghamitra, et al. (2018), conducted a study on "Labour contractor Vs Unorganised Migrant Brick Kiln Workers" in KBK districts of Odisha. The purpose of the study was to explore ground realities of the migrant brick kiln workers situation and how these workers are trapped by the middle man. The study came to the conclusion that the brick kiln workers are struggling hard for their survivals.

Statement of the Problem and Study Area:

Bolangir district is situated in the western Odisha region of India. It is a drought prone and one of the poorest districts in the country. According to the Census of 2011, the population of Bolangir is 1648574 out of which the number of male and female constitutes 831349 and 817225 respectively. The Scheduled Castes and Scheduled Tribe population comprises 216056 and 300089 respectively.[5] Thus, it has the population of 17.88% belongs to Scheduled Castes community, 21.05% of Scheduled Tribes community as against the state’s 17.88% Scheduled Castes and 22.85% of Scheduled

Tribe Population.[6] Further, 61% of its population lives below poverty line (BPL Survey 1997 as quoted in Deshingkar-2006) and about 30% of its population is undernourished.[7] The total number of workers across caste groups consists of 43.70% of total population. Out of which 24.39% are Main Workers and 19.3% Marginal workers. Fifty per cent of women involve in agro-based activities and 90% of rural women supplemented their income through Non-Timber Forest Produces, like kendu leaf, Mahul, Broom and collection of various forest products.[8] The Planning Commission had identified 150 most backward districts of the country on the basis of existence of poverty indicated by scheduled caste and scheduled tribe population, agricultural productivity per worker and agricultural wage rate and Bolangir is coming under this category. It is one of the 19 districts in Odisha which received funds from Backward Region Fund programme from the Government of India. Looking into its under development, the former Prime Minister of India Sri Narasimha Rao declared a special central package KBK (Kalahandi-Bolangir-Koraput) in 1993 and accordingly the district received a long sum amount for its economic development. Starvation death and selling of children are some of the important features which drew the attention not only of the people of India but also of the world community. Thus, the district is in the grip of acute poverty.

Bolangir is predominantly an agrarian district with more than 70% of the population depending on agriculture for their livelihood. Out of 100 workers in the district 71 are engaged in agricultural sector. For cultivation 3, 45,650 hectors lands are used.[9] Most of the area of the district follow single cropping pattern. Majority of the cultivators are rice growing cultivators. But only 4% lands are irrigated. The rest depend upon rain water. Sources from District Portal Bolangir, reveals that Bolangir district has the record of stagnant agriculture, limited irrigation infrastructure and recurrent droughts, having unequal land holding pattern among citizens. The district records distress led migration due to frequent occurring droughts of which scheduled caste communities are affected largely. They migrate to nearby states for their survivals. Past history said that during the period of drought in 2002 near about one lakh people had migrated under miserable conditions and spent their life in pathetic conditions. After seventy five years of independent India, Bolangir district has been in the news headlines for many burning issues like, violation of human rights, starvation, child selling, food insecurity, farmer suicide, maternal mortality, child mortality and the recent migration issue is most significant one. Migration of the poor is a regular feature of the district. Many of the poor people migrate to different cities like, Hyderabad (Andhra Pradesh), Raipur (Chhattisgarh), Gujarat, Maharashtra and West Bengal to work as casual labourers in unorganized sectors such as construction sites, brick kilns, rickshaw pulling, textiles, etc. for their livelihood.[10] The available figures indicate that from Bolangir district near about one lakh labourers migrate every year and majority of the migrants work in the brick kiln sector. Since more than three decade the people of Bolangir district are experiencing migration. Every year in mid-September a large number of people are migrating to the peripheries of Andhra Pradesh, Chhatishgarh and Tamil Nadu to work in the brick kiln industries leaving their infirm or old parents in their home. They return back to their home in the month of June. This indicates that due to livelihood uncertainty the rural poor are migrating to other states and maximum people are working in the brick kiln industries. The intensity of the problem is very high in the study area. It is also observed that very often the sorrows and sufferings of the migrating people are published in the International and National newspapers and telecast in the electronic media too. The migrant workers have to labour hard in the brick kiln industry in a very unhygienic condition having no proper house, safe drinking water, medical facilities and adequate access to their entitlements. Thus, there is a gross violation of human rights.[11]

In this context, the question arises that whether the existing intervention is enough, to address the livelihood concerns of the people of this area. Further, the regular nature of migration raises questions that how far the migration is bringing a positive impact in the socio-economic condition and in what extent it is able to address their poverty. This study tries to explore the multifaceted dimensions of livelihood in the study area and tries its level best to unravel the cause of the distress migration from the ground level. Moreover, the study will also examine the measures of government intervention and the reason of its success and failure.

Objectives of the Study:

The present study is carried out with the objective to study the major cause of migration in Boulanger district which is coming under the KBK region of Odisha. The primary objectives of the study are:

1. To study the socio-economic conditions of the migrant labourers
2. Particularly those who are working in brick kiln.
3. To identify the factors responsible for migration in the study area.
4. To examine the different measures undertaken by the Government and their effectiveness to lessen the outflow of labour from the rural areas.
5. To explore the violation of human rights of the migrant in their destination.
6. To suggest and recommend the possible remedies for the solution to the problem of migration in the rural areas.

Methodology:

"The Plight of Brick Kiln Migrant Workers of Odisha: An Empirical Study of Bolangir District of Odisha" is primarily an empirical research. Keeping this fact in mind, empirical method has been employed. It is generally agreed that the collection of data is the primary and most important part of an empirical research. The outcome of the research is depended on the facts collected by the researcher. For the purpose of the present study the data has been collected both from primary and secondary sources. As the study involves a multidimensional approach, it would be better to utilize more than one tool of empirical research. In addition to this, Focus Group Discussion (FGD) method has been followed to capture relevant as well as substantive information about the ground reality.

The population in the present study comprises the distressed seasonal migrants of Bolangir district of Odisha working in the brick kiln industries. As the information regarding seasonal migrant is not available through census, the exact size of population cannot be given. When complete enumeration of population is difficult it would be pertinent to use sampling method. The study shall be limited to two blocks of Bolangir district, i.e., Belpara and Khaprakhole. Out of 14 Blocks in the district, only two blocks have been chosen as large migration is found here. The sample has been designed on the basis of households, gender, age and socio-economic status. The sample households in the study districts shall have at least one seasonal migrant working in the brick kiln industry. Further, as the primary data has been collected for the present research study from migrant households, the scope of the study shall be limited to the sample only. While collecting the sample, random sampling method shall be adopted. Moreover, Focused Group Discussion and Personal interview method has been conducted to unravel the mystique of the various dimensions of migrants' activities in brick kiln sites of Andhra Pradesh, Chhattisgarh and Tamil Nadu. The data collected through primary sources have been classified, tabulated, and presented in tables according to their relevance to the objectives of the study. The secondary sources of data have been collected from Books, Journals, Government Records and reports.

Findings of the Study:

Bolangir district which is coming under the Western part of Odisha experiences the inter-state migration towards Andhra Pradesh, Chhatishgarh and Tamil Nadu. It is observed that, from unofficial sources, near about one lakh people migrates to work in the brick kilns during the lean agricultural season- January to mid of June. The distress seasonal migration to Andhra Pradesh, Chhatishgarh and Tamil Nadu cannot find a place in the census dada as it is totally informal in nature. In this reason, it is found that informal sector emerges as the single-most important destination of migration. Though they work in the informal sector their activities cannot come in the preview of government regulations and labour laws. Further, it is also noticed that the labourers those who are interested to work in construction sector mostly prefer to go distance places of Goa and Mumbai. Some people also migrate to the nearby urban area like the cities of Raipur to work as rickshaw pullers and peddlers. Mostly these groups of people are illiterate having no technical knowledge and debarred from working in the formal sector. The people having poor background migrate to distance places with their family members along with several households together for their economic upliftment. The group leader plays an important role in selecting the migrant place.

Migration is caused due to various reasons. These reasons are categorized into two factors like, push factors and pull factors. The study confirms various factors like, lack of enough non-agricultural jobs in the village in the lean period, low wage rate, large size households, small size of agricultural holding or no agricultural land, better job opportunities outside, overall backwardness of the area and higher expected income outside.

In most of the cases it is found that in seasonal migration, the migrants always make an agreement or contract with the Dadan Sardar (migrant contractor). As per the agreement the migrant workers receive a lump sum amount in advance. All the migrants are the needy people and they have certain social obligations like, marriage of their son and daughter, to repay the loans which are borrowed from money lenders of their respective villages, construction of their own house and to perform other domestic work. Under these circumstances, they have very little options to go against the order of the migrant contractors. The advance money which they receive from the migrant contractors makes them a bondage labourers and it becomes a chief source of exploitation in the hands of migrant contractors. Hence, they cannot choose the workplace according to their own wish and always work under the complete direction of the contractor. Very often they have been exploited by him brutally in their work place. In such a compelling situation they cannot get a chance to return from their work place to their village. They have to work hard under the strict vigilance of the labour contractor.

The untold sufferings of the migrants cannot be expressed in words. The dreams of earning more drive them far away from their home but in real field they experience very sad incidents. They always suffer a lot of difficulties in their destination place like hard work and brutality, health problem, in conducive living, underpayment, and abuse of females and absence of caring children. Further, the excessive overtime hard work, lack of poor nutrition of quality of food causes serious health problems and for which no medical aid is provided to them. The children accompanied with their parents are undernourished and very often forced to long hours of work in the work place which adversely affects their physical and mental growth. The children are debarred from education and remain illiterate forever. The reports of some studies indicate that about 35% of the total migrants are children, of which 22% were of elementary school age category. The migrants cannot avail the benefits of public distribution system at the destination place as they are not the permanent resident of that concerned state. Hence, the migrants face severe food insecurity. They also lose their PDS entitlements due to their long absence from their respective villages. They cannot participate in election and census study. It is very difficult to locate this labour force because the migration sites are located in remote areas and far away from public living sites.

Women are the worst sufferers in the work field. They are mostly illiterate and work as unskilled labour, paid low wages and they are the part of unorganized sector. They work as wage labourers in building and other construction like brick-making. They are also engaged in the apartment construction sites and personal house construction sites. Generally they carry head loads of bricks and cement mix and are involved in sorting and chipping of stones and so on. They are exploited brutally and never get adequate payment for their hard work. They always live in the unhygienic conditions having no proper system of house and lack of electricity and safe drinking water. It is also found that majority of women are also infected with HIV positive, cancer and other such deadliest diseases. All these lead to gross violation of women human rights.

The union and state government have so many welfare measures for the overall development of poor, weak, disadvantage and marginalized communities. Both the governments have various interventions through innovative programmes and policies for poverty eradication, removing regional disparities, increasing agricultural productivity, improving literacy and education services, promotion of health services, and ensuring social security measures. But the fruits of all these programems are not reached to the stakeholders as expected level. So many factors are responsible for it. People are unable to enjoy and participate in all the government programmes as they are completely unaware and ignorant of it. It is also observed that the people have a good access to some of the programmes like Public Distribution System which they are availing through the Panchayat Officer under the category of BPL, APL, Antodaya Annapurna, etc; followed by ICDS programme, old age pension, Indira Awas Yojana, Biju Krushak Yojana, widow pensions, Kishan credit and and some few pension yojana, respectively. But, yet more concerted efforts are required for the successful implementation of all these programmes in the rural areas.

MGNREGS programme has been launched to provide hundred days employment to rural unemployed people. It has been observed from the ground level that most of the people do not like to work in MGNREGS project because of the delay in payment of wages. People allege that it takes more than three to four months to get their dues released by the government officials handling MGNREGS projects at the grassroots level. Hence, it requires serious attention on the implementation part for the larger benefit of the stakeholders.

Recommendations and Conclusion:

From the above discussion, it can be concluded that the migration problem is very grave in this area and the situation is highly alarming. It requires urgent and prompt remedial measures with proper implementation of different policies which is the dire needs of the hour.

1. Government should think proper pro-poor development policy with a vision for successful implementation of it. Emphasis must be given for a proper land and water management policy in the district to avoid drought like situation. Various irrigation projects, infrastructure development projects must be promoted in an urgent need basis to deal with the issues of seasonal migration and distress migration.
2. Strict vigilance is needed for the implementation of MGNREGS in the district so that marginalized people can be benefitted out of this programme and migration can be checked to a greater extent.
3. Further, the programmes like, Food Security Act, public distribution system, cold storage facilities, all other information and awareness system must be facilitated to the people for their speedy socio-economic improvement.
4. Strict vigilance is highly necessary for the proper enforcement of Labour Law, Migrant's Workforce Act, Minimum Wage Act., Child Labour Act. and Labourer's Welfare Schemes for the upliftment of the people of the downtrodden people of the district.
5. As the district is a migration prone and a large number of people migrate to nearby states every year; it is highly necessary on the part of the district administration to make people sensitize and make them aware of the demerits and arising issues of migration.
6. It has been observed that a large number of people of the district migrate to nearby states like, Andhra Pradesh, Chhatisgarh and Tamil Nadu and very few of them are migrate to the inter districts. The very important factors which forced them for migration is lack of enough non-agricultural jobs in the village during lean agricultural season. Hence, special emphasis should be given for creation of more jobs in the non-formal sectors to equip the village people in different productive works for their economic development in lean agricultural season.

Migration as well as seasonal or distress migration never gives pleasure; rather people are forced to migrate and suffers a lot in their destination place. Thousands of people migrate to distance places leaving their own ancestral village along with their own old parents in their home. Even though the migration cannot be entirely stopped but through meaningful planning, policies the problem can be addressed in a significant way.

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AN EMPIRICAL ANALYSIS OF FINANCIAL LEVERAGE OF OIL AND GAS INDUSTRY IN INDIA AND CHINA

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Abstract

The present research attempts to measure and analyzethe financial leverage in oil and gas industry. In order to attain the objectives, ten Indian and ten Chinese Companies of the industry have been considered as sample and financial results of these companies have been used to carry out the research. Five years financial data have been obtained from published annual reports of respective company and various database software. Two dimensions of financial leverage viz. EBIT-EBT and D-E ratio have been applied to measure the leverage. Analysis of leverage was done country-wise, firm-wise and year-wiseandsignificant difference among financial leverage has been tested through one way ANOVA. Results were showing significant difference among the EBIT-EBT ratio of Indian sample companies while D-E ratio of these companies was not significantly different. On the other hand, significant difference was found among the D-E ratio of Chinese sample companies whereas significant difference did not find among the EBIT-EBT ratio. In order to compare the difference among the leverage of Indian and Chinese oil & gas industry, *t* test has been administeredandthe results show thatboth the ratios were found insignificant. The study concludes that the industry should employ more debt funds to achieve the benefits of trading on equity.

Key words: Indian oil and gas industry, Chinese oil and gas industry, Financial Leverage.

Introduction

When a firm uses any assets or any kind of fund for which firm has to pay a fixed cost, then leverage emerges. Financial Leverage shows the relationship between EBIT and EBT and explores the change in EPS due to change in EBIT. It helps in analyzing financial risk, designing optimal capital structure and maximizing shareholders' wealth. A firm applies different capital structure theory to maximize its firm value and employs fixed financial cost bearing capital sources i.e., Debt and Preference Share Capital to maximize the wealth of shareholders. A firm can maximize its Shareholders' wealth only when cost of debt is less than to normal rate of return.The present study considers oil and gas industry because it requires huge funds and provides more opportunity for employment. The petroleum sector is termed as the global powerhouse and is so vital for world economy. This sector has three key areas: (i) Upstream- Exploration and extraction of natural gas and crude oil, (ii) Midstream-Transportation, storage and processing of oil & gas, and (iii) Downstream- Refining crude oil and purifying natural gas. Indian oil &

gas sector has been considered as core sector and plays a major role in influencing decision making for all other sectors. Economic growth of India is closely related to its energy demand; therefore the need for oil and gas is projected to grow more, thereby making the industry quite conductive for investment. The government of India has allowed FDI in many segments of this industry. Now, it attracts both domestic and foreign investment.[1] On the other side, the Chinese petroleum industry has 6th rank in oil production and second in crude oil consumption in the world. The China energy market is dominated by state-owned oil and gas companies.

Literature review:

Abubakar, A. (2020)[2] determined the effect of FL on the financial performance of seven Nigerian Oil & Gas firms. Random effect model shows that short-term debt ratio (STDR) and long-term debt ratio (LTDR) do not have significant effect on ROE whereas total debt-equity ratio (TDER) has a negative significant effect on ROE. Study recommended that oil and gas companies should substitute major part of debt with equity. Taqi, et al. (2020)[3] measured the impact of FL on the profitability of ten Indian oil & gas companies. FL was measured in terms of D-E ratio and Debt to Total Assets ratio (DTAR) and financial performance was measured in terms of ROE, ROA and ROCE. Study concluded that FL of oil & gas companies has positive association with their profitability.

Karim, et al. (2017)[4] investigated the determinants of financial risk of seven local Oil and Gas companies and found that firm growth and assets tangibility have positive association with leverage whereas liquidity risk and firm size have negative relationship with leverage.Jayadi, et al. (2017)[5] examined the relationship between FL and firm growth of selected companies of OPEC. Arellano and Bond, GMM method and Sargan test were used and found positive significant relationship between these two.

Septiari and Nasution (2017)[6] determined the effect of FL on the financial performance of 151 Mining, Oil & Gas Companies listed on Indonesia Stock Exchange. D-E ratio was considered as independent variable and EPS, Net Profit Margin and ROE were taken as dependent variables. Simple regression analysis was applied and found independent variable does not have significant impact on dependent variables.

Need of the study:

Many researchers tried to determine the financial leverage and to establish relationship with financial performance and other factors but their efforts were in a particular nation. No study has been conducted between oil and gas industry of two nations so far. Hence, the present study makes an effort to fulfill the research gap.

Objective of the study:

The present research paper has following objectives:

1. To measure and analysis of financial leverage of Indian and Chinese oil & gas companies.
2. To compare financial leverage of Indian and Chinese oil & gas companies.

Research hypothesis:

In order to achieve the above objectives following hypotheses have been developed:

I. **H01**: There is no significant difference among financial leverage of Indian oil & gas companies.
II. **H_{02}**: There is no significant difference among financial leverage of Chinese oil & gas companies.
III. **H_{03}**: There is no significant difference among financial leverage of Indian and Chinese oil & gas companies.
IV. **Research methodology-**The following methodology has been adopted to carry out the research

Table 1: Sample Size, Study Period, Types of Data and Source of Data

Description	Indian Companies	Chinese Companies
Sample Size	10	10
Study period	5 financial year (2013-14 to 2017-18)	5 calendar year (2015 to 2019)
Types of data	Financial results	Financial results
Source of data	Published annual reports of sample companies and ACE Equity Software	www.reuters.com, www.stockopedia.com, www.aastocks.com, www.yahoofinance.com and www.gurufocus.com

(Source: Own work)

Companies listed on BSE and NSE and operating their business in India have been selected as Indian sample companies and companies listed on Shanghai Stock Exchange (SSE), Shenzhen Stock Exchange and Hong Kong Stock Exchange and operating their business in People's Republic of China (PRC) have been selected as Chinese sample companies.Since the Indian oil & gas companies prepare their financial statements as per financial year whereas Chinese companies prepare their statements as per calendar year. In order to facilitate comparison between Indian and Chinese sample companies, it has been assumed that financial results of Chinese sample companies occur in uniform order (assuming occur evenly every month) and accordingly converted into financial years. Hence four financial years could be formed i.e., from 2015-16 to 2018-19.

Table 2: Statistical tools used for the study

S.No.	Objectives	Statistical Tools Used
1.	To measure and analysis of financial leverage of Indian and Chinese oil and gas companies.	Mean, C.V. and One-Way ANOVA
2.	To compare financial leverage of Indian and Chinese oil and gas companies.	Mean, C.V. and *t* Test

Results and discussion-The study applies following two dimensions of financial leverage to measure and analyze the financial risk:

Table 3: Accounting Dimenstions and formula used

S. N.	Accounting Dimension	Formula
1.	EBIT-EBT Ratio	$DFL = \frac{EBIT}{EBT}$ or $\frac{EBIT}{EBIT - Interest}$
2.	Debt-Equity Ratio	$DFL = \frac{Debt}{Equity}$

Table 4: Financial Leverage (EBIT/EBT) of Indian Oil and Gas Industry

S. N.	Company Name	2013-14	2014-15	2015-16	2016-17	2017-18	Mean	C. V (%)
1	Asian Oilfield Services Ltd.	0.60	0.65	0.57	0.57	1.60	0.80	56.57
2	BPCL	1.32	1.15	1.06	1.05	1.09	1.14	9.78
3	Deep Industries Ltd.	1.27	1.32	1.24	1.20	1.10	1.23	6.90
4	GAIL (India) Ltd.	1.10	1.15	1.28	1.10	1.05	1.13	7.81
5	HPCL	2.81	1.83	1.12	1.07	1.07	1.58	47.94
6	Indian Oil Corporation Ltd.	1.60	1.60	1.19	1.14	1.12	1.33	18.64
7	ONGC Ltd.	1.02	1.10	1.20	1.09	1.15	1.11	6.12
8	Oil India Ltd.	1.02	1.09	1.12	1.25	1.18	1.13	7.77
9	Petronet LNG Ltd.	1.30	1.20	1.09	1.05	1.03	1.13	9.86
10	Reliance Industries Ltd.	1.13	1.11	1.10	1.10	1.16	1.12	2.60
Industry Average		**1.31**	**1.22**	**1.10**	**1.06**	**1.16**	**1.17**	**17.40**
Inter-firm Comparison		ANOVA		**F**	2.153	**P-Value**		**0.047**
Intra-firm Comparison		ANOVA		**F**	0.935	**P-Value**		**0.452**

(Source: Own computation)

It is found that apparently there is quite similarity in leverages of different firms and different years. The ratio ranges between 0.57 and 2.80. The average leverage of the industry is 1.17 with an average CV of 17.40%. These values show that sample companies in the industry have very low amount of interest charges as compared to EBIT and there is very low variation in interest over the years.

The highest average leverage appears to be of Hindustan Petroleum Corporation Ltd. (HPCL) of 1.58 with a high value of CV of 47.94%. This company is riskier than other sample companies as if there is a decline in EBIT of 20%, then EPS will decline by 31.60% (20%*1.58). The lowest value of average leverage of 0.80 was observed for Asian Oilfield Services Ltd. along with highest value of CV as 56.57%. Throughout the years, the company is observing leverage of less than 1. These values of less than 1 show that the company must have incurred losses i.e. negative EBIT in all the years which further get increased due to interest charges.Results of inter-firm comparison tell that the calculated value of F is 2.153 with a p value of 0.047. Thus null hypothesis of no significant difference among leverages of different firms is rejected at 5% level of significance. The relationship of EBIT and EBT is different for different companies. Intra-firm comparison results show that the calculated value of F is 0.935 with a p value of 0.452. Hence the null hypothesis of no significant difference among leverages over different years could not be rejected. Table 5 displays the leverages calculated using debt-equity of Indian sample firms of oil and gas industry.

Table 5: Financial Leverage (Debt-Equity Ratio) of Indian Oil and Gas Industry

S. N.	Company Name	2013-14	2014-15	2015-16	2016-17	2017-18	Mean	C. V. (%)
1	Asian Oilfield Services Ltd.	0.72	1.88	10.94	1.01	0.18	2.95	153.06
2	BPCL	1.71	1.13	0.84	1.16	1.03	1.17	27.51
3	Deep Industries Ltd.	0.58	0.52	1.03	0.71	0.53	0.67	31.35
4	GAIL (India) Ltd.	0.57	0.54	0.25	0.15	0.08	0.32	70.83
5	HPCL	3.43	2.65	1.33	1.05	0.86	1.86	60.12
6	Indian Oil Corporation Ltd.	1.40	0.94	0.65	0.62	0.58	0.84	41.16
7	ONGC Ltd.	0.29	0.30	0.23	0.41	0.52	0.35	33.27
8	Oil India Ltd.	0.49	0.42	0.39	0.48	0.42	0.44	9.93
9	Petronet LNG Ltd.	0.49	0.39	0.27	0.15	0.07	0.28	62.49
10	Reliance Industries Ltd.	0.70	0.74	0.78	0.75	0.75	0.74	4.10
Industry Average		**1.04**	**0.95**	**1.67**	**0.65**	**0.50**	**0.96**	**49.38**
Inter-firm Comparison		ANOVA		**F**	1.64	**P-Value**		**0.137**
Intra-firmComparison		ANOVA		**F**	0.82	**P-Value**		**0.519**

(Source: Own computation)

Debt-equity ratio for oil and gas industry was observed as high as 10.94 (Asian Oilfield Services Ltd. in 2015-16) and as low as 0.071 (Petronet LNG in 2017-18). Asian Oilfield Services Ltd. has the highest average D-E ratio of 2.95 with a CV of 153.06%. This shows that the company is using higher amount of debt than other sample companies and that too is fluctuating. The company has the lowest D-E ratio in the year 2017-18 of 0.18. This reveals that the company has reduced its reliance on debt. Petronet LNG has observed continuous decrease in D-E ratio over the years and is lowest among all other companies. The same remains true for GAIL, ONGC, OIL and Deep Industries. Apart from Asian Oilfield Services Ltd., only HPCL and Bharat Petroleum Corporation Ltd. (BPCL) have average D-E ratio of more than 1. Hence the average D-E ratio for the industry comes to be 0.96 with a CV of 49.38%.It is also found from the results of ANOVA that the significant difference among D-E ratio of Indian companies and for the different years does not exist.

Table 6 presents the financial leverage of Chinese sample companies of oil and gas industry.

Table 6: Financial Leverage (EBIT/EBT) of Chinese Oil and Gas Industry

S. N.	Company Name	2015-16	2016-17	2017-18	2018-19	Mean	C. V. (%)
1	Anton Oilfield Services Group	-0.80	8.36	1.95	1.79	2.83	137.94
2	CNOOC Ltd.	1.35	1.73	1.06	1.03	1.30	25.20
3	Changchun Sinoenergy Corp.	1.14	1.29	1.96	0.81	1.30	37.10
4	China Petroleum & Chemical Corp.	1.02	1.09	1.19	1.15	1.11	6.61
5	China Shenhua energy Co. Ltd.	1.17	1.11	1.07	1.06	1.10	4.39
6	Offshore Oil Engineering Co. Ltd.	1.04	1.05	1.09	1.01	1.05	3.35
7	Oriental Energy Co. Ltd.	1.46	1.55	1.41	1.48	1.48	3.92
8	Petrochina Co. Ltd.	1.36	1.38	1.24	1.17	1.29	7.80
9	Shanxi Coking Co. Ltd.	0.68	4.93	1.46	1.23	2.08	93.05
10	Zhongman Petroleum & Natural Gas Group Corp. Ltd.	1.09	1.06	1.08	1.48	1.18	17.18
Industry Average		**0.95**	**2.35**	**1.35**	**1.22**	**1.47**	**41.68**
Inter-Firm Comparison		ANOVA	**F**	0.649	**P Value**		0.75
Intra-Firm Comparison		ANOVA	**F**	2.332	**P Value**		0.091

(Source: Own computation)

Results reveal that oil and gas industry of China has the average leverage of 1.47 with a C. V. of 41.68%. Thus there was little variability in leverage over the years. The lowest average value of leverage was in the year 2015-16 i.e. 0.95 and the highest average value of leverage was 2.36 in the year 2016-17. Thereafter, there is continuous decrease in leverage. Anton Oilfield Services Group has the highest average leverage of 2.83 with a high C. V. value of 137.9%. The company had negative leverage in 2015-16 due to lower cover for interest expenses but in later years increase in EBIT was more than that in interest expenses. That is why there is high variability in leverage. Shanxi Coking Co. Ltd. is having high leverage of 2.08 due to the highest leverage among all companies for the year 2016-17 i.e. 4.93. The company had negative EBIT in 2015-16 and then it continuously increased at an increasing rate but there was a moderate increase in interest expenses. Due to high variability in EBIT, and hence in leverage, the company has high C. V. of 93.05%. It is further found from the result of one-way ANOVA for inter-firm comparison and intra-firm comparison that there was no significant difference among EBIT-EBT ratio of Chinese companies as well as over the years. Table 7 displays the leverages calculated using debt-equity ratio of Chinese sample firms of oil and gas industry.

Table 7: Financial Leverage (Debt-Equity Ratio) of Chinese Oil and Gas Industry

S. N.	Company Name	2015-16	2016-17	2017-18	2018-19	Mean	C. V. (%)
1	Anton Oilfield Services Group	1.38	1.55	1.31	1.37	1.40	7.48
2	CNOOC Ltd.	0.42	0.38	0.35	0.34	0.37	9.43
3	Changchun Sinoenergy Corp.	1.21	1.96	1.50	2.18	1.72	25.55
4	China Petroleum & Chemical Corp.	0.35	0.26	0.24	0.28	0.28	16.72
5	China Shenhua energy Co. Ltd.	0.34	0.29	0.27	0.17	0.27	25.70
6	Offshore Oil Engineering Co. Ltd.	0.05	0.04	0.005	0.009	0.027	85.32
7	Oriental Energy Co. Ltd.	2.64	1.75	1.60	1.53	1.88	27.32
8	Petrochina Co. Ltd.	0.46	0.43	0.39	0.39	0.42	8.38
9	Shanxi Coking Co. Ltd.	3.53	3.39	1.98	0.92	2.45	50.49
10	Zhongman Petroleum & Natural Gas Group Corp. Ltd.	0.40	0.29	0.28	0.48	0.36	26.55
Industry Average		**1.08**	**1.04**	**0.79**	**0.77**	**0.92**	**26.55**
Inter-Firm Comparison		ANOVA	**F**	**14.585**	**P Value**		0.00
Intra-Firm Comparison		ANOVA	**F**	**0.293**	**P Value**		0.829

(Source: Own computation)

Contrary to Indian Oil and Gas industry, Chinese oil and gas industry has average leverage of 0.92 only with a C. V. of 17.56%. The highest leverage was observed by Shanxi Coking Co. Ltd. of 3.53 in 2015-16 and the lowest was for 0.005 by Offshore Oil Engineering Co. Ltd. in 2017-18.Shanxi Coking Co. Ltd. also has the highest average D-E ratio in the sample which is 2.45 with a C. V. of 50.49%. The company has observed increasing trend in both total debt and equity, but equity has a higher trend. That is why the D-E ratio is decreasing over the years.

For remaining companies, the average leverage of majority companies is less than 1 and are showing decreasing trend. These show that these companies have reduced their reliance on debt over the years. Results of inter-firm comparison show that the value of F is 14.585 with a p value of 0.00. Thus, there is significant difference among the leverages of different firms and the null hypothesis is rejected at 5% level of significance. Further, results of intra-firm comparison disclose that the value of F is 0.293 with a p value of 0.829. Hence significance difference among over the years was not found.

Comparison among Financial Leverage of Indian and Chinese Sample Companies

Comparison has been made using three common years i.e. 2015-16, 2016-17 and 2017-18 only.

Table 8: Comparison among Financial Leverage of Indian and Chinese Companies

Financial Leverage	Indian Companies					Chinese Companies					*t*	p Value
	2015-16	2016-17	2017-18	Mean	C. V. (%)	2015-16	2016-17	2017-18	Mean	C. V. (%)		
EBIT/EBT	**1.1**	**1.06**	**1.16**	**1.11**	**4.26**	**0.95**	**2.35**	**1.35**	**1.55**	**46.52**	**-1.072**	**0.396**
D-E Ratio	**1.67**	**0.65**	**0.50**	**0.94**	**67.67**	**1.08**	**1.04**	**0.79**	**0.97**	**15.98**	**-0.07**	**0.949**

(Source: Own Computation)

Table 8 shows that Indian sector is able to provide sufficient cover for interest expense and at the same time it is not financially risky too much and no significant fluctuation has been observed for them but Chinese sector has been observed financial risky too much. D-E ratio of Indian companies showed a wide fluctuation as compared to Chinese companies. Both Indian and Chinese oil and gas sector has shown decline in D-E ratio over the years, indicating reducing reliance on debt. Further, hypothesis testing results showed that both the dimension of financial leverage were not significantly different. It can be concluded that financial leverage of Indian and Chinese sample companies is almost same.

CONCLUSION

The study has been tried to analyze the financial leverage of Indian and Chinese oil & gas companies and found that only two firms are having more D-E ratio than to ideal ratio i.e., 2:1. Most of the firms are able to provide more sufficient cover for interest expense. Indian companies and Chinese companies were significantly not different in respect of financial leverage. Hence, the study suggests that the industry should employ more debts to grab the benefits of trading on equity and to maximize the firm value as well as shareholders' wealth.

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RE-EXAMINING THE SERVICE QUALITY MEASUREMENT TOOLS – SERVQUAL AND SERVPERF

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Abstract

In the past few decades service quality and its measurement has became an area of wide research and discussion. Service quality has been increasingly used as a strategic tool to increase efficiency, improve business performance and customer loyalty. In the service quality literature different definitions and operationalisations of service quality has been given. In the present paper, review of service quality literature has been done to examine the service quality scales and their applications. Out of them SERVQUAL AND SERVPERF are the two widely used service quality measurement scales used in marketing literature. The present study suggests that the emerging literature supports the performance-based SERVPERF paradigm to measure the customer perception of service quality as a better alternative to SERVQUAL model. The study further highlights the scope for future research in service quality.

Keywords: Service Quality, Service Quality measurement, SERVQUAL, SERVPERF

Introduction

Quality is a subjective concept. The essence of managing quality is to first understand exactly what the client's perception of quality is. While quality in tangible goods has been described and measured by marketers, defining quality in services is especially difficult because of the intangible nature of the service offering. In the present times of cut throat competition, superior services are the differentiating factor which the business organisations need to offer. Higher service quality results in increased customer satisfaction which in turn leads to customer loyalty and increased profitability.

Service Quality literature has grown systematically over the years. During the past few decades several instruments for measuring service quality have been experimented with. Out of them SERVQUAL AND SERVPERF are the two widely used service quality measurement scales used in marketing literature.

Objective

The objective of the study is to critically analyse the service quality measurement scales, SERVQUAL and SERVPERF, by reviewing the literature. The paper also aims at Highlighting the conceptual framework of SERVQUAL and SERVPERF.

Research Methodology

The methodology of present study is to review the literature to examine the service quality models. This will also help to identify the areas for future research.

Service Quality Conceptualization

Over the years different definitions and operationalisations of service quality have been given by the researchers and academicians. According to Peter Drucker "Quality in a service or product is not what you put into it. It is what the client or customer gets out of it". Crosby (1979) defines quality as 'Conformance to requirements'. Bateson and Hoffman (1999), defines service quality as "an attitude formed by a long term overall evaluation of a performance". Quality is generally viewed as an attribute in a consumer choice process. Quality closes the loop between evaluation and the choice process. Lewis and Booms (1982), defines Service Quality "as a measure of how well the service level delivered matches consumer expectations". Thus, Service Quality is a matter of knowing your customers, designing services to meet customers' needs and finally managing the service production and delivery process to the customers' satisfaction.

Reviewing the service quality literature reveals that researchers and academicians have proposed different dimensions of Service Quality. Sasser, Olsen and Wyckoff (1978), discussed three different dimensions of service performance: level of materials, facilities and personnel. According to Lehtinen's (1982), service quality is produced in the interaction between a customer and elements in the service organization. They use three quality dimensions: *physical quality*, which includes the physical aspects of the service; *corporate quality*, which involves the company's image or profile; and *interactive quality*, which derives from the interaction between contact personnel and customers as well as between some customers and other customers. Langeard (1987) argues that 'a good quality service is one that satisfies the customer'. Three dimensions namely, the physical environment and contact personnel; the delivery process, these elements being objective qualities; and the result of customer satisfaction derived from the service encounter, referred to as 'subjective qualities', were proposed to evaluate service quality. Gronroos (1982), in his model asserts that consumers evaluate service quality by comparing the service they expect with perception of the service they receive. Gronroos postulated that customer perceived service quality is viewed as the result of two generic types of quality: *Technical (or output) quality*, which involves what the customer is actually receiving from the service, *Functional (or process), quality*, which involves the manner in which the service is delivered. These two dimensions of service quality highlight the subjective nature of quality assessments. He further suggested that functional quality is more important dimension of perceived service than technical quality. For managing the perceived quality of a service, one has to match the expected service and the perceived service with each other so that customer satisfaction is achieved. Two things are critical in keeping the gap between expected and perceived service to the minimal. First, the promises about how the service will perform, given by the traditional marketing activities and communicated by word-of-mouth, must not be unrealistic when compared to the services, the customer will eventually perceive. Secondly, managers have to understand, how the technical and functional quality of a service is influenced and how the customers perceive these quality dimensions.

The Service Quality scales

The literature review reveals that several instruments for measuring service quality have been experimented with. These include SERVQUAL, EP, NP, SERVPERF, weighted SERVQUAL and weighted SERVPERF. This section will focus on the main Service Quality scales, i.e., SERVQUAL AND SERVPERF used by the researchers and practitioners.

SERVQUAL Model

Parasuraman, Zeithaml and Berry (1988) define perceived service quality as "a global judgement, or attitude relating to the superiority of the service". They confirmed the notion that service quality is a function of the expectations–performance gap by their extensive multi-sector study. In their landmark papers, 'A conceptual model of service quality and its implications for future research' (1985) and 'SERVQUAL: A multiple-item scale for measuring customer perception of service quality' (1988), Parasuraman, Zeithaml and Berry, proposed a 'GAPS Model' for assessing service quality. This framework is recognized today as a major contributor to service marketing literature, which laid foundation of service quality and its measurement (Grapentine, 1997). Their study involved twelve customer focus group interviews – three in each of four different service sectors (retail banking, credit card, securities brokerage, and product repair and maintenance) to understand how customers assessed service quality.

The GAPS model identifies five gaps between customers and service providers that can cause unsuccessful service delivery. The five gaps identified by the model are as follows:

- Gap 1 *Consumer expectation versus Management perception gap*
- Gap 2 *Management perception versus service quality specification gap*
- Gap 3 *Service Quality specification versus service delivery gap*
- Gap 4 *Service delivery – external communication gap*
- Gap 5 *Expected service – perceived service gap*

This model clearly indicates that the consumer's quality perceptions are influenced by a series of five distinct gaps occurring in the organizations. The gap model provides a framework for developing a deeper understanding of the causes of service quality problems, identifying shortfalls in service quality and determining the appropriate means to close the gaps. According to Zeithaml and Bitner (2000), the GAPS model places the customer in the centre and advocates, the service organization to align their strategies around it.

Parasuraman, Zeithaml and Berry (1988) based on their initial work of the GAPS model presented an extended model for measuring and managing service quality in a variety of commercial, industrial and non-profit making settings. They developed a measurement instrument called 'SERVQUAL', which attracted most attention and interest from a wide body of researchers. The term 'SERVQUAL' is an abbreviated form of 'Service Quality'. The foundation and focus of the conceptual model of 'SERVQUAL' presented by Parasuraman, Zeithamal and Berry (1985, 1988) laid in identifying the key components of service quality, namely customer expectation and perception, and the service delivery associated with these. According to the model, perceived service quality is viewed as the degree and direction of discrepancy between customer's perception and expectation, on different aspects of service being delivered to them, that is, Service Quality (SQ) = Performance (P) – Expectation (E). Thus according to this model, the service quality, as perceived by customers, stems from a comparison of what they feel service providers should offer, 'expectations' with their 'perception' of the performance of service provided by the service providers.

According to the model, the service organization can achieve higher service quality when customer 'perception' exceeds 'expectation'. Perception has been defined as customer's beliefs concerning the service received (Parasuraman, Zeithamal, & Berry, 1985). Brown and Swartz (1989), defined perception as experienced service. However, tracing the literature reveals that the concept of consumer 'expectation' is shrouded with much vagueness. Miller (1977) has defined expectations as ideal expectations – wished level of performance; Swan and Trawick (1980), defined it as desired expectation – the level at which the consumer wanted the product to perform; Prakash (1984), has defined it as normative expectations – how a brand should perform for the consumer to be completely satisfied. Parasuraman et.al.(1985), have given the following conceptualizations of expectations:– " Expectations are formed, in part or in total, on the basis of word of mouth communications, personal needs and past experience". Parasuraman et.al. (1988), defined expectations as "desires or wants of consumers, i.e., what they feel a service provider should offer rather than would offer". It has been labelled as normative expectations (Parasuraman et. al.1990) and suggested similar to ideal expectations (Zeithaml et.al.1991) without clearly articulating its specific interpretations. Teas (1993) argued that various interpretations of 'expectation' result in, potentially serious measurement validity problems.

According to Parasuraman et.al (1985, 1988), perceived service quality exists along a continuum ranging from ideal quality to totally unacceptable quality with some points along the continuum representing satisfactory quality. The position of the customer perception of service quality on the continuum depends on the nature of discrepancy between the expected services (ES) and the service perceived by the consumer (PS).

The first version of the SERVQUAL instrument was made with a 97–item questionnaire representing various specific facets of the 10 service quality dimensions. The ten dimensions that the customer use to judge the quality of the service they receive, were given as reliability, access, responsiveness, security, credibility, understanding the customer, competence, courtesy, tangibles, communication (Parasuraman et.al.1985). Parasuraman et.al.(1988) refined those items and introduced a new version of the SERVQUAL instrument consisting of 22 pairs of items spread among the five general dimensions as providing a reliable and valid measure of service quality. The final five dimensions are: - 1) The Tangible Dimension 2) The Reliability Dimension 3) The Responsive Dimension 4) The Assurance Dimension 5) The Empathy Dimension.

These five dimensions of quality can be used in analyzing and responding to the needs of all customers. The multiple item scale 'SERVQUAL' instrument consists of two sections: a 22-item section that records customer expectations of excellent firms in the specific service industry and a second 22-item section that measures consumer perception of a particular company in that service industry. Results from the two sections are then compared to arrive at "gap scores" for each of the five dimensions.

Parasuraman et.al. (1994) have recognized that the model is a measurement specification in which perceived service quality is equivalent to P – E and it is designed for the measurement of a specific long term attitude at a point of time, regardless of the process by which it was formed. They argued that the instrument has been designed to be applicable across a broad spectrum of services. As such it provides a basic skeleton through its expectations/perceptions format encompassing statements for each of the five service quality dimensions. The skeleton, where necessary, can be adapted or supplemented to fit the characteristics or specific research needs of a particular organization.

The SERVQUAL scale has been widely used to measure service quality in different service contexts, such as hotel services (Lewis, 1987), professional and medical services (Brown & Swartz, 1989), airline industry (Young et.al., 1994), banks (Lewis, 1991, Nesrin Ozatac et.al, 2016), gas and electric utility company (Babakus & Boller, 1992), tyre retailing, dental services (Carman, 1990), logistics (Sabine Limbourg et.al, 2016) etc. But it has not been free from criticism. Several comments regarding SERVQUAL have been received from time to time. Some researchers have begun to question aspects of the SERVQUAL application and signalled caution in some of its use. As a result, other researchers have proposed refinement to this model. The criticism of the model has been on both, theoretical and operational issues.

Many studies have claimed that SERVQUAL dimensions are not generic; that is, the applicability of the SERVQUAL scale to different service settings is questionable (Vandamme,R. & Leunin,J., 1993; Carman,1990). Buttle (1996) argues that contextual circumstances will have some bearing upon the suitability and the number of dimensions of service quality for any given situation. Researchers argue for scale adaptation to account for contextual variation both in terms of the industry setting (Carman, 1990; Babakus and Boller, 1992; Dabholkar, Thorpe and Rentz, 1996) and the region of study given a difference in culture and environmental factors (Furrer, Liu and Sudharshan, 2000; Arasli, Smadi, Katircioglu, 2005). Specifically, various empirical researches have increasingly led to a debate upon the number of interpretable factors i.e. factor structures. Cronin and Taylor (1992), for instance, argued that SERVQUAL is uni-dimensional while Babakus and Boller (1992) reported a two-factor structure. A three-factor solution was reported by Cliff and Ryan (1994). Brensinger and Lamber (1990) reported a four-factor structure. Carman (1990) reported Six to eight empirical factors.

SERVQUAL difference score formulation has also been questioned for psychometric reasons, i.e., the difference in scores cause a number of measurement problems such as reliability, discriminate validity, spurious correlation and variance restriction. According to Teas (1993) claims that increasing P – E scores; does not reflect continually increasing level of perceived quality.

SERVPERF Model

The most intense criticism of the SERVQUAL scale came from Cronin and Taylor (1992). Based on the review of literature, (Bolton & Drew 1991a,b; Carman 1990; Churchill and Suprenant, 1982; Mazis, Ahtota, and Klippel, 1975; Woodruff, Cadotte, and Jenkins, 1983), Cronin and Taylor argued that the GAPS model of service quality is supported by little empirical or theoretical evidence. Based on their study of four service industries: banking, pest control, dry cleaning and fast food, they suggested that the current conceptualization and operationalization of service quality (SERVQUAL) is inadequate, and tested a performance-based measure as an alternative to SERVQUAL measure and found that this measure explained more of the variance in an overall measure of service quality than the performance-minus-expectation measure.

They suggested that service should be measured as perceived performance and not as difference between performance and expectation. Based on the earlier work done by Bolton and Drew (1991a) they developed a 'performance-based' service quality measurement scale called SERVPERF. SERVPERF scale is a summed measurement index (derived by averaging the dimensions of service quality). Thus, Cronin and Taylor (1992; 1994) concluded that their performance-based SERVPERF scale was a better method of measuring service quality.

Conclusion

The SERVQUAL instrument forms the cornerstone on which all other works have been built. Despite the criticism against SERVQUAL relating to its dimensions, expectations, item composition, and GAP model it has been one of the widely used framework by researchers and practitioners.

Over the years both SERVQUAL and SERVPERF have been used to examine service quality and have been applied to a wide variety of service industries. Apart from the debate among the researchers on the merits of SERVPERF over SERVQUAL and vice versa, it seems that, on balance, the emerging literature supports the performance-based paradigm over the disconfirmation-based paradigm. Performance-only measurement of service quality (SERVPERF) as indicated by Cronin and Taylor (1992), among others (Babakus and Boller, 1992), has received significant conceptual and empirical support in service research (Brown et al. 1993; Lee et al. 2000; Teas 1993, 1994).

A research team of Boulding et al., including Zeithaml (1993) has rejected the value of an expectations-based, or gap based model, in finding that service quality was only influenced by perceptions. Experimental evidence indicates that the performance dimension alone predicts behavioural intentions and behaviour at least as well as the complete model (Mazis, Ahtola, Klippel; 1975). Their findings suggest using performance only perceptions as a measure of service quality.

Brady, Cronin and Richard (2002) replicated and extended Cronin and Taylor, (1992) work and further confirmed the superiority of SERVPERF as a more appropriate method for measuring service quality. They specifically maintained that SERVPERF outperforms SERVQUAL in terms of capturing the variance in consumers' overall perceptions of service quality and validating the conceptualization of service quality as an antecedent of customer satisfaction. Similar results were also put forth by Zhou, 2004; Parasuraman, Zeithaml & Berry, 1994; Zeithaml, Berry & Parasuraman, 1996.

Several of the recent studies in the area of service quality measurement have adopted SERVPERF approach (Yang and Jun's, 2002, online services; Sharma, Mehta, 2004 and Fragoso Jaime Torres, Espinoza Ignacio Luna, 2017, banking services; Parikh, Darshan, 2006, retail store service quality; Hawari, Hartley and Ward, 2005, bank automated service quality).

Different research studies have highlighted that culture, types of service and different countries affect the perceived service quality of a customer and hence the measurement of service quality becomes more challenging. So, the measurement tools need to be adapted and modified accordingly. Adil Mohd, Ghaswyneh Odai Falah Mohammad Al and Albkour Alaa Musallam (2013) in their research paper found that in Indian context, SERVPERF has outperformed SERVQUAL as it not only cut down the number of variables but also reduced the work load of customer survey and helped in generating unbiased responses.

Based on the assessment of several recent studies mentioned above, the present study suggests that the performance-based SERVPERF paradigm to measure the customer perception of service quality on the various dimensions of services is a better alternative to SERVQUAL model.

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PLACE FOR LGBTQ IN SECONDARY SCHOOLS IN LAUTOKA, FIJI

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Abstract

LGBTQ is an acronym that stands for Lesbian, Gay, Bisexual, Transgender and Queer. LGBTQ students are part of every education system in Fiji out of which some are known and some are unexposed. This is one of the prominent contemporary issue that is affecting the school atmosphere of teaching and learning in Fiji, which is rarely deliberated. The purpose of the research is to discover the challenges encountered by the LGBTQ students and to investigate ways to offer inclusive environment for them in schools.Hence, the Secondary schools in Lautoka will be conceded out with appropriate application of questionnaires, observations and interviews. The discoveries of the study can be used by the Educational framework to improve and execute instructional procedures in schools to stimulate inclusive and safe learning atmosphere for LGBTQ students. This research will have a robust implication on teaching and learning in the Pacific insight. The outcome of this research paper will provide an insight to facilitators to advocate for LGBTQ individuals ensuring they are competent to learn in a safe and conducive environment.

Keywords: LGBTQ, Facilitators, Instructional procedures, Inclusive, Conducive learning

1. Introduction- LGBTQ stands for Lesbian, Gay, Bisexual, Transgender and Queer, along with various name-calling terms used to describe people's sexual orientation or gender identity. LGBTQ students often have dramatically different school experiences than their peers (Prescott, 2018). In a classroom, many groups of people interact with each other who have different sexual preferences that many schools neglect. According to a report, students who are or who are seen to be lesbian, gay, sexually open, or transsexual (LGBTQ) regularly experience provocation, harassing, separation and discrimination in schools which are undetected (Hall, 2007).

In Fiji, the country does not accept the LGBTQ as a recognized group, however, the Ministry of Heritage and Arts does recognize that each student deserve the right to be educated and the right to be saved from violence and discrimination. There are numerous cases of bullying and discrimination of the LGBTQ which may not be recorded in the database. The Ministry of Education Heritage and Arts, however, is yet to put on the efforts to eliminate discrimination on the LGBTQ students. This research expands investigation on the numerous Secondary Schools in Lautoka. This set up would be ideal for this exploration research work as it comprises of variety of youths from various communities in Lautoka. Thus, this exploration paper will depict the social parts of LGBTQ youths and describe their connections between identities and embodied experiences. The exploration paper will additionally expound on the techniques, which could be executed by schools to stroll into a safe learning classrooms.

2. Background of the Study- Fiji was the primary Pacific Island country to decriminalize homosexuality in the South Pacific through the National Crimes Decree (2010) by eliminating all provisions about "homosexuality" and "unnatural demonstrations". Before this, consenting grown-ups taking an interest in gay acts could be imprisoned for a limit of fourteen years as per the Fiji Penal Code S. 175 (.(Fiji Penal Code, n.d.). Fiji is known to be a Christian state therefore, in religious settings, the Christian Bible expresses that the demonstration of homosexuality is a plague which is unnatural and womanly and it is recorded among other sexual sins. Individuals frequently wonder if there is a gay quality or if homosexuality is brought about by natural components, for example, childhood, youngster attack, a missing mother, or an affectionate father. Nonetheless, with the progression of time, some formations have been derived through the sexual standpoint which prompts the use of terms, for example, LGBTQ in recognizing new sexual orientations. Hence, this examination would explore difficulties looked by LGBTQ adolescents and will make mindfulness on approaches to advance conducive learning atmosphere for LGBTQ students.

3. Aims and Methods - Journal articles, papers, reports published by myriad authors were referred to in order to compile the data for the research. English Language and formal vocabulary was used to design the questions for this research to explore this issue. However, due to Covid 19 and Delta Variant, schools in Fiji were closed since April till date, thus, it became difficult to deliver questionnaires and conduct face to face interview in schools. Therefore, the teachers were selected from all the Departments in Lautoka schools. Additionally, Student Council Members and students were randomly selected from Year 9 to Year 13 also including the students from the Vocational Centres. Questionnaires were distributed to fifty teachers and thirty students via email in Lautoka and seventy were hand delivered. Not only this, but also thirty teachers including the School Administration and twenty students were interviewed through Zoom meetings to collect quality information on the LGBTQ issues in schools. Additionally, few statistics and information were available locally on the LGBTQ community. It is anticipated that through the findings of this paper, there will be more effort put in by the School stakeholders to promote safe and conducive learning atmosphere for LGBTQ youths in Fiji classrooms.

4. Significance of the Study-The study is prominent in a way that it will provide an array of knowledge and understanding on the challenges faced by LGBTQ students in Fiji classrooms. This study will also point out ways to promote a safe and conducive learning atmosphere for LGBTQ students in Fiji classrooms. As to date the stakeholders of the education system in Fiji Islands do not have sufficient data on the challenges faced by LGBTQ students in Fiji classrooms due to very little research done on this issue. Therefore, it will be able to provide relevant and authentic data that would be beneficial to the stakeholders to recognize the place for LGBTQ youths and tomeet the needs of the twenty first century LGBTQ students in Fiji classrooms.

5. What is LGBTQ?- Individuals who are lesbian, gay, bi-sexual, transgender or queer (LGBTQ) are individuals from every community.To additionally expand on LGBTQ, a Lesbian woman is one who is romantically, sexually and/or emotionally attracted to women. A gay man is one who is romantically, sexually and/or emotionally attracted to men. Gay is still sometimes used as an umbrella term, but these days, it also refers specifically to men, as in "gay men and lesbians." On the other hand, a bisexual person is someone who is romantically, sexually and/or emotionally attracted to people of genders both the same and different to their own Nonetheless, "Transgender is an umbrella term used to depict individuals whose sex personality (inner sentiment of being male, female or non-parallel) as well as sexual orientation articulation, contrasts from the sex they were relegated during childbirth". Sometimes a "Q" is added for individuals who are questioning their gender identity or sexual orientation. Sexual orientation can change over time due to being in relationships. A few people know since early on that they are lesbian/gay, yet a few people don't know until they get more seasoned and begin pondering connections.

6. Where do they belong? - Sense of belonging is an integral part of a human being, which provides their true identity. A sense of belonging is understood as "feeling at home" (Yuval-Davis, 2010.Many youths struggle to find their appropriate belonging due to multiple identities present in the society today (Singh, 2013). Some will experience acceptance, but others may feel unwelcome and as though they do not belong, due to discrimination and oppression. (Farmer & Byrd, 2015). "In Samoa, they were regarded as the fa'afafine and in Tonga they were referred to as fakaleiti; they were the pinapinaaine in Kiribati and in Fiji they are regarded as vakasalewalewa" (Department of Sociology University of the South Pacific, 1999).The homosexuality group in Samoa is surprisingly more accepted and respected in the society compared those in Fiji (Poasa, 1992). "Fiji's constitution now protects LGBTQ people under the Bill of Rights which bans discrimination on the grounds of sexual orientation, gender identity and expression". This have made ways for the LGBTQ youths to express their rights .However, reality is that, despite being shown protection by the constitution, they still encounter abhorrent memories in present time.

7. Connections between identities and embodied experiences - While growing, the individual goes through hormonal changes which may trigger them to construct their own identity. This group might feel different, face inner conflict or engage in self-reflection, feel alienated or live with a lie in their own small world. LGBTQ youths are more likely to report depression. It is totally agreeable that depression is a risk factor for suicide (Oliffe& Phillips, 2008), and suicide is a leading cause of male death (Statistics Canada, 2014). These depressive symptoms evolve during adolescence in which this group fined it difficult to find their true identity and many are being rejected by their own families. Such findings display that lack of support, unwelcoming environment and discrimination can lead to poor mental health and low self-esteem. Nonetheless, many transgender youths are at risk for pregnancy due to no contraceptive counselling (Abern and Maguire, 2018). Increased risk for teen pregnancy among LGBTQ youths may be related to higher rates of sexual victimization, limited parent-child communication around sexual health, and lack of awareness (Goldberg et al., 2016). According to Steinberg & Duncan (2002), "Positive parental and familial relationships are crucial for youth well-being". It is totally agreeable that parental support and healthy relationships are prominent for a stress-free life.

8. Bullying -A Major Challenge for the LGBTQ youths- LGBTQ students suffer abuse at the hands of their peers in schools. Watson (2012) points out "that one of the prevailing reasons why LGBT students perceive their schools to be unsafe is that many of their teachers do not intervene when they witness peer-on-peer LGBT bullying and harassment, effectively allowing the berating and or violent behaviours to continue". LGBT youth tend to be victims of bullying and harassment which is left unnoticed at times. In a study commissioned by the Gay, Lesbian and Straight Education Network (GLSEN), four out of five LGBTQ students reported experiencing harassment frequently in school based on their appearance or perceived sexual orientation (GLSEN 2019). Harsh behaviour is further evident in a case in Fiji whereby six students from a known school in Suva appeared in the Magistrate court were allegedly found abusing and assaulting the two gay students in the convenience (Fiji Live, 2002). The negative impacts of harassing on psychological well-being is not kidding and Life – long tormenting.

8.1 Emotional Distress - A Heart-rending experience the coronavirus lockdowns have provoked a mental health crisis among the LGBTQ+ community. This is when these groups are at home not feeling the warmth of welcome by their parents in their own homes. According to a survey by University of London, 69% of the respondents suffered depressive symptoms in their own homes leading to emotional distress. Moreover, LGBTQ youths exhibit symptoms of emotional distress, including depressive symptoms and suicidal ideation (Almeida & Johnson, 2009).On that note, it was strongly stated in the Fiji Times (2019) during Suicide Prevention Month it was noted that "13% of High school students had suicidal thoughts whereas 48% of LGBT students seriously considered attempting suicide." LGBTQ individuals regularly battle with sadness, uneasiness and injury because of confronting progressing discrimination over their lifetimes. On the other hand, Williams (2010) also stated that "many youths continue to experience hostility, rejection, and victimization in this context and perceive their schools as unsafe and unwelcoming". This can lead to mental disturbance which can affect a child's whole learning process affecting his/her academic performance. The creators Cooper and Brownell, (2016) presents on ways social personalities can upset understudies learning science subjects or themes in schools. These understudies for the most part feel that their LGBTQ characters are socially unacknowledged in the study rooms.

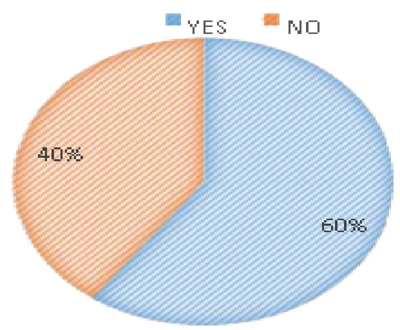
8.2 Suicide Attempts- LGBTQ youths may encounter bullying, feelings of hopelessness, cultural and religious beliefs, and unwillingness to seek help because of the stigma. These factors may lead loss of selfesteem and depression which makes them suicidal. According to The LGBTQ demanding for support (Storer, 2021). During Foundation, they have received 25% more helpline calls about suicidal thoughts during lockdownin 2020, the time of pandemic crisis there have been a cut off from network assistance, whereby few LGBTQ youths are stranded in their own homes rejected by their families and close friends. Therefore, family bonding, support from close friends and conducive school environments are prominent factors to promote better mental health and change their mindset of self-harming.

9. Teacher training and practices-The teacher-student relationship is far more complex and demanding than ever before. Consequently, it has been found out that these educators do not know how to address LGBTQ issues when students and parents bring their ignorance and/or prejudices into the classroom environment. As a result, Money (2014) stated that there is need for teachers to be more aware of issues surrounding sexual orientation and gender expressionand to intervene in situations where they see students harassing or teasing their LGBTQ peers". These type of training will foster better understanding of the behaviour displayed by LGBTQ youths in classrooms by the teachers. As indicated by O'Donoghue and Guerin (2017) "Instructors who got preparing on the LGBTQ awareness, felt more adequate in tending to tormenting and revealed that the preparation brought about a good effect on their schools". Thus, efficient facilitators can have a colossal impact by making safe study halls and convincing learning.

9.1 LGBTQ –Inclusive Educatio- The main inquiry which could emerge when alluding to LGBTQ-comprehensive instruction is that Do course books present a sensible and agent picture of society, including LGBTQ individuals? Hence, it is essential for the school educational plan to mirror the full variety of the world they live in. Stall (2019) called attention to that an educational program is suitable if that joins LGBTQ people and their experiences. Notwithstanding, Richard (2015) made a point that "Course readings scarcely address sexual direction". Most young people even do not comprehend the term LGBTQ and think that it is an outsider word in this world. The Gay, Lesbian & Straight Education Network (GLSEN) research shows that LGBTQ students who attend schools with curriculum that is inclusive of LGBTQ people, history, and events experience a better school climate and improved academic outcomes.

10. Results and Discussion- The pie chart below shows the responses towards the acronym LGBTQ.

FIGURE 1.0: Do you know what does the acronym LGBTQ stands for?

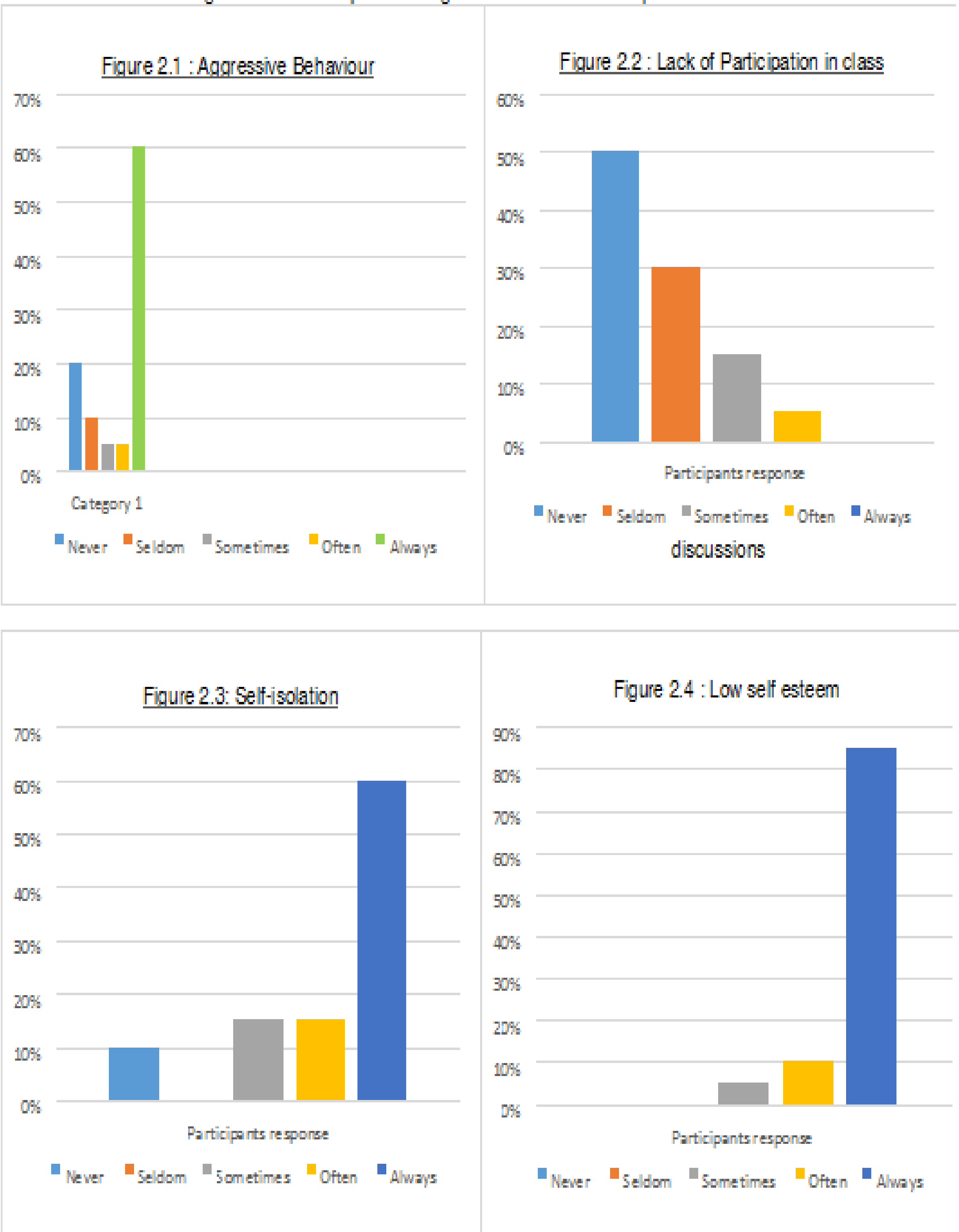


Source: Data collated from Questionnaires

The pie chart shows the response of two hundred individuals who might have heard of the abbreviation LGBTQ. After questionnaire analysis and perusal, it was noticed that sixty percent (n=60) of these respondents have heard of the abbreviation LGBTQ, however the remaining forty percent (n=40) did not have any idea about what LGBTQ actually stands for. In Lautoka Schools, the term LGBTQ is not commonly used and heard of. Instead, students tend to use alternative and harsh words to describe these individuals such as "ga-ur-ri", "gandu", "vakasalewalewa", "hijra", "pufta", "jhakka" and "kinar". This is a possible reason as to why students incline to lack knowledge on the acronym LGBTQ and this discussion was supported by Akers (2021) that children in most countries are unaware of what actually LGBTQ stands for as they feel comfortable using their own languages, to describe these gender categories .

CONNECTIONS BETWEEN IDENTITIES AND EMBODIED EXPERIENCES

Figure 2.0 : Bar Graphs showing LGBTQ Behavioural Aspects in Schools



Source: Data collated from Questionnaires

Figure 2.0 illustrates the various behavioural aspects of LGBTQ students at various Secondary Schools in Lautoka. According to Figure 2.1, in Lautoka Secondary Schools, Sixty Percent (n=60) of the participants agrees that they always come across the situation of aggressive behaviour due to name-calling of LGBTQ students by other mates. The research study conducted by Evans and Chapman (2014) stated that out of a large sample of 3,379 LGBTQ youths, more than 65% of them identified name calling as their weakness and cause of aggressive behaviour, in the 36item bullying survey. Twenty percent (n=20) of the participants believed that they have never witnessed an aggressive behaviour by any LGBTQ students. The other ten percent (n=10) chose that they rarely have experienced an aggressive behaviour of a LGBTQ student and the remaining ten percent (n=10) have sometimes and often witnessed aggressive behaviour of a LGBTQ students respectively. General mindset, that is, having a growth mindset where having only one generalized idea in mind would not help you, broaden it and results itself will be fruitful. Figure 2.2 illustrates that lack of participation in class discussion is also one of the behavioural issue of LGBTQ students. The highest number of participants, fifty percent (n=50) mentioned that they have never seen LGBTQ students lacking in classroom discussion participation in schools. LGBTQ students are the most responsive and diligent student compared to heterosexual students and this statement is also supported by Powell (2013) in her thesis. However, they leave no chances to be left out in classroom discussion. From figure 2.2, thirty percent (n=30) stated that they rarely see that LGBTQ students lack participation in classroom. Fifteen percent (n=15) of the total participants mentioned that they sometimes come across the situation where LGBTQ students are not interested in classroom activities thus lacks participation and the remaining five percent (n=5) stated that lack of participation in classroom is often a situation that LGBTQ students faces. As such, in classroom discussion, the LGBTQ students will be physically present in classroom but mentally thinking about their identities, the place they belong, the taunts they hear, the scene they experience and most importantly the pain they bear.

Figure 2.3 shows the participants response in terms of self-isolation as one of the behavioural aspects. The greater number of participants sixty percent (n=60) mentioned that they have always seen LGBTQ students isolating themselves from other students. Thirty percent (n=30) of the participants stated that they have sometimes came across the situation of self-isolation amongst LGBTQ students with other students. The lower number of participants ten percent (n=10) have said that they never witnessed a situation of self-isolation amongst the LGBTQ students. Most of the LGBTQ students fixes a mindset that they will be bullied and teased when they will be in a group or join a group. Similarly, Johnson (2014) stated that one of the reasons that LGBTQ students self-isolate themselves is because of the pressure to be “normal”, “LGBTQ youth will often try to conform to heteronormative expectations.

Figure 2.4 illustrates the participant’s response in regards to low self-esteem being one of the behavioural aspects of LGBTQ students. Hence, eighty five percent (n=85) have stated that they have always noticed low self-esteem within the LGBTQ students. The remaining five percent (n=5) of the participants mentioned that they have sometimes and often ten percent (n=10) noticed low self-esteem amongst the LGBTQ students. The LGBTQ students are not supported in some of the societies, classrooms and other living environment. As a result of this, most of these students loses hope and turns out to have lower confidence within them and think that they are worthless of their abilities. A survey was conducted by Unite UK (2018) over social media and presented the following, “We recently did a poll via Instagram and out of 200 LGBTQ+ members, sixty two percent suffer from low self-esteem. That’s more than half, all admitting that they struggle with who they are. One of the behavioural aspect of LGBTQ students that we have also looked into is “deteriorating academic performance” which is represented in Figure 2.5. Out of all the participants, seventy percent (n=70) of them says that they have never seen a LGBTQ student deteriorating in academic performance. According to the participants, these students are those who excel with greater marks despite being having depression within them. On the other hand, twenty percent (n=20) of the participants sometimes witnessed deteriorating performance while ten percent (n=10) has often seen a LGBTQ student deteriorating in academic performance. Academic performances are affected and this discussion is supported by (Adam McCormick, 2015), as they stated that "Recent research on the experiences of LGBTQ youths in schools provides an indication that a child's sexual orientation is a strong predictor of negative academic performance and attendance". Figure 2.6 illustrates that poor attendance is also a behavioural aspect noticed amongst the LGBTQ students. Of the 200 participants, fifty percent (n=50) responded that they often see that LGBTQ students have poor attendance. Twenty percent (n=20) rarely notices poor attendance amongst the LGBTQ students. Of the remaining fifteen percent (n=15) of them have selected "never" as they have not come across any LGBTQ student, while on the other hand, other fifteen percent (n=15) of the other participants have sometimes noticed that LGBTQ students lacks in punctuality and attendance. Studies have shown that poor attendance is a normal factor for LGBTQ students as some of them opt for not going to school after being bullied and teased (Powell , 2014). While LGBTQ students gets bullied and teased, frequent headaches can be one of the behavioural aspect amongst them. A survey of this was taken and it is represented on Figure 2.7 using a bar graph. The bar graph shows that 70% (n=70) of the participants voted for "never", twenty percent (n=20) of the remaining participants stated that they have sometimes witnessed frequent headaches affecting the LGBTQ students while five percent (n=5) of the general participants mentioned that they have always seen that LGBTQ students have frequent headaches, which is most of the time, the reason for absence from school. The remaining five percent (n=5) rarely noticed frequent headaches amongst the LGBTQ students. Headaches can come from depression and stress however if one knows how to control their mindset, no stress or depression can harm them. LGBTQ students should broaden their way of viewing the "bullies" and should treat them as a motivating factor towards life and not a depreciating factor.

Figure 3.0: Table showing the Challenges Faced by LGBT Students in Classrooms

Problem Number	Problems	Strongly Agree	Agree	Neutral	Strongly Disagree	Disagree
3.1	Bullying is one of the most common issues faced by LGBT students.	100%	0	0	0	0
3.2	LGBT students are treated with respect and dignity in your classroom.	0	10%	20%	60%	10%
3.3	Fear of rejection have caused suicidal cases among the LGBT youths in your school?	0	0	100%	0	0
3.4	LGBT students have equality in freedom of expression as homosexual students in your school?	0	50%	20%	30%	0

Source: Data collated from Questionnaires

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Figure 3.0 shows the challenges faced by LGBTQ Students in Secondary Schools in Lautoka. Problem 3.1 from the table is the most encountered challenge that is being faced by LGBTQ students in Lautoka School. All the participants (100%) strongly agreed that Bullying is one of the most common issue faced by LGBTQ students. As per the responses by the participants, the following were the most forms of bullying that they have come across, that is: Inappropriate sexual gestures Name-calling and teasing physically hurting the LGBTQ students. Refusing to work with someone in group projects because of their sexual orientation Online nasty comments Problem 3.2 identifies whether the LGBTQ students are treated with respect and dignity in in schools or not. Ten percent (n=10) of the participants agreed that LGBTQ students are treated with respect in their classrooms. Twenty percent of the participants (n=20) did not support either side; agree or disagree. The reason for their impartiality was that they were not aware of the LGBTQ students in their classroom. The highest number of participants, that is sixty percent (n=60) strongly disagreed that LGBTQ students were treated with respect and dignity in their classrooms. In fact, they were bullied and severe cases were reported to the senior management staffs. Nonetheless, ten percent (n=10) also disagreed to the statement "LGBTQ students are treated with respect and dignity" because they have seen that these students are teased and name-called which is disrespectful in many ways. A similar study was conducted by (Stonewall, 2017), stating that "LGBTQ students are not treated with respect nor a great hospitality given". Problem 3.3 shows that one of the problem that LGBTQ students faces is fear of rejection which causes suicidal cases among the LGBTQ youths. Their justification to the choices were that they have come across the LGBTQ students fearing that they are being rejected, however many of these students copes up well and consults a counsellor and an advisor whom they can share their depression which may bring the suicidal thoughts out from the 'victims' mindset. However, this research is based on the schools in Lautoka and we cannot say that suicide is not an issue amongst the LGBTQ youths. "LGBTQ students do face fear of rejection through which suicidal thoughts builds up in the mindset and therefore 'acts what the minds say". (Ream, 2019) Problem 3.4 depicts whether the LGBTQ students have equality in freedom of expression as homo-sexual students in schools or not. Fifty percent of the respondents (n=50) agreed that LGBTQ students are given freedom of expression as home-sexual students. Twenty percent (n=20) did not support either side of the argument, whether to agree or disagree. The other thirty percent (n=30) strongly disagreed that LGBTQ students are not given equal freedom of expression compared to homo-sexual students. As stated above, some of the participants disagreed to the statement because LGBTQ students are not given in the equal opportunity to express an idea or an opinion. The students are not given chance to participate in schools activities as well and this is due to the preconceived idea that LGBTQ students may tarnish the school's reputation whenever they will participate in school competitions. However, some school's with a greater mind allows LGBTQ students to participate in any school activities because they have seen that most of these students have progressed well in their academics. "Studies have shown that LGBTQ students excel more in academics compared to home-sexual despite of the depressing and emotional factors that they experience in their daily life". (Anon., 2021)

INITIATIVES TAKEN BY THE SCHOOL ADMINISTRATION- Encouraging a sense of connectedness in school are essential for putting all students on a path to success. Therefore, the following were the responses that are given by the questionnaire participants in relation to the initiatives should be/taken by the school administration in Lautoka schools.

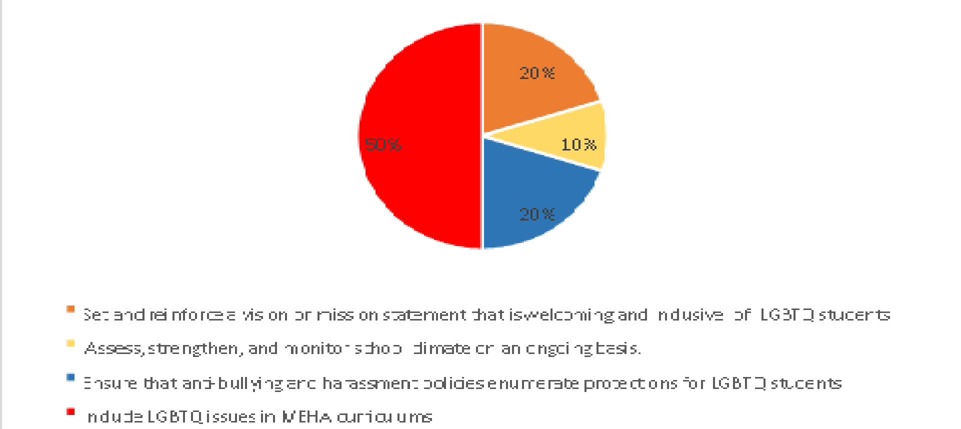

Figure 4.0 Initiatives taken by School Administration

According to Figure 4.0, it is noticeable that fifty percent of the participants (n=50) recommended that LGBTQ issues should be included in MEHA curriculum and syllabus. Subjects like English and Family Life Education could be used in order to implement LGBTQ related curriculums. Of the remaining participants, twenty percent (n=20) said that vision and mission statement that is welcoming and inclusive of LGBTQ students should be implemented in schools. The mission statement should be visible to the entire school students and staff, displayed on notice boards, separate classrooms and staff rooms. These mission statement will create a conducive environment for the LGBTQ students as it will create a positive mindset amongst them in regards to them being accepted in schools (Anon., 2021).The other twenty percent (n=20) of the participants stated that anti-bullying and harassment policies enumerating protections for LGTBTQ students should be introduced. On that note, many schools, colleges and universities in Fiji have implemented anti-bullying and harassment policies respective of any gender, race or ethnicity. As supported by Holliday (2016), in their LGBTQ Policy Report article that have been implemented to promote safety and well-being for LGBTQ youth in schools: The remaining ten percent (n=10) of the participants stated that schools in Lautoka have always taken out time to assess and monitor school climate on an ongoing basis. This discussion is supported by a survey report written by (Kosciw, 2019), where he stated that

"*TheGLSENNationalSchoolClimateSurveyhas consistently indicated that specific school-based supports are related to a safer and more inclusive school climate with LGBTQ-inclusive curriculum, such as Gay-Straight Alliances or Gender and Sexuality Alliances (GSAs).*

11.0 RECOMMENDATIONS

While compiling this research paper and through vigorous research and perusal, the following recommendations can be implemented to produce a platform where education stakeholders can create an amicable bonding and create a safe and conducive learning environments for LGBTQ youths in classrooms. Reminisce LGBTQ TOPICS in the curriculum. For a long time, reading material tried not to commend significant chronicled considers who didn't fit along with a specific form. It would be also great to include religious concept of LGBTQ in the curriculum. Implement more professional development sessions in schools. Instructors in an expressions institute setting are generally very agreeable in speaking with their understudies about sexuality or other LGBTQ issues. Proficient improvement in this space helps educators and staffs figure out how to distinguish against LGBTQ practices and badgering, just as how to address LGBTQ issues and tormenting.

All schools must sign Safe Zones. Setting "safe zone" alarms them that they can have a sense of security in conversing with instructors, advisors, and executives about LGBTQ issues.

Conclusion

Upon the accomplishment of this paper, LGBTQ+ young people need to hear from their families and schools that there is nothing wrong with who they are and that they can have a bright future ahead of them. Childhood can be dubious for LGBTQ students as they explore their character in the hostile world. As they question, or experience disarray over their sex or sexual personalities, LGBTQ students can endure a particularly tough time in school. As a dynamic culture we have made some amazing progress as it identifies with tending to enter issues in schools like sex instruction, harassing and prejudice among others. As facilitators, we are good examples for inclusivity and accordingly ought to incorporate material that all students can relate to both inside and outside the classrooms. By normalizing these thoughts and ideas we would trust this would help cultivate a protected and comprehensive school condition where students can feel great with what their identity is and what they accept. All in all, parents, teachers, school stakeholders and the community must work hand in hand in order to bridge the gaps to open to a gender inclusive world in which LGBTQ youths are treated with a better heart.

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ELECTORAL REFORMS AND ELECTION COMMISSION OF INDIA

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Abstract

To protect the core values of democracy in a representative political system free and fair elections with greater participation of citizens are necessary. In India, the world's largest electorate vote in regularly held elections. The Election Commission of India maintains an electoral system which has earned the credibility of being fairly transparent, free, and impartial. This paper focuses on the work of the Election Commission for bringing different electoral reforms in the country for further improving the electoral system.

Keywords: election commission, electoral reforms, election and democracy

Introduction:

In a representative democracy people elect their rulers. 'People participate in public concerns and express their wishes through elections. The transfer of power in a democracy is ensured through re-election in a peaceful and orderly manner and the authority of the government is legitimized'.[1]An effective election process makes the political system representative, responsive, and responsible. To have a substantive democracy, a suitable electoral system is essential.

'Out of the 167 countries of the world, there are 23 full democracies, and out of the total world population only 8.4% lives in a full democracy.'[2]'The Democracy Index, compiled by the Economist Intelligence Unit, measures the states of democracy based on 60 indicator groups in five different categories: electoral process and pluralism, functioning of government, political participation, political culture, and civil liberties.'[3]'India's overall score fell from 6.9to 6.61 in 2019 in the Index. India has been classified as a 'flawed democracy'. India was ranked 51st in the 2019 Democracy Index'.[4]

Electoral System in India

The elections in India are conducted according to constitutional provisions, and different laws made by Parliament. The principal laws are the Representation of the People Act, 1950, and the Representation of the People Act, 1951.

The different provisions for regulating elections are described in Part XV and from Articles 324 to 329 of the Constitution. 'The Indian democratic system is based on the principle of universal adult suffrage as well as first past the post system. Any citizen of 18 yearsage can vote in elections. The voting age was reduced by 61st Constitutional Amendment Act, 1988 to 18 years from 21 years.

The country is divided into 543 parliamentary constituencies, and there are 4120 constituencies in thirty-one assemblies'.[5]

The Constitutional Body to conduct Elections in India

'Article 324 of the Indian Constitution, establishes the Election Commission. The Election Commission was formally constituted on 25 January 1950. The first Chief Election Commissioner Shri Sukumar Sen was appointed on 21 March 1950. The Commission functioned as a single-member body from 1950 to 16 October 1989, but became a three-member body from 16 October 1989 to 1 January 1990. On 1 January 1990, it again became a single member body. Since 1 October 1993, the Commission has been functioning as a three-member body with the Chief Election Commissioner and two other Election Commissioners. They are paid the same salary and allowances at par judges of the Supreme Court. Their tenure is six years or up to the age of 65 years, whichever is earlier. The decisions are decided by majority. The first general elections to the Lok Sabha and the Legislative Assembly were held between October 1951 and March 1952. The first Lok Sabha, consisting of 497 members, was constituted on 2 April 1952. The first Rajya Sabha, constituted in April 1952 had 216 members. At the time of the first general election in 1951–52, the Commission recognized 14 political parties as multi-state parties and 39 parties as state parties'.[6]

The President of India appoints all Election Commissioners. The Chief Election Commissioner can be removed from office only by a Parliamentary impeachment.

'The Election Commission of India is responsible for conducting elections while offices of President, Vice President, and members of Parliament and State Legislatures are filled. The Election Commission prepares, maintains and at times updates the Electoral Rolls, supervises the nomination of candidates, registers the political parties, monitors election campaigns, and announces results'.[7]

Electoral reforms in India

'Till late 1960s, the electoral system had worked quite satisfactorily except for some distortions such as rigging or violence which were few in numbers. But this scenario began to change after the fourth general election held in 1967 with the formation of many regional parties and coalition governance in the states. In 1970, a parliamentary committee was formed for the first time to suggest amendments to the election law. But this committee's life ended with the dissolution of the Lok Sabha in December 1970. After a new Lok Sabha was formed in 1971, a Joint Parliamentary Committee on Election Law was constituted under the chairmanship of Shri Jagannath Rao'.[8]

Later, several other committees were formed to suggest electoral reforms. 'Tar Kunde Committee 1975, Dinesh Goswami Committee 1990, Vohra Committee 1990, Indra Jit Gupta Committee 1998, Recommendations of Election Commission in 1998, Election Commission of India on proposed electoral reforms in 2004, Second Administrative Reforms in 2007, the Law Commission of India 244thReport in 2014, and the Law Commission of India 255thReport in 2015 led to the creation of comprehensive proposals regarding election reforms. The Commission made several recommendations for electoral reforms.[9]

'To conduct free, fair, inclusive and credible elections, provisions have been included in Part XV (Elections) of the Constitution. Article 324 creates an independent Election Commission and Art 325 and 326 provide for Universal adult suffrage. The Representation of People Acts 1950 and 1951 further prescribe guidance for conduct of elections and the related matters.'[10]'Election Commission of India is a permanent Constitutional body'.[11] "In India, registration of a Political Party is compulsory, and they obey Representation of the People Act, 1951. At present, India has over 2143 registered political parties out of which 400 were formed in the last five years."[12]

The different reforms for ensuring free and fair elections can be discussed as follows:

1. Imposition ofModel Code of Conduct

The code of conduct stipulates guidelines for political parties and candidates during elections.'The code of conduct comes into force soon after the election program is announced by the Election Commission. The MCC originated in the 1960 Kerala Assembly elections, when the state administration implemented a 'Code of Conduct' for political actors. Subsequently, in the 1962 Lok Sabha elections, the Election Commission circulated a code of conduct to all recognized political parties and state governments to follow during election. The Election Commission decided in 1991 to implement the MCC more strictly to check violation of electoral norms and continued corruption. During its application, the government does not make any financial grants, provide any new land for projects or public initiatives, and make recruitment; also,election campaign, rallies and road shows should not affect the general public during election.'[13]

2. Preventing Misuse of Government Machinery

'Misuse of government machinery takes various forms, such as issuing advertisements at the expense of the government and the treasury, highlighting their achievements, disbursing from the discretionary funds of ministers, use of government vehicles for publicity, etc. and is done to help party candidates'.[14]

This fact has been established in many cases and the judiciary has also been critical of it.'Indira Gandhi vs. Raj Narain was the landmark case that led to the imposition of Emergency in India from 1975 to 1977. In 1971, when the 5th Lok Sabha elections were held, Indira Gandhi and her party secured 352 seats out of 518 seats. She won from the Rae Bareilly Constituency and Raj Narain, leader of Ram Manohar Lohia's SSP, challenged the Prime Minister's election in the Allahabad High Court accusing her of misuse of government machinery. The Allahabad High court declared Indira Gandhi's election void on the grounds of corrupt practices on 12th June 1975; Justice Jag Mohanlal Sinha found Indira Gandhi guilty of misusing Government machinery u/s- 123(7) of Representation of People's Act, 1951.As a result, she was barred from contesting elections for next six years. She appealed in Supreme Court, but SC being in vacation at that time, granted an executional stay. Thereafter, a state of emergency was declared by the then President Fakhruddin Ali Ahmad on the ground of internal disturbances.'[15]

3. Facilitating Postal Voting

In an election, many voters fail to vote for various reasons. To enable them to vote 'vote through post' is allowed. This provision has been further applicable to persons with disabilities and aged people."The form required to opt for the postal ballot would be delivered at the residence of all those above 80 years of age and people with disabilities by the booth level officer under his polling station. These instructions have been issued based on the feedback the poll panel received from civil society and media during its visit to poll-bound Bihar last week. The EC said the fresh instructions would be applicable to all elections and by-elections, including the by-polls announced last week to 56 assembly and one Lok Sabha seats."[16]

4. Preventing Booth Capturing

Through booth capturing the voters are forced to vote in a particular way, and the genuine voters prevented from giving votes. The Election Commission in 1989, madea provision to postpone or cancel the election in case of booth capturing. 'The first incident of booth capturing in India was recorded in the general elections of Bihar in 1957 at Rachiyarivillage in Begusarai district, under Matihani assembly seat in favour of Saryug Prasad Singh who was a Communist leader. Later, capturing of booths became a trend that spread around.'[17]

5. Ending Criminalization of Politics

During elections, the criminals are used by political parties and leaders for political gains. But when criminals themselves contest as candidates the electoral politics becomes vitiated with innumerable crimes.

'This is an issue being raised by the Commission from 1998 onwards. Disqualification for criminal offences is provided for in Section 8 of the Representation of the People Act, 1951. As per that Section, a person is disqualified from contesting election only on conviction by the Court of Law. The Commission had proposed that the law should be amended to disqualify a person who is accused of an offence punishable by imprisonment for five years or more from contesting elections even when trial is pending, provided charges have been framed against him by the competent court.'[18]

6. Regulating Exit Polls and Opinion Polls

To allow the voters for casting their votes without being influenced by pre-poll and exit poll surveys the Election Commission has taken different steps. 'Various agencies conduct surveys on possible voting patterns before polling and publish and disseminate the results of such surveys through various media and predict the election result. The results of such surveys, called 'exit polls', are published and circulated after voting is over'.[19]

7. Limiting Poll Expenses

To end the misuse of money during election the Commission has fixed a legal limit to poll expenditure. 'During the 2004 elections, the ceiling on expenditure in the Lok Sabha elections was between Rs 10,00,000 and Rs 25,00,000.The maximum limit for state assembly seats was between Rs 10,00,000 and Rs 5,00,000. But a political party can spend any amount in an election. The Election Commission appoints an Expenditure Observer to monitor personal election expenditure by a candidate.The candidates will also have to furnish the details of expenditure within 30 days of the declaration of the election results. The Election Commission is in favour of holding Lok Sabha and Assembly elections simultaneously and reducing the campaign period from 21 days to 14 days'.[20]

'The expenditure of candidates and political parties were monitored in accordance with the provisions of the RP Act, 1951.'[21]'According to NITI Aayog, in the last 30 years, there has not been a single year without an election to either a State Assembly or to LokSabha or both. There has been an idea of 'One Nation One Election'to avoid a huge burden on the government exchequer'.[22]

8. Preventing Paid News

Sometimes the voters are influenced by circulating misinformation.**"**Printed from paid news or paid content are those articles in newspapers, magazines and the electronic media, which indicate favorable conditions for the institution that has paid for it. The news is much like an advertisement but without the ad tag. This kind of news has been considered a serious malpractice since it deceives the citizens, not letting them know that the news is, in fact, an advertisement."[23]

9. Giving Right to vote to Non-Resident Indians

'The Constitution of India guarantees the fundamental rights of equal protection of law and equality before the law and there can be no discrimination between citizens residing in India and citizens residing abroad'.[24]'The Union government has agreedin letter and spiritto implement the Supreme Court direction and the Election Commission's recommendation to allow Non-Resident Indians to vote from overseas through postal ballots. Parliament passed the Representation of the People Act in 2010 to introduce Section 20A that enables a citizen of India, away from her ordinary residence in India, to be eligible to be registered as a voter in the constituency mentioned in her Indian passport.'[25]

10. Providing Separate Polling Station for Women

'The Commission has directed that in areas where it is difficult for female voters to be at par with male voters due to local customs or social customs, a separate polling station for women shall be made available after obtaining the approval of the Election Commission. If two polling stations are to be provided for a village, one for male voters and the other for female voters should be allotted. Women polling personnel should be given prominence at women polling stations'.[26]

11. Introducing Electors Photo Identity Cards (EPIC)

'To improve the accuracy of electoral rolls and prevent electoral fraud, the Election Commission in August 1993 ordered the issuance of Electors Photo Identity Cards (EPIC) to all voters. S.L.Shakadhar, the Chief Election Commissioner applied it for the first time in the Sikkim Legislative Assembly elections in 1978. During 2004assembly elections, people were asked to produce Voter Identity Cards at the time of voting, orto bring identity proofs for identification'.[27]

12. Use of Electronic Voting Machine (EVM)

The electronic voting machine, or EVM, is an electronic device used to cast votes. Electronic voting machines were introduced in India to solve the problem of ballot box capturing and casting of incorrect votes. In 1998, EVMs were used on an experimental basis in select constituencies of Madhya Pradesh, Rajasthan, and Delhi. Goa is the first state where EVMs were used throughout the state in the 1999 general election.

13. Introducing VVPAT

'VVPAT is a system linked to an EVM that allows voters to verify that their vote has been cast correctly. If need be, these printouts can later be counted. In October 2010, the Commission conducted simulated elections for the field trial of the VVPAT system in various places including Thiruvananthapuram, Ladakh, Cherrapunji, and Jaisalmer. Two years later, the government amended the Conduct of Elections Rules, 1961 allowing the Commission to use VVPATs along with EVMs. These were first used in the bye-election for the NoksenAssembly seat in Nagaland in 2013. Thereafter VVPATs have been used in select constituencies in every election to the State Assemblies. They were deployed in eight Parliamentary constituencies during the 2014 Lok Sabha elections. In the 2019 Lok Sabha elections, VVPATs was decided to be used in all the constituencies.[28]

14. Computerising of Electoral Rolls

"In view of the vast numbers of electors involved and the need for regular revision both as a normal activity for updating the rolls and also as a necessary input for major electoral events like Elections to Lok Sabha and State Legislative Assemblies, the Commission decided in August 1997 to take a nation-wide programme for computerization and comprehensive improvements of the system of management of electoral rolls".[29]

15. Use of Media and social media in Elections

Media plays a significant role in providing valuable information to the voting public. "In this light, the Election Commission of India has also taken a proactive and positive approach in facilitating the media in obtaining and disseminating information on the decisions and initiatives of the Commission and the details of the actual conduct of elections in the country."[30]

The growing importance of social media is appreciated by the Commission. "Instruction in this regard was issued to CEOs of all States/UTs on September 6, 2016. The CEOs and DEOs were expected to activate their official accounts on various social media platforms such as Facebook and Twitter, for establishing a more interactive system. The CEOs were to set up a Social Media Cell to professionally handle social media and disseminate all necessary information regarding voters' awareness, pre-certification, MCC and so on through it. They were encouraged to capture campaign activities in the form of audios, videos and photographs and put them up on social media platforms and all complaints received on this platform were to be promptly responded to. At the Election Commission of India level too, a Social Media Cell was set up to monitor the performance of the State / UTs and District and to train them to maximize the use of social media, making it more interactive and interesting for the general public".[31]

16. Declaration of Assets by Candidates

To reduce corruption in political field and misuse of position and power steps have been taken in the election system. "With the implementation of the Supreme Court order by the Election Commission of India, it has become mandatory for all contesting candidates to declare their assets and liabilities at the time of filing of the nomination papers."[32]

17. Restrictions on contesting elections from more than one seat

'As per the law as it stands at present (sub-section (7) of section 33 of the Representation of the People Act, 1951), a person can contest a general election or a group of by-elections or biennial elections from a maximum of two constituencies. The Commission is of the view that the law should be amended to provide that a person cannot contest from more than one constituency at a time to avoid expenses in holding a by-election if one gets elected from both'.[33]

18. Prohibition on campaigning immediately before polling

To ensure polling in a quiet atmosphere the disturbance created by electioneering is terminated prior to actual voting. The Election Commission 'prohibits public meetings, public performance, processions, and advertisements during the period of 48 hours before the time fixed for the conclusion of the poll. Political advertisements on television and radio are prohibited during these 48 hours under the above provisions.'[34]

19. Provision for NOTA

Sometimes a voter does not find a candidate of choice in an election. If the voting is done through ballot paper a voter can drop it blank without disclosing his identity. In the voting using the Electronic Voting Machines, it is not possible. "The Commission recommends that the law should be amended to specifically provide for negative / neutral voting there shall be a column "None of the above", to enable a voter to reject all the candidates, if he chooses so".[35]

20. Enhancing Voters' Participation

The Election Commission takes initiatives in educating and empowering voters."Major initiatives in this area include Systematic Voter Education and Electoral Participation (SVEEP) including National Multi Media Campaign, Electoral Literacy Clubs, Voter Awareness Forums; National Voters' Day (NVD) celebration, National Consultation on Accessible Elections, user friendly registration and polling stations, Integration of state-of-the- Art Technologies including digital technologies in addressing the challenges of voter connect and customized facilitation initiatives for different categories of voters".[36]

"Started as a new initiative in 2011 on the eve of Diamond Jubilee celebrations, ECI dedicated it's Foundation Day, 25th January, to the cause of voters of the country especially the young and future voters. The day is celebrated as National Voters' Day.". 'SVEEP provides the information and motivation needed for active and aware engagement in the electoral process, especially reaching out to those in difficult circumstances of life'.[37]

Conclusion

Managing elections in the world's largest democracy has its own challenges. The issue becomes more complex in India because of its geographical size, climatic situation, and innumerable diversities in population. The elections in India are so frequent and numerous. A large number of political parties and candidates take part in the election. All these create many hurdles in conducting free and fair elections. The Election Commission of India has faced the challenges and tried to make elections free, fair, and transparent through many electoral reforms to conduct and ensure credibility of election.

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TOURISM AND ODISHA: A COMPREHENSIVE STUDY

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Tourism is a social, cultural and economic phenomenon which entails the movement of people to countries or places outside their usual environment for personal, professional or for business purposes. It also means travelling of people for pleasure, fun or to see something of interest to them. Tourism boosts the revenue of the economy, creates thousands of jobs, develop infrastructure, and plants a sense of cultural exchange. Tourism may be of international, national or regional tourism. With these briefs, a trial has been made in this article to highlight on the present day status of Tourism in the state Odisha. The impact of covid pandemic in the world tourism sector.Towards the end it also focuses on the performance and growth of tourism sector of Odisha and highlights on the plans and proposals for improving the business. Odisha is a State of rich tourist hubs. The State has a very good strategic and geographical location. The State has marvelous demographic composition carrying very important historical, cultural and plenty of beautiful natural sites to visit. It has sites like Atri and Taptàpani, the hot Sulphur springs, Balighai; a lovely sea side resort, Banapur; the famous shrine of Goddess Bhagwati, Banki; a traditional spot of Shaktism named Ma Charchika, Bhitarkanika; the crocodile sanctuary is attracting a lot of tourists of all kinds in to the state. The mythological city Bhubaneswar is also the capital of Odisha is very much famous for its ancient Shaiva temples like Lingaraj, Mukteswara, Rajarani, Parsurameswar, Vaital, Brahmeswara, KedaraGouri, etc. Similarly, the Chandipur the calm and quite silver sandy beach of Baleswar, Asia's largest lake Chilka, give no bound pleasure to the domestic and tourists from abroad. Hari Shankar, the Temple on the Gandhamardan hills, Nrusinghnath temple and Buddhist shrines are located in western part of Odisha also attracting visitors of national and international importance. Some other tourist spots are Hirapur'sChousathi yogini, Hirakud dam, Jajapur'sBiraja, TaraTarini, Bhairabi, Khambeswari, etc. the Shakti peethas, Jau Gada, the rock edict, Kapilas, the Saiva khetra, Khandagiri, Konark the black Pagoda, Khichingi, the Kichakeswari temple, Ratnagiri, LalitagiriUdayagiri (Buddhist complex), Nandan Kanan, the zoological park with a botanical garden of very rare medicinal plants are also the invaluable spots of Odisha in the eyes of visitors. Other attractive spots like Pipili, paralakhemundi, Belguntha,Mathura,Brahampur are carrying different handicraft centers,Puri; the world famous Jaganntha temple, Similipal, the forest of tiger century, RanipurJhariyal (Chousathi yogini), Remuna for Khirachora Gopinath temple, SakhiGopal, Sonepur, Sunapur, Gapalpur, Paluru port are bearing a lot of tourist importance. Beyond these there are also numerous other places like pothagada, Jaugada, Barabati, Barunaiin forts and gadajats also carry a lot of legendary, historical and military importance. Odisha a state with different types of tribal inhabitants looks very decent in their rare cultural celebrationswhich are seemed to be the resourceful wealth for Indian tourism.

India in World tourism Business:

The world tourism sector is suppressed by the pandemic of Covid-19 at present and brings a lot of devastation to the physical and financial world of tourism. Till today the sector is also not receiving a green signal to flourish. It is seen from the various statistical reports that out of 140 countries, the first top ten countries in attracting tourists (2019) were France, Spain, United States, China, Italy, Turkey, Mexico, Thailand, Germany and United Kingdom. Similarly, in earning tourist revenue the first 10 countries were United States, Spain, France, Thailand, United Kingdom, Italy, Japan, Australia, Germany and China. In 2019, there were worldwide 1459 billion international tourist arrivals were there The Travel and Tourism Competitiveness Report, 2019 ranked our India 34th out of 140 countries. India's position was improved by six places over to 2017 report. Tourism generated an income of 16.91 lakh crore rupees (220 billion of $ dollars) and supported in creation of 42.673 million jobs which counts 8.1 percent of total employment of the country. The sector hopes to get a return of more than ₹32 lakh crore by 2028 i.e., about 10 percent of our national GDP. Now a days, India is also gaining an important space in health tourism. In this regard 1,84,298 foreign patients travelled to India for medical treatment. It is in an increasing trend. In the year 2019 nearing to 11 million foreign tourists were arrived to India.This records a growth of 3.5 percent over the year 2018. In providing infrastructural transport facilities to the tourists our India ranks 13th, in providing air transport facility our rank is 33rd, in providing sea transport facilities our India positioned at 28th rank. Regarding the availability of very beautiful natural tourist sites India ranked 14th and in providing cultural and business travel facilities the country acquires 8th position in the world. But the country is poor in providing stared accommodation facilities to the visitors in comparison. In comparing earnings from tourism sector India remains at 16th in the world but among Asian countries remains 7th. To increase the foreign tourists in to India the travel Visa and passport availability is liberalized and issuing power rests with the embassies of the respective countries of the tourists as a redressal measure.

Odisha and Tourism sector: The tourism sector of Odisha has a rich potential of employment, income generation, foreign exchange earnings and value additions to the economy. At present the sector is able to create 89 jobs as against 45 jobs in primary and 13 job in secondary sector on an investment of 1 million rupees. The ratio of indirect jobs to direct jobs in this tourism sector is nearly 3:1. It is a labor-intensive sector. The state Odisha in comparison has more intensity in domestic tourism with an average of 541 trips whereas the national average is only 418 trips per day. In comparison to Indian tourism market the share of Odisha is very negligible; It is not even one percent. More or less Odisha has 357 nos. of identified tourist destinations located in 30 districts of the state.Out of which the district Cuttack carries28 spots, the highest. Similarly, the district Balesore and Ganjam have 22, Puri has 21, and Mayurbhanj and khurda have 19 important destinations. Along with this the state has specific tourist attractions hubs like the Golden Buddhist and wild life tringles etc.

Data plotted in Table1 shows that number of domestic tourists are increasing from the year 2016-17 to 2018-19 year having a growth of more than eight percent. But it is reduced by more than three percent in the year 2019-20 and eighty four percent for the year 2020-21. This is for the active pandemic effect of covid-19. In case of foreign tourists visits to Odisha is not showing a systematic rise. For the year 2016-17 the growth percent is 15.04, but for the year 2017-18 it is nearly 33 percent. The growth is 10.41 percent for the next year 2018-19. But drastically it is reduced to a negative growth of 11.57 percent in the year 2020-21.This negative growth is of 99.35 percent. So, it is marked that the covid-19 ruined the total tourism market of the state.

Table1; Domestic and foreign tourist visit to Odisha (2016-21)

Year	Domestic		Total	% Growth	Foreign	% Growth	Grand Total	% Growth
	From Odisha	Outside Odisha						
2016-17	78,67,321	52,45,407	1,31,12,728	8.66	77,496	15.04	1,31,90,224	8.69
2017-18	85,56,603	57,04,943	1,42,61,546	8.76	1,02,995	32.90	1,43,64,541	8.90
2018-19	93,05,282	62,04,247	1,55,09,529	8.75	1,13,721	10.41	1,56,23,250	8.76
2019-20	90,20,922	60,14,671	1,50,35,593	(-)3.06	1,00,567	(-)11.57	1,51,36,160	(-)3.12
2020-21	14,25,770	9,50,753	23,76,523	(-)84.19	652	(-)99.35	23,77,175	(-)84.29

Source: Dept. of Tourism, Govt. of Odisha

On looking at the data plotted in Table2 which depicts the inflow of money to the state by the domestic tourists spending. It is seen that from the year 2013-14 to 2018-19 the inflow of money is increasing i.e., from Rs.10, 288.60 crore to Rs.15,441.67 crore. But the money income is reduced in the year 2019-20 to Rs.14,969.81 crore. In case of the earning by the state from foreign tourists is similarly increasing for the first two years. But for the third year it is reduced to Rs.308.78 crore. The inflow of money is again rising for next three years i.e., from Rs. 355.22 crore to Rs. 474 crores. But due to the negative pressure of covid-19 pandemic the inflow is again reduced to RS.419.17 which is accounted negatively by (-)13 percent.

Table2; Inflow of money via tourist spending in Odisha (INRcrore)

year	From domestic tourist	Percent growth (approx.)	From foreign tourist	Percent growth (approx.)
2013-14	10288.60	------	308.94	-----
2014-15	11297.91	9.7	331.01	7.11
2015-16	12336.93	8.85	308.78	-6.64
2016-17	13405.27	8.94	355.22	15
2017-18	14579.72	8.95	472.10	33
2018-19	15441.67	5.5	474.00	0.42
2019-20	14969.81	-2.59	419.17	-13

Source:Dept. of Tourism, Govt. of Odisha

The O.T.D.C a corporate undertaking of tourism department of Odisha govt. is maintaining mostly all the virtual and physical programs to develop tourism in different places of the State carrying National and International importance. Along with the hotels and Restaurants of govt. and private sector are also providing the best accommodation and hospitality services for the visitors. The table elaborates the rooms and beds available for tourists. Similarly in private sector the hotels are of three categories like lower, middle, higher spending groups.There are more than 1823 hotel with 37,674 rooms which carry 75,152 beds The O.T.D.C is also providing comfortable and attractive transports facilities for the tourists. Table3, expresses the accommodation facilities provided by the Odisha tourism development corporation in different places of Odisha are given in the below table3. They are of different types like pathanivas, panthika, yatrinivas, panthasala, Aranyanivas, tourist complex, tribal and cyclone shelter centers. O.T.D.C has provided 533 such rooms which have 1184 beds. Along with , there are four tourist conference halls. O.T.D.C tries to accommodate the tourist of Odisha in different tourist centers like Bhubaneswar, Puri, Cuttack, Barkul, Sambalpur, Rambha, chandipur, dhauli, Konark, satapada, Atri, panchalingeswar, chandabali, chandaneswara, paradeep, keonjhar, Raurkela, dangalmal, Nrushihanath, Chadanwswara.

Table3; Government Accommodation facilities under O.T.D.C

Sl. no	Accommodation particulars	Venue	Rooms	Beds available
1	Panthanivas	Bhubaneswar	54	108
2	Panthanivas	Puri	52	114
3	Pathanivas	Cuttack	28	56
4	Panthanivas	Barkul	41	84
5	Panthavas	Sambalpur	33	66
6	Panthanivas	Rambha	24	48
7	Pathanivas	Chandipur	41	94
8	Pathanivas	Raurkella	32	68
9	Panthika	Dhauli	3	6
10	Yatrinivas	Konark	46	100
11	Yatrinivas	Satapada	28	56
12	Pathasala	Panchalingeswar	30	70
13	Aranyanivas	Chandbali	16	38
14	Panthasala	Chandaneswar	29	58
15	Panthanivas	Paradeep	12	24
16	Panthanivas(Trc)	Keonjhar	14	28
17	Panthika	Khandagiri	4	CH
18	Panthanivas	Baripada	10	20
19	Aranyanivas	Dangamal	12	24
20	Panthasala	Nrusimhanath	5	16
21	Tourist complex	Atri	6	20
22	Yatrinivas - cyclone shelter	chandanwswara	13	20

Source: Dept. of Tourism, Govt. of Odisha

At present the O.T.D.C has three different rates for three different categories of tourist accommodations. The rates per day for LSG RS. 900 for, MSG group RS. 1800 and for HSG group it is more than RS. 1800. On enalysing the tourist arrival to Odisha It is marked that the sufficient number of foreign tourists are from U.S.A, Japan, China, UK, France, Italy, Netherland, Germany, Malaysia, and Bangladesh. Similarly, it is seen from the Tourism Stastical Bulletin of 2019 that the majority of domestic tourists are from the ten state like West Bengal, Maharashtra, Madhya Pradesh, Andhra Pradesh, Chhatisgarh, Uttar Pradesh, Jharkhand, Tamilnadu, Bihar, and of Karnataka. It is also noted that the average duration of stay for a domestic tourist is 3.75 days where as it is 9.75 days for a foreign accordingly. The average tourist spending per day per head comes Rs. 2655 for a domestic tourist where as it is Rs.4275 for a foreign tourist. It seen that the domestic tourists utilize air transport 11 percent, rail 76 percent and rode transport by 13 percent. But it is 81 percent by air 14 percent by rail and 5 percent on road utilized by foreign tourist. The ratio of foreign to domestic tourists' arrival for 2019 is 3:97.

Table4: Govt. approved expenditure for tourism development in Odisha

Schemes ↓	Year →	2017-18	2018-19	2019-20	2020-21	2021-22*
tourist accommodation		8730.00	10450.00	11350.00	24050.00	35660.00
Promotion publicity		6282.00 291.00	7538.04	8060.00	11252.99	9340.00
C.P(prasad)*		3000.00	3000.00	--------	3210.00	3508.00
Total		18303.00	21188.04	19410.00	38512.99	11803.00

Source: Dept. of Tourism, Govt of Odisha *Govt. approved outlays yet to spent

The Govt. of Odisha started many projects to boost tourism. The projects are different audiovisual programs, publicity thorough Akash Bani and television channels, improving other infrastructural facilities like transportation, accommodation and organizing different trade Fairs, festivals, seminars, conferences, training programs etc. Accordingly, the tourism dept. of the Odisha Govt. has organized following cultural, entertainment programs and rewarding events to attract visitors of different kinds in the year 2020-21. The events are like; 1 26th Guru Kelucharan Mohapatra Award Festival Bhubaneswar2 NarayaniNamastute Kolkata3 19th Anjali International Children & Youth Festival Bhubaneswar4 24th Gunjan Dance & Music Festival Cuttack5 National Press Day Bhubaneswar6 4th Chilika Shelduck Carnival Barkul7 8thSatkosia Mahotsav Angul8 Saptashajya festival-2020 Dhenkanal9 7th Utkal Folk Dance Festival Bhubaneswar10 14th Guru Deba Prasad Award Festival Bhubaneswar11 Global Odia Mahotsav-2020 USA12 4th All India Classical Dance Festival Bhubaneswar13 Cultural program on Republic Day Bhubaneswar14 KabisammilaniBalasore15 Cultural program on Republic Day Bhubaneswar16 Aarya Awards Bhubaneswar17 Natak Bhubaneswar18 Guru Pranam Utsav Bhubaneswar19 23rd Chandipur Beach Festival Chandipur20 Odissi Sangeet Mahotsav Bhubaneswar21 Guru Dakshina

Utsav Bhubaneswar22 Guru Pranam Utsav at Rabindra Mandap, Bhubaneswar Bhubaneswar23 4th Jasuapur Mahotsav Jasuapur24 Konark Music & Dance Festival, Konark Konark25 27th Guru Pankaj Utsav &Mahari Award Bhubaneswar26 Bhajan Samaroha on Shivratri Bhubaneswar27 9th Annual Meet-Connections 2021 New Delhi28 Annual Function 'Kamala Desha Rajakumar Bhubaneswar'29 Sufiana Music Festival Bhubaneswar30 16th Odisssi Sangeet &Laghu Sangeet Samaroha Bhubaneswar31 Cultural event for promoting Odisha Handloom Bhubaneswar32 Music Programme"EiAamari Gaon" Bhubaneswar33 69th Senior National Volley ball Championship Bhubaneswar34 Conclave "Odia Asmita" Bhubaneswar35 2nd Kanchan Corporate Award Bhubaneswar36 Celebration of International Women's Day Balasore.

Central Projects: similarly, the Govt. of India is also participating in tourism development programs. Following are the central projects undertaken by the central Govt. year wise to boost Indian tourism market year after year. The projects of tourism development are illustrated below year wise from the year 2014-15 to 2020-21.

2014-15 Development of Shree Jagannath Dham, Prachi river front, Ramachandi Temple, Gundi Cha Temple and Maa Mangala Temple under Pilgrimage Rejuvenation and Spiritual Augmentation Drive (PRASAD) scheme.

2016-17 Development of Gopalpur-Tampara-Barkul-Satapada Coastal Circuit under Swadesh Darshan Scheme. List of Ongoing Projects sanctioned during 12th plan (year wise) Tourism Projects With a view to create adequate tourist infrastructure and facilities within the State; Odisha Tourism has undertaken to execute a lot of tourism projects in different locations through the support of

Government of India funds and State Budget. • Development of EkamraKshetra under Destination scheme • Construction of modern WAC at Rairakhol (Sambalpur), Kalamati (Deogarh), Kureimal (Jharsuguda), Jharbeda (Sundergarh), Girisola (Ganjam) & TRC building at Jharsuguda • Development around Baraha Temple, Jajpur • Establishment of Gandhi Peace Centre at Khandagiri in partnership with Birla Management Centre Services Ltd. • Development of infrastructure for getting Blue Flag Beach certification Haripur &PatiSonapur in Ganjam district, Niladri, Muhan&PirJahania Beach in Puri district. • Establishment of Special Odia Cuisine Restaurant (NIMANTRAN) atPuri, Bhubaneswar and Sambalpur • Development of Eco-Tourism in the State • Development of Beach front & Beautification of seaside at Talsari-Udayapur Beach in Balasore district.

2017-18 1. Development of Satyabhamapur (Birthplace of Utkal Gourav Madhusudan Das) 2. Development of Magura Pond at Choudwar in Cuttack District 3. Development of Barehi at Ganjam 4. Development of Prempahad at Raygada 5. Development of Water based recreation in the State

2018-19 1. Light & Sound show at Samaleswari Temple, Sambalpur 2. Completion of Eco-Cottages at Dangmal 3. Improvement of water quality of Bindusagar Pond with water source as Daya River 4. Illumination along main road from Palasuni to Utara NH Bypass Road, Bhubaneswar 5. Construction of decorative compound wall on outer premises & others stone flooring at Maa Tara Tarini Temple in Ganjam District. 6. Development of Tourism related activities at Duduma under Lamtaput Block in Koraput District.

2019-20: 1. Infrastructure development of Tara TariniPitha in Ganjam district. 2. Integrated Tourism Master Plan of Rambha cluster and Satapada-Sipakuda cluster at Chilika Lake. 3. Development of Maa Biraja Kshetra, Jajpur 4. Holistic development in the vicinity of Dhauli Stupa. 5. Integrated development of EkamraKshetra6. Installation of Vending Zone for transitional /rehabilitation of beach vendors at Digabareni Beach, Puri 7. Floating Jetties and Fibre Boats for Eco-Tourism Nature camps. 8. Development of House Boats related infrastructure in Chilika, Satakosia, Bhitarkanika and its peripheries for the promotion of water based recreational facilities.

2020-21 1. Development of infrastructure for getting Blue Flag Beach certification Haripur &PatiSonapur in Ganjam district, Niladri, Muhan&Pir-Jahania Beach in Puri district. 2. Establishment of Special Odia Cuisine Restaurant (NIMANTRAN) at Puri, Bhubaneswar and Sambalpur 3. Development of Eco-Tourism in the State 4. Development of Beach front promenade at Talsari-Udayapur Beach in Balasore district 5. Development of infrastructure at Udaygiri in Jajpur district 6. Development of infrastructure at Ratnagiri in Jajpur district 7. Development of infrastructure at Langudi in Jajpur district 8. Development of Jirang at Gajapati district 9. Development of Gopalpur beach in Ganjam District 10. Infrastructure development of Balangibandh in Nayagarh district 11. Development of infrastructure at Sanaghagara in Keonjhar district 12. Development of infrastructure at Chandaneswar in Balasore district 13. Development of infrastructure at Chandipur in Balasore district 14. Development of infrastructure at Khandagiri-Udayagiri in Khordha district 15. Development of infrastructure at Dhauligiri in Khordha district 16. Development of infrastructure at Ghatagaon in Kendujhar district 17. Development of infrastructure at Khandadhar in Sundargarh district 18. Development of infrastructure at Dhabaleswar in Cuttack district 19. Development of infrastructure at Lalitgiri in Cuttack district 20. Development of infrastructure at Paradeep in Jagatsinghpur district 21. Development of infrastructure at Khandadhar in Keonjhar district 22. Development of infrastructure at Panchalingeswar in Balasore district 23. Development of KantaKabiLaxmikanta Mohapatra memorial park at Bhadrak 24. Development ofSarisua Waterfall at Khaira, Bhadrak 25. Development of Vir Surendra Sai memorial at Sambalpur.

Suggestion and conclusion: To promote tourism in the state like Odisha some of the following suggestions can be given. They are like development of infrastructural facilities such as construction of sufficient hotels and restaurants, roads and buildings at different tourist centers. Tourist centers of Odisha are also required to be well furnished and connected with rail, road and air ways. The starred spot like Konark and some of the southern and western Odisha tourist spots are still lagging behind with rail, air and road ways. The Govt. (state and center) should come forward with some budgetary means to develop tourism. The sector should give much priority to supply quality fooding along with good hospitality services for the visitors. Providing security and sufficient safety measures at the tourist centers are also got priority for the present-day situation. The highly skilled, well behaved and informative tourist staff will able to enhance the figures of touristsand accordingly the inflow of earnings. Information and public relation staff, tourist officers and theguides' roleis alsoimportant to boosttourism. so sufficient number of quality employees of talent are to be recruited on commission cum salary basis. The sector should arrange plenty of audiovisual, entertaining dance drama and cultural programs suiting to different tourist spots of interest. After all it is the prior necessity of the Govt. to publicize on the features, the approximate spent, the means of transportation, availability of accommodation facilities of the spot in detail with any package if available to the tourists. There should be proper advertisement and publicity in this regardwhich can easily be available to the prospective tourists of all kinds. At the end a suggestion can be given as a conclusion that proper sanitation health care, security and safety measures are to be provided to the tourists to overcome any type of emergencies or pandemic situations. Tourism will bring development in culture, prosperity, wealth to Odisha if properly redressed.

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FOURTH INDUSTRIAL REVOLUTION AND INDIA

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Abstract

India is going through a process of technological revolution. The new technological revolution has changed the way we live, work and relate to each other. It is just a coincidence that until a few years ago we did not know how this new technological revolution would affect our lives. This new technology has worked wonders for us during the corona pandemic. We do not yet know how it will unfold, but one thing is certain that the impact of the new technology will largely depend on the positivity and humanity of our thoughts. In other words, the response to new technology must be integrated and comprehensive, involving all stakeholders of global politics, from the public and private sectors to academia and civil society.

In this research paper an attempt has been made to study how India is and would likely to respond to the fourth industrial revolution where digital and technological innovations is continuously affecting or day-today life, social relations, livelihood, personal life and every aspect of our lives.

The paper explains the challenges as well as opportunities ahead for India.

Key words: Fourth industrial revolution, digital revolution, personal security, 3-D Printing, Nanotechnology, Biotechnology, emerging areas of employment, impact on government, business and people.

The first industrial revolution used the power of water and steam to mechanize production. The other used electricity to produce it on a large scale. The third used electronics and information technology to automate production. Now the fourth industrial revolution is building up to the third, digital revolution, which has been taking place since the last decade the 20th century. The most important feature of the new technological revolution is a fusion of technologies.-the technology that is blurring the lines between the physical, digital and biological realms. At the heart of the new technology, the word 'digital' occupies a central role. And the breadth and depth of these changes have become agents of unprecedented change in entire systems of production, management and governance. The rapid digitization of banks, factories, government offices and day-to-day work in a developing country like India has become an important example of the impact, expansion and breadth of the new technological revolution. The pace of this fourth industrial revolution is unprecedented compared to the previous three industrial revolutions.

There are three reasons why today's changes represent not only the long period of the third Industrial Revolution but the arrival of a fourth and specific one: velocity, scope, and system effects. The pace of current successes has no historical precedent. In comparison with the previous industrial revolutions, the fourth is developing at an exponential rather than a linear pace. Moreover, it is disrupting almost every industry in every country.

But the question is, where does India stand in the era of this new industrial revolution? In the new industrial revolution, emerging technologies in areas like Artificial Intelligence, Robotics, Internet of Things, and Autonomous Vehicles, 3-D Printing, Nanotechnology, Biotechnology, Materials Science, Energy Storage and Quantum Computing will decide the future of developing countries like India.

With the help of internet and digital technology in India, the first consignment of knowledge has reached the village. But on the basis of this knowledge, are the youth of India ready to play their role in the new industrial revolution? Talented youth of India have rewarded the biggest companies of the world with their leadership and vision. But why are these youth so neglected and marginalized in India?

With unprecedented processing power, storage capacity and access to knowledge, the possibilities for billions of people connected to mobile devices are limitless. China, the US and other developed countries are already making unprecedented investments in artificial intelligence ranging from bio-technology and drones to virtual assistants and software. India's bio-scientists have demonstrated their fundamental potential in manufacturing drugs by developing vaccines for COVID during the corona virus pandemic.

Meanwhile, digital manufacturing technologies are interacting with the biological world on a daily basis. Engineers, designers and architects are combining computational design, additive manufacturing, materials engineering and synthetic biology to create symbiosis between micro-organisms, our bodies, the products we consume and even the buildings we live in.

Challenges and Opportunities for India

Like the third industrial revolution, the Fourth Industrial Revolution has the potential to raise the income level of India's 1.25 billion people and improve their quality of life. In the last few years, majority of the people of India have used to take advantage of government schemes, get the Covid vaccine, order food, book a flight, buy a product, make payment, listen to music, watch a movie or play a game etc. tThe number of active internet users in the country is likely to grow nearly 45 per cent to 900 million by 2025 compared to 622 million as of last year, an IAMAI-Kantar Cube report. According to the report, rural India may have a higher number of internet users compared to urban centres by 2025 which indicates the need to strengthen the digital ecosystem in the country. Internet and mobile usage in India is all set to cross the 900-million mark by 2023, with nearly two-thirds of the population estimated to have internet access and a mobile device.[1] By 2025, there would be a greater number of internet users in rural India than in urban India. Given this, the digital ecosystem will need to evolve to address the specific needs of this emerging demography.

In future, new technology will lead to miracles of long-term gains in efficiency and productivity, if India continues on the path of technological revolution. Transportation and communication cost will be reduced. Logistics and nationwide supply chains will become more effective, and the cost of trade will be reduced, all of which will open up new markets and accelerate economic growth.

But as economists Eric Brinjolfson and Andrew McAfee have pointed out, the new technological revolution could create greater inequality, particularly in its ability to disrupt labor markets. Since automation is a substitute for labor throughout the economy, the net displacement of workers by machines can widen the gap between the return of capital and the return of labor.[2] If there is displacement of labor by automated machines takes place then unemployment will increase very fast in India. And ethnic, religious and other types of tensions will increase in the society. It will become difficult for governments to control violence and unrest. Very dangerous relationships can be established between politics, power, industrialists and intelligent people. But, if appropriate political and economic leadership is provided, it is possible that the displacement of labours by technology will result in a net increase in overall safe and profitable jobs.

We can't predict which scenario is likely to emerge in the first month of 2022 when third wave Covid pandemic is at our doorstep.[3] History suggests that the outcome is likely to be some combination of the two. However, I am sure of one thing - that in future, talent will represent more than capital, the most important factor of production. This would sharply divide the job market into "low-skill/low-wage" and "high-skill/high-wage" segments, leading to increased social tensions. This can create a very explosive situation for India and other developing countries Most of the political parties raise emotional issues during elections in India. And if political selfishness is combined with the economic inequality arising out of the digital revolution, then the danger of social tension in India will deepen even more.

In addition to being a major economic concern, inequality represents the greatest social concern associated with the Fourth Industrial Revolution. The biggest beneficiaries of innovation are providers of intellectual and physical capital – innovators, shareholders and investors – which explains the growing gap in wealth between those dependent on capital versus labour. Technology is therefore one of the main reasons why incomes have stagnated, or decreased, for the majority of the population in high-income countries: demand for highly skilled workers has increased, while demand for workers with less education and lower skills has also increased. But, the demand for moderately skilled and educated workers has come down drastically. The result is a job market with a strong demand at the high and low ends, but a hollow in the middle.

Recently, there was a nationwide strike against the privatization of employees of public sector banks in India. Obviously they are scared. This helps explain why so many workers are frustrated and fearful that their own and that of their children's real incomes will remain stagnant or drop sharply. Not only in India but across the world the middle class is increasingly experiencing a widespread sense of discontent and unfairness.

In those states of India, where there is no efficient system of higher education and relevant skill development the challenges of livelihood will increase will increase with time for the students pursuing degrees and diplomas from government educational institutions and mediocre engineering and management institutes. Will they be able to successfully face the world class competition? In the states of Jharkhand, Bihar, etc., by handing over higher education degrees to the youth, governments have made youths ambitious, but their qualifications are under doubt.

The unemployment rate in urban areas of the country for the people of all ages fell to 9.4 per cent in January-March 2021.Joblessness, or the unemployment rate, is defined as the percentage of unemployed persons in the labour force, which is the sum of people who are working and those who are looking for work.

Today more than 50 percent of the Indian population now uses social media platforms to connect, learn and share information. In an ideal society, these interactions would provide opportunities for cross-cultural understanding and reconciliation. However, they can also create and promote unrealistic expectations of what success is for an individual or group, as well as provide opportunities to spread extreme ideas and ideologies. The prevalence of digital technologies in India and the dynamism of information sharing through social media may fuel nationwide discontent. We are all aware of the immediate impact of the rumors spread through social media in the increasing incidents of riots and religious intolerance in Delhi and other parts of India. But the long-term impact is yet to be evaluated- that could be more dangerous.

Impact on business

The acceleration of innovation and the speed of disruption are difficult to understand or predict. In fact, across all industries, there is clear evidence that the technologies that led to the Fourth Industrial Revolution are having a major impact on businesses.

On the supply side, many industries are seeing the introduction of new technologies that create entirely new ways to meet existing needs and significantly disrupt existing industry value chains. Disruption is also pouring in from agile, innovative competitors who, thanks to access to global digital platforms for research, development, marketing, sales, and distribution, are doing well faster than ever by improving quality, speed, or price.

Demand side

Major changes are also taking place on the demand side, as increased transparency, consumer engagement, and new patterns of consumer behavior (built increasingly on mobile networks and access to data) help companies design, market and deliver products and services.

A major trend is the development of technology-enabled platforms that they creating entirely new ways of consuming goods and services in the process.

Overall, the Fourth Industrial Revolution has four main effects on business – on customer expectations, on product growth, on collaborative innovation, and on organizational forms. Whether consumers or businesses, customers are increasingly at the heart of the economy, which is all about improving the way customers are served. In addition, physical products and services can now be augmented with digital capabilities that increase their value. New technologies are making assets more sustainable and resilient, while data and analytics are changing how they are maintained. Meanwhile, in the world of asset performance through customer experiences, data-based services and analytics, new forms of collaboration are needed, especially given the speed at which innovation and disruption are taking place. And the emergence of global platforms and other new business models means that talent, culture and organizational forms have to be reconsidered.

Overall, the drastic change from simple digitization (the Third Industrial Revolution) to innovation based on the combination of technologies (the Fourth Industrial Revolution) is forcing companies to re-examine the way they do business. However, the bottom line is the same: Business leaders and senior executives need to understand their changing environment, challenge the assumptions of their operations teams, and innovate relentlessly and relentlessly.

Impact on government

As the physical, digital and organic world continues to converge, new technologies and platforms are enabling citizens to engage with governments, voice their opinions, coordinate their efforts, and even bypass the oversight of public authorities At the same time, governments have gained new technological powers to increase their control over the population based on the ability to control a comprehensive surveillance system and digital infrastructure. Overall, however, governments will face pressure to change their current approach to public engagement and policy-making, as their central role in driving policy is to create new sources of competition and the redistribution of power that makes new technologies possible. decreases due to decentralization.

Ultimately, the ability of government systems and public authorities to adapt will determine their existence. If they prove capable of embracing a world of disruptive change, subjecting their structures to the level of transparency and efficiency that enables them to maintain their competitive edge, they will endure. If they cannot grow, they will face growing trouble.

This would be especially true within the realm of regulation. The current system of public policy and decision-making evolved with the Second Industrial Revolution, when decision makers had time to study a specific issue and develop the necessary response or appropriate regulatory framework. The entire process was designed to be linear and mechanistic, while adhering to a strict "top down" approach.

Challenges and opportunities

Like the revolutions that preceded it, the Fourth Industrial Revolution has the potential to raise global income levels and improve the quality of life for populations around the world. To date, those who have gained the most from it have been consumers able to afford and access the digital world; technology has made possible new products and services that increase the efficiency and pleasure of our personal lives. Ordering a cab, booking a flight, buying a product, making a payment, listening to music, watching a film, or playing a game—any of these can now be done remotely.

In the future, technological innovation will also lead to a supply-side miracle, with long-term gains in efficiency and productivity. Transportation and communication costs will drop, logistics and global supply chains will become more effective, and the cost of trade will diminish, all of which will open new markets and drive economic growth.

At the same time, as the economists Erik Brynjolfsson and Andrew McAfee have pointed out, the revolution could yield greater inequality, particularly in its potential to disrupt labor markets. As automation substitutes for labor across the entire economy, the net displacement of workers by machines might exacerbate the gap between returns to capital and returns to labor. On the other hand, it is also possible that the displacement of workers by technology will, in aggregate, result in a net increase in safe and rewarding jobs.

We cannot foresee at this point which scenario is likely to emerge, and history suggests that the outcome is likely to be some combination of the two. However, I am convinced of one thing—that in the future, talent, more than capital, will represent the critical factor of production. This will give rise to a job market increasingly segregated into "low-skill/low-pay" and "high-skill/high-pay" segments, which in turn will lead to an increase in social tensions.

In addition to being a key economic concern, inequality represents the greatest societal concern associated with the Fourth Industrial Revolution. The largest beneficiaries of innovation tend to be the providers of intellectual and physical capital—the innovators, shareholders, and investors—which explains the rising gap in wealth between those dependent on capital versus labor. Technology is therefore one of the main reasons why incomes have stagnated, or even decreased, for a majority of the population in high-income countries: the demand for highly skilled workers has increased while the demand for workers with less education and lower skills has decreased. The result is a job market with a strong demand at the high and low ends, but a hollowing out of the middle.

This helps explain why so many workers are disillusioned and fearful that their own real incomes and those of their children will continue to stagnate. It also helps explain why middle classes around the world are increasingly experiencing a pervasive sense of dissatisfaction and unfairness. A winner-takes-all economy that offers only limited access to the middle class is a recipe for democratic malaise and dereliction.

Discontent can also be fueled by the pervasiveness of digital technologies and the dynamics of information sharing typified by social media. More than 30 percent of the global population now uses social media platforms to connect, learn, and share information. In an ideal world, these interactions would provide an opportunity for cross-cultural understanding and cohesion. However, they can also create and propagate unrealistic expectations as to what constitutes success for an individual or a group, as well as offer opportunities for extreme ideas and ideologies to spread.

The impact on business

An underlying theme in my conversations with global CEOs and senior business executives is that the acceleration of innovation and the velocity of disruption are hard to comprehend or anticipate and that these drivers constitute a source of constant surprise, even for the best connected and most well informed. Indeed, across all industries, there is clear evidence that the technologies that underpin the Fourth Industrial Revolution are having a major impact on businesses.

On the supply side, many industries are seeing the introduction of new technologies that create entirely new ways of serving existing needs and significantly disrupt existing industry value chains. Disruption is also flowing from agile, innovative competitors who, thanks to access to global digital platforms for research, development, marketing, sales, and distribution, can oust well-established incumbents faster than ever by improving the quality, speed, or price at which value is delivered.

Major shifts on the demand side are also occurring, as growing transparency, consumer engagement, and new patterns of consumer behavior (increasingly built upon access to mobile networks and data) force companies to adapt the way they design, market, and deliver products and services.

A key trend is the development of technology-enabled platforms that combine both demand and supply to disrupt existing industry structures, such as those we see within the “sharing” or “on demand” economy. These technology platforms, rendered easy to use by the smartphone, convene people, assets, and data—thus creating entirely new ways of consuming goods and services in the process. In addition, they lower the barriers for businesses and individuals to create wealth, altering the personal and professional environments of workers. These new platform businesses are rapidly multiplying into many new services, ranging from laundry to shopping, from chores to parking, from massages to travel.

On the whole, there are four main effects that the Fourth Industrial Revolution has on business—on customer expectations, on product enhancement, on collaborative innovation, and on organizational forms. Whether consumers or businesses, customers are increasingly at the epicenter of the economy, which is all about improving how customers are served. Physical products and services, moreover, can now be enhanced with digital capabilities that increase their value. New technologies make assets more durable and resilient, while data and analytics are transforming how they are maintained. A world of customer experiences, data-based services, and asset performance through analytics, meanwhile, requires new forms of collaboration, particularly given the speed at which innovation and disruption are taking place. And the emergence of global platforms and other new business models, finally, means that talent, culture, and organizational forms will have to be rethought.

Overall, the inexorable shift from simple digitization (the Third Industrial Revolution) to innovation based on combinations of technologies (the Fourth Industrial Revolution) is forcing companies to reexamine the way they do business. The bottom line, however, is the same: business leaders and senior executives need to understand their changing environment, challenge the assumptions of their operating teams, and relentlessly and continuously innovate.

I am a great enthusiast and early adopter of technology, but sometimes I wonder whether the inexorable integration of technology in our lives could diminish some of our quintessential human capacities, such as compassion and cooperation. Our relationship with our smartphones is a case in point. Constant connection may deprive us of one of life’s most important assets: the time to pause, reflect, and engage in meaningful conversation.

One of the greatest individual challenges posed by new information technologies is privacy. We instinctively understand why it is so essential, yet the tracking and sharing of information about us is a crucial part of the new connectivity. Debates about fundamental issues such as the impact on our inner lives of the loss of control over our data will only intensify in the years ahead. Similarly, the revolutions occurring in biotechnology and AI, which are redefining what it means to be human by pushing back the current thresholds of life span, health, cognition, and capabilities, will compel us to redefine our moral and ethical boundaries.

Shaping the future

Neither technology nor the disruption that comes with it is an exogenous force over which humans have no control. All of us are responsible for guiding its evolution, in the decisions we make on a daily basis as citizens, consumers, and investors. We should thus grasp the opportunity and power we have to shape the Fourth Industrial Revolution and direct it toward a future that reflects our common objectives and values.

To do this, however, we must develop a comprehensive and globally shared view of how technology is affecting our lives and reshaping our economic, social, cultural, and human environments. There has never been a time of greater promise, or one of greater potential peril. Today’s decision-makers, however, are too often trapped in traditional, linear thinking, or too absorbed by the multiple crises demanding their attention, to think strategically about the forces of disruption and innovation shaping our future.

In the end, it all comes down to people and values. We need to shape a future that works for all of us by putting people first and empowering them. In its most pessimistic, dehumanized form, the Fourth Industrial Revolution may indeed have the potential to “robotize” humanity and thus to deprive us of our heart and soul. But as a complement to the best parts of human nature—creativity, empathy, stewardship—it can also lift humanity into a new collective and moral consciousness based on a shared sense of destiny. It is incumbent on us all to make sure the latter prevails.

Impact on people

The Fourth Industrial Revolution will affect our identity and all the issues related to it: our sense of privacy, our perception of ownership, our consumption patterns, the amount of time we devote to work and leisure, and how we develop our careers, our skills. Develop, meet people, and nurture relationships. It is already transforming our health and leading to a "quantized" self, and may lead to human growth sooner than we think. The list is endless as it is bound only by our imagination. But fear is that new technology may quintessentially undermine human abilities, like compassion and cooperation.

One of the biggest personal challenges posed by new information technologies is privacy. We instinctively understand why this is so essential, yet tracking and sharing information about us is an important part of new connectivity. The debate about fundamental issues such as the impact on our inner lives of loss of control over our data will only intensify in the years to come.

Conclusion

The process of Fourth Industrial Revolution has started in the world. India was left behind in the last three industrial revolutions. With the help of its vast human resource and economy, India is ready to take advantage of the fourth industrial revolution. The coming time is of digital technology. Biotechnology, artificial intelligence, space technology, 3D technology etc. are emerging sectors. In order to make India capable of churning the benefits of fourth industrial revolution , the army of skilled youth will have to be strengthened all over the country. The quality and usability of small industries will have to be developed and brought them in line with international standards. India also has to be prepared for the challenges of digital revolution. When automatic machines take the place of humans, unemployment will increase. This can break the back of the middle class of the country. Along with the capitalists and super-talented people, it is necessary to make plans for the marginalized and weaker sections. How to maintain social harmony? How to protect privacy? How protect people's bank accounts? Success of India will depend on how common Indians use the new technology for their education, employment, business, social networking and entertainment safely and innovatively?

We must understand the opportunity and power of shaping the Fourth Industrial Revolution and direct it towards a future that reflects our common objectives and values. To do so, however, we must develop a comprehensive and globally shared view of how technology is affecting our lives and reshaping our economic, social, cultural and human environments. There has never been a time of greater promise, or of greater potential distress. However, today's decision-makers often get too caught up in traditional, linear thinking, or in many crises seeking to divert their attention, to think strategically about the forces of disruption and innovation that are shaping our futures.

In the end, it all depends on the people and the values. We need to shape a future that works for all of us by putting people first and empowering them. In its most pessimistic, dehumanizing form, the Fourth Industrial Revolution may actually have the potential to "robotize" humanity and thus deprive us of our hearts and souls. But as a complement to the best parts of human nature – creativity, empathy, and stewardship – it can also elevate humanity into a new collective and moral consciousness based on a shared sense of destiny. It is up to all of us to make sure that the latter prevails.

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REVIEW OF THE DIRECTION OF DEVELOPMENT OF MODERN INDIA FROM THE PERSPECTIVE OF RAM MANOHAR LOHIA'S 'SOCIALISM' AND DEENDAYAL UPADHYAY'S 'INTEGRAL HUMANISM'

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Abstract

For the last 74 years, we have more or less followed Nehru's model of development. for the last few decades, questions have been raised on Nehru's development model. Perhaps the liberal economic policies of the 1990s' and the expansion of privatization were the biggest deviations from Nehru's model. There are allegations that the ideas of Western thinkers were imported in the Nehru model without any modifications. In this, Indian conditions were not given proper place and changes were not made in it with time. Apart from this, it is also alleged that in Nehru's development model, there is no specificity towards nationalism, patriotism, Indian-ness, Indian culture and traditions, village economy, small and tiny industries tribal, Dalit and economically weaker upper castes. Therefore, there is a need to adopt a purely Indian development model in present-day India.

In this research paper development models of two imminent Indian scholars have been discussed. Dr. Deendayal Upadhya's Ekatma Manavvad (Integral Humanism) and Dr. Lohia's socialism are the two major thoughts, developed during the post-Biritish colonized India Ekatma Manavvad(Integral Humanism) is the philosophy of the relation between human life and the entire creation. Its full scientific explanation was done by Pandit Deendayal Upadhyay. This philosophy was presented by Pandit Deendayal Upadhyay in the form of four lectures delivered in Mumbai from 22 to 25 April 1965.

Lohia's Socialism refers to a set of political ideas that exist in an industrialized capital economy and emerge as a reaction to the inequalities it creates. Dr. Lohia identified five types of inequalities that need to be fought together; inequality between men and women, inequality on the basis of skin color, caste based inequality, colonial rule by some countries on other countries, economic inequality etc.

Keyword: Deen Dayal Upadhyay's Integral Humanism, Dr. Lohia 's Socialism, Inequality, inequality, civil disobedience and social change, nationalism, devotion to the country.

Introduction

Today, even after 74 years of independence, an important question remains unanswered that what should be the direction of India's development? After the independence India adopted the socialist way of governance. Nehruvian model of governance had adopted many modern ideas from western thinkers. Main criticism of Nehruvian model of governance is that foreign ideas are the product of a particular situation and a particular socio-economic background. These ideas are not universal. They have an indelible impression of the 'Western nationality' of nature and culture. Each country has its own special historical, social and economic situation and whatever the leaders and thinkers of that country are at that time, they determine the path with a view to move the country forward from that situation. It is wrong to think that the solutions suggested by them to solve specific problems should, in the same way, be completely applicable to the society living in different conditions.

A lot has changed in India in the last 74 years. In view of these changes, the principles and programs of future development should also be different and relevant. India today needs a purely Indian development model - a development model that has a plan and resolves to fulfill the aspirations of all the people of the country. It could be Gandhism, Dr. Lohia's socialism, Upadhyay's Akatma Manavvwad or optimal fusion these precious thoughts.

Dr. Ram Manohar Lohia was a Gandhian political thinker, historian, economist, philosopher and noted writer. He thought deeply on almost all aspects of life and successfully explored lifelong ways to make it practical in Indian conditions. Dr. Lohia was a Gandhian but his views were radical. He was revolutionary but had extraordinary creativity in his ideas. He was a well-known and active politician, but his style and work had an extraordinary affinity for principles. He explained the great aims of socialism in the Indian context and made them practical.

The extraordinary influence of both Karl Marx and Mahatma Gandhi is reflected in Lohia 's ideas. He established a wonderful coordination among them and developed new ideas by incorporating their best elements. According to Dr. Lohia, history does not move like a straight line, but its motion is like a cycle and is irreversible. A nation can reach the pinnacle of progress, and it can also reach the bottom of decline in a circular motion. Again a time may come that a nation which has reached the trough of decline, progressing and reaching the summit. In this way nations rise and fall. His statement was that the struggle between classes and castes and thought-motivating tendencies and civilizations will continue in history until the evil in man is eliminated.

He had full faith that in the world, through judicious methods, success would be achieved in establishing the multi-colored unity of the human race.

Importance of both materialism and consciousness

Lohia accepted Karl Marx's theory of dialectical materialism but considered consciousness more important. He accepted the independent existence of both general objectives and economic objectives. He stressed the inclusion of consciousnessism in materialism.

Concept of struggle between caste and class

According to Dr. Lohia, there is a struggle between caste and class in history. This is how history gets its momentum. The form of castes is fixed, but the internal structure of classes is loose. The internal movements between these two keep happening like a pendulum of a clock. This is how history gets its momentum. According to Dr. Lohia , generally immobility and inactivity are found in castes. Whereas classes are the representatives of the tremendous forces of social mobility. Classes get organized and take the form of castes. And castes turn into classes. The history of mankind so far is the history of internal conflicts between castes and classes. Dr. Lohia was of the view that Asian nations have their own specific problems, they should be solved by Asian methods only. He said that "In Asia, where economic problems are frowned upon, Western socialist democracy can never be useful. The people of Asia would easily be ready to sell their democratic rights for bread. On thinking in the traditional way, to solve the problem of bread, we see the establishment of a capitalist or communist economy as necessary, but the economy of both is the same. The only difference between the two is that if capitalism encourages private property then communism encourages public property. The concentration of capital and power is the same in both. Economic decentralization ultimately increases unemployment.

Dr.Lohia believed that the mechanized socialism of Europe is not suitable for the countries of Asia, because poverty is high here. His statement was that the poverty of Asia could not be removed by traditional economic decentralization. Here instead of big machines, small machines should be used following Gandhiji's ideas. In this way, money will also be less in cottage industries and unemployment will also decrease. Lohia was in favor of encouraging cooperative agriculture. Describing Western socialism as constitutional and evolutionary, he considered it useless for Asia. According to him, the goals of Asian socialism can be achieved by democratizing the administration, employing small machines with less capital, socialization of wealth and economic and political socialization.

Disagreement with the communists

Dr. Lohia agreed with the views of Karl Marx but he did not agree with the communists. He considered the redistribution of land of the communists as a joke and meaningless cruelty. They also could not agree with the communists, because in practice the communists, by making economic poverty a weapon, rebel against the state, or put undue pressure on it. The communists' interpretation of capitalism was not acceptable to them. He also considered the communist method of class struggle to be immoral.

Faith in Gandhian Method

Despite having full faith in socialism, Lohia was irritated by the violence. He was a true Gandhian, but he tried vigorously to incorporate the main principles of Gandhian predominance in socialist thought in his own distinctive style. He considered Gandhian mass movements to be very effective in achieving the objectives of socialism. He used to accept non-violence in principle, but he could not seriously accept Gandhiji's talk of staying away from mind, word and deed. He did not hesitate to use harsh language for his opponents.

Emphasis on harmony of religion and politics- Dr. Lohia used to say that without politics religion becomes lifeless and without religion politics becomes discord. He called religion as "long term politics" and politics as "short term religion".

Thoughts about truth- Lahia accepted the importance of truth not because of its spiritual value but because of its usefulness to the social order. They considered deceit as harmful. They considered the state of laziness, lack of devotion to duty and inaction as untrue and a hindrance to the path of social progress. He believed in social justice based on equality, believing it to be true.

Believe in the re-establishment of India's unity- Lohia considered the partition of India as an accepted partition due to circumstances. They believed that India is one by nature, so even after being fragmented, it will definitely become one again one day.

Chaukhamba State Concept- Lohia had presented the concept of a four-pillared state. He tried to harmonize the conflicting views of centralization and decentralization in this state. Under this system the importance of village, mandal, province and center has all been accepted, and they will be integrated under a system of functional federalism. The organization of the pillars in this state will be done in such a way that all the pillars will be tied in one thread. In such a state, the symbol of bureaucratic power like collector would be abolished. Dr. Lohia believed that the post of Collector or such posts are infamous institutions of centralization. Such posts should be abolished.

In the State of Chaukhamba, it shall be noted that:

1. One-fourth of the entire government and plan expenditure should be spent through the Gram Mandal and Nagar Panchayat.
2. The police system will be under these villages, mandals and panchayats.
3. By abolishing the post of District Magistrate, all his works will be divided among different institutions of the district.
4. Agriculture, industry and other types of property will be nationalized. This property will be under the control of village, mandal and town panchayats. and will be governed by him.
5. Efforts will be made in the direction of political, administrative and economic decentralization in Chaukhamba state and small machines will be used more and more.
6. The next fifth pillar of Chaukhamba kingdom will be the world state, which will be a very important step towards the establishment of world peace.

7. Dr. Lohia believed that only by the formation of Chaukhamba State as above, the common man would get energized and efforts would be made to formulate democratic constitutional principles and refine their practical nature.

Doctrine of seven revolutions- Dr. Lohia used to feel that in the absence of any cohesive programme, the opposition parties in India keep fighting among themselves. The ruling party gets its benefit unintentionally. He talked about giving practical form to the universal seven principles of socialism. These are -

- Acceptance of gender equality,
- Abolition of caste-related and birth-related inequality,
- Abolition of inequality based on apartheid,
- End of repression by foreigners and creation of world government.
- Opposing economic inequalities based on individual wealth, and planned increase in production.
- Opposing the encroachment of individual rights,
- Opposing weapons of war and acceptance of the doctrine of civil disobedience.

World parliament- Dr. Lohia supported the World Parliament to solve global problems. He wanted that a World Panchayat elected on the basis of adult franchise should be established. This Panchayat should get one-fourth or one-fifth of the war budget of all the states. He believed that the establishment of Vishwa Panchayat is possible through Satyagraha also.

Opposition to autocratic rule- Autocratic rule was not acceptable to Dr. Lohia . He was a supporter of economic and political decentralization. They wanted to establish the Chaukhamba state by dividing the economic and political power at the state, province, district and village level.

Both Marxism and Gandhism had a great influence on Ram Manohar Dr. Lohia . He explained the main principles of these two great ideologies in his unique style and tried to coordinate them. Free thinking, boldness, originality and unique syncretism were the innate characteristics of his personality. On the basis of these, he had dreamed of a new socialist system. He accepted modern civilization but tried to make it more modern by improving it too.

Upadhyay's Integral Humanism

The concept of Integral Humanism was propounded by Dr. Deendayal Upadhyay in 1965. Its origin is believed to be from the non-dualistic philosophy of Advaita Vedanta. Integral Humanism spread the idea of oneness of all the different souls of human, animal or plant class. It rejected the inherent diversity based on race, varna, caste and religion, and considered all human beings to be a part of this larger biological community that shared a common consciousness of national thought.

Like Dr. Lohia, Dr. Deendayal Upadhyay also rejects the inherent diversity based on race, Varna, caste and religion. Dr. Deendayal Upadhyay includes the whole ecosystem in his thoughts and considers human being as a part of biological community. In his thoughts, there is a sense of concern and responsibility towards the entire environment along with humans. In this sense, his vision appears broader than that of Dr. Lohia. But unlike Dr. Lohia, Dr. Deendayal Upadhyay, does not take a rebellious stand against untouchability and social discrimination. Whereas Dr. Deendayal Upadhyay's ideas are more philosophical, Dr. Lohia's ideas are more realistic. But both the thinkers are vocal against any kind of discrimination in their own way.

Key Components of the Principle of Integral Humanism (Akatma Manavvwad)

- Human at the center of development: According to this philosophy, it was most important for India to develop an indigenous economic structure with human beings at the center. It did not reject Western philosophy outright, rather it evaluates socialism and capitalism on the basis of their merits respectively. At the same time it criticizes their extremism and isolation.
- Denial of individualism: It emphasizes the need for an organic relationship

between the individual and the society. There should be coordination between the general goals and the goals of the individual. Where the goal of the individual can also be sacrificed for the sake of wider social goals. It encourages the importance of family and humanity for building a complete society.

- Cultural character: It supports the integration of indigenous culture with the social, economic and political structure of the nation. According to this, the background of any political philosophy or model of development adopted by India should be formed by the essence of Indian culture and its uniqueness.
- Integrative Approach: It focuses on interdependence, companionship and unity while accepting differences, rather than isolation, rejection and disagreement in various aspects of life. Hence it works for the welfare of all.
- Dharma Rajya: It denotes an ideal duty-fulfilment state where along with providing some rights to every person, some obligations are also fixed towards his state.
- Antyodaya: In this concept it is ensured that decisions are taken in such a way that the last person standing in the queue can also get its benefit.

Integral Humanism (Akatma Manavvad) supports the holistic idea of human welfare. The philosophy of Integral Humanism opposes uncontrolled consumerism and rapid industrialization because its benefits do not reach the poorest of the poor. This principle is highly relevant in the context of inclusive development for all in the present day. The philosophy of Integral Humanism also supports the ideas of democracy, social equality and human rights, mutual respect; and equality of all religions and castes. The goal of Integral Humanism is to provide a life of dignity to every human being. Thus it encourages principles and policies that are capable of balancing the use of labour, natural resources and capital.

The adoption of this philosophy can bring about a change in the attitude towards politics because Pt. Deendayal Upadhyay believed that the purpose of politics is to bring about social and economic change. In the present context criminal elements, money power etc. are influencing politics in a big way and in such situation it becomes highly relevant. Since this philosophy underlines the nation-buildin, role of the family and society, the institution of the family can also be strengthened by this. In a world where a large section of the population suffers from poverty, it can be used as an alternative model of development in which social, political and economic needs are integrated and whose nature is integrated and sustainable.

There is a deep similarity between the views of Dr. Lohia and Dr. Deendayal Upadhyay. Both of them want to bring the benefits of development to the last person of the society. In the thoughts of Dr. Lohia, where the influence of Carlmarx and Mahatma Gandhi is seen, the influence of Vedanta and Indian spirituality is seen in the thoughts of Dr. Deendayal Upadhyay. Dr. Lohia adapts his western ideas to suit Indian needs. Instead of class struggle in India, he gives importance to Varna struggle. But due to the conversion of this ‘class’ into ‘Varna’, the issues of the 'upper caste poor' and 'Dalit and the neo-rich of the backward castes in modern India remain out of sight of Dr. Lohia . It is a matter of fact that in India in the 21st century not every Brahmin is rich and not every Dalit is poor. It is good that the Modi government has decided to give 10 percent reservation for the upper caste poor. There is a slight bias in Dr. Lohia’s views from this point of view. On the other hand, in the thoughts of Dr. Deendayal Upadhyay, this kind of discrimination between human-to-human is not seen.

Nationalism, cultural identity and patriotism are prominent in his ideas. In the views of Pt. Deendayal Upadhyay, India is not a geographical but a cultural unit. He considers every Indian ancestry to be a unique component of this cultural vanity. Religion and God are an important component in the thoughts of Dr. Deendayal Upadhyay. He strongly supports the principle of individual, family and clan. In his thoughts, all Indians are part of one family. He defines every citizen as the son/daughter of the nation. The way families are getting disintegrated today, and tension is arising in the society on the basis of religion, caste, language, province, etc., the relevance of Pt. Deendayal Upadhyay's ideas can be understood.

Conclusion: In the end, we can say that in the ideas of Dr. Deendayal Upadhyay, where India has the power to bind India as a cultural unit in the thread of unity, in the thoughts of Dr. Lohia, there is a commitment to end the social discrimination prevailing in the Indian society. From this point of view, the views of both the scholars complement each other and have the potential to realize the vision of a united and strong India.

Like Lohia's socialism, Dindayal Upadhyay's Integral Humanism reflects Mahatma Gandhi's vision of India's future. Like Mahatma Gandhi, Dindayal Upadhyay also seeks a specific path for the development of India and equally rejects the materialism of socialism and capitalism. Lohia, Gandhi and Upadhyay all reject the individualism of modern society in favor of a holistic, varna-religion based community. Gandhi and Upadhyay emphasize the incorporation of religious and moral values into politics, and both seek a culturally authentic way of modernization that preserves Hindu values. But in Lohia's socialism, religion is not that important. Lohia considers Hinduism to be the cause of social discrimination. But, in the matter of Indian culture, they adopt a slightly liberal stand. On the other hand, unlike Lohia and Gandhi, Upadhyay incorporates the primacy of Swadeshi, nationalism and cultural-national values in his ideas.

The nationalism of Lohia and Gandhi is not as strong as that of Upadhyay. Upadhyay gives a lot of emphasis to Swadeshi, and cultural nationalism in his thoughts. But in the concepts of Lohia and Upadhyay, harmony, and discipline and morality are established as fundamental themes, as in Gandhi.

Upadhyay rejected Nehruvian economic policies and industrialization on the grounds that they were unintentionally borrowed from the West, disregarding the country's cultural and spiritual heritage. According to Upadhyay, there is a need to strike a balance between Indian and Western thinking, given the dynamic nature of society and the cultural heritage of the country. The Nehruvian model of economic development promoted consumerism in Indian society, emphasizing the growth of material wealth through rapid industrialization. This ideology of development has not only created social inequalities and regional imbalances in economic development, but it has also failed to reduce poverty in the country. The philosophy of integrated humanism, like Gandhism and Lohia's socialism, opposes unbridled consumerism; as such an ideology is different from Indian culture. This traditional culture emphasizes restraint on one's desires and advocates for spiritual contentment rather than the ruthless pursuit of material wealth.

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THE WORLD DEVELOPMENT CRISIS TODAY: SEARCH FOR AN ALTERNATIVE DEVELOPMENT MODEL THROUGH THE GANDHIAN PERSPECTIVE

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Abstract

With the global community facing multiple challenges ranging from terrorism to poverty, hunger, malnutrition, unemployment, environment, and ecological crisis that posing serious questions on our own survival on the blue planet, it is high time to return back to the prophet who had foreseen impending crisis of technological advancement. This article has made an attempt to revisit the works of Mahatma Gandhi to understand his perspectives on development and to formulate an alternative development model that ensures a sustainable society transcending national boundaries and contemplating humanity as a single block. This article aims at assessment of different types of evidences in the present world development crisis and also attempts to show how Gandhi had already anticipated in 1909 what the world now faces. It also further provides diagnostic analysis of the crisis in the light of Gandhian Philosophy. This article enquires into the Gandhian prescriptions suggested in the Gandhian economic philosophy to overcome the socio-economic crisis, and this article ends in which the feasibility of its practice in the world today.

Key Words: Development Crisis, Sustainable Development, Sustainable Development Goals

Introduction:

Today, the world is passing through a chaotic phase. With the global community facing multiple challenges ranging from terrorism to poverty, hunger, malnutrition, under-nourished, unemployment, environmental and ecological crisis, it is necessary to find solutions for pertaining problems. It was expected that the scientific progress and innovative technologies would ease the hardships and make the world a better place to live in. But, on the contrary, technology couldn't ensure favourable results by improving the living standards of all but further deepened the segregation among us. As per the estimates of the United Nations, 1.3 billion people around the world suffer from multi-dimensional poverty, i.e. one person in every six people. Due to civil wars and armed conflicts, millions leave their homes and migrate to western countries. With increased emission of greenhouse gases global temperature is on the rise, flora and fauna of many regions have been destroyed and there are threats looming over some of the metropolitan cities getting submerged underwater due to rising sea level. As classical economist, Adam Smith stated 'human wants are unlimited'. But with limited natural resources, how can human 'wants' be satisfied? What will be the future of earth if its exploitation continues on this pace? With multiple problems posing serious questions on our own survival on the blue planet, it is high time to return back to the prophet who had foreseen impending crisis of technological advancement. It is the moment to revisit the works of Mahatma Gandhi in order to understand his perspectives on development and to formulate a model that ensures a sustainable society transcending national boundaries and contemplating humanity as a single block.

A sustainable society is the one where consumption is in equilibrium with the resources available in nature. Such societies consider present and future well-being of their people. Resources are used in such a dedicated manner that future generations could also avail them. With nations' focus shifting to rapid economic growth, natural resources are used in abundance to produce more and increase the size of their economies. The world started to think seriously about sustainable development after the 'Brundtland Report' (1987). The report raised awareness about the environmental risks and challenges faced by earth and called for international cooperation for collectively solving those problems. Unfortunately, three decades have passed since the publishing of the report but the steps taken for conserving the environment were not enough to make the goal of sustainable societies a reality. The global community needs to understand that merely cutting carbon emission can not save the earth, it requires a philosophical approach which can lead us towards the path of sustainability and it can be the Gandhian way.

For Gandhi, the ultimate aim was the development of individuals and society. He believed in an egalitarian society deeply rooted in values. Creation of a non-violent society forms the crust of Gandhian thoughts. The idea of 'Sarvodaya' (development of all in all facets of life) is hence important. Interestingly, the 17 point Sustainable Development Goals (SDGs) put forward by the United Nations in 2015 were all touched upon by Gandhi during his lifetime, through his writings, and socio-political involvement. People questioning the relevance of Gandhian thoughts today tend to forget that as long as people suffer in any forbidden corners of the world, Gandhi remains relevant and he had thought of the solutions for the problems arising decades after his demise.

Against this backdrop, the article aims at an assessment of present world development crisis from the point of view of the Gandhian perspective. The article highlights different types of evidences in the world development crisis. It also attempts to show how Gandhi had already anticipated in 1909 what the world now faces. It also further provides diagnostic analysis of the crisis in the light of Gandhian Philosophy. This article enquires into the Gandhian prescriptions to overcome the crisis, suggested in the Gandhian economic philosophy and the article ends in which the feasibility of its practice in the world today is examined.

Concept of Development

It is, first of all, necessary to develop a basic frame of reference for discussing development and development thought. One way to stimulate this discussion is to pose the simple but profound question of which should be regarded as normal or natural, development or the lack of it, whatever that is. Is the phenomenal economic and social development that occurred to the western world starting with the Industrial Revolution in Europe to be regarded as the norm of human existence, and the relative under-development of the Third World as the exception, or vice-versa? Whatever the answer, we must turn to be a brief discussion of what development is.

When statistical information about the relative levels of development of nations of the world is presented, the most common measure of development is the per capita Gross National Product (GNP), a number which constitutes a massive summarization of an almost infinite number of economic and demographic facts, including the structure of the population and the distribution of the benefits of this GNP among sectors, among regions, and among sub-groups of the population. Other number may be used, of course, and it has become common to use measures such as the Infant Mortality Rate, which is the number of infant deaths (deaths before reaching one year of age) divided by the number of live births, usually times 1000, as a measure of socio-economic well-being. This measure is used for two reasons. Pregnant women and infants are, in many respects, the most vulnerable population groups. Hence infant mortality is highly responsive to the availability of basic food supplies, sanitary conditions, and basic medical care. The other reason is that it is, like the GNP, quite commonly available and is one, simple, summary statistic representing the entire country.

The measurement of development trends, however, to obscure what development is. It certainly is much more complicated than simple summary measures of the well-being of people in particular countries. Renowned economist Michel Todaro, writing in his excellent text book on Economic Development, says:

“Development must, therefore, be conceived of as a multi-dimentional process involving major changes in social structures, popular attitudes, and national institutions, as well as the acceleration of economic growth, the reduction of inequality, and the eradication of absolute poverty. Development, in its essence, must represent the whole gamut of change by which an entire social system, tuned to the diverse basic needs and desires of individuals and social groups within that system, moves away from a condition of life widely perceived as unsatisfactory and toward a situation or condition of life regarded as materially and spiritually better”.

He, then, articulates three core values of development like life sustenance: the ability to provide basic needs; Self-esteem: to be a person; and, Freedom from servitude: to be able to choose.

The Nobel Prize winning economist Amartya Sen has twice changed our thinking about what we mean by development. Traditional welfare economics had focused on incomes as the main measure of well-being until his ground-breaking work in the 1980’s which showed that poverty involved a wider range of deprivations in health, education and living standards which were not captured by income alone. Development must be judged by its impact on people, not only by changes in their income but more generally in terms of their choices, capabilities and freedoms; and we should be concerned about the distribution of these improvements, not just the simple average for a society.

Gandhian Model of Development

The prevalent methods of measuring development in term of economic progress, industrialization, comsumption of energy and urbanization have proved to be inadequate to address the issue of the miseries of the millions. Gandhi was aware of the pitfalls of such a theory and the results of the unequal distribution of wealth between different classes in a society. Today science and technology have taken unprecedented strides, and yet millions live in utter poverty, basic human rights are denied to them, powerful nations dominate over the powerless ones and innocent people become victims of terrorism. It is in this dismal situation Gandhian perspective becomes useful.

Gandhi’s development model revolved round man, his society and environment (nature) and their respective and simultaneous development. He believed that instead of man exploiting the society and both exploiting nature, there is a symbolic way of life which is in harmony with each other. In his frame of reference for development, man is the centre of attention. He believed that there is sufficient to meet the needs of the people, but not their greed. He also believed that the type of development that had been achieved in Europe was the result of a systematic colonization and exploitation of both the people and nature. He, therefore, rejected not only supportive mechanism of development such as bureaucracy, technology and elitist education, but also the whole idea of development as conceived by the builders of the industrial society.

According to Gandhi, nature provides just enough, and not more, for our daily needs. He opposes exploitation, ruthless drive for economic abundance and personal aggrandizement, massive technological progress, severe competition, unbridled consumerism and concentration of wealth and power. He emphasizes decentralized self-dependent units bound together by the bonds of mutual cooperation and interdependence. Gandhi’s basic aim was to have an all-round development of the society that included human development along with socio-economic and political development.

Gandhi visualized exploitation free society, based on cooperation and ethics. His vision included productive employment for India's millions, schemes for rebuilding villages, promotion of khadi and local handicrafts, production of need-based basic goods, empowering people by imparting basic education and required skills to enable them to create decentralized structures of power ensuring equality of opportunity for all. He believed that human wants have to be limited, and no one should suffer from deprivation and want of basic necessities. And for that the required means of production should be socially controlled. His emphasis is on collectivity and not on individual needs and greed. Wealth has to be created collectively and enjoyed collectively.

For Gandhi rebuilding villages, in accordance with the principles of self-sufficiency and decentralization, was very important. To quote him, "I would say that if the village perishes, India will perish too". According to him, cities have so far exploited the villages, and that has resulted in the gap between villages and cities in education, culture, facilities and employment. Gandhi insists on regulation of wants and use of the goods and material not imported, but made in one's own country. His concept of Swadeshi,a dynamic concept of self-reliance is closely connected with Swaraj, political freedom. Another of his important concept is that of 'bread labour', that propagates that some amount of physical labour has to be done by every person everyday. Influenced by John Ruskin, Gandhi maintained that all works are of equal dignity. He also said that in the conflict situation between the capital and the labour, cooperation and amicable settlements are the way out and not violence.

Today we need a more human-centric, moral-centric, worldview and way of living, and Gandhi shows us that. Making opportunities available for all members in the society for their full development and having full civic engagement of the citizens are Gandhian principles that are of vital importance today.However, Gandhian model of development is based upon the following salient features:

- Gandhian model of development is totally different from Western materialistic model of development. It gives place of primacy to moral development and ethical view of socio-economic and political development. Truth and non-violence are advocated as the basis of all human activities and decesions.
- It stands for complete decentralization of functions and power with each village acting as a self-regulating and self-sufficient unit of development. In such a system decision-making power will be vested in the village Panchayat.
- Village economy should be planned with a view to providing full employment to all the adults of the village. Each man should be guaranteed employment to enable him to meet his basic needs in the village itself so that he is not forced to migrate to town.
- Development must ensure food, clothing, shelter, education and employment for all.
- Strong reservation about mechanization and industrialization. Machines deprive human beings of employment and industrialization generates consumerism and profiteering. Industrialization must be based upon the use of manpower and its aim should be to meet the primary basic needs of all the people.Gandhians are not against machine, if only it meets two aims : self-sufficiency and full employment.
- In order to avoid such a catastrophe, village and cottage industries, handicrafts, agriculture and labour should be revived.
- Total emphasis upon social equality, non-violence, truthful living, social responsibilities, dignity of labour and moral and spiritual happiness. Development has to be measured on the scale of happiness and not consumerism and profit-making.
- All development must ensure environmental health and happiness.
- Gandhian view of a developed state is a peaceful, happy, non-violent state based on morality and respect for the equal dignity, worth and needs of all the people of society.

The critics of this model hold it to be an idealist model which can not be really used.

However, the supporters of the presently popular model of sustainable development appreciate the value of Gandhian model of development.

Notion of Sustainable Development

The term 'Sustainable Development', in place of 'development' is now being increasingly used by scholars. It has become a major topic of discussion among all the social scientists, social organizations, statesmen and leaders. The industrial-technological and economic development, registered by the humankind during the past 100 years has not proved to be a real development in so far as it has created a situation of a social-economic-industrial imbalance as well as among nations.

Development should be secured without in any way harming the human rights of the people, particularly of those whose life is to be directly and physically affected by such projects. The concept of Sustainable Development denotes this new positive approach to development which seeks to generate present growth without in any way of disturbing and limiting the quality of life for future generations. It focuses attention upon the need to maintain a necessary, healthy, productive and enduringly sustainable balance between human needs, natural resources and features, and eco-systems.

The term 'Sustainable' stands for sustainability and it represents an approach to development which is concerned with such fundamental human concerns like poverty alleviation, socio-economic justice, social development, economic development, environmental protection, prevention, control and abatement of pollution, securing of balanced eco-systems and bio-diversity, conservation and systematic use of natural resources, development and use eco-friendly technologies, meeting the challenge resulting from climate change, equality, democracy, development and peace. The link between development and peace is now realized.
Meeting the basic needs of poor communities holds the promise of eliminating many types of situations which favour the outbreak of violence and wars. Not development, but sustainable development alone can contribute to or benefit the process of conflict-resolution and to the need to check and prevent armed conflicts.
The 1992 Rio Declaration, presented at the United Nations Conference on Environment and Development, asserted in its Principle 25, that "Peace, development and environmental protection are interdependent and indivisible". In other words, the idea of peace forms an integral part of the idea of Sustainable Development. Presently, these two concepts have come to be regarded as inseparable.

The term Sustainable Development was popularized in 1987 by the United Nations Commission on Environment and Development through the Brundtland Report. This report, which was entitled "Our Common Future", produced the most widely accepted definition of Sustainable Development – "development that meets the needs of the present without compromising the ability of future generations to meet their own needs".
The concept of Sustainable Development as such has come to be accepted as an important objective (a value) by the new emerging international order. The world needs Sustainable Development as without it there can be no real and enduring development. Industrial and technological development should be secured in such a way as should not in any way disturb the ecology of environment and the socio-economic and cultural life of the people.

The Approach of Mahatma Gandhi

The Gandhian vision of Sustainable Development emerged as a critic of the Western-centric dominant model of development with its misplaced emphasis on the promotion of individual growth and self-advancement, the harnessing of Nature, the achievement of technological sophistication, the spurring of urbanization and the increased use of markets for the distribution of economic goods and services. Gandhian challenges the basic assumptions that the Western model of development makes about the use of Nature and natural resources, the meaning of progress, the ways in which society is governed and also about how public policy is made and implemented.

It is in this context that one is struck by the approach of Mahatma Gandhi who in the first decade of the twentieth century understood the unsustainability of the modern civilization based on multiplication of wants and desires. He launched the first Satyagraha in 1906 which lasted for eight years. Based on truth and non-violence it stressed on simplicity of life, unity of all religions and of the entire mankind. The Common Future which Europeans understood through Brundtland Commission in 1987 was understood by Mahatma Gandhi in the end of 19th century itself. Through his book the Hind Swaraj he outlined the threat to common future of humanity caused by relentless quest for more material goods and services. The Hind Swaraj became a manifesto of Sustainable Development. His first Satyagraha in 1906 launched for restoration of the democratic rights of Indians became a Satyagraha against the exploitation of the modern western civilization. In a much broader sense it was a Satyagraha which had the challenging and compassionate vision of saving the planet earth.

As mentioned earlier Mahatma Gandhi's outstanding leadership during India's struggle for independence was a leadership for a sustainable world order. He spoke, wrote and put into practice many ideas which brought out his leadership qualities for the cause of sustainable development. The very reference to 'Dandi March' of 1930 stirs our mind in grasping his unprecedented method of asserting the right of common people over natural resources of which salt is the most basic and primary one. Denial of access of common people to the basic resources is part of a strategy for unsustainable development. Mahatma Gandhi by breaking the salt law and asserting the rights of ordinary people to make salt was empowering the common people which is central to the issue of Sustainable Development.

While dealing with Mahatma Gandhi and Sustainable Development one would inevitably deal with the question of poverty which is the worst source of pollution. Fight for eradication of poverty by using appropriate technology and non-violent means is nothing but a fight for Sustainable Development. Mahatma Gandhi wrote Hind Swaraj not only to criticize modern civilization but also to eradicate poverty in India. Mrs. Indira Gandhi, former Prime Minister of India in her speech in the first ever U.N. Conference on Environment organized in Stockholm in 1972 declared that poverty is the worst source of pollution. Mahatma Gandhi by addressing the issue of eradication of poverty in Hind Swaraj was addressing the core issue of Sustainable Development. Almost eight decades after Mahatma Gandhi did deal with the issue of poverty, The Brundtland Commission on "Our Common Future" wrote "A world in which poverty is endemic will always be prone to ecological and other catastrophes".

The discussion of Mahatma Gandhi and Sustainable Development would be incomplete without referring to the burning issue of water scarcity in the world. 21st century has been described as the most water stressed century in the world. Water famines across the world may cause conflicts among nations. If not controlled and dealt with is a fair and equitable manner the water scarcity problem may give rise to another world war reminiscent of other world wars over resources and other trading and commercial interests. It is in this context that Mahatma Gandhi's ideas need to be recollected and put into practice.

Ten-Point Charter

I. The Gandhian vision of Sustainable Development can be spelt out in a Ten-Point Charter are as follows :
II. Humankind would act in a manner that it is a part Nature, rather than apart from Nature.
III. Materials available on the earth are not used with an element of greed.
IV. Human beings practice non-violence not only towards fellow human beings but also towards other living organisms and inanimate materials, because overuse of such materials also amounts to violence.
V. Women are respected, and are made partners in, and are given their rightful place in all spheres of human endeavour.

VI. Bottom-up shared view is preferred to the top-down authoritarian overview.
VII. Conservationist and sustainable life-saving approach prevails over the unsustainable, consumerist, self-destructive approach.
VIII. Human beings care for and share with the poor and the destitute in society, as a moral obligation towards them.
IX. The human race thinks about how much is enough for a simple, need-based, austere and comfortable lifestyle.
X. All development, as far as is possible, leads to local self-reliance and equity with social justice.
XI. Ethics and self-discipline in resource use in an overriding criterion of development.

From the crisis of Development to the cry of Sustainable Development

The disquieting development scenario was first found by the World Bank itself, when in its own study, it was discovered that the world is facing a paradox of "poverty with plenty". A corrective strategy then got popularized by the World Bank in the name of "Rural Development" by way of its action paper in 1975 and thus, partially and confusingly, realized that fact that developing countries could not be salvaged without developing rural areas and thus accepted partly a basic diagnosis of Mahatma Gandhi who had always said that the real road of development goes through the villages only. However, since this realization was not out of understanding and an acceptance of Gandhian philosophy, the world get deep into further crisis, which was once again documented in a number of world commissions, conferences, and summits and also many studies in the world done by great thinkers in the past decades. Out of all, three very known documents of the 20th century, namely Agenda-21 passed by the Rio Earth Summit, was a major United Nations Conference on Environment and Development (UNCED), held in Rio de Janeiro, Brazil, from 3 to 14 June, 1992, the Human Development Report for 1994, and the Copenhagen Declaration issued after theSummit on Social Development are most alarming. Another study of "Beyond the Limits to Growth" of those Club of Rome authors who drew attention of the world by their work of "Limits to Growth" is perhaps a final warning to the world about the turning-point. We may summaries the following factual evidence of the economic, social, and environment facets of the crisis to comprehend the nature of the reality faced by the world.

The balance-sheet of the world economic development in the 20th century depicts a very depressing scenario of the world poverty and hunger. Out of four billion people living in 114 developing countries, one billion live below the poverty line, out of which 837 million live in Asia and Africa. Hunger and food insecurity - the most serious forms of extreme poverty has increasingly occupied the attention of the international community during the last decade. The Global Hunger Index (GHI) 2018 report found the 822 million people were suffered from hunger while 785 million people were found affected with hunger in 2019. GHI highlights that among the 117 countries ranked, 47 countries are in 'serious' and alarming hunger levels. Moreover, India ranked 102 out of 117 countries in the GHI 2019 that is placed at much below to its South Asian neighbors such as Nepal, Bangladesh and Pakistan. The GHI report pointed out that India is suffering from a serious hunger problem.

The UN Food and Agriculture Organization (FAO) reports that in spite of a global increase of high percentage in the output availability, 800 million in the world are under-nourished among which 200 million children are below five years. In fact, one person is dying without food every second. Current estimates suggest that nearly 780 million people living in the developing regions are under-nourished which means that one in nine people do not have enough to eat, is one of the most daunting development challenges facing the global community. Globally, about one in five births (19%) take place without the assistance of a skilled birth attendant. Inadequate care during pregnancy and delivery was largely responsible for the annual deaths of an estimated 303,000 mothers and 2.5million newborns in 2017. Poor progress has been made in reducing child stunting, the UN report says, with nearly151 million children aged under 5 too short for their age due to malnutrition in 2017, compared to 165 million in2012. Globally, Asia and Africa accounted 55% and 39% of all stunted children, respectively. In 2018, Asia andAfrica accounted for more than nine out of ten of all stunted children in the world. There are about 20 million lowbirth weight infants born each year, 96.5% of them in developing countries. Prevalence of child wasting remainsextremely high in Asia where almost 1 in 10 children under five has weight for their height, compared to just one in100 in Latin America and the Caribbean. The UN report describes as shameful in the fact that one in three women ofreproductive age globally is affected by anaemia, which has significant health and development consequences forboth women and their children.

According to ILO report,the global unemployment rate stood at 5.4 per cent in 2019 and is projected to remainessentially the same over the next few years. The ILO report said that about 188 million people are unemployed inthe world. Around 267 million people (aged between 15-24) are not in employment. According to the report, rising unemployed and deep inequality gap have made it difficult for people to live better through jobs or work. The recent decline in the global rate of employment has been profoundly affected by the global virus pandemic - Covid-19. Most of the countries that have undergone economic crisis in recent times still have high unemployment rates, they are unlikely to achieve strong employment growth again in the near future in view of the dampened prospects for the global economy.

World poverty got further aggravated by the scenario of relative poverty reflected in increased world inequality. Thump report on Human Development records that the richest fifth gets the share of 34.7 per cent of world's GNP,

89.2 per cent world trade, 85.2 per cent domestic savings, and 85.0 per cent domestic world investment against which the poorest fifth has a command over 1.4 per cent GNP, 0.9 per cent trade, 0.7 per cent domestic savings, and0.9 per cent investment in the world. In fact, the Copenhagen summit itself was having threefold issues: a) struggle against poverty bysocial integration; b) creation of productive jobs; and c) making necessary to think beyond "economicism" expressedin the "trickle down" theory.Another important dimension of the development crisis is manifested in the environmental and ecological crisiswhich was well-documented in the Rio Earth Summit of 1992.

Gandhi's prophetic diagnosis of the present world development crisis

Gandhi in his Hind Swaraj or Indian Home Rule had very much anticipated the present world development crisis. The five facets of the present crisis, namely excessive materialism and consumerism, poverty and unemployment, inequality and exploitation, and environmental and ecological imbalance were cited as exhibits of "death dance" due to the wrong direction of development. In this context, Gandhi said:

"I must not fear if the world is going in the wrong direction and the like proverbial moth burns itself even fully in the home around which it dances more and more fiercely". Therefore he felt that "if India will discard modern civilization, she only can gain by going so". In fact, Gandhi considered it as his bounden duty to try and protect India and through India the entire world from such a doom". We may briefly summaries how Gandhi anticipated and expressed the fourfold ruin - social, economic, political and spiritual - emerging out of modernization. Gandhi was very clear that the so-called modern civilization was not suitable for a country like India. Why and how Gandhi critiques modern civilization. The developing countries are trapped in the poverty syndrome as they blindly "copied" the western model of development which was not applicable to a country with a teeming population and with an ancient rural tradition which served their purpose. Western civilization, for Gandhi, is marked by its emphasis on reason, economic progression and capitalism, all of which endorse a form of social and economic Darwinism and correspondingly discourage compassion, righteousness, and trust, thus paving the way to colonial domination. Its positivist and reductionist sciences are devoid of moral capacity. Against this type of hollow civilization, Gandhi advances a very novel and pluralistic theory of civilization based on two pillars : the first, the Gandhian notion of Swaraj which at once entails self-examination, self-rule, and self-determination; and the second that includes his idea of Sarvodaya implying welfare of all.

Gandhian philosophical prescriptions- As is evident from Agenda-21 of the Earth Summit of 178 nations held at Rio de Janeiro, Brazil, on 13 June 1992, the change in the nature and practice of economic growth and development is urgently needed to save the world. The Gandhian model of development is based on very important postulates. These basic postulates prescribed by Gandhi are as follows:

a) The question of development model is not related to only socio-economic parameters. It is a matter of cultural choices and an alternative civilization. It is a question of an urban-village civilization.
b) It is a question of a choice between the modern civilization of the West and the ancient civilization of India.
c) The perception of human development is based on moral progress and the context of the development is a spiritual one.
d) The spiritual foundation is strongly based on faith in God. Gandhi therefore said "blast my belief in God and I am dead". Such was the force of the foundation of faith on which Gandhi's whole perception rested.
e) Gandhi had a holistic approach or vision of life. His own life he lived in a holistic framework. He said: "My life is one indivisible whole and all my activities run into one another and they all have their rise in my insatiable love for mankind".

Sustainable Development Goals (SDGs) and Gandhi

As is well known, in 2015, the global leaders assembled in New York to sign up for the 2030 Agenda for Sustainable Development, which espouses Sustainable Development Goals (SDGs) which came up with a list of 17 items that included amongst other things :

a) the end of poverty and hunger, achieve food security and improved nutrition;
b) better standards of education and healthcare, particularly as it pertains to water quality and better sanitation;
c) to achieve gender equality and empower all women and girls;
d) sustainable economic growth while promoting jobs and stronger economics;
e) sustainability to include health of the land, air, and sea;
f) reduce inequality within and among countries.
g) take urgent action to combat climate change and its impacts;
h) achieve peaceful and inclusive societies, rule of law, effective and capable institutions.

The 2030 Agenda epitomises a new consensus about a vision of humankind for the next 15 years. To establish the continued relevance of Gandhian development thoughts, it will be interesting to explore how much this agenda is aligned with Gandhian outlook and reinforce each other.The major aspiration of the 2030 Agenda is captured by the tagline "Leave No One Behind". Gandhiji viewed that "Progress of a society should be determined by the state of the most vulnerable and the weakest ones". People, who are furthest from the frontiers of development, are to be brought up to the level of the others for "real development". He spoke about "the weakest and the most vulnerable" – not only about the most income-poor people. This essentially echoes the concept of "multidimentional poverty", which stems from not only low-income but also from life cycle issues, social stigma, locational disadvantages, gender disparity and other similar sources of risks.

The new global agenda has identified fight against poverty as numerouno of the SDGs. One of the Gandhiji's powerful statements reflects similar thought where he says, "Poverty is the worst form of violence". What an extraordinary perspective on poverty which surpasses time for its unique observation. The SDGs are distinguished by their emphasis on "sustainability".This idea of sustainability figures prominently in Gandhiji's teaching as well. He mentioned that "what we do today, is our future". He also said, "we should not look upon the natural resources – water, air and land – as inheritance from our forefathers". He considered them to be the "loan given by our next generation".

The 2030 Agenda talks about "transformative" change – including changing the way we live, produce and consume. Gandhiji was the epitome of personal practice of sustainable consumption and production. He underscored that for sustainability of the world, individual responsibility is important – as has been also anticipated in the SDGs. Gandhiji in his unique way mentioned, " Be the change, you wish to see in the world." He wanted human beings themselves to be the major change agent in the process. Similar idea is embedded in the SDGs; theory of change. Human development has now become the cornerstone of mainstream wisdom. Gandhiji reckoned health as one's "biggest wealth, not the golds and silvers". He mentioned that to eradicate hunger, people should be ensured with nourishment, i.e. healthy food. This pronouncement predates our current realization that as we eradicate hunger, we need to ensure nutrition, particularly for children. At the same time Mahatma held that education is a significant driver of change. For him, education is a "life-time phenomenon", "doing with illiteracy, is not necessarily full education." Measure of education for him was the revealed amount of inner goodness or potentials of a person.

Concluding Comments

A review of the world development crisis and its analysis through the Gandhian perspective tells us clearly that the only "agenda" for the twenty-first century for mankind is to follow Mahatma Gandhi to meet the challenges of Agenda-21 which is also prescribed by Kamala Chaudhuri thus: "If we need to know how to release powerful forces which Agenda-21 aims at, then lessons are to be learn from the Mahatma, from his philosophy of Antyodaya, truth, and non-violence".

Gandhian approach to development took care of all the ingredients of sustainable development. He made an attempt to preserve the traditional socio-economic structure to fight poverty and idleness of the masses, to ensure independence and self-respect among people, banish economic exploitation of human beings and nature, to rescue labour intensive means of production from onslaught of capital-intensive based industry; preserve local culture and wisdom accumulated over generations of living within a region; in sum, from all evils of materialism and western civilization which were ruinous for society and humanity. It is really a wonder how Gandhi could foresee and forewarn of the dangers of the western way of life, even before its results were visible to the practitioners. One wonders at the relevance of his ideas to the contemporary world. However, we must also note that to follow Mahatma Gandhi, as Woolf Gong Zex of Germany has warned us, "What is required today is not a bit of green varnishing but greening of the mind". In the fast-changing world, Gandhi is not only relevant but even more relevant than even in the past.

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A JOURNEY OF COMMUNITY DEVELOPMENT PROGRAMME IN INDIA SINCE INDEPENDENT: AN OVERVIEW

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Abstract

Concept of Community Development is a system by which people of villages are occupied in helping to develop their own financial and social situation and in this manner they are converted into more effective groups in programmes of their general growth. Since independence Government of India implemented several community development programme(CDP) for the rural poor because poverty is the main cause of rural poor in India. Since 1950s to till mid 1970s, there was no momentous attainment and poverty was on the edge of escalating. During the Fourth and Fifth Five Year Plans (1969-74 and 1974-79),, the national priority was shifted to agricultural production and a distinct technological orientation was given to agriculture. By this time central government introduced independent administrative hierarchies to carry out special programmes, bypassing the Panchayati Raj institutions.The paper makes an attempt to journey the several scheme implemented by the Government of India since independence. Study concludes that government has implemented and executed time to time Community Development Programme (CDP) which leads the only ray of hope for sustainable development of the rural poor in India.

Key Words: Community, Development, Poverty, Programme

Backdrop

After seventy five years of independence and a population of 1.2 billion India is the biggest democracy in the world. It is essential to guarantee economic empowerment and better quality of life for all the citizens for maintains this democracy and freedom. Unluckily, the annual per capita Gross National Product in India is one of the lowest as compared to China, Asia, in the world and over 20,000 in the developed countries. In spite of considerable improvement in industrial development, Indian economy is dependent on agro based activities. Over 80% of population living in the rural areas and they are primarily depend on agriculture for their source of revenue. Out of these majorities of the poor family spend their earnings on emergencies needs. In this respect, to overcome their problems is the national priority to ensure social justice and better quality of life. Evils of the Poor. Poverty is the main cause of rural poor in India. The most important causes of rural poverty are unemployment and underemployment. Small land holdings, poor road and rail network and limited opportunities for rural industrial development, poor health care, illiteracy, social suppression etc. are other factors for high rural population.

Concept of Community Development Programme

Community: is a group of people who live in an environmental region and have an concentration in each other for the reason of assembly a living. Developme*nt*: implies gradual and sequential phases of change. Also it refers to the uphill or rising separation. Concept of Community Development is a system by which people of villages are occupied in helping to develop their own financial and social situation and in this manner they are converted into more effective groups in programmes of their general growth.

History of Community Development Programme (CDP)- In India the concept of community development was initiated well earlier than independence. Mahatma Gandhi - the Father of the Nation, considerable attention was given to rural upliftment and reconstruction during the struggle for independence.He emphasized on a nineteen point helpful programme for entire independence. He often warned the leaders that true independence could be enjoyed only when the rural economy was strengthened and poverty eradicated. He advocated communal harmony, economic equity, social equality, promotion of 'khadi' (hand spun and hand woven cloth) and village industries, sanitation, health care, education and empowerment of women. The aim was to generate gainful employment in rural areas and to improve the quality of life (Gandhi, 1941).Under the British Rule the Government of India Act, 1935 included rural development as an important programme to be initiated for the welfare of the people. After the independence the Government India was implemented a pilot CDP through Etawah Project. Then the Government of India launched 55 Community Development Projects, each covering about 300 villages or a population of 30,000. In 1953, the National Extension Service Project was launched with similar objectives to cover larger areas, including the dry regions. The programme aimed at upliftment of the rural poor, covered agriculture, animal husbandry, roads, health, education, housing, and employment, social and cultural activities. For proper execution of these programmes at the National level, the administration of the community development programme was entrusted to the Planning Commission (Figure 1). Since 1950s to till mid 1970s, there was no momentous attainment and poverty was on the edge of escalating. The Indian economy had turn out to be slower compared to those in the East and South East Asia over the post independence period. Still the hub programme of agricultural development unsuccessful to boost food production. In the early hours seventies, India was compelled to import food grains.The essential or crucial objective of Community Development in India is the development of people of "”Destination Man”.

Panchayati Raj Institution (PRI)- After five years launching the community development programme in 1957 the Government appointed the Balvantrai Mehta Committee to recommend measures to remove difficulties in implementing the CDP.

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Figure 1: Multi-level Planning Framework for Community Development in India

Level	Administrative Head (Government)	Non-Official Head
Nation	Planning Commission	Prime Minister / Chairman Planning Commission
State	Development Commissioner	Consultative Committee
District	District Collector / Chief Executive Officer, Z.P.	Chairman District Development Committee
Block	Block Development Officer	President Panchayat Samiti
Village	Village Level Worker	Chairman Gram Panchayat

The Committee recommended the configuration of a three-tier-system of rural local Government, to be called 'Panchayati Raj' (Rule by Local Councils). These were Gram Panchayat (Village level), Panchayat Samiti (Block level) and Zilla Parishad (District level). The key objectives was to decentralize the procedure of decision making and to modify the decision making centre closer to the people, motivate their involvement under the local people's control. Yet, the Panchayati Raj was not able to carry out all the outlook of the community and planners A main motive was the domination of socially and economically privileged sections of the local community, who ignored the welfare of the weaker sections. The other reasons were lack of harmony among the elected members due to political fractions and prevalence of corruption and inefficiency (Maheshwari, 1985).

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Special Programme

During the Fourth and Fifth Five Year Plans (1969-74 and 1974-79),, the national priority was shifted to agricultural production and a distinct technological orientation was given to agriculture. By this time central government introduced independent administrative hierarchies to carry out special programmes, bypassing the Panchayati Raj institutions. Special programmes like:

Programme	**Year of Introduction**
Intensive Agricultural District Program (IADP)	1960
Applied Nutrition Program (ANP)	1962
Intensive Agricultural Areas Program (IAAP)	1962
High Yielding Varity Programs (HYVP)	1964
Farmer Training Educational program (FTEP)	1966
Well Construction Program (WCP)	1966
Rural works programs (RWP)	1966
Rural Manpower Program (RMP)	1967
Composite Programs for Women and Pre school Child (CPWPC)	1969
Marginal Farmer and Agricultural Labours Development Agency (MFALDA)	1969
Drought Phone Area Program (DPAP)	1970
Crash Scheme for Rural Employment (CSRE)	1971
Small Farmer Development Agencies (SFDA)	1971
Farmers Service Societies (FSS)	1971
Tribal Area Development Program (TADP)	1972

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Programme	Year of Introduction
Pilot Project for Tribal Development (PPTD)	1972
Intensive Rural Employment Program (IREP)	1972
Minimum Needs Program (MNP)	1974
Command Area Development Program (CADP)	1974
Employment Guarantee Scheme (EGS)	1972
Hill Area Development Programme (HADP)	1975
Special Live Stock Production Program (SLSPP)	1975
Integrated Rural Development Programme (IRDP)	1976
Food for Work Program (FWP)	1977
Antodaya Programme (AP)	1977
Desert Development Program (DPP)	1977
Whose Village Development Program (WVDP)	1979
Training for Rural Youth Self-employment (TRYSE)	1979

Integrated Rural Development Programme (IRDP) & its Allied Programme

In late sixties the special programmes to boost the agricultural production and positively helped to raise the food production but the benefits were largely reaped by those who had necessary resources. Small and marginal were not directly benefited by the Green Revolution. As a result to overcome the problems of the rural poor in 1979 the Integrated Rural Development Programme (IRDP) was introduced with specific focus on the weaker sections of the society.

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During the Seventh and Eighth Plans (1985-1990 and 1992-1997 respectively) further changes were made in the programme due to certain problems and introduced some allied programme by the linkage between employment and infrastructure schemes, designing of the programme as a credit based self-employment activity, rather than a subsidy distribution. These were

Programme	Year of Introduction
Whose Village Development Program (WVDP)	1979
Training for Rural Youth Self-employment (TRYSE)	1979
Integrated Rural Development Program (IRDP)	1979
National Rural Employment Program (NREP)	1980
Prime Minister Twenty Point Program (PMTP)	1980
District Industry Centers (DIC)	1982
Development of Women and children in Rural Areas (DWACRA)	1982
Rural Landless employment Guarantee Programme (RLEGP)	1983
New Twenty Point Economic Programme (NTPEP)	1986
Indira Awash Yozana (IAY)	1986
Landless Agricultural Laborers' Group Insurance Scheme (LALGIS) 1987	
Jahar Rojgar Yozana (JRY)	1989
Supply of Improved Toolkits to Rural Artisans (SITRA)	1992
Programme in Rained Areas (PRA)	1992
Employment Assurance Scheme (EAS)	1993
Convergent Community Action (CCA)	1994

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Programme	Year of Introduction
National Social Assistance Programme (NSAP}	1995
Prime Ministers Rojgar Yojana (PMRY)	1995
Self-employment Scheme for Minorities	1996
Million Wells Scheme (MWS)	1996
Backward Classes Welfare Department (BCW)	1997
Ganga Kalayan Yojana (GKY)	1997

Swarnajayanti Gram Swarojgar Yojana (SGSY)- After the result of the execution of various anti-poverty and other welfare schemes, some under developed country achieved economic growth but stood rural poverty. For this reason, on the recommendations of the Hashim Committee, the Government of India therefore re-structured all the poverty alleviation programmes under a one-umbrella scheme known as the Swarnajayanti Gram Swarojgar Yojana (SGSY) from 1st April 1999 ((Sarkar, A. N. et. al. 2006). The said scheme focuses on group approach by organizing the poorer through Self-Help Groups (SHGs) with social mobilization. The basic feature of SGSY that makes it different from the earlier programmes (i.e. mainly the IRDP and its allied scheme) is the formation & functioning of the SHGs. In 2010 the said programme revised to National Rural Livelihood Mission (NRLM).

MGNREGA-Since independence government of India has implemented several incomes generating programme to eradication of poverty and unemployment. MGNREGA is the latest one which launched on October 2, 2009. It was initially it was called the NREGA which comes under NREGA Act, 2005 as a mechanism to concentrate on the challenges of unemployment and poverty. The MGNREGA aims to achieve the twin objectives of rural development and employment.

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It has been revolutionary I its promise of inclusive growth and financial inclusion. The national coalition government described MGNREGA as ground-breaking design for enhancing growth in rural areas

- **Cocked Mid Day Meal (CMDM)-** By the time between 2002 to 2009 after revised several time food securities in school level project implemented by the central Government presently known as CMDM. The main objectives of the project are health and nutrition of poor school going children.
- **Sansad Adarsh Gram Yojana (SAGY)-** SAGY was launched on 11th October 2014 is a rural development programme specially focusing on village
- **Pradhan Mantri Jan Dhan Yojana (PMJDY)-**The scheme was launched on 28 August 2014. The main slogan of the scheme is "Mera Khatha, Bhagya Vidhatha". . The objective of the scheme is to bring banking services to large rural areas.
- **Samriddhi Yojana (SSY)-** SSY is a savings scheme which launched on **22 January 2015** for the girl child who is the age of below ten years. It is a part of the "Beti Bachao, Beti Padhao Yojana".
- **Pradhan Mantri Mudra Yojana (PMMY)-** PMMY is a flagship programme of the Government of India to enlarge reasonable credit to micro and small enterprises. It helps up to ten lakh credit to small enterprise.

- **Pradhan Mantri Suraksha Yojana (PMSBY)-** PMSBY is safety accidental insurance scheme which was launched on eighth May 2015.
- As of 31 March 2019, 15.47 crore people have already enrolled for this scheme. 32,176 claims have been disbursed amounting to ₹6.4352 billion (US$90 million).

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Atal Pension Yojana (APY)- APY was launched on **09.05. 2015** . The main aim of the said scheme is to create universal social security system especially the poor workers in the unorganized sector.

Pradhan Mantri Awas Yojana(PMAY)- PMAY was launched on **1 June 2015** by the Government of India for providing affordable housing to the urban poor by the year 2022.

Conclusion

Since independence government of India has implemented several incomes generating programme to eradication of poverty and unemployment. Also government has implemented and executed several Community Development Programme (CDP) which leads the only ray of hope for sustainable development of the rural poor in India.

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WOMEN IN THE VEDIC LITERATURE: THEIR STATUS WITH SPECIAL REFERENCE TO RIG-VEDA

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Abstract

Rig Veda is the only treatise in which the heavenly truths exposed to women sages and some of eulogies describing the revelations find a remarkable place in the Rig Veda Samhita like the hymn of Devi Sukta attributed to woman sage Vaak Ambhrini. There are more than thirty sages in RV with specific hymns connected with them. Women were esteemed and valued in the Vedic society not merely as mothers for bringing a new generation, but also as individuals with great potential to perceive the truth and contribute richly to human society. We should have to take the path of Vedic advices to improve our society regarding women.

Keywords: Vedic literature, woman, hymns

I. Data and methodology

For data, we propose to rely on the text of Vedic samhitas, their commentaries, Vedic literature and relevant primary and secondary literature. For methodology, we propose to follow the analytical method.

The words used for woman: The word stri is the most prevalent word to denote women in the Sanskrit language. The word nari is absent in the RigVeda, but naryah is found in the meaning of sacrifice. The word Jaya is to be the ideal wife. It is said that the house becomes meaningless without a Jaya. An important and mostly used word to denote the wife in the Vedic literature is Patni. In the Satapathabrahmana it is said that the man is incomplete without patni. The word mata is found everywhere in the above terms carries the sense and the respect of people towards women in the Vedic heritage.

II. Socio-economic status-

Rig-Veda, the earliest of all the Vedas is full of hymns with the natural phenomena. In the Rig-Veda, the status of women is described with great respect. The Rig-Veda describes the picture of Usha (the goddess of Dawn) and Adit the mother of many Gods like Mitra, Varun, Rudra and Aryaman. The goddess Usha begins the new day by removing the darkness and waking up the earthly beings. Whereas Rati, the Night is the sister of Usha, due to which all the creatures take rest after the day's labour i.e. Usha and Rati are daughters of Heaven. In the Rig-Vedic age family was an important institution. In the family daughter was called Duhitri. It seems that society gives importance to the male child but the references in the Rig-Veda prefers that female children were also honoured. A father in the Vedic time did not want to distinguish between his son and daughter. He treated them equally. The women were given perfect education so that they could be able to conduct her social and personal life with full grandeur. There are instance like Gosha, Apala, Lopamudra, Saci and Vishvavara who composed hymns and got an important intellectual status.

In the Vedic age marriage was regarded as a sacred task. In this regard, daughters were given chance to select their husbands. But the girls who were unmarried could also stay in her father's house. There is no mention of child marriage in the Rig-Vedic age as the girls were matured at the time of her marriage. After marriage the brides were seen as bringing fortune to their groom's house. There were assigned a position of great honour. It is mentioned that matured girls attended various festivals and public gathering for meeting with their prospective husbands and their mothers also used to allow them for the same. Nursing and taming children was one of the important duties followed by Vedic women [9]. In a RigVedic hymn it informs that women should perform the sacrifices, weave clothes, water in the plants and to fulfil the desires of the members of her family.

In Vedic hymns Brahma, Vishnu, Rudra, Indra, Agni etc. Gods are worshiped, and at the same time Goddesses like Saraswati, Laxmi and Mahashakti receive equally high privilege and status.

VI. Religious status and respect

In Vedic period women were advised to perform some duties according to her ability. She had some religious rights under which she could perform the sacrifices. She was given important place in the sacrifice . We find Gargi and Maitreyi distinguishing themselves in Brahmavidya the highest knowledge. We find Visvavara taking place of a rtvik in a sacrifice.

VII. Educational status

Education was not only for male students in the Vedic age, they had given importance on women education too. As the first step to their education, they were given the holy thread. It was thought that only such girls were able to perform the hard works who are 'upanitas'. The women had the military education as the boys in those days. We find Vispala and Mudgalani going to the battle fields. That was possible for the military education which they got in their earlier life. In Rig-Veda it is mentioned that the educated women were invited to attend the sabha. To make herself eligible for the membership of the sabha a woman was to be educated. The women of the Vedic heritage got such education through which they could control the household problems in their life. In Vedic India the female students were requested to mingle with the learned women whenever they had to go because knowledgeable ladies were found everywhere. These show that education was considered essential for women in the Vedic culture.

VIII. Political status

In Vedic society women were the contributor in the political sphere also. She is the prominent element of the society as it is reflected in the Atharvaveda. The popular assemblies to which women flocked and in which they spoke undeterred, were the Sabha, Vidatha. An Atharvavedic passage informs that when a newly married girl was sent to her husband's house, she was blessed to be a member of the Vidatha. In that time women were appointed as messenger forms. As Duti Sarama had been appointed to carry the messages to the Panis. She was successful in her duty. The ladies of the Vedic age were going to the battle field to help their husbands in political aspects. As for instance Vispala lost her one leg in the war which was cured by the Asvins by adding an iron leg. Moreover, some sacrifices are related with the social and political life, such as Rajasuya, Vajapeya, Asvamedha, Purusamedha and Sarvamedha. In the Asvamedha sacrifice God Savita occupies an important place. God Savita is called in the sacrifice and a seat is offered. The evidences denote that in Vedic time political responsibilities of women was not only introduced but continued in full vigour.

IX. Conclusion

"*Women enjoyed far greater freedom in the Vedic period than in later India. She had more to say in the choice of her mate than the forms of marriage might suggest. She appeared freely at feasts and dances, and joined with men in religious sacrifice. She could study, and like Gargi, engage in philosophical disputation. If she was left a widow there was no restrictions upon her remarriage*". In the light of above discussion, a truly empowered woman in Vedic era is highly privileged and attain higher status in the Vedic Society as she used to possess following virtues -

I. Bravery a virtue woman should possess;
II. Expertise in all affairs in life such as cultivation, warrior;
III. Earning fame and dignity in all walks of life;
IV. Earning knowledge;
V. Economic prosperity and affluence;
VI. Intelligence and relentless knowledge seeking attitude;
VII. Woman possesses an illuminating

mind that provides wealth, food and prosperity; and

VIII. A woman is not only a protector of her family but also a protector of society and even she can join army to protect her motherland.

Vedic woman was supposed to be an important factor of the nation. They could do everything for the sake of society and the nation. To be a respectful woman, she has to be educated. Without proper education, she could not be a wise lady as expected. In the later Vedic period status of woman was started deteriorating. Rights which they had earlier were not enjoying in that period. Restrictions were put on social, economic, religious sphere. In medieval period, women lost their right of education. For which they were humiliated in the society. But after that society become changed by grace of revolutionary. They showed honour for the women by giving them the opportunity for compulsory education through these steps women become enlightened with vigorous growth as before. But the complete women are not able free from the bandage of society even today. There is much that modern society can learn from the Vedic culture. In this era, women empowerment is a much talked issue and in this ongoing discourse of women empowerment throughout the world, virtues of Aryan womenfolk in Vedic Era should receive prime attention. Marginalised and vulnerable women of modern age can improve their status in the society by imbibing virtues and attributes of women in Vedic Age to a large extent.

"Yatra naryastu pujyante tatra ramante tatra devata. Yatraitaastu na pujyante sarvaastatrafalaah kriyaah."

A famous sloka taken from Manusmiti which means where women are honoured, divinity blossoms there, and where women dishonoured, all actions no matter how noble remain unfruitful.

Sri Aurobindo thus rightly says "It may be noted too that in law and theory at least women in ancient India, contrary to the sentiments of other ancient peoples, were not denied civic rights, although in practice this equality was rendered all but nugatory for all but a few by their social subordination to the male and their domestic preoccupation; instances have yet survived in the existing records of women figuring not only as queens and administrators and even in the battlefield, a common enough incidence in Indian history, but as elected representatives on civic bodies ".

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SELF-EFFICACY OF TEACHERS: A REVIEW OF THE LITERATURE

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Abstract

Teachers' effectiveness depends on various things and self-efficacy is one of them. The construct of self-efficacy was coined by psychologist Albert Bandura in his social cognitive theory. Self-efficacy refers to one's belief about his/her capabilities to accomplish specific tasks. Teachers who have a high sense of belief in their teaching capabilities will achieve higher goals while teachers who have a low sense of belief in their capabilities will be under the shadow of fear of failures. Over the last four decades, researchers have thrown the light on teachers' self-efficacy in teaching and learning and established it as one of the important effective constructs. Self-efficacy plays a vital role for teachers to accomplish their goals, tasks, and how they approach instructional challenges. Teachers with a low self-efficacy evade challenging activities, take creative activities and situations as difficult to do, take most of the things negative and lose confidence in their abilities while teachers with a high self-efficacy welcome challenging activities as to be mastered, create deeper interest in their activities, develops a high sense of commitments and mend swiftly from failures. The purpose of this study is to review the construct of teachers' self-efficacy and its importance in teachers' effectiveness.

Key Words: Self-efficacy, Teacher Self-efficacy, Measurement of Teacher Self-efficacy.

Introduction:

To be effective and to get success in any activity one must have sound belief in his/her ability. Without it, one cannot be worthy in society. Both characteristics have been the key yardsticks for evaluation of a professional viz, teachers, medical practitioners, engineers, managers, etc. Bandura (1977) identifies a psychological variable self-efficacy which is processed by an individual and his/her belief in his/her capability to get the success in a specific task. It is quite different from the concepts like self-confidence, self-esteem, and outcome expectancy. To distinguish the construct of self-efficacy from other similar variables it is better to analyze the other components of self-relatedconcepts too. Self-efficacy can be defined in other words that one having faith in his/her ability to perform certain work. In contrast, self-confidence is a general belief rather than a specific belief ina certain task. A person can be confident but may not be self-efficacious to a specific work. Also, self-efficacy and self-esteem are not the same as self-esteem is a perception of self-worth to others. Furthermore, outcome-expectancy is the level to which a person believes that a specific outcome will arise (Brown, et al. 2014). It is notable that there is a difference between actual skills and self-efficacy as self-efficacy is a person's belief to do a specific task having the skills they have (Bandura, 1997). It may be elaborated as performing/completing tasks cannot be taken into the same sense as the self-efficacy is perceived which is associated with just one's beliefs. A person may have a certain level of skills about an activity, but it does not mean that he/she has a belief about their capability to perform that very activity.Self-efficacy plays a vital role in changing our perception of experiences and it greatly influences thoughts, well-being, personal accomplishment, actions, emotions, and human motivations. A person having a high sense of self-efficacy may have little fear of failures than a person who is having a low sense of self-efficacy. A person's way of thinking positively or negatively, in self-enhancing or self-debilitating affected by self-efficacy beliefs (Nabavi, 2012).

Development of Self-efficacy in an individual:

Formation of self-efficacy beliefs occurs mainly from four sources which are Mastery experiences, vicarious experiences, Social persuasion, and emotional and physiological states (Bandura, 1977).

Mastery experiences: This is the most influential source of efficacy development because it refers to the experience one attains when one successfully completes the previous tasks. Successful achievements develop a strong belief in one's self-efficacy. Carrying out a task positively reinforces our sense of self-efficacy. While failure of task or challenge can demoralize and fade up self-efficacy.

Vicarious experience or modelling: To develop the self-efficacy people observe others performing tasks. Sometimes people lack the confidence to work on something, but they try to learn by observing others' works. Therefore, it is also called observational learning. This learning has a great role in building self-efficacy because it facilitates the observer required strategies and technics which are useful to achieve the desired outcome (Wise &Trunnell, 2001). This source of self-efficacy is weaker than mastery experiences but a person having less knowledge about work then the role of this source plays an important role to develop the sense of self-efficacy (Pajares, 2002). The modelling effects are relevant in the context when the person has less experience of the task. The modelling effects have a positive role even with experienced and self-efficacious people if models are properly demonstrated with the task. Higher the similarity with work develops higher the self-efficacy (Pajares, 2002). Individuals seeing the others successful completed task can think if he/she can do then I can too.

Verbal persuasions: Verbal persuasion is also one of the important sources of developing self-efficacy. Because of verbal persuasions, they get from others; people develop self-efficacy too. It shows words can play a vital role to develop an individual's self-efficacy. Persuaders must be cautious about negative persuasions as it works more than positive persuasions. Positive verbal persuasions will encourage individuals to enhance their self-efficacy beliefs while negative verbal persuasions can demine the individual self-efficacy beliefs (Pajares, 2002). Coaches generally, use this type of persuasion to boost the self-efficacy of their teams. They motivate team members before the match starts. They psyche them that they are going to win the game.

Somatic and emotional states: Individual responses and emotional states like anxiety, arousal, stress, worry, fear of failures also play a vital role in self-efficacy. People having stress, fear can lead to a negative impact on self-efficacy. In coping with the situations, anxiety creates emotional arousal which leads to affects an individual's self-efficacy (Bandura and Adams, 1977). People new to performing a task, when he/she will realize that someone is watching him makes anxious and it may reduce their self-efficacy to that task.

An individual has a number of opportunities to improve his/her self-efficacy related to a particular task in which he/she engaged. Doctor in a medical profession, law councillor in legal practice, and chartered accountant in his account audit practices, bureaucrats in an administration, teacher in the teaching profession, and so on. The tasks mentioned here require sound self-efficacy among respective professions for effective results. The teaching and learning process is one of the highest valued activities for a nation. The teacher must be assessed and supervised in terms of their specific self-efficacy. Therefore, a researcher like Bandura (1977) and his successors took high interest in an exclusive kind of self-efficacy for a teacher and termed it as teacher self-efficacy.

Teacher self-efficacy:

Over the last four decades, researchers have shown a great interest in teacher self-efficacy and its related psychological issues (Zee &Koomen, 2016). Most of the researchers keep centeredon the construct of Bandura's theory of self-efficacy (Berg & Smith, 2016). Teacher self-efficacy refers to the teachers' belief about their capability to bring out expected results of students. This belief has a powerful effect on students as it helps teachers to motivate even those students who are facing educational difficulties (Armor, et. al, 1976).

It has been established that teacher self-efficacy has significant roles on various educational outcomes not only on students' outcomes like students' achievements, motivation, and efficacy beliefs but also teachers' determination, passion, assurance, and instructional behavior (Tschannen-Moran & Hoy, 2001). Studies show that there has beena positive relationship between teacher efficacy and students' achievement (Ashton & Webb, 1986; Moore &Esselman, 1992 & Ross, 1992, Swarnalatha, 2019, Shahzad&Naureen, 2017). Teachers' efficacy has been directly or indirectly influenced the student's motivation and achievements (Dusek, 1985; Parsons, Kaczala, &Meece, 1982). Sehgal, Nambudiri, & Mishra (2017) recently studied teacher effectiveness through self-efficacy, collaboration, and principal and confirmed that there is a positive relationship between three dimensions of teacher effectiveness which are teachers' delivery of course material, teacher's role in teacher-student interactions, and teacher's role in regulating students' outcome. The study confirmed that there is a positive relationship between collaboration, principal leadership, and teacher self-efficacy.

Teacher self-efficacy has significantly affected the management of the classroom specifically confronting students' misbehaviour (Tilfarlioglu&Ulusoy, 2012). Teachers with a weak sense of self-efficacy get stressed by students' misbehaviour, which leads to taking strict action, makes them more authoritarian, and focused on teacher-cantered approached, pinned around subject matters rather than students' achievements. Contrary to these, a high efficacious teacher professionally deals with such issues, keeps calm, optimistic and creates such types of environments where students feel motivated (Melby, 1995). Researchers like, Baker, (2005); Gibson &Dembo, (1984)&Melby, (1995) studied the relationship between teachers' self-efficacy and their collaborative practices. The findings of the studies confirmed that the higher level of self-efficacy, the easier it is for teachers to take help from their colleagues.

A teacher having strong efficacy creates such an environment where students feel motivated and goal-oriented. Teachers having a stronger level of self-efficacy provides effective teaching outcomes, contributing to their students' higher level of motivation and which leads to better academic achievement (Caprara, et al. 2006). Generally, all people can set goals which they want to execute, things they want to achieve, however as we know that without converting into action it is not easy to reach the target. To approach the goals, tasks, and challenges, researchers like Bandura suggested that an individual's self-efficacy plays vital role. Individuals having efficacy belief in their capability can achieve goals easily. Up to a great extends of successful teaching activities and practices depend on teachers' self-efficacy to be updated what the changes happening in child-cantered approaches (Rodriguez, et al. 2009).

Cherry (2020) finds that teachers with a high sense of teacher efficacy can develop an interest in academic activities, develop a higher sense of commitment to their interest and school activities, do not get out of control when they face difficulties and setbacks, welcome challenging activities as to be successful. Whereasteachers with a low sense of teacher efficacy escape challenging activities and make excuses, they feel that challenging tasks are outside of their capabilities, get focused on negative impacts and take it personal failings, eventually, they lose belief in personal capabilities.

Teacher efficacy has a great influence on educational planning and organizing different activities (Alliner, 1994). Strong self-efficacious teachers are more open to learn new ideas and are more curious to experiment with the latest teaching methods so that their students can be benefitted optimally (Guskey, 1988).

Measuring teacher self-efficacy:

Several researchers developed the instruments to measure the efficacy of teachers. The first instrument was grounded in Rotter's social learning theory. To measure teacher efficacy, teachers were provided of two items instruments. This instrument was called Teacher efficacy. After the success of this instrument, researchers sought to expand the instrument developing a more reliable and valid instrument to capture more about teacher self-efficacy. Just after that, Guskey constructed a thirty-item instrument to measure responsibility for student achievement (Guskey, 1981).

Bandura's instrument consists of Efficacy to influence decision-making, Instructional self-efficacy, disciplinary self-efficacy, efficacy to enlist parental involvement, efficacy to enlist community involvement. Jerusalem and Schwarzer (1978) developed a general self-efficacy scale and it was first used from 1979 to 1981 in a panel discussion with secondary schools' students. Originally it had 20 items. After panel discussion it was finalized with 10 items. Respondents had to rate themselves on a scale from 1 to 4. The minimum and maximum scores lie between 10 and 40 per respondent. This scale was specially designed for adult respondents. Last 40 years several researchers studied teacher self-efficacy but still, there is a lack of reliability and validity in those instruments. It has created an opportunity for other researchers to reach a more valid and reliable instrument. Tschannen-Moran, & Hoy (2001) reviewed various instruments developed by Ashton et al., (1982); Gibson &Dembo, (1984); Riggs &Enochs, (1990); Emmer, (1990); Coladarci& Breton, (1997); Meijer & Foster, (1988); Midgley et al., (1989) regarding teacher self-efficacy and based on a model of teacher efficacy of Tschannen-Moran, & Hoy (1998) developed a new more reliable and valid instrument, the Ohio state teacher efficacy scale (OSTES). The Ohio state teacher self-efficacy scale is a promising tool for researchers to capture the teacher self-efficacy construct. Recently, with special reference to Indian context, researchers like Sen (2017) and Sharma (2017) also developed and validated teacher self-efficacy scale.

Educational Implications:

The construct of Bandura's self-efficacy attracted researchers to understand and promote the development of teacher self-efficacy. The findings suggest that teacher educators need to understand the importance of teacher self-efficacy. Teacher efficacy belief can be enhanced by taking appropriate measures. Recently, Kavita&Dahiya (2018) concluded in their experimental study that the self-efficacy of prospective teachers can be enhanced by using multimedia instructional packages. Teacher educators need to understand the key points of self-efficacy sources. Teachers should be allowed to be mastered in their respective areas. The mastery experience helps a teacher to boost their confidence as in this experience teachers get results directly by doing their own. Albert Bandura (1997) suggests that successful attempts foster teacher self-efficacy. Mastery experience of teachers can be increased by organizing workshops and training sessions. Teachers not only gain their effectiveness through mastery experiences but also vicarious learning. Watching or observing others' work, training sessions, class activities, role-playing can also play the role to develop the teacher's efficacy. During teaching practices at school, prospective teachers learn from other colleagues by observing them. Vicarious experience is the core of any training program. Teacher educators should consider arranging such types of training programs where teachers can enhance their self-efficacy. Wang, Ertmer, and Newby (2004) found that vicarious learning playsa significant role to enhance the prospective teachers' self-efficacy belief for technology integration into the classroom. Verbal or social persuasion is another way that can increase the efficacy of a teacher. The role of a leader is important in this source. For example, when the principal of a school expresses faith in the capabilities of school teachers it shows that he/she is persuading to maximize their efficacy. Somatic and emotional states too create a sense of efficacy. Bandura advocates that there should be a certain level of stress which motivates a person to work on it. For example, teachers should remember that they have some assignments to complete and they should be prepared for them. Teacher educators should take care of emotional states as it affects efficacy and efficacy affects the further course of action.

Conclusion:

The development of a nation depends on various things, and the youth of the country is one of the most important assets. A country cannot develop until its youth be skilled so that it can contribute to the development of the country. The teachers must take care of their students particularly, the early stage of students (Sehgal, 2015). To get the desired results there is a need to check the quality and effectiveness of teachers. Various things make a teacher effective in their profession. Teacher self-efficacy has been significant to enhance the effectiveness of a teacher. Studies confirmed that the construct of self-efficacy has a greater role to increase the teacher's effectiveness. It is very useful, as it is open to interventions. In this review paper, we discussed self-efficacy, its sources, teacher self-efficacy. We also reviewed different studies and tried to find studiesthat have measured teacher self-efficacy. Finally, we discussed the implications of teacher self-efficacy.

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BOOK REVIEW

Title: 'डीएनए, पुरातत्व और वैदिक संस्कृति' (DNA ,Archeology and Vedic culture) Language-Hindi

- ISBN-978-9391414-11-5
- Author-*Divyendu Tripathi*
- Publisher - Sarvbhasha Trust, New Delhi
- Year of Publication -2021
- Price-400(INR) Author's Email- divyenduvastuexpert@gmail.com

- *Reviewed by: Dr. Sanjive Kr. Singh, Assistant Professor, Jamshedpur Co-operative College, Jamshedpur, Jharkhand*

डीएनए, पुरतत्व और वैदिक संस्कृति (DNA, Archeology and Vedic culture) written by Mr Divyendu Tripathy deals with the new spectrum of genetics, archeology and vedic studies in the vibrant horizon of vedic history. The author has tried to put new concepts and fact in this area giving through the recent findings in the field of archeology.There has been a lot of confusions and disagreements about the Vedic people, aryan-dravidian notion, linguistics and indo European matters since the previous centuries. In this research book all these topics has been discussed. This book subsumes the inferences of archeogenetics in the Vedic history .Today the genetics is opening the new windows for our understandings of history, sociology, anthropology and other disciplines. The author has taken valuable conclusions from some important research papers including Chowbey et al, swarkar sharma et al, toomas kivisild et al etc. For the disscussion of Vedic matter writer has taken help of actual text.
The one of the biggest features of this book is to suggest answers of some of the complex questions of prehistoric India through new treatments of genetics, archaeology, history and anthropology. In the last 200 years, disastrous stories of racial discrimination between Aryan-non-Aryan, Arya-Dravidian, and tribes -non-tribes groups and creating a blood-stained future have been fabricated. This book establishes the concept that the DNA of Aryans, non-Aryans, Dravidians and the tribes found in different parts of the country is quite similar.

The book attempts find answers other complex questions of prehistoric India like whether the Rigvedic Brahmins were polytheistic and what are the evidences of existence of the Saraswati river mentioned in the Rigveda, etc. Apart from this, appropriate logical comments are also available on the origin and languages being spoken in different parts of India by various ethnic groups. Tripathi, in this book, cautiously rejects the concept of Aryans being foreign invaders, says that Aryans were well acquainted not only with horses but also with elephants.

Detailed description of Rigvedic gods:- Under the title from Samara to Axus, the author not only provides a complete introduction to cultures like Khvalyansk, Yamnaya, Poltavka, Catacomb, Sintashta, Vimack etc., but also compares them with Vedic culture. Under the Rigvedic theme, rejecting the popular concept of Dasyus being local Harappans and their conflict with the foreigner Aryans, the book presents a new but logical explanation of the interrelationships of Dasas, Dasyus and Aryans described in the Rigveda. The author rejects the fact that the Maruts had indulged Rodassi. The author also questions the concept of the Rigvedic people as a purely nomadic or nomadic group. In this section the author presents a very different picture of the Rigvedic era by describing the pastoral characteristics of the Rigvedic people, their trading skills and inland trading activities. In the course of the review, the author presents a comprehensive picture of the major deities of the Rigvedic period like Indra and his father Dhosa, Varuna, Ashwin Kumars, Brahaspati, Saraswati, Agni, Usha, Vayu, Parjanya and Adityagan. According to the book, Ila mentioned in the Rigveda is related to the ghee or milk obtained from the cow.

Indo European Dev Mandal(Gods)- Under the title of Indo-European pantheon, the author describes the Celtic pantheon, Viking pantheon, Slavic pantheon, Baltic pantheon, Roman pantheon, Greek pantheon, Hittite pantheon, Mitanni and Iranian pantheon of religious beliefs of the then world and presents a bird's eye view and wonderful overview of the harmony of the gods.

Obviously this book is like a textbook of Rigvedic society based on new discoveries, which will surely stir and enlighten those interested in the past of Bharatvarsha, especially in Rig-Veda India and the then world.

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URBANIZATION AND GROWTH OF SLUM POPULATION OF JHARKHAND IN INDIA

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Abstract

Slum growth is not wealthy for city progress which requires to be resolved. This needs to be done for understanding the growth around the city. In future, it will become a great barrier to state development and management to handle the slums in a conventional way. The objective of this paper is to examine the relation between the pace of urbanization and growth of slum population in Jharkhand. This paper also attempts to analyze the trends and patterns of growth of slum population at the district level in Jharkhand.In terms of urbanization process of India, slums have become an integral part of urban scenario. In India, rapid growth of slums is the result of rural-urban migration of the rural poor to the cities/towns in search of employment in the last two decades. In the absence of any affordable housing, there has been growth of slums in the urban areas of the country. In India, out of a total population of 1.21 billion,31.30% population resides in the urban areas, but 21.68% (61.8 million) of the total urban population live in the slums.Slums are considered as a major problem within the urban areas, particularly in relation to the issues of transportation, population growth, health and safety. Thedeveloping states or regions of India are more prone to this problem due to the lack ofinfrastructural development and heavy urban population pressure. Like other states of India,Jharkhand too is facing the problem of slums. After its separation from Bihar in 2000, the rate of urbanization and the rate of growth of slums had gone high. The study reveals that in 2001, therewere only 11 urban centers consisting of slum population but in 2011, it reached to 31. The slumpopulation registers 23.68% growth while the urban population growth stands at 32%. This paperis primarily based on secondary data collected from different governmental agencies, particularlythe Census data of population to analyze the spatial distribution of slum population in the districtsofJharkhand. This study explores the changing urbanization scenario in Jharkhand and the growthof slums with respect to it.

Key words: Slums, Urbanization, Growth of slum, Population, Rural Urban migration, Governmental agencies, Jharkhand, India.

Introduction- As per Census 2011, the state of Jharkhand with an area of 79714 sq. Km, has a population of 32,966,238. Out of a total population, males are 1, 69,31,688 and females 1,60,34,550. According to the provisional population totals of Census of India 2011 Jharkhand occupies the 13th position by population among all states and UT's of the country. There were 18 Districts in the state of Jharkhand at the time of 2001 census. The number of districts in the state has gone up to 24 by census 2011.

The slum is a highly dense population living in an urban area with improper sanitation access, drinking water access, poor quality house structure, sewage system, electricity, basic facilities, and services. Slum growth depends on rapid urbanization of the developing countries, people from the rural areas started migrating towards the urban area. There has been huge growth in the urban population, over the last century. The growth of the population is not uniform in urban areas.Most of the slum dwellers in Southern Asia – 63%, or almost 170 million people – live in India. The portion of Southern Asia's slum residents constitute 27% of the global total. India alone accounts for 17% of the world's slum residents. Even India has seen exceptional economics growth rates in recent times and has succeeded to reduce extreme poverty 10% in the last decade (UN-Habitat, 2006).In 2000, Jharkhand separated from Bihar which leads to more acceleration in urban development. The urban population is showing an increasing trend in almost all the districts. Industrialization and infrastructural investment lead some districts very high urban growth compare to others.Rural to urban and small town towards cities migration is the major reason for the high population growth (Census of India).

According to the 2011 census, 24.05 per cent of people in Jharkhand live in urban areas. Though the state has lesser urbanization than the national average (31 percent), Jharkhand has witnessed rapid growth in its urban population in the last decade (32.3 per cent). Urban development is seen as an important and positive indicator of economic development. In fact, urban areas are significant in their contribution to GDP. About 60 per cent of India's GDP comes from the urban sector. The importance of the urban sector has been recognized by the central government of India as well as the State Government of Jharkhand. Both the governments have invested in infrastructure development along with basic services for its inhabitants. Infrastructure and services related initiatives have included increased housing stock, water delivery, sanitation, development of roads etc. While urbanization is strongly associated with economic development, it is also often accompanied by poverty, slums, and inadequate services. In Jharkhand almost 3,73,000 people live in slums.

The main objectives and research mythology- Objectives of the study are to study the trend and pattern of urbanization in Jharkhand and its causes and to examine the relation between urban population growth and slum population. The present study is mainly based on the secondary data gathered from the Census of India from 2001 and 2011. Reports on slum development by the Government Agencies have been studied to understand the reality.

Urbanization in Jharkhand- Jharkhand has intra state variations in levels of urbanization.About 24 per cent of Jharkhand's population lives in urban areas. Ranchi, Dhanbad, Bokaro, EastSinghbhum and Ramgarh districts have a much higher percentage of urban population compared to Jharkhand as a whole. The districts of Garhwa, Chatra, Godda, Gumla, Simdega have among the lowest proportions of urban population within Jharkhand. Including census towns, Jharkhand has 228 towns/ cities. During the period 2001 to 2011, the distribution of population by town-size in Jharkhand has changed considerably, especially in case of cities which have more than 10,00,000 population. In 2001, almost 15 per cent of urban population was living in towns having less than 20,000 population; in 2011, 18 per cent live in such towns. In 2001 almost 31 per cent of the urban population was living in towns with a population of 3 lakhs and 10 lakhs and there wereno million plus cities. In 2011, about 28 per cent of Jharkhand's urban population was living in million plus cities since both Dhanbad and Ranchi have become million plus cities during this period.

Table 1: Urbanization in Jharkhand (1901-2011)

Census year	Total number of Towns	Total Urban Population	Urban Population %	Decennial Growth (%)	Urban Population Growth of India (%)
1901	13	117975	1.94		
1911	16	158827	2.35	34.63	0.03
1921	17	244010	3.61	53.63	0.79
1931	18	322475	4.08	32.16	1.75
1941	26	508252	5.73	57.61	2.77
1951	35	760350	7.84	49.60	3.47
1961	65	1333324	11.49	75.36	2.34
1971	96	2277632	16.01	70.82	3.24
1981	101	3574045	20.29	56.92	3.79
1991	133	4641227	21.25	29.86	3.09
2001	152	5993741	22.20	28.99	2.75
2011	228	7933061	24.00	32.97	2.76

Source: - Census of India, 2011

District Level Urbanization in Jharkhand- The urban population growth and trends of urbanization in Jharkhand in the 21stcentury. As mentioned earlier, the pace of urbanization in Jharkhand got more acceleration after its separation from Bihar in2000. Almost all the districts in Jharkhand are showing an increasing trend of urban population. Some districts have very high urban growth rate in comparison to the others due to industrialization and infrastructural investment, but this was largely in and around large cities and upcomingindustrial centres. The high urban population growth is due to rural-to-urban migration and urban-to-urban migration in the form of migration from small urban areas to large cities and towns. The highest population growth was registered in Palamau district with 12% increase while the lowest was in Hazaribagh witnessing -4.7% growth because of separation of Ramgarh as a new district from it. The new trend of urbanization is in favor of the districts, which were not much urbanized previously like Deoghar (6.16%), Garwah(6.33%), Giridih (7%), Godda (7.4%), Gumla(6.36), Koderma (6.28%), Latehar (9.71%),Pakur (8.73%), Palamau (12.87%), Sahib Ganj (6.27%), Saraikela Kharsawan (6.18%).These districts gained growth in urban population due to the development of industries, infrastructure and employment opportunities along with the availability of health, education, banking and other basic urban services, which were previously concentrated only in the industrialized districts of Jharkhand- Ranchi, East Singhbhum, West Singhbhum and Bokaro. Many new industrial units and mines had been established by both the government and private sector in the districts of Deoghar, Dumka, Godda, Hazaribagh where very less industrial development had taken place in the last decades. In Dumka district, the Jindal Steel established its power generation unit. In Hazaribagh, Karanpura Super Thermal Power Project and Tilaiya Ultra Mega Power Project were established. In Deoghar, the Indian Oil Company built its new fuel oil depot, which acts as fuel oil distributing center for the whole of Jharkhand. In Godda, one of the largest opencast mines of whole Asia had been constructed for mining coal. These big projects had brought scope for the development of service sector also and enhanced the urban facilities attracting more population from rural areas.

Table 2: District Wise Urban Population of Jharkhand (2011 census report)

SI. No	Name of District	Total Population	Total Urban Population	Percentage of Urban population to total population
1	Garhwa	1322387	69678	5.27
2	Chatra	1042304	62898	6.03
3	Koderma	717169	141386	19.71
4	Giridih	2445203	207903	8.5
5	Deoghar	1491879	258227	17.31
6	Godda	1311382	64384	4.91
7	Sahibganj	1150038	159446	13.86
8	Pakur	899200	67482	7.5
9	Dhanbad	2682662	1559416	58.13
10	Bokaro	2061918	983333	47.69
11	Lohardaga	461738	57397	12.43
12	East Sighbhum	2291032	1272680	55.55
13	Palamu	1936319	225693	11.66
14	Latehar	725673	51170	7.05
15	Hazaribagh	1734005	275324	15.88
16	Ramgarh	949159	418875	44.13
17	Dumka	1321096	90120	6.82
18	Jamtara	790207	76015	9.62
19	Ranchi	2912022	1257340	43.18
20	Khunti	530299	45104	8.51
21	Gumla	1025656	65980	6.43
22	Simdega	599813	42933	7.16
23	West Singhbhum	1501619	218177	14.53
24	Saraikela Kharsawan	1063458	258331	24.29
	Jharkhand	32966238	7929292	24.05

Source: - Census of India 2011

Level of Urbanization in Jharkhand- Level of urbanization represents the total number of urban populations to the total population. There is a variation in the level ofurbanization in Jharkhand ranging from 58% in Dhanbad which is highest to lowest of 5% inGodda. The districts with high level ofurbanization are Ranchi (43%), Bokaro (47%),Ramgarh (44%) and EastSinghbhum (55%). Thehigh levels of urbanization are the result of highconcentration of industrial complexes andmining areas in these districts. The majorindustrial complexes and mining areas inBokaro district are Chandrapura, Tenughat,Gomia, Kargali, Dugda, and Chas. InEastSinghbhum, major industrial complexesand mining areas are Seraikella, Jojobera,Jugsalai, Adityapur, Gamharia, Musabani andGhatsila. In Ramgarh district, major industrialcomplexes and mining areas are Sirka, Patratuand Ghato. While in Ranchi district, theindustrial complexes and mining areas arelocated in Getalsud, Tupudana, Hatia, Namkum, Doranda, Gumla and Dhurwa. In these districts,the major working populations are engaged inthe industries, manufacturing and miningactivities. In Ranchi district, 0.15 million isengaged in engineering, mining, electricalequipment industry. In Ranchi, only 25% of thepopulation is main workers engaged insecondary and tertiary sectors. All the districtshave registered an increase in the level ofurbanization when compared to the 2001Census. These large variations in the level ofurbanization are mainly due to the migration ofrural population towards the industrialiseddistricts for employment and basic services likehealth, education, banking and good quality oflife. The high speed of urbanization is found inthe districts of Giridih (3.2%), Godda (3.8%),Gumla (3.3%), Latehar (5.2%), Palamau (8.1%),Pakur (4.6%) and Sahib Ganj (3.1%). With thediversification of economic activities and ruralpopulation, determination to live a good lifeattracted the population to these centres. Thedevelopment of transport and road networks inthe last decade also provided the impetus inincreasing the urban population. Theupgradation of many such centres intonotifiedareasalong with the recognition as urbancentres provided the boost for urbanization.The western and southern Jharkhand whichincludes Bokaro, Dhanbad, Ranchi, EastSinghbhum, Saraikela Kharsawan, Ramgarh aremore urbanised than the other parts ofJharkhand. There are huge deposits ofcoal and iron ore in these areas, which providesfacility for the establishment of industries, andlarge work force are required to mine out theseminerals. The northern districts of Jharkhand,which includes Chatra, Deoghar, Dumka,Godda, Pakur, Koderma, Garwah, Giridih, are lowly urbanised due to the lack of developmentof industries and less availability of anyminerals, while the eastern districts likePalamau, Lohardaga, Gumla, Latehar, Simdega,Khunti are moderately urbanised districts.

There is not much variation in the level ofurbanization in Jharkhand in both Census 2001and 2011. All the districts of Jharkhandhave slow or moderate urban growth except forPalamau (12.87%) and Saraikela Kharsawan(6.18%). In 2001, the Hazaribagh district had23% urban population, which decreased to 15%in 2011 because of separation of Ramgarh asseparate district in 2007. In 2001, the Ranchidistrict had 35% urban population, whichincreased to 43% in 2011, although Khuntidistrict was separated from Ranchi district in2007, but still there is high level ofurbanization, which is due to large migration ofpopulation.

Table 3: Level of urbanization in Jharkhand (in %), 2001-2011

District	**Level of Urbanization**	
	2001	**2011**
Bokaro	45.26	47.70
Chatra	5.30	6.04
Deoghar	13.71	17.32
Dhanbad	52.36	58.13
Dumka	5.34	6.82
Garrwa	4.11	5.27
Giridih	6.42	8.51
Godda	3.53	4.90
Gumla	4.77	6.35
Hazaribagh	23.23	15.87
Jamtara	8.54	9.58
Khunti	-------	8.46
Koderma	17.37	19.72
Latehar	4.68	7.13
Lohardaga	12.67	12.43
Pakur	5.13	7.50

Palamau	6.42	11.65
East Singhbhum	15.48	14.51
West Singhbhum	55.02	55.56
Ramgarh	-----	44.13
Ranchi	35.10	43.14
Saheb Ganj	10.57	13.88
Saraikela Kharsawan	18.82	24.29
Simdega	6.60	7.16

Source: - Census of India 2001-2011

Urban Area Development and Reforms- Since the 74th Constitutional Amendment Act, ULBs have been central to urban development. They have been made responsible for various town planning aspects such as water, sanitation, up-gradation of slums, and maintenance of other infrastructure. The Central Government has also initiated various urban schemes and reforms, including the Jawahar Lal Nehru Urban Renewal Mission (JNNURM), the Urban Infrastructure Development Scheme for Small and Medium Towns (UIDSSMT). The schemes are funded by both the Central and the State Governments, along with the ULBs as well as beneficiaries (where applicable). These schemes focus on infrastructure development, shifting of industrial and commercial units to suitable areas and providing services and amenities to slums. Under JNNURM, 63 mission cities were selected from all over India; three of these cities are from Jharkhand. They are Dhanbad, Ranchi and Jamshedpur.
Currently, four separate schemes/ missions are underway in Jharkhand.

These are:

a) Urban Infrastructure and Governance (UIG): Being implemented in Ranchi, Dhanbad and Jamshedpur.
b) Basic Services to Urban Poor (BSUP): Being implemented in Ranchi, Dhanbad and Jamshedpur.
c) Urban Infrastructure Development Scheme for Small and Medium Towns (UIDSSMT): Being implemented in five ULBs (Chas, Deoghar, Hazaribagh, Lohardaga and Chaibasa).
d) Integrated Housing and Slum Development Program (IHSDP): Being implemented in 10 ULBs (Gumla, Hazaribagh, Chaibasa, Medininagar, Lohardaga, Phusro, Giridih, Chatra, Saraikela and Mihijim).

Issues Facing Urban Development in Jharkhand- Though a number of schemes have started in Jharkhand under the JNNURM mission, but some of the problems that the Government of Jharkhand faces are as follows:

a. Growing population in Jharkhand
b. Lack of fiscal autonomy
c. Small tax base
d. Poor maintenance of infrastructure that exists
e. Lack of modernization at the local level
f. Lack of institutional arrangements for greater private sector involvement
g. Lack of civil society and NGO participation
h. Hurdles in mobilization of institutional finance

Future Directions- Jharkhand should strive for more balanced urban development. At present urban population is largely concentrated in few cities such as Ranchi, Dhanbad, Bokaro and Jamshedpur. Urbanization is a great challenge in the regions such as Dumka, Godda, Garhwa etc.

The Urban Development Department proposes to take the following steps to effectively achieve the objectives of the 74th Constitutional Amendment Act:

- Wings of town planning, health, personnel etc. to be set up in ULBs based on need.
- Consolidating lower level urban agglomerations into cities as has been in the case in Dhanbad. • Declaration of new urban centres as Nagar Panchayats and Nagar Parishads based on population and other specifications.

- Preparing a detailed master plan for all towns and urban areas.
- ULBs are being encouraged to acquire land for planning and delivering services to growing urban centres.
- E-governance and other reforms are being encouraged at the ULB level for better governance, tax collection, use of resources etc.
- Various projects for water supply, sanitation, solid waste, roads, bus-stands and other amenities like parks, parking, etc. have been undertaken already, including some under the public-private partnership mode.
- In order to achieve all this, the State government has requested for Central assistance of 10,530 crore from the 13th Finance Commission. In many cases, beneficiaries themselves are also contributing to the development works.

Slums in Jharkhand- The total slum population of Jharkhand is 3,72,999 and total slum households are 72554. Jharkhand's slum population accounts for 0.57 per cent of India's slum population.

Table 4: Slums households and Slum population in Jharkhand

No. of slum households	72554
Total slum population	372999
Total male population living in slums	192908
Total female population living in slums	180091

Source: - Census of India 2011.

Growth of Slum Population at District Level- The 21st century Jharkhand not only sustainedpopulation growth but also more ofurbanization. The chief cause of migration tourban areas in Jharkhand is the economicstrength of large urban centres in itscontribution to employment opportunities andbetter means of livelihood. In Jharkhand, similarto other states of India, migration tooplayed an important role in accelerating urbangrowth. The urban centres in Jharkhand likeRanchi, Bokaro, and Jamshedpur have becomethe attracting points for the employmentseekers. However, the planned urbanizationhas been marred to an extent by the excessivedemand for basic amenities resulting indeterioration of the physical environment.Slums have become an integral part of the phenomenon of urbanization, which are theresult of failure of overall socio-economic policies and programs of the states and thecountry. The quality of life has thus suffered due to continuous influx of migrants and increasing gap between demand and supply ofessential services and other infrastructures inthe urban areas.

Table 5: Growth of urban population and slum population in Jharkhand (in %), 2001-2011

District	Slum population growth (%)	Urban population growth (%)
Bokaro	1.08	2.22
Chatra	10.03	4.98
Deoghar	9.07	6.16
Dhanbad	-62	2.42
Dumka	6.62	5.25
Garrwa	N/A	6.33
Giridih	203	7
Godda	N/A	7.4
Gumla	4.3	6.36
Hazaribagh	-30	-4.7
Jamtara	10.83	3.57
Khunti	5.33	N/A

Koderma	-40	6.28
Latehar	2.8	9.71
Lohardaga	18	2.42
Pakur	N/A	8.73
Palamau	7.84	12.87
East Singhbhum	548	1.41
West Singhbhum	-2	1.68
Ramgarh	N/A	N/A
Ranchi	4	2.85
Saheb Ganj	6.35	6.27
Saraikela Kharsawan	-53	6.18
Simdega	7.80	2.63

Source: - Census of India 2001-2011

Conclusion- From the above study, conclusion can be drawn that there is direct relationship between the rate of urbanization and the growth of slum population. In the state, the high slumpopulation growth rate is found in the districtswhere high rate of urbanization persists like inDeoghar, Chatra, Giridih, and Lohardaga. Totalnumber of slum population had increased in2011, but its share in total urban populationhad decreased because urban populationgrowth rate is higher than the slum populationgrowth rate in the state. In the state, with theincrease in the number of urban centres, thereis increase in slum reporting urban centres. In2001 Census, there were 152 urban centres inJharkhand out of which only 11 centres hadrecorded slum population but in 2011 Census,there are 228 urban centres, out of which 31urban centres have slum population. This studyreveals that the increase in the level ofurbanization or growth in the number of urbancentres increases slum population. In the state,the emerging trend of slum population growthhighlights that slum population is increasing inthe districts having high urbanization growthrate and new emerging service centres likeDeoghar, Lohardaga, Jamtara, Chatra andGiridih. The study highlights that there isdecrease in average household size in slums. Infew districts of Jharkhand, like in Deoghar,Giridih, Jamtara, there are still high slumpopulation growth rate because these districtshave the developing urban centres with lots ofinfrastructural investments and developments.In the case of Jharkhand, it can be concluded that the districts having high rate ofurbanization and developing urban centres(Deoghar, Jamtara, Khunti, Hazaribagh) hadrecorded high slum population growth rate incomparison to the previously urbaniseddistricts and developed urban centres, wherethere is high population pressure.

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SCOPE FOR A NEW INDUSTRIAL ECOSYSTEM IN JHARKHAND

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Abstract

Industrial Ecosystem- Jharkhand has been in the forefront when it comes to the development of the Industrial Ecosystem in the recent past. The Ecosystem Development focuses on promoting inward investments into the state, getting ready for New Age and Sustained Technologies, by ensuring efficient Infrastructure (both logistics and industrial infrastructure) as well as a focused approach to developing new industrial areas. The quality infrastructure facilities available in the State assist in growth of business and industry along with promoting fair competition. In addition to social development and generation of new employment opportunities, it also helps in attracting indigenous and foreign investment. Development Jharkhand Gazette (Extraordinary), Tuesday, 13th July, 2021 21 of Industrial infrastructure in the under-developed regions of the state has been identified as one of the strategies to attract industries and investments into these regions. In this research paper scope for a new industrial ecosystem in Jharkhand has been studied. Purpose is to develop a new kind of industrial ecosystem where sustainability takes the centre stage.

Key words- Jharkhand, inclusive and sustainable development, Jharkhand industrial and investment promotion policy 2021, Light and medium engineering, renewable energy, breweries and distilleries, healthcare, educational and training institutions, electronics system design and manufacturing (ESDM), agriculture, horticulture, fishery, animal husbandry and meat processing industry, pharmaceuticals, automobile, auto components and electric vehicles etc

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Introduction

Abundance of ore and minerals, large number of rivers, abundance of mountains and cheap labor attracted large industries, hydroelectric projects and ores traders in Jharkhand. With this, the era of mineral-ore loot and environmental damage started in this entire area. Rivers got polluted. The Damodar river of Jharkhand has joined the most polluted rivers of India. The water of rivers like Kharkai River, Koel River, Swarnrekha River, and Sanjay etc. became highly polluted. There was a terrible destruction of forests. In the year 1907, 56% of Jharkhand was covered with forests. Today it has come down to 21%. Many mountains have been dismantled for concrete and cement industry. Many small rivers have disappeared forever. A significant part of the great forest of Saranda Sal trees has been destroyed. On the other hand, poverty, unemployment, malnutrition and Naxalism are at its peak in this state. The ore and mineral based industrialization of Jharkhand has brought this region to the brink of destruction. The rapidly increasing population of Jharkhand and the increasing hunger of the people for material pleasures have posed a crisis of existence in front of this state.

In totality income of Jharkhand increased due to heavy industrialization but only a few people got the benefit of it. The local people of Jharkhand struggled with hunger, poverty, unemployment, illiteracy and disease and malnutrition. On the other hand, the forests of Jharkhand were destroyed. Rivers got polluted. Thousands of villages were submerged in the water of the dam. Industries established in agricultural lands and smuggling of valuable ores from the mines of Jharkhand reached its peak. This industrial loot made the Jharkhand economically, socially and environmentally poor. *Today the need is that such industries should be established in Jharkhand in which there is least damage to the environment but maximum people should get employment opportunities. In this this research paper scope for inclusive and sustainable industrial development in Jharkhand is discussed and also the initiatives taken by Jharkhand government for the building a investor friendly inclusive and sustainable industrial and business environment.*

1. Jharkhand a brief introduction

Jharkhand is located in the eastern part of India. The state shares its borders with West Bengal in the east, Uttar Pradesh and Chhattisgarh in the west, Bihar in the north and Odisha in the south. In India, Jharkhand is one of the leading states in terms of economic growth. At current prices, Jharkhand's total GSDP stood at Rs. 3,61,381 crore (US$ 49.48 billion) in 2021-22, a 5% increase over FY20.[2]

Jharkhand is one of the richest mineral zones in the world and boasts of 40% and 29% of India's mineral and coal reserves, respectively. Due to its large mineral reserves, mining and mineral extraction are the major industries in the state. Mineral production (excluding fuel minerals, atomic minerals and minor minerals) in the state stood at Rs. 927.48 crore (US$ 127.21 million) in FY21 (until August 2020).[3]

Following table gives a brief description of demography and other important aspects of Jharkhand. A large population of Jharkhand is tribal and over 70% population lives in villages

Table 1: Demography of Jharkhand

Population :	32,988,134	No. of Divisions :	5
Male Population :	16,930,315	No. of Districts :	24
Female Population :	16,057,819	No. of Sub divisions :	38
Density of Population :	414 persons / Sq. KM	No. of Blocks :	264
National Highways :	1844 KMs	No. of Villages :	32620
State Highways :	6880 KMs	Total Geographical Area :	79.70 Lakh Hect

(Based 2011 census report)

Industrial Jharkhand-Jharkhand is the first industrial state of India. The first Indian iron and steel company factory in Jharkhand was established in 1907. The name of the company was Tata Iron and Steel Company. Tata steel was the first Iron and Steel Company in India. The main reason for the establishment of this company in this region was the abundance of iron ore , magnesium, bauxite, coal and other ore and minerals required for mass level steel production After the Tata Steel large number of public sector companies established in Jharkhand. Bokaro Steel (SAIL) was one of the largest iron and steel companies in Asia. Ore and minerals resources in Jharkhand.

Jharkhand is rich in mineral resources such as coal (27.3% of India's reserves), iron ore (26% of India's reserves), copper ore (18.5% of India's reserves), uranium, mica, bauxite, granite, limestone, silver, graphite, magnetite and dolomite. Since Jharkhand has around 40% of the country's mineral wealth, its extensive mineral resources make mining, metals, and related sectors especially lucrative for investments. 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. Value of mineral production (excluding fuel minerals) during 2018-19 stood at Rs. 2,510.99 crore (US$ 356.22 million).

The state's coal reserves are estimated at around 83,151 million tonnes. Jharkhand accounts for 20-25% of the total steel produced in the country. In 2018-19, 1,248 thousand tonnes of limestone were produced in Jharkhand with a total value stood at Rs. 42.91 crore (US$ 6.09 million).

Organisations like Industrial Area Development Authorities {Ranchi Industrial Area Development Authority (RIADA), Adityapur Industrial Area Development Authority (AIADA) & Bokaro Industrial Area Development Authority (BIADA)}, State Khadi Board, Jharkhand Industrial Infrastructure Development Corporation (JIIDCO) and JHARCRAFT are making significant contribution in industrialization of the State and are cash surplus. But desired progress in areas like IT, Biotechnology, Special Economic Zone (SEZ), Food Processing, Down Stream Processing etc is yet to be achieved.

As many as 26 mega industries, 106 large and medium industries and 18,109 micro and small industries have been set up in the State during the period with an approximate investment of Rs 28,424.06 crore and about 63,000 people thus far got employment in these industries. It has contributed to the revenue collection of the State besides improving the quality of life in certain pockets like Jamshedpur-Saraikela-Chaibassa, Ramgarh-Patratu-Hazaribagh, Latehar-Chandwa, Ranchi-Lohardaga, Bokaro-Chandankiyari-Dhanbad-Giridih etc.[4]

Table No 2: Major industries of Jharkhand

1. Tata steel, Jamshedpur
2. Tata Moters, Jamshedpur
3. Bokaro Steel Plant (SAIL), Bokaro
4. UCIL(uranium corporation of India limited, Jadugora
5. Hindustan Compper limited, Ghatsila
6. Heavy Engineering Corporation Limited, Ranchi, India, Ranchi
7. Tata Tinplate, Jamshedpur
8. Tata pigment, Jamshedpur

Problems of ore and mineral based heavy industrialization: Abundance of ore and minerals, large number of rivers, abundance of mountains and cheap labor attracted large industries, hydroelectric projects and ores traders in Jharkhand. With this, the era of mineral-ore loot and environmental damage started in this entire area. Rivers got polluted. The Damodar river of Jharkhand has joined the most polluted rivers of India. The water of rivers like Kharkai River, Koel River, Swarnrekha River, and Sanjay etc. became highly polluted. There was a terrible destruction of forests. In the year 1907, 56% of Jharkhand was covered with forests. Today it has come down to 21%. Many mountains have been dismantled for concrete and cement industry. Many small rivers have disappeared forever.

A significant part of the great forest of Saranda Sal trees has been destroyed. On the other hand, poverty, unemployment, malnutrition and Naxalism are at its peak in this state. The ore and mineral based industrialization of Jharkhand has brought this region to the brink of destruction. The rapidly increasing population of Jharkhand and the increasing hunger of the people for material pleasures have posed a crisis of existence in front of this state.

In totality income of Jharkhand increased due to heavy industrialization but only a few people got the benefit of it. The local people of Jharkhand struggled with hunger, poverty, unemployment, illiteracy and disease and malnutrition. On the other hand, the forests of Jharkhand were destroyed. Rivers got polluted. Thousands of villages were submerged in the water of the dam. Industries established in agricultural lands and smuggling of valuable ores from the mines of

Jharkhand reached its peak. This industrial loot made the Jharkhand economically, socially and environmentally poor.

Today the need is that such industries should be established in Jharkhand in which there is least damage to the environment but maximum people should get employment opportunities. In this proposed research work, possibilities of inclusive and sustainable industrial development' will be explored in Jharkhand.

2. Jharkhand Industrial and Investment Promotion Policy – 2021

In such a situation, it is necessary that such industries should be developed in Jharkhand in which the damage to the environment is minimum, but maximum people can get employment. The present government of Jharkhand has decided to encourage such industries than do not damage the environment and destroy mineral wealth but more employment opportunities. Many unprecedented things have been included in the Jharkhand Government's new Industrial Policy 2021.[5]

In 2021 the government of Jharkhand has decided to make some important changes in its economic and industrial policy to get out of this unprecedented crisis, under which sustainable industries and business will be promoted in the state. Under this policy, sustainable businesses and industries will be given preference in that there is minimum loss of ore minerals and other natural resources and experiencing minimum damage to the environment..

Sectors significant for inclusive and sustainable industrial growth

Following potential industrial sectors significant for inclusive and sustainable industrial growth of Jharkhand:

- Sericulture, Handloom, Textile and Handicraft Promotion
- Engineering, Chemical and Allied Products Promotion
- Agriculture, Forest Product, Food Processing and Value Addition activity promotion
- (Mineral Product and Metallurgical Product Promotion
- Electronics and Software Products Promotion
- Refractory Product
- Granite and Precious Stone Product Promotion

The State of Jharkhand is blessed with huge natural resources such as minerals, forests, horticulture, water resources etc. Value addition to these resources will enable the State to develop fast. The State can be divided into eight major zones based on raw material deposits and industrialization.

Table 3: Industrial zones and raw materials in Jharkhand

Industrial Zones	Raw material deposits and industrialization
1. Palamau– Garhwa	Deposits of Iron Ore, Dolomite, Coal, Graphite, China Clay and granite
2. Lohardaga Industrial Area / Latehar-	Aluminium Industries based on bauxite reserves, Power Plants
3. Koderma– Hazaribagh Industrial Area	Mica based Industries, Power, Cement, Glass, Alloy Steels, Refractory and Power Plants
4. Ranchi Industrial Area	Medium and Large-Scale Industries, IT-ITES, Food and Feed Processing
5. Dhanbad-Bokaro Industrial Area	Coal and Steel, Refractories, Coal-based Power Plants
6. Singhbhum Industrial Area (Jamshedpur and Adityapur) and Singhbhum, Kolhan Division	Iron and Steel, Automobile and Auto Component, Cement, Uranium, Copper and Gold Mining, IT-ITES, Forest Produce based, Horticultural Food Processing, Silk and Textile
7. Ghatsila Industrial Area	Copper, Automobile and auto component and Forest-based Industries
8. Deoghar-Jasidih and SanthalPargana	Oil Mills, Glass, Steel, Aromatic-Medicinal Plant, Medicine, Coalbased power plants, silk-textile, food and feed processing industries

Source- Jharkhand industrial and investment promotion policy 2021

The government of Jharkhand intends to provide incentives for the following focus sectors: Pharmaceuticals, Light Engineering, Garment, Apparels, Cosmetic industry, Agro and Food processing and others similar sectors which will be defined from time to time. Separate and specific incentives would be earmarked for the development of labour-intensive industries. Investment in this sector is likely to create vast opportunities for ancillary and downstream industries in the MSME sector. Inclusive growth brings about equitable distribution of wealth and is necessary for sustainable development. The key components of this growth strategy include a sharp increase in rural investment, rural infrastructure and rural employment, besides the development of backward industrial areas. The policy intends to boost employment and ensure balanced regional development by providing equal opportunity for vulnerable groups particularly women, PVTGs, SC and ST in the under-developed areas. The new industrial policy of Jharkhand 2021 aims to development of basic minimum infrastructure like upliftment of socio-economic conditions, 24x7 electricity supply, increased road, rail connectivity and high-speed internet connectivity.

OPPORTUNITIES IN TEXTILE SECTOR:

The textile sector makes a significant contribution to the Indian economy: 2% to the GDP, 12% to export earnings, 7% to industrial production and employs 4.5 crore people directly and higher numbers indirectly. Jharkhand Government had announced the Textile and Apparel Policy, 2016 to strengthen the entire value-chain of the textile industry through capital infusion, technology transfer, skill up gradation and handholding. The policy was appreciated by all the stakeholders and empirical evidence of its outcome has been overwhelming. Since the inception of policy in 2016, 11 units have started operations, more than 40 units have shown interest and still receiving an encouraging response. The textile industry has led to employment generation largely among women leading to a reduction in distress migration and human trafficking. Jharkhand is being developed as a textile hub. There has been phenomenal growth in Sericulture Sector and the state has the highest production of Tasar silk in India. Jharkhand primarily exports Tasar silk to the US, the UK, Germany, France, Turkey, Japan, Australia, Sweden and Switzerland. In addition to silk weaving, the State has taken adequate measures for the revival of cotton wool weaving. The Government of Jharkhand is committed to upgrade the facilities in Industrial Training Institutes for apparel production. An autonomous institute of quality apparel training will be set up on its own or in joint venture/collaboration with multiple agencies/institutes. Financial assistance will be extended to Jharcraft and /or any reputed organization/institute which has run and managed such an institution in the state. Networking of training institutions will be done by the Directorate of Handloom and Sericulture and a detailed database will be maintained. The Government intends to notify all Textile and Apparel Parks as Public Utility Services. Government of Jharkhand seeks to promote interaction between the tribal artisans of Jharkhand and the mainstream designers from reputed design organizations considering the richness of Jharkhand Artisans in handicraft. The aim of Government is to expand the product range and designs. The synergy between these two can generate marketable ducts of art and handicraft for the top-end global Jharkhand Gazette (Extraordinary), July, 2021 9 market. There are more than 40 types of handicrafts such as Ratha, applique, satin stitch, tie and dye, terracotta, tasar print, papier-mache, dhokra, making agarbatti or incense-sticks, bamboo and leather craft, patkar and jadopatiya painting, tribal Jewellery, pearl jewellery and paper packaging are made in different parts of the state.

Table 4: Fiscal incentives for textile, apparel and footwear units (as per the textile, apparel and footwear policy 2016

Incentives	Details (Chapter 8 of the Textile, Apparel and Footwear Policy 2016)
Capital Investment Subsidy	20%, up to Rs 50 crore.
Interest Subsidy	7% or 50% of the interest rate (whichever is lower) For 5 years up to Rs 1 crore.
Net SGST Subsidy	100% for first 7 years + 40% for next 3 years.
Stamp duty& Registration Fee	100% reimbursement
Quality Certification	Upto Rs 10 Lakhs.
Patent Registration	Upto Rs 10 Lakhs.
Cluster Development	15% Grant of grant released by GoI.
Power Tariff	50% of power tariff for 7 years.
Export Subsidy	Special Incentives to Export Units.
Construction of Dormitories	50% cost of land up to Rs. 50 lakh
Mandi Fees/ Tax Exemption	On raw materials.
Electricity Duty	100% exemption for 7 years.
Employment generation subsidy	• One-time support of maximum Rs. 13,000 for capacity building of persons belonging to Jharkhand • Employment generation subsidy of Rs. 5000 per month per worker for 7 years (Rs. 6,000 for SC/ ST/ Women) • Reimbursement of Rs. 1,000 per person per month towards expenditure on ESI & EPF for 5 years

Source- Jharkhand industrial and investment promotion policy 2021

AUTOMOBILE, AUTO COMPONENTS AND ELECTRIC VEHICLES:

Globally the focus is now on reducing Carbon footprint and technology advances mainly in the battery pack manufacturing sector, have increased the scope for adoption of e-vehicles. India’s electric vehicle market could be worth $206 billion (Rs.14,42,000 crore) in ten years, and the sector will attract a cumulative investment need of $180 billion (Rs. 12,50,000 crore) in vehicle production and charging infrastructure until 2030 to meet India’s EV ambition. Tata Motors, one of India’s leading automobile companies, began manufacturing of commercial vehicles in the early 1950s at Jamshedpur. More than 600 auto ancillary industries have been subsequently set up at Adityapur, Jamshedpur to cater to the needs of automobile companies. It has generated direct employment for more than twenty-five thousand individuals and several times of it as indirect employment. All types of auto-grade steels are being produced in Jamshedpur since the 1980s. The aim is to establish Jharkhand as an automobile hub in India. Adityapur Auto-Cluster has been made operational at Jamshedpur to extend common facilities, such as testing centre, design lab, tool rooms, calibration plants, IT Training Centre, effluent treatment plant, etc., to auto component makers. Automobile Vendor Park is planned to be established under PPP mode or Private sector by Mega Automobile Manufacturing Units. Ambitious policy announcements are critical in stimulating the e-vehicle rollout in major markets. The Government of Jharkhand intends to steer its policy to enable e-vehicle and spare part and ancillary unit manufacturing in the state and provide a robust institutional landscape to invite e-vehicle manufacturers to the state. Based on the demand from the industry, the Government is also planning on allocating an EV Cluster in the state on the lines of the already existing auto cluster at Jamshedpur.

Table 5: Incentives to auto sector (as per Jharkhand automobile and auto component policy 2016

Incentive	Details (Chapter 5 of the Automobile and Auto-Component Policy 2016)
Capital Subsidy for Common Infrastructure	Financial Assistance of 50%fixed capital investments, up to a maximum of Rs. 20 Crore
CST Concession for manufacturing units	100%, for period of 10 years.
Subsidy on VAT	
For new MSME units	80%, upto maximum 150% of capex spent in 5 years
For new large projects	75%, upto maximum 150% of capex spent in 7 years
For new mega & ultra-mega projects	75%, upto maximum 150% of capex spent in 12 years
Patent & Quality Certification for MSME	
Patent Registration	75% of the cost incurred, upto max Rs 25 Lakhs.
Quality Certification	50% of the cost incurred, upto max Rs 5 Lakhs.
Other Incentives	Marketing Expansion/ modernization/ diversification Capital & Interest subsidy to MSME

PHARMACEUTICALS:

India has a prominent and rapidly growing presence in global pharmaceuticals. India is the largest provider of generic medicines, occupying a 20% share in global supply by volume and supplies 62% of global demand for vaccines. Pharmaceuticals export from India stood at US$ 16.3 billion in FY20. The total market size of the Indian Pharma Industry is expected to reach US$130 billion by 2030. The state of Jharkhand has identified the Pharmaceutical sector as a Thrust Sector in its Industrial Policy. The market value of the Pharma Industry in the state has grown from Rs 896 Cr in FY15 to Rs 1248 Cr in FY17. The market has grown on an average of 18% during the last 3 years. The state is contributing 5% of the market in East India and 1% of the overall Indian Pharmaceutical Market. Jharkhand has the key resources: infrastructure, natural resources, cost-competitiveness, a sound policy and regulatory environment, required to create a conducive eco-system for the manufacturing industry and to attract investments in this sector. A dedicated Pharma park having an area of 35 acres has been proposed to be established in Bijupara, Ranchi. The project is approved by the Ministry of MSME to tap the grant under Micro Small Enterprises – Cluster Development Programme- (MSE-CDP) scheme. Out of the 35 acres about 23 acres of land has been demarcated into 54 plots. For the development of the Pharmaceutical Sector, the following incentives are proposed to the Pharma Units under this policy

AGRICULTURE, HORTICULTURE, FISHERY, ANIMAL HUSBANDRY AND MEAT PROCESSING INDUSTRY:

Jharkhand has huge untapped potential in Agriculture, Horticulture, Fishery, Animal Husbandry and Meat Processing Industry. The wide product base, a high volume of round the year production, strategic geographical location, abundant sunlight and high domestic demand project horticulture as the thrust area for development in Jharkhand. More than 5,000,000 MT vegetables are produced in Jharkhand, which is about 6% of the total national production of vegetables, and 30%-35% of this production is surplus and available for export/ processing. Jharkhand has set up two Food Parks and Meat park planned at BAU (Birsa Agriculture University). These food parks offer several advantages to the investors in terms of infrastructure and connectivity. The state is also investing in strengthening the cold storage network with 58 cold storage already on the ground while many cold storages are under various stages of development. The meat sector in the State is pre-dominantly unorganized. There are very few modern abattoir and processing facilities in the State. In spite of a large livestock population, the meat industry in the State has not yet evolved to its potential. The output of meat has increased in the state from 62.48 thousand tonnes in 2019-20 to 67.25 thousand tonnes in 2020-21 indicating an annual growth of around 8 per cent. The production of meat has shown an upward trend in last nine years and accordingly state government is planning to promote Meat processing industry seeing the local demand and available ecosystem for meat processing. To facilitate further growth in this sector, Government is planning to put thrust on Meat processing and allied sector. The state is also investing in strengthening the cold storage network with 58 cold storages already on ground while many cold storages are under various stages of development.

Table 6: Incentive for agro and food processing industry (as per Jharkhand food processing industry policy 2016

Establishment	Grant in aid	Fiscal Capping
Agro based Food Processing and / or Meat Processing Units (New Unit, Modernisation, Upgradation, Expansion & Diversification)	35%-45%	INR 5 Crores
Cold Chain, Value Addition and Preservation Infrastructure	35%-50%	INR 7 Crores
Interest subvention @ 6% for 5 years and every year subsidy will be paid to the Bank /FI directly, Subject to a maximum of Rs. 2 crores	6%-7%	INR 2 Crores
Primary Processing Centres / Collection Centres in Rural Areas	50%-75%	INR 2.5 Crores
Mega Projects in Food & Meat Processing (more than Rs. 30 crores (excluding Working Capital))	35%-45%	INR 12 Crores
Interest subvention for a period of 7 years and every year subsidy will be paid to Bank/FI directly for the Mega Projects	6%-7%	INR 3 Crores
Establishment and Modernisation of Meat and Fish Shops	50%-75%	INR 5 Lakhs

ELECTRONICS SYSTEM DESIGN AND MANUFACTURING (ESDM):

The government of Jharkhand introduced the “Jharkhand ESDM Policy 2016” to establish a selfreliant Electronics System Design and Manufacturing (ESDM) Industry that caters to domestic needs besides gaining a foothold in the international market. The policy features include the development of human resources, creation of local demand for electronic products, promotion of ESDM companies in the State, creation of ecosystem for innovation and promotion of R&D. The sanctioned Electronic Manufacturing Cluster at Adityapur, near Jamshedpur, has recently been operationalized. The Cluster boasts of state-of-the-art facilities and developed plots for setting up of new units in ESDM sector. A state-of-the-art Electronic Manufacturing Cluster (EMC) under the scheme of the Government of India related electronic park constructed in Adityapur. It is spread over on 82.49 acres of land. Out of total area 82.49 acres of land, 49 acres of land will be used by 51 units to produce electronic related products. Apart from this, infrastructure work has been done on 33.61 acres of land for the convenience of all the units So far, about 22 acres of land has been allotted to 30 units in the allocated land. In addition to the plot, JIADA has developed the future ready buildings on 5 acres of land, which is named "Flatted Factory". In which a total of 92 units can start their production at micro scale immediately. The process of allocation is still going on. There is a possibility of investment of about Rs.400 crores and about direct employment generation of 10000 people. For the development of Pharma sector following initiatives have been proposed.

Table 7 : Incentives for pharma sector as per Jharkhand industry policy 2016

Incentive	Provisions Proposed under this Policy
Capital Incentives Subsidy	25% of the FCI subject to the following limits. • Micro – Rs. 1 crore • Small – Rs. 5 crore • Medium – Rs. 10 crore • Non MSMEs – Rs. 25 crore. Additional 5% for SC/ST/Women/Differently abled Entrepreneurs
Interest Subsidy	Interest subsidy for timely payment @ 5% per annum on total loan availed for period of five years from date of commercial production subject to total maximum limit of • Rs. 15 Lakhs for Micro Enterprises • Rs. 50 Lakhs for Small Enterprises • Rs. 1 crore for Medium Enterprises • Rs. 3 Crores for non-MSME Sector units
Stamp Duty & Registration Fee	• 100% reimbursement
SGST	• New MSME units: 100% of the NET SGST amount paid for a period of 5 years subject to the maximum of 100% of total Fixed Capital investment made by the units • New Large units:100% of the NET SGST amount paid for a period of 7 years subject to the maximum of 100% of total Fixed Capital investment made by the units • New Mega units: 100% of the NET SGST amount paid for a period of 9 years subject to the maximum of 100% of total Fixed Capital investment made by the units • Ultra-mega units: 75% of the NET SGST amount paid for a period of 12 years subject to the maximum of 100% of total Fixed Capital investment made by the units
Patent Registration	• 50%, upto Rs 10 lakh per patent
Quality Certification	• 50%, upto Rs 10 lakh

EDUCATIONAL AND TRAINING INSTITUTIONS:

Collaboration between industry and universities brings in seamless access to the most advanced technology, academic research and comprehensive knowledge in a cost-effective manner as the universities possess a large pool of expertise. University-industry interaction includes seminars, workshops, training, contract research, consultancy, incubation, patenting, spin-offs and the ilk. The State Government will actively promote start-ups and once the idea is commercialized, the start-up incubators shall be provided with necessary assistance as per Startup action plan of DPIIT, Government of India. a) Knowledge-hub incubators to set up in association with IIM-Ranchi, XLRI-Jamshedpur, BITMesra, NIT-Jamshedpur, BIT Sindri and other similar reputed institutions to support the startups and growth of high Technology Ventures b) Agri-Business incubator is proposed to be established with the support of institutions like National Science and Technology Entrepreneurship Development Board (NSTEDB), Department of Science and Technology, Government of India and Government of Jharkhand for providing opportunities for entrepreneurs to incubate agriculture technologies so that they become effective for i. Agri-business ventures ii. Business consultancy iii. Facilitator of funding iv. Infrastructure and facilities access in the incubator c) Birsa Agriculture University shall be encouraged to establish incubation centre at its campus for the development of start-ups in agriculture sector. In this venture, SFAC shall also be roped in. d) Government of Jharkhand proposes to provide financial grants up to Rs. 10 Crore or 90% of the project cost, whichever is lower for incubation centre in these identified higher education institutions through Single Window Clearance mechanism.Currently, Jharkhand has 32 Universities of which 5 are Institutes of National Importance.

Table 8: Number of eductainal institutions in Jharkhand

Universities	32
Colleges	313
Degree level Technical Institutes	17
Polytechnics	42
Medical Colleges	8

Source: Economic Survey of Jharkhand 2020-21 (page no 275-275)

The state has 14 Private Universities and 11 Public Universities. Post 2018-19, 7 new universities have been opened in Jharkhand. The Government is committed to providing better and quality education, especially in the remote rural areas. Currently the State Government is focussing on Promoting online courses, linking higher education to society, integrating skill development in higher education and constantly developing engagement with industry to link education to employability developing the best teachers. Source: Economic Survey of Jharkhand 2020-21 (page no 275-275) In order to develop better educational facilities in the state, the following incentives for the Education Sector have been proposed in this policy. Incentives will be applicable for Institutes meeting the UGC guidelines- World Class Institution deemed to be university Regulations, 2016 and under amendment in clause 11.7 of Regulation 2021, if any Institute of Eminence Deemed to be University desired to establish off-campus, then the incentive can be applicable for such institutes only.

HEALTHCARE- Jharkhand has 8 Medical Colleges, 23 District Hospitals, 13 Sub-Divisional Hospitals, 188 Community Health Centres, 330 PHCs and the combined bed strength of these hospitals is 11184 beds. The State is also taking steps to increase the bed strength of Government Hospitals. However, it has been noted that there exists a significant gap in health infrastructure as per IPHS Standards. Especially in the light of COVID-19 Pandemic, health infrastructure including private investment needs a big boost. Despite having significant rural and tribal population with half of the areas falling in hilly terrain, the State aims to take healthcare to the last mile. A comprehensive effort is being made by the State Government to fill infrastructural gaps and Human resources gap on many fronts. Following initiatives have been taken form medical institutions.

Table 9: Initiatives taken for medical institutions in Jharkhand

Category	Subsidy
Multi-Specialty Hospital (Grade I)	Upto 25% of the Capital Investment (apart from Land) made subject to a maximum of INR 5 Cr
Multi-Specialty Hospital (Grade II)	Upto 25% of the Capital Investment (apart from Land) made subject to a maximum of INR 12.5 Cr
Super-Specialty Hospital	Upto 25% of the Capital Investment (apart from Land) made subject to a maximum of INR 25 Cr
Nursing Colleges	Upto 25% of the Capital Investment (apart from Land) made subject to a maximum of INR 1 Cr

IT AND ITES- Government of Jharkhand has already introduced IT policy "IT/ITeS Policy 2016" that envisages providing a proactive and industry-friendly climate conducive for expansion of IT companies. Incentives and assistance will be provided for allotment of land, mega IT/ ITeS projects, development of IT/ ITeS Technology Park, registration/ stamp duty concession, lease rentals, Electricity Duty Exemption and Industrial Tariff for IT/ITeS. The policy will also work towards establishing the state as a preferred IT destination for Micro, Small and Medium Enterprises (MSMEs) by providing assistance in interest rate subsidy, quality certification, technology acquisition fund, skill enhancement, R&D institutions, establishment of premier IT institutions, patent assistance, market development, simplification of labour laws, subsidy on Bandwidth for Connectivity (for BPOs/KPOs) and exemption from zoning regulations.

Table 10 : Initiatives taken by Jharkhand government for IT sector

a) **Mega IT units will be exempted from electricity duty for five years.**

b) **New IT – ITES as well as expansion units investing between Rs 5 crores and Rs 50 crores and employing more than 100 direct workers** would be eligible for a Capital / Investment reimbursement of 10% of total investment made.

c) **100% reimbursement of stamp duty,** transfer duty and registration fee paid by IT-ITES industries on sale / lease deeds on the first transaction.

d) **50% reimbursement of stamp duty**, transfer duty and registration fee paid by IT – ITES industries on sale / lease deeds on the second transaction.

e) Facilities at (c) and (d) will not be available for JIADA land.

f) **Lease rentals (including premises on rent) up to 50% of actual cost incurred subject to a maximum of Rs 5 lakh per annum will be reimbursed** up to a period of three years for the plug-and-play built up office space of minimum 2500 sq. ft. These units will not be allowed to take benefit under land / building component of CPIS. However, other component of CPIS like incentive for plant, machinery etc. can be availed by them.

g) **Government will encourage Captive Power Generation in IT-ITES locations. 40% of the capital expenditure incurred in soundless captive power generating sets will be reimbursed. This will be one-time incentive under CPIS** (by clubbing the pollution control equipment incentive and environment friendly programme)**.**

TOURISM- Tourism witnessed a steep decline in 2020 due to COVID-19 outbreak. The sector had slowed down in 2018-19 and contributed five percent share to India's total GDP and almost 13 percent to total employment in India. However, as per the Economic Survey of India 2021, this sector will revive with the ongoing vaccination drive. The Department of Tourism, Art & Culture, Sports and Youth Affairs is formulating Jharkhand Tourism Policy 2021.The primary objective is "to reinvent and position Jharkhand as a must-visit destination" in India. It also aims to create 75,000 jobs focussing on the backward and vulnerable community and give capital investment incentives. Jharkhand state is endowed with rich cultural heritage and bestowed liberally with bounties of nature. A fascinating State with luxuriant forest, captivating wildlife, enthralling waterfalls, exquisite handicrafts, sprawling water bodies, enchanting classical and folk dances and music and above all hospitable and peace-loving people.

BREWERIES AND DISTILLERIES-

Considering the impact of COVID-19, there has been steep rise in demand of hand sanitizers and other alcohol products however, existing manufacturing facilities in Jharkhand have not been able to fulfil the demand. In order to meet the growing demand of distilleries products, Government of Jharkhand is planning to launch Distillery Promotion Policy for the Industries involved in production of distilleries products. For the purpose of development of this sector, a reimbursement of maximum 25% of the VAT paid by the Brewery and Distillery shall be reimbursed for 5 years, subject to a maximum ceiling of 200% of the Capital Investment. The units which commence production in first two years of the policy period can avail the full benefit of 25% if the DOP is within the first two years of this policy period. The units whose DOP is beyond two years but within the expiry of this policy, the reimbursement would be 15% for operational period of the policy as per their DOP.

RENEWABLE ENERGY-

To achieve a sustainable development route that provides for advancement in economic as well as environmental objectives, the Government of Jharkhand is determined in taking necessary steps to encourage the generation based on renewable energy resources. The State has high solar insolation around 300 days of clear sun and offers good sites having potential of more than 4.5 to 5.5 kWh/m2/day, which the State intends to harness to support the energy requirements of the State. Jharkhand aims to encourage participation of Private Sector to set up Solar Power based projects in the State and increase solar power generation to 2650 MW in a phased manner, build a favourable atmosphere for setting up Solar Power projects, ensure energy security of the State by stable and non-polluting means and promote local manufacturing facilities which will generate employment in the State. The State shall promote development of solar park on non-productive Government land or any other land falling within the area of solar park. It shall also extend all facilities and fiscal incentives provided by central Government / National Solar Mission to the Manufacturers and Power Project Developers in Solar Park. Promotion of development of Solar Power Plants on the Canal Top and on the banks of canal is also being focused upon.

LIGHT AND MEDIUM ENGINEERING –

The Light Engineering sector is one of the most Export oriented sectors in India and attracts considerable amounts of FDI. Jharkhand with its rich industrial base and capital good industries is one of the foremost Engineering goods manufacturing destinations in India. Favourable conditions such as low manufacturing cost, rich technology base, and skilled human resource base coupled with favourable regulatory policies can further propel the growth of Light Engineering in the State. Considering Government of India's push on Aatmanirbhar Bharat and infrastructure development, the Light Engineering sector is expected to grow at around 8-10% over 20 Jharkhand Gazette (Extraordinary), Tuesday, 13th July, 2021 the next decade due to the guaranteed demand and various investment incentives offered at the State and Union level. The sector has the potential of becoming a game changer in Jharkhand's economy since most of the Light Engineering units are employment-intensive and small scale. Such units favour a decentralised and dispersed growth rather than being concentrated in a few pockets. Industries such as Bicycle manufacturing, electrical manufacturing, overhaul etc. have the potential to absorb the surplus labour force that was forced to return to Jharkhand from different parts of India due to COVID-19 pandemic.

Table 11: initiatives taken for power plant and solar plant by Jharkhand government

- A power plant generating power from renewable sources. will not be liable to pay 50% electricity duty for a period of 10 years.
  If the power is being sold to the State Utility or consumers within the State. shall also be provided concessional access to the T&D network to encourage renewable power development.
- Mega Projects (with investment in fixed assets in excess of Rs. 100 Crore) will be allowed to have captive power plants. Technologies like power from waste heat recovery, and to wheel power to sister concerns will also enjoy 50% exemption from electricity duty for a period of 5 years.
- The Equipment purchased for installation of solar plants are exempted from payment of SGST
- Grant of 4% of Wheeling Charges for power generated from Solar Power Projects
- Cross Subsidy Surcharge shall be exempted for Third Party Sale.

Conclusion

Jharkhand has a very good industrial ecosystem for inclusive and sustainable industries. Import sectors are: Textile Sector, Automobile, Auto Components and Electric Vehicles, Pharmaceuticals, Healthcare- IT and ITES. The present government of Jharkhand has announced to give many concessions to the entrepreneurs setting up industries in the above mentioned areas. In this, apart from exemption in taxes, many other concessions and cooperation are included. If these industries are established in Jharkhand, then it is expected that a large number of local people will get employment. Apart from road, water, electricity, land etc., Jharkhand government is also providing many facilities to the startups.

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MAHABHARATA'S PHILOSOPHICAL CONTEXT VIS-À-VIS CONTEMPORARY TRENDS

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Abstract

The Asiatic philosophical ideas especially the Indian thought of philosophy has remained aloof from the current trends. The reasons behind this aloofness can be many, such as prejudiced view of the occidental towards the oriental, the commercialization of globalised market world, the exploitation of popular sentiment by west etc. As far as the isolation of these centuries old critical literature is concerned the reason which seems to play a hard hand is poetic treatment of fundamental ideas and philosophical queries of life. The vastness of the literary scope and remarkable infusion of symbolic traits with the reality of life confirms the genius of the writers and the philosophers of oriental world. The comfortable and also obscure use of symbols, metaphors in the writings provided the beauty and aesthetics to the poetical philosophy, has also on the other hand blurred the possibility of exact interpretations of the available material. With the advent, development and progression of scientific, cultural, rationalistic and other theories the philosophical thoughts have undergone great change in interpretations and possible meanings. The same has happened to the Indian philosophical thought. The Mahabharata, like other Vedic and traditional texts, is often cited as a religious text and its other important aspects are often overlooked or ignored for detailed study. The Mahabharata itself holds a vast world of philosophical ideas and immense potential for various ideas. The Mahabharata, if interpreted with an unbiased and rational approach, provides a deep insight into the psychological setup of the human mind. Apart from the Mahabharata, the Yoga Sutras of Patanjali have also delved deeply into human psychology, its origins, needs and ends. In this research paper, the philosophical aspects of Mahabharata have been studied in the present context.

Key Words- Indian philosophy, western philosophy, mahabharta

The Asiatic philosophical ideas especially the Indian thought of philosophy has remained aloof from the current trends. The reasons behind this aloofness can be many, such as prejudiced view of the occidental towards the oriental, the commercialization of globalised market world, the exploitation of popular sentiment by west etc. As far as the isolation of these centuries old critical literature is concerned the reason which seems to play a hard hand is poetic treatment of fundamental ideas and philosophical queries of life. The vastness of the literary scope and remarkable infusion of symbolic traits with the reality of life confirms the genius of the writers and the philosophers of oriental world. The comfortable and also obscure use of symbols, metaphors in the writings provided the beauty and aesthetics to the poetical philosophy, has also on the other hand blurred the possibility of exact interpretations of the available material. With the advent, development and progression of scientific, cultural, rationalistic and other theories the philosophical thoughts have undergone great change in interpretations and possible meanings. The same has happened to the Indian philosophical thought. With the fame of Vivekananda the Indic or precisely the Vedic thought and its philosophical underpinnings travelled to far

flung areas. But this was a limited success. The rigidity involved in the grammatical structure of Sanskrit has also in a way obstructed the scope of investigation. But this does not mean that this Vedic thought lacks any depth and scope for further investigation.
The cultural theories have highlighted the evolution of human faith from paganism to one supreme power the same can also be viewed in the Vedic literature. The progression of human faith, the rituals it carried and the tradition from which it flowed out are discussed at length in the pages of Vedas. Belief in the God and faith in its unquestionable and unfathomable power is an inseparable aspect of Vedic philosophical system and as far as the scientific and rationalistic approaches are concerned they stand in almost total conflict with this belief. The biased tagging of these philosophical ideas as irrational and faith rather religion oriented has also blocked the way of reaching towards the deeper significances involved in the Vedic ideas. The similar treatment has also been meted out to The *Mahabharata* – the longest epic. The *Mahabharata* like other Vedic and traditional texts is often quoted as a religious text and its other important aspects are often ignored or not taken into account for detailed studies. *Mahabharata* holds in itself the vast world of philosophical ideas and also immeasurable possibility for various thoughts.The *Mahabharata*, if interpreted with an unbiased and rational approach provides deep insights into psychological setup of human mind. Besides *Mahabharata*, Patanjali's Yog Sutra's have also delved deep into the human psychology, its origins, needs and ends. The Freudian thought which had initiated a new era of approaches in the literary world can find a renewed and firm footing in the *Mahabharata*.

As said earlier, the Vedic thought which also includes The *Mahabharata* has always been comprehended as a religious text rather than a literature of rich philosophical ideas. The rigidity has narrowed down the scope of positive comprehension. This rigidity becomes evident especially in the case of studies regarding sex and sexuality. The investigations related to the physical aspects of individuals and sexuality are often sidelined or kept at margins while dealing with Vedic thought. But *Mahabharata* in its real self has dealt with this thought with an open approach. The oedipal and other psychological aspects form an important part of the Grand Epic. Besides this many other events in the epic creates space for various approaches.

There can never be a philosophy without its social impacts and implications. The *Mahabharata* has pondered upon the social factors which directly or indirectly influence the human behaviour. Dushyant- Shakuntla episode takes in account the complexities of human relations especially when these involve the opposite genders. Besides this the institution of marriage its limitations and responsibilities it carry all are looked in to this mega narrative. The beauty of the narrative of *Mahabharata* lies in the fact that it has staged the matters in a rational manner rather than going for an emotional approach.

Not only social the epic has also highlighted the socio-political and the socio-economic problems circling the human life through various episodes and incidents. Yudhistra's refusal to crown himself as King after the battle is an example of political ideas discussed in the epic. Yudhistra's passivity and his refusal to be a king culminate into a dialogue with Draupadi and other characters in which he ultimately surrenders himself to the logic. Karan's fight against injustice meted out to him and also the injustice he meted out to others in forms the scope not only for psychological study of human behaviour but also for the Marxist thought of class division and class struggle.

Besides social, political and economic factors, the female characters in the epic throws open the gates for wide feminist studies. The female characters of the epic have strong presence and they showcased the strength which is often attached to their gender counterpart. EspeciallythecharacterofDraupadiherlogicalap proachandcouragetogoagainstthenormscan be taken as a source of inspiration. The feminist studies which have always dedicated themselves to the cause of women empowerment can take a cue from the *Mahabharata*. No doubt the epic does not ask for freedom of women and also has its own pitfalls but still the presentation of female characters open up a space for further exploration of empowerment.

Draupadi's refusal to be slave and her logical argument clearly points out the strength she carried as a woman. Her argument questions the very institution of marriage and its validity, she points out the responsibility this institution carry and the also the failure of Pandavas in carrying out their duty towards their wife. Draupadi's argument is not an emotional outburst rather a logical view, about which Pandavas failed to find an answer.

With the progression of technical advancement and deeper critical studies the area which came under great exploration was the area concerning the importance of form and content in literature especially in the modern and post modern era. Whether form is primary or content holds the forte for a literary work? These queries provided a new way to look at the artistic creations. Although the post modernism is believed to have blurred the boundaries but the critical assessment of the situation always point out towards the direction of analysis in which both the form and the content carry their respective significances. The *Mahabharata* as an artistic work carry with it a proper and balanced ratio of form and content. Although the narrative sequence of the *Mahabharata* and the complexity it holds has baffled many but it is this very complexity which has added to the artistry of this grand epic. The narration and the process of development of storyline and plot and the complexity involved in overall structure of *Mahabharata* calls for equilibrium between form and content and also creates a zone for study through the science of Narratology.

Throughout the centuries *Mahabharata* and its characters have remained a source of inspiration, and debate. Advent of media and cultural studies has also enhanced the area of influence and popularity of the grand epic and its characters. However the stereotype approach of presenting the protagonists and antagonists in the shallow black and white patterns has limited the thought process of masses. As said earlier the Vedic thought has remained on margins in the current literary and philosophical approaches. The reasons can be many, the neo-colonization and commercial approach of dealing with the ideas are few of them.

Another important factor which has altered the course of deeper studies can be fictional nature of the epic. Fictional works carry in them the great philosophical ideas but what becomes important is the characters and treatment of the plot. *Mahabharata* has also treaded the same path and thus became the victim of this narrow approach. Terming the oriental literary works as folk tales and myths to mitigate their overall power is not something new in literary field. The philosophical context is a necessary requirement for a literary work to become a classic.

Although western thought has developed leaps and bounds because of its easy availability and acceptance of English as a global language. Mahabharata can also be interpreted through these very western approaches and can be made available through proper and critical translations into major languages especially English. Another important aspect which is needed to be taken into consideration is that the very philosophical ideas of the Mahabharata can be approached through various Indian philosophical approaches provide by Indian school of thought or precisely by Vedic School of thought, Patanjali's Yog Sutras being one of them. Yog Sutras are basically philosophical threads which are used to weave the human personality.

They discuss minutely the details which involve the human psyche as well as physical aspects. As a philosophical approach Yog Sutras discuss human as an individual who is affected by various factors which include social, economic and political factors.

Yog Sutras define individual as an intellectual being which is acted upon by various worldly happenings and mis-happenings which in return forms the behavioural patterns of an individual. An individual when reached the stage of highest intellect becomes a complete individual. It is a stage of pure consciousness where individual is able to define and differentiate the reality of life. Unlike the west this Indian school of thought has divided the individual existence into three parts that are mind, body and soul. Soul is the primary and supreme part of this division and the ultimate goal of an individual should be to reach the reality which deciphers the existence of the soul. The western school has kept its horizon of division between mind and body where former act as essence whiles the latter is form of matter. Although the new approaches have started questioning this division as they believe that even mind is also a form of matter and only its intellect comprehending properties can Bethe part of essence.

The stage of complete intellect is enlightenment which is the stage of being in pure consciousness. Yog Sutras term this stage as the stage of Brahmna (pure consciousness).Individual reaches this zenith of life by passing through different paths comprising different levels of difficulties and knowledge these levels and their nature and the complexities they involve are clearly defined in Yog Sutras. Like other Vedic texts Yog Sutras are also considered as theological text which tries to give insights for the search of God. But the reality is different than what is being comprehended. According to Yog Sutras the soul and the mind are different entities which have altogether different functions to perform. In their functioning and capabilities they also differ while the soul can reach the stage of supreme clarity. The mind is just a source and is secondary in nature. But still mind has its role to play as it helps as well as hinders the growth of the soul by entangling itself into the illusionary world and also by misidentifying itself with the soul. It acts as a seat for emotions and data which is accessible to senses. The interpretation of this data by the mind acts as catastrophe. The activities performed by the mind and the forms undertaken by it are in reality the products of Prakriti and are completely diverse from self or pure consciousness. To reach the stage of pure consciousness or to realize the true essence of Purusa as an entity distinct, autonomous and independent from the mind and from the body, thought must be stilled for extraction of consciousness from the entanglements of mind.

In *Mahabharata* various characters at different junctures showcase this conflict between the mind and the soul. Although great in their own these characters falter and rise at various demanding situations leaving aside their basic nature. The poles apart and divisive colouring of different characters through popular media representations have in a way hindered the processor critical and intellectual approaches. Bhishma Parva of *Mahabharata* of which Bhagwad Gita forms an important part of the epic highlights the various tendencies reflected by a single individual. Krishna's dialogue with Arjuna clearly highlights the characteristics of an individual and working of mind and soul as different entities. Krishna and Arjuna's dialogue is often considered as conversation between mind and soul where Krishna is a strong soul entity who has reached the stage of pure consciousness and comprehends the reality of mind (Arjuna) and tries to aware it of its real identity by telling him about the web of illusions in which he disentangling itself thus giving birth to misidentifications which are the ultimate hindrances in the way of pure consciousness. Body although perishable holds great significance as it acts as vehicle for the soul. But Purusa must keep himself aware by not getting infatuated and attached with this perishable flesh.

Study of Yog Shastras also provides important glimpses into the ideological structure of *Mahabharata*. There are many references to the yogic conditions and ways in the text. In Bhagvad Gita part of the text Krishna identifies the yog as a source for realization of true self. Different stages and types of Yogas are discussed in the dialogue between Krishna and Arjuna. Krishna delivers his speech highlighting the various aspects of Yoga and its impact on an individual. Karma Yoga, Sankhya Yoga, Bhakti Yoga, Dhayana Yoga are discussed by Krishana in the Bhagvad Gita section. The three gunas Tamas, Rajas and Sattava are discussed in this section. The principles separating mind, body and soul forms an important part of *Mahabharata*.

Media representations of literary characters differ from the textual representations in terms of approach, motives, and techniques as well as the target audience. As an ancient classical piece of art *Mahabharata* has baffled many and has also attracted the interest of manycritical minds. It has remained a text of vast popularity as it caters to the need of various as wellas different kinds of readers and audience. Firstly as a text containing the theological conceptsand thoughts, secondly it provides important and necessary glimpses into the history and the tradition of Sannattan Dharam. Lately *Mahabharata* has been encroached up on as a text of Hinduism only. Narratology and form of this epic has grasped the interest of many intellectuals. Besides this the plot structure and its ambience along with other literary qualities has also attracted the interests of critical minds.

Grand Epic *Mahabharata* can prove to be an effective text of critical engagement viz its relation with psychological sphere of literary world and philosophical vision of thinkers. Cultural and Media representations have made *Mahabharata* a medium of popular entertainment while the sources carrying the legacy of the characters and their impact on socio-cultural sphere are needed to be look into. The simplistic notions of *Mahabharata* as a war epic between Dharma and Dharma are needed to be challenged as the very basis of the war was power politics.

Mahabharata through its characters has dealt with various important issues. As psychological text it has openly and vastly dealt with correlated aspects of gender, sex, emotions etc. As a text covering political zones it has given the important insights for critical study and evaluation of political tradition and history of India. While as philosophical text it has covered under its ambit the various concepts and ideas ranging from existentialist thought to Marxist ideas of class division beside all these the grand epic also takes into its considerations the gender issues and role of women in the society. The other important aspect to look into *Mahabharata* is the importance given to the character of Shikandhi. Till date transgender are not given a very respectable place in the society but in *Mahabharata* Shukandhi is given an important place who not only fight on equal terms with Kauravas but also bring the downfall of mighty Bhisma. Besides all these aspects of the *Mahabharata*, the grand scale, structure, form, narration, plot, characterization all forms an important whole for a thorough and critical study of the epic as a critical text.

Although *Mahabharata* is considered as a text from Vedantic tradition but its proximity and discussion of Yoga principles shapes this text as multi-facet literary work collaborating in it contradictions and paradoxes. According to vedantic school of thought the stage of pure consciousness can be reached through amalgamation of soul with supreme soul which is the source of all creation. While Yogic School of thoughts tresses on liberation and realization ofself as a distinct identity from mind through various stages like Yama (abstention), Niyama(ethical observances), Asana (posture), Pranayama (breath control), Pratyahara (withdrawal of senses), Dharna (concentration), Dhayana (meditation), Samadhi (full meditative absorption). In Yogic concept supreme self is introduced in context of meditation while in vedantic idea it is considered as creator and is taken into the sphere of cosmology or metaphysics. Vedantic is about finding the pure self while Yoga is about knowing the pure consciousness. The differences between Sankhya and Yoga philosophy are also discussed in *Mahabharata*. Both the schools believe in liberation and realization of pure self. The former insists on knowledge and intellect for realization of pure self the latter believes in practice and meditation for achieving the same goal. Krishna in his conversation with Arjuna narrates him about the differences between these two schools of thought. Many characters can be found in the text highlighting the aspects and tendencies of these two schools. Krishna, Bidura, Yudhistra showcase the realization of self through intellect and knowledge while process of meditation is adopted by various characters to reach the same aim. Throughout the text many references are found regarding knowledge of Vedas. Bhishma, Karna, Yudhistra, Bidura, Dronacharaya and many other characters are praised throughout the text for their knowledge ofthree Vedas.

According to Yog Shastras buddhi creates ahmkara. It is a first step towards notion of self, if turn inwards this notion of self helps in identifying the pure consciousness but if the viceversa happens it identifies with prakriti and fails to reach the required goal. A subject can belocated only through the world of objects but if ahmakara is not channelized properly it goes as tray and mis-identify itself with objects. Most of the characters in *Mahabharata* passes through this condition and ultimately entangle themselves into the world of objects. Karna, Bhishma, Drona and many other characters highlight the tendency form is identification.

Self or subjectivity, as a critical term, has been interpreted by different theorists and scholars in various ways. The concept of subjectivity cannot be associated with a single theorist. Many theorists, thinkers, intellectuals and scholars have made their contribution to this ever-growing horizon of concept of subjectivity. Nick Mansfield in his book "Subjectivity" has defined the term as follows: 'Subjectivity' refers…. to an abstract or general principle that defies our separation into distinct selves and that encourages abstract or general us to imagine that, or simply helps us to understand why, our interior lives inevitably seem to involve other people, either as objects of need, desire and interest or as necessary sharers of common experience"

Rene Descartes through his famous formula *cotigo ergo sum* (I think therefore I am) has in away initiated the discussion on the idea of subjectivity. According to him it is a conscious process of observation, logic and analysis which aims at finding an objective truth. Descartes has given much importance to the conscious process thought. He states that conscious is ageneral awareness and works on two principles. Firstly as an image of self that works as a ground of knowledge and experience and secondly as a rational faculty used to order the world. Rousseau through his works like "The Social Contract" and "Confessions" has tried to analyse the idea of self. According to Rousseau 'He' as an individual is most important and is in itself a complete and inclusive phenomenon. What matters most is uniqueness which is provided by massive and dynamic unity. Immanuel Kant in his "Critique of pure reason" states that first and foremost of all things is simple observation. He opines that from simple observations we create represent actions through active involvement of mind. These representations become the things to think about. He further states that to perceive anything something must be there. 'I' at the heart of 'I Think' is always in all consciousness is one and the same. Since all experiences are connected to this thinking self, they all appear to us happening to a single being. So in all everything in the world must cross the threshold of thinking 'I'. In order to be in any contact with world we must have an awareness of our selves. "The self, then, is the feeling of connection or consistency between all your perceptions, the collection point of your thoughts".

According to Heidegger on the basis of interiority from the world no simple separation can be done. He says that existence is constituted by the fact that it is present in the world and belongs to it. Heidegger believes in the relationship of care where we are concerned about the world and our experiences conjoin us to the world. Subject is a philosophical category of thought that arose at a certain point in history and that will be supplanted by more convincing models of what the human experience of world is like.

S. Radhakrishnan in his book *Indian Philosophy* has tried to highlight the Indian philosophical thought process. He points out that according to the Indian thought the subject does not change with the conditions. The truth of universal mobility is immobile being. Becoming is a lapse from being as ignorance is from the knowledge. Subject and object are just moments, they are conditions of concrete world, me is not only through the other but also a part of other and an other in itself. According to Annie Besant the universe exists for the sake of self. The whole scenarios for serving the purpose of self. It is through this world that powers of the pure consciousness or self are put forth. Annie has sided herself with the theological stance of supreme self which is operating in the various sources of outer world. Unfolding of unconscious happens when ideas in human beings are accumulated with ever increasing force, and exert great pressure against the barriers. Through this process of unfolding of unconscious human is evolved into superhuman. The queries regarding the subject and subjectivity are dealt at great length in *Mahabharata*. *Mahabharata* has not only explored the psychological, philosophical, social, political, economical, cultural horizons of human life but has also showcased a vision of life which we need not only to preserve but also to expand in to the ever-growing space of literature and its world.

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RELATION BETWEEN PERSONAL HAPPINESS AND TEACHING COMPETENCY OF TEACHING INTERNS: AN INSIGHT STUDY.

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Abstract:

The state of well-being reflects the term Happiness. For real and proper education of citizens' society always requires happy, positive and competent teachers who are constantly trying to improve the public health for nation building. The teaching interns are the future teachers or would be teachers helping in developing the good, responsible and happy citizens, who accordingly, will build in happy, prosperous and advanced nation. The intention of the study was to find out in what extent the teaching interns are happy and competent in teaching. The study was carried out on the 200 teaching interns of West Bengal. The result showed that the teaching interns have the high range of Personal Happiness and above average range of Teaching Competency. Locality is the insignificant variable for Personal Happiness and Teaching Competency. Female teaching interns are more competent in teaching than male teaching interns.

Keywords: Personal Happiness, Teaching Competency and Teaching interns.

Introduction

Happiness is to be considering as a state of well-being. It is in general pleasant and satisfying experience of mind. In this mood a person can determine and assess the overall quality of his own life positively, and it is the supreme aspiration of life. Happiness increases the productivity, creativity and positivity of an individual. The term happiness embraces of good emotions, positive feelings, experiences and enjoyments of life except negative feelings such as anxiety and depression (Bekhet et al., 2008; Levett, 2010; Shaw & Taplin, 2007; Robbins, Francis, & Edwards, 2008). According to Seligman (2012), 'happiness' could be connected with five concepts. These are a) positive emotion (pleasant life), b) engagement (engaged life), c) meaning (meaningful life), d) positive relationship and e) accomplishment. The significance of happiness is limitless. Happiness helps to an individual to be more productive, creative and successful.

The prosperity and progress of any country determined and influenced by the quality and happiness of its citizens. The happiness of citizens is based on their competencies, skills and values that are earned through various experiences in life. These competencies, skills are attained exclusively through education. Genuine education of citizens acts as a catalyst to change the future of the nation with well-being, happiness and prosperity. For actual and proper education of citizens society consistently requires happy, positive and competent teachers who are always improving the public health for nation building. Teachers possess various skills which make them a competent teacher. These various skills are mastery of subject matter, enhancement of motivation of pupils, planning for teaching, presentation and evaluation skills and classroom managerial skills." Selvi (2010) discussed the concept of teachers' competences in nine different dimensions such as research competencies, curriculum competencies, life-long learning competencies, social- cultural competencies, emotional competencies, environmental competencies and information and communication competencies. According to him teachers' competencies influence on their values, behaviours, and communications in schools and helped to professional development.

The competent teachers are undoubtedly the most significant for influencing the quality of education and for its contribution to National Development, (Indian Education Commission 1964-66, p 46). So the magnitude of teacher in the process of education is of great value. In the modern complex world and in the stressful life, for a teacher it is very difficult to retain the competency and happiness. Productive and competent teachers are always being happy teachers. An ideal competent teacher does have the all factors of Happiness in the forms of essential qualities and capabilities of good teacher who only can ensure the happy classroom environment by making students happier and stress free. Internship programme for teaching interns helps to acquire these capabilities and competencies. Teaching interns, who are the prospective teachers, must be joyful and happy because they will prepare the future citizens jovial and cheerful. The present study wants to find out how personal happiness helps to develop teaching competencies in the teacher educators for their professional growth.

Objectives of the Study

- To study the status of Personal Happiness of the teaching interns.
- To study the status of Teaching Competency of the teaching interns.
- To find out the relationship between Personal Happiness and Teaching Competency of the teaching interns.

Hypotheses of the Study

Following null hypotheses were created to be tested in relation to the above mentioned objectives.

- **$H_0$1:** There is no significance difference of Personal Happiness between male and female teaching interns.
- **$H_0$2:** There is no significance difference significance of Teaching Competency between male and female teaching interns.
- **$H_0$3:** There is no significance difference of Personal Happiness between rural and urban teaching interns.
- **$H_0$4:** There is no significance difference of Teaching Competency between rural and urban teaching interns.
- **$H_0$5:** There is no significance difference of Personal Happiness between B.Ed. and M.Ed. teaching interns.
- **$H_0$6:** There is no significance difference of Teaching Competency between B.Ed. and M.Ed. teaching interns.
- **$H_0$7:** There is no significance relationship between Personal Happiness and Teaching Competency of teaching interns.

Methodology

- **Variables**
  1. **Major variables:** Personal happiness and Teaching Competency.
  2. **Categorical Variables:** Gender (Male & Female), Locale (Rural and Urban) and Course of study (B.Ed. & M. Ed.) of teaching interns.
- **Sample**

The 200 teaching interns who successfully completed school internship programme were selected as sample randomly from five teachers' training institution of West Bengal. The teaching interns were classified accordingly to Gender and Locale and Course of study.

- **Sample Structure**

The details of sample with references to categories are given below in the following table (Table 1) and subsequent graphs (Figure no. a, b & c).

Table 1: Gender, Locale & Course of study wise Structure of Sample

Category	Total Sample	Sub Category	Frequency	Percentage (%)
Gender	200	Male	70	35
		Female	130	65
Locale		Rural	68	34
		Urban	132	67
Course		B.Ed.	136	68
		M.Ed.	64	32

Tools of the study- The details of the tools used for the study are presented in the following section:

Teaching Competency Scale- General Teaching Competency Scale (GTCS–PBLM): This 7 point measuring scale was standardized and prepared by B. K. Passi and M. S. Lalitha in Hindi & English version and published by National Psychological Corporation in 2011.
This scale was translated in Bengali version by the authors to prevent difficulty in comprehending the language. The reliability of the translated version of the scale was .776(Cronbach's Alpha).

Personal Happiness Scale- Personal Happiness Scale (PHS) was constructed and duly standardized by Talukdar. S. & Nag. S. (2018). The scale was used in English and Bengali version simultaneously to prevent difficulty in comprehending the language. The PHS included 63 items divided into four dimensions. The four dimensions of the scale were a) Philosophical Well-being, b) Psychological Well-being, c) Physical Well-being and d)Socio-Economic Well-being. Out of 63 items 24 were negative items against which the respondents had to tick on any one of the 5 options (5 point Likert scale) – Strongly Agree (SA), Agree (A), Not Sure (NS) and Strongly Disagree (SD). Reliability was measured by using the Cronbach's Alpha and was found to be .973.

Scoring-The scores were arranged that in case of positive items, Strongly Agree (SA), Agree (A), Not Sure (NS) and Strongly Disagree (SD) were arranged as 5, 4, 3, 2, and 1 respectively and in case of negative items the same was scored in the reverse 1, 2, 3, 4, and 5.

Result and Discussion

Descriptive Statistics of Personal Happiness and Teaching Competency

Table 2: Descriptive Statistics of Personal Happiness and Teaching Competency of teaching interns

	N	Mean	Median	Mode	Std. Deviation	Skewness	Kurtosis	Maximum	Minimum
Personal Happiness	200	237.51	239.00	240	24.698	-.142	-.369	294	177
Teaching Competency	200	112.50	110.50	103[a]	16.061	.287	-.548	147	81

a. Multiple modes exist. The smallest value is shown

The Table: 2 shows that,the mean score 237.51 out of 315 in PHS (Personal Happiness Scale) indicates teaching interns have the High Range Personal Happiness. The descriptive statistics (Table: 1) shows also that the median score for Personal Happiness is 239 and mode score is 240 with standard deviation of 24.698. The skewness value is -.142 and the kurtosis value is –.369 for

Personal Happiness. The largest observation of the Personal Happiness in sample is 294 and the smallest observation is 177. The mean score 112.50 out of 147 in GTCS (General Teaching Competency Scale) indicates teaching interns have the Above Average Range (according to the Table 9 of Manual for GTCS-PBLM) Teaching Competency. The descriptive statistics (Table: 2) shows also that the median score for Teaching Competency is 110.50 and mode score is 103 with standard deviation of 16.061. The skewness value is .287 and the kurtosis value is -.548 for Teaching Competency. The largest observation of the Teaching Competency in sample is 147 and the smallest observation is 81.The graphical representation of the frequency of the scores of teaching interns in Spiritual Intelligence and Personal Happiness are presented in Figure *d* & *e* showing the nature of distribution in a comparative mode.

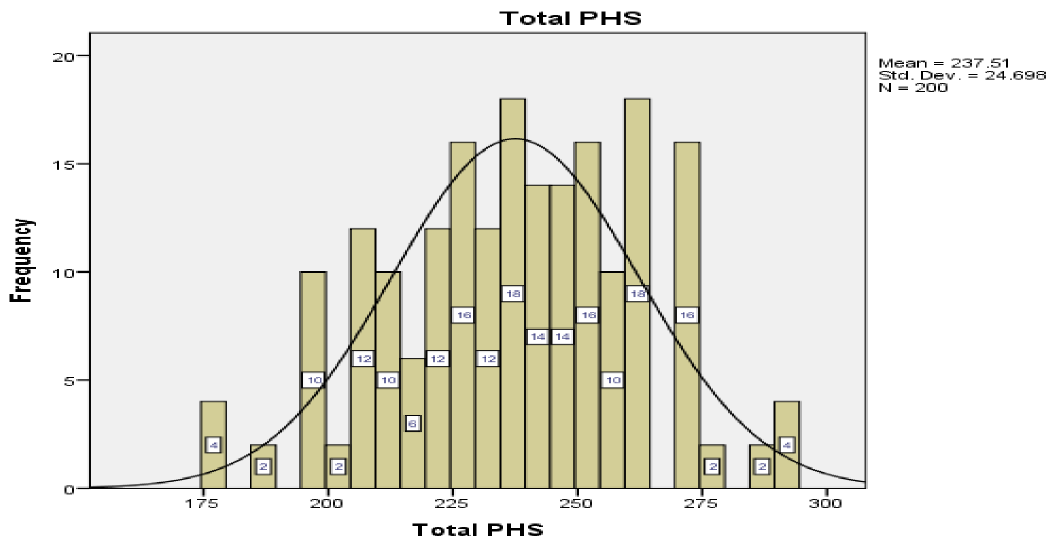

Figure d: *Graphical Representation of the Frequency of the Scores on Personal Happiness.*

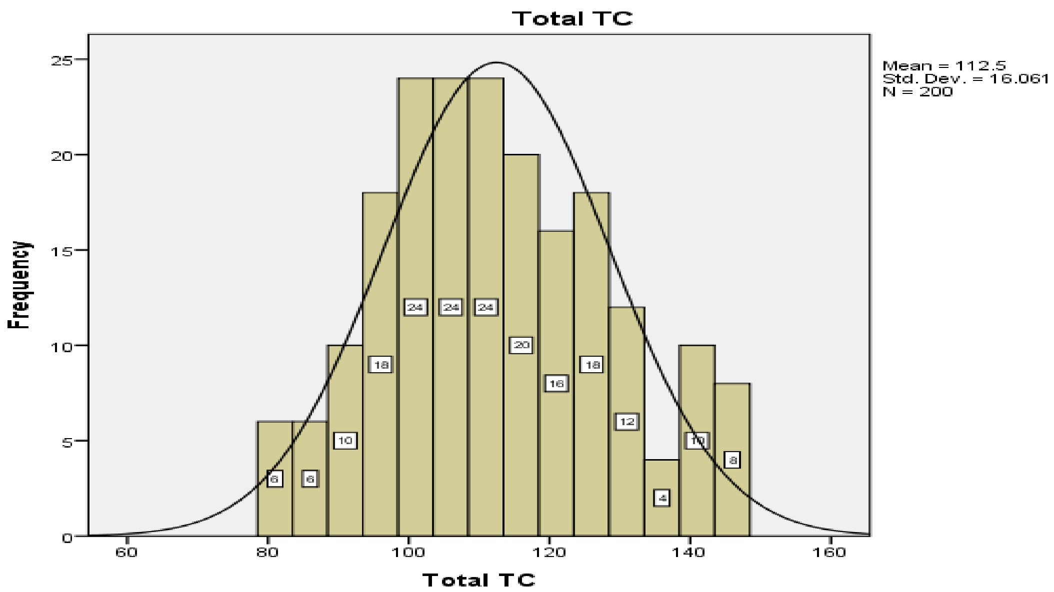

Figure e: *Graphical Representation of the Frequency of the Scores on Teaching Competency.*

Testing of Null Hypotheses $H_0$1& $H_0$2

- **$H_0$1**There is no significance difference of Personal Happiness between male and female teaching interns.
- **$H_0$2:** There is no significance difference of Teaching Competency between male and female teaching interns.

Table 3: Testing of Null Hypotheses $H_0$1 & $H_0$2

Testing of Hypotheses	Dependent variable	Independent variable		N	Mean	Std. Deviation.	t	p (sig.)	df.	Remarks
Ho1	Personal Happiness	Gender	Male	70	234.40	28.425	-.886	.377	198	Not significant‘t’ at 0.05 level. Ho1 not rejected
			Female	130	238.65	22.474				
Ho2	Teaching Competency		Male	70	106.71	12.365	-3.867	.000		Significant‘t’ at 0.05 level. Ho2 rejected
			Female	130	115.62	16.977				

Out of 200 teaching interns 70 are male and 130 are female. Result indicates that Gender wise teaching interns have the High Range of Personal Happiness. In the case of Ho1 result indicates that the mean of male teaching interns in Personal Happiness is 234.40 and the mean of female teaching interns in Personal Happiness is 238.65. $t_{(198)}$ value calculated is -.886 and p value is .377 ($p > 0.05$). Hence Ho1 is not rejected. So it can be concluded that there is no significant difference between male and female teaching interns in their Personal Happiness.

Result indicates that Gender wise teaching interns have the Above Average Range (according to the Table 9 of Manual for GTCS-PBLM) of Teaching Competency. In the case of Ho2 result indicates that the mean of male teaching interns in Teaching Competency is 106.71and the mean of female teaching interns in Teaching Competency is 115.62.$t_{(198)}$ value calculated is -3.867 and p value is .000 ($p < 0.05$). Hence Ho2 is rejected. So it can be concluded that there is a significant difference between male and female teaching interns in their Teaching Competency.

Testing of Null Hypotheses $H_0$3 & $H_0$4

- **$H_0$3:** There is no difference of Personal Happiness between rural and urban teaching interns.
- **$H_0$4:** There is no difference of Teaching Competency between rural and urban teaching interns.

Table 4: Testing of Null Hypotheses $H_0$3 & $H_0$4

Testing of Hypothesis	Dependent variable	Independent variable		N	Mean	Std. Deviation	t	p (sig.)	df.	Remarks
Ho3	Personal Happiness	Locale	Rural	68	241.21	27.762	1.524	.129	198	Not significant‘t’ at 0.05 level. Ho3 not rejected
			Urban	132	235.61	22.841				
Ho4	Teaching Competency		Rural	68	109.69	15.345	-1.785	0.76		Not significant‘t’ at 0.05 level. Ho4 not rejected
			Urban	132	113.95	16.286				

From the Table: 4, out of 200 teaching interns 68 are rural and 130 are urban. Result indicates that Locale wise teaching interns have the High Range of Personal Happiness. In the case of Ho3 result indicates that the mean of rural teaching interns in Personal Happiness is 241.21and the mean of urban teaching interns in Personal Happiness is 235.61 .t $_{(198)}$ value calculated is 1.524 and p value is .129(p >0.05). Hence Ho3 is not rejected. So it can be concluded that there is no significant difference between rural and urban teaching interns in their Personal Happiness.
Result indicates that Locale wise teaching interns have the Above Average Range (according to the Table 9 of Manual for GTCS-PBLM) of Teaching Competency. In the case of Ho4 result indicates that the mean of rural teaching interns in Teaching Competency is 109.69 and the mean of urban teaching interns in Teaching Competency is 113.95. t $_{(198)}$ value calculated is -1.785 and p value is 0.76 (p > 0.05). Hence Ho4 is not rejected. So it can be concluded that there is no significant difference between rural and urban teaching interns in their Teaching Competency.

Testing of Null Hypotheses $H_0$5 & $H_0$6

- **$H_0$5:** There is no difference of Personal Happiness between B.Ed. and M.Ed. teaching interns.
- **$H_0$6:** There is no difference of Teaching Competency between B.Ed. and M.Ed. teaching interns.

Table 5: Testing of Null Hypotheses $H_0$5 & $H_0$6

Testing of Hypothesis	**Dependent variable**	**Independent variable**		**N**	**Mean**	**Std. Deviation**	**t**	**p (sig.)**	**df.**	**Remarks**
Ho5	Personal Happiness	Course	B.Ed.	136	237.68	25.504	.139	.890	198	Not significant 't' at 0.05 level. Ho5 not rejected
			M.Ed.	64	237.16	23.082				
Ho6	Teaching Competency		B.Ed.	136	113.74	15.646	1.554	.113		Not significant 't' at 0.05 level. Ho6 not rejected
			M.Ed.	**64**	**109.88**	**16.733**				

From the Table: 5, 0ut of 200 teaching interns 136 are B.Ed. interns and 64 are M.Ed. interns. Result indicates that Course wise teaching interns have the High Range of Personal Happiness. In the case of Ho5, result indicates that the mean of B.Ed. teaching interns in Personal Happiness is 237.68 and the mean of M.Ed. teaching interns in Personal Happiness is 237.16. t $_{(198)}$ value calculated is .139 and p value is .890(p >0.05). Hence Ho5 is not rejected. So it can be concluded that there is no significant difference between B.Ed. and M.Ed. teaching interns in their Personal Happiness.

Result indicates that Course wise teaching interns have the Above Average Range (according to the Table 9 of Manual for GTCS-PBLM) of Teaching Competency. In the case of Ho6, result indicates that the mean of B.Ed. teaching interns in Teaching Competency is 113.74 and the mean of M.Ed. teaching interns in Teaching Competency is 109.88. t $_{(198)}$ value calculated is 1.554 and p value is .113 (p > 0.05). Hence Ho6 is not rejected. So it can be concluded that there is no significant difference between B.Ed. and M.Ed. teaching interns in their Teaching Competency.

Testing of Null Hypothesis $H_0$7

- **$H_0$7**There is no relationship between Personal Happiness and Teaching Competency of teaching interns.

Table 6: Testing of Null Hypothesis H_07

		Personal Happiness	Teaching Competency
Personal Happiness	Pearson Correlations	1	.224**
	Sig. (2-tailed)		.001
	N	200	200
Teaching Competency	Pearson Correlations	.224**	1
	Sig. (2-tailed)	.001	
	N	200	200

**. Correlation is significant at the 0.05 level (2-tailed).

Table 6 shows that, there is a significant positive correlation between Personal Happiness and Teaching Competency ($p< .05$, $r =.224$) Hence Ho7 is rejected. So it can be concluded that there is significant positive relation between Personal Happiness and Teaching Competency of teaching interns.

Conclusion

The teaching interns have the high range of Personal Happiness. Study found that male and female teaching interns are equally personally happy. İhtiyaroğlu (2018) also observed that Personal Happiness is the Gender free concept. From this study in can be concluded that locality has no impact on personal happiness of teaching interns. The study also found that B.Ed. and M.Ed. teaching interns both are equally personally happy. The teaching interns have the Above Average range of Teaching Competency. Female teaching interns are more competent in teaching than male teaching interns. But locality and Course are insignificant variables for Teaching Competency.

Teaching internship helped interns to develop more competent for teaching. Personal Happiness and Teaching Competency are positively related. Happy Teachers can make happy, prosperous and bright students through the medium of their professional skills.

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THE FUTURE OF THE COPPER METAL IN INDIA

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Abstract

Three plausible scenarios—Tech World, Green World, and Trend World, for copper use in India during the 21st century are presented. The scenario framework is based upon the Intergovernmental Panel on Climate Change scenarios for greenhouse gas emissions and the scenario model is based upon the intensity of use hypothesis. Irrespective of the scenario, India's intensity of copper use will continue to increase until 2050, with rapid growth occurring between 2020 and 2050. By 2100, copper use in India could range between 9 and 17 Tg Cu/year, showing a multiple increase from the present level of 0.3 Tg Cu/year. Three sectors—housing, power, and transport are expected to be the major drivers of copper use. Currently, copper production from secondary copper meets approximately 40% of the contemporary demand. However, the Government of India needs to promote the recycling industry in the country to make it more organized and market driven such that it can provide an important feedstock of resources to meet India's burgeoning demand for materials.

Keywords: Red metal; Copper use; Indian economy; Scenario analysis; Substance flow analysis

Introduction

India is primarily an agrarian economy with more than 70% of the population still living in the rural areas. Indian economy when a highly closed and regulated economy was opened to globalization through a series of economic and liberalization reforms. India with over 1 billion people is now the world's fourth largest economy (expressed in purchasing power parity dollars) and is still growing at rates higher than those of other developing countries being next only to China. India is a rapidly developing country with a vision to become a developed nation by 2020 (Kalam and Rajan, 2002). The country is perceived to become a global player in the world economy in this century. The boom of the information technology (IT) sector has further propelled the Indian economy by providing a competitive edge over other countries in this field. With a large pool of inexpensive and highly skilled manpower, India is emerging as the back office of the world both for providing IT services and for research and development activities in various science and technology fields. However, the transformation will require exponential growth in basic infrastructure sectors, such as housing, energy, telecommunications, etc. The tremendous growth potential in these sectors implies a huge demand for basic materials, such as steel, copper, aluminum, zinc, etc. The reserves estimates and apparent rates of use1 of major metals in India are shown in Table 1. Going forward, it is likely that the gap between demand–supply of these metals from domestic sources will continue to increase, so India would have to rely increasingly on imports of different ores and minerals (Roonwal and Wilson, 1998; Indian Bureau of Mines, 2001; Indiastat, 2004). This paper presents a set of future scenarios of material use in India, with copper as the example. India is an appropriate representative example to present the developing country perspective to analyze the question: Is it reasonable to expect developing countries to leapfrog and dematerialize given their contemporary socio-economic profile? It is expected that the strongest growth in demand for copper products will take place in countries, such as China and India, that currently have relatively low levels of per capita copper use, but have a large potential for rapid industrialization and infrastructure development. The impact of such strong growth in developing countries can be significant and may influence the structure and prospects of the global copper industry in the long term. In addition, various other factors, such as the lackadaisical nature of governments in these countries towards environmental policy and regulation, use of relatively inefficient and environmentally damaging technology by small and medium enterprises, a huge informal network of recycling, and existing technological gaps in various sectors can also influence material use patterns. This study builds on the previous work on future scenarios for copper use at the global and regional level (Kapur, 2005).

Table 1
Reserve estimates and apparent rate of use of major metals in India

Mineral	Total recoverable reserves (Tg)	Apparent rate of usea (Gg/year)
Aluminum	2527	600
Chromium	97	600
Copperb	5b	200
Iron	13435	36000
Leadb	3b	100
Manganese	191	–
Silverb	0.004b	3
Tinb	0.5b	1
Zinc[b]	10b	20

Source: Roonwal and Wilson (1998), Indian Bureau of Mines (2001), and Indiastat (2004).
a Values refer to the year 1998.
b Metal content.

The Indian Copper Industry—an overview

For over 3 decades, there was only one primary producer of copper in India, M/s Hindustan Copper Limited (HCL), a Government of India owned enterprise with an installed capacity of 47.5 Gg Cu/year of cathode copper.2 There were approximately ten copper mines under HCL's operations; but on account of high operating costs and decline in ore grades, HCL's profitability and production output was significantly affected over the last decade. As a result, the Government of India plans to privatize it through the disinvestments route. With the liberalization reforms in the 1990s, the Government of India allowed private companies to set up copper smelters in the country. Thereafter, over the last 5 years, two private players, M/s Sterlite Industries Limited and M/s Hindalco Industries Limited (the copper business division is known as Birla Copper) emerged, each with installed capacity of 150 Gg Cu/year of cathode copper. Both Sterlite and Birla Copper import copper ore/concentrates from mines owned by them in either Australia or Africa. This type of business model provides a certain degree of stability in terms of supply and price of copper ore/concentrate to their smelting facilities in India. With a six-fold increase in cathode copper production, India's import of cathode copper has declined significantly, resulting in a savings of valuable foreign exchange for the country (e.g., in the year 2000, India imported 180 Gg of copper ore and concentrate, and 30 Gg of cathode copper, as compared to the 1994–1998 period when on an average India imported of 34 Gg of copper ore and concentrates and 130 Gg of cathode copper) (ICSG, 2002). Countries in Asia accounted for 44% of global refined copper usage of 15 Tg in 2002. However, India's share is approximately 5% of Asia's demand or 3% of overall global copper demand. The fabrication and manufacturing of copper and copper alloys semi-products3 are dominated by copper wire and strip, followed by copper flat products, engineering and sanitary castings, and metal artwares. The domestic production, import, and export statistics of copper and copper alloy semi-products for the year 2001–2002 are given in Table 2. The total copper usage in the country is approximately 450 Gg Cu/year. Compared to its domestic production, the net import–export rate of semi-products is significantly lower. The largest exports of copper and copper alloy semi-products are metal artwares, which include handicrafts and utensils.

Table 2

Domestic production, import and export of copper and copper alloy semi-products for the year 2001–2002

Copper and copper alloy semi-products	Domestic production	Import	Export
Wires and strips	240	25	3
Flat products	85	6	5
Tubes and sections	32	7	6
Metal artwares	40	–	36
Engineering and sanitary castings	50	4	1
Metal powders and chemicals	15	0.3	0.3
Total	462	42	51

All figures are net copper content expressed in Gg Cu/year. Source: ICSG (2003).

The use of Copper

The copper use trends are shown in Fig. 5 for the three scenarios. Their values for the years 2000, 2020, 2050, and 2100 are illustrated in Table 3. By 2100, copper use in India could range between 9 and 17 Tg Cu/year, showing an exponential increase from the present level of 0.3 Tg Cu/year. The Tech World and Trend World both depict a continuously increasing trend in rate of copper use. However, in a Green World, rate of copper use will slow down after 2050. Comparatively, in Asia, the copper use in 2100 is expected to be in the range 13–55 Tg Cu/year and the global range of corresponding values is 30–130 Cu Tg/year (Kapur, 2005). Therefore, India would account for a significant share of copper use in Asia. Although over the last few years the Indian economy has been growing at a rate next only to that of China, its rate of copper use is significantly lower. In the year 2000, China's refined copper use was approximately 2 Tg Cu/year (ICSG, 2002). A list of projections for copper use in India based upon literature review is given in Table 4. The projections do not portray a similar trend and are divided in their opinion whether copper growth in India will be robust or slow.

Table 3

Copper use trends (2000–2100)

Scenario	2000	2020	2050	2100
Tech World	0.3	1	9	17
Green World	0.3	1	6	9
Trend World	0.3	0.5	4	14

All values are expressed in Tg Cu/year.

Table 4

Copper use projections for India based upon literature review

Copper use projection (Tg Cu/year)	Year	Source
0.5–0.9	2008	IIM (1999)
0.6–1.7	2013	IIM (1999)
0.4–0.8	2007	Viswanathan (1998)
0.5	2007	Planning Commission (2002b)
0.2	2010	Dorian et al. (1990)
0.6	2012	http://www.indiastat.com (as accessed on 01/17/04)
0.7	2006	ICSG (1997)
1.2	2010	Cayci and Sezer (1994)
2.1	2020	Cayci and Sezer (1994)
3.3	2030	Cayci and Sezer (1994)

Per capita copper use trends

The per capita copper use trends are shown in Fig. 6 for the three scenarios. Their values for the years 2000, 2020, 2050, and 2100 are illustrated in Table 5. Irrespective of the scenarios, India's per capita copper use will increase rapidly from the year 2020. By the year 2100, per capita copper use in India will be in the range 8–15 kg Cu/(capita-year). Compared to India, the overall per capita copper use in Asia will be in the range 4–18 kg Cu/(capitayear) (Kapur, 2005). The present level of per capita copper use of 0.3 kg Cu/(capita-year) in India is one of the lowest in the world (T. Grover, personal communication, 2003). This can be attributed to a couple of factors. The Government of India, in the seventies, on account of foreign exchange limitations, issued a policy directive that prohibited the manufacture and use of copper cables for house wiring, and as a result, aluminum captured the copper market in India in one of its dominant uses (Viswanathan, 2003).

Table 5

Per capita copper use trends (2000–2100)

Scenario	2000	2020	2050	2100
Tech World	0.3	1	6.3	15.3
Green World	0.3	0.9	4.5	8.3
Trend World	0.3	0.4	2.9	8.0

All values are expressed in kg Cu/(capita-year).

A lot of building codes and by-laws written thereafter promoted the use of aluminum over copper (N. Shukla, personal communication, 2003). The policy directive was withdrawn in 1993 and slowly the reverse substitution of aluminum with copper for house wiring use is occurring in India.

Scope of copper

Housing- It is estimated that housing shortage in India is close to 40 million units and housing demand is growing at 2 million units every year (ADB, 2004a,b). Although the housing shortage is primarily for low-income households, a new trend is emerging in urban centers where usually private single floor households are being torn down and multi-floor apartment complexes are being built in their place to meet the demand. As a result, the gross built up area for the residential category has nearly doubled to 19.2 million km2 over the 1997–2002 time period (Anon., 2003). The Government of India through its different agencies is primarily responsible for low-income housing and still continues to use aluminum for house wiring, whereas all private construction in the country prefers to use copper (M.A. Narsimhan, personal communication, 2003). With the withdrawal of the policy directive for not using copper for house wiring, it is expected that new housing units constructed by the government and its agencies in the future will also use copper.

Telecommunication India's telecommunication sector has witnessed a revolution in terms of the unprecedented exponential growth over the last 5 years. The number of telephone lines added to the basic services network over the last 5 years has been one and half times more than what was added over the last 50 years (Gupta, 2003). For an average Indian citizen in an urban area, possessing a mobile phone is easily affordable now. The number of telephones (both fixed and mobile) per 100 people or tele-density has grown approximately four times to 4.9 telephones per 100 people since 1995–96 (MoCIT, 2003). More than 80% of villages in India have direct access to telecom facilities (MoCIT, 2003), although there is only one connection per village and the connection is usually through satellite. By 2010, it is anticipated that the tele-density will be 18 telephones per 100 people and India will possess more than 200 million telephones, with the share of mobile phones growing very rapidly as shown in Fig. 7. The use of copper for telecom cables in India has been declining on account of the substitution of jelly filled telecom copper cables by optical fibre cables and the rapid diffusion of mobile and wireless technologies. These trends are expected to continue (Viswanathan, 2003; M.A. Narsimhan, personal communication, 2003).

Power- The growth in India's power sector has not been able to match the increase in demand. In 2002, India was faced with base load energy and peak energy deficits of 7.5% and 12.6%, respectively (Planning Commission, 2002a). The Government of India proposes to double the generation capacity from the present level of 100 GW by the end of 2012 (Narsimhan, 2002). To achieve this ambitious target, the Government of India started the Accelerated Power Development Program in the year 2000 with an objective to strengthen the sub-transmission and distribution network, as most of the power distribution networks in India are highly inefficient. Power delivery losses are more than 50% and the failure rate of distribution transformers is over 25% every year (Narsimhan, 2002; Patankar, 2001). It is expected that the Government of India, state governments, and power utilities in the future would prefer copper coil distribution transformers over aluminum, as energy savings from using copper outweigh the relatively lower capital costs of aluminum distribution transformers over the long term operational cycle of the transformer (Narsimhan, personal communication, 2003). With the growth in the power sector, as well as in distribution transformers, copper use is expected to grow in the power and control cables market, especially in the control cables where copper use in India is dominant (ICSG, 2003).

Transport- India is fast emerging as a world manufacturing hub for compact cars and a supplier of variety of automotive components (Chatterjee, 2004). Suzuki of Japan was the first foreign player to set up a vehicle manufacturing facility to cater to the Indian market in the early 1980s. Presently there are more than a dozen foreign and domestic players with their manufacturing or assembling facilities in India. The Indian consumer never before had access to such a variety of automobiles in terms of price, size, and features. In the year 2000, India produced 5 million vehicles and exported approximately 3% of its production, as shown in Fig. 8. Over the last 2 years, the export of vehicles has nearly doubled. Out of the 50 million registered vehicles, two wheelers (scooters, mopeds, and motorcycles) accounted for 70% of the total as shown in Fig. 9. The burgeoning domestic market has further potential for growth, as the vehicle ownership rate in India of six vehicles per 1000 people is relatively low and vehicle-financing schemes have become common over the years. The number of registered vehicles in India is expected to be 100 million by 2010 and will further double by 2020 (K. Deb, personal communication, 2004). In addition, the proposed shift by the automotive industry globally to move to a 42 V system will increase the copper requirement per vehicle (Murugan, 2003). Thus, the transport sector, after of housing and power, will be one of the other important drivers that will influence growth of copper use in India.

Electronics and consumer durables- The trends in possession of electronics and consumer durable items, such as televisions, cassette/radio players, washing machines, refrigerators, vacuum cleaners, personal computers, etc., in Indian households over the last 25 years is shown in Fig. 10. There is an approximately eight-fold increase, primarily driven by the growth in the use of television, especially since the Asian Games in New Delhi in 1984 when broadcasting in color was first introduced in India. The growth in the use of televisions further gained momentum with the introduction of cable television in India during the first Gulf War in 1991. The new media provided immense opportunities to the electronics and consumer durables industry to market their products aggressively to the Indian consumer and be able to influence their purchasing behavior. Further, with the entry of foreign players from South Korea, Japan, Europe, and the U.S.A. in the 1990s, the intense competition in the industry meant that high quality products were now in the price range of the Indian consumer. The industry is expected to continue its exponential growth for the next 10–15 years as well. The future growth will be driven by an increase in use of personal computers, residential air conditioners, microwave ovens, digital disc players, and cameras. In terms of implications for copper use, except for air conditioners, most of the products are either imported or assembled in India. As a result, this sector is not expected to drive copper use in India.

Copper recycling in India

The copper industry in India, which utilizes different types of old copper scrap, is highly unorganized and is mainly dominated by small and medium enterprises in handicrafts, utensils, artware, and wire bar manufacturing. Most of the industries are not registered with the government on account of environmental concerns and tax liabilities. The main areas of copper recycling in India are (ICSG, 2003):

- Post consumer copper discards, mainly collected from households by individual scrap merchants.
- New scrap from fabrication and manufacturing units without a melting facility. Such units include cable and wire manufacturing, forging, and redrawing units. The scrap is either sold in the scrap market or returned to the raw material supplier.
- Import of old scrap by either scrap traders or individual units. Imported scrap is usually either melted and/or refined.
- Recovery of copper wires from post consumer insulated cables and wires.
- Recovery of copper and copper alloys from copper ash, brass ash, and dross.

The copper recycling activity in India involves a variety of people—from the roadside scavenger to the scrap merchant who imports and/or buys scrap based upon domestic demand and copper scrap prices on the London Metal Exchange. None of the entities in the recycling hierarchy are supported by any specific policies by the Government of India to encourage recycling (Bhatkar, 2002). All the recycling activities are driven by the economics of copper scrap, although copper scrap prices in the Indian domestic market are usually higher than the international prices (ICSG, 2003). Copper scrap in India is a highly volatile commodity as no scrap merchant stockpiles. Rather, copper is traded on a cash-before-delivery basis. Another constraint to copper recycling in India is that the Government of India through its environmental regulations on hazardous wastes restricts import of certain types of copper and copper alloy scrap which might contain lead and cadmium above permissible limits. The generation rates of different types of copper scrap are given in Table 6. Old copper scrap accounts for nearly 60% of the total generation.

Table 6

Generation rates of different types of copper scrap in India

Scrap type	Generation rate (Gg Cu/year)
Old scrap	
Copper cables	10
Radiators and brass utensils	4
Ship breaking	19
Winding wire	10
Cartridge brass of spent bullets	14
Mixed railway scrap	5
Sub total	62
New scrap Wires and cables	12
Forgings, redrawing, fabrication, and machinery	24
Copper ash, dross, etc.	5
Sub total	41
Total	103

All figures are in net copper content expressed in Gg Cu/year. Source: ICSG (2003).

Policy implications - A developed India will achieve overall economic growth in terms of reducing the number of people living below the poverty line and, as a result, improve the quality of life of its citizens with easy and affordable access to basic infrastructure services of housing, water supply, sanitation, and power, and also better healthcare for all. Over the last decade, India has initiated a lot of efforts in this regard, but a lot remains to be done. To realize its dream, India's demand for basic materials, such as steel, aluminum, copper, paper, plastics, timber, petroleum, and cement, will increase substantially over the next 20–30 years. Therefore, it is not expected that the Indian economy would begin to "dematerialize" in the short to medium term. Given India's strength of human capital in terms of skilled scientists and engineers, India will not lag behind if opportunities for technological leapfrogging are available, either created through research and development within India or through technology transfer from developed countries. India can derive maximum benefit from technological leapfrogging on account of the sheer volume of her domestic market. The rapidly increasing use of mobile phones and wireless local loop technologies across India is a perfect example in this regard. Plausible sets of scenarios for copper for India have been presented. Given the magnitude of the increase in copper use in India and India not being self-sufficient in copper resources, certain macro implications for policy can be drawn. Not only copper, India also imports large quantities of antimony, molybdenum, tin, tungsten, and platinum group of metals (Planning Commission, 2002b). India, unlike developed countries, such as United States, cannot afford to build strategic stockpiles of resources critical for the growth of the economy. India needs to prepare a policy document on what will be its material requirements over the next 20–30 years and how the country anticipates to meet the demand either through imports or technological changes vis-a-vis its own resources. Such a document will lay out a list of ` critical resources for the Government of India to take priority action. Also the Government of India needs to review the ongoing privatization of the minerals sector in the country. A certain degree of privatization is definitely beneficial as it brings in the desired investment for new mineral exploration and development and also the best of the technology in the field. The Indian market is not yet mature enough to adjust to the dynamics of the market forces. The government still needs to retain its executive powers, as is evident from the last quarter of 2003 when Indian exports of finished steel to China started to affect the domestic demand–supply scenario and the government intervened to stabilize the prices. Specifically for copper, the long-term viability of business model of the two primary private producers of copper in India needs further investigation. The Government of India also needs to promote its metals recycling sector by streamlining its policies, taxes, and duties on imports and processing of scrap. An organized and market driven recycling industry in India can provide an important feedstock of resources to meet India's burgeoning demand for materials.

Conclusion

The future of copper in India is as bright as the metal. Three sectors – housing, power, and transport – are expected to be the major drivers for copper. Reverse substitution of aluminum with copper is occurring in India after the withdrawal of the policy directive against the use of copper for house wiring. Although the share of the service sector, driven by the information technology revolution, is rising in India's gross domestic product, the intensity of copper use will continue to increase until 2050. By 2050, it is expected that India will be a developed nation, having provided basic infrastructure services to all its citizens.

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CHANGING FACE OF LIFE INSURANCE BUSINESS IN INDIA: A CASE STUDY OF LIC OF INDIA

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Abstract

Indian economy has witnessed drastic changes since 1991 with the migration to the policy of liberlisation, privatization and globalisation from the protected regime. It has also started in Insurance sector with the opening of the Insurance sector and setup of IRDA in the year 2000. LIC (Life Insurance Corporation of India) also started facing competition in the market with private plyesrs. Indian Insurance market started changing in the area of product innovation, technology driven customer centric initiatives, use of technology in cost reduction, greater penetration of insurance and more channels of distribution like bancaasurance, direct marketing, online business etc.

LIC still lead the market competing with private player and maintaining its market share to more than 70%s. LIC seemed to overcome these threatss and established itself as transnationally competitive financial conglomerate of significance to societies and pride of India.

The current paper tried to identify the recent trends that prevailed in the insurance market and still prevailing and initiatives adopted by LIC to counterfit steps in changing market for its successful survival and impressive growth also. Being the largest insurer and leader of the Insurance market of India, the case of LIC is fit to study and identify the changing face of Indian insurance market.

Key words: LIC, Indian Insurance Market, technology, product, customer, trends ,change, channels of distribution, initiatives..

Introduction- Indian Economy witnessed drastic changes in globalised era after the Introduction of New Economic Policies Since 1991 under the global policy wave of LPG (Liberalisation, Privatisation & Globalisation). It dragged the Indian economy and market to open market from the protected regime in which major business including service sector was under government control. In the Insurance sector it has started its impact after the setup of IRDA in the year 2000. Private Life Insurance Companies gave licence to operate in Indian Insurance market with a joint venture with Indian partner with 26% stake. In start 15 private players given licences and they have started in the Indian market. Before this the 100 percent Government owned Insurance giant LIC of India was the sole player of the Industry since its inception in 1956. It was the year, when government nationalised the insurance business after acquiring 245 foreign and national private players. After the year 2000, foreign companies were allowed to work in India with the joint venture with maximum cap of 26% stake which later enhanced to 49% and further enhanced to 74%. The key objective of IRDA was to make rules as regulator to promote and ensure the growth of Insurance Industry as a whole and regulating insurance industry and protecting customers interest and health of the companies operating in the field.

With the emerging competition in the insurance market and presence of private players equipped with advance technology and aggressive marketing strategy started ripples in the monopolistic market lead by LIC of India. Indian insurance industry has evolved itself a lot during last twenty years in terms of product, reforms, innovation and disruptions. A lot of factors like changing demand for innovative and customized products ,digitalisation led disruptions ,rising awareness ,newer channel of distributions like micro and bancassurance, capital infusion through public issues and FDI and at the same time government policies and initiatives making environment conducive to make the most of this rapidly evolving ecosystem. (Verma, 2018). The changes in the insurance industry may be categorised mainly on following parameters

The Insurance density and penetration:

The basic parameters of growth or trends of insurance industry in any country is measured by its penetration and density to the market.

Product shift:

Innovative products with more customised need stated coming into the market and LIC also introduced different products as per the market demand

- The first Unit linked plan (ULIP)" Bima Plus" launched on 12 th February 2001.It was a product linked to the share market and having insurance component both.
- Health Products : Jeevan Arogya ,Cancer Cover
- Pension Plans :Jeevan Shanti , Jeevan Akshay
- Term Insurance Plans : Tech Term
- Short Term Payment and Long term Coverage : Single premium products.
- N/Par Products

Customer Service:

It was seen major initiatives in the area of technology in customer service mainly focused on Virtual Presence.LIC was the only company till the year 2000. Entry of foreign players was positioning themselves with their technology driven initiatives and digital platform in all means of Insurance business .It is now easy to access all features of all available Insurance plans with their details in Public domain. The aim was to build trust and transparency among customers on product and service standardisation guided by IRDA rules and instructions. It was an era of revolution in customer services. LIC also took steps to provide different facilities to its customers. Some of them are identified as:

- Premium payment through ATM launched in the year 2003 with the help of corporation Bank.
- Premium payment through ECS and Kiosk started in the year 2004.
- SMS service initiative launched (2004).
- ICMS (Integrated Complaint Management System launched in the year 2012 to centrly monitor customer grievances and provide solution thereof in speedy manner. (2011).
- In 2012 LIC launched its Officlly developed android based mobile app for public use , which later customized and integrated with more and more features like premium calculation ,product features and payment of premium .
- Customer Portal launched for self service of their policies by the customers in the year 2013 and which later upgraded to provide almost all types of services like viewing policy image ,loan and interest repayment change of address etc.
- Premium payment through Wallet, BHIM, and UPI enabled for customers.

Technology shift/ Initiatives:

With the entry of the private sector and competitive market and at the same time advancement of Information technology worldwide has started changing the Indian insurance market .Being the market leader LIC was under pressure to maintain its market share and leadership both . LIC has taken many It initiatives to leverage technology in both customer service and selling its product. The main it initiatives can be summarised as follows:

- Fist IVRS centre which was started in 1998 has been reinforced with setting up call centres at 8 locations in the country in 2002. Corporate messaging started and software platform also changed in the same year,
- Premium payment facility by customers through internet had been started in the year 2001.
- For faster communication both external and internal LIC launched website with address www.licindia.in and the intranet site "Jeevan Sanchar" in the year 2000.
- It was necessary to demographically reach customers for sale ans services both LIc has stated first SSO (satellite sampark office) in the year 2005,
- To give speedy and hassle free service on te concept of any type of service any where LIC started the project named "Enterprise Document Management System" (EDMS) . The main task of the project was to digitalize all policy records and to enable service providers to see it on their desktop and reducing servicing time.it was stated in the year 2005. Crores of documents scanned. It has helped LIC to keep pace with changing customer needs.
- Corporate data warehouse started to provide business solutions and analytics. It has helped to design more customised product and also services to customers. (2005).
- Online paperless underwriting of proposals started in the year 2010.
- Merchant and customer portal launched to provide service to customers in the year 2013., Merchant portal launched to authorise its agents to work as an intermediary to collect premium and provide other services .24x7.
- LIC eServices in compliance to IRDA regulation launched on 1st February 2017 .LIC Mobile App launched for agents in the year 2018 fully customised as per agents need to provide existing and prospective customers support available 24X7 in their hand.
- Policy records digitalisation process under EDMS project completed for 29 crore policies till 2017.
- New Business Digital Application ANANDA an acronym for Atma Nirbhar Agent launched on 19 th November which provides for Life Insurance Policy through a Paperless module with the help of Agent. It is revolutionary step that will create a new environment of paperless and contact less secure service to future customers.

Channels of distribution:

Before the year 2000, it was around 100 percent agent force sales or face to face sales. Business through Bancassurance started with the strategic tie-up with the Corporation Bank in the year2002.

- Bancassurance Channel: It is working with the many PSU and Private sector banks to distribute and sell its products .
- CLIA Channel: The Chief life Insurance Advisor channel was started by LIC in the year 2008 as an alternate channel of distribution .It is the channel which empowers its senior and consistent agents to designate them as Chief Life Insurance Advisor. They are empowered to recruit sales agents under their organisation and this channel is one of the biggest channels of distribution with more than 18 percent share of new business procured by the corporation.
- LIC DIRECT Marketing: Direct marketing channelis successful channel . It gets leads from different social and direct contact programmes and converts those leads into business .SBA and LICA: Senor Business

Associates are the empowerd development officers with separate office having premium collection and underwriting powers also.

- Micro Insurance: It was launchedin septemer 2006 by LIC under a separate business vertical to further spread its cause of spreading security cover to under privileged and lower income segment. It works withthe help of NGOs,SHGs and other nodal agencies. State with 80 thousand policies in 2006-07, it has now providing insurance cover to more than 2.22Crores policy holders and is having now 21547 MI agents as on 31.03.2021.
- LIC Online: LIC Jeevan Akshay VI, A pension plan first launched on online platform for sale in the year 2012 and later on many policies made available for online sale and as on date there are 12 policies available for sale on online platform.
- LIC and IndusInd Bank tie up for providing first ever group insurance scheme to account holders of the bank in October 2005.

Diversification of business:

- LIC Housing Finance Ltd wholly owned subsidiary of the corporation incorporated in the year 2007,
- LIC Card services started as a wholly owned subsidiary of the corporation in the year 2008.
- LIC launched credit Card "LIC CARD" with the help of corporation Bank in 2009 and later made tie up with AXIS Bank and IDBI also.

Covid Era-A New Normal:

A study by Palta (2021), assessed the effect of Business channels and summarised that distribution strategy has never been more pressing with the growing Digital disruption change of business landscape across sectors and business.

Summary and Conclusion: The study shows that since the year of inception of IRDA, i.e. year 2000, LIC has transformed its technology in both procurement and distribution channel and at the same time customer centric it initiatives is working as catalyst behind all changes. Growing distribution channel shows the drastic changes taking place in business model in LIC and industry .The ever increasing volume complexity, competition and regulatory compliances will compel harnessing all the futures of newer emerging technology by the insurance industry as a whole. In the fast changing market scenario to be dominated by tech savvy millennial population which are totally different in their choices and insurance needs.. Rapid advances in technologies in the next decade will lead to disruptive changes in the industry. The Artificial Intelligence(AI) based insurance market will lead towards new technology initiative to create innovative products, contact less s business , streamlining process at lower cost with the help of new data sources to exceed customer expectations for individualization and dynamic adaptation. The evaluation of last two decades shows that the next decade will see the magic of the concept "The best way to predict the future is to invent the future. LIC is expected to lead the insuretech driven changes also.

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EDUCATIONAL THOUGHTS OF SWAMI PRANABANANDA IN PRESENT DAY

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Abstract

In nineteenth century, India produced a galaxy of great men who have enriched our national life and culture by their talent and personality. **Swami Pranabananda,** the founder of **Bharat Sevashram Sangha** is one of them. He is still revered very much for his message of universal love, compassion for all humanity and social reforms. He tried to establish Indians on true Indian ideals and thus to build up a glorious India. He is a universal nation-building prophet at the present age. He used to say 'students are our future, the backbone of nation and society. He always wanted to make the life of youths and students as an ideal son of India. He believed that renunciation, self-control, truth and continence are the highest ideals of life. He said that regularity and punctuality are essential requirements of all development. He advised to youths that self-confidence, self-reliance, self-respect, self-realization are real assets in life. But recent reports of news paper, media shows that corruption has been spread in every sphere of life. The atmosphere in educational institution is full of unhealthy competition. This competition sometimes leads to rivalries, jealousy and hatred among class fellows. So the study on the educational thoughts of Swami Pranabananda is highly needed for building an ideal society. Hence this study may guide the aimless students and will help to build a strong powerful nation that produced a mass of youths having honest and moral character.

Key words: Universal love, Humanity, Social reforms, Self-realization, Educational thoughts, Strong powerful nation, Moral character.

Introduction:

The nineteenth century had produced in India stalwarts in every field, religious leaders, men of letters, philosophers, politicians, scientists, artists etc. ***Swami Pranabananda***, (1896-1941) the founder of Bharat Sevashram Sangha, was one of these luminaries. He is still revered very much for his message of universal love, compassion for all humanity and social reforms without giving up the nationalist zeal, the love of motherland. Former Justice Sir Manmatha Nath Mukherjee mentioned in 1941, "Today Paramhansa Ramakrishnadeva is no more and Swami Vivekananda also is not in our midst. But Swami Pranabananda was a living combined personality of great spiritualism and dynamic activity. I could not believe that such a towering personality will depart so soon at the age of only 44" (Shantananda, 1975). Swami Pranabananda realized and applied in his life, the principles of Self discipline, self-confidence and daily meditation. He tried to establish Indians on true Indian ideals and thus to build up a glorious India. He is a universal nation-building prophet at the present age. He used to say 'students are our future, the backbone of nation and society. He always wanted to make the life of youths and students as an ideal son of India. He believed that renunciation, self-control, truth and continence are the highest ideals of life. But recent reports of news paper, media shows that corruption has been spread in every sphere of life. The atmosphere in educational institution is full of unhealthy competition. This competition sometimes leads to rivalries, jealousy and hatred among class fellows. So the study on the educational thoughts of Swami

Pranabananda is highly needed for building an ideal society.

Objectives:

The main objectives of the present study are as follows:

- To explore Swami Pranabananda's philosophy on education.
- To study the aims of education according to Swami Pranabananda.
- To help the future researchers by showing the new areas of research in education.

Methodology:

In present study, the investigator has attempted a descriptive and analytical study of Swami Pranabananda's thoughts with a view to find out the importance and significance in the present context by applying the philosophical method. Basically content analysis method is used. Historical method is also considered. The descriptive research technique or content analysis method based on intensive library work has been done. Here philosophical method is adapted and qualitative analysis is followed.

Data collection:

In this work, both primary and secondary sources are taken into consideration. The primary sources are collected from the 'Sangha Geeta' and letters of Swami Pranabananda by visiting the Head office and branches of Bharat Sevashram Sangha. The secondary sources are taken from several books, journals, newspapers, memorial speeches on Swami Pranabananda.

Research Questions:

The researcher has conducted the study on the basis of the following questions:

- What are the educational ideas of Swami Pranabananda?
- Does Pranabananda's philosophy encompass educational ideals?
- What are the aims of education according to Swami Pranabananda?
- What are the unique characteristics of Swami Pranabananda's educational philosophy?

Educational Thoughts of Swami Pranabananda:

Swami Pranabananda is a universal nation-building prophet at the present age. His message is also universal and meant to guide the bewildered humanity in the path of security and peace. His divine message is being published in the name of ***Sangha Geeta.*** He used to say that the students and the youths are able to get new thought, they can make a strong society and help to make a prosperous country, it is possible if the youths get proper education.

Philosophy of Swami Pranabananda:

Swami Pranabananda, the great spiritual preceptor of our country, appeared to preach and propagate the ideals of morality, religion and to proclaim the majesty and glory of renunciation, self-discipline, devotion to truth and continence. He would have to adorn the sacred seat of the ancient Aryan Sages and thereby raise and lead a fallen nation on the path of morality and spirituality, sacrifice and service. His philosophy was published as ***Sangha Darshan.*** According to him- (Sangha Geeta, 1997 pp.5-8)

- **Service to man is service to God**: Service to suffering humanity is the motto of Swami Pranabananda. His mission is to help the distressed, to nurse the sick, to feed the hungry, to clothe the unclothed and to spread the ideal education.
- **Expansion is life and contraction is death:** This is the guiding principle of Swami Pranabananda.
- **Renunciation, self-control, truth and continence** are the highest ideals of life. In his words 'Root your life to a very strong base of discipline, restraint, sacrifice and truthfulness. That will make you real men. (Divine message, p-28)
- **Unity and integration** is the way to progress and prosperity. He wanted to strive tirelessly and selflessly to awaken

and unite all sections of the people to build strong India.

- **Universal emancipation and self-realization:** According to swami Pranabananda "the ultimate salvation and realization of the soul is the aim of life".
- **Self-oblivion** is the real death: it concerns the great obstacle that stands in the way of progress and achievement.
- **Patience, Fortitude, Endurance, and steadiness** are the real strength. Actually mental strength is the true strength.
- **Self confidence, Self-reliance and Self-respect** can be considered as true assets and reliable helpers.
- **Energy, Enthusiasm and Perseverance** are the real friends. Energy is necessary to work. Perseverance is required in the form of incessant endeavour until realization of the objective. This combination determines success in all fields of endeavour.
- **Regularity and Punctuality** are essential requirements of all who aim at development.
- **4M's Philosophy**: He uttered, "this is the age of ***Maha-jagaran***, (Age of Universal Awakening)**,*Maha-milon***, (Age of Universal Unification), ***Maha-samanyay***,(Age of Unversal Synthesis) and ***Maha-mukti*,.(**Age of Universal Salvation).

Aims of Education:

After scrutinizing the biographical books, letters, journals on Swami Pranabananda, it can be perceived that the aim of education is-

- **Spread of ideal education:** Swami Pranabananda wanted to spread the ideal education to makes true men and build strong powerful nation.
- **Moral and Spiritual Education**: He came forward to build up the nation on the basis of spiritual and moral ideas; so he wanted to reintroduce spiritual and moral education.
- **Self-realization:** The ultimate aim of education is to develop self-realization, universal emancipation.
- **Formation of good character**: In his words "Moral character is strength, which enables men to struggle valiantly. Weak moral character corrodes a person. Keep it up at all cost".
- **Self-control** of students and youths. He said " Self control is at the root of health, happiness, peace and power"
- **Observation of Brahmacharya:** Swami Pranabananda strongly emphasized the need for the students to observe Brahmacharya. Its helps to improve and sharpen various psychological processes such as learning, thinking, remembering etc.
- **Nation building Education:** He said "Lack of manpower is our severest handicap. Development of manpower is the primary condition for reforming the society and rebuilding the nation. Our efforts shall flounder unless we develop real men. That is why I have taken up this task." (Atmananda.ed.2008. p.26)
- **Developing a spirit of renunciation, Shraddha:** He believed that without shraddha, spirit of renunciation, an individual can not proceed further.
- **To promote Universal Brotherhood:** He believed that an ideal system of education is one which imparts universal brotherhood. He declared 'this is age of Maha-milan, Maha-samannay'. So he organized Bharat Sevashram Sangha to promote universal brotherhood.

Curriculum of Education:

Swami Pranabananda did not prescribe any specific curriculum, but his instruction seems to support the following curriculum:

- Vedic and Upanisadic studies.
- Spiritual literature.
- Technical and vocational Education.
- Art, culture, ethics.
- Physical education and yoga.
- Activity based curriculum
- Love for the motherland
- Value Education.

Method of Teaching:

Swami Pranabananda's love for the poor, distressed, helpless and downtrodden people were unparalleled. He laid stress upon the following methods of teaching: (Adarsha Vidyarthi)

- Discussion method
- Lecture method
- Activity based method
- Teaching through Mother tongue
- Individual guidance and counseling
- Education through Self-experience
- Education through co-operation
- Nature is the great teacher
- Example is better than precept.

Findings of the Study:

In the present system of education students fail to achieve self-reliance, self-confidence, self-sacrifice and self-discipline. Recent reports of media shows that increased violent juvenile crime, mischief, suicide etc have happened causing moral crisis in the society. So the aim of education 'all round drawing out of the best' is not being fulfilled. As a result, unemployment, violation of human rights, religious fanaticism, inhuman treatment of women, caste conflicts prevail to greater extent creating various socio-economic hazards. Swami Pranabananda considered idleness, lethargy, sensual activities to be the greatest enemies of human endeavor. He realized that peace and happiness can come only through unity and understanding among the people. In his words ***"Building a moral character is of no less importance for students than the studies. No endeavour succeeds unless you have it."*** So the present study may guide the aimless, baseless, restless youths and students. The study will create sympathy, fellow feelings, patience, self-reliance, self-control and prevent degradation of values. This work will help to build a strong powerful nation and produce a mass of youths having honest and moral character.

Conclusion:

Swami Pranabananda and his organization have done commendable work in the field of education and cultivation of mind. He dedicated his entire life to education – by his own example and by his teaching and work. He said that the goal of India is not in materialism but the ultimate goal is the need of morality, religion and philosophy. Propagation of religion, re-construction of the religious monuments and temples, service to the people, spreading education, social upliftment and building the nation were his motto of life. He devoted his entire life and energy for the society without much publicity. He said ***"Rest is work and work is rest". The journey from one work to another is life."***

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GST IN INDIA: A CASE STUDY OF JHARKHAND

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Abstract

The Goods and Services Tax is an important indirect tax regime implemented in India from 1 July 2017, which has been described by the government and many economists as the biggest economic reform since independence. With its implementation, a single indirect tax system was implemented for the whole country by removing various taxes being levied at different rates by the central government and different state governments. The Indian Constitution was amended to implement it.

In this research paper, the impact of GST on the income of Jharkhand state has been evaluated. And an attempt has been made to know whether the introduction of GST is in the commercial interest of the state or not.

Key words- Goods and Services Tax (GST), Jharkhand, State revenue, problems and challenges, economic reforms, tax evasion, benefits of GST.

1. About the GST

GST is known as the Goods and Services Tax. It is an indirect tax which has replaced many indirect taxes in India such as the excise duty, VAT, services tax, etc. The Goods and Service Tax Act was passed in the Parliament on 29th March 2017 and came into effect on 1st July 2017. In other words, Goods and Service Tax (GST) is levied on the supply of goods and services. Goods and Services Tax Law in India is a comprehensive, multi-stage, destination-based tax that is levied on every value addition. GST is a single domestic indirect tax law for the entire country. Under the GST regime, the tax is levied at every point of sale. In the case of intra-state sales, Central GST and State GST are charged. All the inter-state sales are chargeable to the Integrated GST. An item goes through multiple change-of-hands along its supply chain: Starting from manufacture until the final sale to the consumer The Goods and Services Tax is levied on each of these stages making it a multi-stage tax.

- Purchase of raw materials
- Production or manufacture
- Warehousing of finished goods
- Selling to wholesalers
- Sale of the product to the retailers
- Selling to the end consumers

2. Objectives of GST
    - To achieve the ideology of 'One Nation, One Tax'
    - To subsume a majority of the indirect taxes in India
    - To eliminate the cascading effect of taxes
    - To curb tax evasion
    - To increase the taxpayer base
    - Online procedures for ease of doing business
    - An improved logistics and distribution system
    - To promote competitive pricing and increase consumption

Advantages of GST- GST has mainly removed the cascading effect on the sale of goods and services. Removal of the cascading effect has impacted the cost of goods. Since the GST regime eliminates the tax on tax, the cost of goods decreases.

Also, GST is mainly technologically driven. All the activities like registration, return filing, application for refund and response to notice needs to be done online on the GST portal, which accelerates the processes.

Components of GST-There are three taxes applicable under this system: CGST, SGST & IGST.

Table 1: Components of GST

CGST:	It is the tax collected by the Central Government on an intra-state sale (e.g., a transaction happening within Maharashtra)
SGST:	It is the tax collected by the state government on an intra-state sale (e.g., a transaction happening within Maharashtra)
IGST:	It is a tax collected by the Central Government for an inter-state sale (e.g., Maharashtra to Tamil Nadu)

India adopted a dual GST model, meaning that taxation is administered by both the Union and state governments. Transactions made within a single state are levied with Central GST (CGST) by the Central Government and State GST (SGST) by the State governments. For inter-state transactions and imported goods or services, an Integrated GST (IGST) is levied by the Central Government. GST is a consumption-based tax/destination-based tax, therefore, taxes are paid to the state where the goods or services are consumed not the state in which they were produced. IGST complicates tax collection for State Governments by disabling them from collecting the tax owed to them directly from the Central Government. Under the previous system, a state would only have to deal with a single government in order to collect tax revenue.[1] Revenue earned from GST (intra state transaction - seller and buyer both are located in same state) is shared equally on 50-50 basis between central and respective state governments.[2] Example: if state of Jharkhand has collected a total GST revenue (intra state transaction - seller and buyer both are located in same state) of 100 crores in month of January then share of central government (CGST) will be 50 crores and remaining 50 crores will be share of Jharkhand state government (SGST) for month of January. For distribution of IGST (inter state transaction - seller and buyer both are located in different states) collection, revenue is collected by central government and shared with state where good is imported.[3] Example: 'A' is a seller located in state of Jharkhand selling a product to 'B' a buyer of that product located in state of Bengal, then IGST collected from this transaction will be shared equally on 50-50 basis between central and Bihar state governments only. Goods and services are divided into five different tax slabs for collection of tax - 0%, 5%, 12%, 18% and 28%.

3. Impact of GST on Jharkhand

The traders of Jharkhand had noticed various flaws in the GST system. The most important of these was the rate of 28% which was more than the rate of 115 countries of the world.[4] Implementation of GST has been criticized by State traders for problems including delays in tax refunds and too much documentation and administrative efforts.[5] When the first GST return was filed in August 2017, the system crashed under the burden of filing.[6] Many described the GST as "destroyer small traders and industries". India's main opposition party Congress criticized the implementation of GST as "a way of taking money out of the pockets of the poor".

4. Impact on the revenue of Jharkhand government

Implementation of GST has some structural issues because of which Jharkhand is going to suffer permanent loss of revenue. A presentation that Jharkhand Government made before the 15th Finance Commission, it estimated that Rs 3,000-4,000 crore is the annual revenue loss that the state is going to suffer[7] It's largely because of the rates that they have reduced in respect of coal, given that the state is dependent on revenue from coal and minerals. There is an issue of royalty and GST also. Till 2022, Jharkhand is getting the compensation. But the question is what will happen after that? This period to be extended by another five years especially in view of the structural losses that it has caused to the state.

In December 2021 a meeting of the GST Council under the chairmanship of Finance minister of India was held in Lucknow. In this meeting, the representative of Jharkhand alleged that there are structural flaws in the format of tax collection of the Central Government. Current structure of GST supports the consumer (consuming) states. Whereas manufacturing and production states like Jharkhand suffer from this. Jharkhand, which gives coal to the entire country for power generation, is in the dark. Electricity has to be bought at an expensive rate by the state.

There was talk of demanding change in the GST slab of coal in the interest of the state. Minister Badal patralekh, the representative of Jharkhand state in the council meeting demanded 1544 crores of GST compensation money of the state. The attention of Union Finance Minister Nirmala Sitharaman was also drawn towards the Rs 12,725 crore that Jharkhand has to get as royalty. A state like Jharkhand has 73% rural population. Obviously, 39 percent are BPL and 27 percent are tribal. The people of the state are behind other states in consumption. The state has to bear the loss.

Jharkhand used to get Rs 460 crore every month through CESS on coal before the implementation of GST, after implementation of GST this amount is now distributed among all putting huge revenue losses for the state. The objective of GST was to accelerate GDP growth. The country's GDP rate was 8.2 percent in the year 2016-17, after which the country's GDP growth came to just four percent in the year 2018-19. This was a normal year, this year there was no corona. The people of Jharkhand are hungry even after giving coal, copper, and iron to the entire country. These points need attention.

5. Overall increase in state GST revenue in 2021

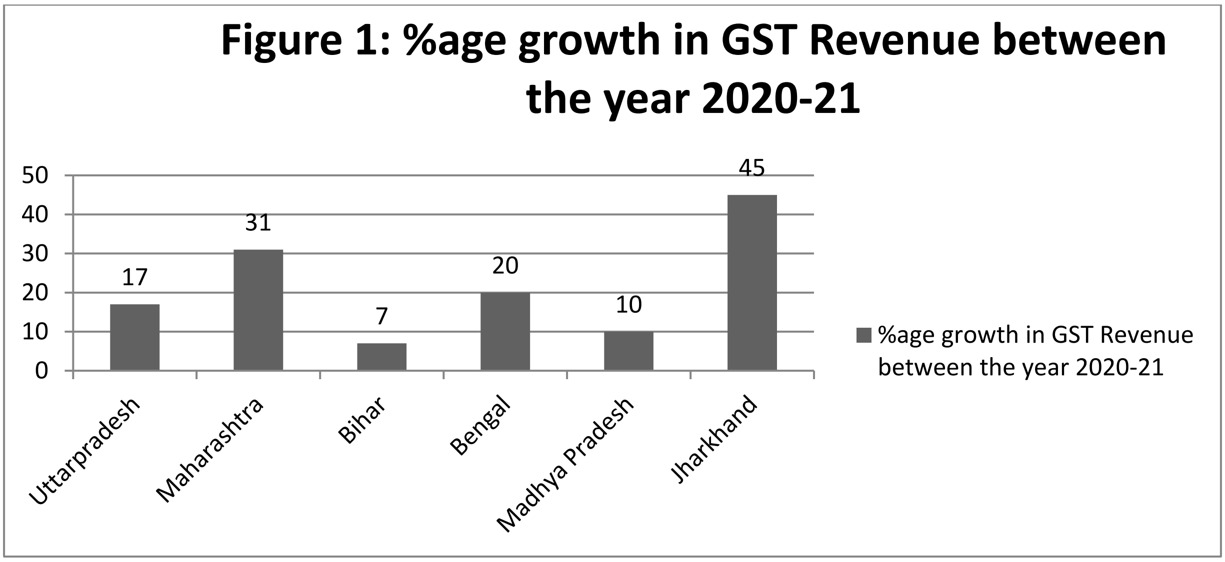
After the introduction of GST, the state of Jharkhand is incurring a lot of loss of revenue as a coal and other ores producing state but the benefits of GST are also visible in other areas. In August 2021, the GST collection figures for August 2021 were released by the central government. According to this, the Center has collected GST of 1,12,020 crore in August 2021, which is 30% more than in August last year(2020). Jharkhand's share in this is 2166 crores. This is 45% higher than August 2020. Despite the small population of Jharkhand, this increase is the highest in comparison to the big states.

Information is given in the following table[8]

Table 1: GST revenue in the year 2020-2021

Big states	2020(August) in Cr	2021(August)) in Cr	%age growth in GST Revenue) in Cr
Uttarpradesh	5098	5946	17
Maharashtra	11602	15175	31
Bihar	967	3037	07
Bengal	3053	3678	20
Madhya Pradesh	2209	2438	10
Jharkhand	1498	2166	45

Source https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1609919



Source: https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1609919

In July 2021, the GST collection of Jharkhand was Rs 2056 crore, which was Rs 716 crore more than that of July 2020. That means 54% more tax came. If Lakshadweep, Ladakh Manipur, Andaman and Sikkim are excluded, then Jharkhand has the highest increase in GST as compared to the big states.

There is a lot of resentment among the business class of Jharkhand regarding the high rates of GST. Initially, there was no GST on clothes. But now it has been increased to 12 percent. In December 2021, the textile traders of Jharkhand organized a state-wide strike against this increase. The textile business has suffered a lot in this Corona period. In such a situation, the hike in GST is troubling the businessmen.

With the implementation of GST, tax evasion has come down. And many big scams have been caught-After several levels of investigation into the GST scam in Jharkhand, it has now been almost clear that 19 companies have committed a scam of about 300 crores by fraudulently. 19 companies registered in Jharkhand have evaded tax of Rs 26.51 crore by swindling 300 crores. These companies issued fake bills of about 300 crores for tax evasion. Scrutiny of documents filed by these companies revealed that these companies were availing input tax credit on the basis of bogus bills. The addresses were also fake. Curiously, the address given by any company does not exist at all. Fake addresses of other states have also been used for fraud. Multiple GST registrations have been done from the same mobile and email id.

Increase in tax payers base and state revenue- Evidently with introduction of GST there has been a huge increase in the number of traders migrating from VAT to GST. Between the year 2016-17 and 2017-18, about 74 thousand 678 new traders were registered in the GST in the state, due to which there had been a huge increase in tax collection. According to departmental sources, the revenue received by the state has more than doubled in a year after GST.

Table 2: Increase in Jharkhand State's revenue after the introduction of GST in the State in 2017-18

Financial year 2017-18	Revenue collected in Jharkhand (in Rs Cr)
April 2017	341
May 2017	599
June 2017	820
July 2017	844
August 2017	777
September 2017	668
October 2017	776
November 2017	795
December 2017	821
January 2018	841
February 2018	848
March 2018	1643

The tax base of the state also increased by about 10 percent. However, due to various provisions of GST including filing of returns, traders have definitely faced problems. At the same time, due to lack of information, only 1251 applications for GST returns received from across the state. Out of these, more than 100 traders not submitted the hard copy of the required documents. Initially the benefits of GST were not visible. Revenue was also affected due to technical hurdles like filing of returns, implementation of e-way bills and technical glitches. At the same time, new traders also showed hesitation in registering for GST. Intermittently, there was an increase in revenue after the GST introduction due to the provisions of GST and the reforms made in the system. With the introduction of GST, the number of traders increased significantly. In 2016-17, there were only 80,580 traders were registered in the state, but after GST, about 74,678 new traders registered in 2017-18. Most of them were small and medium scale traders. Now the number of registered traders in the state has gone up to 1, 55,258. According to departmental sources, there has been a reduction in tax evasion by about 75 percent due to GST. The reason for this is being told that with the GST technology based system, the entire process of every transaction done by the traders is transparent.

Conclusion

GST was introduced in Jharkhand in 2017. During that time there was a lot of fear in the minds of state governments, customers, shopkeepers, businessmen and manufacturers. But with the passage of time, his fear proved to be quite ruthless. I found during my research that after the introduction of GST in Jharkhand, the revenue of the state increased significantly. It was found that the number of tax payers also increased significantly. Such traders who had been evading tax for a long time came in the grip of the law. After the introduction of GST in the state, tax-scams worth Rs 300 crore were caught. According to an estimate, there has been a 75% reduction in the incidence of tax evasion in the state. Apart from this, due to the implementation of GST, the whole process has become very transparent. Now tax payers do not have to pay different types of taxes. Now the registration of GST has become easy, so according to this research, there has been a huge increase in the small and medium level businessmen in the state. But along with this, there is a lot of disappointment in the business class regarding the GST rate. The textile traders of the state are opposing the 12% GST on clothes. The business activities of the state were greatly affected during the Corona period. But, the high rate of GST is troubling the business class and customers a lot. The government needs to pay attention in this direction.

But along with this, Jharkhand is also suffering a lot in many areas. Jharkhand is an ore producing state. Before the implementation of GST, Jharkhand used to get a lot of revenue in return for production of coal and other mineral ores and supply to other states. But now state revenue has reduced a lot. According to an estimate, the state has suffered a loss of Rs 4000 crore annually . Apart from this, the compensation received by the state government from the centre has also come down. The state government says that due to the producer of ores, they are incurring more losses, whereas the consumer states are getting more profits. For example, DVC produces electricity by taking coal cheaply from Jharkhand and then sells the electricity to the Jharkhand government at a very high rate.

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SIGNIFICANCE OF TRAINING FOR SCHOOL TEACHERS

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Abstract

As teacher we all are concerned with improving the education of our student. We must work on improving teachers' training. Teachers in training need to familiarize themselves with the common base standards and linked tests. Teacher training equips the student teacher with appropriate knowledge, attitude and skills to function efficiently in their teaching profession. It provides school teacher with the theoretical and conceptual structure that help them to understand the details of the profession. It empowers the teacher with the skills that would enable them to function in the most capable and efficient manner. Teacher training programme depends on the constitutional framework and social requirements of the country. A country like India has developed teacher training programmers which meet the requirements at various levels i.e. pre-primary to higher secondary. Curriculum and syllabus of teacher training programmers varies as per the need and requirement at these levels.

The paper presented here, gives brief description of concept, needs and objectives of teacher training, State and central level training agencies and methods of teachers training. It is a basic paper on this topic and useful for biginers. Data used for this study is mainly ssecondory in nature. Face-to face interview with teachers and training instructers has also been conducted for the study.

Key Words: School teachers, Teacher training programme concept, needs and objectives of teacher training, State and central level agencies.

The core concern of teacher training is to developed sound knowledge in subject areas at various levels. It is noticed that subject content of various subjects differs from pre-primary to higher secondary. So as to develop subject knowledge, professional training are required. Internalizing subject knowledge help to organize variety of learning experiences.

Concept of Teachers' Training: The term teachers' training is used as a long time for all teacher preparation programmes. Literally, Training is a 'well–organized activity with objective of imparting clearly set instructions or pre-decided activity to improve the receivers performance or make them to achieve certain level of knowledge or specific skill'. Training is the continuous activity provided to individuals/group to increase productivity and enhance performance of the people concerned.

Training basically improves the performance of **special skills** and therefore, different training methods:

i. **Job Training**: To understand the special skills needed for a job,
ii. **Refresher Training**: To get knowledge in latest trends in the job,
iii. **Internship Training**: To get practical knowledge in the job selected,
iv. **Orientation programme**: To impart basic knowledge of task selected,
v. **Remedial Training**: To overcome the deficiencies needed for particular job,
vi. **Promotional Training**: To internalize knowledge for higher posts.

It prepares teachers in facilitating the physical, mental, social, ethical, aesthetic and linguistic development of the child by acquainting them with the knowledge of child psychology. It helps to practice and organize varied learning experience which promotes creativity, motivation and self-reflection in student community.

Need for school Training: Training in job helps to be more successful in their job. Teaching is a profession which needs training. Teaching at any level is done with a view to impart knowledge. Competence and and professional skills are integrated part of teacher training. They acquire technical skills in practice and not in lecture room. Teacher should possess skills and competencies which make their task easy, useful and effective. They should know the techniques and procedures to be adopted in their profession.

There are teachers who have acquired enormous success in teaching through training and experience. Much wastage in teaching efforts can be saved if the prospective teacher is subjected to teacher training. A good deal of waste in teachers' effort might be avoided by training. The most important task of training for the future is to improve the intellectual and technical competence of the teachers. It aims at maintaining or increasing the quality of entrants for the profession. Some special need for school training is mentioned here:

i. **Need of change**: Educational extension is capable ofhelping individual or group in meeting their academic needs and in solving their academic problems.
ii. **Improvement of competence**: To improve the competence of the teacher in terms of knowledge, skills, interest, and aptitudes as an essential means of improving education.
iii. **changing areas of human endeavor**: All the new developments, innovations and changes necessitate corresponding changes to be brought about in educational objectives, curricula, textual content, teaching methods, instructional materials without delay so that education remain dynamic, up-to-date and responsive.
iv. **Educational extension**: It contributes to the qualitative improvement of education.

Objectives of Teachers 'Training: For the continuous development of teachers several programmes are organised and their main objectives are as:

i. To help teacher to get acquainted with modern techniques jn education.
ii. To upgrade knowledge and understanding of the content.
iii. To broaden the mental outlook of teachers.
iv. To help teachers to know their problems and to solve them by pooling their resources and wisdom.
v. To develop competence to teach on the basis of the accepted principles of learning and teaching.

Agencies involved in Teachers Training: There are certain agencies at national level that look after the teacher training programme in all parts of the country in direct and indirect manner and capable of providing facilities and financial assistance to them.

Agencies at National Level:

i. University Grant Commission (UGC).
ii. National Council of Educational Research and Training (NCERT).
iii. National Institute of Educational Planning and Administration (NIEPA)
iv. Center of Advanced Studies in Education (CASE).
v. Indian Council of Social Science and Research (ICSSR).

Agencies at State Level:

i. State Board of Teacher Education.
ii. University Department of Education.
iii. College of Education.
iv. Distance Education System.
v. Center for Teacher Education (CTE).
vi. District Institute of Education Training (DIET).
vii. State Council of Educational Research and Training (SCERT).

Models of Teachers Training:

There are following models for training of School teachers-

i. Orientation Course.
ii. Refresher Course.
iii. Summer Course.
iv. Sandwich Course.
v. Extension Centers.
vi. Short-Term Course.
vii. Bureau of Publication.
viii. Professional Writing.
ix. Science Clubs
x. Intensive Course.
xi. Workshops.
xii. Seminar and Symposium.
xiii. Exchange of Experts.
xiv. Education Conferences, etc.

Suggestion for Training to School Teachers:

There are some suggestions for strengthening the Training to school Teachers are:

i. **Resource Persons**: Well qualified Teachers should act as resource persons.
ii. They should be drown from the staff of the colleges and state department of education.
iii. **Well planned programmes**: The programme for school teachers shouldbe planed and organised. They must have a well defined end view and for need of the institute.
iv. **Research**: These programmesshould be backed by the findings of research school teachers. Should be encouraged to take small researchprojects and a quaterly jounal may be started.
v. **Incentive to Teachers**:At present there is no incentive to Teachers who attend these programms but there is need of some incentive to Teachers who attend the Course of longer duration and during the holidays.

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AN ASSESSMENT OF TOXIC EFFECT OF PLASTIC POLLUTION ON HUMAN HEALTH AND ENVIRONMENT IN INDIA

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Abstract

Plastic pollution has become one of the most pressing environmental issues. As rapidly increasing production of disposable plastic products overwhelms the world's ability to deal with them. The present paper reveals the toxic effect of plastic on human health and environment in India. It adversely affects wildlife and their habitats and human population. It is responsible for disturbing the balance of the ecosystem.

Key words: Toxic, Non-biodegradable, Polymer, Wildlife, Pollution.

Introduction

Plastic pollution is the accumulation of synthetic plastic products in the Earth's environment that adversely affect wildlife and their habitats and human population. Plastics are polymeric materials comprising of thousands of 'monomers'. Natural polymers such as rubber and silk exist in abundance but it is not implicated in environmental pollution, because they do not persistin the environment. Plastic is a non-biodegradable synthetic material which is toxic, widelydumped plastic is consumed as food materials by animals, such as Cows, Goat. This consumption of the disposed of plastic leads to various health problem. Plastic pollution has become one of the most pressing environmental issues, as rapidly increasing production of disposable plastic products. Today, single use plastics account for 40 percent of the plastic produced every year. Such as plastic bags and food wrappers, they may persist in the environment for hundreds of years.

The first synthetic plastic – Bakelite – was produced in 1907, marking the beginning of the global plastics industry. However, rapid growth in global plastic production was not realised until the 1950s. But now annual production of plastics increased nearly 200 – fold to 381 million tonnes in 2015. For context, this is roughly equivalent to the mass of two – thirds of theworld population[1-2].

Categories of Plastic

There are six different types of plastics:-

i. **PET –** Plastics that belong to group number one are made out of polyethylene terephthalate or PET. It is mostly used for food and drink packaging purposes due to its strong ability to prevent oxygen to spoiling the product inside.
ii. **HDPE –** Hight Density Polyethylene – it is an incredible resistant resin used for grocery bags, milk jugs, agricultural pipe, lids, shampoo bottles and others.
iii. **PVC** – Polyvinyl Chloride – it is used in the building and construction industry to produce door and window profiles and pipes.
iv. **LDPE** – Low Density Molecules – it is used in plastic bags, six pack rings, various containers, dispensing bottles and most famously for plastic wraps.
v. **5–PP** – Polypropylene – it is found in tupper wares, car parts, thermal vests, yogurt containers and even disposable diapers.

vi. **PS**– Polystyrene – it is a very inexpensive resin per unit weight and easy to create. It is used in beverage cups, insulation, packing materials to egg cartons and disposable inner ware.

Discussion

In India growth of plastic market is higher than its GDP growth at 7%. Plastics industry has been an important contributor to the Indian economy, employing around 4 million people. Plastic consumption in India is estimated as 12.8 million ton/year. As of 2017, India's total plastic waste generation was about 25,940 tonnes per day. This comprises of thermoplastic products like Polyethylene (PE), Polypropylene (PP), Polyvinyl Chloride (PVC), Polystyrene (PS) and Polyethylene Terephthalate (PET). During the period of 2016 – 2021, the sot drinks and food industry will be the highest packaging market share gainers, with a growth share of 3.4% and 1.3% respectively. Over 34 lakh tonnes of plastic waste was generated in the financial year 2019 – 2020, an increase of more than 10 lakh tonnes compared to 2017– 2018.

It is estimated that India generated an annual waste of 34,69,780 tonnes of plastic waste while in 2018 – 2019 it was 33,60,043 tonnes and in 2017– 2018 it was 23,83,469 tonnes. Already, the plastic waste Management Rules, 2016, prohibit the manufacture, import, stocking, distribution, sale and use of carrying bags and plastic sheets less than fifty microns in thickness in the country. There is a complete ban on sachets using plastic material. Ministry of Environment, Forest and Climate Change had also issued a draft notification in the Gazette of India on March 11, 2021 for amending plastic waste Management Rules, 2016.

Effects of Plastic on the environment

The distribution of plastic debris is highly variable as a result of certain factors such as wind and ocean currents, urban areas and trade routs. Human population in certain areas also plays a large role in this plastics can also be used as vectors for chemical contaminants such as persistent organic pollutants and heavy metals.

Once plastic reaches the environment in the form of macro or micro plastics, it contaminates and accumulates in food chains through agriculturalsoils, terrestrial and aquatic food chains and the water supply[3-5].

Micro plastics entering the human body via direct exposures through ingestion or inhalation can lead to an array of health impacts, including inflammation, genotoxicity oxidative stress which are linked to an array of negative health outcomes including cancer, cardio-vascular diseases, inflammatory bowel disease, diabetes, rheumatoid arthritis, chronic inflammation, autoimmune condition and stroke.

Some of the plastic toxins are as follows:

i. Phthalates: Estrogenic compound, disrupt endocrine function and reproductive systems, acute and chronically toxic to aquatic microbes, algae, fish, invertebrate.
ii. BERS: Considered the most hazardous, neurotoxic effect, alter thyroid hormone function.
iii. BPA: Endocrine disrupter, neuro, reproductive and developmental toxicity, cancer risk.
iv. Heavy metals: Lead, Cadmium Solvents, initiators, catalysts used are toxics, can be flammable, cause respiratory and skin problems.
v. Styrene and vinyl chloride: Carcinogenic mutagenic[6-8].

Plastics in oceans are a global problem as when plastic from land transfers to ocean. In Oceans it floats beyond the country's Exclusive Economic Zone (EEZ) and become a trans – boundary problem as marine debris. In presence of salted sea water and sunlight, plastic fragment into micro particles, which are consumed by the fish and then to the human body which affects the system once it goes inside the body. From there it travels to rivers and to oceans, or sometimes directly disposed in oceans. It is said thatby 2050 there could be more plastic in oceans than fish measured by weight. Today the discussion is about beating the pollution caused by plastic bags. Plastic use cannot be eliminated, while the judicious use of plastics candefinitely give a bright future. Paris Agreement on Climate Change and Sustainable Development Goals both were agreed during 2015 and all countries have committed to achieve targets set in 17 Goals and 169 Sub- goals. Plastics are relevant directly with tow of there, SDGs 14 and SDGs 12[9-10].

Conclusion

Today, toxicity of plastic is a big problem on a global scale. The study reveals that the negative consequences of plastic on human health and environment. Reducing the use of plastic is important because plastic production requires an enormous amount of energy and resources. It releases large amount of carbon and contributes to global warming. Recycling plastic is not efficient only 9% of plastic ever produced has been recycled. Plastic pollution affects directly on wildlife. Large numbers of seabirds,sea turtles and other marine mammals are killed each year due to ingesting plastic debris. The government, law implementing agencies and health authorities of the country should take more steps for reducing plastics.

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