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**“Research Skill & Entrepreneurship
Development Activities in Global Perspective”**

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Guest Chief Editor
Dr. Sanjay Kumar

Guest Co-Editor
Prof. Chatar Singh Negi
Dr. Rajpal Singh Rawat
Dr. Amit Agrawal

A Message from the Editor-in-Chief/Editors

It is given me a great feeling of pleasure to release the Special issue of A Peer Reviewed & Refereed International Journal '**Global Values**'. It is great matter of pride of happiness that eminent researchers, scholars, professionals and academicians have contributed their papers with care and sincerity for success this special issue.

Research orientation has gained a momentum for a spiring education istand professionals. New dimension have been explored in the field of different disciplines of knowledge. Another important dimension has reached to education field – the experiment of various disciplines all together orexperimenting on a field using different sciences.

Global mega trends such as the rising role of technology, climate change, demographic shifts, urbanization, and the globalization of value chains are changing the nature of work and skills demands. Our skills usually involve qualities or traits that you possess or those that you can learn or acquire through training and education. Developing skills is important because it allows you to improve attributes and qualities vital to effective workplace performance. By developing these skills, you can also begin your path to personal development, which can help you maximize your potential and achieve your career goals in record time. There are huge gaps in basic literacy and numeracy of working-age populations, as 750 million people aged 15+ (or 18 percent of the global population) report being unable to read and write, with estimates being nearly twice as large if literacy is measured through direct assessments. Large-scale international assessments of adult skills generally point to skills mismatches as well as large variation in the returns to education across fields of study, institutions, and population groups. Employers in many developing countries report that a lack of skilled workers is a major and increasing bottleneck for their operations, affecting their capacity to innovate. Today there is a need for research for skill development at the global level so that the gap between theory and practice can be bridged.

The theme of journal is multi-disciplinary in nature. They have explored the theme from differentpoint of views. Very large numbers of papers were received. After screening, sufficient number ofpapers is published in the journal. Papers from research scholars are also given space in the journal. Though they are not well knitted, yet in order to motivate them, their papers are included.

Present journal '**Global Values**' is an outcome of research papers on the theme '**Research Skill & Entrepreneurship Development Activities in Global Perspectives**'. The theme attracted the attention of intelligentsia and academia and they shared their valued views and opinions on the topic in such a grave and sincere manner thoughts an alluring share of journal In the successful completion ofJournal, we are first brimming with deep love and adoration to the divinity responsible for each andevery act and decision. We would like to place on record my deep sense of appreciation and thanks tothe research scholars and academicians for their efforts in exploring new vistas of research in diverse disciplines and making their articles original and weighty.

We express our gratitude from the bottom of our heart to our Honorable Cabinet Minister, Government of Uttarakhand Sh. Subodh Uniyal, whose encouragement has been giving us new energy and inspiration. We express our heart-felt gratitude to Prof. Rajesh Kumar Ubhan, Principal, Dharmanand Uniyal Government Degree College, Narendra Nagar (Tehri Garhwal), Uttarakhand, standing with us at every juncture from beginning to completion of the journal. We would also like to express our heart-felt gratitude to the SDM, Narendra Nagar, (Tehri Garhwal), Uttarakhand, Sh. Devendra Singh Negi, who played a crucial role in completing this task. We are greatly obliged to each and every person for extending their helping hands. We have deep credenceinour readership who would surely not hesitatein expressing their critical opinion for the betterment of present journal and our future endeavors.

Profound Regards
Dr. Sanjay Kumar
Prof. Chatar Singh Negi
Dr. Rajpal Singh Rawat
Dr. Amit Agrawal

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Empowering Women through Entrepreneurship – A Critical Appraisal of Different Schemes in Uttarakhand

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Abstract

Women Entrepreneurship is a recent phenomenon which has gained immense importance in present times. Women entrepreneurship encompasses in itself welfare gains for women and provides an environment conducive to women's economic, social and psychological empowerment. The increasing importance of women entrepreneurship and its role in economic initiatives upliftment of women had led the governments and policy makers to launch a slew of policy initiatives in order to provide women with opportunity to rise as successful entrepreneurs in diverse fields. This research study is a modest attempt to conduct a thorough analysis of different schemes, programmes and initiatives undertaken by the government to foster women empowerment through entrepreneurship. This research study is analytical and descriptive in nature conducted through compilation of relevant secondary data collected from various government websites, periodicals, books and research journal articles. The results from the current research article reveal that the schemes have benefitted majority of women in a positive sense by encouraging them to undertake new business ventures thereby providing them with gainful self-employment opportunities and income-earning capabilities. However, there are still a handful of women who face certain barriers pertaining to personal, social and economic factors like mobility constraints, lack of awareness, shortage of funds, patriarchal norms, low level of self-confidence which must be addressed through effective government support system in order to pave way for women to become highly motivated, empowered and self-sustained in all aspects of life.

Keywords

Empowering Women, Self-Employment, Entrepreneurship, Government.

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Introduction

Women entrepreneurship is a newly recognized phenomena in terms of empowering the 21st century women. Women entrepreneurship refers to the efforts made in providing women with opportunities whereby she can showcase her leadership qualities, managerial ability and financial decision making skills thereby actively contributing towards sustained economic growth. Women entrepreneur an enterprise/ venture owned and controlled by a women having a minimum financial interest of 51 percent of the capital and giving at least 51 percent of the employment generated in the enterprise to women (GOI,1988). The main idea behind women entrepreneurship is to foster economic empowerment of women through provision of gainful self-employment avenues for women. Women Entrepreneurship can be perceived as a platform whereby women can actively contribute towards betterment of their community and nation at large. Entrepreneurial abilities if utilized fully can serve as an effective tool towards improved well – being of women in particular and societies in general. Hence the growing relevance of women entrepreneurship and its proposed benefits has led the governments, NGO'S to launch a slew of schemes and initiatives for facilitating women empowerment through entrepreneurship.

Uttarakhand is a hilly state in Northern India popularly referred to as the 'Devbhoomi' or the "Abode of Gods". The state came into existence as 27th state on 9th November 2000 comprising of 13 districts which are a hybrid of plain and hilly districts. Women of Uttarakhand are the backbone of state's economy, the phenomenal role of women can be reflected in the fact that they not only fulfill gender roles but perform agricultural work as well. Besides, living a life of hardship her life revolved around fuel, fodder and water and she had had very little decisive role of her own. However, despite of her playing multiplicity of roles of managing household and agricultural work as well women suffers a setback as compared to her male counterparts due to urban – rural gap, digital divide, scarcity of economic resources, low level of financial literacy and lack of awareness. Additionally the patriarchal nature of Indian society enforce upon women traditional gender rules and norms which her ability to undertake different economic pursuits.

Hence women empowerment has been prioritized by almost all governments striving towards devising appropriate policies and initiatives that better serve women needs. It is however imperative to note that most of these policies are targeted towards improving the status of marginalized, lower income groups and vulnerable women who are at a disadvantageous position in terms of extreme poverty, employment & face exploitative practices. These policies and initiatives are being implemented with active participation of local and regional level organisations such as NGO'S and self-help groups (SHGs) towards recognition of women needs and accordance of women a status at par with men thereby ensuring inclusive growth with equity

The 21st century has witnessed women as agents of change for inducing transformative effects on society. Women entrepreneurship in uttarakhand has come a long way. This change is associated with favourable natural factors, abundance of natural resources, and inbuilt talent both at local or regional level. Hence efforts are made to effectively utilize the resources accordingly as per availability of resources and favourable conditions so as to enable women to take ventures with minimum cost. Most of the women are engaged in masala-making, jams, pickles, alpana making, handicrafts, dairy and poultry farming, hospitality services etc. Such enterprises are serving dual purpose of promoting locally available products and gainful employment opportunities for women. At present the state possesses a robust network of women as entrepreneurs engaged in different business activities contributing to economic growth and development The success stories of women entrepreneurs reveal that schemes have successfully contributed towards increasing women's community of entrepreneurs

Review of Literature

Bhatt, Ritika and Pant, Chinmaya (2015) in their study, "Fostering inclusiveness in Uttarakhand : A Focus on Government Schemes on Financial Inclusion" concluded that banks and financial institutions have done well in widening and deepening of credit and there is remarkable progress in Udham Singh Nagar district as far as schemes like GCC, DRI and handloom weavers are concerned.

Maurya Pratibha (2016) in her study, “Financial Inclusion and Women Empowerment in India” studied the different financial inclusion schemes and stated that except a few states women are still financially excluded despite of her being equally capable. Hence efforts should be made to enlarge trust deficit between financial sectors and women and building mutually beneficial relationships based on trust.

Sanguri Sunita (2018) in her study, “A study of Economic Empowerment of Marginalized Sections of Society through Financial Inclusion” the study conducted across Uttarakhand to find the impact of government schemes on empowerment of marginalized sections of society on 3 districts of Kumaon region revealed that the schemes have been be beneficial economic empowerment of beneficiaries of Almora, Nainital and Udham Singh Nagar districts through identified financial interventions.

Bhatia, Shivangi and Singh, Seema (2019) in their study, “Empowering Women through Financial Inclusion: A study of Urban Slum” analysed the effect of financial inclusion policies on economic social and economic empowerment of women and concluded that PMJDY and PMJJBY has been successful across women living in slums with the exception of digital payments and mobile banking applications acting as a challenge. Moreover the study proved that there exists a positive linkage between financial inclusion and dimensions of women empowerment.

Goel, N (2019) in his study, “Benchmarking financial inclusion for Women Entrepreneurship a study of Uttarakhand state of India” showed that financial inclusion statistically influences women entrepreneurship and lack of awareness among women commensurate to women entrepreneurship and provides a platform to enable women to undertake business ventures and suggested that appropriate policies shall be framed with more customer participation to increase women entrepreneurship in hilly regions of Uttarakhand.

Hendriks Sarah (2019) in the study “The role of financial inclusion in driving women economic empowerment” came up with a D3 approach digitize direct and design after careful analysis across countries suggested that women’s economic empowerment can be ensured by expanding their access and use of financial services which in turn grants her greater control over their financial futures.

Kandari Prashant (2020) in his study, “Gender based comparative analysis of financial inclusion of women in hill regions of Uttarakhand a study of Pauri, Chamoli and Rudraprayag district” revealed the existence of gender gap in the deprived hilly regions of Uttarakhand which is merely due to low level of financial literacy and suggested that efforts should be made by the policy makers to frame policies accordingly and leverage technology to enhance usage of financial services in order to bring more and more women beneficiaries under the financial inclusion domain.

Kandpal Vinay (2020) in his study, “Financial inclusion in India Breaking the myths and challenges: the case of Uttarakhand” in his study examined the role of financial inclusion towards fostering social and economic development across 13 districts of Uttarakhand and concluded that major constraint towards inclusive development is lack of market accessibility hence villagers interest must be taken care of.

Objectives of Research Study

1. To study the entrepreneurial implications of different financial inclusion schemes on women in uttarakhand
2. To bring out the importance and role of financial inclusion schemes in ensuring sustained women empowerment

A Snapshot of Schemes and Initiatives for Women Entrepreneurship in Uttarakhand

Women are at the forefront of almost all the government schemes. The government of Uttarakhand is since the past few years working towards providing women with incentives to initiate their own enterprises. At present many schemes and programmes are underway for assistance in women entrepreneurship -

Udyogini- This scheme was envisaged in 2009. The term ‘Udyogini’ stands for women entrepreneur. Primarily, the scheme aimed at strengthening local livelihoods with active intervention of marginalised rural folk for promoting agricultural produce such as wild honey, spices and herbs. This scheme is meant for illiterate

women to improve their skills by imparting women with adequate knowledge of market they operate in so that they can survive in the face of competition. Since 2016 the scheme has incorporated projects related to medicinal and aromatic plant cultivation through proper use of wasteland for cultivation purposes. The main purpose of this scheme is to provide women beneficiaries with credit at subsidized interest rates to establish their retail and small businesses in the field of agriculture thereby managing resources and livelihoods.

Mudra Yojana – This scheme was initiated under the National Mission for Financial Inclusion on 8th April 2015 which aimed at providing loans of value upto Rs 10 lacs to non-corporates, non-farm small micro enterprises by commercial banks, Regional Rural Banks (RRBS), Small Finance Banks Micro finance institutions and Non- Banking Finance Companies (NBFC'S) to interested women for the purpose of starting a small to medium - sized enterprise in manufacturing, trading, services and allied agricultural activities. The main benefit of this scheme is absence of collateral security for availing loan facilities.

The loans are sort to be provided under three broad heads

- **Shishu** - Upto Rs 50000 can be availed by those businesses which are at their initial stage
- **Kishor** - Rs.50000 to 5 lacs can be availed by those having a well- established enterprise
- **Tarun** - 5 to 10 lacs availed by those businesses having a well-established business but require funds for further expansion of business activities in order to encourage women entrepreneurs.

As of Dec 2021, 68 percent accounts are held by women entrepreneurs availing 44 % of sanctioned amount.

Stand UP India scheme – This scheme was initiated on 5th April 2016 under the umbrella scheme of national mission for financial inclusion. This scheme aims at provision of bank loan ranging between 10 lacs and 1 crore to atleast one Scheduled Caste , Scheduled Tribe or women per bank branch for setting up a greenfield enterprise subject to the condition that the enterprise must be manufacturing, agri-allied activities or trading sector. The scheme was meant for promotion of entrepreneurship at grass root level with special emphasis on economic empowerment and job creation.

MSME policy 2015 (As amended in 2019) – The MSME Sector was revitalized by the government of Uttarakhand by the inception of “MSME policy 2015” for the period till 2020 through mobilizing of investment in MSME’s sector through incentives It has been conceived to be a breakthrough in the revival of MSME sector by promoting increased utilisation of locally available products & resources, generation of gainful employment opportunities and promotion of self-employment skills among youth and women.

Special Incentive Scheme for Women Entrepreneurs (Nav Disha Yojana)– This scheme encompasses financial support for women in the form of capital investment subsidy of 25% upto maximum of INR 25 Lacs and an interest subsidy @ 6% on bank loan upto maximum of INR 5 Lacs per year per unit.

Women’s Federation of Indian Chambers of Commerce & Industry (FICCI)– The initiative was launched in 1983 as an important organization of chambers of Industry and Commerce in India. The scheme currently operates in many states including that of Uttarakhand. The scheme aims at encouraging and facilitating women to best utilise their abilities personal skills & experiences and energies possessed by them so as to enable women led startups to become self-reliant .

Uttarakhand Mahila Samekit Vikas Yojana – The scheme was launched in 2003 under the aegis of women empowerment and child development. This scheme is an ambitious initiative of the government of Uttarakhand committed to women’s holistic empowerment through ensuring their active participation in all aspects of human endeavour. The scheme was launched with special emphasis on to cater to needs of mountain women residing in hilly regions of the state for the promotion of self - employment capabilities through women entrepreneurship as one of its objective.

Rashtriya Mahila Kosh – This is an autonomous body for promotion and support, expansion of entrepreneurial skills among women. Over 3148 women have been benefitted as per latest report released by Mministry of Information and Broadcasting, Government of Uttarakhand. Under this credit is advanced to poor

women beneficiaries through grass – root level organisations like Intermediary Micro Financing Institutions NGOs, women federations cooperative societies registered as non profit companies under Section 25 of companies act This scheme includes a planned approach meant to foster self-reliance among women through sustenance of existing employment, generation of further employment the main focus is to extend loans to for furthering entrepreneurial activities of women especially women engaged in rural or unorganised sector.

Support to Training and Employment Programme for Women (STEP) – STEP scheme aims at training to women on self-employment to women on traditional enterprises like agriculture, animal husbandry, dairy matting horticulture, tailoring food processing, handloom ,women khadi and village industries are provided training with cooperation of NGO’S. The target group of this scheme includes assetless, urban poor, marginalized women or women belonging to below poverty line families. It aims at making women economic viable independent and raise their position in society to take up income generating activities and upgradation of skills through training & self-employment.

Trade Related Entrepreneurship Assistance and Development (TREAD) - This scheme is specifically meant for women with special focus on creation of self-employment and employment generation capabilities through inculcation of entrepreneurial skills in non –farm sector. Under this scheme there is a provision of grant upto 30 percent by the government and 70% by the concerned lending institution to women applicant. Besides there is provision of training and counselling facilities to eligible women with active intervention of MSME’S, Entrepreneurship Development Institutes& NGO’S for empowering them economically

Small Industries Development Organisation – This organisation is solely responsible for conducting Entrepreneurship Development Programmes exclusively for women in the small scale industries sector. The SIDBI has implemented two schemes meant exclusively for women named as Mahila Udhyaam Nidhi which grants equity to women entrepreneurs and Mahila Vikas Nidhi which offers adequate developmental support for various creating ample income earning capabilities in women.

Conclusion

Women Entrepreneurship is gaining immense importance in recent times due to advancements in society. As a result, more and more women are joining hands to undertake different business ventures thereby contributing towards overall development of their communities and nation at large. Women entrepreneurship in Uttarakhand has been largely a success. The different policies and programmes initiated by the central and the state government for promoting women entrepreneurship have provided women with opportunities for making the best use of their talents, skills and abilities and have paved an effective way towards fostering their socio-economic development. These policies are increasingly working towards optimising entrepreneurship outcomes for women desirable of starting their own enterprise but lacking the requisite resources. It is important to note that these policies though have been successful to a great, yet there exists certain discrepancies owing to personal, social and economic barriers encountered by women as far as access to different schemes is concerned. These barriers can be overcome through close liason with local/regional level organisations for better outreach of schemes to the grass-root level women.

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Role of Education in Skill Development of Women through Income Generating Activities in Uttarakhand

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Abstract

Education and skill development play a vital role among women. Skill development is a process that increases the income generation opportunities for women. Skill development must be an inevitable part of education. Lack of education and skills in women gives rise to such an epidemic which acts as a hindrance in the development of the nation. Education provides the basis to lead a life of independence. Bringing skill development into the mainstream of education is the priority of today's time, which needs to be implemented at both school and college levels. Women's economic participation in educational attainment and income generating activities is important for empowerment and self-reliance. Skill is a link between job and workforce. There is a need to overcome this in view of the present scenario. Today the country is facing a paradoxical situation where on one hand women entering the labor market in search of job, on the other hand, industries are unsatisfied of unavailability of suitable skilled labor. The objective of this research is to study the role of education in skill development of women through income generating activities. And to highlight the various national and state policies run by the government to promote skill development for women. To analyze this research both primary and secondary data has used. The outcomes of this study will be fruitful for the further research.

Keywords

Education, skill development of women, income generating activities.

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Introduction

Participation and empowerment of women in income generating activities are fundamental rights to enable women, which significant impact on their lives and in society. Education is a valuable element of the knowledge and wisdom and skill required for the development of the country. The outlay on education profits to a Nation for stable economic growth, out space in technology and stability in the economy. It endows out space in technology and development of skills in women. Skill development is essential for social development and economic growth. Women constitute about 48% of the total population of the Nation. Mother's education has more influence on children than father. Due to higher education level, there is a tendency of low fertility rate in women, which is beneficial for their better nutritional level and increase in the use of health services. According to Constitution of India, "women are legal citizens of the country and have equal rights with men". Even today, in many male-dominated societies and rural areas, women are denied education and given less importance than men. For this reason, women are not able to get education and skills and generally faced all types of barriers. Education is inevitable for achieving the Sustainable Development Goals (SDG) which were adopted by the United Nation General Assembly in New York, 25-27 September 2015. It was considered essential to erase poverty, boost shared prosperity and broad-based economic growth, and build peaceful, tolerant societies. Goal no. 4 of Sustainable Development Goal (SDG) is related to education with the formulation "Ensure inclusive and equitable quality education and promote life-long learning opportunities for all" (AIWEFA, 2015).

For the Nation, India, this is time of "demographic dividend". It must reap the best of youths through education and skill development by managing resources for growth in education and development. Given diverse geographical condition of Uttarakhand, crumbed nature of workers or various socio-economic framework of women, development of the skills and training part in terms of approach, quality, contingency is the primary concerns of state Government. To develop the skills and efficiency of women or empower and self-reliant them by endowing mart contingent training, will function as an activator to hasty accretion and growth of Uttarakhand. Education has been recognized as an important device for plunging socio-economic disparities and building an inclusive society.

Hold Back in Women Education

There are many holdbacks towards women's education.

- Illiterate of parents
- Man dominated nature.
- Low socio-economic status of family
- Deficit of security of girls
- Early marriage of girls
- Deficit of access of employment possibilities
- Deficit of public transport and long distance of route
- Wrong perception of societies
- Non-availability of basic facilities
- Overcrowded classrooms
- Wage discrimination
- Non-availability of basic infrastructure in school
- Lack of money/finance
- Dowry system
- Conservative ideology of parents towards girl's education.

Development of Women Skill in Uttarakhand

Development of skill and education in Uttarakhand is achieving pace in view of demographic changes, awareness and need of skills and jobs among women in future or chaining dynamics of times to

come. Now more than ever, people are considering that industry contingent knowledge and skills are major emphasis for sustainable development and growth of Uttarakhand. Deficit of relevant skills and knowledge will outcome in higher sequels in the coming years, which may vindicate to be a stiff act for Uttarakhand in producing ample employment, works, and occupation. Many training programs, schemes and centers are being run in state to promote skill development among women. These centers are armed with modern basic infrastructure, training labs, classrooms, IT facilities, and experienced trainers. Greater value is given to quality and overall training, which holds the underlay for lifetime cognizing, and protect work chance for women to endow them a sustainable livelihood. SPMU is implementing 'Deen Dayal Upadhyaya Grameen Kaushalya Yojana' in the state with the objective of poverty alleviation to make poor households have access to gainful scheme opportunities, so that rural women and youth can be economically independent by building desired skills and getting jobs. The technical education is bestowed through ITIs, polytechnics, MBA institutes, pharmacy institutes, Hotel Management & Catering Technology, Engineering colleges, etc.

Objectives

- To study the role of education in skill development of women through income generating activities in the study area.
- To investigate Women's education level in the study area.
- To highlight the various national and state policies run by the government to promote skill development for women.

Study Area

The studied was carried out in the Uttarakhand located in the northwestern part of the country, India. It is bound on the west and north-west by Himanchal Pradesh, on the north by Tibet Autonomous Region of China, on the east by Nepal (Sudurpashchim Province), and on the south by Uttar Pradesh. It was obtruncated of Uttar Pradesh on November 9,2000 and become another 27th state of the country, India. When this new state was formed, its name was Uttaranchal, but in January 2007 its name was changed to Uttarakhand. The total geographical area of Uttarakhand is 53483 km² and latitude ranging from between 30°15' N and 79° 15' E longitude. It is divided into two divisions, Garhwal division and Kumaun division. The capital of Uttarakhand is Dehradun (winter capital) and Gairsain (summer capital). The total population of the state is 10,086,292, and rural and urban population 69.77% and 30.23%. Total population density is 189/km² and have 13 districts. The literacy rate of the state is higher than the national average, which is 79.63%. Uttarakhand is covered with peaks, snow, mountain, and valleys. The climate condition of Uttarakhand is temperate.

Research Methodology

Present study is based on both primary and secondary data. Secondary data has been gathered from various sources like books, magazines, journals, published and unpublished records. Primary data has been gathered through schedule and questionnaire. Simple random sampling has been adopted for data collection. For this, 200 respondents have been selected. Result and findings are presented in the form of charts, table, and diagrams with the use of Excel.

Result and Discussion

The aim of this study is to express the role of education in skill development of women. Education is very essential for everyone to lead a better life. It's considered the foundation of a blatant economy. According to the Survey of India, it was highlighted that the country's literacy rate is 77.7% in 2022 and will grow rapidly in the coming times. Education provides foundation in the progress and growth of any country. It has a wide connection with human development. Literacy level of Uttarakhand has been higher rather than national average. Here in following table district-wise literacy rate of women are presented.

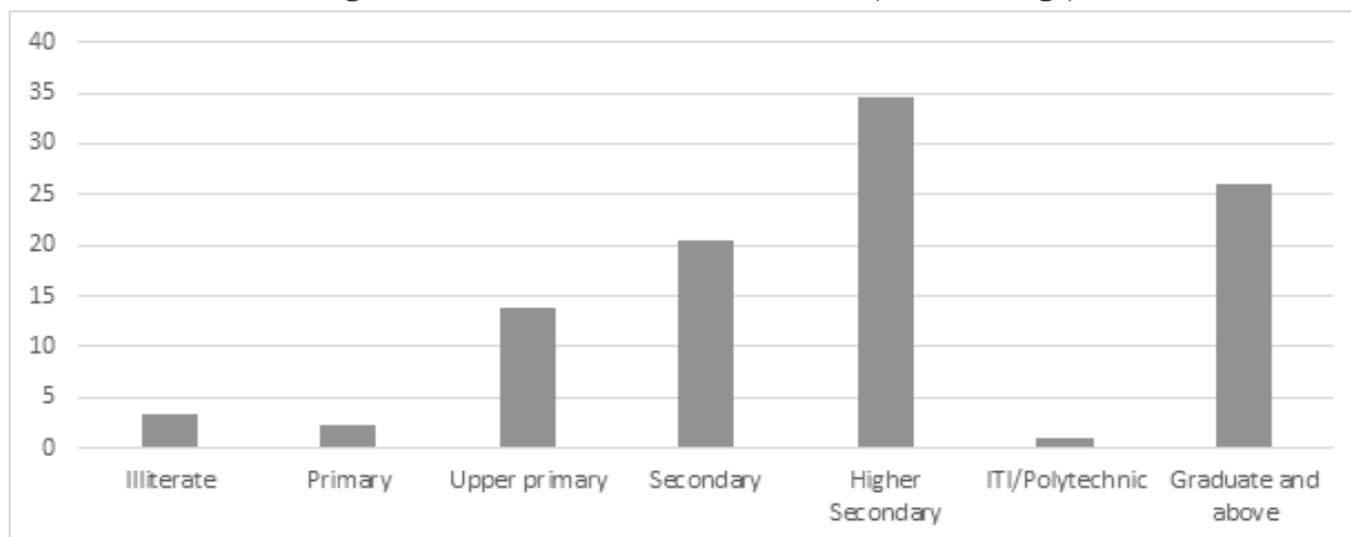
Table -1: District-wise Literacy Rate of Uttarakhand

Districts	Literacy Rate (%)		
	Males	Females	Total
Uttarkashi	89.26	62.23	75.98
Chamoli	94.18	73.20	83.48
Rudraprayag	94.97	70.94	82.09
Tehri Garhwal	89.91	61.77	75.10
Dehradun	90.32	79.61	85.24
Pauri	93.18	73.26	82.59
Pithoragarh	93.45	72.97	82.93
Champawat	92.65	68.81	80.73
Almora	93.57	70.44	81.06
Bageshwar	93.20	69.59	80.69
Nainital	91.09	78.21	84.85
Udham Singh Nagar	82.48	65.73	74.44
Haridwar	82.26	65.96	74.62

Source-Census 2011

Table-1 shows the district wise literacy rate of Uttarakhand. According to the table, the highest literacy is in Dehradun district at 85.25% and the lowest in Udham Singh Nagar 74.44%. The female literacy rate is also the highest in Dehradun district at 79.61%, followed by Nainital district at 78.21%. Tehri Garhwal is the district with the lowest female literacy rate of 61.77%.

Diagram - 1: Education Status of Women (In Percentage)



Self-Survey

From the analysis of the above diagram, shows that 1.3 percent women are illiterate, while 2.2 percent women have studied up to primary level only. The percentage in technical education and polytechnics is the lowest. The lack of technical education has been found to be the highest among women. It is only 1 percent. Most women have studied up to higher secondary, whose percentage is 34.5. The percentage of women educated till graduation is 26, which shows that the education level of women is good, but they lack technical education and skill development.

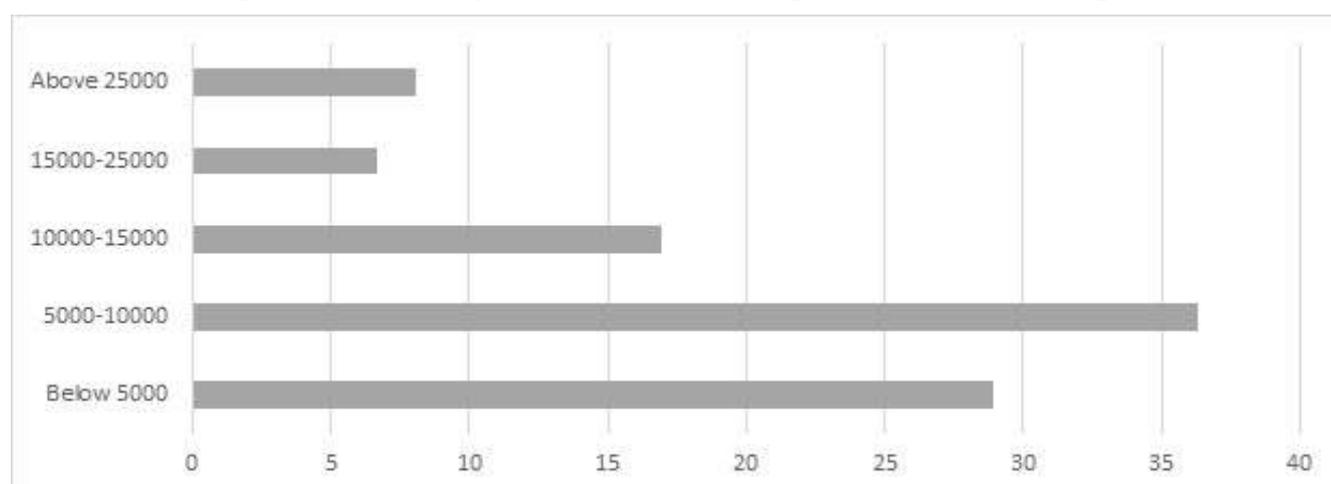
Table - 2: Employment Allocation of Women Workers (Standard of Skill in Percent)

Skill	Rural		Urban		Total	
	Women	Total	Women	Total	Women	Total
Higher	4.9	6.9	26.9	15.5	8.9	9.6
Medium	85.4	68.4	58.4	59.4	80.5	65.5
Lower	9.7	24.8	14.7	25.1	10.6	24.9

Source- Human Development Report (Uttarakhand, 2017)

According to the table no. 2, HDR report reveals that maximum number of women are engaged in medium-skilled employment, especially in agriculture. In rural areas, women are more involved in skilled activities like agriculture, manual art, animal husbandry, trade, and embroidery etc. But in the urban areas, the female labor force highly involved in services sector, mart sales and unorganized sector. Due to the deficit of higher and better education, the participation of women in high skill employment is very less. According to the employment of women, their monthly income is determined. The reason for the decrease in monthly income of women is the lack of technical and skill development in them. Women get education, but they are not able to get skills. The monthly income of the respondents is displayed as per graph given below-

Diagram - 2: Monthly Income of female Respondents (In Percentage)



Self-Survey

From the analysis of Diagram No. 2, the monthly income of most women in Udham Singh Nagar district is between 5000-10000, with the highest percentage being 36.3. The main reason for this is that most of the female are employed in unorganized sector of economy. The percentage of female earning below Rs 5000 a month is 28.9%. Women earning up to Rs 10000-15000 is 16.9%. Women earning monthly income between 15000to 25000 and above are 6.7 and 8.1%. Due to the lack of educational level and lack of technical knowledge and training, women of Udham Singh Nagar district are forced to work on low wages.

National and state policies to Promote Skill Development

As we are living in the 21st century, a pile of trends is taking central position with the advancement of technology. To transform India into a quaky and global knowledge society by making school and college education more holistic, pliable, multidisciplinary, and aimed at bringing out the unique capabilities of each student New Education Policy 2020 was implemented by the union cabinet. Many schemes and programs are being run by the government to foster the education and skill development of women in the country-

Table - 3: Awareness Level of Sill Development Schemes among Female Respondents of Udham Singh Nagar District

Central/State Government Scheme	Awareness of Respondents (%)
National Policy for Skill Development and Entrepreneurship	35.5
National Council for Vocational Education and Training	24.7
AVTS (Advanced Vocational Training Scheme)	25.5
Vocational Training Program for Women	37
UKSDM(Uttarakhand Skill Development Mission)	27.2
RSETI	32.4
NULM	16.6
DDUGKY (Deen Dayal Upadhyaya Grameen Kaushalya Yojana)	23.5

NSDC (National Skill Development Corporation)	40.2
CTS (Craftsman Training Scheme)	33.1
ATS (Apprenticeship Training Scheme)	13

Self-Survey

According to the table no. 3, only 40% female respondents are well informed about schemes and programs of skill development training. National Policy for Skill Development and Entrepreneurship was implemented by GOI in 2015. It has currently over 690 projects being implemented by over 300 partners, in more than 330 trades from 82 industry sectors. Skill Component of the Policy aims to foster equitable skilling opportunities for everyone. NCVET is proposed to be established through a Govt. resolution, by merging the existing National Council for Vocational Training (NCVT) and the National Skill Development Agency (NSDA) and introduced NCVET will regulate the functioning of entities engaged in vocational education and training, both long and short-term and establish minimum level for the functioning of such entities. NSDC is working with 21 universities, Community colleges under UGC/AICTE for alignment of education and training to NSQF.

Conclusion

To sum up, the study reveals that women play a vital role in the economic development of India. Women are educated but lack of skill training they must force work on low wages. There is a lack of technical efficiency among women. Due to the pressure of physical pressure, the actual wages are declining, due to which the standard of living of the women is declining. In the absence of low level of education and lack of skill training facilities, the efficiency level of the female of Udham Singh Nagar is very low. It also contributes to the inaptness of management and the following techniques and backward technology. Due to poverty, female is unable to get expensive technical and vocational education on their own. Therefore, skill development, economic and social inclusion is necessary for improving economic and social status of women of Udham Singh Nagar. Though the government of India has recognized the need for a well-defined framework for skill development and has formed different organizations at national and state levels to take the responsibility of skill development. There is a need to increase the level of awareness among women about the various schemes of skill development of the state and central government so that they can take maximum advantage of it and engage in activities. Self-employment is also encouraged through skill development. Vocational, professional and skill development education and training will improve the standard of living of women.

Suggestion

The Government is initiating heavy budgeted welfare measures to bring the bottom of the pyramid into mainstream. Growth generated resources that can be utilized to distribution to the poor and needy. We need both growth as well as distribution. Empowerment of women need to be volition to authentic the pro-people insurance policies and schemes in the country, which includes 'Jhan-dhan', 'Skill India' and 'Make in India'. The following suggestions may be given for improving the economic and social status of working women-

1. Promote capabilities for income generation- aid for self-employment.
2. Eliminate wage differentials between men and women for the identical work.
3. Removal of gender inequality
4. Raise the quality and quantity of gender-responsive vocational education and training institutions in rural and urban areas.
5. Support design and deliver gender-responsive community training initiative, including skills training in employment-intensive infrastructure programs especially in the area lacking formal education institutions.
6. Encourage women to study technical subjects.
7. Female, particularly the most disadvantage, may also need training on gender issues and life skills, such as health and nutrition, confidence building, parley, and leadership skills.

8. Support women's networks and groups such as cooperatives.
9. Reducing financial barriers to access skills training for female.
10. To provide infrastructure support and facilities, including accommodation, safe and female-friendly transport facilities, childcare services, and tool kits.

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Using Data Mining to Detect Frauds in Financial Statements

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Abstract

As per the Companies Act, an auditor has to check the accounting records of a firm and report about the completeness and accuracy of its financial statements. As it is his duty to ensure that the financial statements are free of errors and manipulations, the auditor adopts various qualitative and quantitative techniques for fraud detection. Data Mining is one such efficient tool which helps an auditor in his task. In this study, data mining technique of 'decision tree' has been used to identify patterns commonly found in the financial statements of fraudulent firms. From the data of financial statements of nine fraud and similar number of non fraud companies from the same industry and for the same period, ratios measuring leverage, profitability, asset composition, liquidity, capital turnover and size were first calculated. Using SPSS, the data was classified and a decision tree was generated. The results of the study show that Net profit to total assets ratio and Working capital to total assets ratio are important indicators for detecting fraud. Fraudulent companies have significantly low profits and are found to have more working capital compared to non -fraud companies included in the sample. The auditor should keep these factors in mind while conducting audit.

Keywords

Fraud detection, Data mining, Fraudulent financial statement, Decision tree.

Reference to this paper should be made as follows:

Dr. Smeeta N. Khawani

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Introduction

The Companies Act has made auditing mandatory for all companies, both public and private. An auditor is required under the Act to check the books of accounts of his client and report whether the Statement of Profit and Loss gives a true and a fair view of the profit or loss of the business and whether the Balance Sheet gives a true and a fair view of the financial position of the company. It is very common for an auditor to come across financial statements which may have errors, ranging from a few erroneous mistakes to widely prevalent frauds which may give a completely misleading picture about the affairs of the company. Different types of frauds are committed in financial statements where expenses/ incomes/ assets and/or liabilities may be overstated or under-stated, depending upon what image the management wants to portray to the stakeholders. If the management wants to show higher profitability, it will omit or understate expenses and over-state incomes. On the other hand, if it wants to show lesser profits to avoid taxes or create secret reserves, it will inflate its expenses or suppress incomes. Thus, financial statement frauds are deliberate misrepresentation of the company's financial statements to create a misleading impression of the company's financial position, performance and cash flow. According to an article in the Times of India Business News on March 29, 2022, India lost Rs 100 crore to banking fraud every day in the past seven years. Thus, financial frauds result in a lot of loss to the company as well as of all its stakeholders, which include its shareholders, employees, creditors, lenders and government. Hence it is important to detect errors and frauds in financial statements as early as possible.

As per Companies Act, the auditor has to check arithmetic as well as substantial accuracy and report to the shareholders whether all information is included in the financial statements correctly and as required under the Act. As the procedure of audit is elaborate and extensive, the auditor's task is huge and requires responsibility. The Standards of Auditing provide knowledge and guidance about various substantive and analytical procedures to be followed by the auditor. Such procedures involve adoption of various qualitative and quantitative techniques. Data Mining is also one such technique which helps the auditor to identify common patterns and trends in data and thus make meaningful conclusions from it.

Meaning of Data Mining : Data Mining is an advanced and sophisticated technique to extract meaning from raw data. Firstly, it analyses the data and then generates descriptive and predictive models. The current study uses 'Decision tree' - a technique of data mining - to generate a tree structure consisting of nodes and branches connecting the nodes. Visually, a decision tree is like a flowchart or a tree which is upside down. The root of the decision tree is at the top of the chart. the tree's branches are actions that can be taken and the tree's leaves are potential decision outcomes. The root of the tree is referred to as the parent node and each parent node generates a child node for each possible answer to its question. Such a decision tree forms a hierarchy of questions with answers as either 'yes' or 'no' or 'true' or 'false'. The Decision tree thus classifies data based on the discrete values of a target variable using predictor variables.

Literature Review

Kirkos, E., Spathis, C. & Manolopoulos, Y. (2007) In this paper, the authors use three data mining classification techniques, namely Decision tree, Neural Networks and Bayesian Belief Networks to detect frauds in financial statements. The paper also compares the three models in terms of their performance.

Dr. Ali, H. & Dr. Seyrek, I.H. (2009). This paper also uses data mining techniques to detect frauds in financial statements. The study uses data from 100 manufacturing firms listed on Istanbul Stock Exchange. The study concluded that leverage ratio and return on assets ratios are important financial ratios in detecting financial statement frauds.

Dr. Persons, O.S.(1995). The objective of this paper is also to use data mining technique to detect frauds. The result of the study shows that financial leverage, capital turnover, asset composition and firm size are all significant factors associated with fraudulent financial reporting.

Research Design

Research Methodology : The study begins with selection of fraudulent financial reporting companies. Firstly, companies charged with window dressing and fraudulent manipulation of accounts were identified and

selected for the study. Data in the year of 'charge of fraud' as well as of the previous year was collected. Then, for every selected fraudulent company (symbolised by 1), a non-fraud company (symbolised by 2) of the same industry and for the same period was selected. Care is taken to ensure that a non-fraud company of the same industry is selected to make more meaningful comparison, considering the unique circumstances applicable to each industry. Also, data relating to same time period has been taken for the same reason.

Fraud Company	Non Fraud Company	Industry
Winsome Diamonds and Jewellery Ltd.	Goenka Diamonds and Jewels Ltd.	Diamond and Jewellery
Videocon Industries Ltd.	Dixon Technologies Ltd.	Electronic goods
Cox and Kings Ltd.	Easy Trip Planners Ltd.	Travel services
Sterling Biotech Ltd.	Deepak Nitrite Ltd.	Chemicals
Bhushan Steel	JSW Steel Ltd.	Iron and steel
Manpasand Beverages	Varun Beverages Ltd.	Beverages
Kwality Products Ltd.	Jubilant Foodworks Ltd.	Consumer food
Basant Agro Ltd.	Tata Chemicals	Fertilizers
Simbhaoli Sugar Ltd.	India Sucrose Ltd.	Sugar

Sample : A sample of following nine companies was selected for the purpose of study as shown in Table 1:

Objective : To use Data Mining technique for fraud detection.

Variables were then selected on the basis of past literature and the following ratios were finalised. Table 2 gives the list of selected variables :

Table 2 : List of Variables selected for the study with their formule

Name of Variable/Ratio	Measurement aspect	Expected behaviour in Fraudulent Cos.
Debt Equity Ratio	Leverage	Higher lvg. (direct relation, positive sign)
Retained Earnings/Total Assets	Profitability	Lower, (inverse relation, negative sign)
Net Income /Total Assets	Profitability	Lower, (inverse relation, negative sign)
Current Asset /Total Assets	Asset Composition	Overstatement(positive sign)
Inventory/Total Assets	Asset Composition	Overstatement(positive sign)
Debtors /Total Assets	Asset Composition	Overstatement(positive sign)
Working Capital/Total Asset	Liquidity	Lower liquidity (inverse relation, negative sign)
Sales/Total Assets	Sales generating power of assets	Lower (inverse relation, negative sign)
Log Total Assets	Size	Smaller size (inverse relation, negative sign)
EBIT/ Sales	Profitability	Lower, (inverse relation, negative sign)

Rationale for selection of the variable :

1. **Financial Leverage :** The debt equity ratio is a measure of financial leverage. A company resorts to borrowing as the cost of borrowings is lower than the cost of equity and company can get benefit of trading on equity. But a fraudulent company uses borrowings to finance its uncontrolled expenses through larger working capital needs and thus cover for its inefficiencies. Past studies also indicate that higher level of borrowings increases the probability of fraud. Thus, there is a positive correlation between debt equity ratio and probability of fraudulent financial statements.
2. **Profitability :** Retained Earnings/ Total Assets Ratio, Net Income/Total assets Ratio and EBIT/ Sales ratio are the three ratios selected in this study to measure profitability of a company. An efficient company tries to minimize its costs and thus achieve higher profitability. But past studies show that the executives of a fraudulent company having high costs and lower profits, have a tendency to manipulate their financial statements. Thus it can be discerned that there is a negative relation between profitability and probability of fraudulent financial statements.
3. **Asset Composition :** Past literature also shows that most cases against auditors of fraudulent companies relate to overstatement of its current assets namely, inventory and accounts receivables(debtors). Infact, auditors' fees are also proportionately higher for the risk they take by overstating current assets. Thus, a positive correlation exists between ratios measuring asset composition and fraudulent reporting.
4. **Liquidity :** Liquidity is measured by the formula of Working Capital/Total Assets. Lower liquidity situation provides incentive to fraudulent companies to manipulate financial statements. A negative relation thus exists between liquidity and fraudulent reporting behaviour.
5. **Sales Generating power of assets :** This ratio, which is measured by Sales/Total Assets, indicates efficiency in use of assets to generate sales. Fraudulent companies, being less competitive, engage in manipulative reporting. Hence, there is a negative relation between sales generating power of assets and probability of fraudulent financial statements.
6. **Size :** The size of the firm is measured by Log of Assets. Past studies show that fraudulent firms are relatively smaller in size. Hence a negative relationship exists between size and fraudulent reporting tendency.

Thus, for calculating the above mentioned ratios, the financial statements of the selected fraudulent and non-fraud companies were studied and the following result as shown in Table 3 was derived.

Table 3 : Ratios as calculated for selected fraudulent and non-fraud companies

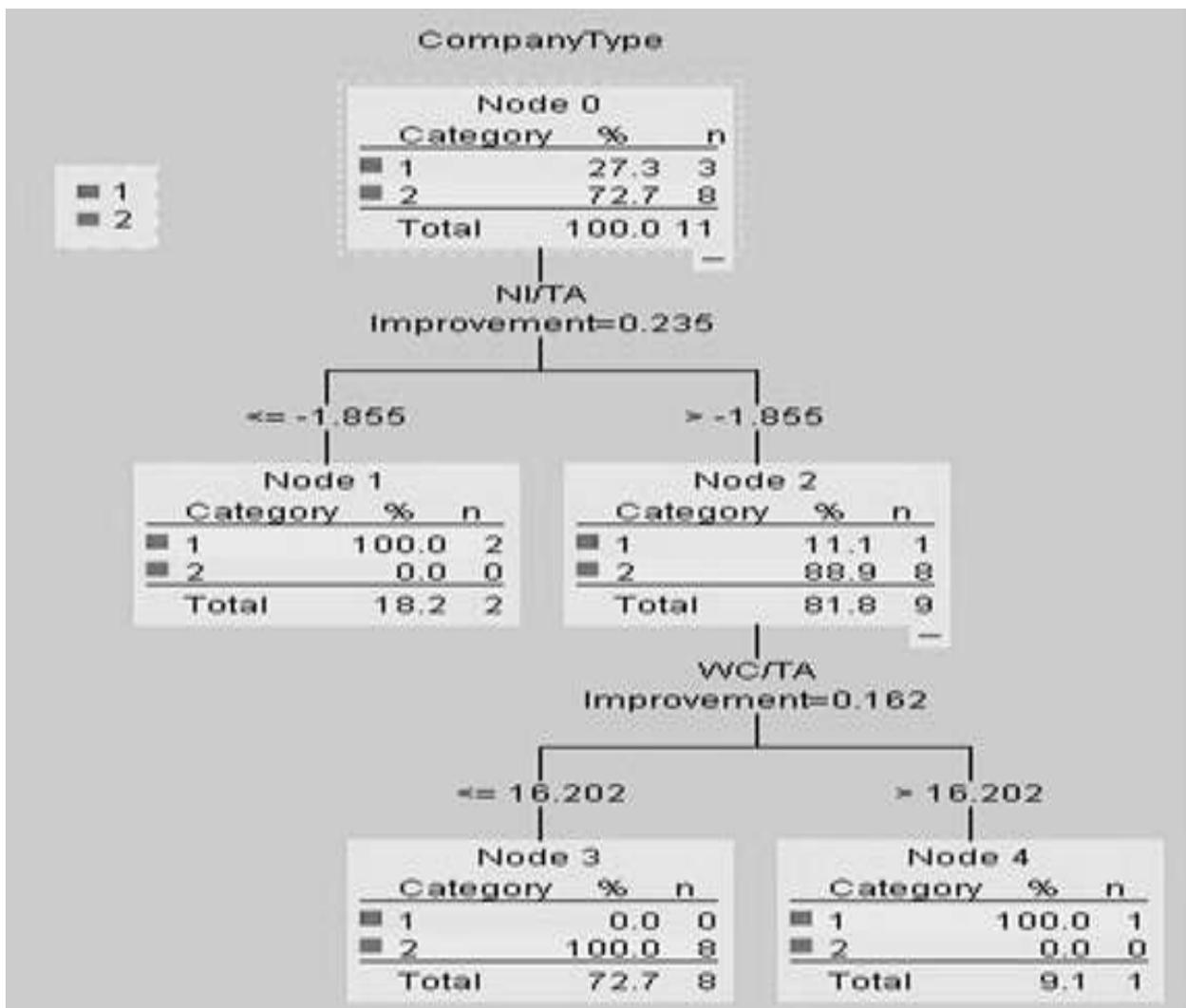
Comp any	F_Debts/TA	F_RE/TA	F_NI/TA	F_CA/TA	F_Invly/TA	F_Drs/TA	F_WC/TA	F_Sales/TA	F-TA
1	0.13%	9.58%	-5.13%	1.84%	0.90%	0.00%	-86.33%	0.30%	5027
1	0.10%	9.35%	-0.25%	1.65%	0.84%	0.02%	-86.77%	0.08%	5010
1	51.50%	26.33%	-0.15%	49.13%	6.23%	7.55%	27.85%	32.70%	37876
1	48.36%	25.22%	-5.52%	43.44%	7.61%	6.37%	17.91%	30.71%	37658
1	5.70%	53.78%	3.24%	90.38%	0.07%	37.39%	51.49%	47.77%	5433.2
1	5.18%	51.78%	2.61%	90.68%	0.00%	31.19%	49.18%	47.97%	5734.88
1	27.66%	19.58%	-5.39%	12.57%	8.58%	0.51%	-17.70%	6.27%	8360.22
1	24.88%	14.95%	-4.94%	12.97%	8.42%	0.52%	-23.99%	4.41%	8355.09
1	52.61%	-2.13%	-5.79%	9.58%	5.21%	2.52%	-35.96%	21.91%	60463.4
1	2.02%	-65.52%	-62.28%	17.37%	10.10%	3.06%	-146.02%	41.08%	39841.59
1	0.09%	129.02%	11.40%	51.43%	10.91%	15.87%	31.12%	108.11%	877.36
1	0.05%	37.38%	-41.52%	12.76%	2.00%	4.02%	-3.23%	44.61%	1425.71
1	1.45%	-412.42%	-654.10%	17.72%	2.72%	12.92%	-483.94%	463.50%	450.63
1	0.44%	-632.21%	-41.19%	8.76%	1.63%	4.85%	-713.00%	48.17%	312.56
2	23.36%	40.15%	0.14%	97.52%	10.45%	83.61%	65.75%	55.77%	672.42
2	22.06%	37.56%	0.08%	97.86%	7.60%	86.88%	61.91%	13.28%	722
2	18.09%	33.00%	11.11%	60.28%	27.07%	20.92%	12.94%	381.93%	327.68

2	2.61%	35.90%	8.73%	69.41%	31.45%	26.84%	10.12%	323.65%	498.2
2	0.57%	20.36%	0.02%	86.42%	1.75%	23.90%	11.37%	55.02%	180.29
2	14.28%	19.01%	9.87%	92.49%	0.00%	17.21%	34.72%	37.50%	243.09
2	17.73%	35.90%	5.18%	43.33%	9.60%	23.54%	-1.14%	105.44%	1258.69
2	11.79%	45.32%	7.10%	43.47%	9.03%	20.25%	2.26%	78.02%	1557.8
2	37.96%	29.39%	4.42%	21.98%	11.45%	4.88%	-10.29%	63.76%	80959
2	37.92%	32.27%	5.41%	22.50%	11.78%	5.48%	-6.96%	74.56%	85551
2	35.16%	39.53%	5.46%	14.81%	6.87%	2.21%	-7.48%	61.58%	6086.27
2	32.59%	42.73%	5.36%	15.63%	8.04%	1.56%	-16.97%	65.60%	8373.56
2	2.60%	62.26%	16.87%	42.13%	382.18%	1.71%	13.90%	184.17%	1914.00
2	44.37%	30.92%	8.10%	24.74%	2.71%	0.57%	3.91%	113.83%	3399.00

Company 1 stands for fraudulent company, whereas non-fraud company is denoted by 2)

Next, this data was fed into SPSS, and the test was run. The following decision tree was generated as shown in the Table 4.

Data Analysis : As seen in the decision tree, Net Income to Total Assets ratio is the most important indicator to detect frauds. If the Net Income to Total Asset ratio (measurement of profitability) is equal to or less than -1.855, it is a fraudulent firm (Node1, Category 1 shows 100%). Fraudulent companies being less competitive and less efficient have lower profitability compared to non-fraud companies. But if the NI to Total Asset ratio is greater than -1.855, then the auditor should next check the Working capital to Total Assets Ratio (as seen in decision tree). If it is greater than 16.202, it is a fraudulent firm (Node 4), and if its value is less than or equal to 16.202, it is a non-fraud firm (Node 3). The auditor should have regard to above mentioned factors namely Net Income to Total Assets ratio and Working capital to Total Assets Ratio to detect frauds and manipulations in financial statements.



Conclusion

An auditor is required to check the books of accounts and financial statements of the client company and report to shareholders about its correctness and compliance to law. As the task of detecting well laid frauds is a challenging one, the auditor can use data mining techniques for the purpose. Decision tree is one such technique of data mining which has been applied in this paper. Decision tree being a graphical presentation technique guides the auditor in detecting financial frauds. It has been observed from the decision tree that the two most important ratios which can guide an auditor in his task is the Net Income to Total Assets ratio and Working capital to Total Assets Ratio. On the basis of data of selected companies, the study concludes that fraudulent companies have lower profitability (net income to total assets) and higher working capital (due to over-statement of inventory and accounts receivables). Thus data mining techniques help an auditor in his auditing task by drawing more focus on certain specific aspects of financial statements.

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A Study on Motivational Factors of Homestay Entrepreneurs: Special Reference to Chamoli District, Uttarakhand

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Abstract

The tourist sector in Uttarakhand is one of the most vital to improve since it has such great potential for tourism growth in the future. Chamoli, district is one of the destinations which is popular for its attractive and special geographic characteristics and a chilly climate, and variety of destinations of a pilgrim and tourist interest. Currently, there are 510 homestays throughout the Chamoli district. The number of homestay entrepreneurs has dramatically increased, going from 2 in 2018 to 510 in 2022 (uttarakhandtourism.gov.in). The primary goal of this investigation is to analyse the motivational factors behind homestay business decisions in the Chamoli district. The researcher used a questionnaire to collect data. The study applied both quantitative and qualitative methods. In addition, this study indicated several obstacles and challenges that business owners who operate homestay operations must deal with.

Keywords

Tourism industry Homestay entrepreneur, Motivational factors, Chamoli.

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Introduction

The Uttarakhand government has classified tourism as one of the key industries that contribute to economic growth, create jobs, and improve community well-being. Uttarakhand is rich in culture, and local groups are actively promoting traditional culture to visitors to spread awareness of it. The Uttarakhand government started the “Deendayal Upadhyay Atithi Awaas” (homestay) Yojana, which has been created to attract tourists to far-flung tourist destinations, **enhance the quality of residential facilities** and accommodation facilities at the local level, generate employment for native people, and provide an additional source of income to house owners. The main objective behind the Deen Dayal Upadhyaya Griha Awas regulations is to offer hygienic, reasonably priced rural accommodation to national and international tourists. Homestay tourism is a type of rural-based cultural tourism that has evolved through the diversification of other forms of tourism to benefit the local economy. By creating job possibilities and enhancing the locals’ quality of working life, the homestay industry directly benefits the neighbourhood.

Furthermore, the state tourism department has launched several schemes to promote homestays in hilly areas, including the “Veer Chandra Singh Garhwal Yojana,” which provides financial assistance. Not only has this increased tourism and family income, but it has also reduced migration to other states in search of work. Homestay tourism is a new concept that offers significant opportunities for job creation and economic growth.

Table - 1

Uttarakhand Districts	Number of Homestays Registered		
	2018	2022	Increase (in times)
Chamoli	2	510	255
Dehradun	79	701	8.873417722
Haridwar	5	30	6
Pauri	4	195	48.75
Rudraprayag	1	236	236
New Tehri	79	271	3.430379747
Uttarkashi	19	634	33.36842105
Almora	69	396	5.739130435
Bageshwar	14	137	9.785714286
Champawat	3	133	44.33333333
Nainital	52	617	11.86538462
Pithoragarh	6	654	109
Udham Singh Nagar	2	11	5.5
Total	335	4525	13.50746269

Source: Department of Tourism, Government of Uttarakhand . <https://uttarakhandtourism.gov.in/>

In Uttarakhand, the homestay has become more and more popular over the past five years. Over the past four years, the number of registered homestays in the state has increased significantly. From 2019 to 2022, homestays increased by 13.05 times. Significantly high growth rates were recorded in Chamoli and Rudraprayag (table 1).

As a result, the question is what motivates these entrepreneurs to attract a homestay accommodation business in Uttarakhand’s Chamoli district? Despite this, little research has been done on the driving forces behind these types of business owners. Numerous research has concentrated on homestay accommodation services in the Uttarakhand environment, including homestay potentiality, supply of homestay accommodations, obstacles and challenges associated with tourism, and homestay as a sustainable driver. As a result, the purpose of this research is to identify the motivators that encourage the growing number of homestay entrepreneurs, particularly in the district of Chamoli, Uttarakhand. as well as the issues and challenges that come with running

a homestay business Choosing entrepreneurship as a career is a challenge in and of itself because the entrepreneur must deal with uncertain daily life and work scenarios, which can result in failure and distress with business start-ups. The findings will be used to improve the tourism industry, particularly the homestay tourism business. Because homestay tourism provides a platform for local entrepreneurs in terms of employment and economic development.

Objective

Finding the driving factors that influence entrepreneurs to choose homestay enterprises is the primary aim of the study. Generally, motivation factors can positively impact homestays developed by the local community, especially in terms of economic, social, and environmental factors. Aside from that, the research study focuses on the issues and difficulties that business owners who run homestay operations have as well as how these problems and difficulties can be overcome through creative approaches. As a result, in order to achieve the study's goals, it was necessary to answer the following research questions: What are the driving forces behind entrepreneurs who operate homestay accommodations? What are the Problems and difficulties faced by homestay entrepreneurs? The findings will be used to improve the tourism industry, particularly the homestay tourism industry.

Literature Review

Various studies have focused on the motivational factors of homestay entrepreneurs from developing countries. Many studies have found that wealth and income are the most important overall motivators for pursuing an entrepreneurial career. According to Pattanayak and Kakati (2021), which is consistent with older scholars stating that earning income, i.e., financial gain, is the main motivation factor for entrepreneurial activity (Schumpeter, 1934; Casson, 1982; Herbert & Link, 1988), a family-inherited business also motivates them to become homestay entrepreneurs (Harpa *et al.*, 2016). Homestay entrepreneurs are motivated not only by economic factors but also by non-economic factors, which include persuasion and experience, educational benefits, mental satisfaction, and the strengthening of social and community interrelationships. Ranasinghe (2015). The strong economic motivation, i.e., generating additional income, motivated people to start a homestay business (S.Z. Ahmad *et al.*, 2014). Pusiran & Xiao (2013) found that the revenue gained by the homestay entrepreneurs kept them motivated. Earning income and generating interest also motivated individuals to choose entrepreneurship. Franck (2012). Leh's (2012) case study on homestay tourism in Malaysia stated that acquiring employment and income motivated participation in the homestay program. Osman L. *et al.* (2011) conducted research that concluded that the source of income was the most important factor that encouraged entrepreneurs to start homestay businesses in Malaysia. According to Syed (2008), the main motivational factors for becoming entrepreneurs can include a desire for independence, monetary reward, a lack of job or career prospects, and a desire for work-family balance in Peninsular Malaysia. Several studies done in developing countries have established that "job security" and "income" are the most important motivators for choosing entrepreneurship (Bewayo, 1995; Chu, Benzing, & McGee, 2007).

There are very few studies related to issues and challenges for homestay entrepreneurs in Uttarakhand. However, certain studies have identified some issues that homestay entrepreneurs face, such as specific competition from unregistered homestays, which violate the rules and regulations of registered homestays (Ahmad *et al.*, 2014). Due to a lack of training facilities for managing homestay accommodation, it is difficult to maintain standard levels of cleanliness while operating a homestay business. According to Pusiran and Xiao (2013), some homestay accommodation operators in Malaysia still lack basic infrastructure, such as the provision of electricity supply, which is frequently interrupted; a lack of clean water or treated water; and an inadequate road system.

Research Methodology

This study heavily relies on primary data collected via a structured questionnaire survey. The questionnaire contains questions about demographics, motivational factors, and issues and challenges related to homestay entrepreneurs. Data was gathered from 150 of the 552 registered homestay operators in the Chamoli district.

Due to practical constraints, a convenience sample of respondents was chosen. The data were analysed using MS Excel. Charts, diagrams, and tables were used to represent the data.

Data Analysis and Interpretation

Demographic statistics relating to the data obtained by the questionnaires are reported in **table 2** below.

Table - 2: Demographic Profile of the Respondents (N=150)

Demographic Factors		Frequency	Percent
Gender	Male	117	78
	Female	33	22
Age	18-30	35	23.33
	31-50	89	59.33
	41-60	26	17.34
	More than 60	-	-
Education	High school	12	8
	Intermediate	10	6.67
	Graduation	96	64
	Post-Graduation	32	21.3
Homestay Business Operation (Years)	3 years or less	94	62.67
	4-6 years	39	26
	7-10 years	17	11.33
	More than 10 years	-	-
No. of Employees	Less than 5	41	27.33
	5-10	83	55.33
	11-20	23	15.34
	More than 21	3	2

Source: Based on the questionnaire

Table 1 describes the total sample size comprised of 150 homestay entrepreneur respondents, out of which there were 117 males and 33 were females. The majority of the respondents were males at 78% as compared to their female counterparts, i.e., 22%. The highest percentage, 59% of the respondents were between the ages of 31 to 50, followed by 35 % between 18 to 30. 17 % between 41 to 50, and no one was above the age of 60. It is important to highlight that the majority of users are well-educated. 85% of the total respondents are having education either up to graduation level or more than that. From homestay business operations, the majority of 62% of homestay entrepreneurs respondents are operating a homestay business for 3 or less than 3 years and 37 % operating for 4 or more years. Of the number of employees working in homestay businesses, the majority (87%) have less than five employees and 13% employ more than 5 employees.

Table - 3: Employment status

Employment status	Frequency	Percentage
Homestay as a primary Income Source	56	56
Homestay as a supplementary Income Source	44	44

Table 3 shows the sample's employment situation. The homestay was the primary source of income for only 56% of the total sample. Whereas the majority of respondents (44 percent) reported it as a supplemental income source.

Table - 4: Motivation factors of Homestay Entrepreneurship

Motivational factors	Frequency	Percentage
Growth potential in Homestay business	139	92.67
Extra income source	135	90
Unemployment	132	88

Tourism industry demand	123	82
Government support & incentives	89	59.33
Self-employment	87	58
Family business	78	52
Job insecurity	44	29.33

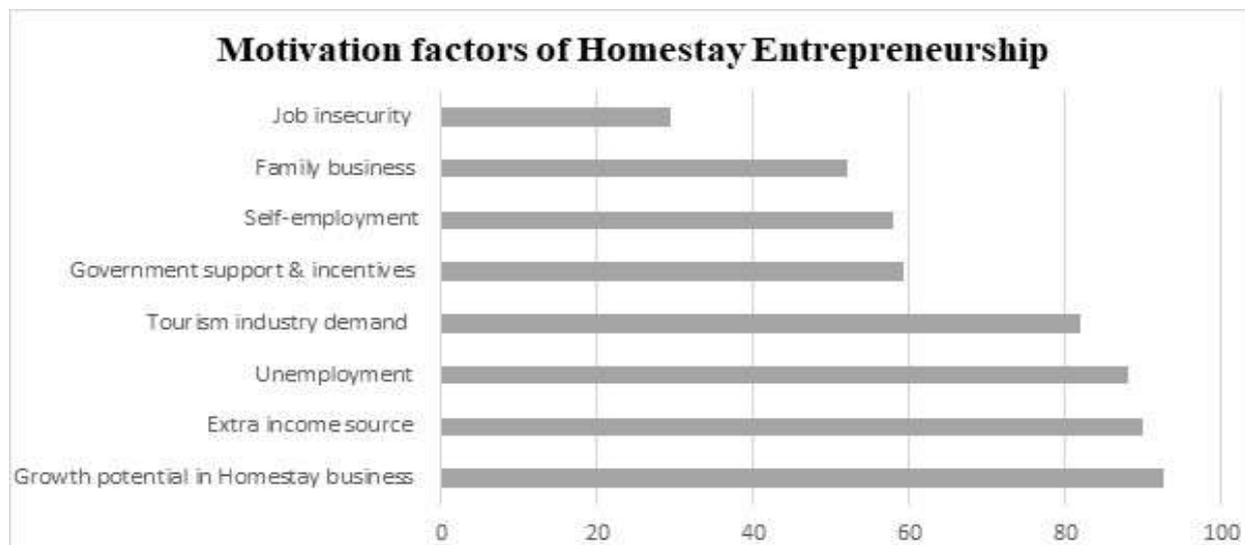


Figure 1 below presents the factors that motivate the respondents to begin a homestay facility

This study has also identified the motivational factors why homestay entrepreneurs want to get involved in the homestay business. Table 4 shows the results of motivational factors why homestay entrepreneurs choose to work in the homestay business. It was found that 139 respondents’ homestay entrepreneurs were highly motivated because of the growth potential in the homestay business. Due to the potential of homestay in providing additional income and employment within the community, more participants have become motivated and encouraged to run the homestay program. Without a doubt, homestay tourism would promote economic development and job creation in rural areas (Dr. Anupama Srivastava1 & Sanjay Singh 2019). One of the main important factors was to improve their financial status and increase their income. When it comes to reducing rural poverty, homestay tourism is a major player. It encompasses all tourist experiences such as trekking, cultural tourism, agritourism, health tourism, and ecotourism. Hence, it improves the additional income of local families and also generates employment opportunities in many ways (Dayananda 2014). Followed 132 respondents due to unemployment wanted to start their own business and wanted to become homestay entrepreneurs Tourism industry demands also supported to motivate them. As Uttarakhand has vast scope for tourism development. There has been immense potential for tourism in the hill districts of the state. It may also provide new markets for local people to sell their products, such as agricultural products and livestock (Agarwal and Mehra (2019). In addition, government support & incentives along with being self-employed motivated them for homestay entrepreneurs. Family business and continuing the family business and job insecurity are the rest of the factors given by respondents.

Problems and Difficulties Homestay Entrepreneurs

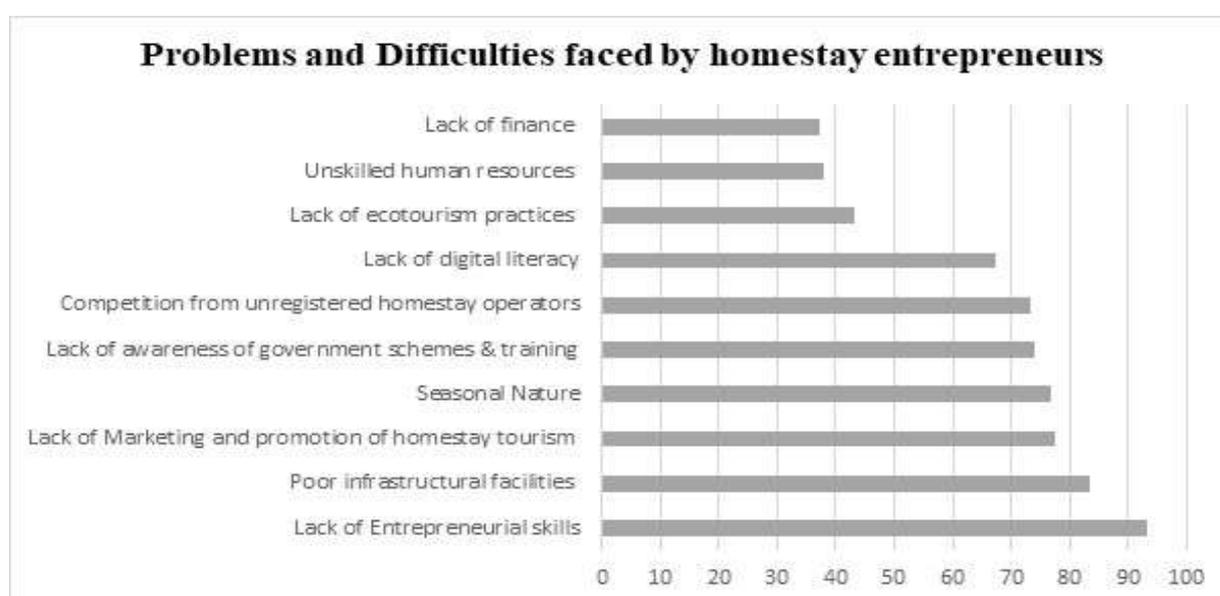
Not all businesses and entrepreneurs face the same challenges and problems. It can also be customized based on economic, socio-cultural, demographic, and geographic location. In Uttarakhand, the tourism sector is one of the prominent sectors in employing the local people. Homestay tourism is an emerging concept and provides an important opportunity to generate employment and economic gains.

Table 5 represents the most important issues & challenges faced by homestays entrepreneurs, Poor infrastructural facilities., Lack of awareness of government schemes & training, Lack of Entrepreneurial skills, Lack of Marketing and promotion of homestay tourism, Seasonal Nature, Competition from unregistered

homestay operators, and Lack of digital literacy are seen as the main Problems and difficulties faced by homestay entrepreneurs in Chamoli district of Uttarakhand.

Table - 5: Problems and difficulties homestay entrepreneurs

Issues and Challenges	Frequency	Percentage
Lack of Entrepreneurial skills	140	93.33
Poor infrastructural facilities	125	83.33
Lack of Marketing and promotion of homestay tourism	116	77.33
Seasonal Nature	115	76.67
Lack of awareness of government schemes & training	111	74
Competition from unregistered homestay operators	110	73.33
Lack of digital literacy	101	67.33
Lack of ecotourism practices	65	43.33
Unskilled human resources	57	38
Lack of finance	56	37.33



Conclusion

This paper examined the current practice of homestay entrepreneurship in the Chamoli district, as well as the motivational factors and issues and challenges behind selecting homestay businesses. From the results, it can be concluded that the number of homestay entrepreneurs is significantly growing in the future. Moreover, several factors motivated the homestay entrepreneur including; Growth potential in the homestay business. Extra income sources, Unemployment, and Tourism industry demand. In addition to, government support & incentives, self-employment and continuation of the family business and job insecurity are the rest of the factors given by respondents. Furthermore, the government can organize various homestay training programs to provide new initiatives and ideas to advance their business.

The investigation also highlighted the problems and difficulties that homestay business owners experience. Poor infrastructural facilities., Lack of awareness of government schemes & training, Lack of Entrepreneurial skills, Lack of Marketing and promotion of homestay tourism, Seasonal Nature, Competition from unregistered homestay operators, and Lack of digital literacy are seen as the main issues faced by homestay entrepreneurs in Chamoli district of Uttarakhand. The homestay initiative has certainly given Uttarakhand a way of Transforming the homestay tourism business into community-based tourism, resulting in economic benefits for the whole community. This can be applied to villages in Chamoli too.

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Physical Exercise and Quality of Life

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Abstract

In ancient times people use to do a lot of physical work in doing their daily chores, farming, rearing animals, weaving, and commuting from one place to another. Their quality of life at that time flourished and there were no mental health issues with them. In modern times all the physical work to do these jobs is replaced by machines and highly advanced gadgets and apps which lead to a sedentary lifestyle that further took a toll on the mental health of the individual and the quality of life deteriorated. To regain balance back in life, people get into various modes of techniques leading to living life to the fullest and refining the quality of life. Physical work is not an option in the modern world so it was replaced by physical exercise to maintain a good physique, sweat out negativity, feel lighter and regain quality of life.

Keywords

Quality of life, Physical work, Lifestyle, Balance, Exercise, Mental health.

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Introduction

The ancient world lifestyle was more physical and laborious. The population was divided based on gender and so as the daily chores were also divided that way. All the jobs related outside of the house were the job of men whereas the jobs related to the household were given to women. Outside jobs were related to bringing the necessary things required for the home, farming, playing games, cattle rearing, hunting, and many more. Similarly, women used to look after cleaning, decorating the house, cooking food, washing clothes, making pickles and papads, weaving blankets, art, and craft, rearing children, cleaning and grinding the grains, etc. All the jobs done inside or outside the home required a lot of physical labor. It leads to the draining of negativity, the release of happy hormones, contentment, and enhanced quality of life.

The Indian lifestyle was based on the philosophy of Karma and Dharma. So people were engaged in their duties without any question. The thought, that karma will take you to heaven or hell, people were very honest in doing their duties. In Ayurveda also stress was laid on dincharya and following proper diet and exercise for good mental health. All religions, be it Buddhism, Jainism, or Christianity advocated and emphasized living a well-ordered life with simplicity, self-indulgence, and attaining salvation.

Yog Guru Patanjali suggested eight–a fold yoga path for attaining purity of soul. Eight steps of yoga were given to be administered including self-control, observance, asanas, Control of breath, restraining and steadying the mind, meditation, and ultimately the dhyana and deep meditation. These are some lifestyle rules that need to be followed by everyone to attain the desired quality of life.

Physical Exercise

Due to changes in the lifestyles of the people, a more sedentary culture takes its toll. Apart from work dependence on machines and gadgets, people today are engaged in online gaming, PlayStations, and virtual reality games. This leads to more engagement in sitting for hours, less physical mobility, and less interest in physical games and exercises. It introduced a lot of diseases in the population worldwide. So the need of the hour is the introduction of physical exercise in one's life. It is not only a necessity but urgent also to save our future generation from getting wrapped up by various unknown dangerous diseases and mental health problems like stress, anxiety, and depression. World Health Organization (WHO) provided guidelines and recommendations for specific age groups and populations about how much physical exercise/activity is required for good health and quality of life.

Children less than 5 years of age should

- Be physically active several times a day in different ways, mainly through interactive floor-based play. For those not movable, this comprises minimum 30 minutes in a prone position all through the day while awake;
- Not being restrained on pram or stroller for more than an hour at once
- When inactive, engaging with caregiver in short-story telling or reading.
- Sound sleep of 14-17h for 0-3 months of age and 12-16h for 4-11 months of age

Children and adolescents aged 5-17 years should

- Do one hour per day of physical exercise from moderate to high intensity.
- Do high-intensity aerobic activity 3 times a week to strengthen muscles and bones.
- Restrict the hours spent being inactive, particularly the amount of leisure screen time on mobile and television

Adults aged 18–64 years should

- Keep themselves mobile with moderate physical exercise for five hours, or two hours of vigorous exercise daily
- Do muscle-strengthening activities moderately involving major muscle groups for two or more days a week.

- Avoid being sedentary for long hours and replace the non-activity with some productive work.

Adults aged 65 years and above should

- Do as adults; and
- Involve a varied variety of activities to maintain functional balance, strength, flexibility, and mobility.

People living with chronic conditions (hypertension, type 2 diabetes, HIV, and cancer survivors) should

- Do at least two hours of moderate physical exercise.
- or at least one hour of vigorous aerobic physical exercise
- Do muscle-strengthening activities at least two days a week
- Limit the time being sedentary.

Physical exercises not only comprise running, walking and varied sports, it is a combination of other exercises also which are

1. **Aerobic exercises:** Aerobic exercises are also known as cardio exercises which increase your heartbeat and pace of breathing. Every individual can be benefitted out of it. It helps in improving blood pressure and cholesterol and induces better sleep. It reduces the risk of developing any chronic disease and type 2 diabetes. Aerobic exercises can be categorized as low, moderate, and vigorous. According to one's health condition and age, one should choose the level of their exercise.
2. **Strengthening exercises:** It is important to include some muscle training in daily workout routine.. These exercises help in maintaining muscle and bone mass. It can be beneficial for the population above 40 years of age, especially women. There are various combinations of strengthening exercises can be performed to strengthen the muscles such as lifting light weights, exercising with resistance bands, gardening, and doing some forms of yoga. These exercises should be started with comfort and increase with the adaptability of one level and intensify it gradually.
3. **Flexibility exercises:** Physical exercises can result in injuries if proper flexibility exercises are not added to the workout regime. It helps in preventing injury and reduces body aches. These exercises include stretching, yoga, pilates, tai chi, etc. Before starting the flexibility exercises it is important to warm up the muscles for the proper blood and oxygen supply to stretch them more easily. Stretching should be relaxing and at a level of comfort.
4. **Balance exercises:** Balance is very important to prevent falls and injury. Maintaining balance can help in holding and doing the exercises effectively. Some of the balancing exercises are- walking heel to toe, standing on one foot, then repeating with the other, yoga, tai chi, and standing up from a seated position. It is good for older adults to maintain balance in climbing the stairs and walking.

Quality of Life

According to World Health Organization quality of life can be defines as the perception of an individual's position in life in terms of their culture, values, expectations, and concerns, The definition encompasses both the absence of disease and the presence of mental and social well-being. Quality of life comprises life satisfaction, happiness, positive affect, and good physical bodily functions. Quality of life is also assumed as the absence of poor mental health and the presence of positive aspects in one's life. Quality of life is also seen from two different perspectives. One is the physical approach in which the quality of life is synonymous with good health where life is free from physical ailments and diseases. The other perspective is psychological where the individual assesses his own life and the quality of emotions. It talks more about the psychological well-being of the individual which depends on the level of satisfaction one has with his life.

It is said that exercise helps you live longer and better. It increases the strength and flexibility of the body, improves mental and emotional health, and keeps an individual away from diseases. Hence physical exercise plays an important role in uplifting the quality of life in many ways. Few of which are:

- Balances emotions- Physical exercise helps in balancing negative and positive emotions. It relieves stress and promotes a sense of well-being. It also helps in releasing happy hormones hence uplifting the mood. Physical exercise increases the levels of the chemical serotonin which fights negative feelings.
- Improves sleep: Regular aerobic exercise helps in having deep-quality sleep. The individual tends to sleep faster and awaken less during the night. Due to good sleep, the body renews itself during the night.
- Protects mobility and vitality: Physical exercise slows the aging process. It can keep the cardiovascular fitness of the individual and also the metabolism and muscle function. It preserves the mobility of the individual.

Conclusion

This paper is an effort to understand the effect of physical exercise in enhancing the quality of life. It appears that physical exercise is the key motivator for enhancing the quality of life. People are now aware of the benefits of physical exercise. They cannot revert to older ways of living their lives without machines and gadgets but can include the physical exercise regime in their daily routine. This way they can enjoy the benefits of technology and enhance their quality of life also. This paper opens the options for future research which may focus on a quantitative approach to prove the positive and strong effect of physical exercise in enhancing the quality of life.

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Social Media Effect on Student's Education, Culture and Society

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Abstract

In recent years, there has been a rapid rise in social media usage. It isn't just being utilized by the working and taught individuals yet in addition by understudies, over all general public individuals or we can say in entire society. Utilization of virtual entertainment emphatically affects the general public. All of the social media platforms and applications that make it possible for users to communicate with one another, create, edit, and share novel forms of textual, audio, and visual content are easily accessible thanks to the Internet. Even when friends no longer meet in person, keeping in touch online helps them form friendships that last. It has a significant impact on our lives because it contributes significantly to all aspects of life, including politics, the economy, and education. With the passage of time, social media has begun to have a negative effect by permeating modern society and causing millions of us to become engrossed in unhealthy addictions through the use of apps like Whatsapp, Facebook, and Twitter. People's mental and physical health can suffer as a result of excessive social media use. Students' minds may suffer as a result of excessive social media use, and they may also experience poor posture, eye strain, and stress, both physical and mental. The paper give feature that what web-based entertainment meant for our populace. There is a need to know positive and adverse consequences of the web-based entertainment on our schooling areas so particularly well as on our future and make a legitimate arrangement in the two cases on the off chance that the utilization of virtual entertainment is fortunate or unfortunate.

Keywords

Social media-Watsapp, Facebook and Twitter, Unhealthy addiction, Positive-Negative impact.

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Introduction

The majority of internet users' ways of using the internet have changed as a result of the growth of social media over the past few years. The idea behind social media is how people get to know each other and interact with each other. It makes the world more open and connected by giving people the ability to share. Person to person communication includes an essential effect on our lives as it helps a lot in each field of life like political field, monetary field and scholastic field. Individuals watch billion of video cut child YouTube everyday. Consistently, clients transfer video content. Ninety percent of college students log on to a social networking site every day. Using Facebook, Twitter, LinkedIn, online gaming environments, and other tools, individuals have incorporated these networks into their daily routines. Utilizing of online entertainment isn't restricted exclusively to experts or seniors yet in addition it is been broadly utilized in instructive areas by the understudies. There are individuals that couldn't actually compose their own name and they are simply ready to remember him and individuals by their photos have full admittance to web and continually check their Cell phone's for announcements. Students typically use social media for a variety of purposes, including study and entertainment, as social media provides any desired data quickly and easily in a matter of seconds. Because social media has both positive and negative effects on society, specifically on academics, usage varies from person to person. Web-based Entertainment had turned into a serious interruption to understudies, making the overall exhibition of understudies decline, particularly the individuals who will generally take a look at their Facebook and twitter while contemplating. They spend a lot of time on a variety of sites other than educational ones, which has a very negative effect on their minds, causes a lot of health problems, and splits the family apart. Students' academic performance suffers when they attempt to multitask by checking social media sites while studying. Distractions like YouTube, Facebook, and Twitter significantly reduce their capacity to concentrate on the task at hand. We are attempting to explain the positive and negative effects of social media use on students with the assistance of this paper.

Social Media

Social networking sites became deeply ingrained in contemporary culture. Using Facebook, Twitter, LinkedIn, online gaming environments, and other tools, individuals have incorporated these networks into their daily routines. Kids become more reliant on their peers as a result of social networking. Children are driven to learn online from their peers. They talk to each other and give each other feedback. They want to learn more from each other than from adults because they want to. Adults and teachers are no longer the only sources of information. It makes kids more arranged than any time in recent memory. It's simpler for youngsters to befriend individuals from one side of the planet to the other, the greater part of whom they will never at any point meet without these innovative advances. According to Professor Larry Rosen, adolescents are gaining the ability to display virtual empathy for those in distress. As a result, social media applications enable users to communicate with one another; to create, edit, and distribute novel forms of audio, visual, and textual content. Web-based entertainment applications are believed to be open rather than shut, base up rather than hierarchical.

Learning with Social Media

It is not a secret that the majority of educators and students using social media in education and have smart phones. Truth be told, there are applications and web apparatuses that give online entertainment in an instructive setting. With staff utilizing an assortment of programming devices and free web applications to upgrade learning, correspondence, and commitment, the use of virtual entertainment is on the ascent in advanced education homerooms. Learning platforms that are supported by social media place the control of learning in the hands of learners themselves, in contrast to traditional methods of education, which offer few opportunities for students to develop and maintain their own learning activities. Utilizing a variety of social media tools to support teaching and learning is the subject of increasing research efforts. Long range interpersonal communication site for school understudies are been created targeting upgrading both cooperative review and social connection. According to the findings of the research, incorporating social media tools into traditional

learning is appealing to students and can encourage their participation in the process. In recent times, e-learning, or social networking sites that provide educators with information, addressed the significant issue. However, social networks have contributed to the resolution of a number of these issues by incorporating an interactive component with students and increasing their participation in the educational process, thereby increasing their attraction to e-learning and elucidating the reasons for this attraction.

How Social Media Impacts Students?

Virtual entertainment assists with collecting information as well as laying out persevering through associations with genuine individuals, interfacing with individual residence occupants through Facebook, Twitter and different social destinations can assist an understudy with defeating the kind of segregation that in any case could pioneer to leave school. A Twitter account can give shy students information about events that makes it easier for them to meet other students face to face. A sense of belonging can only be created and maintained through such intimate interactions. Utilizing innovation to oblige students' different learning styles isn't novel. The availability of a variety of tools that students can mix and match to best suit their individual learning styles and boost academic success is one of the strengths of social media applications. The creation of online communities with shared interests or activities is a major focus of social networking sites. Informal communication destinations can likewise assist understudies with creating initiative abilities, from low-level preparation and sorting out to exercises that advance social change and popularity based commitment. Online entertainment apparatuses and organizing locales urge understudies to interface with one another and to communicate and share their imagination. A sense of belonging can only be created and maintained through such intimate interactions. As there are constructive outcomes of virtual entertainment there are a few adverse consequences moreover. Experts have already established that social media has a negative effect on education. According to studies, students in secondary, high, and college who check social media networks at least once during a 15-minute study period earn lower grades. There are even teens who are addicted to maintaining multiple social media accounts. In some instances, when boys send requests to girls who do not accept them, they attempt to create fake accounts with feminine names, display pictures, and try to add others.

Positive & Negative Effect of Social Media on Education

The impact of social media on education is becoming a driving factor in today's world of connecting learning. The way we get an education is changing as a result of technology like social media and the shrinking of the planet. Web-based entertainment and schooling can complete one another whenever utilized successfully. For college students, social media is constantly creating new educational opportunities. Students' social lives are increasingly influenced by social media. presently viewed as a learning stage improves understudy commitment and capacities in many schools. Children in schools can connect, stay current, access information, and conduct research on these platforms. People from far away can connect with one another through social media, which is the strongest form of communication. Web-based entertainment's acknowledgment in way of life is one of the main impetuses behind these depending possibilities and how online entertainment is evolving schooling.

Positive Effect of Social Media on Education

1. Motivate

Students are encouraged and supported to learn through online learning and the use of social media platforms in the classroom. Video calls, quick access to e-books, online notes, and educational YouTube videos are all important components of educational development. One of the best ways to learn from reputable organizations from anywhere thanks to social media is through distance learning.

2. Enhance the Creative Element

Students' creative abilities are enhanced by social media by allowing them to discover and then perform the same activity themselves. When a student starts to ask for pictures and uses online editing skills to make them look good, it often shows that the student has hidden talent. Many students have interesting hobbies that they share with the world through photos and videos, which help them, see their potential as a career.

3. Boost Academic Results

One more imperative effect of virtual entertainment is helping understudy scholastic execution and expanding their insight through information and information gathering. When teachers give their students projects to complete, they use a variety of online resources to gather information and find solutions.

4. Acquires Greater Depth of Knowledge

By utilizing web-based entertainment and other internet based stages, understudies for study and in their field of interest, understudies can acquire extra training. They will take online courses of their choice that can assist them in their careers in addition to traditional classroom instruction. Because social media is so dynamic, students stay up to date on the most recent news.

5. Makes it Simple to Demand Fast Access to Trustworthy Information

Rather than going to the library, it's feasible to save loads of time and find the fundamental data utilizing Google. Additionally, when information is unavailable in the library, Internet resources are extremely helpful. Online, you can find examples of papers and helpful instructions on how to complete assignments correctly.

6. Aids in Developing Expertise in the Use of Innovative Technologies

Today is no mysterious that it is difficult to get a decent line of work on the off chance that you're new to PC innovations. Students acquire the necessary skills to style portfolios and learn more about electronic devices through the use of social media for communication.

7. Helps to Strengthen Communication

No matter how far apart people are, social media keeps them connected. Students can also connect with other students from other schools and colleges through social media, where they can share their knowledge and make friends. Many students who move away from home have the opportunity to connect with old friends online. Students can stay in touch with their friends through social media in a very positive way.

8. Online Learning

Different web-based addresses by well known teachers are available on the web, and understudies across the planet go to them. For a small fee, students can access a variety of online lecture series, allowing them to supplement their regular coursework. Understudies once in a while have an interest in unexpected subjects beside the courses they are seeking after. Consequently, they will frequently pursue these online courses as a hobby. Different courses for serious assessments are likewise accessible for understudies at an entirely sensible rate.

9. To Accomplish Career Goals

Where they live, many students lack the resources necessary to achieve their objectives. They will study and complete a variety of required courses via online platforms, which will assist them in obtaining employment in the future. Students frequently cannot leave their homes to continue their education, so they complete courses online from the comfort of their own homes.

10. New Possibilities for Teachers

Through online medium, teachers have more opportunities to reach a large number of students. Students who live far away can communicate with their teachers online to talk about a variety of subjects. On YouTube and other online platforms, teachers can create online video lectures. which they will also use to make money. Web based instructing can likewise be a lifelong choice for youthful teachers.

11. More Innovative

Research on the impact of virtual entertainment on understudies is controlled by establishments as there is an ascent in the utilization of web-based entertainment in young people. One exploration has shown that understudies who are successive clients of online entertainment are more creative and display better memory. It opens up new research possibilities for students and encourages them to be creative and think outside the box, which can be useful in a time when innovation is prized highly!

Social media and graphics and pictures help students learn more. Thus, understudy's creative mind upgrades, which they find their examinations seriously fascinating.

Negative Effect of Social Media on Education

1. Causes Interruption

Social media platforms are a significant factor that is beginning to cause anxiety and mental blockages. These days understudies will quite often lose their concentrate from contemplating and on second thought appreciate perusing via web-based entertainment. All of this amounts to wasting your time without any benefits. Due to their increased focus on using social media platforms, students frequently fail to complete their assignments within the allotted time.

2. Decreases the Capacity for Learning and Research

Students today are more likely to seek out information and knowledge on social media platforms than in books, journals, or notes due to the widespread use of social media. Students' reading habits, as well as their research and learning abilities, are declining as a result of the ease with which data can be obtained online.

3. Impact on Health

People's mental and physical health can suffer as a result of excessive social media use. Students don't eat at the appropriate times; try not to take legitimate rest, they consistently being on a telephone or PC so they can unfavorably affect their eyes. Students are sluggish and unambitious when it comes to reviewing or even meeting new people. It's fitting for guardians and furthermore schools to watch out for what their youngsters are doing while utilizing the web. An unreasonable measure of purpose of web-based entertainment can unfavorably affect understudies' psyches, and that they may likewise be presented to awful stance, eye strain, and physical and mental pressure.

4. Empowering Effects

Beginning from primary school up until college graduation, virtual entertainment plays the part to engage guardians, understudies and instructors to utilize better approaches for sharing data and construct a local area. Measurements show that 96% of the understudies that have web access are utilizing no less than one informal community. Even more remarkable is the fact that, despite the fact that some students use social media for entertainment and other purposes, many of them actually use it to promote a variety of positive and useful activities. Everything is made possible, from finding a summer internship to sharing a successful story about how to win the student loan battle to working together on international projects.

5. It can Influence the Student's Relational Abilities

A few understudies can begin involving the casual web-based entertainment language for their school work. Some might try and abridge words like "The" as "d" and "you" as "u". Because of this, it is harder for them to find the correct spelling and grammatical way to communicate in real life. They will even begin incorporating the informal method of texting and chatting into their daily interactions, which may have a negative impact on their overall communication skills.

6. It can Lead to Addiction

When a person develops an addiction, they are unable to live without that thing. this might be exceptionally unfavorable to any understudy who relies entirely upon virtual entertainment to learn. Some students won't even pay attention in class because they know they can always get any information they want from social media, which could be harmful because they won't be able to live without it. This dependence can likewise unfavorably affect the understudy's confidence and certainty since they can undoubtedly supplant the genuine collaboration with their educators and partners with the utilization of a virtual entertainment application which can obstruct them from acquiring the certainty to relate well with individuals, all things considered.

7. Powerlessness to Turn into an Autonomous Student

One of the biggest drawbacks of using social media in education is that students no longer have to work on their own because they can work together in groups and even start group chats. This might cause some

students to mellow out in the background and not actively participate in the group work. Since bunch work can give an understudies the possibility to become sluggish and reluctant to get things done on their own this might thwart them from dealing with their very own contemplations and thoughts.

8. It May be Distracting

So much web-based entertainment can be a decent device for learning. It can likewise unfavorably influence the understudies or even educators since there are a great deal of commotion and interruptions via web-based entertainment. During the process of using social media to learn, certain unwanted posts can appear on the app, preventing the user from achieving their primary objective. These distractions include: images and videos that are pornographic, uncultured music or movies, and even uninvited advertisements that can send students or teachers to a different website and completely detract from learning.

9. Unfocused Attention

Today, students' negative effects from social media are frequently readily apparent. Different tasks, like schoolwork, class work, or homework, require more focus to complete, but teenagers now frequently use social media simultaneously. A large portion of them consider it performing various tasks, however it isn't. According to studies, constant interruptions reduce learning and performance as well as affect attention.

10. Diverts From Life Goals

It's extremely simple to ask enveloped with what's happening in online entertainment that individuals will disregard their genuine objectives. Rather than holding back nothing position by getting valuable abilities, individuals will quite often take a stab at web fame. It takes diligence and a great deal of genuine motivation to achieve goals. Online entertainment permits a simple outlet to divert us when we don't want to invest the hard effort, which we can wind up going down a way where we just don't finish things since it turns out to be excessively simple to track down an interruption.

Conclusions

We can say that the educational system of today is being reshaped by social media. Most importantly web-based entertainment is a major piece of our everyday life and there's no point of getting it far from the training system. The use of technology for student and parent communication should be encouraged among school, college, and university staff. This could easily be a topic for an argumentative college essay. Yet, the benefits are self-evident, beginning with better parent-instructor connections and each one the best approach to forever having an impact on the manner in which our kids will learn. Doing anything in overabundance is never something worth being thankful for. Additionally, students' mental health is seriously endangered when they spend too much time on social media. The majority of participants reported extensive non-academic use of social networking sites. Consequently it is important to instruct understudies about how to involve online entertainment for best utilization of it for their vocation and self-awareness.

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Social Upliftment of Van Gujjars through Rural Finance by NGO's in Dehradun City

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Abstract

Rural finance has become very important in global poverty reduction . It plays an important role in household strategies to reduce vulnerability and assists the poor to smooth consumption and to build up assets greater than the value of the liability. The rural finance is important in an agrarian economy like India . Where 70% of the population depends on agriculture for its livelihood . it is also important to promote economic growth and reduce poverty. RIDF is an important innovation in rural finance system which provide fund for the development of tribes.

This research paper has also been focused with special reference to social upliftment of Van Gujjars Community through NGOs where their role is a prominent one that provides special assistance to the community to make power of political– social platform. Van Gujjars are relocate grazers in the state Uttarakhand and Himachal Pradesh and traditionally nomadic buffalo herders that have dwelled with in the Himalayan forests for centuries. They migrate to high areas of Himalayas during summers in search of fresh folders for their buffalo's and live in plain with the onset of winters economically they are dependent upon the Buffaloes.

Rural finance in India has also been promote with the contributions of Reserve Bank through Agricultural Credit Department , Rural Credit Survey , Nationalization of Imperial Bank and other commercial banks and setting up of funds.

Keywords

Community, Van Gujjars, Social Upliftment, Poverty.

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Introduction

Van Gujjars are transhumant pastoralists in the newly formed state of Uttarakhand. The Van Gujjars seriously face challenges for their livelihoods, because lack of rights on forest, unknown domicile rights and poverty. These obstacles place the van gujjars special practice of rural buffalo husbandry and wandering in hazard.

The self-awareness of the traditional rights of Van Gujjars is the step towards local self-government which help them for their independent life and also help to educate themselves. The next significant step to ensure even more control over the habitat on which they are so utterly dependent has been vehemently opposed by vested interest in the forest department, and is yet to obtain official sanction, some aspects are already being implemented. Telecommunication, Government of India has allowed wireless communication between the Van Gujjars and RLEK staff and base station for effective management of forest protection, health and veterinary projects.

Role of Society for the Promotion of Himalaya Indigenous Activities (Sophia) for Social Upliftment of Van Gujjars Community

SOPHIA is a non-profit organization based in the state of Uttarakhand in India. The organization works for indigenous communities to improve their living condition and to facilitate the processes of claiming forest rights through the 2006 forest rights act. Since its founding, SOPHIA has particularly worked with the Muslim nomadic Van Gujjars community who dwells in the forest of the Western Himalayas and practice buffalo pastoralism. SOPHIA has worked to advocate the claims of Van Gujjars community access information through the right to information Act in this process. However, the main objectives of SOPHIA are:

- 1) To support and build up their strength in socio-political platform.
- 2) To provide opportunity to maintain their natural and traditional livelihood and mode of production in Himalayan forest.

Struggles and Obstacles of Van Gujjars

1. In Van Gujjars, it is very difficult to get loan as banks do not give loans to people without their own property.
2. Lack of permanent property is a problem to support for new initiative.
3. It is also difficult for them to help in their works with agriculture instruments and animals which is caused by lack of guarantee.
4. Actually, the government gives Van Gujjars permission but not ownership of land.

Research Methodology

The main aim of research is to find out the truth which is hidden and which has not been discovered as yet.

Data Collection Procedure

Type Of Data : Primary and Secondary Data

Methods of collecting Primary Data : E-Questionnaire

Methods for filling questionnaire : Social networking sites, e-mails, personal contact.

1. Observation Method
2. Interview Method
3. Questionnaire Method

There are many prominent NGOs prevail in Dehradun city, some act primarily as lobbyists while others conduct programs and activities, but of all the NGOs I choose HARC, SPACE and BHAGWAN NGOs as they have been pivotal in giving rural assistance with special focus on upliftment of women status. Their contribution towards women upliftment includes training on skill enhancement, improves income generation activity, leadership development, environmental protection.

There are different types of NGO in Dehradun district with various aims and goals, objectives etc, for upliftment of the society. Of all the NGO, I choose RLEK and SOPHIA as these NGOs look after the Van

Gujjars community by bringing various plan and development for the community . These NGOs also support Van Gujjar community.

Findings

1. Rural finance plays an important role in household strategies to reduce vulnerability.
2. The rural finance helps explain the livelihood strategies and priorities of the poor.
3. It is also intended that involvement of NGOs in rural finance inculcate financial discipline amongst poor by savings and making the SHGs active.
4. NGOs also played a significant role in promoting the development of informal rural financial services.
5. NGOs also helped the Van Gujjars community for the social upliftment of their tribe by running school and organising various trainings and schemes.
6. RLEK NGOs are playing a significant role in uplifting of their community by organising various schemes programmes , trainings which helps them improves the quality of their life.
7. The school which is running by RLEK NGOs provide greater opportunity for the Gujjar's children in enhancing their knowledge and skills and a platform to build up their self- confidence. It also helps them reduce illiteracy rate in the community.

Concluding Observations

Introducing flexible products: The rural poor have irregular income streams and expenditure needs and therefore , prefer to borrow frequently , and repay in small instalments. An immediate challenge for bank and other formal financial institutions is to introduce products and services that are bettered tailored to the needs of the poor . For instance, a critical break through for the Grameen Bank in Bangladesh was to create a loan product that allowed borrowers to repay in small, weekly instalments. This suited poor households well , since they could repay out of the regular bits of income coming in daily or near daily.

Need for composite financial services : While small rural borrowers seek savings and lending services, they also seek insurance (life, health,crop, insurance etc); bank branches in rural areas would do well to explore opportunities to offer composite financial services , as they have begun to do in urban areas , and as some microfinanciers have begun to offer in rural and urban areas .

Simplification of procedures to open a bank account, access credit etc. It could also go a long way in encouraging the poor to bank with the formal sector,by reducing client's transaction costs. The Kisan Credit Card experiment is a move in the right direction.

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Ethno-Medicinal Plants Used by the Traditional Healers (Vaidyas) in Pindar Velley, Chamoli, Uttarakhand, India

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Abstract

In the Pindar Valley of the Chamoli district in Uttarakhand, a study was conducted on the indigenous knowledge of Vaidyas—those who practice traditional medicine. The outcomes recorded 105 plants to survey their remedial utilized for restoring 15 diseases. It is said that the plant's leaves, roots, fruits, stems, and sometimes even the whole plant can be used to treat a variety of ailments. It is of the utmost importance to preserve the knowledge of various medicinal plants used in Vaidyas for future generations, or else it will be lost forever when local healers pass away.

Keywords

Traditional herbal healers, vaidyas, medicinal plants, formulations.

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S.K. Kuriyal**

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Introduction

In India, the information on customary home-grown medication is inseparable from its rich social legacy and has tracked down its notice in Vedic writing, especially the Rigveda, Charak Samhita and Sushruta Samhita¹. The primitive people learned about the economic and medicinal properties of a lot of plants through trial and error, and they know a lot about the properties and uses of the plants that are in nature. As a result, they become the repository of knowledge regarding numerous useful plants. Without the use of written records, this knowledge was accumulated and improved over time and passed down from generation to generation.

Individuals of the locale are rich in ethnobotanical information attributable to their nearby fondness with the encompassing vegetation. Strict motivation, unavailability, and absence of restorative offices in these towns appear to be the reason for contingent upon these therapeutic plant species. Customary arrangement of medication is a savvy practice of native information framework, which has saved the existences of destitute individuals in the locale. The utilization strategy for the plants changes as per the idea of the sickness. In some instances, the majority of the plant species are combined with other herbs in specific amounts rather than used by themselves²⁻⁵.

A pestle and mortar were used to simply smash the plant material for the majority of the decoctions, but others were created by boiling the plant material with water, decanting the liquid, and then drinking it once it had cooled. Some plant decoctions were also applied directly to the wound or the area of the body that was diseased⁶. In the majority of the Vaidya's medicinal preparations, plants constitute the main component. Ayurveda, "a science of living," is generally practised by Vaidyas, or traditional herbal healers, in the Indian state of Uttarakhand. For treating various illnesses, they have found a variety of plant species. In order to prevent a replay of the patent controversy around turmeric, a thorough documentation of the many herbal formulations created and utilised by traditional Vaidya is necessary. The continued acceptance of Ayurveda in the west may be used to the benefit of spreading Ayurveda's popularity throughout the world. It has been found that Vaidyas are typically reluctant to divulge their knowledge about the uses of various plant species, owing to concerns about incorrect use of medicine, over-exploitation of plant species, and loss of prestige in the local community⁷.

Given that replicating modern technologies created elsewhere has not been successful in the environment where the tribe lives because of mountain specificities, namely diversity, marginality, inaccessibility, fragility, natural suitability, and adaptability⁸, the role of indigenous knowledge is crucial for the sustainable living of the tribal community.

The community here respects the traditional vaidyas, and they have a big impact on what people think and do about their health. There are often 15 or more secondary plant species present in many Ayurvedic formulations, which boost the effectiveness and reinforce the effects of primary plant species. Sometimes, secondary plant species are included to the formulations to offset any potential negative side effects from the activity of the primary plants. Many Ayurvedic medicines, however, are recommended on their own to treat a variety of illnesses. In contrast to the pharmaceutical industry, which extracts the active compounds to create plant-derived medications, it has been noted that Vaidyas prepare medicine using whole plants or plant parts⁹⁻¹⁰.

The advent and popularity of allopathic medicine, low pay in this traditional profession, and the introduction of various conservation policies that limit the use of natural resources in the preparation of herbal medicine are just a few of the factors that have led to a decline in the use of the Ayurvedic system of medicine in recent years. This led to the loss of information on many significant herbal medicines that were unrecorded and passed down through the centuries from one Vaidya to another via word of mouth. Currently, the traditional medical system is still used by roughly 65% of Indians¹¹. The abundance of plants in India's Uttarakhand state has drawn considerable interest throughout history for its potential to treat a wide range of chronic human illnesses¹².

More than 3.5 billion people in the developing world, especially those living in rural and remote regions, continue to rely heavily on plants as a significant element of their health care system, according to a recent

assessment by the World Health Organisation (WHO). The conventional medical system and the cultural environment of many developing nations both strongly support the use of plants as sources of herbal medicine¹³.

Particularly in rural regions, traditional medical practises including Ayurvedic, Unani, Chinese, and biomedicine are quite successful at treating a variety of illnesses. Ayurveda and other ancient Indian medical systems are now attracting growing interest from people all over the world. As more people become aware of the non-narcotic properties, absence of side effects, and accessibility of many herbal remedies, there is an increase in the demand for medicinal plants in both developing and industrialised nations. Nearly 80% of the world's population still relies on folkloric systems that are mostly focused on phytotherapy for their basic medical needs. Many people in poor nations, particularly those living in rural regions, rely heavily on traditional medicine for their basic healthcare needs¹⁴.

Even today, home cures for a variety of illnesses still include the use of herbal medications in rural regions, where diverse locally made products are still employed¹³. Due to a lack of written records and generally low or no compensation for traditional herbal practitioners (Vaidyas), this traditional knowledge of healthcare systems has started to reduce over time. However, in recent times, the medicinal plants have reclaimed a fair amount of reputation due to a rising belief in herbal remedies due to their few or no adverse effects as opposed to the allopathic system of medicine, which is widely accessible and promises speedy cure to the patient^{13,15}. Given the quick changes taking place, the loss of traditional wisdom within cultures is as eternal as the decline of species¹⁶. The current study is an attempt to investigate how native local healers, or “Vaidyas,” and other knowledgeable individuals use various plants for various purposes.

Methodology

An ethnobotanical survey and a household survey with a questionnaire on widely consumed/acquired plant products were the two distinct types of data that were gathered. Two fundamental methodologies were used to explore ethnobotany in addition to the existing literature (16–17). The first strategy, referred to as an interview, entails posing questions to well-known Vaidyas in the area on the medical uses of various plants. The second method, referred to as an inventory, is gathering plant specimens and combining their names and applications.

Results and Discussion

Many medicinal plants are used by the locals of Pindar Valley in the Chamoli district of Uttarakhand to treat a variety of illnesses. Even though they were familiar with various therapeutic herbs, people still chose to consult with Vaidyas to assess their problems. There are 105 plant species that have been reported to be historically used to treat 15 ailments (Table 1). The majority of the medications are made into juice, decoctions, pastes, jams, and tablets. The Vaidyas style of medicine has a holistic approach and does not focus just on treating the damaged organs; rather, it seeks to identify the cause of the ailment and eliminate it from the source.

Table-1 : Ethno-Medicinal plants used by the traditional healers (Vaidyas)

S. No.	Botanical Name	Common/Vernacular Name	Uses
1. Fever			
1.	<i>Centella asiatica</i>	Brahmi	Paste of roots applied on head.
2.	<i>Cuscuta reflexa</i>	Amarbel	Paste of roots applied on head.
3.	<i>Swertia chiraita</i>	Chiraita	Whole plant powder is taken with water.
4.	<i>Aegle marmelos</i>	Bel	Dried fruit with sugar.
5.	<i>Leucas indica</i>	Gooma	Boiled with water and filtrate is taken two times per day after filtering.
6.	<i>Carryopteris foetida</i>	Kervi	The whole plant powder with water taken orally.
7.	<i>Euphorbia royleana</i>	Sulla	Roots of the plant allowed to be tied to the ear.
8.	<i>Eleusine coracana</i>	Kodyan	The head is treated with powdered leaves.
9.	<i>Emblica officinalis</i>	Amra	Amra and Terminalia chebula (Haira) fruits are powdered and consumed with honey.

10.	<i>Arisaema intermedium</i>	Meen	Root powder with water taken orally.
11.	<i>Asparagus adscendens</i>	Ghirunn	Plant paste is used.
12.	<i>Betula utilis</i>	Bhojpatra	Gum or bark extract applied externally.
13.	<i>Bistorta affinis</i>	Kukdi	Roots paste applied on forehead.
14.	<i>Carum carvi</i>	Kalajeera	Seed boiled with salt taken orally.
15.	<i>Diplocyclos palmatus</i>	Shivlingi	Fruits are turned to powder and taken orally.
16.	<i>Myrica esculenta</i>	Kaphal	Fruit juice with salt taken orally.
17.	<i>Orchis chusua</i>	Hatha	Tuber powder with sugar taken orally.
18.	<i>Picrorhiza kurrooa</i>	Kutki	Root powder taken orally.
19.	<i>Taraxacum officinalis</i>	Kadvae	Root powder taken orally.
2. Cough			
20.	<i>Terminalia chebula</i>	Haira	Fruit powder eaten orally with water.
21.	<i>Terminalia belerica</i>	Bahera	Consumed fruit powder orally with water.
22.	<i>Adhatoda vasica</i>	Basinga	Mixture made of leaves, flowers, and honey that is consumed orally.
23.	<i>Rheum moorcroftianum</i>	Tantric, Archa	Rhizome powder with water taken orally.
24.	<i>Ocimum sanctum</i>	Tulsi	Leaf powder taken orally with water.
25.	<i>Hedychium spicatum</i>	Banhaladi	Rhizome extract used.
26.	<i>Datura stramonium</i>	Dhatura	Flowers and seeds powder with honey taken orally.
27.	<i>Cassia tora</i>	Chakunda	Seed powder is given in tea.
28.	<i>Angelica glauca</i>	Choru	Root powder taken orally with water.
29.	<i>Leucas indica</i>	Gooma	Whole plant turned to quath is helpful in cough.
30.	<i>Zingiber officinale</i>	Adrak	Rhizome extract with honey is useful.
31.	<i>Mesua ferrea</i>	Nagkesar	Whole plant powder taken orally with water.
32.	<i>Babusa arandinaceae</i>	Banslochan	
33.	<i>Acorus calamus</i>	Buch	
34.	<i>Eulophia dabia</i>	Mishri	
35.	<i>Elattaria cardamomum</i>	Elyachi bari	
3. Arthritis			
36.	<i>Aconitum balfourii</i>	Bauva	In order to treat arthritis, tuber powder cooked with butter is applied externally.
37.	<i>Celastrus paniculata</i>	Malkangi	Oil is used for massage.
38.	<i>Trigonella foenumgraecum</i>	Methi	Applying leaf extract to relieve joint discomfort.
39.	<i>Zingiber officinalis</i>	Saunth	Grinded to powder and taken with boiled water.
40.	<i>Vitex negundo</i>	Nirgundi	Leaves boiled in water. The filtrate is used for messaging at night after it has been filtered and cooled.
41.	<i>Ricinus communis</i>	Arand	
42.	<i>Datura stramonium</i>	Dhatura	
43.	<i>Allium sativum</i>	Lehsun	Lehsun nodes were fried in oil. Use of this oil is for massage.
4. Diarrhoea			
44.	<i>Dactylorhiza hatagirea</i>	Hattazari	Tuber pastes with water taken as tonic.
45.	<i>Coriandrum sativum</i>	Dhaniya	Seed powder taken orally.
46.	<i>Aconitum heterophyllum</i>	Ateesh	Tuber paste consumed orally with sugar.
5. Wounds			
47.	<i>Abies pindrow</i>	Raga	Leaf paste is applied externally.
48.	<i>Boerhavia diffusa</i>	Pundari	Roots paste applied externally.
49.	<i>Cynoglossum zeylanicum</i>	Rajpatti	Leaf paste applied externally.

50.	<i>Eupatorium adenophorum</i>	Kala binda	Leaf paste applied externally.
51.	<i>Jurinea dolomiaea</i>	Dhoop	Leaf paste applied externally.
52.	<i>Oxalis corniculata</i>	Khatti buti	Leaf extract applied externally.
53.	<i>Rhus parviflora</i>	Tungla	Bark extract is applied externally.
54.	<i>Vitex negundo</i>	Siwali	Leaves extract applied externally.
6. Eye Problems			
55.	<i>Berberis osmastonii</i>	Kingore	Root decoction mixed with rose water applied externally.
56.	<i>Colebrookia oppositifolia</i>	Bindu	Leaf juice applied externally.
57.	<i>Glycine max</i>	Kala bhatt	Seed pastes mixed with rose water applied externally.
58.	<i>Pyrus pashia</i>	Molu	Fruit juice mixed with rose water applied externally.
7. Ulcer			
59.	<i>Abrus precatorius</i>	Rattidana	Root paste is used.
60.	<i>Acacia catechu</i>	Kher	Root paste is used.
61.	<i>Gloriosa superba</i>	Langali, Kalihari	Rhizome and seeds are used.
62.	<i>Micromeria biflora</i>	Gorkapaan	Leaf powder is used.
8. Skin disease			
63.	<i>Barleria cristata</i>	Kularkattya	Leaves paste applied externally.
64.	<i>Cuscuta europaea</i>	Alasbail	Plant extract applied externally.
65.	<i>Melia azedarach</i>	Dainkan	Leaf, bark and seed decoction used externally.
66.	<i>Nicotiana rustica</i>	Hamaku	Root powder applied externally.
67.	<i>Origanum vulgare</i>	Van tulsi	Leaf paste applied externally.
68.	<i>Phaseolus vulgaris</i>	Sem	Leaf paste applied externally.
69.	<i>Rubus ellipticus</i>	Hisool	Root paste applied on skin.
70.	<i>Rumex hastatus</i>	Almoda	Root paste applied on skin.
71.	<i>Selinum vaginatum</i>	Bhutkeshi	Root extract applied externally.
9. Urinary Infection			
72.	<i>Asparagus curillus</i>	Jhirna	Root extract with milk given as tonic.
73.	<i>Bergenia ciliata</i>	Silphadi	Root paste or dried root powder is taken with water.
10. Piles			
74.	<i>Arnebia benthamii</i>	Balchadi	Root powder with butter given.
75.	<i>Cedrus deodara</i>	Dewdar	Wood oil used.
76.	<i>Paeonia emodi</i>	Chandra	Root decoction is used.
77.	<i>Raphanus sativus</i>	Muli	Rhizome extract is used.
11. Diabetes			
78.	<i>Artemisia roxburghiana</i>	Kunju	Leaf powder taken orally.
79.	<i>Bergenia ciliata</i>	Silphodi	Root extract taken orally.
80.	<i>Dioscorea bulbifera</i>	Genthi	Boiled tubers taken orally.
81.	<i>Murraya koenigii</i>	Curry patta	Leaves taken orally.
82.	<i>Phyllanthus emblica</i>	Aonla	Fruits powder of <i>Terminalia chebula</i> , <i>T. bellirica</i> and <i>Phyllanthus emblica</i> as Triphla used as tonic.
83.	<i>Syzygium cumini</i>	Jamun	Seed powder taken orally.
12. Jaundice			
84.	<i>Brassica campestris</i>	Sarshaon	Oil is used.
85.	<i>Picrorhiza kurrooa</i>	Kutuki	Root powder taken orally.
86.	<i>Raphanus sativus</i>	Muli	Rhizome extract taken orally.

87.	<i>Ricinus communis</i>	Arand	Roots and bark are used.
88.	<i>Solanum nigrum</i>	Geahwai, Makoi	Leaf and branch paste are used.
13. Stomach ache			
89.	<i>Angelica glauca</i>	Choru or Gandrayan	Roots extract used.
90.	<i>Bistorta affinis</i>	Kukdi	Roots are used.
91.	<i>Cassia tora</i>	Chakunda	Seed powder is given in tea.
92.	<i>Cobretia duthie</i>	Murya	Root powder with milk taken orally.
93.	<i>Megacarpaea polyandra</i>	Barmauo	Root extract with butter taken orally.
94.	<i>Picrorhiza kurrooa</i>	Kutuki	Root powder taken orally.
95.	<i>Sida rhombifolia</i>	Bhuanlya	Root juice given orally.
96.	<i>Prunus armeniaca</i>	Chullu	Seed paste mixed with water given orally.
14. Burns			
97.	<i>Amaranthus spinosus</i>	Kadya sagoti	Paste of leaves applied.
98.	<i>Dioscorea bulbifera</i>	Genthi	Tubers paste applied externally.
99.	<i>Impatiens balsamina</i>	Balsam, majethi	Leaf paste applied externally.
100.	<i>Pyracantha crenulate</i>	Ghangara	Leaf paste applied externally.
101.	<i>Sapium insigne</i>	Khennu	Leaf paste applied externally.
15. Dysentery			
102.	<i>Acorus calamus</i>	Bach	Rhizome powder taken orally.
103.	<i>Cynodon dactylon</i>	Doob	Plant extract taken orally.
104.	<i>Paeonia emodi</i>	Chandra	Root decoction taken orally.
105.	<i>Woodfordia fruticosa</i>	Dhuala	Dried flowers powder taken orally.

Native remedies created and recommended by Vaidyas using the plant's local or vernacular name. These medicinal plant species were all gathered by local people from the surrounding regions, woods, and alpine meadows and utilised as treatments for a variety of illnesses. Depending on the type of illness and the user's understanding, several techniques are used with these plants. The most common type of therapy was the decoction of leaves, stems, fruits, and roots. The majority of decoctions are created by simply crushing plant parts using a mortar and pestle, although some are made by boiling plant components in water and then decanting the liquid.

The advent and growth of allopathic medicine, low pay in this traditional profession, and the introduction of various conservation policies that limit the use of natural resources in the preparation of herbal medicine are just a few of the factors that have led to a decline in the use of the Ayurvedic system of medicine in recent years. Due to this, many significant herbal medicines that were documented and passed down through the centuries from one Vaidya to another via word of mouth were lost. In summary, because Vaidyas are the only people who have knowledge of the different medicinal plants that are utilised, it is crucial to record this information for future generations. In order to organise future study in this area, it is envisaged that the information gathered from the recording of the indigenous healthcare system would be useful.

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Discrimination in Private Sector Labour Markets: An Overview of Theoretical and Empirical Evidence

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Abstract

In India, the policy of Caste based Reservations is only applicable in the Government sector. Demands for the application of the policy in the private sector have been vehemently opposed on the grounds of efficiency losses. It is generally assumed that a separate policy of Affirmative Action is not required for the private sector since it functions only on the basis of merit and hence no form of discrimination can survive in the private sector. This article makes an attempt to counter this argument by providing the reader with a brief overview of the theoretical and empirical work done on the issue of discrimination and how it can exist in the private sector employment market as well. Consequently, the need for some form of Affirmative Action for the marginalized groups in the private sector, even if the strict policy of Reservations cannot be applied to it.

Keywords

Discrimination, Affirmative Action, Caste, Labour Market, Private Sector.

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Introduction

Caste based Discrimination is a reality of our country. Since the birth of the social institution of Caste, the social groups which are branded as lower castes have suffered with various forms of discrimination. Over the centuries Caste discrimination has changed its shape and character but it continues to be active. In our country the main victims of this discrimination have been the *Dalits* (Scheduled Castes), Tribals (Scheduled Tribes) and the Other Backward Classes (OBCs). Since independence, successive governments have designed various policies for the social and economic upliftment of these social groups.

The most important of these is the policy of Reservations in government jobs and educational institutions. The policy of Reservations is heavily debated with arguments and counter-arguments both favouring and in opposition of the policy. The policy of Reservations might not be the perfect instrument to counter the ill effects of Caste based discrimination and social exclusion but, the policy has been quite successful in providing much needed representation to the hitherto marginalized groups.

The policy of Reservations is however only applicable in the Government sector. Demands for the application of the policy in the private sector have been vehemently opposed on the grounds of efficiency losses. It is generally assumed that a separate policy of Affirmative Action is not required for the private sector since it functions only on the basis of merit and hence no form of discrimination can survive in the private sector.

This article makes an attempt to counter this argument by providing the reader with a brief overview of the theoretical and empirical work done on the issue of discrimination and how it can exist in the private sector employment market as well. Consequently, the need for some form of Affirmative Action for the marginalized groups in the private sector, even if the strict policy of Reservations cannot be applied to it.

This article is divided into two parts. The first part deals with the economic theories of discrimination and the second presents empirical evidence for the same in private sector labour markets.

Theories of Discrimination

The first pioneering work in the field was done by Gary Becker. He came up with the 'Taste theory of discrimination'. According to this theory, just like individuals have a taste for music, foods, clothing etc. they also have a 'taste' for discrimination or prejudice. Further, money can be used as a measuring scale to quantify the utility derived by individuals from this 'taste'. For example, a White employer might be willing to hire a Black employee only if he/she is willing to work for a lower wage as compared to a prospective White candidate. The difference between the wage offers made to a White and a Black candidate can be seen as a crude estimate of the taste of the employer for indulging in discrimination. In Becker's theory, these tastes emerge from a set of beliefs or values which are devoid of an objective consideration of facts.

Becker's model also considers the taste of discrimination prevalent in the subjugated community. In this context, Becker talks about 'effective discrimination'. In a discriminating society, both the dominant and the dominated groups face a loss of income as a result of constrained interactions. In this scenario, more often than not, the minority group faces a net loss of income and hence faces 'effective discrimination'. When the tastes for discrimination become sufficiently large, it leads to complete segregation or ghettoization of the minority community.

Another theory of discrimination was propounded by Kenneth Arrow. This is popularly known as the theory of 'statistical discrimination'. According to this theory, discrimination exists in the labour market due to the presence of asymmetric and imperfect information. The employers are not able to accurately predict the ability or productivity of the prospective employees. Therefore, the employers rely on socially prevalent norms or stereotypes to make hiring decisions. For example, employers might believe in the stereotype that women are less productive than men, therefore, they might be willing to hire women only at lower wages or for jobs which are low paying.

This theory suggests that employers give credence to group affiliations rather than individual merit while making hiring decisions. Employees get paid according to their group identities rather than their individual productivities. This might seem to be violative of the general economic wisdom that workers should be paid according to their marginal productivities. However, the beauty of this theory is that it is able to keep the important assumption of a profit maximising rational employer intact, even though the employer indulges in discrimination which is a seemingly inefficient practice. This is because of the presence of imperfect information in the market.

George Akerlof also theorised discrimination in the context of the caste system of India. According to his theory, the behaviour of each individual towards other individuals is dependent on the group/caste identity of the latter. The behaviour is further regulated by social norms with strict provisions of punishment in case of any violation. These social norms make the caste system self-perpetuating. For example, an upper caste businessman might forego an otherwise profitable business transaction with a lower caste businessman fearing social backlash from the members of his/her own community.

Empirical Evidence

In a recent news, the IRCTC blacklisted one of its vendors. The reason behind this was that the vendor had published a recruitment advertisement with caste preferences. They wanted to hire only male candidates from Agrawal Vaish community with a 'Good' family background. This example clearly shows us that caste remains to be relevant in Indian private sector hiring.

The study by Bertrand and Mullainathan is very informative regarding race based discrimination in private sector labor markets in the USA. They do a correspondence study in which they respond to entry level job advertisements in the Boston and Chicago area using fictitious job profiles. A total of four resumes were sent for each advertisement. Two corresponded with White sounding names and two corresponded with Black sounding names. Further one cv in each group was a high quality cv as compared to the other cv. This was done to find out whether improved qualifications lead to better outcomes in the labour market. They find out that whites have a 50% higher call back rate as compared to their similarly qualified black counterparts.

They also find out that whites have greater rewards from better credentials. Therefore, as resume quality improves, the gap between call back rates widens. This seems to be a very interesting finding. Normal government thinking is that the historically disadvantaged communities perform poorly in the labour markets because they lag behind in the requisite skills required for these jobs. Consequently the standard policy response is to provide them with these skills at subsidised rates. But we see here that improved skills don't necessarily improve labour market outcomes. External forces of discrimination continue to be relevant and have to be dealt with separately. Moreover, if these communities get to know that improving their skills isn't necessarily going to result in better labour market outcomes, they might get discouraged to acquire these skills in the first place. This might lead to a negative equilibrium situation.

Thorat and Attwel perform a similar experiment in the Indian private sector labour market in an attempt to quantify the discrimination faced by Dalits and Muslims. They find that the call back rates were most highest for upper caste names followed by Dalits. Finally the lowest call back rates were for the Muslims.

In a study by Deshpande and Newman, they try to analyse the role played by the student's caste in post university employment expectations. Their sample consists of Dalit and Non-Dalit students from educational institutions like DU, JNU, JMI. They find out that Dalit students have significantly lower level of expectations from the private sector labour markets as compared to their upper caste counterparts. One reason behind this was the lower levels of social and cultural capital possessed by these students. Most of them were most likely to look for government Jobs because of the facility of reservations available there and also because of the perceived discrimination prevalent in the private sector.

Jodhka and Newman in their study look at the supply side of this whole problem. They conduct interviews of HR recruiters of 25 top private sector companies in areas around Delhi. They find out that these employers

totally reject the view that they indulge in any form of discrimination while hiring their employees. The employers report that while hiring they are looking for merit and nothing else. But, while expounding their commitment to merit, in the same breath they also say that they are also looking for a 'good' social background in a prospective candidate. They are very much interested in knowing the family situation of the candidate irrespective of his proficiency in the skills required for the job. Now, it is not difficult to comprehend that in such a scenario where family backgrounds become important, the Dalits are automatically going to lag behind as due to the historical discrimination that they have faced over centuries, they don't possess 'good' family backgrounds in the conventional sense of the term. This clearly shows that, merely possessing skills is not going to help. These disadvantaged communities will continue to be discriminated in the labour market in the absence of a proper policy intervention.

Way Forward

In response to the overwhelming evidence for the presence of Caste, Gender and Religion based discrimination in the Indian private sector labour market, there is need of some sort of government intervention to curb this. One suggestion is that a body could be created on the lines of the Equal Employment Opportunity Commission of the USA. Private companies should be required to report their gender and caste composition to this body in regular intervals. It can also prescribe regulations regards the recruitment process of these firms so that discriminatory practices can be done away with. Prospective employees could also report to this organisation if they feel that they have been discriminated during the hiring process.

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Employee Empowerment Leads towards Transformational Leadership

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Abstract

The review paper is written with the aim to study and investigate various components that play key role in transformational of leadership due to the empowerment of employees. Also, the article is going to highlight the intrinsic motivation that helps in the transformational change in the behavior as well as attitude of the workers or employees. Though, the researcher hasn't tested or surveyed or analyzed to provide a better accuracy on this matter. Most of the data and resources are collected by websites, published journals, articles, magazines and daily Newspapers. The accumulated documents verify that employee empowerment is helpful in boosting transformational leadership.

Employee empowerment is a new term in the Industrial world, but definitely it has been significant even before for the advancement and the growth of the employee to develop leadership. The term may sound astonishing, but certainly it provides a platform to employees with the opportunity to develop independence, which in a long run culminates them to be a leader. The article will study the relation between the empowerment and transformation of an employee to develop leadership quality. Further, it will also enhance the factors of the two.

Keywords

Empowerment, Transformational leadership, Setting Goal, Motivational, Collaboration, Self-determination.

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Introduction

In the last three decades, since the advent of new economic policy in the country, there has been dynamic changes in the attitude as well as the working culture in the industries. Now the working force is more equipped to work in different conditions by the virtue of training before arriving for the work as well as often they are trained during their service period. Nonetheless, the economic reforms have promoted the private sector in a wide range; from the hospitality sector to the education sector, an overall boom has been experienced in the last couple of decades. Indeed, this environment has provided security to the employee, now they don't have fear as before of losing their job or being sacked from the job. As a result, the employees are more secure than before, thus enhancing an atmosphere for the employees to do their jobs more effectively and with more determination and with a motivation to transform themselves with the quality of a leadership.

Indeed, the last two decades remained blessing for the transformational leadership, as in the course of time, it able to garner significant place, i.e., it able to touch a new height of success in the philosophy of leadership. In fact, it has able to make suitable space in the theory and practice. Undoubtedly, the leadership theory and practice eventually has become the source of attraction for practitioners and researchers both, as both of them are keen to exhibit their interest toward examining the possibilities for organizations as well as individuals. Avolio et al. in one of his journals "Annual Review of Psychology" addressed the importance of developing mechanisms that act as bridge that connect leadership to organizational and individual outcomes.

Defining Empowerment and Transformational leadership- let's review the both by their literary meaning and try to find out the significant relation and contrast between the two. Indeed, employee empowerment is an act of providing individual employee as well as in the form of team, the responsibility to take decisions according to the working ability of one as individual and as a team member to go ahead with the given responsibility in the aforesaid direction (Abraize et al., 2012). In this situation, when a person is empowered, it means that one is accomplished to do something. This nurtures them with the confidence that they need to succeed. In other words, employee empowerment refers to the manner in which employers provide anything and everything to their employees for their success. Spreitzer (1995) has categorized the empowerment into four perceptions which are as follows-

Meaning- Adjustment among work roles and values, belief and behavior, according to the requirement of them.

Aptitude- It is defined as an individual's belief in one's own abilities and skills to achieve the said target.

Self-Determination- it explains a feeling of one's choice that individuals have while initiating and regulating their work of actions.

Impact- It is a degree to which every individual employee who is working in the organization able to influence several administrative and strategic decisions that are taking place now and then while working together.

James MacGregor Burns was the initial torch bearer of the transformational leadership. In fact, he was the person who was expertise in leadership building and further, was also the presidential biographer. According to him, the leaders and the followers both push each other toward the higher-level advancement of values, ethics and motivation. In other words, leadership approaches in a positive manner to ensure that his followers transform and advance to empower themselves, rather than remain follower. However, the implementation of this method not only play significant role in developing the strong and mature relation between the executives and the employees who are working under them, but also executives show their ability to trust on such employees, and further engage them to make decisions and also support them.

Transformational leaders aren't a mere spectator, but they are always passionate for their work as well as look forward to fulfill the company's mission. They are the one who always lay down one or other purpose for their followers which surpasses their short-term goals which urges to go ahead for their higher requirement.

As, there are components of empowerment, in the same manner, there are also four components of transformational leadership which are as follows-

Idealized Influence- A charismatic behavior which is displayed by a leader through sharing of morality and beliefs, so that the followers can be encourage and go for extra efforts to achieve goals.

Inspirational Motivation- A transformational leader always seeks to motivate their followers by communicating about high expectations and outcry against normal standards of performance. The attitude of the leadership shrewdly as well as sympathetically deals with emotional traits of employees to encourage and boost their confidence for the best performances.

Individualized Consideration-The character that a leader must possess to maintain good and friendly relation with the subordinate is to guide them and allocate tasks for each and every individual and further to supervise their performance.

Intellectual Stimulation- This involves actions that are encouraged and promoted by the leaders in the search new ways and methods to solve stimulated problems, and also uses unconventional ways to carry out roles and responsibilities that are assigned to an individual. This probably helps to overcome the hindrances which occur at multiple stages during the time work.

Thus, the mentioned narratives tend to give a clear picture about the transformational leaders who continuously work to inspire their followers or junior mates with the desire to achieve extraordinary outcomes from them, and in this process, they also develop their own leadership capacity and efficiency to tackle the forthcoming problems.

Factors that empower the Employees- There are different outstanding ways to empower the employees and transform their capacity to develop leadership-

1. It is essential part for every company to conduct a thorough employee surveys occasionally, say at least once in a year to know about their concern of the workplace where they are bound to work, also employer or the management need to know about workflow issues, and success stories in a specific oriented time, before it gets too late for issues to either vanish or diminish out of the mind and out of the sight.
2. There is an essential need to cultivate the executive mentality among the employees. As the experiences of the past reveal that often it has been noticed that most of the employees aren't in the habit of thinking at an executive level, as they are engaged in pity work. Therefore, they don't ever foresee the bigger picture. Thus, it is quite important to host regular meetings, and share all the necessary information of the organization, and help them to understand the main goal to which they need to abide.
3. Giving new challenges to the employee that they demonstrate their full potential to achieve is a part of leadership quality. And in the case, you are out of ideas then the best thing is to sit down with members of the team and discuss with them the steps that would help in growing professionally.
4. As a leader, one must understand that every employee also has his/her limitations as well. So, we shouldn't force any employee to take on a task that is out of his/her realm, because this will provide a negative experience for them. In fact, it will be worthwhile for the organization if occasionally they are provided with some sought of flexibility, and deployed into creative work rather than continuing to engage them in the dull work.
5. It is essential to avoid routine tendencies, and try to give freedom to the employee to make decisions of their own, rather than being dependent on the boss for every tidbit. Definitely, breaking the traditional leadership mindset can boost the confidence in the employee, and they can take the challenge and look for better opportunities for the organization. This will also create strong bonds of trust, self-confidence and achievement among the staff and leaders.

Literature review- Many literatures of the researchers have valued the importance of empowerment in leading towards the transformational leadership of the employees. **Ghosh, (2013)**, stated that employee empowerment is the most influential practice that facilitates those employees who are accomplished in creating

additional value in product and service that leads toward a great contribution in the transformation of the employee to shape themselves into leaders. **Robins, Decenzo and Coulter (2011)**, describes three significant reasons that are helpful in empowering employees.

While defining transformational leadership, **Burns (1978)** expressed when the leaders and the followers engaged with each other to bring transformation among themselves, this eventually is helpful for both as both of them raises one another to higher levels to enhance the quality of a leader. Keeping this view into consideration **Bass (1985)**, pointed toward four characteristics of transformational leaders. According to him the antecedents of the employee is fruitful in determining their position in organizations, as transformational leaders are always persuasive to instill positive organizational perceptions and attitude among the employee.

When it comes to highlighting the relation between the empowerment and transformational leadership, **Alkahtani et al. (2011)**, expresses about the job satisfaction. According to him, the leadership effectiveness plays crucial role in motivating their followers to go all-out for job satisfaction. Definitely, for the employee empowerment, there is an essential need to have transformational leadership which is a bit necessary for the delegation of authority as it advances the employee to have control over their own job. **Jennifer Herrity (2021)**, while emphasizing on transformational leadership, expresses that it is a process where leaders and followers both raise to each other simultaneously to higher levels of motivation and morality. According to her, a good transformational leader should have the mentioned approaches -

- A transformational leader must engage in encouraging to employee for the better output.
- There should be clear goals for the employee.
- To inherit empower among the employee leaders require to promote equality and integrity among the employee without biasness and sectarian approach.
- And finally inspire employees to achieve the set goal.

Relationship between empowerment and transformational leadership- As it has been mentioned earlier that both of them are the essential mechanisms for promoting employee development in an organization, and it is taken as long-term plan. To be very frank- it is the charismatic leaders who promote employees to participate in the decision-making process, this encourages employees to enhance skills and knowledge. And because of such performance, the sense of responsibility advances among the employees. In fact, the key feature of transformational leadership is that they also use intellectual tools to empower employees i.e., sharing certain important decision-making powers with employees to empower them to a certain degree. And in return, the employees who achieve the milestone of getting power of decision-making, tend to repay the responsibility that are given to them, and they do so by achieving organizational goals. This builds and establishes a strong relation between the two.

In fact, previous studies have resolutely showed that transformational leadership has a positive impact on the employees' empowerment. Similarly, employee empowerment also leads toward the transformation of leadership. It is a two-way learning and advancement continually takes place, in fact, both learn and advance from each other. Further their learning helps the organization to advance toward healthy relations between the two, as well as both accommodate together to their best to the organization. Valuing and dignity are the major part between the relations of the two.

How can an employee become a successful transformational leader? In fact, in the years, the transformational leadership embarked upon to inspire and motivate employees to build a creative work culture in the organization. By doing so they try to bring changes in the attitude and personalities of the employees, and comprehensively the new developing culture helps successfully in the transformation of the employees. Indeed, the agility of transformational leaders compel the employees to be agile in their work as well in decision making.

It is the bitter truth that employees cannot sustain themselves to transformed leaders, in fact, for transforming oneself in the queue of leadership, employees must be equipped with confidence and ready to

take the decision and take action accordingly without being reluctant about the result. Surely, he should have the vision and approach to do so in a positive way. In other words, everyone requires establishing mutual trust and feeling comfortable in taking risks; collaboration is an essential part of the crux. In the era of liberalization and privatization, when the meaning of the market has gone through extensive change, and the customers aren't much interested in wandering for pity, they more frequently look for the thing at their doorstep. In such new circumstances, every employee of the organization must act as a manager or leadership because they have to handle the customers in their own way, and for that they should be trained and skilled to deliver as well as judge the customer's choice. So, empowerment of employees in need of the hour, a company cannot stay back and wait for the manager or leaders to convince the customers. This will be a waste of time and energy, and that is why more and more free hand is required for the employee to take initiative and garner creativity to advance them.

In other words, it is rightly said that empowerment plays a crucial role in leading employees to become leaders. As it increases employee engagement, which leads to improved performance, and simultaneously it develops the employee to take charge of the leadership. Good collaboration between the two is necessary for the development and advancement of the organization as per the requirement of the market. In fact, empowerment of the employee and transformational leadership are like a soul of two lives, they both require each other for the development and growth. Thus, there is an essentiality to have both as the two of them transform one another in quality, leadership and at the satisfaction level.

Conclusion

Empowerment and transformational leadership together bestow various benefits for the company and the market, and at same time it advances in their own spirit- mentally and physically. Despite the challenges and limitations that create the hurdle for the two because of the unexpected result at many occasions, yet several things are there which speaks about the benefits because of being togetherness between the two components of the organization. Today, when the market doesn't mean, dealing through the owner's hand directly. Now, the market is controlled by the employees who are the real showcase of the shop, while the leaders are in the background, only giving instructions or reviewing things according to the feedback collected by the employees from the customers or their own observation. This phenomenon is very different from earlier times, when an employee was meant only as a worker or helper to the owner, and therefore, it becomes quite essential in regard to dealing in the market that employees should be empowered, and not be dependent on their authorities like earlier.

In today's context, an efficient and skilled employee is one who has the ability of public dealing and cutting the cost, and further work in the direction of quality work. The study shows that both of them are an integral part of the organization, and perhaps their strong collaboration as a decision-making team will give the opportunity to the organization to bloom. The bottom line is- in the present scenario, there is a need to observe the entire process of building leadership in a broader context which must fulfill the demand of the growing market, and further avoid the complexity of the gap of authority and employee. Indeed, the empowered employee of today is the leader of tomorrow. And therefore, in nutshell, we can express that empowerment leads toward transforming the leadership. But how it has to be architect, definitely it would be designed individually and according to the requirements of the structure where it has to be fitted. At last, but not the least, I would forcefully express that the way a new market has emerged, the old are there to decay in the coming future, and thereby, it becomes necessary to groom ourselves as per the demand for the new world.

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Academic Anxiety among University Students in Academic Participation during Post Covid 19

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Abstract

The purpose of the present study is to examine the academic anxiety of school students in academic participation during Post COVID 19. The students those are doing Masters in Arts and Science from university are considered as sample and it has been selected randomly across the university of MSCB University, Baripada. The total 138 students of post graduation are included in the sample for the present study. The findings of the study denoted that there is gender (Boys and Girls) and stream (Arts and Science) differences in academic anxiety to participate in academic activities during COVID 19.

Keywords

Academic Anxiety, University students, Academic Participation.

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Introduction

The outbreak of COVID-19 created stress in health section, economic condition of the country and educational system of the nation. There was a challenging life for everybody during and post COVID 19 situation. Academic activities are massively affected in school due to shut down of school and colleges during these days. Anxiety and depression at pick level among students for their academic activities (Zeng et. al. 2019). The pandemic has created stress among students for their study. These stresses can cause non-participation of students in different activities of schools including completing the academic work like study and examination for promotion to next grade. There is a close relationship between anxiety and participation of students in school activities. Students those are free from anxiety, can participate more in academic activities. The university students experienced increased anxiety as well as moderate to severe stress during confinement due to COVID 19 pandemic.

Anxiety is a condition of nervousness and worry about uncertain result and which decreases the academic performance of students (Huberty, 2012), A study undertook by Ader and Erktin (2010), it is revealed that academic performance of students is enhanced through teaching self-regulation which can also reduce academic anxiety. There is gender difference in academic anxiety and further it is found that boys have more anxiety due to their future perspectives (Pramod, 1996).

Every person has stress and anxiety but university students have more stress and anxiety due to getting better performance and good outcomes academically to make a career. Present study is undertook to know the level of academic anxiety among university students during pandemic.

Objectives of the Study

1. To compare the difference of academic anxiety between university boys and girls students.
2. To compare the difference of academic anxiety between students studying in Arts and Science stream.

Hypotheses of the Study

1. Boys students will have more academic anxiety than the girls students.
2. Science students will have more academic anxiety than the arts students.

Methodology

Design

The data collected from 1st February, 2021 to 28th February, 2021. The questionnaire created via. Google form was used as data collection tool for the study. The participants are actively enrolled in Maharaja Sriram Chandra Bhanjdeo University, Odisha India. The questionnaire link was sent to the participants via through social media like WhatsApp and email. The present research work is descriptive survey method to study the present situation of the students on academic anxiety. The sample consisted of 138 university students. The sample was collected from one public university of Odisha named Maharaja Sriram Chandra Bhanjdeo University, Baripada randomly.

Tools

Demographic/Background Information

The first part asked about the participants' gender, age, stream and university name along the place where they lived during pandemic and about vaccination of COVID 19.

Academic Anxiety Scale

A self developed scale named 'Academic Anxiety Scale (AAS)' was used to collect data from sample. The tool was developed and standardized by the investigator himself. The scale was included 42 items and responses were in a 5-point Likert scale i.e., Strongly Agree (SA), Agree (A), Undecided (U), Disagree (D) and Strongly Disagree (SD). It was done by awarding 5 scores to Strongly Agree (SA), 4 to Agree (A), 3 to Undecided (U), 2 to Disagree (D), and, 1 to Strongly Disagree (SD). There was no negative item in it. The reliability of the scale was calculated by using Chronbach Alpha co-efficient and it was found that highly reliable with value of 0.67. The validity of the test was also determined and found that the scale is highly valid also.

Analysis and Interpretation

Table - 1: Mean Scores difference of academic anxiety between university boys and girl students

Groups	N	M	S.D.	t-ratio	Level of Significance
Boys	64	174.07	12.80	4.04	.01
Girls	64	166.60	13.76		

From the above Table-1, it is revealed that the t-ration come out from the two groups is 4.04. It is significant at .01 level of significance though it is greater than the table value of 1.96 and 2.58 at .05 and .01 level respectively. It indicates that there is a significant difference between boys and girls university students on academic anxiety. Further, the boys have more academic anxiety than the girls though their mean score is higher than the girls. Thus, the hypothesis (Hy-1) that ‘Boys students will have more academic anxiety than the girl’s students’ is accepted.

The mean scores of the boys and girls university students on academic anxiety as depicted in the Table-1 is represented in the Bar Fig.1.

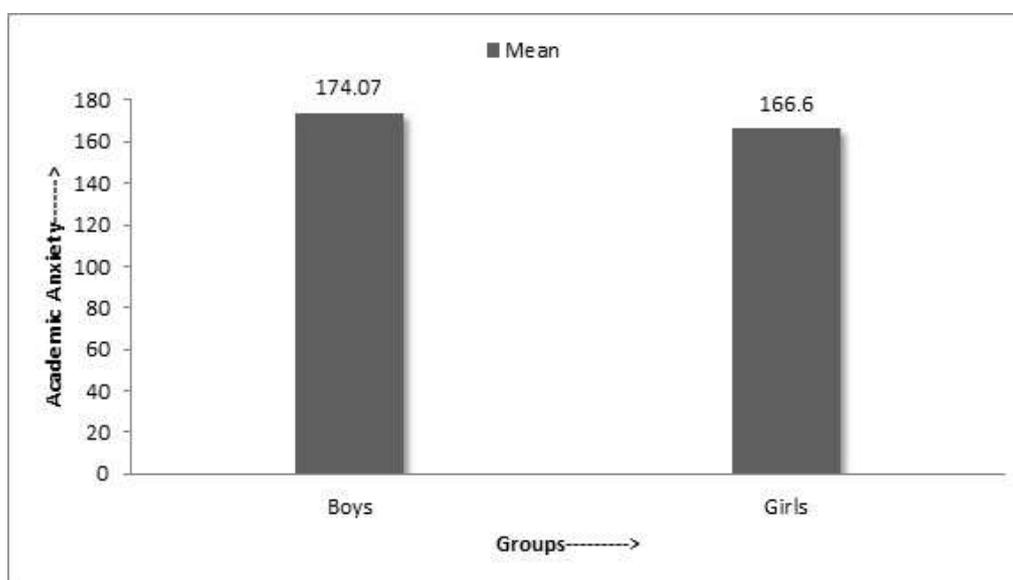


Figure-1: Comparative bar graph showing mean scores of boys and girls students on academic anxiety

Table - 2: Significance of difference between the mean scores of arts and science university students on other academic anxiety

Groups	N	M	S.D.	t-ratio	Level of significance
Arts	72	178.19	12.27	5.32	.01
Science	56	162.24	14.61		

The table-4.2 indicated that the both the groups of students studying in arts and science have significant difference in academic anxiety as their t-ration is 5.32. The mean score of arts students is higher than science students in academic anxiety, so it implies that arts students have more academic anxiety than the science students. Hence, the hypothesis (Hy-2) that ‘Science students will have more academic anxiety than the arts students’ is rejected.

The mean scores of arts and science university students on their academic anxiety as depicted in the Table-2 is represented by the bar Fig.-2.

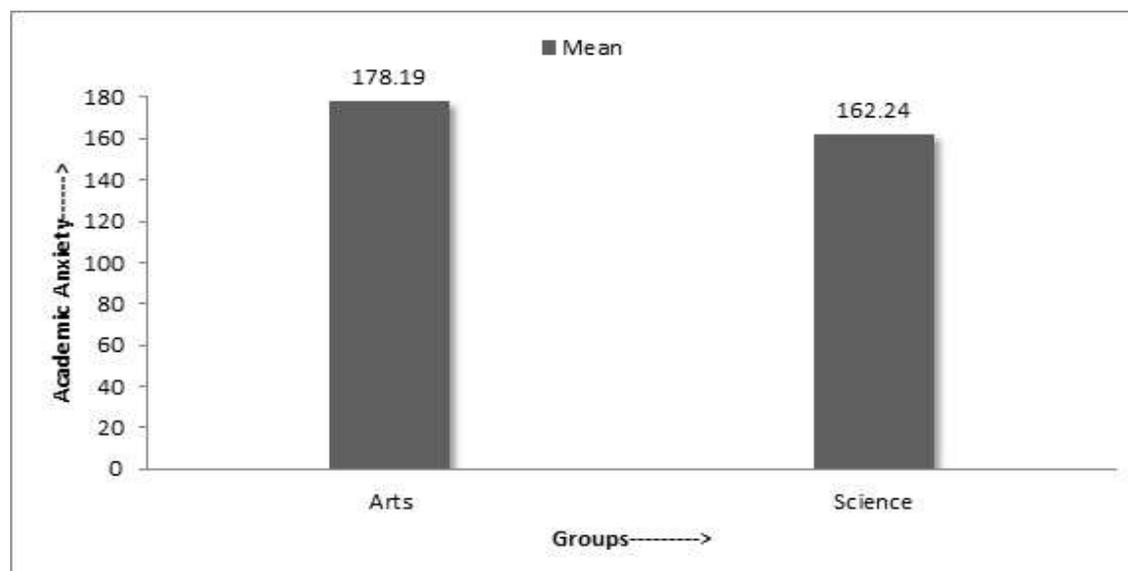


Figure-2: Comparing bar graph showing mean scores of Arts and Science students on academic anxiety

Conclusion

The outcomes of the present study important for teachers and administrators to make class environment conducive and stress free by providing lively example. The COVID 19 pandemic is increased stress and anxiety among students especially posts graduate students as they are deciding the career in this phase of professional education. So the university authority should introduce yoga education, self-study approach and pace setting educational environment to reduce anxiety among students specially boys and arts students. Further, the programs like seminars, webinar, workshops, etc should be organized to reduce stress and anxiety related academic activities at the university campus.

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Philosophy of Non-violence and Gandhi

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Abstract

Non-violence was an integral part of Gandhiji's life. In Gandhiji's view, non-violence is a spiritual force that is based on truth and aimed at combating evil with moral and spiritual strength. In In Gandhiji's view, non-violence is the quality of brave and strong people and it requires fearlessness, a person of weak heart cannot use non-violence. Gandhiji has described non-violence as a powerful weapon of the poor and the weak by which they can face the tyranny of others. Gandhiji considered truth as the basic element of non-violence. Only a non-violent person can see the truth. Truth stays away from violence, violence and truth can never sit together.

In Gandhiji's view, non-violence can be the best means of improving politics. Considering the whole world as a family, Gandhi considered non-violence as an essential force to ensure global peace and unity. According to Gandhiji, violence is not only a philosophy but also a method of action, it is a means of change of heart. He applied non-violence to every situation of human life by not restricting it to personal conduct. In Gandhiji's view, a soldier of non-violence should not have a sense of worldly pleasure or possession of material things, but his nature should be consistent in sacrifice. A follower of non-violence never accepts defeat, rather he continues his struggle and tries to face evil with determination. Non-violence is the foundation stone of humanity and the bright symbol of humanity, if peace can be seen in the family, society, country and nation, then only through non-violence. Gandhiji's principle of non-violence is not only guiding India but the whole world is adopting the policy of non-violence. Mahatma Gandhi had three infallible weapons – truth, non-violence and Satyagraha, he used them to take the country to self-rule in a peaceful manner. Non-violence is the foundation stone of humanity and the bright symbol of humanity, if peace can be seen in the family, society, country and nation, then only through non-violence. We can say that non-violence is the soul of the universe and the vibration of consciousness. Gandhi ji believes that non-violence is infallible, it never fails. Not even a fraction of the power of true non-violence can be wasted.

Keywords

Non-Violence, Humanity, Universe, Spiritual, Satyagraha, Foundation.

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Introduction

Non-violence was the basic basis of Gandhiji's life. Mohan Das Karmchand Gandhi, who believed in non-violence as his religion, was the political and spiritual leader of the freedom struggle. Ravindra Nath Tagore gave him the status of Mahatma i.e. great soul for the first time after being influenced by these ideals of Gandhiji, who considered Satyagraha, non-violence and simplicity as the basic mantra of a successful human life. Netaji Subhash Chandra Bose called him the father of the nation. Gandhiji's principle of non-violence and its use is felt more than the need it was when he was alive. Gandhi ji's non-violence does not liberate people from the society, rather it inspires them to use non-violence in the society. Gandhian non-violence has retained its popularity even in the modern society as it is primarily inspired by spiritual goals and secondarily by political and social goals.

Gandhiji's greatness as a leader and thinker lay in the fact that he transformed the subjective message of non-violence into a successful technique of mass movement. Before Gandhiji, Lord Mahavira and Gautam Buddha had associated non-violence with individual action but Gandhiji converted it into a social and political technique. In Gandhiji's view, non-violence can be the best means of reforming politics. Ahimsa is not merely the avoidance of suffering, harm or injury to others, but it is positive self-sacrifice. Considering the whole world as one family, Gandhi considered non-violence as an essential force for ensuring global peace and unity. Gandhiji considered every human being as a child of God. That's why he considered to torture any living being in any form as an insult to the divine form of that person and in this way he considered the widespread stigma as an injury to this whole world.

Non-violence is a spiritual power in the thoughts of Gandhiji. It is a force based on truthfulness and aimed at combating evil with moral and spiritual strength. Even the worst violence can be fought with the highest non-violence. Non-violence has nothing to do with weakness even remotely. Gandhiji was a staunch follower of humility but he made it clear that if he had to choose between cowardice and violence, he would choose violence.

Meaning and Definition of Non-violence

Indian culture is a spiritual culture. The soul of spirituality is non-violence. From the ancient Rishi Maharishi to the great men of the present, not only emphasized on non-violence but also made every possible effort to make non-violence ideal. The concept of non-violence is found in almost all the philosophies of India.

Thoughts of Philosophers on the Use of Non-violence

Lord Mahavir has given the definition of non-violence in this way - "Ahimsa is to have restraint towards the living being."

Sri Krishna's speech in the Gita has been affected in this way - Seeing God equally pervading everywhere, the wise man does not tend to violence, because he knows that doing violence is equivalent to killing himself. And thus when the heart is pure and fully developed, it attains the best speed.

Gandhiji said, non-violence is equality towards all living beings from micro-organisms to humans.

The summary is that the ocean of kindness and compassion is overflowing in the above statements and thoughts. Often the storytellers told that non-violence is not to hurt the living being through thoughts, words and actions. Ahimsa is the attitude of friendship towards all living beings, from the subtle to the gross. Non-violence is the foundation stone of humanity and the bright symbol of humanity, if peace can be seen in the family, society, country and nation, then only through non-violence. We can say that non-violence is the soul of the universe and the vibration of consciousness. Gandhi ji believes that non-violence is infallible, it never fails. Not even a fraction of the power of true non-violence can be wasted.

Difference between Violence and Non-violence

Violence is always in the shelter of unrest, lack, evil, discord and alienation whereas non-violence itself is a peace, prosperity in it self-reliance, love, kindness and happiness of self-realization, violence is a mental

disease while non-violence is such a health in which man overcomes the physical By attaining spiritual progress, Atmanand becomes the possessor of bliss.

Gandhiji said that the path of violence does not bring any greater assurance than the path of non-violence which knows no bounds. The reason is that he lacks the faith of the priest of non-violence.

Form of Non-violence

- Negative non-violence: Negative non-violence is not to harm any living being in any way.
- Positive nonviolence: To love all is positive non-violence.
- Non-violence of cowards: When a person tolerates atrocities out of fear of someone, it is called non-violence of cowards.
- Non-violence of the weak: Acting according to policy is non-violence of the weak.
- Non-violence of heroes: Not using your power despite being powerful, forgiving even when entitled to punishment comes under the non-violence of the heroes.

The basic basis of non-violence is love. He believed that the one who loves us. We should love him too, this is not non-violence. Non-violence is only when one loves his enemy or the one who has enmity with him. In Gandhiji's mind, there was no hatred but only love for the people towards whom non-cooperation was done.

Some essential Conditions of Non-violence

There are some essential conditions of Gandhiji's principle of non-violence, without following those conditions it is almost impossible for a person to become a priest of non-violence. There are some essential conditions of non-violence which are as follows:-

1. Truth
2. Inner purity
3. Fasting
4. Fearlessness
5. Sacrifice
6. Soundness

To practice non-violence, it is absolutely necessary to have deep faith in the truth and God's mercy. It is necessary for the devotees of non-violence that they try wholeheartedly to get rid of greed, pride, lust, envy, hatred and hypocrisy. It is necessary for every non-violent Satyagrahi to follow the vow of non-violence so that it can become a source of inspiration for others. If the rule or fast of love is followed firmly, then it inspires the whole society and civilization for qualitative and character upliftment. As a Vaishnava, Gandhiji considered every living being as sacred and valuable. This was the reason why he had great faith in the sanctity of the right to life. Gandhiji was not even in favor of killing snakes. He said that only God has the right to take life because only he can give life. Those who fast for non-violence should also look at the life of their opponents with a sense of respect and hospitality. Ahimsa is not only the avoidance of suffering, harm or injury to others, but it also expresses the ancient principles of positive self-sacrifice and constructive suffering. Gandhi ji believed in following non-violence as well as fearlessness. According to Gandhi ji, the battle of non-violence is fought with self-force, in which courage, bravery and perseverance are essential.

Goals and Positive Aspects of Non-violence

Three goals of non-violence are visible in Gandhi's philosophy:

- Achievement of Truth- Only a non-violent person can see the truth. Truth stays away from violence, violence and truth can never sit together.
- Cultivating the interest of all living beings - Without following non-violence, no person can bring the welfare of living beings into his mind. Non-violence beings are not separate.
- Reconstruction of society- Reconstruction of society is not possible without non-violence. His basic premise is non-violence. Society runs through non-violence in practice.

Non-violence is reflected in harmony like affection, humility, love, kindness, compassion, justice and fearlessness in place of all kinds of ill-will and misdeeds based on them. With non-violence the enemy can be made a friend. Non-violence cannot run without self-strength and fearlessness because it does not have the spirit of retaliation but the spirit of forgiveness.

National Security and Non-violence

Gandhi ji expected India to follow the principles of non-violence but the reason for this was not that India was in political shackles. He believed that India has an indestructible soul which can leave behind all the weaknesses and move forward on the long path of upliftment. But after independence, Gandhi ji said with a disappointed heart that India adopted non-violence only for the weak because with the departure of British rule from here, intemperate and selfish people got involved in violent and selfish struggle for position, prestige and profit. In spite of all this, Gandhiji remained devoted to the moralization and spiritualization of politics and maintained his loyalty to the principle that non-violence alone can liberate humanity from all evils.

Gandhiji stuck to the loving principles of non-violence because he was concerned about the survival of the human race. Non-violence is needed as much as it is needed by today's individual, society and nation. It was never like that before. Today our structure is based on structural violence from individual to society and from nation to whole world. Individual, society and nation are looking for a new non-violent alternative. In the present times, people's revolt against dictatorship all over the world has re-established non-violence.

Gandhiji's principle of non-violence is not only guiding India but the whole world is adopting the policy of non-violence. It is no exaggeration to say that the need of Gandhi ji's principle of non-violence and its application is being felt more today than when he was alive. History is also witness to the fact that only non-violence bridge can bridge the gulfs in the form of violence. According to Mahatma Gandhi, non-violence is not just a philosophy but a method of action, a means of heart-change. He did not limit non-violence to personal behavior and applied it in every situation of human life. Truth is the supreme law and non-violence is the supreme duty. Like truth, the power of non-violence is limitless. Mahatma Gandhi had three infallible weapons – truth, non-violence and Satyagraha, he used them to take the country to self-rule in a peaceful manner.

Gandhiji did not consider anyone as his enemy in his life, perhaps due to this quality he is called Mahatma. He believed that one should love the enemy in the same way as he does a friend. Critics claim that however ideal and exemplary nonviolence as a personal virtue may be, it does not stand the test even for a moment as a political instrument for permanent use. Gandhi ji developed truth and non-violence as his basic mantra throughout his life and completely brought it into life.

Gandhiji called the voice of the soul as truth but linked truth with God and said that truth is God. Gandhi ji believes that the world is governed by immutable and unchanging rules. Truth is the essence of our life. Life without truth is difficult to follow any principle or rule. Truth is beneficial in any situation, whereas by telling untruth, we can get peace for some time, but for one lie, many lies have to be told and it is difficult to estimate how much unrest it creates in us. Truth is not only considered necessary for the individual, but it is also considered necessary for the group and the society. Gandhiji believed that one can deny God but it is not possible to deny truth. According to Gandhiji, truth is not a thing found in forests or mountains. This is possible only by living in the world. If a person becomes helpful in other's sorrow and pain, then the truth will be seen by itself.

Gandhiji accepted non-violence as a means. The simple meaning of non-violence is not to cause pain to others. Truth and non-violence are such weapons. By whom the world can be bowed down- the opponent can be forced to have love-goodwill towards himself. In the present context, people have lost faith in the practicality of non-violence. Today there is a different type of environment in the country. There is a commotion all around. Human values have become dead. The self-confident sun has also faded away.

Gandhiji was the first person in world history who introduced the culture of non-violence for change. Even after his death, Gandhi ji continued to attract the attention of scholars, social workers, media, policy makers not only in India but all over the world. Along with Gandhiji, we have also buried our honor and self-respect. Therefore, now it is necessary that Gandhiji's principle of non-violence should be adopted because in the nuclear age, the principle of non-violence is even more needed.

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Communalism as a Problem in Indian Society

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Abstract

Various social institutions ranging from family to market bring people in contact with each other and establish strong collective identify among them, on the other hand these institution can also be a source of inequality and exclusion. The diversity found in the culture of a society or community emphasizes differences rather than dissimilarities. For example when we say that cultural diversity is found in india , it refers to varity of social group and communities from there which are defined by languages,caste,race , religion,creed etc. Because cultural identities are so strong in India.

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Introduction

Communalism in India – India is a pluralistic society, where religion has many positive functions and religions has an important place in social life, on the other hand sometimes religious narrow-mindedness becomes the causes of religious and communal tensions in pluralistic societies, in any pluralistic society, the question of majority versus minority is considered a very delicate matter. If the government tries to provide some special rights and facilities to minorities, the majority community does not tolerate it easily and opposes it. If the government provides some facilities to majority, then minorities considered it as their exploitation and being a minority, start demanded more facilities when those given to the majority. Due to this, the social distance between minority and majority communities starts increasing and ultimately its results comes in the forms of religious and communal tensions. Religious and communal tension is called communalism. Among all the problems found in Indian society today, the problem of communalism is considered to be the most prominent. This problem is becoming so serious that no government is able to find a proper solution to it, nor is there any consensus among various political parties about the solution to this problem of Indian society. Even today, the demand for division in many states remains a matter of concern for the government.

According to Srikrishna Dutt Bhatt “, communalism means my community, my path, my opinion is the best. Sees the group as a complimentary political and social entity whose interests are complimentary to those of other groups and which may often be in conflict with them.

As a problem of communalism in Indian society it is a big serious problem. Now hardly a day passes in India when there is no news of communal riots in the daily newspaper. These communal riots keep showing their color somewhere between two communities or religions, somewhere between two sub – sects of the same religious community and somewhere between different castes.

As a result of these, there is a lot of loss of people and money and a deep line of rift is drawn in the heart of the communal harmony of the society. According to S.L. Sharma, though communalism has a long history in India, it has become a matter of great concern in the last few years, it is spreading even in areas where did not happen before. For example – Jaipur in Rajasthan, Badaun in Uttar Pradesh and Ratlam in Madhya Pradesh etc. Also earlier communal violence was limited to small towns but now it is spreading in commercial and industrial cities on the way to development (like Ahmadabad, Jmshedpur, Bhiwandi, Muradabad etc) have become very sensitive from the point of view of communalism and there is always a fear of violence in them. Bipan Chandra has rightly written “, communalism is probably the most serious problems that Indian society is facing today. Therefore finding a solution to this problem is very important for the nation interest.

Throwing light on the nature of this problem, Dr.Goyal has emphasised the communal tensions and disturbance should be seen as an indicators of lack of fundamental unity and not as a factor leading to disintegration. It is true that there is some hindrance in unity due to this but it is possible to do so with modern technology and ideas. To properly assess this problem, it is necessary to understand the meaning and cause of communalism.

Communalism is a low grade division tendency which led to the partition of the country in the first place and after independence communal tensions and disturbance have hindered the process of nation building. Communalism is a stigma in a democratic system and harms nation building.

Aggressive extremism based on religious identity is colloquially called communalism. Extremism itself is an attitude that results in a person considering his own group as a legitimate or superior group and other groups as inferior, illegitimate or antagonistic. In other words it can also be said that communalism is an aggressive political ideology which is linked to religion. Although the word (communal) in the English language is associated with a community or a community rather than an individual, However, in India and south countries the word communalism is not used in this sense. Communalism creates such an aggressive political identity in a person that he becomes ready to criticize or attack people of other community. Get ready to criticise or attack people of sects. In communalism, religious identity is paramount than all others,

that is , a does not differentiate on the basis of reach – poor , occupation , caste, political believe , etc. Communalism is considered a special issue in India. This is because communalism has been a recurring source of tension and violence from time to time. There is no difference on basis of political believe etc communalism is considered a special issue in india. This is because communalism has been recurring source of tension or violence from time to time.

Secularism is considered to be the most complex term presented in social and political theory. The main sense of these word in the west is indicative of the separation of the church and state. The separation of religious and political power marked a major turning point in the history of the west as this ideology presented itself with the advent of modernity and as an alternative to religious ways of understanding the world. Apart from the western sense, secularism has some other meanings in the indian context. The term is most commonly used an antonym of communal meaning that a person or state is secular, which does not favour any particular religion over others. In this sense secularism is the antithesis of religious extremism and a does not necessarily have to be animosity towards religion. This sense of secularism signifies equal respect for all religions.

Communal tension or communalism is a term that has acquired problematic and unfortunate connotations in the indian context. In western countries this word is used for community help and brotherhood. In western societies, it expresses an ideology which aims at re-establishing a sense of community, a sense belonging and a sense of mutual aid. Therefore, there this word is used in a positive way. From the point of view of linguistic, the English word communalism is derived from the word communise which means living together. But due to the special circumstances of our society. Communalism here means differences , neglect , pity , hatred , it is in the spirit of protest an aggression based on the real or imaginary fear that the said community is determine to destroy our community or cause us loss of life or property or that it is responsible for our suffering. Hence in India this word is used in negative sense.

According to S.L. Sharma, the term communalism is used in both broad and narrow sense. In a broad sense, it expresses antagonism between two or more communities and these communities can be on ethnic, racial, religious or ethnic basis. In a specific (limited) sense it expresses the opposition between two or more religious sets. He has used this word in a specific sense in the context of indian society. In the words of Balraj Madhok, Explaining the meaning of communalism, Bipan Chandra has written that ‘communalism is fundamentally and above all an ideology which results in communal riots and other forms of social violence, but communal violence cannot exist even without communal ideology. ‘He further wrote that communalism has three element or stages –First, it is not limited to religion only ,but its it is the belief that economic, social, and political interests of the followers of one religion are the same; Second, it is also the belief that the political social and economic interests of the followers of other religion or religions are different from their sects; And Third, The worldly interests of the sects are not only different but are also opposed to each other.

Due to communal tensions and riots are- Historical factor, cultural differences, political interest, and communal organizations.

Search for the causes of the communalism- Modern communal riots are neither based on the high and low of religion nor the riots between the conflicting groups, but the people of one community fight the people of other for something .It is taken for granted. Thus , communalism reveals a complex emotional fact .Many scholars have tried to find its reasons .Several explanations have also emerged as a result .Some have blamed the economics disparity ,while others have blamed the ambitions between different communities and the rising classes for the communal riots. On the basis of these different points of view the following main cause of communalism can be described.

1. Religious narrow-mindedness-One of the reasons for the growth of communalism in India can be called forceful religious propaganda. After the establishment of the Muslim empire some Muslim rulers started forcibly converting Hindus into muslims. This increased the feelings of narrow-mindedness and hatred among the Hindus.

2. The feeling of superiority and respect towards one's religion- The second reason for communalism is that the person of every community has become so attached to its religious beliefs that there is absolutely no religious tolerance left in it. Today, various types of works services are also done in the name of religion.
3. Faulty Leadership- The third reason for communalism is our faulty leadership. Presently political leaders take support of religion for leadership and religious leaders are entering politics illegally.
4. Extremist ideology- The role of extremist ideology and extremist leaders who believe in it cannot be denied for communal tensions in India. Prof. Imtiaz Ahmed has written in the context of the recent riots in Gujrat, drawing our attention to the fact that the stay structure in India is basically based on secularism and social balance.
5. Political interest- Politics in India has procted communalism since independence religion has been politicised . According to most of the scholars, the Shah-Bano and Ram Janamabhoomi - Babri masjid disputes are the result of this politicization and political patronage.
6. Psychological reasons- Often there is a feeling of being persecuted by the majority in minorities and backward classes.
7. Economic and social inequality- There is disparity in different religious sects from the point of view of the level of economic prosperity , especially in the process of development some sects have progressed while some have lagged behind in this race.
8. International factors- Now days involvement of any foreign power in communal riots and encouragement of communalism in a country. The unusual occurrence in is no longer there. International politics has apparently become an important factor of communalism. In our country, the role of foreign hand behind the Punjab problem. Assam problem, Kashmir problem and Hindu Muslim riots spread in the country can not be denied.

Conclusion

Many minority communities live on the land of India. They have also been Indianized to some extent during their long period of stay. There are general rules of ethics in all religions. All emphasize on human love, equality, good thoughts, good words, good conduct . This religious plurality of Indian society reveals the imperative of secular national policy for it. In the richness and the historical tradition of Indian society. All religion are equal participants. The message of India is human love and its search is spirituality. Today's materialism and scientism have brought human society to the brink of Destruction The religious pluralism of India should be a matter of pride for the Indian society. This is the laboratory that can give experimental results of religious coexistence and cooperation Indian consciousness has to fulfil the demand of this time We have to prove that the land of India is that great garden where all religious trees, indigenous, and foreign, can flourish, become trees. The broad basis of pluralistic traditions in India is manifested by unity in diversity.

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Creator Economy Landscape in Uttarakhand: Opportunities and Challenges

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Abstract

*With the ubiquitous web 3.0 technologies making room for decentralized applications and make extensive use of blockchain-based technologies, the internet has emerged as a platform in which anyone can own the media and create a niche for oneself. On daily basis, people indulge in uploading pictures, tweeting, sharing their stories on instagram and expressing themselves on varied topics via blogs on varied topics, creating and uploading videos on youtube, curating content and many other things. As per Acumen report, 'with the ease of internet access, the number of active social media users in India stood at 330 million in 2019 and it is expected to reach 448 million by 2023.'*¹

This flexible and user-friendly set up has encouraged many to take up new roles and join the creator economy bandwagon. Today we find that the purpose of information sharing has become to engage the audience and to create buzz in one's circles. This changing media landscape is challenging as well as providing new opportunities to many. They are exploring the options and coming up either with their independent platform or through already established platform services to showcase their content and earn a niche identity as was never the case before. Seeing that UGC (user generated content) on the internet is blurring the boundaries of traditionally owned media enterprise, the present research paper attempts to explore and dive further in the field of creative economy in the digital age and its business models with reference to Uttarakhand.

Keywords

Entrepreneurs, audience, creator economy, information, media, information.

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Introduction

Media economy depends deeply on the creative inputs used the raw material which determines the quality of the end product and ultimately influence the demand and supply chain. As their product is tangible, has a tough competition in the market, has a certain shelf life, and requires a distribution strategy. The media economics has different stakeholders who influence and determine the value and demand of the end product. In this regard, the entrepreneurial phenomenon heavily impact media industries as long as they in their very nature come under the culture and creativity related businesses. This field is highly volatile as there are many players who influence the supply and demand chain. With the proliferation of internet and its related technologies especially social media, many platforms have opened up spaces for people to develop content and engage with the audiences. Their efforts bear fruits and with engaging a substantial number of audiences these people start earning. Here the vast social media landscape is taken into consideration as an entrepreneurial effort. Many professional and novice creative artists and content developers of all sorts are trying their efforts and applying many tactics to evolve and engage audiences.

Here the meaning of creative economy is expressed in terms of media industry only and especially in reference to social media platforms. The term has different meanings as given below:

1. The creator economy consists of small businesses being run by independent content creators, also known as influencers, who are vloggers, bloggers, comedians, and musicians and many others. They earn through monetization. With humungous increase in the number of these content creators who seek the attention of the audience, only few end up in having a significant following, and consequently have the opportunity to earn monetary benefits.²
2. Creator Economy is the rise of creativity in digital form which is a key element in boosting the economy, society, and everyday lives. The Creator Economy is a wide economic and social infrastructure that promotes the works of creativity. Technological and economic ecosystem in which Creators do their work and engage their audiences, including digital platforms such as Facebook, YouTube, Instagram, TikTok, Twitter, LinkedIn, are the components of this economy; the digital tools that aid the work of creators; startup ventures; and the broader infrastructure of people and companies that support Creators' who put in great efforts and uniqueness in making content and earn revenue.³
3. As per the Kalaari Capital Report '**Creator Economy 2022**' as retrieved from kalaari.com, 'Creator economy includes content creators, video streamers, influencers, bloggers, creators on OTT platforms, physical product creators, and essentially anyone building a community around their niche.'⁴

Defining Creator

Kalaari Capital Report states that a creator is a person having creative ideas and with the help of present online tools and software produces something to give expression to his individuality and creativity. He can convert his creativity into a consumable tangible form, either through content or a physical product. Their creative endeavors can start off as just hobbies, and later be monetized to earn a living.⁴

As per current data the digital economy in India is growing at a rapid pace with over 673 million smartphone users who spend around 4.6 hours per day consuming content. The figure of data consumption by an individual is 15.7 GB per month which is also highest in the world. There are 80 million creators out of 448 million social media users. Out of these 80 million creators, 150 thousands are professional content creators with \$200+ earnings per month.⁵

Review of Literature

1. 'Compensating Online Content Producers: A Theoretical Analysis' 2021, a research paper by Sanjay Jain and Qian Kun talks about the growing digital content industry with many independent producers who create content available on various online platforms. These platforms follow the advertising based business models to earn revenues. The greater number of viewers means greater number advertisements. However the calculation of visitors is decided by the unique and active visitors who reach to the platform

and enjoy content created by content producers. This is the reason why major platforms provide incentives for content producers to encourage high-quality content creation. In return these platforms share the ad revenue with the content creator. ⁶

2. 'State of the Creator Economy' provides a detailed view of the maturation of social media and other industry-relevant changes that have affected consumers, marketers and creators. This study aims to provide ongoing measurement of and insight into how influencer marketing (IM) and content marketing are both perceived and used. It offers information necessary to better understand the shifting trends in marketing strategies, consumer behaviors and creator habits. ⁷
3. 'The Creator Economy: Managing Ecosystem Supply, Revenue-Sharing, and Platform Design'. This research paper discusses the economic role and dependence among the content creators, viewers and advertisers on this multiplatform eco-system. There are many large platforms which through their good content (of any sort which is sellable) attract large number of viewers. This content is made by a large number of creators and by showcasing their creative output the platforms attract advertisers who finance their payments. Advertising based media ecosystems are the widely accepted model in the field. This paper develops a model to structure and analyze this kind of enterprise, and examines the following questions.
 - The role played by the economic characteristics in the trajectory of these three groups (creators, viewers, and advertisers) in regulating the overall scale of such platform. This also includes the extent of content supplied by creators, demand generated by the platform, and the level of advertising that a platform showcases on its channel.
 - Secondly it also questions the level of division or deliberation in the creator economy and also the distribution of supply amongst creators.
 - And, in what manner should the above mentioned results influence the platform's approach to internal investments and strategic decisions related to creator ecosystem management, level of advertising, and revenue sharing with creators?

The analysis belong to online platforms that are free to consumers, which adopt the advertising support model to support their activities instead of subscription or fee based model and the creators focus on to earn share in ad revenues via sharing their content on the platforms. ⁸

4. 'Social media and entrepreneurship research: A literature review' discusses that the up surging social media influence the way in which entrepreneurs carry out their everyday activities. This study systematically evaluates the research carried out in the domain of social media and entrepreneurship. ⁹

Research Problem With ever increasing numbers of internet users and with many of first time users turning to a kind of creator activity (initially through content curation) in India, the study is concerned about the creator economy landscape in Uttarakhand especially the young population.

Objectives

1. To get insights in the creator economy.
2. To find out its state in Uttarakhand
3. To further suggest ways to improve the creator economy
4. To find out better ways and solutions for monetizing the content

Hypothesis

H0 The user generated content facilities by the platform providers is helping the content creators to start off their career in creator economy.

Research Design

For the purpose of understanding the creative economy landscape in Uttarakhand, the research paper focuses on the youth who are more attracted towards activities that engages their creativity and also provides

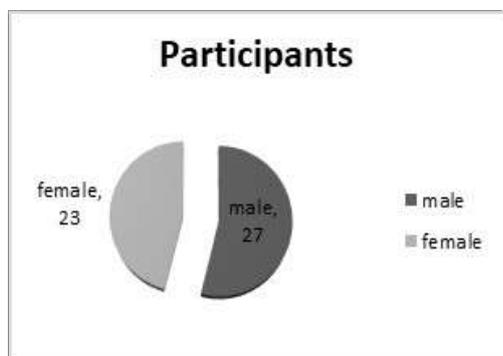
them the opportunity to earn. The paper applies descriptive analytical design. Both qualitative and quantitative approaches including sampling method and content analysis are carried out. Applying the purposive sampling technique, 50 young people including both girls and boys are deliberately selected to investigate the research problem. Only those who are performing some sort of creator roles are given online questionnaire to fill.

Theoretical Framework

With cheap data pack rates and less expensive mobile technology enable smart phones availability, there are many who are using social media for the expression of the self, creativity and rational for money making.

The Theory of Practice or Practice Theory (1972) as propounded by Pierre Bourdieu which focuses on the idea that people are not only influenced by their social structure, but influence their social structure as well is used as a framework to delve into the working, practices and implications of creator economy.¹⁰

Data Analysis



As to the location of the respondents we found that maximum number of respondents is located in the urban surroundings. 50 per cent of the respondents said that they are active on instagram, whereas 31.3 percent said to be using facebook, 12.5 percent youtube and remaining 6.2 were active on other social media platforms. It is also interesting to find that 50% of the respondents answered that they uploaded and updated their content on daily basis. Out of these 10 were girls. As to their role as content creator is concerned, many said that they are studying right now and don't get much time but added that they will definitely consider it once they finish off their studies. Only 4 respondents who were doing post-graduation answered that they take it seriously and have significantly improved their strategies to increase the number of followers and subscribers. Out of these 50 respondents when questioned about the number of followers and subscribers they have, the serious content creators said that at present they have approximately 1700 + followers. Instagram was their most preferred platform followed by Facebook and twitter.

As to the question on what kind of content creator they can describe themselves as, the answers were varied and mixed. The respondents described themselves as artisans, content creators and influencers and also stated that they do these activities for the purpose of curating the content for their community and called themselves as educators too. Other purposes of these activities were to gain popularity, earn money, create strong community and promote a social cause as well.

Out of 50 people questioned, only four who were pursuing post-graduation understood the economic aspects of content creation, were aware about the monetization models followed for content creation activities and answers that they followed Creator-led Commerce (Referral loops and influencer driven), Creator-led Commerce (Referral loops and influencer driven) Creator-led Commerce (Referral loops and influencer driven) models for earnings.

Results and Conclusion

As there are various categories of content creation, we tried to find out the popular content creators on different platforms. Youtube is very popular among youth so we try to find out the youtubers/ Vloggers who are from Uttarakhand

S. No.	Youtuber from Uttarakhand	Year	Subscribers and Pageviews
1	Sourav Joshi Vlogs @souravjoshivlogs7028	2019	18.5M subscribers, 7,080,610,241 views
2	Deepak Rawat IAS @deepakrawatias4979	2017	4.26M subscribers, 896,069,763 views
3	Amit Dobhal The UK07 Rider @TheUK07Rider	2015	3.97M subscribers, 453,336,219 views
4	Dhiru Monchik @DhiruKiBakbak	2016	3.76M subscribers, 465,832,037 views
5	Anoop Parmar @AnoopParmar789	2014	1M subscribers, 129,969,416 views
6	Neelam Uttarakhandi @NeelamUttarakhandi	2017	536K subscribers, 137,238,868 views
7	Priyanka Meher @PriyankaMeher	2016	490K subscribers, 95,672,475 views
8	Ruhaan Bhardwaj @Ruhaanbhadwaj	2015	470K subscribers, 132,109,085 views
9	ComeDian Pawan PahaDi. @ComeDianPawanPahaDi	2015	229K subscribers, 27,293,375 views
10	Alok Rana Pahadi Biker @PahadiBiker	2017	238K subscribers, 47,599,655 views
11	घसेरी (Ghaseri) @ghaseri	2018	192K subscribers, 13,087,075 views
12	Pandavaas @pandavaas	2011	169K subscribers, 24,402,994 views
13	Uttar Ka Puttar @UttarKaPuttar	2018	124 K subscribers, 10,686,510 views
14	Ashish Chamoli Vlogs @AshishChamoli	2009	114 K subscribers, 17,716,694 views
15	Gaon Guthiyar @ChuglerBagot	2015	110K subscribers, 29,439,723 views

These are the top 15 youtubers from Uttarakhand who are providing multitudinous content on varied subjects. It is seen that they started off as hobbyists and later turned their hobbies into monetisation activity. It is the same with the 50 respondents whom we have enquired about why and when they stepped into content creator economy. The respondent agreed that they have created some kind of content on their social media accounts which proves that even though many of them as of now not taking the content creation activity very seriously have experimented. They also responded that after completing their studies they will think about it.

Out of the 4 responders who were monetizing through online content said that they are strategizing for more audience engagement via unique content creation to increase their profit margins. The following are a few ways that can increase the performance of the content online:

- Advertising revenue shares between the platform and the creators
- Sponsored content featuring the sponsor
- Product placement via channel

- Tipping where the traffic or audience donates tips for the work they like
- Paid subscriptions for a nominal fee
- sales through Digital content
- Merchandise sales on the platform and on the channel of the creator
- Shout-outs as promotional activities taken up by both the creator and the platform
- Live and virtual events to gain traffic and increase page view
- VIP meet-ups are ways to boost page views
- Fan clubs to engage with the audiences

As far as the size of creative economy is concerned we can see that global creator economy is \$ 104.2 billion. There are 80 million creators and knowledge based professionals in India. 150000 professional content creators in India are able to monetize their services effectively. Seeing the current state of creator economy, it can be said that in the near future there will be more people indulgence into creator economy as there is an enormous demand for professional content creators for the support of various big names in the industry for audience engagement.⁴

Uttarakhand is a tourist destination with abundant natural beauty. This beauty attracts a lot of youngsters to express and experiment with their hand-held devices. A large number of them at one point have created content for their social media accounts. The question is that whether this random activity becomes a passion to earn money depends on their willingness to take up this activity seriously. With the proliferation of internet connectivity and cheaper smart phones and other equipment to create content, it can be seen that a large number of youngsters are having social media presence and see this as a refreshing and creative activity to produce videos and other contents on their own.

We also found that for various reasons, people actively share content on the internet. Most of the respondents share their real life activities to engage with the audiences. This can be called a peep into the real life or personal life display on publicly open platforms, other type of content centers around their hobbies which they want to showcase, other category is that of professionals who in various capacities such as influencers, bloggers, vloggers voice their views. Within the purview of the 'theory of practice' we found that there is a certain relation between the society, individual and the media and the individual disposition which is manifestation of self reflects on the social media platform and in turn it also shapes the platforms.

Conclusion

To conclude, it can be said that the Uttarakhandi Youth is paying lots of attention and is attracted towards the new media platforms not only to showcase their creativity but also to earn money through creating content online. Further research can be taken up on the subject to explore more on the emerging trends and future prospects of the creative economy.

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A Study on the Impact of Social Media on Buying Behaviour of College Students

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Abstract

Social media is the newest form of media and has also seen astonishing global growth. It has become a part of everyone's life. Social media is a very broad term and actually encompasses different types of media such as videos, blogs, etc. It is a place where information about other people can be conveyed. Social media is a vehicle of communication and allows everyone to share content that other people can share, in turn, with their online connections. It offers young people a variety of benefits and opportunities to empower themselves in various ways. Young people can maintain social connections and access more information than ever. It has become a place where we spend many hours of work or leisure or socializing with others through the use of social networks, especially university students in various fields of art and business. The study involves 136 randomly selected students from various academic institutions in the city of Thane.

Keywords

Social media, confidence, satisfaction, decision-making, buying behavior.

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Saummya Rai

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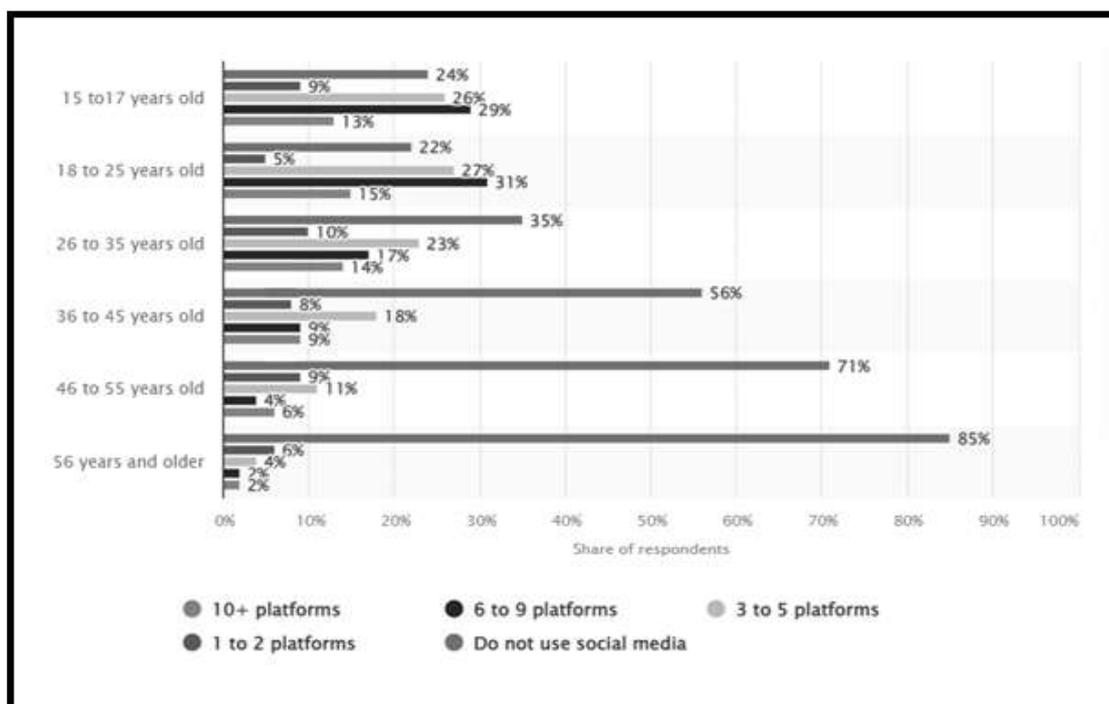
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<https://anubooks.com/journal/journal-global-values>

Introduction

Social media has helped and fulfilled the need and developed a sense of belongingness in the recent past. It has developed and made a virtual space for all people without considering their backgrounds of any kind. It has evidently shown its importance in difficult times like Covid 19 which has forced people to limit themselves to their homes. Social media has worked as a magic wand around the globe. This has encouraged different kinds of business at various levels. This was only possible because of the maximum number of internet users and internet consumption. This pandemic, in hindsight, has created a new world of opportunities for businesses to grow. This has generated and provided a new pool of talent to communicate to the world within no time or relatively less time. Social media has originated an additional and new virtual space along with traditional methods of meeting the needs. Today a large number of purchases are made through social media thanks to the lockdown which has given an all-new direction and quantum for social media businesses. Online businesses have tapped this opportunity and made every step possible to achieve the maximum benefit for the business and for the consumers. Social is not a one-way business, it fulfills not only the need of businesses but also the understanding the consumer behavior to the fullest which was missed in traditional marketing. This virtual place has highlighted that to grow any business understanding consumer behavior is very important not from the analytical view but from the consumers' viewpoint. Social has given immense opportunities to consumers to give their experience about anything to everything. This has helped consumers to form a virtual community which has given them to extract their power to the maximum limits.

We understand the history of the Internet revolution which started in between 1990s in our country. In 2004, Myspace started and in 2022, within a span of less than two decades, there has been a dramatic growth of the internet. Today, a number of tools have been developed and featured on social media platforms to make this virtual space more effective. A survey conducted in 2014 said that only 12% of our country's population can and wants to access social media. Usage of social media was so much low that people do not even have a basic understanding to have conversations on social media. Social media has started as email correspondence has expanded to have a new virtual world of its own. As of 2022, India had the highest number of Facebook users thanks to cheaper smart phones and internet facilities. A survey conducted by Tanushree Basuroy in January 2022, where researcher has collected 7463 respondents from 19 states of our country shows that 31% users between age of 18 to 25 uses 6-9 social media platforms.



Share of People Using Social Media Platforms India 2022

Social media has guided consumers in obtaining information on various products and services available in the market. Today the consumer is empowered with recommendations and references which is affecting their buying behaviour patterns. These references are not mere comments with will only be for businesses but this will affect their entire sale. Online space used is now affecting offline space. Social media has given a platform to the consumers and right to discuss, give their opinions about the product from anywhere around the globe. Business do not have control over the content, timing or frequency of such feedbacks or conversations.

Social media is followed by marketers but without knowing that how to influence the decisions of the consumers. Various studies are done which stressed consumer behaviour but without understanding the fact that social media is influencing that on different levels. Today’s consumers and businesses are very concern about feedbacks and rating available on social media platforms. Social media platforms have created a trust among consumers at different level about different products and services. Young is considering or trusting the opinions of strangers more than any experts or any claims made by any company.

Review of Literature

Du Plessis et al., 1991: Consumers buying behaviour could be a set pattern of determined manners and schedules which has meet the requirements. Human consumption models are very complex and vibrant as they get affected by various factors. This is what makes it more colourful like profitable model which considers maximum mileage and minimum cost or Maslow’s needs scale proposition on cerebral and Pavlovian literacy model which is grounded on experience and literacy. Sociological models are grounded on social morals which affects the consumer behaviour.

Mittal et al.: analysed the effects of various emotions expressed in emoticons, interjection and collected comments from posts. The authors conducted a online survey on emotional expression of views and options. Social media influences the communication with the known and unknown consumers at any point of time globally.

Isodje, A: provided that social media is a vast and collective platform that not only influence business but also the culture. Researcher further infiltrates that social media communities, groups, etc. are not only useful for mass communication but also a relatively cheaper promotional tool for the business

Objectives

- To understand social media and its various uses.
- To understand the buying behavior of young people on the social media platform.
- To analyse various factors like convenience, brand awareness, variety, accessibility, etc.
- To provide necessary suggestion

Research Methodology

This study reviews literature chosen with the primary as well as secondary data. The research is analytical and descriptive in nature. The researcher for the purpose here had made use of primary data and secondary data. The researcher has made use of a close-ended questionnaire where a sample of 136 is used. Secondary sources were also used with respect to Review of Literature, Journals and articles. Descriptive Statistics was done by using Kruskal-Wallis and Mean Rank.

Hypothesis-1

H0: There is no significant impact of factors like convenience, variety, home delivery, etc. in selecting social media for buying goods.

H0: There is a significant impact of factors like convenience, variety, home delivery, etc. in selecting social media for buying goods.

Table - 1: Basic Data Distribution

	SD		D		Neutral		A		SA	
	Count	%	Count	%	Count	%	Count	%	Count	%
Convenient	3	2.2	10	7.4	44	32.4	62	45.6	17	12.5

Variety	3	2.2	3	2.2	29	21.3	60	44.1	41	30.1
low prices	3	2.2	16	11.8	39	28.7	60	44.1	18	13.2
more brands	3	2.2	8	5.9	17	12.5	60	44.1	48	35.3
home delivery	1	.7	1	.7	18	13.2	69	50.7	47	34.6

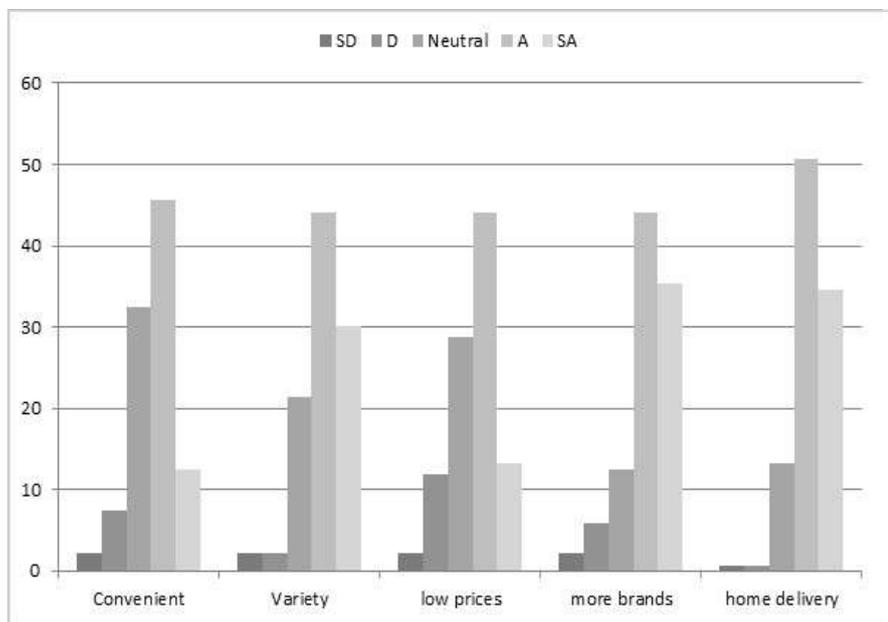


Table - 2: Descriptive Statistics

	Median	Mean	Standard Deviation
Convenient	4.00	3.59	.88
Variety	4.00	3.98	.90
low prices	4.00	3.54	.94
more brands	4.00	4.04	.96
home delivery	4.00	4.18	.74

Comparison between different factors to choose social media for buying goods:

Table - 3: Mean Rank Table

	Mean Rank
Convenient	278.74
Variety	363.08
low prices	274.75
more brands	383.87
home delivery	402.06

Table - 4: Kruskal-Wallis test Result

	Value
Chi-Square	57.459
Df	4
p-value	.000

Interpretation: As the p-value for the Kruskal Wallis test is less than that of 0.05 indicates the significance of difference in the average score for different factors for choosing social media for buying goods. The higher mean rank indicates that the respondents significantly agrees more for respective factor than others with smaller score in mean rank table.

The p-value is .000 which indicated significant impact of factors. Therefore, null hypothesis is rejected and alternated hypothesis is accepted.

Hypothesis-2

H0: There are no significant reasons that make social media purchases attractive.

H1: There are no significant reasons that make social media purchases attractive.

Table - 5: Basic Data Distribution

	SD		D		Neutral		A		SA	
	Count	%	Count	%	Count	%	Count	%	Count	%
Brand Awareness	0	.0	6	4.4	26	19.1	76	55.9	28	20.6
Accessibility	1	.7	6	4.4	35	25.7	77	56.6	17	12.5
Variety in Products	0	.0	6	4.4	16	11.8	68	50.0	46	33.8
Consumer Sensitivity	2	1.5	12	8.8	41	30.1	65	47.8	16	11.8
Social Media Platform	2	1.5	11	8.1	29	21.3	73	53.7	21	15.4

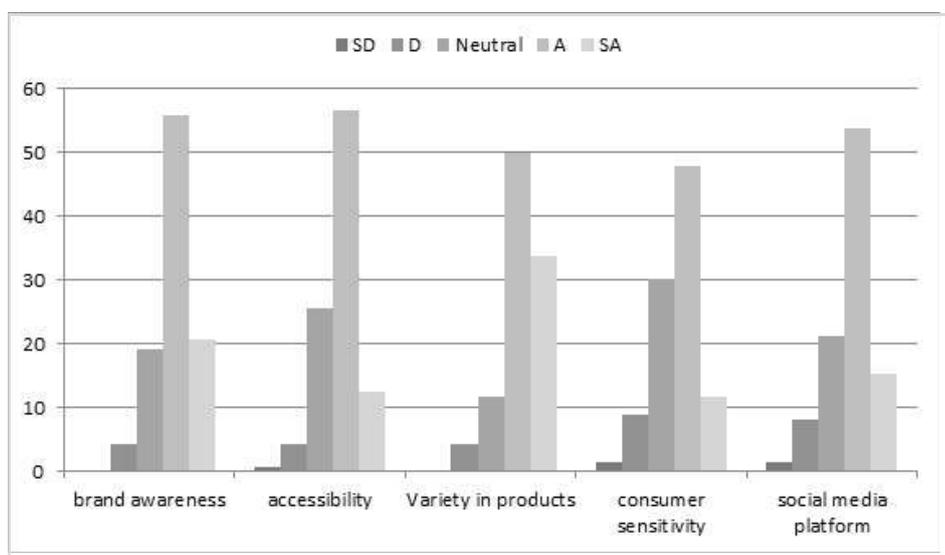


Table - 6: Descriptive Statistics

	Median	Mean	Standard Deviation
Brand Awareness	4.00	3.93	.76
Accessibility	4.00	3.76	.76
Variety in Products	4.00	4.13	.79
Consumer Sensitivity	4.00	3.60	.86
Social Media Platform	4.00	3.74	.87

Comparison between different factors make social media purchase attractive:

Table - 7: Mean Rank Table

	Mean Rank
Brand Awareness	359.46
Accessibility	320.30
Variety in Products	410.29
Consumer Sensitivity	289.32
Social Media Platform	323.14

Table - 8: Kruskal-Wallis test result

	Value
Chi-Square	36.086
Df	4
p-value	0.000

Interpretation: As p-value for the Kruskal wallis test is less than that of 0.05 indicates significance of difference in the average score for different factors make social media purchase attractive. The higher mean rank indicates that the respondents significantly agrees more for respective factor than others with smaller score in mean rank table.

The p-value is .000 which indicates that different factors make social media purchase attractive. Therefore, null hypothesis is rejected and alternate hypothesis is accepted.

Findings and Suggestions

In last two decades, a new platform for business has developed which is affecting all the businesses at different level. What started as mere communication correspondence has now emerged new business platform which has great impact on social and behavioural life of consumers. As this media continues to grow, it has emerged as important part of our young generation buying behaviour tool. It is found that students is more inclined to social media as it make the product very attractive and convenient to access. They are taking decisions based on purchases made by past consumers and their feedback or ratings given. While this information is freely available and businesses has no control over such information, it work as a double edged sword for the businesses. It is up to them how they are responding to their consumers feedbacks and earing potential consumers.

Conclusion

In today's world life without social media is unimaginable. With the growth of new technology and cheaper smartphones, this has created a vast and continuous virtual market for consumers all over the world. This is a golden opportunity and some hurdles for the businesses. This has great influence especially among young people as it provides quick and fast decision-making ability. This social media will continue to grow and expand along our traditional market platforms. Businesses should be very aware and careful of such platforms which will have an exponential impact on their future consumers.

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The Role of Mobility of Industrial Workers for Economic Development

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Abstract

The increase of economic prosperity of any country, region or individuals will be called economic development, from the point of view of policy making, economic development is called all those efforts whose goal is to improve the economic status and standard of living of a community, region, or country, are adopted.

The most important and critical problem of the present era is the problem of economic development. Political freedom has no importance without economic development, due to this importance of development and issues related to it, development has emerged in the field of economics. One of the various aspects of economic development, industrial development is also very important, on which the increase in the per capita income of the country depends on the development of labour force and production capacity, which is not possible without the cooperation of strong industrial labour.

Keywords

Economic Development, Region, Political, Community, Region.

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Introduction

Economic development is such a process by which there is a long-term increase in the economy, national income and per capita income of any country, economic development can be the best measure of economic welfare, under economic welfare it is necessary to ensure that It is known that what and how much is being produced in the country, in the context of economic development, it is necessary that what is the relative importance of the goods and services being produced in the country, the ultimate goal of economic development is to make the people of the country happy. By increasing the per capita income, their standard of living and standard of living has to be increased, for which it is necessary to increase the level of low income of workers along with industrialization.

Role Industrial Labour In Economic Development

For the rapid economic development of a developing nation with a large population like India, agricultural production, technical development, education level, capital employed, fiscal incentives, high rate of productivity, structural changes, and rapid social and ideological changes, mainly along with industrialization. Is also an essential factor. Industrialization has an important role in the rapid economic development of a country's economy, on the one hand, due to the rapid process of industrialization in the country, increase in production, development of infrastructure, increase in employment, increase in per capita income, improvement in living conditions. And there is a reduction in the percentage of poverty and unemployment, as well as on the other hand, due to increase in production, exports, foreign exchange reserves and balance of payments also improve. Therefore, it is clear that for the rapid development of the country's economy, it is necessary that the process of industrialization should be developed rapidly, as the process of industrialization is developed rapidly in a country, the process of industrialization in that country becomes faster. And along with the increase in national income of the country, there will be continuous increase in economic development.

Objectives of the Study

The main objective of the study is to obtain the following information regarding the current industrial workers in economic development.

1. What is the position of industrial labour in economic development?
2. What are the factors driving mobility of industrial labour?
3. How does mobility of industrial labour affect economic development?
4. What is the role of labour in increasing economic growth?
5. What measures are needed to improve the condition of mobility?

Industrial Labour Conditions

In a developing country like India, the educational and technical knowledge level of industrial workers is generally low, due to which they have to work outside for relatively low wages or remuneration, due to low income, their standard of living also remains quite low, more For the purpose of earning income, they leave work from one industry and start working in another industry, but due to overwork, illiteracy and less experience, many times they are not able to succeed in changing the work. In the industrial structure, the class of industrial workers has been the most exploited and expected, in the process of socio-economic change, social scientists, economists and politicians have realized the importance of labour welfare. And its dissatisfaction leads to decline in productivity, as a result of which the total production decreases. Industrial labour is mostly provided by poor sections of economically and socially backward classes and tribes who are mainly from rural background. A large section of industrial workers are living below the poverty line, their economic condition is getting lower and lower. Lack of organizational ability among industrial workers, weak bargaining power and over-availability of labour are some of the factors due to which wage rates could not increase relative to inflation. As a result, the economic condition of the workers kept on deteriorating.

1. **Homelessness:** The main reason for the increase in homelessness of Indian industrial workers is- huge increase in inflation, increase in the level of unemployment, the burden of homelessness is transferred

from generation to generation. The main reasons for the indebtedness of industrial workers are housing facilities, treatment of illness, family use, litigation, illiteracy. In such a situation, workers are facing great difficulty in meeting their family expenses, besides this, due to high interest rates. The debt burden is also increasing.

2. **Housing System:** For the growth of economic development of a country, it is necessary that every industrial worker or people of the country have residential facility available, industrial workers are not able to save anything from the monthly income due to low family income. In which workers are not able to get the benefit of residential facility.
3. **Description of income:** It is very important for industrial development that the economic condition of industrial workers should be good, but due to low income, the condition of workers is not considered satisfactory, because due to high inflation, all the things have become so expensive that the cost of living is low. It's getting harder to do.
4. **Consumption and standard of living:** Industrial workers are a poor and backward class of the society whose income is low and means of income are limited and uncertain. Because the production level continues to decline due to frequent interruptions in power supply, they are facing difficulties in maintaining their families due to low income, they are hardly able to meet the basic needs of life.
5. **Labour Family Business:** It is very necessary for economic development to develop innovation and industrialization at a new level, but 40% of the workers' family's business is agriculture, the families living as agricultural labourers run their livelihood only by doing wages. Or most of the labour is living by adopting traditional business.

Role Industrial Labour to Economic Development

In any developing country, industrialization is very necessary to increase the economic development rapidly, the percentage of poverty and unemployment of the country will decrease only with the development of industrialization, due to the availability of new employment opportunities, and the work of the industrial worker will be reduced. Income will be able to increase with potential, which will increase the demand for consumption and production and certainly there will be a definite increase in national income along with per capita income. The importance of the industrial workers of any country cannot be underestimated, it has been rightly said that the major capital stock of an industrially developed country is not in its physical material but in the knowledge gathered from the findings and that knowledge. It consists in the ability and training to use it effectively. In order to increase the efficiency of uneducated and unskilled workers, it is absolutely necessary to educate the workers, so that a well-skilled, well-informed, creative and responsible industrial worker can be prepared, whose full contribution will be to increase the production capacity of the industrial unit.

Industrial Labour Mobility

To know the two complete reasons that hinder the growth of economic development of any country, such as rapid increase in population, shrinking role of agriculture sector, decline of cottage industry and handicrafts, faulty planning, slow rate of economic development, increasing mechanization, preference for jobs by women. Lack of capital, lack of employable education, uncertainty in front of the private sector and lack of employment guidance, etc. The increasing number of workers is not only becoming a matter of concern for the Indian economy, but it also creates many types of imbalances. Happening of these reasons and due to non-availability of work in their nearby areas, workers are now turning towards other areas, industries, activities and professions.

The reason for this is as follows:

1. Agriculture in India is still in a backward state due to many reasons, due to the increase in population in the villages, the pressure on the land is continuously increasing, due to which people are moving towards the cities in search of employment.

2. Rural workers get employment for less than 9 months in a year and the wage rates are also very low, so their income level remains low. Let's turn towards.
3. According to the Factories Act 1948, all the provisions providing pleasant working environment to the workers have been made in the Factories Act, such as fixation of working hours, facilities for lighting, cleaning, water and immediate treatment, arrangements for inspection of industries, etc. Even in the absence of facilities, the workers are forced to leave their place of work and work at another place.
4. Industrial labour is mobile in highly industrialized regions with high wages, some states are more industrialized and clustered than others. Like - Gujarat, Maharashtra, Haryana and other Indian states.
5. It is full of social and economic disparities, where all tasks are divided on the basis of religion, caste and caste. Leaving their business, they start working in some other business or industries.
6. Freedom of travel provided in Constitutional Article 19 and freedom of business profession, business, and commerce of one's choice also acts as a motivator for industrial labour mobility, the above provisions provide freedom to industrial workers to move towards other areas and businesses. By working in other fields and industries, along with the increase in their working capacity, there is also an increase in income.

Suggestions to Improve Labour Mobility for Economic Growth

Mobility is necessary for increasing efficiency in the economy of any country because in a dynamic economy some firms, industries and sectors move towards the wind while the rest move forward rapidly, but economic development requires a judicious labour force. Move from a growth business to a rapid growth business. Industrial labour mobility is one aspect of the industrialization sector that has a bidirectional effect, on the one hand, labour mobility is often beneficial to the workers themselves, if workers move to other sectors and industries to take advantage of their knowledge, training, and skills. Along with getting high wages and salaries, they also take advantage of work security and enjoy labour welfare facilities, so it not only boosts their morale but also indirectly contributes to industrial development, the effect of these factors is It is an increase in labour productivity which makes it possible to increase industrial output, which enables the enterprise to achieve the goal of optimization.

The following written suggestions for the importance of labour mobility in economic development are as follows: -

1. From the point of view of economic development, development of training facilities for industrial workers is very necessary, but training institutions should be established in urban areas as well as in rural areas. And should also be installed in backward areas so that people of backward areas can get education training according to their ability.
2. In a developing country, these goals are very important for economic development. Any industrial worker who understands both his rights and duties proves useful for both the industry and the nation.
3. Industries should be formed under the leadership of industry organizations to promote research and development in the defence, pharma and electronics hardware sector, along with the land of industries being important in the economic development of the country.
4. For the growth of economic development, new employment opportunities should be made available, new industries should be established in backward areas, so that people are motivated to work in industries leaving low income business.
5. Social and cultural conservatism is reduced by the mobility of industrial workers and they get an opportunity to know and understand the new culture.
6. To promote the development of the country by ensuring maximum participation of workers in the production process. Industrial disputes can be avoided as much as possible by the dynamism of industrial workers and cordial relations are established for public welfare.

7. Industrial disputes can be avoided as much as possible by the dynamism of industrial workers and cordial relations are established for public welfare.
8. To remove the social imbalance generated as a result of industrialization and to make the surrounding environment peaceful, so that industrial development can be encouraged and production can increase.
9. Creation of team spirit among industrial workers and a sense of loyalty to the organization will arise in them.
10. Increase in production by industrialization workers so that the country's economy can be strengthened and successful, and economic development of the country and the nation can take place.

Conclusion

From this study it can be said that the economic development of a developing country like India also depends on the industrial development. Labour is the biggest power of industrialization, business industries progress only on the strength of the work skills of the workers. In such a situation, it is up to the government, society, and industrialists to protect the interests of the workers, in a country where the labour force is safe and full of employment, the society, backward class, culture and educated class move forward. For the benefit of the workers, it is necessary to pay attention to all the issues related to education, health and family along with them. Due to which people will not have to be dynamic to meet their needs, there should be comprehensive reforms in state and local laws by the government itself, so that the national level can increase, but industrial growth rate will increase, establishment of additional industries to provide more employment to the people. It should be done, so that the per capita income and national income of the country can increase and India cannot be a developing country but can make its place in the category of developed nations.

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Pestel Analysis of New Education Policy 2020

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Abstract

India is a union of states with different cultures and different languages. Education is a subject of the concurrent list, so here education is arranged by the central government and the state government and local institutions. India is the most populous country in the world today. In India, more than 20 million children enter schools every year for primary education. After 1986, in the year 2020, a new education policy was implemented by the central government. This policy is being implemented by various states as per their convenience. In the research paper, PESTEL analysis has been used in the context of new education policy. Analysis of political, economic, social, technical, environmental and legal elements of the country has been presented in this research paper.

Keywords

NEP 2020, PESTEL Analysis, Educational Institutions, Curriculum, Government.

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Introduction

Indian's New Education Policy 2020, which is based on space scientist K. Kasturirangan, which was announced by the Government of India on 29 July 2020. This policy aims to address the imbalances and to make sweeping changes in our education system. The new NEP-2020 will change the face and future of Teacher Education in India as well by introducing Integrated Teacher Education Programme (ITEP). The new policy aims at universalization of education from pre-school to secondary level with 100% GER in school education by 2030. NEP 2020 will bring 2 crore out of school children back into the mainstream. A new 5+3+3+4 school curriculum has been introduced with 12 years of schooling and 3 years of Anganwadi/Pre-schooling. There has been relatively dispersal in the education policy and all the governments start running their own agenda. Due to one-sided perverse satisfaction of the model of educational development, social, political, cultural, Gender, caste, religious regionalism, linguistic bigotry etc. are leading to various kinds of anomalies. The New Education Policy 2020 will prove to be a milestone for the upliftment of education if it is successful in providing 100 percent education to the underprivileged society with the help of various partners. There are 28 states and 9 union territories in the country. Education in India is a subject of the Concurrent List, which means that both the Center and the States have the right to provide education. The development of a country depends on the education system of that country and India has been world famous for its scholarship since ancient times, our Vedas have taught the world knowledge technology science and research. At the same time culturally India has also been rich. That's why it has got the status of Vishwa Guru. Our Indian society is a multicultural democratic society in which various forms of education are visible, in the current scientific technological digital age education system, creativity, self-concept, thinking, logic attitude, interest ability are important in students. Providing educational opportunities for universal and quality education, social justice, equality, scientific advancement, national integration, cultural preservation, sustainable progress and economic development determine the future of India. A total of 27 subjects have been focused in the new education policy, which fulfills the basic requirement of human potential and national development. The Government of India's Global Education Development Agenda aims to "ensure inclusive and equitable quality education for all and promote lifelong learning opportunities" by 2030.

In the education policy, the policy of education to be held in schools and colleges is prepared. The Government of India has made many changes in the new National Education Policy 2020, through this India has to be made a "Global Knowledge Superpower". In June 2017, a committee was formed under the chairmanship of ISRO chief Dr. K. Kasturirangan to formulate a new education policy, the draft of the National Education Policy was presented in May 2019. Finally, after 34 years, this new Indian National Education Policy was formed during Prime Minister Narendra Modi's rule. National Education System announced on 29 July 2020 with new changes.

Objectives of National Education Policy 2020

The pursuit of knowledge, wisdom and truth has always been considered the highest human goal in Indian philosophy, keeping in mind the rich tradition of ancient and eternal Indian knowledge and thought. In the scenario of global ecology and knowledge, the whole world is passing through a period of change, in such a situation, children should understand the interrelationships between various subjects, develop all aspects of life and abilities in a balanced way, for this India's tradition and cultural values Emphasis has been placed on The objectives of the education policy are as follows:

1. Agriculture, medical and technical education is to be linked with school education and higher education, the main objective of which is to directly connect students with life skills along with studies. Apart from making students global citizens, we have to keep them connected with civilization.
2. The Government of India will prepare a new National Curriculum Framework, in which ECCE School Teacher and Adult Education is to be added. The board exam will be divided into different sections, the board exam will be held twice or thrice, the marks of the student will be added to the final report for

whatever skills he learns. There will be provision of report card from now on. A “Common Entrance Exam” will be offered by the National Examination Agency for admission to higher education institutions. Dependence on textbooks is to be reduced by giving emphasis on e-learning.

3. Students will be able to map their interest ability and demand. To develop critical thinking, focus on “how to think” instead of “what to think”.
4. Artificial Intelligence software will be used to make studies easier.

Objectives of the Study

1. To explain the National Education Policy 2020 in educational and Indian context.
2. To understand the need and importance of PESTEL analysis.
3. How PESTEL analysis becomes helpful for National Education Policy 2020.

Research Methodology

Exploratory research gives valuable insights, generates ideas and valuable aspects in a more exploratory way. Primary data provides first-hand information for the specific purposes at hand, while secondary data contains information important to describe and uncover valuable insights in research. Secondary data are obtained from books, published reports, internet, libraries, magazines and reports from some government agencies. Data was collected by preparing a schedule and questionnaire. 200 people were made subjects. Respondents are randomly selected and requested to give interviews. The questions are asked in a predetermined sequence. These data are analysed/solved with the help of computer.

The word PESTLE is formed from the first letter of 6 words used for atmospheric analysis strategy. (P for Political, E for Economic, S for Social, T for Technical, L for Legal and E for Environmental.) PESTLE analysis is sometimes referred to as PEST analysis. The concept is used by organizations as a tool to keep track of external factors affecting the organization. It helps in determining the future scope of action and in developing measures for strategic management. PESTEL analysis is a powerful strategic tool for understanding and analysis the context of changes and focusing on areas to make that changes successful for goal achievement. In this situation, PESTEL analysis works best with SWOT analysis. It helps to identify potential opportunities and threats around the changes, for example, skills shortages and workforce potential. Human resource planning is a institutional process that aligns institution and human strategies. PESTLE analysis helps identify disruptive changes that can have a profound impact on the future employment landscape. Organizations are facing major changes from an increased skills gap in their workforce to one that didn't exist like IT departments did 10 years ago.

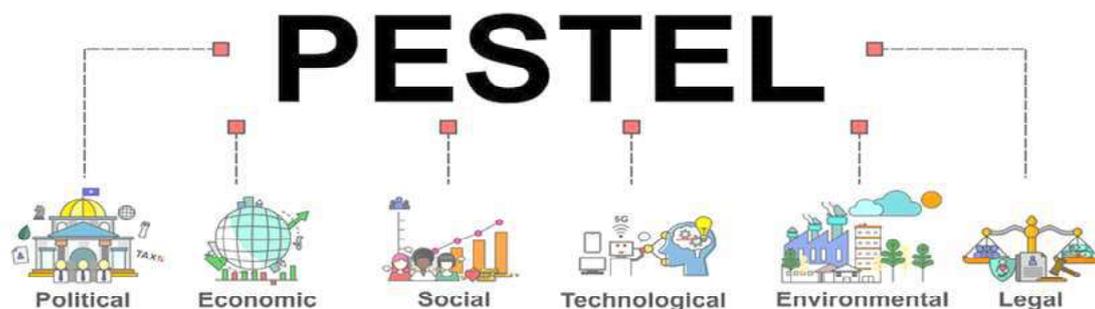


Figure - 1

1. Political Component

Religion, caste, language, regionalism, local culture, etc. are central to the politics of India. National parties, regional parties and independent MPs represent the country in the Parliament of India. Political parties make language a weapon for their selfishness, such as opposing the three-language formula, opposing the compulsion of Hindi. Dress code in schools and colleges, addition or deletion of biographies of great men/

poets in syllabus, rewriting of history, saffronization of syllabus, rise of Maoist ideology, Ambedkarism, Brahminism, special provisions for minority educational institutions, common national syllabus and regional syllabus conflicts etc. political issues continue to arise. Opposition parties accuse the ruling party of using educational institutions for their political interests. The names of educational institutions also become the focal point of the controversy. The ruling parties establish educational institutions or universities in the name of their political ideologues.

2. Economic Component

Education is in the concurrent list, so the states want the central government to give maximum grants for the development of education. Even today the demand of allotting 5% budget for educational and research activities in India has not been fulfilled. Central and state governments spend money on various schemes like Sarva Shiksha Abhiyan, National Secondary Education Abhiyan, Higher Education Abhiyan etc. Disputes often arise regarding the contribution of money. Various committees are formed by the state government to determine the fee of the course. The dispute over the prescribed fee for the MBBS course arose during the Russo-Ukrainian war. Due to the high fee of this course in India, students of India go abroad and take its education. Scholarships are provided to various students studying in educational institutions. The basis of scholarship is religion, caste, income or gender etc. Bank loans are also provided to the students for pursuing education. The lack of budget and infrastructure for equal pay for teachers is often in the media headlines.

3. Social Factors

Social factors include caste affiliation, population growth rate, religious customs, dress, culture and religious practices, age distribution, languages and dialects, career outlook, cultural norms and expectations, health consciousness, health and safety.

4. Technological Factor

Our Indian society is a multicultural democratic society in which various forms of education are visible, in the current scientific technological digital age education system, creativity, self-concept, thinking, logic attitude, interest ability are important in students. Educators, decision makers and stakeholders are taking advantage of data analytics programs to identify institutional problems and opportunities for positive change. The new guidelines will encourage students to complete their degree by allowing academic gaps through a system of credit allocation. The new guidelines will encourage students to complete their degree by allowing academic gaps through a system of credit allocation. The setting up of a National Educational Technology Forum can boost efforts to leverage technology in improving various aspects of education. In places where there is no means of traditional and personal education, both school and higher education will be provided through e-mediums. For this objective NETF (National Education Technology Forum) will be formed by GoI. Its purpose is to make proper use of technology from primary to higher and technical education. On March 24, 2020, for the prevention of Covid-19, when the lockdown was implemented across the country. So immediately after that the provision of making education online started. In this TV, online meeting platform, DTH channel, radio broadcast, Telegram, WhatsApp and SMS groups and print media were also supported.

5. Environmental Factors

These factors are mainly related to the effect of the surrounding environment and the effect of ecological aspects. These include waste disposal law, environmental protection law, energy consumption regulation. global warming and the growing need to switch to sustainable resources; Ethical sourcing has forced every organization to consider environmental factors.

6. Legal Factors

Legal analysis takes account of both these angles and builds a strategy keeping them in mind. These Legal factors have external factors and also internal sides institutions. Some laws have an impact on the educational environment in a country, such as the Right to Education Act.

Conclusion

In this era of knowledge, education, research and innovation is important, respecting the spirit of “Ek Bharat Shreshtha Bharat”, the new education policy has included a system to promote Sanskrit and other Indian languages. The new National Education Policy 2020 develops analytical logical education, awakening multidimensional talents in children, making them self-reliant. Multi entry and exit system in higher education is beneficial for the future of the students by not harming their study year. This education system has given him a global vision. Strategies are being made at the national and state level to implement the National Education Policy 2020 in India. In this research paper, emphasis has been laid on implementing National Education Policy with PESTEL analysis concept. India is facing global competition. To face this global competition, the institutions have to be globally prepared. Those organizations which will be successful in doing PESTEL analysis will move ahead in the competition. Through PESTEL analysis, where students and institutions can be analysed on a micro level, universities and educational boards etc. can be analysed on a large scale. Keeping in view their benefits, usefulness and importance, there is a need to implement this concept in the new National Education Policy. On research, it was found that 31% of the respondents completely agree with this PESTEL analysis. 28 % of the respondents agree with this analysis. 24 % respondents are neutral in this regard. 13 % of the respondents disagree with this analysis and 04 % of the respondents absolutely agree. This new education policy in India based on the pillars of equal education, fairness, quality inclusive and accountability will prove to be a milestone in building a new India.

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Quality of Ethical Values and Social Responsibility in Higher Education of Uttarakhand

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Abstract

Higher education means all round development of the student and develops social and moral values in him which leads him on right path of development. As Indians and Uttarakhand's we have a large number of mystical tradition. We often believe in the CITES of Religious books such as Ramayana, Mahabharata, Quran, BhagwatGita and several other mystical writings. We know that we have unsuccessful very poorly when it comes to pursue these lessons in our actual life. Indian and Uttarakhand's education system, in different stages of the ethical mind have addressed its importance. Now, it is essential to classify the reasons to the failure in ethics in education system in uttarakhand. In this paper to analyze the aspects swaying the ethical process and obligation of ethical and social edification for student and its social life and welfares to the teenager.

The key shove is to find out ethical corrosion in the system of higher education of uttarakhand. There is fast ethical corrosion taking in higher education such as "University Grant Commission, All India Council for Technical Education, Ministry of Human Resource Development", And all other component of Higher Education like as "Colleges, Universities", institutions, professors and scholars.

Simple, development of organization could not make a good social assets and so, we could not find effective Leaders, human being, Officials, Representatives and Industrialists. Hence, education system of uttarakhand needs a healthy, toughen morals and principles.

Keywords

Ethical Education, Ethical Values, Ethical process, Top Body of Education.

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Overview

At present (According to 2021-22) there are 1113 universities and institutions in India. Apart from that the total enrolment of students in universities and colleges is 4.14 crore while teachers-students ratio is 1:18.

Moreover today the children of Uttarakhand are hoisting their glory in the country and abroad. It is the result of education system of Uttarakhand that it is present on many high position in the Government of India. Today Uttarakhand has touched many dimensions in the field of higher education. In the table given below the details of higher education system are given—

Table - 1

Particular	In India	In Uttarakhand
No. Of university	1113	11
No. Of central university	54	1
No. Of state university	459	11
No. Of Deemed university	127	3
No. of Women college	1409	8
No. of IITs	23	1
No of IIMs	20	1
Gross Enrollment Ratio	41.5%	27.1%

Source – all India survey on higher education

According to the above table there are a big difference between educational institutional in whole India and uttarakhand. In spite of all these Uttarakhand has 7th ranks in the terms of incitations in the field of higher education. But in all India survey of higher education the state of uttarakhand is clarifying new dimension by making continuous development in the field of higher education. The present government has achieved an unprecedented increase in the gross enrolment ratio of all communities along with the society by implementing the principal of everyone's development.

Ethics and Values in Higher Education

Ethics word defined as the overall development and moral values, of which standards can be leading by a particular group of people, profession and society. Composed they inspiration the set of values. Ethical quandaries arise when single individual ethical standards fight with some other distinct. Ethics was more than a right, spiritual or legal thought to him. Ethics and values became an important word to higher education of uttarakhand. Because there are very poor conditions of ethics and values in uttarakhand.

“In India the All India Council for Technical Education recommended the inclusion of Business ethics as a course in Master in Business Administration curriculum.” The promising managers would be conveyed with the information of social accountability and morals.

Social Responsibility

In fact, all part of higher education like as universities, colleges, private, state and dominant plagiarize every assets since ancient literature but in yield their involvement is insignificant. In industry world just alike corporate sectors, educational institutions in common and upper physiques in specific are also required to understand their exact responsibility to the society. If they will understand your own responsibility then they will be highly ethical and corrupt and malpractices will be free from higher education. Value based ethical practices and awareness against social responsibility can be a good attempt to moral education. If we want to bring good quality in higher education then we have focus on selection of wellqualified and skilled talent, unbiased selections in Campuses, colleges, institutions and also in organizations of higher education. While recurring them, we should consider their academic knowledge and moral qualities give and experience rather than political identity of the candidate.

Elements of the Excellence of Higher Education

The specified elements of the value management in higher education are:-

1. To identify the educational and academic environment in colleges and universities we find number of books, journals (national and international) in their library, and other facilities who help to student for their sustainable development.
2. Educated assets and stuff could be counted in positions of number of faculty, published books, seminars and conferences attended and organized.
3. Physical facilities could be counted in positions of number of teaching spaces, smart- teaching spaces, compost clearance options, scientific workrooms, computer laboratories and boarding house services.
4. Placement dignified in practical and working knowledge of students and campus recruitment/selection with a good remuneration offered by employer

The Number of Universities has Increased in Uttarakhand but the Quality and Utility of Education still Remains a Matter of Concern

Generally, uttarakhand known as school education but in modern time its developed as a center of higher education, but specialists and campaigners put question marks on its quality of education. The government need to observe whether the new universities are promoting unemployment or developed a quality student who can contribute to the development of themselves and the society by going ahead by distributing useless degrees. It would be better to provide lenient skills to the student so that they can get a good and earing job. Most of the students have taken education loans from bank and I don't believe most of them get jobs. They go into depression due to lack of good quality and employable education and for not paying their loan on time.

The core motive for the formation of private universities was the obtainability of economy land and money power. Declaring a connection between manufacturers, officials and powerful candidates, he said that politicians' money through their proxy is involved in making most of the private institutions. Most of the rich people also invest his black money in private university. Higher Education Minister of Uttarakhand claimed that value of education and university were being monitored. He said that most of students after passing out from these universities get job in big companies. This is because they have well-maintained campuses and qualified teachers. The minister said all rules followed by state at time of recognition and establishment of university. If any misconduct or undermining standards use by universities is taken to our announcement, then we will take stricted action against these institution.

Many universities are taking a large amount of fees for Professional and Technical Education in India and Uttarakhand. Sometimes it is observed that the owners of these institutions to take big bucks from candidate for their placement and also from students for admission.

Conclusion

It has been observed that the real ethics of education deceits in the combination of Qualities, Moral values and Cogency of human life. It also specifies there is necessity to comprehend the measures that could help in growth of social beings. Education does not only mean sharing knowledge, but it also teaches students sociality and practicality so that they can live their lives and securing their jobs. It should be teaching in simple intellectual and would benefit the future peers to adjust the existing fluctuating situation.

A big Tasks, Goals and Purposes of various educational organizations, interposed with great winged terminologies remnants simply going on the obstacle of educational institutions of their top management, office staff and scarcely ever expand on performances or implemented in real feelings. This is real not only for government institutions but also for self-financial institutions as well as. The organization would allow scholars to convert donating supporter for society by providing awareness, adroitness and personality improvement chances.

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The New Executive- An Image

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Abstract

I choose this subject for such an important occasion because I feel that our growth and prosperity will depend, more than on any other single factor, on the quality of those men and women who are our executives. How well they plan and execute will determine how well we grow. Much has been said and written about management development and its techniques; many principles and ideas have been enunciated. It might be well therefore to turn to an analysis of the need and difficulties, the problem and solutions of development executives. This I shall attempt under four headings: 1. the background of the Indian scene; 2. Old traditions and the new industrial culture; 3. Agencies for executive development; 4. the new executive- an Image

Keywords

Executive development, industry, management.

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Introduction

Such a treatment is, I believe, desirable because it tends to be overlooked that the ways and means chosen for executive development must take into account the tradition and conditions prevalent in a country. Certainly let us change or modify them, but we must first understand them. Borrowing management techniques from abroad and superimposing them here may not always produce the best results. Undoubtedly, there is much in common among modern industrial executive all over the world, and this indeed must be so because industrial development and techniques themselves are becoming uniform. But just as a successful elsewhere it has to be studied in detail for such local conditions as climate, raw material, maintenance and labour, how much more important it is to avoid imposing a management philosophy or techniques without first studying the human material, its environment and what is expected of it.

The Indian Scene

In a country of scarce resources, growth has to be planned to some extent, if only to ensure that the resources are utilized in such order of priorities as will be conducive to the maximum growth. We are short of capital, foreign exchange, natural resources and industrial production. A free scramble can mean chaos and haphazard and poor growth. To avoid this some regulation and control is necessary and we must accept it. If only to build the much needed infrastructure industry cannot hasten its growth.

There is however the risk of accepting planning, regulation and control as the end rather than the means. To plan when it is not necessary, to regulate and control where neither conditions need nor warrant it can only interfere with growth. And this not infrequently happens when things are planned, regulated and controlled apparently without much thought, and almost for their own sake. Progress is thus impaired when freedom could have produced good results. A growing economy harnessing its resources must carefully with lest the means so dominate its thinking that the ends are forgotten. Some such thing has perhaps happened today for our rate of growth has been slowing down in a way that should cause concern, ironically at a time when we are planning, regulating and controlling more than ever, better than ever.

However, whatever the merits and needs of our planned economy, the fact of importance to this analysis is that our management has to operate in a climate where many of its decisions are taken away from it and other imposed upon it. Choice about location of industry, expansion, diversification and sometimes even a particular process is determined, sometimes by Government and not the managers whose ultimate responsibility it is to run industry and to run it well.

So much for the decision making which is sometime not the manager's alone and sometimes not his at all. Then there are the circumstances of shortage of foreign exchange; shortage of capital; shortage of raw material, agriculture, minerals or processed but a great abundance of legislation in all fields. There is too the over sheltering of the less efficient sectors of economy, sometimes at the expense of the more efficient. These are all, some necessary and other unnecessary, aches and pains of a growing economy which the manager has to live with, to make the best of. He has of course some blessings also build into this situation. Inflation, protection against foreign competition, a growing purchasing power fed with large injections of public expenditure, limitations on the production capacities of those who can produce more to help those who produce below capacity, a market often deprived of a choice and therefore unable to exercise its right to equality. These are strictly speaking hardly blessings but they are certainly factors that are fully exploited by many, to the detriment of better growth.

From this outline of background against which our managers operate may I drive two cautions? Working under limitations and shortages can be frustrating, but frustration is precisely the luxury and the manager must firmly reject. Leadership in any society is a privilege; more so in India where it is today an exciting privilege because so much is happening and there is so much that can be achieved; but this privilege cannot belong to those who are going to fritter away their opportunities through frustration. Cynicism and frustration in an executive is more reprehensible than technical failure. Undaunted courage, confidence and a freshness of mind

are what we need and not minds dulled into cynicism and frustration, no matter how wearying the difficulties. Who would entrust military command to a frustrated officer, and similarly industrial responsibility to a frustrated executive?

The second caution is to those who plan, regulate and control. There are sharp and delicate instruments which must be carefully and sparingly used, only when they are necessary and will produce good results. Their indiscriminate use or use for its own sake can stultify growth and give only an arid satisfaction to those who wield the power.

The Traditions

Ours is still a society of family, caste, region and hierarchy. Much business is still family-owned where the young automatically succeed to control, often with inadequate training and poor experience. When a family runs out of sons and nephews, people of their caste are recruited, and when need grows larger, men from their region. Superimposed upon this system is the strong sense of hierarchy where decision-making and control go with age and seniority rather than knowledge and ability.

One cannot quarrel with these traditions unthinkingly. They belong to the society and if we are to maintain a democracy they cannot be brushed aside overnight. In fact, to root out traditions that are a part of fabric are like removing the warp or the weft; it can only cause damage, with more immediate loss than gain. It is not easy to remove at once the "logic" of nepotism; whom can I trust more than my sons and people who are related to me: whom should I support first- my kith and kin and my "biradri" or perfect strangers: if I don't help my caste and regions who else will uplift them- not people of other castes and region? This logic is so ingrained that some even of our major industrial decisions are based openly on such things as regional considerations rather than efficiency and national interest. And yet if we are to build aircraft and refine oil efficiently, we have to rise above such considerations.

In choosing a plant the only considerations that weigh are its cost, efficiency and technical proficiency. This should equally apply to the men appointed to run it. So too we must examine how far unquestioning acceptance of age and seniority can go into industrial operations and their decision making.

The modern executive, however senior and responsible, seldom decides all by himself. A number of persons are usually associated with the process. Recommendations and opinions float upward and should be listened to with respect and consideration till they reach the point where decisions are made. Such decision will then be recognized by the subordinates as counting some of their opinions and recommendations, otherwise they will cease to be parts of the process of decision making and become mere order-takers.

Modern industry is complex and requires diverse skills. It needs delegation, which in fact is passing decision making down the line. To the extent that this basic requirement is contravened by our tradition, the tradition has to be examined. At the base of such inefficiency therefore lies this ambivalence, which can also be the root of executive frustration. Our tradition moulds us one way while the needs pull us in another. Respect for elders' opinions, the demand of family and community are admirable virtues in themselves, but they can be more efficiently honored by creating conditions in which everybody can thrive rather than to be made inefficient appendages. It is better to run a business profitably and spend the profits on uplifting our family, community and region than to make them a permanently inefficient component of the costs of that business. It is better to spend money on building infrastructure in a region so that it can attract industry economically than to superimpose industries on it with permanent high costs.

Another tradition that must hamper growth is the not so faint stigma we attach to the word profit, even when honestly made. Merely the difference, broadly speaking, between input and output, we sometimes go to the length of condemning it as antisocial, almost to be avoided as far as possible. And yet where does growth come from except the ploughing back of the difference between input and output? This is a strange attitude when we consider that we have a long history and tradition of commerce and industry. Three thousand years ago we traded with the Mediterranean. And we are the only society in the world that made pursuit of business

a permanent part of a caste system. Admittedly the honor has always been given to the priest, the soldiers and the administrator; rarely to the businessman, who at best has been the man who made the necessary money. Nevertheless, the tradition of business is our great asset, especially when we compare ourselves with most of the developing countries which lack a strong business and industrial community. Today when the energies of the nation are bent to develop industry, commerce and agriculture (even agriculture to be successful has to be agribusiness) we must learn to trust, if not honor, the man in business.

Fortunately, the trend is one of change in the right direction and the concept of professional management is largely responsible for it the professional managers are the men who are developing new skills and traditions; whose loyalty lies first in the organization, even when they belong to a family business; men who give their view and advice freely and without fear; whose approach is national and not a narrow one of caste or region. They are successfully throwing bridges between our old traditions and the new industrial culture.

Agencies for Development

Apart from a few colleges of commerce that gave business training, the development of executives in a formal sense is of quite recent origin. Based on their British prototype these colleges of commerce even today lay emphasis on basic subjects like accountancy, business organization, economics, commercial and company law and commercial correspondence. They do not, as particularly the American business do, consider business in the wider context of combining techniques and skills with attitudes and the wholeness of the operation. To quote from the objectives outline by the Institute of management at Ahmadabad, to which the Harvard Graduate school of business Administration is serving as educational advisor.

“That training for management extends beyond the frontiers of formal education in humanities, scientific and engineering disciplines, is of quite recent awareness in India. It is understandably the obvious first priority in development to think of means of production; and the next of the men with the requisite skills, the engineers, the chemists and accountants. But for the operation to work at more than its optimum efficiency, these men need the wider appreciation of the overall purpose and wholeness of the operation and the attitude and the philosophy that take the organization forward.”

There are today number of agencies for developing executives where only not so long ago there were hardly any. There are first the professional bodies like Institute of chartered Accountants, Institute of personnel management, National Association of Purchasing Executives, Institute of Industrial Engineers, each running special courses in their own areas. Then there are the Management Associations in many large towns and the All- India Management Association who also run a variety of courses at different levels. The national productivity council and its associated local councils in many cities also organize training programme. Some Indian universities have begun to offer courses in business administration. The Staff College at Hyderabad, patterned on the Staff College at Henley, England, and Institute of Management Kolkata and Ahmadabad, advised respectively by the Massachusetts Institute of Technology and the Harvard Business School, are also providing courses to meet the requirements of young graduates and executives at all levels.

There is thus a large and growing body of institutions to serve our needs, and their contribution to industry is indeed valuable, but one point has perhaps to watch. Is the training they give realistic and concrete and built around the day to day needs of the executive or does it tend to make diffused theoretical weeps over wide fields? Does it fill the men with mostly knowledge or does it also develop ability to analyze, choose from a set of alternatives and to decide? There are instances of courses organized where the participants hear as many as a dozen speakers on a dozen subjects in one day. This is not executive development. It is like much our education, filling the head with a lot of knowledge while the need is to sharpen the ability to choose, to apply, and to decide.

The Image

There has been quite a managerial revolution in India since the war. Professional management in all sections, family, corporate and state; has made great strides, and an interesting feature has been the emergence

of an all-India executive type. Following the pattern set by the civil service and the defense forces, of men who by the nature of their training and task acquire a national rather than a regional approach, industry has also been developing a broader type of executive. It is interesting to see how youth entering the defense forces from different part of the country will emerge as Indian officers, of whom it is often difficult to tell the region they originally came from. This change carries with it a process of synthesis, combining the qualities of different regions- the balance and brain of the south Indian , the courage and sense of duty of the Maharastrian, the pragmatism and dash of the Panjabi, the intellect and sensitiveness of the Bengali, to name only some .

Conclusion

The young man in the executive ranks of industry is of this new type. Son of a father who perhaps has worked away from home, educated at one of the increasing number of national schools, trained, travelled and posted in more than one state, he is truly Indian. He is at home anywhere in the country and has a new set of values. These values are a sober realization of the task matched by enthusiasm, and all – India outlook, free from the narrow considerations of family, caste or region. The best of this type is at home anywhere in the world, which he is beginning increasingly to travel, and he is as good as the best anywhere. Their number is small, their opportunities great, and their responsibilities tremendous. Facing them, to borrow a phrase, is the dilemma of choosing between soft opinions and hard choices. I have no doubt of what they will choose. There is no doubt too that these men with the new values will bring a new kind of acceptability of business.

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Historical Overview of Intellectual Property Rights

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Abstract

It is to be said from the history that as technology are getting avanced the issues of intellectual Property rights are getting becoming more important in worldwide. It is good to give the all authorisation to the original creator who is responsibe to creation of a copying culture, creating restlessness. In this paper, I tried to bring out the condition in which the intellectual property like patents, copyrights and trademark came into existence. To collect data, secondry sources are referred like official websites of government, national and international journals and books. Conclusion and recommendations are based on deep analysis of historical and prevailing scenario relating to Intellectual Property rights in India and world as well. The paper will further helpful in constructive of new policies and laws relating to IPR and it will provide a base for researchers in many ways.

Keywords

Intellectual Property Rights, Historial Overview, copying culture, knowledge society, Evolution of IPR.

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Introduction

Tangible properties are the property which can be physically touched. It has a physical structure & presence. It can also be in form of movable or immovable. In the other hand intangible property is an property which can not be physically touched. It has not a physical structure & presence. Now a days, A brand may have many of intellectual property rights (IPR). Lets take an example of mobile phone which have become a most common necessity in current scenario. A logo, content, colour combination, shape, size & even name of brand can not be copied by other cell phone companies. These are covered or protected under IPR (Intellectual Property Rights) Meaning: Intellectual property (IPR) is an unique type of Assests. IP contains the human intelligency. In other simple word the Intellectual propety (IP) means discovery of mind, origination, enlightenment and imaginative works, design and symbols, names and images used in any business and organization. IP is protected by laws which enable people to earn known and monetry benefits from what they create. In short IPR is a right for the ownership of a property which is not tangible and is the result of your intellet.

Definition of IPR: WIPO (world intellectual property organization), stockhlom, 1967 defines IPR in article 2(viii). "intellectual property" shall includes the rights relating to:

- (i) Literary, artistic and scientific work,
- (ii) Performances of performing artists, phonograms and broadcasts,
- (iii) Inventions in all fields of human endeavour,
- (iv) Scientific discoveries
- (v) Industrial desings,
- (vi) Trade marks, service marks and commercial names and designaions,
- (vii) Protection against unfair competition.

And all other rights which includes industrial, scientific, literary or artistic area.

History of IPR

IPR is not a new concept. It is assumed that IPR started in North Italy. In 1474, Venice issued a law which gives protection that granted a right to the real inventor. The copyright dates backto 1440 A.D. when a person named Gohannes Gutenberg invented the printing press with replaceable wooden or metal letters. According many authors, the growth and occurrence of intellectual property may be presume in 600 befor the Christian Era. In this era in Sybaria country a special right was given to bakers who make their edible creation. In the year of 1623, the legal rights of holding given to the primary category in related indutry. In this way, publishers got entitled to the many rights related with their entatiled jobs. And the writers could hold their respective position. The changes were took place in current version. In the year of 1710 when the writers were authorised for their orininal works. Intellectual property is a recent innovation in the world but in reality it is together with the beginning of Civilization of men. It is to be said that the first intellectual property rights was given in to an Italian inventor, when he invent something special. In this way, we can say that the rise of intellectual property originated from the rebel of slang and developing the civilization of man. This IPR is also mainly use in industrial areas. The licence of 1421 is also very close to our current patent protection. Ramayana was written centuries ago. But this holy book still consider very holy in its nature itself and also valued in the modern world. Maharishi Valmiki is still given the credit for this noble deed. One more example Lord Vishwakarma is also given the credit for his architectual works. In this way, recognition of making something new of intellectual work became the part of our society by the acient time.

Origin and Development of IPR

In the starting of 1800, the law making bodies of all over the world thought that there should be a law relating to given the intellectual property right, which can prevent the unauthorised uses of the intellectual property. So in 1883 the paris convention was brought into the light. This convention bring the cooperation and clarity on the international level among the countries. After three years of this paris convention another convention was brouhgnt, it was called the 1886 Berne Convention. This increase these protection into the

written. Later on Madrid Protocol was also introduced in this chapter. It takes ten to fifteen years in all. United International protection was also comes into existence. (WIP) World Intellectual Property Organization was also one of them.

The most three important IPR are as follows:

1. Patent
2. Copyright
3. Trade mark

Patent: This word is derived from the Latin word *Patere*, which means “To Lay Open”. In other words to make it available for public inspection. Patent is a grant from the government. This is an assurance for a selected period of time. The required privilege for Making, selling or Using the invention. In fact it is a monopoly right to any developer who developed a new and useful things or it is an upgrade of an existing article.

Copyright: It provides protection for specified period and only from reproduction of the copyright material. However, another person can use either the idea or the data contained in a copyright. This is a good way that is given to the owner of a literary or artistic work. This is an exact authority to the publication, placement and changing of creative works.

Trade marks: A trademark is a design, symbol or word that tells the source of your products and differ them from the products of other organizations. A trademark may be a mark that includes a tool, heading, brand, label, ticket, signature, word, letter, name, numeral, packaging or combination of colors or any mix of the above.

According to legal scholar Mark Lemley, it was only at this point that the term really began to be used in the United States.

However, a patent represented a legal right obtained by an inventor providing for exclusive control over the production and the sale of his mechanical or scientific invention.

King Edward III of England made a history when he provided a letter of authorisation. This was on 16 July, 1333. This is the first time in the modern history to give the patent to someone. This was given to a man who worked in the woolen work. His real name was John Kemp. He trades in woolen clothes. In this way this was the first time to give patent in England.

As well as in the concern about our country India, the very first rules and regulation regarding the patents were in the year of 1856. Schedule VI of the 1856 Act gives the authorisation about patent in the Indian territory. The aim of this act was so simple. It gave the power to the real originator. This Act protected the illegal use of the any mind creation or artistic work. No one can use the particular thing without the permission of original creator. In this particular line later on, a new rule and regulations were came into existence to give extra power to the original creator of particular articles. These all rules and regulations were consists in the schedule of XV of 1856 Act. Moreover, this Act was reconstituted. And the new name was given. And the new name was Patents and design Protection Act. This was all happened in the year of 1872. This Act remained unchanged till 30 years. In other words, this act carry on for 30 years, a long era. Only one amendment might be occur in this particular act. And that was time of 1883. This Indian patents and design Act accumulated all the previous rules and regulations which was constituted in India earlier. In this act, many rules were there. For example provisions regarding to classified or confidential patents, incorporation patent and many more. In earlier act the time bonding of patent was for 14 years but in this particular new act of patent this time limit was increased. Now, this time limit was 16 years. In other words, now this patent act increased by 2 years. Now a new original creator of any particular article may enjoy the benefits of this increased limit. As the time passes, India got independent. Many more committees were made to review these patent act. In this regarding a new bill was launched in Indian Lok Sabha in the year of 1965. But this bill was invain. This bill also launched in 1967 again in Lok Sabha but this time it became failed again. In this way this bill failed two times in Indian

Parliament. But later on this bill was passed when a lot of amendments were introduced in this bill. In this way, the Patents Act, 1970 was passed successfully which is presently used in India till now.

Conclusion

In this way, in nut shell, we can say that Intellectual property (IP) is a special type of Assets, which involves the original mind work. It also consists of logos, symbols, signs, writing work and many more. This creation of mind is very valuable to the any nation. Because it involves the economy of the nations. These original works encourage innovations and reward to the any organization. The concept of intellectual property became a very worthy and considered a valuable work to the modern industries.

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India's National Security Issues

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Abstract

We have modern weapon and the new weapon systems. But the best use of them will always depend on how appropriate our strategies are. Over the years, defence and development, capabilities and resources, power and purpose have often been hotly debated by statesmen, policy-makers and strategic thinkers.

India's defence and security needs have to be restructured in terms of policy planning, management and strategic doctrines in the context of emerging new security concepts and strategic premises will have to be replaced by new ones. How? Let us first discuss the concept of national security and its myriad dimensions.

Keywords

Defence, security, strategic, policy planning.

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National Security

What is national security? What are its components? Does national security represent a coherent and composite character of social values? Let us define the very concept of security while applying it to the Indian context. It is necessary to do so because Indian social scientists and defence analysts, while ignoring the indigenous social and cultural ethos, have not only borrowed its narrow definition from the west but have also been misapplying them to the Indian situation.

The Indian society is a typical multi-cultural, multi-lingual, multi-caste, multi-faith society with unidentifiable mystical psyche, aesthetic tastes and complex traditional moorings.

The term security is multi-dimensional. Its meaning, interpretations and scope are too vast, too diffused and diversified to be precisely defined. Doubtlessly, it encompasses virtually every thing ranging from issues in physical, material, social economic and cultural security through ecological and environmental harmony to issues in gender, governance, development and human rights. In the post-Cold War scenario, the “state is being not only eroded but also fundamentally transformed with a wider structural context” And that context is the globalization process which may be defined as “a set of economic character of the goods and assets and comprise the base of the international political economy-in particular, the increasing structural differentiation of those goods and assets.”

Security for Whom?

The metaphysics of security springs from each individual's innate urge to defend himself against imaginary, fanciful or real threats. The “inner necessity” and impulses of each individual are guided in undersigned destination.

In the theory of security catharsis, the conception of human behaviour, in different cultural settings, will have to be recognized. For after all, all state or non-state efforts at maximizing the security will depend upon the quality of human beings; and the quality of human beings will depend largely upon human conditions. Unless human conditions appropriate to social and cultural integration are improved, national security will continue to be jeopardized.

National Security and Domestic Milieu

India's domestic security environment is volatile, and is fraught with political and economic turmoil, in the absence of political stability, especially at the centre, internal law and order problem becomes complex. Political instability adversely order affects the functioning of our major institutions that form the bedrock of our policy. Bureaucracy often tends to become sluggish, perverse and insensitive to common man's aspirations. It is a patent fact that political instability encourages bureaucracy to be over-centralized.

Moreover, the situation in 1970s is much qualitatively different from 1980s and 1990s. No Government has been able to provide security to a common man in the face of rising terrorism or militancy that we have been witnessing in the Punjab, Jammu and Kashmir, Assam and Mizoram states. Despite inducting the services of the army, of security forces, and also turning some of the states virtually into, military barracks, there is no respite in violence and blood shed. National security cannot be guaranteed by merely employing police or armed forces. This has to be viewed from sociological, economic and psychological stand point. Human problems do not exist in a vacuum. They are inextricably linked with socio-economic issues confronting the country. For ensuring national security, the Indian Government will have to redefine its priorities, redesign its policies and programmes, ultimately relating them to their economic conditions.

Concept of Social Security

The concept of social security has not yet germinated in bureaucratic states of South Asia. Social security programmes have not systematically been conceived, developed and articulated to give expression to social aspirations of the people. “The logic of state runs writ large contrary to the logic of society”. This is primarily due to the lack of state's concern to identify social tensions breeding on account of “iniquitous distribution of the developmental cake”.

Conceptual Parameters

The conceptual level of analysis deals with the abstract component of policy actors' decision-making calculus regarding the polarity of power structures and the propensity of one's rivals for taking risks in a volatile security scenario. A host of scholars have adopted different models. Garce Iusi Scarborough has set forth a model of "incremental decision-making in crisis situation". It is a significant departure from a systemic level approach while examining the linkage between "polarization" and "conflict". Scarborough is of the view that such an approach is more an indicator of "war-proneness of the system" rather than about "decision-making by a national leader in the face of uncertainty regarding the behaviour of states in poles". Another scholar Robert E. Kuenne has chosen the concept of "autonomous uncertainty" to apply it to rivalrous environment in international politics".

Both approaches are still relevant in the changed contextual parameters of power structures at global or regional level.

Rethinking National Security

In a fast changing international system, India's defence planners will have to rethink over national security both in conceptual as well as functional terms.

The NSC was established in August 1990, along with National Security Advisory Board. Ever since its first meeting (Oct. 1990), neither the Council nor the Board has met so far. This shows the lack of interest on the part of the Central government. Parry it was due to political instability in the beginning of early 1990s, and partly because the Rao- government was engaged in the economic reform programme. When the new UF government came to power at the end of May 1996, efforts were made to reactivate the NSC.

The idea of setting up of a National Security Council as an apex body to purvey necessary inputs and wide options, was mooted by the then Prime Minister V.P. Singh. The idea was actively supported by non-establishment officials, defence and foreign policy experts on a indentical pattern of the US National Security Council. But top officials of the foreign policy establishment evinced no keen interest.

The composition of the NSC, unless its character is dramatically altered, makes it unambiguously clear that due to the upper hand of ministers of certain key departments in the final decision-making, will scarcely permit academics and defence experts to have any decisive say in evolving alternative options and strategies to deal with internal or external threats. The marginalisation of the Policy Planning Division (PPD) of established with the basic objective of taking a broader approach to foreign policy and international issues so that it could suggest a broad range of policy options. But due to lack of interest shown by the ministry, public bureaucrats' contributions remain dormant.

Reconciliation approach can be more efficacious in dealing with the ethnic strife, religious divide, communal cancer and ever mounting insurgencies in the highly sensitive border areas of the country.

Secondly, what is now crucial is the questions of redefining our old strategic doctrines. Our traditional strategic doctrines and approaches, mainly based on defensive postures, will have to be re-examined in view of the precise, sophisticated and "over killing" nature of modern weapons and weapon systems.

Thirdly, it is categorically necessary to relate the country's self-reliance in defence to interdependent global order. Self-reliance is as much a misconceived notion as that of absolute security. For no country however big and powerful it may be, can claim to be absolutely self-reliant in defence related matters. It has to depend on other countries' resources, expertise, technological know-how and defence experiences.

Fourthly, the political aspect of national security is also significant in the post-Cold War world. India's past strategic perceptions of sensitive regions such as the Middle East, the Indian Ocean will have to undergo a fundamental change after the collapse of the Soviet Union. Its political perceptions and "strategic vision" have to be reviewed so that it can play a purposeful role in there regions in the diffusion of tensions.

Fifthly, there is also a greater need for diversifying India's defence cooperation with the ASEAN countries such as Indonesia, Malaysia and Singapore which are willing to forge new defence links with India in an altered strategic scenario in the region.

Briefly, the re-thinking of national security should address the issues of cultural reconciliation, internal stability, peaceful borders, balanced partnership between public and private sectors in defence production.

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High Density Apple Orchard Introduction at Uttarkashi District of Uttarakhand State

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Abstract

*Uttarkashi district is located in the catchment of two major river system of India i.e. Ganga and Yamuna and tributaries. The district lies between N 300 27' latitude and E 780 54' to 790 25' longitude and has a total geographical area approximately 8016 sq. km. Among of which 21% of the total land is agricultural or Horticulture land where traditional crops like cereal plants *Tritium vulgare* (wheat), *Oryza sativa* (rice) and that make about 75% of total cereals of Uttarkashi. The minor cereal plants viz *Elusine Corsicana* (samak) etc. and pseudo cereals like *Fagopyrum esculentum* (kutu), *Amaranthus causation* (Ramdana) etc are included in remaining 25% of cereals. More than eight species of family *Papilionaceae* viz. *Dolichos lab lab* (Sem), *Glycine max* (soybean), *Pisum sativum* (matar), *Lens esculentum* (masoor), *Phaseolus munga* (urd), *Phaseolus radiatus* (moong), *Vigna sinensis* (Rajama) etc were produced by organic methods except Rice and wheat, Nowadays, due to infertile soil farmers are using fertilizers, pesticides rich in which is further decreasing the fertility of land day by day.*

Keywords

Livelihood enhancement, Green Earth surface, Apple, High Density, Economic assistance, Orchard of Uttarkashi.

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Introduction

High density apple orchards offer many advantages. Small, closely planted trees facilitate cultural operations, and they may increase early production and produce better and maximum fruits in minimum land. Not only maximum fruits will be gained but also maximum green earth surface, soil retaining power will be increased and amount of carbon will be reduced which one will control Climate Change.

About 80% of the total population of the target area is dependent on the Horticulture for their livelihood. Terraced slopes cover about 80% of the hill agricultural land, which is completely dependent on the climate, whereas remaining 20% area lies in the V shape valleys, which is fairly irrigated. Horticulture of this region is well suited and due to favorable climatic condition like temperature, chilling etc.

Presently farmers of the area are growing apple traditionally i.e 120 trees per acre where on this area proposed through in this techniques 600-800 trees can be planted in one acre of the . **White et al. (1997)**.



The systems that put the trees closest together (such as the super spindle) cost more per acre to begin with since a lot more trees and trellising, have to be purchased. Industry analysts suggest super spindle orchards also bring in the most profit by the eighth year because apple yields are higher, **Parker et.al, (1990)**. Those of us growing trees in the backyard are probably less concerned about economics and more concerned with cramming as many varieties as possible into a small space without committing to an excessive amount of maintenance.

The project is unique in the area as no apple grower farmers is using this technology in their fields. It is only demonstrated by some of the Horticulture Universities in the State but so far it is not being practiced in the proposed area of Harsil Valley. Even this practice has not been adopted by the farmers of Uttarkashi district.

The proposed area is highly productive for apple. With the start of the project in their area, farmers have opportunity to interact with bankers, technical experts and other institutions. So the project is not only be useful for cultivation of Apple but it will lead to improvement in horticulture practices for other crops also. **Costa et al. (1997)** reported that 'HD apple' is the most productive cultivar across all the planting densities in trial.

The project is unique in Harsil area as it is being rarely practiced by the farmers of this area in their fields. It is being taught in Universities / Research Stations, but now days, it has been extended to real time situation in farmer fields. Villagers only doing traditional practices and getting fewer yields from maximum area. When this type of organized projects takes shape in their fields, they may become part of their real life and will become source of good income to their families, Parmar et al (2016). When there will be increase in income, all round development of rural area will follow.

Material and Methods

For the implementation we have selected four ST villages of Bhatwadi Block of Uttarkashi district. Before the implementation of this research project, base line survey was carried out by PI and PF of their land

location, lat/long, soil etc and four visits done by some progressive Tribal farmers at different institutes i.e. Central Institute of Temperate Research Garhmukteshwar (CITH), Sher-e-Kashmir University Agriculture Science and Technology Shrinagar and Farmers field at Narkanda, Kotkhai, Thanedar of Himachal Pradesh (HP) where farmers are growing High density apple successfully. Thereafter farmers give their acceptance for limited land only one nail (0.02Ha).

During 1st year we get 15 to 20 apples per tree the second year, 50 to 60, the third year, 100 apples, the fourth year, and a bushel the fifth year if you start with well-feathered trees **Pankaj Nautiyal, 2014**. Finally we have selected gala varieties of apple for Harsil area some of them are full fruit gala, crimson gala and scarlet gala etc. Gala apple is heart-shaped and has distinctive yellow-orange skin with red striping. With a crisp, sweet taste that can't be beat, Gala is great in salads. The detail of High Density apple establishment at Harsil area is as following annexure 1

Annexure –1 (Cost of Cultivation)							
Density:- 120 plant/acre							
	Varieties - All gala varieties	Apple		varieties	Pears		Amount in
S. No.	Operations	Year 1	Year 2	Year 3	Year 4	Year 5	Total
1	Planting Material +10% mortality & transportation cost	12,500		0	0	0	12,500
2	Manure & Fertilizer	600	1,100	1,500	2,000	3,000	8,200
3	PP Chemicals	500	700	900	1,100	1,300	4,500
4	Herbicides	300	600	900	1,100	1,300	4,200
5	Inter cropping	2,500	0	0	0	0	2,500
	Subtotal (A)	16,400	2,400	3,300	4,200	5,600	31,900
B	Labour						
6	Layout & staking	150	0	0	0	0	150
7	Digging of pits	1,200	0	0	0	0	1200
8	Filling up of pits	500	0	0	0	0	500
9	Planting	200	0	0	0	0	200
10	Application of M&F	200	200	200	200	200	1000
11	Irrigation	750	750	750	750	750	3750
12	Spraying of PP chemicals	200	300	400	500	600	2000
13	Pruning/Training	500	1,000	1,500	2,000	2,500	7500
14	Inter Culture	500	500	500	500	500	2500
	Sub Total (B)	6750	2750	3350	3950	4550	21350
	Grand Total (A+B)	23150	5150	6650	8150	10150	53250

The objective of selection of high density apple varieties were ST farmers have limited land, old varieties apple, problem of maturing, different kind of size shape and taste etc. Still today farmers are planting only 120 trees in an acre whereas under this technology it goes 3-5 times i.e. 360-600 trees per acre. Initially we started 360 trees per acre which are growing successfully and this year we will get 1st harvest.

Results

After successful establishment of High Density apple trees among tribal's income will increase in to 4-6 times earlier days they were growing 6 trees per nail (120 Trees per acre) and in future they will grow 30 Trees per nail (360 per acre) so their income will increase 4th-6th times. Not only their income increased, green earth surface, soil retaining and has been increased and carbon amount in nature will also be reduced.

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The Ancient Indian Knowledge System: A Perspective in the Light of New Education Policy

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Abstract

In the world battling with the pandemic, people's awareness and faith has increasingly shifting towards the ideas and knowledge that can bring peace and simplicity in one's life. Our unique ancient knowledge system provides a comprehensive approach to the fields of art, culture, philosophy, sociology, science and management. The Vedas, Upanishads, Vedangs, smritis are sources of immense knowledge which have been used by our society from time immemorial. Still the extent of this knowledge is so vast that still only a fraction of this is understood and utilized. The knowledge contained in these traditions should be combined with research and innovation, which can improve the quality of human life. There is a need to find the treasure of this knowledge hidden in the ancient texts, revamp it and use it for the welfare of mankind.

Keywords

Ancient Indian Knowledge System, traditional knowledge, New Education Policy.

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Introduction

India has a great and unique legacy of a rich and incredible culture. Ancient Indian Knowledge systems like Ayurveda, arthashastra, vedic science, vedic mathematics, yoga and dhyana are contemporary even in today's technology driven world. There is a need to develop the Indian outlook in the modern field of education. From the point of view of inclusion of Indian ancient knowledge, tradition and culture in education, this convergence is not just an option any more. The current education system has a strong western inclination and lacks ideology. In such a situation, framing favorable government policies, promoting non-governmental and autonomous efforts for the development of Indian approach in the teaching method has become the need of the hour in the changing global environment. There is a need not only to establish but to discover this vast reservoir of knowledge.

The Ancient Indian Knowledge

Since ancient times, India has been a country of high human values and distinguished scientific traditions. Our culture has been such that we consider the entire world as one family. This is the essence of "Vasudhava kutumbkam". Our civilization rests not on materialism but on knowledge and spirituality. Ancient India had developed philosophy, phonetic linguistics, rituals, grammar well ahead of the rest of the world. A number of renowned Indian sages contributed immensely to the advancement of mankind by developing various human welfare knowledge fields like Astronomy, Economics, Sankhya Siddhanta, Logic, Life Sciences, Ayurveda, Astrology and Music. Our Vedas and Upanishads are a storehouse of knowledge for all possible aspects of human life. The Upanishads is related to the knowledge or gyana of one's soul. They though are gyana-kaand, in which the secrets on how to live a true spiritual life are rendered; however, the mention of how ordinary humans should act is also received from the Upanishads. The advices on ethics and morals are more clearly available in Taittiriya Upanishad. The ideas and techniques invented by the ancient Indians have contributed tremendously in strengthening the foundation of modern science and technology. Medical systems are also mentioned in the ancient Vedas and other scriptures. Charaka Samhita and Sushruta Samhita (1000-500 BC) are the main traditional collections of literature of 700 medicinal herbs. Yajurveda has detailed description of four groups of medicinal plants (<https://www.hinduscriptures.com/>). Four Vedas, six Vedangas, Nyaya, Mimansa, Dharmashastra (smriti: the knowledge passed as memory), Puranas, Ayurveda, Dhanurveda, Gandharvaveda and Arthashastra constitute total eighteen types of knowledges.

अग्नि वेदाश्चत्वारो मीमांसा न्यायविस्तरः ।

धर्मशास्त्रं पुराणं च विद्या ह्येता चतुर्दशः ॥

आयुर्वेदो धनुर्वेदो गान्धर्वश्चेत्यनुक्रमात् ।

अर्थशास्त्रं परं तस्मात् विद्या ह्यष्टादश स्मृताः ॥ (Vishnu Purana)

The four Vedas- Rig, Yajur, Sama and Atharva, auxillary vedic texts like puraans, Upanishad and aranyakas have details of mantras or hymns, rituals and religious rites on medicine. (Goodall, 1996).

The Need to Preserve Our Traditional Knowledge and Culture

The western world is intrigued and impressed by ancient Indian Knowledge and traditions, especially since the second half of this century. The world is embracing and adopting our culture and civilization. The onus is on us and also the future generations to give due importance to the ancient values and ethics of India. For this, India's internal knowledge, qualities, power and ideals have to be identified properly and given the right direction. The Indian policy makers realizing the importance of the knowledge of the Vedas, Upanishads, Smritis, have established many departments and research institutes for achieving this goal. The National Mission for Manuscripts was established by the Ministry of Tourism and Culture, Government of India in February 2003 with the objective of conserving the manuscripts and uncovering the knowledge embodied in India's vast manuscript wealth.

Today, the educational institutions of India will have to come forward for this duty and engage in such projects with dedication. It should be ensured that no foreign hand can discover our ancient treasure and present it as its own. Also its original and authentic principle and value has to be preserved.

Methods of Veda Teachings

Indian culture and knowledge-tradition is thousands of years old. Vedas form the basis of Indian knowledge. They are the oldest of all Indian literature and date back to 2000 BC. (Witzel, 2003) The basic concept of our civilization, culture, art, science etc. is embedded in Ved-mantras which can be understood through Vedangas and Upangas. Veda's paath-parampara (which means reading and recitation of the Vedas) is probably the world's oldest unbroken and continuous education system. The study of Vedas is being done in this way even till now. Oral teaching had three stages- Shraavan- listening; Manan- meditation or musing; Nididdyasan- realization. The oral tradition of teaching of Veda started in 10,000 BC, well before they were written and documented in Sanskrit. (Sidharth, 1999). This helped in keeping this knowledge safe. This thousands of year's old written tradition and the oral tradition complement each other. This store of literature in written form is preserved in various Indian languages and scripts which were inscribed on materials like Bhoj Patra, Tal Patra, cotton cloth, silk, paper. India is estimated to have over one crore manuscripts, perhaps the largest collection in the world. There is hardly any subject which is not there in our manuscripts.

Both these traditions continued to run side by side and enriched our folk and scriptures. The basic human values enshrined in these have been made a part of daily routine by different communities of the country. Indian traditional education adopted both oral and written mediums on time and made its invaluable contribution to the overall development of human beings. The existence of a large number of Vedic schools and madrasas even today is a proof of this fact. Many subjects like Yoga, Ayurveda, Mathematics, Astrology, Vastu, Sculpture etc. are still very popular today.

Amalgamation of Modern and Traditional Knowledge is the need of Hour

India's knowledge tradition has been at a towering height since the Vedic period. This eternal tradition of Indian knowledge and science is continuing from time immemorial. It has been ingrained in all the seats of knowledge, be it Takshashila, Nalanda or Vikramshila. However as the influence of western civilization continued on India, its tradition of ancient knowledge and science started to disintegrate and fragment. After the decline of Nalanda and Vikramshila vishvavidyalaya, level of education started coming down. Indian educational was completely taken over by ideals of the Western world. All the major Indian university and academic centers started aping the western educational system. Our original cultural and traditional wealth got forgotten. Now is the high time when we revive and rejuvenate our traditional knowledge. This does not mean that we should completely reject the present education system. It's no denying the fact that India has born many talent from these educational institutions, but the path we followed after independence has caused far too damage to the Indian traditional knowledge. We have to strengthen the process of development of the nation by adopting this approach in the field of education.

Inclusion and Relevance in Relation to NEP

New Education Policy 2020 includes and advocates multidisciplinary education ensuring holistic development: the development of intellectual, mental, social, physical and emotional abilities of the child. Our great cultural diversity is showcased by a myriad of languages and dialects, classical dance and music, art, ceramics, sculptures, fine architecture, exotic cuisine, luxurious textiles and much more. These rich legacies for world heritage should not only be cherished and preserved for posterity but also be enriched further and applied in new and innovative ways through our education system. In the light of NEP 2020, the eternal values of our ancient Indian knowledge, heritage, and tradition and teaching methods have to be converged in the modern educational system. The Indian knowledge tradition which took shape in Vedic and Upanishad period continued to thrive in the Buddhist and Jain periods as well, which is clearly reflected in the establishment of various universities and the education system. But it was ignored and slowly disappeared in the last 200 to 300

years. Thus it needs to be revived and the measures taken need to be reflected appropriately in the National policy framework.

Conclusion

Today the world is facing many problems whose solutions lie in the ancient knowledge and science of India. Rising across country boundaries, the entire globe has to work in the interest of humanity. The rich tradition of Indian knowledge and science is very ancient. Be it Takshashila, Nalanda or Vikramshila University, this tradition was deep-rooted in all the centers of knowledge, therefore India's knowledge tradition has been of a high level since the Vedic period. Our tradition and ethics has been environment friendly and one with nature since ages and that is why the lifestyle of India has always been superior to others. Sadly, forgetting the uniqueness and richness of our own culture we have started following the footsteps of the west. Indian knowledge, culture and traditions have that potential, through which not only India but the whole world can follow the path of peace and harmony with nature and with one another. India needs to stay connected to its roots. India can contribute in taking the world towards a better direction by reviving its knowledge. Through our traditional wisdom one can keep his inner peace and mind in control.

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Ethical Dimensions of Abortion: with Reference to Indian States

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Abstract

India is a country where non-violence is seen as a sacred thing. We believe in respecting and protecting others and taking care of them. But today, abortion has become a normal act in our society. India is a patriarchal society, owing to which son preference is given more importance and as a result despite various government efforts and acts being passed, one can see that girls are killed in womb itself known as female feticide. We, the worshippers of non-violence are today killing the unborn fetus through abortion which is also a form of violence towards an unborn child. Abortion has always been condemned and had always been considered a heinous crime since Vedic times. One can find that abortion had been categorized as crime in the Vedas, Upanishads, Puranas and Smritis. Today, we can also consider in the light of human rights that the unborn also has a right to come to life. Abortions undergone for the purpose of sex selection in India has always been happening and as a result there is sharp decline in the sex ratio as evident from Indian Census of 2011. The sex ratio of girls dropped from 927 in 2001 to 914 in 2011 per 1000 boys for children aged 0-6 years. Maharashtra within the past decade has recorded a sharp decline in sex ratio, and it has fallen from 913 in 2001 to 883 in 2011. Abortion, expelling the fetus from the womb may occur due to many reasons such as miscarriage, or due to some medical condition including various traumatic diseases, genetic defects, or some complications to mother and fetus, cases of rape and incest, etc., in such cases abortion remains the only viable solution. But abortion undertaken for the sake of giving birth to a baby boy instead of a baby girl is morally wrong and it can be categorized as a criminal activity.

Keywords

Abortion, Fetus, Sex Selection, Violence, Crime, Morally Wrong.

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Introduction

India is a country where non-violence is seen as a sacred thing. We believe in saving others and taking care of others. Abortion is also a form of violence towards an unborn child. Abortion has always been condemned and had always been considered a heinous crime since Vedic period. One can find that abortion had been categorized as crime in various Vedas, Upanishads, Puranas and Smritis. Today, we can say in the light of human rights that the unborn also has a right to live. India is a patriarchal society, owing to which son preference is given more importance and as a result despite various government efforts and legal acts being passed one can see that girls are killed in womb itself known as female feticide. According to The Editors of Encyclopedia Britannica 'Abortions happen due to many reasons, some reasons justify the action of aborting a fetus, such as miscarriages or spontaneous abortions that occur due to varied reasons, such as various diseases, genetic defect, trauma, biochemical incompatibility of mother and fetus or missed abortion; in which the fetus dies in the uterus but unable to be expelled.'

The next important reason for abortion may be cultural one. In Indian context, we can find that there is a strong preference for a male sex, major reason behind it being the patriarchal society where male heads the family and are believed to be the real bread-earner for the family. Due to this preference for males, prenatal sex identification techniques are widely used for abortion for sex selection. Abortions undergone for the purpose of sex-selection in India has always been happening and as a result a sharp decline can be seen in the sex ratio as evident from 2011 Indian Census. The sex ratio of girls dropped from 927 in 2001 to 914 in 2011 per 1000 boys for children aged 0-6 years.

Significance of the Study: Abortion is an important topic to research for. As it is evident from Census 2011 that there is sharp drop in the sex ratio of girls to boys for children aged 0-6, this research paper tries to analyze as to what in Indian culture abortion is looked upon and what actually are the reasons for such abortions, and how can we decrease the sex-selective abortions. We can see that despite so many strict provisions by the government, every now and then we come across instances of sex determination and abortion of female fetus.

Methodology: Various secondary sources like old Indian scriptures, government census reports, research papers, newspapers, videos, etc relating to moral values related to abortion was used for this study.

Ethical Issues Regarding Abortion: We belong to a land where great importance is given to life, born and yet to be born. Our scriptures are full of such examples where people selflessly help others. Hurting others whether through thoughts, speech, or deeds is seen as a bane in our society. Then how could we kill a child who is yet to be born. The question now arises: Is Abortion Morally Wrong?? As a matter of fact, there are people who think that there is no harm in abortion. They argue that woman has right over their body and reproduction. If there is any risk to the life of the mother or the fetus, physically or mentally, then they should opt for abortion. If in such serious conditions abortion is not undertaken, then there is risk to both the mother and the fetus. Aborting such fetus at least helps in saving the mother's life. On the contrary, if abortion is totally banned, then the mother will have to give birth to babies with some complications then there are chances that either mother or the new-born baby or both lose their lives.

But it cannot be denied that killing of an innocent falls in the category of crime, and fetus is also innocent. Abortion as such raises many complications in woman, like increased risk of breast cancer, emotional trauma after abortion, menstrual complications, infection to the uterus and the fallopian tubes resulting in infertility.

Some other argue that the fetus is also a human being, who should be entitled to protection and dignity of life. A right to life must be respected from the moment of conception, thus we can assume that abortion is homicide.

Causes of Abortions

There are a lot of causes for which people take the option of aborting their unborn child. Some causes may be social or cultural while other may be medical. But the primary cause of abortion in India is a social or cultural one, where the girl child is looked upon as a liability by the family members. A girl child is not the first choice of parents. Today, parents and two children (one boy and one girl) is seen as an complete family, but people who give birth to a boy first, seem to think that if the second child whether it is a girl or a boy would be okay. But people having a first girl child like to have a second child as a boy compulsorily. This shows that girls are born but boys are still preferred.

Primary cause: The primary cause of abortion is to prevent the birth of girl child. The 2011 census of India, showed a growing imbalance between the girls and boys ratio aged 0–6 years, which most probably grew due to increased prenatal sex determination and as a result selective abortion of female fetuses. India's 2011 census revealed about 7.1 million fewer girls than boys aged 0–6 years. Prabhat Jha, states that in India the sex ratio for the second birth, when the first born is a girl, is much lower than if the first born is a boy. Amartya Sen, in his article of 1990 suggested that worldwide, particularly in Asia, millions of women were missing from the population totals of many countries.

Secondary cause: The secondary cause of abortion is the medical complications of the embryo or complications to the mother due to which a lot of parents opt for aborting the unborn fetus. Abortion due to medical complications can only be performed under below-mentioned four conditions under the law:

1. If pregnancy poses any risks to the physical, mental life of the mother;
2. If the fetus poses some serious abnormalities;
3. If failure of contraception results in pregnancy which is applicable to married women;
4. If sexual assault or rape results in pregnancy.

Apart from the above four complications other causes may also include: hormonal problems, infections such as sexually transmitted infections, other health problems of the mother like diabetes, hyper or hypothyroidism, hypertension, uterine complications, kidney disease, placental defects, and weakness of cervix.

Why Abortion Appears to be Justified in India?

India has been a patriarchal society: Indian society is based on patriarchy. Males are the first choice and women are seen as dependent on man. When they are young, they are daughters; when they get married, they are wives; and when they give birth to child, they become mothers. Throughout their lives women do not have an independent identity. In Indian context, a woman becomes a complete woman when she attains motherhood. It is also true that due to gender stereotypes in Indian society, the birth of a son is seen as an opportunity of upward mobility whereas the birth of a daughter is looked upon as a financial burden resulting in downward economic mobility of the family. Thus to get rid of the burden, people started practicing sex-selective abortion with the use of advanced medical technologies such as amniocentesis and Pre-Natal Diagnostic Tests.

In the patriarchal society like India where son preference is practiced, sons are seriously preferred over daughters. Sons are thought to be necessary for material and are also seen as important members of their families as sons have the first right to perform funeral rites for their parents thus resulting in spiritual advancement of the parents. It is also believed that sons are the ones who continue the traditions of the family and transmit it to the next generations.

Girl Child is a Liability: In the patriarchal society, girl child is looked upon as an economic liability. Parents feel that they have to go to other home after marriage. It is also felt that girls are economically unproductive. Sex-selective abortion as a result is seen as a way to lessen the financial burdens of the family.

Gender discrimination: The unfavourable female-male sex ratio is the result of gender discrimination in the society. Rapid declining of one sex against the other is an important indicator of gender bias in India.

Dowry system: Practice of dowry in any society also lessens the choice of giving birth to a girl child and hence they resort to aborting the girl fetus. The girl in the family becomes a burden to the parents especially during her marriage. As a tradition in Indian society, bride's parents give dowry to the groom's family. Everyone cannot afford to pay dowry, hence they make a choice to abort the unborn daughter. Parents feel that it is better to pay a little money for abortion than to pay a huge amount in dowry.

What is the Philosophical Solution to the Problem of Abortion?

1. To Develop a Culture of Developing Strong Arguments in Favor of the Utility of Girl Child

Girls are the pillars of the future: As we all are aware that that the youth of today are the citizens of tomorrow. This is also applicable to girls and they are the women of the future. If we really want to empower the women, it would be mandatory for everyone to reduce the gender gaps and reduce the inequality between female and male.

They are the real change-makers: According to an old proverb "If you educate a man, you educate one family. But when you educate a woman, you educate two families." From various research findings we can say that females are more serious towards their work, they spend less money on themselves as compared to their male counterparts, and help in development of their children in the right direction.

They have the gift of Multi-tasking: Women are known to be much better at multi-tasking. They can take many roles at a time and perform equally good at all roles. They are bread-earners as well as house-makers at the same time. They study at school, help with household chores, work for financial support of the family, care for elder members of the family and also help in training the younger family members and prepare themselves to take on the responsibilities of the future. Thus we can say that girls play multiple roles for their families, economy and society at large.

2. To Focus on the Development of Girl Child

Sex-selective abortion can be only be stopped when proper focus is given on the development of girl child. As an initiative, National Girl Child Day is celebrated on January 24 every year to create awareness on issues like education, health, and nutrition of the girl child. Investing in girls today is the right thing to do. Today girls are working in every field with full zeal and enthusiasm. They have become economically independent. Thus girl child are equal to boys. Therefore utmost importance on the development of girl child should be focused upon.

3. To Spread Awareness about the Medical and Social Complications of Abortion

A major number of abortion performed in India are unsafe which affects woman's reproductive lives. Unsafe abortion results in increased maternal deaths. Abortion also has economic impact on the family because there are a lot of indirect cost such as fees for abortion, costs of treatment for complications, and costs incurred by not able to perform domestic and economic activities for a period of time. Abortion also results in various social complications like if parents are found by the authorities performing sex-selective abortion, they are fined or even imprisoned. Abortion also has an impact on the well-being of children and other family members due to the death of a mother.

Conclusion

It is high time that girl child should be empowered then only can the killing of female fetus could be stopped. Though female infanticide used to be practiced in many parts of the world during difficult times like wars, disasters and famines. However, practicing sex-selective abortion raises a question of morality. Today we can see that girls are becoming highly educated and economically independent. They are also becoming the bread-earners for their families along with managing the household chores. Once women are given due value in the society and if they are allowed to prove their identity, then only gender issues including sex-selective abortion could be stopped. Strict government regulations are the most important tool for reducing the number of sex-selective abortions. In order to empower women and help them find their identities as a human being, Government should make extensive policies and laws in the favour of women.

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Social Media's Negative Effects on Adolescent Mental Health

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Abstract

The pervasiveness of social media in our daily existence is blamed for a rise in mental health issues among young people. This systematic review compiled the evidence on how social media use affects melancholy, anxiety, and psychological discomfort in adolescents. After searching the PsycINFO, Medline, Embase, CINAHL, and SSCI databases, thirteen relevant studies were discovered, twelve of which were cross-sectional studies. The findings were categorised using the four social media domains of time spent, activity, investment, and addiction. There was a connection between anxiety, depression, and mental suffering in all aspects. The cross-sectional design, sample, and measures, however, have significant methodological limitations. To better comprehend the mechanisms underlying the purportedly negative effects of social networking and media on mental health, qualitative research and longitudinal cohort studies must be conducted.

Keywords

Social Media, Mental Health, Psychological, Anxiety.

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Introduction

According to the World Health Organisation (2017), 10–20% of children and adults worldwide have mental health issues. Kessler et al. (2007) and Kim-Cohen et al. (2003) say that 50% of all mental problems are noticed by the age of 14, and 75% by the age of 18. Generalised anxiety disorder and sadness are the most common types of disorder in young adults and adults, respectively (Mental Health Foundation, 2018; Stansfeld et al., 2016). The Royal Society for Public Health and the Young Health Movement (Citation2017) say that the number of anxious and unhappy young people has gone up by 70% in the last 25 years. Depression and anxiety can hurt a teen's growth in many ways, such as by making them do worse in school, leaving school, hurting their relationships with others, and boosting drug use.

Impact on Social Media on Health of Youth

Since mental health problems are on the rise at the same time, it is important to know how social media affects the health of teens (Kim, 2017). Psychiatric terms, like “addiction,” are often used to describe bad habits that involve the Internet. Still, some things that young people do can look strange. For example, young people who post a lot of selfies might seem narcissistic, but this kind of behaviour has become the standard among young people (McCrae, 2018). Still, experts and psychologists have warned about the negative effects that young people's use of social networks can have on their personal and social growth (Greenfield, 2014; Twenge, 2006).

Numerous variables contribute to the complexity of the association link between mental health issues and social network. Sleep disruptions are mentioned as a possible explanation for the relationship between teenage obesity and observed sleep disruptions in articles published in 2017. According to Iannotti and his team, Internet use is a sedentary activity, and prolonged use raises the risk of health issues related to the body). Asare's in-depth investigation (Citation2015) found that youth sedentary behaviour negatively impacts mental health, however the direction of the link was not obvious. It's probable that those suffering from mental illnesses are less likely to exercise on a regular basis. Because so many people utilise several social media accounts, multitasking is commonplace online.

The availability of social network support is also a significant component in the relationship between social media use and psychological well-being. An article by the American Academy of Paediatrics claims that teens can use social media to deepen their connections with existing pals while also meeting interesting new people. O'Keeffe and Clarke-Pearson (2011) cite this as a way to promote mental health indirectly by decreasing feelings of loneliness. Mental health issues have been linked to a lack of social support (e.g., & Bradshaw, cited in 2011). Supportive online social media interactions were associated with lower levels of depression and anxiety, according to a meta-analysis of 70 research conducted by Kern, Rickard and Seabrook. Valenstein and Choi T have argued that the quality of one's social network is more crucial than its quantity.

Discussion

Dissatisfaction was the primary result in 13 investigations. Spending a lot of time on social media, reading the news multiple times a day, making financial investments, and having adolescent mental health issues were found to be the most significant risk factors for depression, distress and anxiety. Addiction was a part of it. Dissatisfaction was the primary result in 13 investigations. Time spent on social networks, activities like re-checking the news, personal investments, and problematic use were found to be the largest risk factors for discomfort, depression and anxiety included it. Despite inconsistencies in the individual studies' findings, the meta-analysis confirmed a connection between social media usage and psychological distress. The observed connections were too intricate for me to reduce them to a few words. This intricacy has been the focus of relatively few research, however others have looked at the roles played by mediators and moderators. According to Li et al. (2017) and Vernon et al. (2017), Most studies that looked at the link between depression and social media pointed to sleep deprivation or other sleep-related characteristics as a mediator. Other mediators described in the literature include perceived social support (Frison & Eggermont, 2016) and rumination (Wang et al., 2018).

Sociocultural elements that affect teenagers' responsibilities and expectations in the family and community, as well as affects on adolescent development and social skills, have been studied and compared with personal traits (O'Dea & Campbell, Citation 2011). The external environment plays a role.context (Barry et al., 2017; O'Dea & Campbell, 2011), social comparisons and peer feedback (Neira & Barber, 2014), self-gratitude (Banjanin et al., 2015), physical inactivity (O'Dea & Campbell, 2011), and cyberbullying. In addition to these results, it was discovered that particular mindsets and actions as social differentiation, active or passive social network use, social media incentive were associated with depression, anxiety, and psychological distress.

How many online friends you have or how regularly you utilise social media. While studies have identified a correlation between negative emotions and social media use, there is also evidence that suggests the opposite may be true. For instance, a 2015 citation by Banjanin and his team. found no correlation between time spent on social networks and depression, and the same was true for other social network-related behaviours including the number of online friends or the number of "selfies" taken. Similarly, Barber and Neira (Citation2014) discovered that greater involvement in social network predicted sadness symptoms in adults. I was unable to find any connection between them. Complex findings can be explained by newcomers, middlemen, and coordinators, as discussed above.

The impacts of age and gender are revealed in this comprehensive review. Some research suggests that a girl's and adolescent's social network use is not related to her risk of developing mental health issues, while other research suggests the opposite. It means you have a predisposition towards neurosis. More research is required to determine how age and gender play a role.

Conclusion

Therefore, it is crucial to continually keep an eye on what children share on social media. Then there's the addition of young people's love of social media. Students' academic performance suffers as a result of their addiction to social media. Separations in society are another unintended consequence of social media use. Their use poisons the minds of otherwise peaceful folks with false information. In a nutshell, there is no denying the double-edged sword that is social networking. However, the final decision rests with you. It is especially important for young people to strike a balance between academic success, physical health, and engagement with social media. The same is true for social media: too much of a good thing may be bad. Therefore, it is incumbent upon us to strike a balance between work and play.

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ICT Revolution: Examining its Impact on Various Sectors of Uttarakhand

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Abstract

Information and communication technology has greatly impacted our daily life. It has become an essential component of our lives. It represents the technology, hardware, software, computing devices, and telecommunication network that helps in creating, storing, retrieving and transmitting information between the peoples across world. The advent of new technologies and miniaturization of devices has facilitated the instant access and dissemination of information easy. ICT has revolutionized every sector including education, healthcare, business, governance, and entertainment. Access to information is allowing peoples from diverse backgrounds to acquire knowledge and skills they need. Telemedicine and healthcare services has improved the access to these services particularly in remote areas and typical terrain. Its impact on people, organisations, and society at large is evident, and as technology develops, it will play a more important role in determining our future. This study shall be undertaken to analyze the impact of information and communication technology (ICT) on different sectors in Uttarakhand. The purpose of this study is to develop a corpus of knowledge from the existing literature. The corpus can be used by the policy makers and other stake holders in this area to design and implement new and effective policies for the prosperity and growth of Uttarakhand state in this area.

Keywords

ICT, ICT roles, Uttarakhand, ICT revolution, ICT impact, ICT in Uttarakhand, ICT and education, education in Uttarakhand.

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Introduction

ICT, or Information and Communication Technology, is the umbrella term used for addressing infrastructure and other components involved in computing. It means computers, networking devices, internet, software applications, hardware components that work together to enable the peoples to communicate and share information across the globe. It can be considered as the combination of information technology and digital communication. Information Technology focuses on computers and related devices, while communication include mobile phones and networking devices. ICT is a technology for creating, processing and dissemination of information. It has affected the way people interact, transact and communicate with each other. Moreover, it has revolutionized every sector of human life. It plays a very significant role in economic development and business growth of a country. Actually, it has underpinned a broad shift in society towards e-society where people, beyond the face-to-face personal interaction, are interacting in a virtual space. According to the Indian ICT sector report (SESEI, 2019), ICT has played a vital role in India's economic growth. The report highlighted that India is the fastest growing IT market in the world.

Status of ICT in India

India, using ICT, is taking a leapfrog to economic development in key sectors. These include education, healthcare, finance, agriculture, and governance.

Education and ICT

Integration of ICT with education enables the students to access quality education, where the qualified teachers are not available. Through the use of computers, tablets, data displays, interactive electronic boards, ICT improves the way of teaching learning and provide a better educational environment. Government of India has taken various initiatives to make online education in reach of every education seeker.

- (i) SHAGUN: - A program started by the government of India to facilitate teachers and students with a forum to connect to e-learning platforms. It has been implemented in schools by all states and union territories(Kumar & Pande, 2021).
- (ii) DIKSHA (Digital Infrastructure for Knowledge Sharing): - A program for school education, introduced by National Council for Educational Research and Training (NCERT), under the aegis of the Ministry of Education (MoE), Government of India. It was launched in 2017. It has been adopted all the states, union territories, autonomous bodies including CBSE, NIOS etc. DIKSHA can be accessed by students and teachers across India. It supports 36 Indian languages. It is a common platform leveraged by education ecosystem to achieve learning goals. DIKSHA can be accessed on mobile using DIKSHA app. Learning material of NCERT curriculum can be accessed by the teachers, students as well as parents. DIKSHA has been declared as 'One Nation, One Digital Platform'(Kumar & Pande, 2021); (*DIKSHA (Digital Infrastructure for Knowledge Sharing)*, 2017).
- (iii) PM eVIDYA: - DTH-TV Channels to deliver class wise contents for the students of class I to XII.
- (iv) NISTHA (National Initiatives for School Heads and Teacher's Holistic Advancement): - It is online professional development program for teachers. It was launched during the COVID-10 pandemic.
- (v) NDEAR (National Digital Education Architecture): - Hon'ble Prime Minister of India launched this on 29th July 2021, this portal provides building blocks for development of federated and interoperable systems by States/UTs.(*NDEAR | Home*, 2021).
- (vi) Vidyanjali: - It is a school volunteer programme launched in 2021 by Hon'ble Prime Minister of India. It is a programme to strengthen school through community involvement. It registers the volunteers across the country who want to contribute in the school's activity.
- (vii) ePATHSHALA: - A digital storehouse of audios, videos, books, flipbooks etc, Students and teachers can participate in workshops, exhibitions and other activities.
- (viii) SWAYAM: - It stands for Study Webs of Active-Learning for Young Aspiring Minds is an Indian Massive Open Online Course (MOOC) platform.

- (ix) **NDLI:- National Digital Library of India (NDLI)** is a virtual repository of learning resources developed by IIT Kharagpur, sponsored by National Mission on Education through Information and Communication Technology (NMEICT).

ICT and Industries and Business

The use of ICT in industries led to the development of the new techniques and machinery. It has increased the productivity and reduced production time. Few schemes introduced by the government include-

- (i) **ASPIRE (A Scheme for Promotion of Innovation, Rural Industries and Entrepreneurship):** - To set up a network of technology centers and incubation centers across India, this scheme was introduced
- (ii) **Promotion of Information & Communication Technology (ICT) Scheme for MSME Sector** to upgrade micro & small enterprises Information & Communication technology (ICT) practices and to help MSEs improve their management processes ranging from procurement, manufacturing, delivery, accounting, HR & marketing,

ICT and Health Care

ICT usage in health and healthcare can be witnessed in the areas of medical education, research, referral, and management of data. It includes applications like telemedicine. Telemedicine is a digital platform for extending the healthcare services at remote locations and exchanging patient information. Hospital Management System is a software that manage the hospitals and medical colleges. Now a days technology like digital image processing and computer vision are used in diagnosis, prevention and therapy of many diseases. ICT is also used in Electronic Medical Record (EMR) (*ICT in Health Care/ :: Pradhan Mantri Swasthya Suraksha Yojana (PMSSY)*, 2023). The launch of e-Hospital application helps people in online registration, appointment, inquiry about blood availability, and availability of diagnostic reports. OPD service has been started by AIMS (Bhatnagar, 2018).

ICT in Financial Services

Now days all the financial services are available at the will of customer right on a finger touch. From checking account balance to transferring funds to a person using mobile number and even open fixed deposit account with the touch of a finger (Bhatnagar, 2018). Additionally, internet and social media are flooded with the advertisement for the applications that help people in managing financial instruments like mutual funds and shares. Crypto Currencies, which have become most popular nowadays, are the result of ICT. Rise of cashless online utility applications have been observed during the COVID-19 pandemic.

ICT and Governance

The entire ecosystem of the government services has been transformed by various schemes launched by the government. Security, governance, transparency, and responsibility are all directly influenced by initiatives like Digital India, Bharat Net, Make in India, and Smart Cities project (Bhatnagar, 2018). Few of the services provided by these initiatives includes: -

- (i) **Digilocker:** - Eliminates use of physical documents and enables secure, Aadhar verified digital document sharing across different government agencies. User can store important documents in digital form securely.
- (ii) **Jeevan Pramaan Scheme:** - A service for retired personnel to submit their life certificates digitally.
- (iii) **Attendance services:** - With the launch of attendance.gov.in, attendance records of the government employees are kept on real time basis (Bhatnagar, 2018). It has been seen that employees of many departments and government agencies use mobile applications for marking their attendance.
- (iv) **Digital MGNREGA:** - Initiative taken by the Government of India in order to monitor the implementation of National Rural Employment Guarantee Act-2005 through mobile phones and (or) internet (Ministry of Rural Development, 2022).
- (v) **Scholarship Portal:** - National scholarship portal manages the process of scholarship from submission of application to verification, sanctioning and disbursement of scholarship.

- (vi) *Online ITR filling*. Service launched by the Income Tax Department to support the tax payers in filling Income Tax Return electronically.
- (vii) *PRAGATI (pro Active Government and Timely Implementation)*: - It is online grievance redressal service for citizen of India.

ICT and Mass Media & Advertising

With the advent of ICT, the news, information and mass media content are delivered with the supersonic speed. Today anyone can access to the news and media contents right on her palm. Now the contents are available on a low cost. The web is becoming very popular and cost-effective means to advertise and reach the target audience(Bhatnagar, 2018).

It has been depicted from the literature that many other services like PMJDY (Prime Minister Jan Dhan Yojna), ADHAAR Project, Smart Cities Project, etc.have been started by the Government of India. Many authors reported the impact of ICT on these services.

Status of ICT in Uttarakhand

It seems that very little work has been done in this realm in context of Uttarakhand and there is a gap in studying the current status of ICT in different sectors of Uttarakhand. This study shall be taken to develop a corpus of knowledge from the existing literature which can be used by the researcher and policy makers in this area.

Objectives

- 1) What is the status of ICT usage in school education of Uttarakhand? What type of instruction are delivered using ICT?
- 2) What is the status of ICT usage in Governance sector of Uttarakhand? What government services harness the potential of ICT?
- 3) What is the status of ICT in Health care sector of Uttarakhand?
- 4) What is the status of ICT in agriculture sector of Uttarakhand?

Methodology

For the investigation of this study, a systematic approach of investigation and factual information extraction have been adopted. Clear research objectives have been formulated. For the identification of the relevant articles, search strings were developed. The search strings were used to search the databases namely *ResearchGate, Academia, Google Scholar, and CiteSeerX*. The keywords used for search strings were: *ICT status, ICT in Uttarakhand, Uttarakhand, e- Governance, ICT facilities, and ICT adoption*. A total of 29 Journal articles including government reports have been downloaded.

For the screening of the downloaded studies and reports, a well framed inclusion and exclusion criteria was implemented.

Inclusion Criteria

- (i) Only articles in English were included.
- (ii) Full Text with open access articles were selected.
- (iii) Only studies in context of Uttarakhand were selected.
- (iv) Only published articles were selected for the study.
- (v) Only articles published between 2010 and 2022 were considered.

Exclusion Criteria

- (i) Articles not published.
- (ii) Articles written in other than English language.
- (iii) Articles not relevant to the topic of ICT.
- (iv) Articles not in context of Uttarakhand.
- (v) Articles not published in any journal.
- (vi) Full text is not accessible, only abstract given.

The number of articles included for the study after screening according to the above two criteria were 18 including the 3 articles from the reference list. No duplicate articles found manually or by the software. Then these 18 articles were accessed for relevancy and credibility against the objectives of the proposed study. After removing the 5 irrelevant articles, 13 were selected for the study.

The figure 1 shows the filtration process involved in the study.

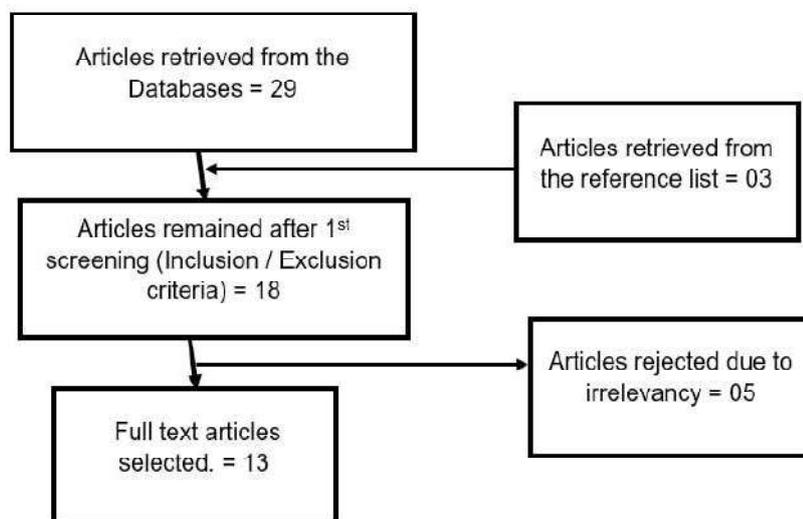


Fig. - 1: Filtration process for selection of articles.

Data Extraction: - Data extracted in excel sheet. Data extracted include *Name of the author, Title, Year of publication, Methodology, Document type, key findings, and remarks*. It has been depicted that most of the researchers used qualitative or theoretical approach for their studies. Also, almost all the studies have theoretical findings or knowledge type. A narrative summary of the findings is given in the next section i.e., Review of literature.

Review of Literature

In 2006, Government of Uttarakhand published a policy to fully utilise information and communication technology (ICT) to accelerate Uttarakhand's social and economic growth. The government proposed to effectively use ICT to ensure the transparency in the governance and the decisions taken by the government. The policy was drafted keeping in view the goal of improving the quality of life of the citizens of Uttarakhand by adopting ICT in various segments, leading to the formation of ideal e-society model (IT-Advisory-Committee, 2006). The policy reflected the vision of fully digitized state Uttarakhand. The focus was to generate employment through ICT initiatives. Vaisla and Pant (2011) undertaken a project to evaluate the existing Government to citizen (G2C) framework for e-governance in the state of Uttarakhand. Based on the findings, they also proposed a modified model of G2C. They studied the perception of the citizen towards e-governance services. In another study, Vaisla et al. (2011) discussed a road map for e-initiatives applications in Uttarakhand. They highlighted required policies, infrastructure and expected benefits of the e-Governance. They also discussed the e-initiatives undertaken by the state to provide in-depth explanation of significant issues related to e-initiatives development and dissemination in the state. E-readiness of the state has been studied and findings shown that the government is ready with infrastructure and services. Citizens are aware of the various technologies and interfaces through which these services can be accessed. The only gap found was that the lack of awareness of the citizens about the schemes launched by the government. There is a great opportunity for employment in Uttarakhand as the literacy rate is high, women are educated and retired defence personals can serve as a resource person for many schemes under ICT initiatives (Vaisla, K. S., Pant, 2012).

Every sector in Uttarakhand has been affected by the ICT. ICT has changed the education sector. The ways of delivering the education have been improved which helps the students to learn more quickly and to learn in collaboration (Joshi et al., 2017). Banking sector now provide e-banking or m-banking for quick

disposal of its banking services. Every department, whether government body or private firm, has IT department in it to work collectively by sharing resources and information. The change in technology have affected economy. Now the people are switching to various e-payment options. E-commerce is expected to dominate all traditional business (Joshi et al., 2017). Chakraborty, Manab and Mukerji (2017), examined the effectiveness of ICT in public employment programme. They recommended the working of public administration should be streamlined along with the implementation of ICT application for betterment of the MGNREGA beneficiaries. Singh et al. (2018) conducted a study and found that majority of the rural women have partial access to ICT but they used it mainly for entertainment purposes. Only few rural women used ICT for healthcare, education and social welfare. They suggested for the awareness among the rural women about the utilization of ICT for gaining knowledge, skills and for sustainable development. Verma & Bhatt (2018), discussed the benefits and challenges of implementing e-governance. They concluded that m-governance i.e., governance through mobile devices, is going to dominate in coming time. Today ICT is having a significant impact in every sector of our lives. It has been observed that many educational institutions are experimenting the integration of ICT with education. The central and state governments have also tried to integrate education with ICT through many schemes. Aggarwal (2020) conducted a case study of Roorkee block to analyze the impact of ICT in school education. He analyzed three components of the ICT, viz. infrastructure, student's computer awareness and teacher's preparedness to adopt ICT in teaching learning process. Viswam (2020), in a report discussed about the ICT initiatives taken by the government in the Uttarakhand state. He highlighted the achievements of NIC Uttarakhand in steering ICT in the state. Singh & Datt (2020) studied the role of ICT in open and distance learning in Uttarakhand. It has been noticed that enrolment increased in ODL after integrating ICT. Sharma and Vaisla (2011) studied the use of ICT in healthcare. They studied the viability of tele-medicine, tele-referral and health information dissemination through SMS and video conference. Kumar et al. (2011) discussed various application of ICT in context of Uttarakhand. Additionally, they discussed about advantages and disadvantages of ICT. Papnai et al. (2015) studied the integration of ICT with agriculture sector in Uttarakhand and found that ICT can promote economic growth and yield significant improvement in access to credit, education market rates and healthcare. Rana et al. (2020) investigated the potential of ICT in the sector of smart water quality monitoring as well as water resource management.

Result and Discussion

Total 32 articles were retrieved from the data bases available with open access on the internet. 29 articles were retrieved through searching the databases using keywords and 3 articles were retrieved using the reference list of the retrieved articles. The articles selected were published from 2011 to 2021, the oldest being 2011 and recent being 2021. There are 17 journal articles, 01 conference proceeding, and one blogpost articles selected for the study.

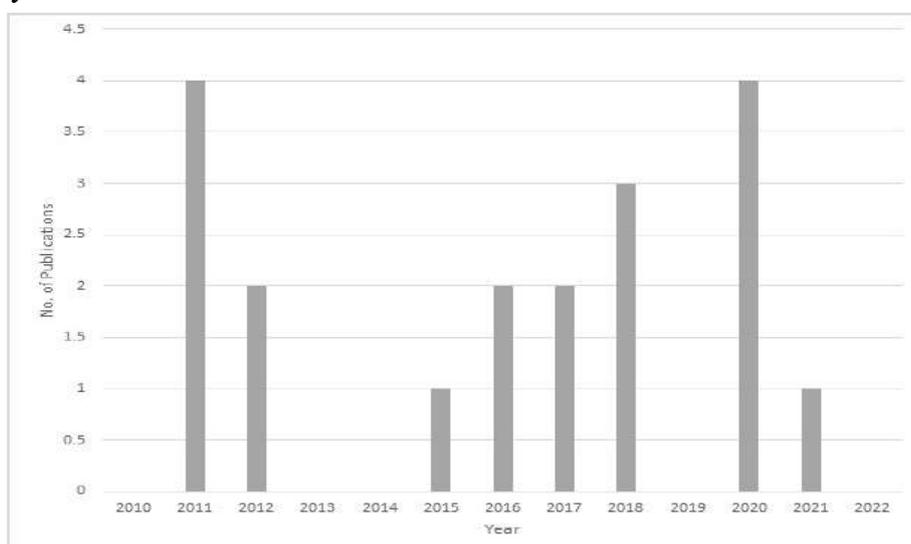


Fig. - 2: Year wise published articles selected for the study.

Table - 1: Knowledge type depicted in the articles selected for the proposed study.

Knowledge Type	Count	Percentage
Theoretical	14	73.68
Empirical	1	5.26
Mixed	4	21.05
Other	0	0.00
Totals:	19	100%

Table - 2: Methodology used in the articles selected for the proposed study.

Methodology	Count	Percentage
Qualitative	16	84%
Quantitative	0	0%
Mixed	3	16%
Totals	19	100%

From the literature review, it has been seen that most of the authors conducted theoretical studies (14 studies), 4 studies were mixed type and only 01 study was empirical. This shows that most of the authors prefer to conduct theoretical studies in this field. Further, most of the authors used qualitative approach and few used mixed approach. Findings of the study are given below.

Objective 1: - What is the status of ICT usage in school education of Uttarakhand? What type of instruction are delivered using ICT?

The review of the selected literature reveals that only 4 studies were conducted to find the role of ICT in the education sector of Uttarakhand. According to the latest census report in 2011, the literacy rates increased in the last decade. This can be due to the integration of ICT in education (Joshi et al., 2017). But what type of instruction were delivered are not mentioned in the study. Moreover, at what level (School or college level) ICT tools were used for teaching learning process is also not discussed. ICT is playing a vital role in providing education to the learners at their wish, on whenever- wherever basis. This is due to the various initiatives taken by the government of India. Uttarakhand government had also adopted ICT policy few decades back, but the government run schools are lacking in infrastructural support for the ICT. Computer education is not included in the core syllabus of the schools. Teachers are not adequately trained to use ICT effectively (Aggarwal, 2020). The author proposed the adequate infrastructure for the schools to adopt ICT in education. Also, he proposed to introduce the openeducation platform for the teachers and the students to foster the community learning. He also forecasted the need of state level ICT integration infrastructure for uniform implementation in the state. In Uttarakhand state map by Viswam (2020), he reported the launch of school education portal (<https://schooleducation.uk.gov.in>) in November 2017 by the state government of Uttarakhand. But the portal has modules for school categorization, teacher's profile, transfer rules, student enrolment etc. Educational contents are not delivered by the portal. The author reported another portal (<https://www.educationportal.uk.gov.in>) for this purpose. The portal hosts the teachers uploaded Videos & handwritten text for study by students. The Uttarakhand Open University have used a variety of ICT practises in its teaching and learning, including its website, e-learning platform, online admission, online degree applications, online change of student centres, online Material Production & Distribution Division (MPDD), online repository, student information system, online examination form, and school/departmental blogs (Singh & Datt, 2020). Also, in order to promote digital habits among its students, Uttarakhand Open University facilitated the use of electronic self-instructional learning material (e-slim). It seems that there is a gap in formation and implementation of adequate policies for integrating ICT in education sector of Uttarakhand.

Objective 2: - What is the status of ICT usage in Governance sector of Uttarakhand? What government services harness the potential of ICT?

The review of the selected literature reveals that 8 researchers conducted studies about the status of ICT in bringing governance in reach of the rural citizen of Uttarakhand. Vaisla & Pant (2012) conducted a study to evaluate the awareness of the citizens about the use of e-devices like mobiles, telephones, TV, radio etc. They found that citizens are aware of digital devices. Vaisla et al. (2011) discussed the implemented and proposed e-initiatives in Uttarakhand. CM Portal, Disaster Management System, Land Record, Touch Screen Kiosk for accessing Land information, Registration of Land, implementation of UKSWAN (Uttarakhand State Wide Area Network), CSC (Common Service Center) are few to name. Vaisla & Pant (2011) conducted study to critically evaluate the status of the existing governance projects in Uttarakhand. He studied the impact of automating different government services like employment exchange, land record portal, RTI website, automation of transport offices, project e-shiksha, project janaadhar, SWAN etc. and found that the citizens are techno savvy and are in favour of e-governance schemes. On the other end government also have good schemes for citizens but citizens are not aware of these schemes. Also there is a need of viable modal of execution. These studies are in line with the study conducted by Vaisla, K. S., Pant (2012). Rawat (2016) stated in his study that IT policy of Uttarakhand was approved in June 2006 which needs to be updated to meet the fast-growing needs of the society. He proposed that there is a need to bridge the gap between those who can access the e-governance services and those who cannot or do not wish to engage digitally with the government through e-governance schemes. Joshi et al. (2017), found in their study that peoples are preferring e-banking services provided by the government banks in Uttarakhand. Also, Uttarakhand has huge rise in social networking site usage. They stated that more improvement is required from the side of government as well as from the citizens side. Verma & Bhatt (2018), studied about the governance through mobile devices. They discussed the different m-governance schemes launched by the government. Chakraborty, Manab and Mukerji (2017) studied the impact of ICT on MGNRGA. They proposed the system through which the wages of the workers can be disbursed without any delay. Viswam (2020) in his report, discussed various e-initiatives taken by the government of Uttarakhand. He discussed about e-mantrimandal, Vehicle location tracking portal, e-office, chardham portal, kedarnath helicopter service portal, online audit management system, e-khareed, cm-vivekadheenkosh, MyGov portal, mini cloud of Uttarakhand (ukstatecloud.nic.in) etc. Role of National informatic Center has been appreciated. This shows that government of Uttarakhand is doing enough for making e-governance successful.

Objective 3: -Status of ICT in Healthcare sector in Uttarakhand.

Sharma & Vaisla (2011), discussed the current e-health scenario in Uttarakhand. They found that Sanjay Gandhi Postgraduate Institute of Medical Sciences (SGPGIMS) Lucknow adopted ICT in health care. Telemedicine Network of this hospital included two district hospitals of Uttarakhand State Almora & Srinagar. Through this network Tele-Consultation is being provided to diagnose and treat patients over distance. Tele-education to the post graduate medical students is being provided by SGPGIMS. Arya (2016), found that the ASHA worker in the rural areas of Uttarakhand used mobile devices for disseminating nutrition information to rural women. Viswam (2020) discussed about the health dash board of Uttarakhand government. He reported that the dash board was launched in March 2018. It was found that the dashboard hosts all the vital information parameters which are important for maintaining quality healthcare services.

Objective 4: -Status of ICT in agriculture sector of Uttarakhand.

The review reveals that very few studies have been conducted on role of ICT in agriculture. Papnai et al. (2015) proposed discussed the facilities which can be provided through ICT. ICT could help the farmers to connect to large agricultural markets. ICT could help the farmers by forecasting the weather. They proposed a region-based ICT hub for agriculture and rural development. ICT could support the farmers by increasing markets for exports, number of participants in the market and trend and efficiencies of the market. Viswam (2020) discussed a system called *khareed* which is a system to online procure wheat and paddy from local farmers at MSP.

Conclusion

From the review of the selected literature, it has been found that very few research has been done for status of ICT usage in Uttarakhand. There is a need of more empirical studies to depict the roles of ICT in the different sectors in context of Uttarakhand. The study highlighted the need of adequate policies and infrastructure for effective implementation of ICT in the state. The government is doing well in introducing different schemes based on ICT for the betterment and ease of the citizens but lack of awareness about these schemes has been found. It seems that there is a need to educate the citizen to the various schemes lunched by the government for their benefit.

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Prominence of the G20 Summit in the Advancement and Progress of the MSME Sector (with Special Reference to the Uttarakhand)

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Abstract

The MSME enterprises of Uttarakhand are a dominant section in the upliftment and emergence of the state in the growth of the nation. The MSMEs provide employment opportunities and boost export and industrialization in the economy. But due to the problem related to finance and credit as well as skilled manpower the MSMEs sector suffers but now G20 which is a group of 19 developed and EU country comes to India this is an opportunity for Uttarakhand to make their product known in the international market and make important discussion with the foreign delegates regarding the issues faced by the MSMEs. This paper tries to explore the area of challenges faced by the MSMEs sector in Uttarakhand and how G20 will be helpful to overcome the issues faced by MSMEs.

Keywords

MSMEs, G20, employment, growth, challenges, opportunities for MSMEs.

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Introduction

India boasts the distinction of being the largest democracy in the world with the fastest-growing economy. As India takes on the G20 presidency, it will serve a pivotal role in advancing the nation's economic expansion. The G20 group, comprising 19 countries and the EU, was founded in 1999 to provide a forum for finance ministers and central bank governors to deliberate on global economic and financial issues. Collectively, the G20 countries account for nearly two-thirds of the global population, 75% of the world's trade, and 85% of the world's GDP. The G20 operates under two primary tracks, the financial track for finance ministers, and central bank governors and the sherpa track. The Sherpa track focuses its efforts on employment, climate agriculture, and food security. Each group has a working group devoted to green development, climate finance, inclusive growth, the digital economy, public infrastructure, technology transformation, and initiatives for women's empowerment aimed at achieving social and economic progress.

Definition of MSMEs

By the provision of the Micro, small, and medium enterprises development (MSMED) Act, 2006 Micro small, and medium enterprises are classified into two classes:

- Manufacturing enterprises- Investment in plant and Machinery
- Service enterprises- investment in equipment.

Classification	Investment Ceiling for Plant, Machinery, or Equipment	
	Manufacturing enterprises	Service enterprises
Micro	Up to Rs. 25 lakhs	Up to 10 Rs lakhs
Small	Above Rs. 25 lakhs and up to Rs. 5 crores	Above 10 lakhs and up to 2 crores
Medium	Above Rs. 5 crores and up to Rs. 10 crores	Above Rs. 2 crores and up to Rs.5 crores

Source: Ministry of MSMEs

India's G20 Presidency

India takes over the G20 presidency for the first time in 2023. The theme of the summit is "Vasudhaiva kutumbakham, or "the world is one family." Vasudhaiva kutumbakham indicates "One earth, one family, one future,". It is inspired by the Maha Upanishad, an old Sanskrit scripture. the theme fundamentally highlights the importance of the life of humans, animal, plant, and microorganism and their interdependence on Earth and across the universe.

India's G20 Priorities

1. Green Development, Climate Finance, and LIFE

India's focus on climate change and making particular emphasis on climate finance and technology. India promotes the LIFE movement to promote environmentally conscious practices.

2. Accelerate, Inclusive and Resilient Growth

India now focusing on the areas which bring potential structural reform including supporting small and medium-sized enterprises in global trade, promoting labor right, and emphasizing the global skill gap.

3. Hasten Progress on SDGs

To achieve the target set out in the 2030 agenda for sustainable development goals.

4. Technological Transformation and Digital Public Infrastructure

Promotion of technology and increased knowledge of digital public infrastructure, financial inclusion, and teach-enabled development in sectors such as agriculture and education.

5. Multilateral Institution for 21st Century

Efforts to reform multilateralism and create a more accountable, inclusive, and representative international system that is fit for addressing 21st-century challenges.

6. Women-led Development

Accentuation on growth and development of women empowerment and achievement of SDGs to boost socio-economic growth. (1)

G20 in Uttarakhand

The G20 summit is being organized in Uttarakhand at Ramnagar from 28th March to 30th March in which delegates from different countries including America and Japan will participate. This is an opportunity for Uttarakhand to make a familiar world with the rich culture and heritage of Uttarakhand (2). In this summit, the key focuses are as follows:

1. Green, growth, climate finance, and life.
2. Rapid, inclusive, and flexible development.
3. Accelerating progress on the SDGs.
4. Technological change and digital public infrastructure.
5. Multilateral institutions for the 21st century.
6. Development led by women. (3)

G20 is an excellent opportunity to get recognition for the local products of Uttarakhand. (4)

G20 and MSME

As we all know MSME enterprises have a crucial role in the nation's economic landscape. This sector creates huge employment opportunities and gives huge growth to the economy. The G20 summit held in Kolkata discussed the finance available for small and medium-sized enterprises (SMEs). In recent years SMEs facing enormous challenges and governments all over the world come up with opportunities to support them. The government across the globe offers various initiatives like direct financial assistance, public guarantees on loans, and tax relief to the sector. Under the G20 summit, there is a discussion regarding the comprehensive support to this sector. The G20 offers various initiatives to the SME sector due they have expertise in several fields like skill-building, digitization, startup ecosystem, etc. The Indian government also made many efforts to progress the MSMEs sector program like Udyami Bharat and the prime minister's employment generation program, among other outstanding examples of Indian government efforts to manage the MSME sector. In this research paper, Uttarakhand is taken into consideration. Uttarakhand is the northern state of India comprising 13 districts out of which 7 district comes under Garhwal mandal and 6 in Kumaon Mandal. There are nearly 63 million enterprises under MSMEs in the whole of India which contribute 30 percent to as per government data, India's Gross Domestic Product (GDP) sustains and supports employment for a total of 113 million individuals. According to the Directorate of Industry, there is a recorded count of 58,040 registered Micro, small and Medium enterprises (MSMEs) in the state of Uttarakhand and these units employ more than 4 lakh people. This sector faced challenges related to financial liquidity, debt repayment, and meeting fixed expenses (5). The G20 held in Uttarakhand has 4 agenda-related health opportunities to fight pandemic disease, coordination in global efforts enhancing reach to scientific knowledge, diversity, reach in the field of science and technology, and action-oriented global policy in regards to science and technology. As per the agenda discussed in the summit, there is a need to look at the MSME's challenges, as MSMEs are the biggest sector comprising many types of the sector so the development of this sector also depends on these four agendas discussed in the G20 meeting. This is an opportunity for us to grab this opportunity as many foreign delegates who are very rich in financial terms so can support us and we can use finance to make our MSMEs sector stronger. This promotes employment opportunity in the state and also help in recognizing local product in the foreign market. G20 is an opportunity for us to make our product more known to foreign peoples which ultimately increases our export and invitation to foreign capital which gives a boost to this sector. MSMEs are the major player in the economy and G20 is an opportunity for us to make our nation more prosperous.

Complications Encountered by MSMEs in the State of Uttarakhand

Finance-associated Complications

Finance is the blood of any organization to run the business smoothly. all enterprises necessitate an optimal amount of financing to facilitate operational activities. Micro, small, and Medium Enterprises (MSMEs) in the state of Uttarakhand encounter numerous financial hurdles due to a lack of access to credit and inadequate monetary resources. (6).

Market-related Obstacles

Uttarakhand's MSMEs encounter numerous market-related challenges such as insufficiency in-market assistance, stiff competition from big corporate entities and globally recognized brands, low market demand, and difficulties in gaining entry to the national and international market. (7)

Human Resources-related Issues

Due to improper vocational training and skill development, human resources are not capable enough to perform the task effectively and MSMEs are considered labor-intensive industries. The state is facing challenges in effectively implementing comprehensive training and skill development initiatives for individuals employed in MSMEs.

Innovation and Technology-related Obstacles

In this era, modernization influences very much to the growth and development of any sector. Innovation and technology are equally important for the growth of the MSME sector but due to insufficient technical expertise, combined with a dearth of awareness and information, hinders the progress of the MSMEs sector(8).

Literature Review

Khanna (2018)- this paper is an attempt to study the performance of MSMEs after liberalization and their future prospects have been studied in detail. Research has also tried to find out the major problems and challenges being faced by MSMEs in India.

Venkata and Vasavi (2020)- this paper offers insights into the significant contribution of MSMEs to economic growth and development. The paper delves into the employment opportunities created by MSMEs and discusses the various operational challenges they face. The study is based on a thorough analysis of secondary sources of data, such as magazines, annual reports, the department of MSMEs, and other published reports.

Sing (2021)- this paper examines the challenges faced by the MSMEs sector due to the COVID-19 pandemic. MSMEs contribute hugely to the export, employment, and industrial production of the country. This paper suggests how government should tackle this problem and provide measures to overcome this situation. This study is predicated on secondary data sources procured from a variety of reports, including those issued by the Ministry of Micro, small and medium enterprises as well as those on the Indian economy.

Objectives of Study

1. To examine the current prominence of G20 in the MSMEs sector of Uttarakhand.
2. To explore the areas that need focus related to the MSMEs sector.
3. To highlight the importance of the MSMEs sector in the economy of Uttarakhand.

Research Methodology

The present study has been conducted by utilizing secondary data collection methods, which involve an extensive review of existing literature, theories, and articles. The detailed literature review includes an examination of various research papers, articles, and government reports related to MSMEs. The data has been presented in the form of tables and charts and the finding has been interpreted in the context of research objectives. This study has a descriptive nature and aims to determine the impact of G20 on the growth and development of the MSMEs sector in Uttarakhand.

Analysis of Data and Interpretation

Top 10 MSMEs Sector in Uttarakhand

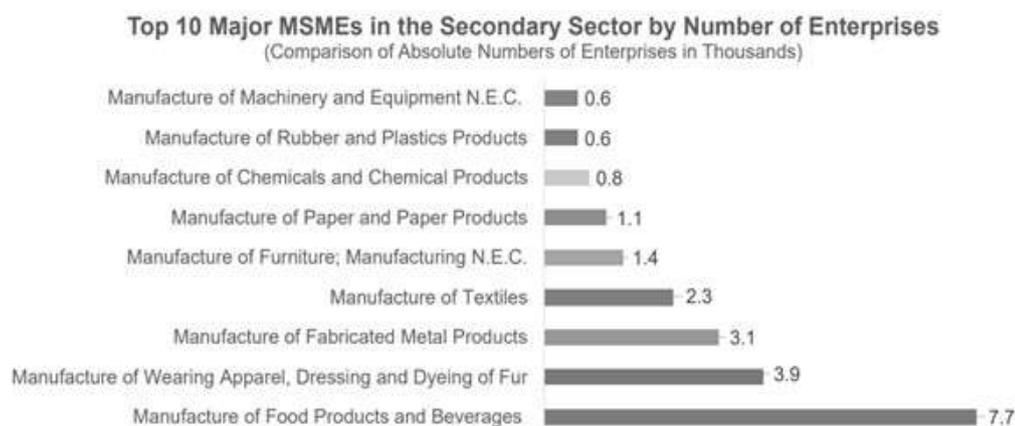


Fig. - 1: Source MSME policy- Uttarakhand 2022(9)

as per the data collected from MSME policy 2022, it is clear that the sector required skill and technology less in numbers in Uttarakhand. These sectors of MSME require growth and development. But the number of food products and beverages is superior to others. There is a need to develop the manufacturing sector. In the case of the manufacturing sector skilled manpower is needed but due to a lack of expertise, growth is less seen in this sector. Along with skilled manpower, there is also a shortage of raw materials, imported technologies, and finance. But to tackle this situation G20 can play a prominent role due to the foreign market players and healthy international relations finance problem, raw material and imported technologies problem can be mitigated to some extent.

Top 10 MSMEs by Employment in Uttarakhand

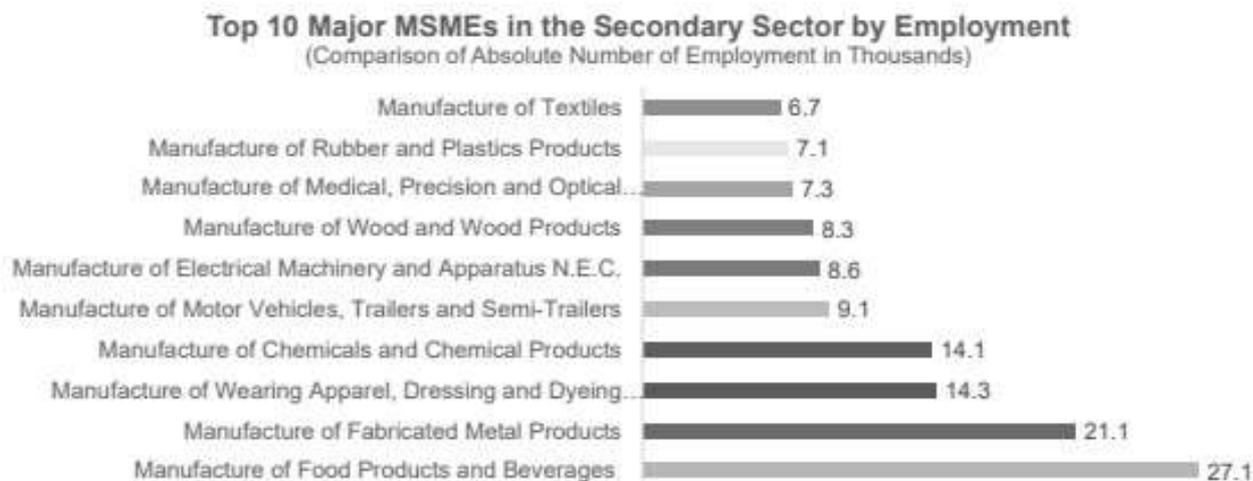


Fig. - 2 Source: MEMEs Policy in Uttarakhand2022

On the bases of data collected by the report, it is interpreted that people getting more employment in the food products and beverages industries of MSMEs which are mostly found in the rural sector, on the other hand, the manufacturing of textiles industries providing less employment as compared to other sectors as we have shown this industry are also less in number as compared to other industries. MSMEs contribute significantly to the generation of employment within the state although they provide huge employment in the food product and beverages industry, it is questionable why another sector is less as compared to others in terms of employment. Above mentioned data in Figure 1 show the smaller number of MSMEs industries of textile, plastic, and vehicle. we can see a direct relationship between the number of industries and employment opportunities provided by them. Thus, there is a need for heavy investment in the MSMEs' industry construction and development so that many people can find good job opportunities in these industries. But for this huge finance

should be available and G20 is the opportunity for the government to grab it and make our economy move towards development. Uttarakhand has a variety of cultures and heritage we have several things to start and develop the sector if we develop our manufacturing sector, we can familiarize the world with our famous and special products and art. This will not only boost employment but also increase the export of the state.

MSMEs Division by Activity wise in Uttarakhand

As per the data based on the Udyam registration of MSMEs in India 2020-22, there are a total of 19,334 manufacturing industries in Uttarakhand and 53,256 industries in the service sector. but medium enterprises are very less in numbers in both manufacturing and services sectors. MSMEs are classified into three units i.e.; micro, small, and medium enterprises whose sector comes under medium are wholesalers, transport companies, and labor recruitment service provider. This sector needs growth as it includes those units which is an important indicator for economic development. The purpose of the G20 meeting held in Uttarakhand is to develop economic corporations among countries thus G20 can be an important booster for this sector.

State	Micro		Small		Medium		Total	
	Manufacturing	Services	Manufacturing	Services	Manufacturing	Services	M	S
Uttarakhand	17,635	51,653	1,490	1,517	209	86	19,334	53,256

Findings

1. Growth of MSME in Uttarakhand related to different sectors like micro, small and medium, enterprises are very divergent.
2. The number of industries in medium enterprises is very less as compared to small and micro industries.
3. The number of employed persons in the medium enterprise is less as compared to small and micro enterprises.
4. Food product and beverages industries are more developed as compared to manufacturing of textile and vehicle industries.

Suggestions

1. Small and medium enterprises in the MSME sector should endeavour to establish further medium enterprises in order to provide increased employment opportunities and foster economic development.
2. G20 is an opportunity to develop the MSME sector, with the help of G20 we can promote our local products produced by this sector in the international market.
3. Product development, and innovation, can be enhanced with the help of outer expertise.
4. Finance, infrastructure, and related obstacles can be solved through FDI.
5. Skill enhancement courses are needed to develop medium enterprises.
6. The agendas of G20 can be linked with MSMEs to boost this sector.

Conclusion

India takes the G20 presidency and from 28th March 2023 G20 meeting will be held in Uttarakhand in this summit foreign delegates from many countries are presented and discussed various developmental aspects. this is an opportunity for Uttarakhand to have look at the developmental aspect of the MSMEs sector as this sector contributes a huge amount to the development of the state economy. G20 is a chance to promote our product and do innovation and upgradation talks with experts. Finance and credit-related problem related to MSME can be solved. Also, we can show the world our upgradation in the various field so that they may be interested to invest in various fields.

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Inclusive Education: Trends and Confrontation in India

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Abstract

Inclusive education has been the subject of a tremendous amount of research ever since the Salamanca Statement was released in 1994. However, there seems to be a lack of development, which seems to call for a critical examination of the area while not discounting achievements. These developments relate to the growth of theory, which is a notion that receives a broad interpretation throughout the article. There have been produced both theories with a narrow focus and hypotheses with a broader focus. However, from the standpoint of Lewin's well-known dictum, "There is nothing as practical as a good theory," it appears that there aren't many theories that have been experimentally proven to be effective instruments in the creation of more inclusive educational systems, schools, and classrooms.

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Concept of Inclusive Education

The word inclusive is derived from ‘to include’, which means to have as a part; contain in addition to other parts or to put in with something or someone else; take in or consider as part of a group.’ In education, ‘inclusion’ refers to the placement and education of Children With Special Educational Needs (SEN) in regular education classrooms with children of the same age who do not have SEN. This concept originated from the belief that all human beings have an inherent dignity and are equal. This phenomenon emphasizes that like in a society there is active participation of all people irrespective of their characteristics, in a similar manner the classroom should have children of different abilities. Inclusion is a basic value that extends to all children. Inclusion is a term which can be defined as an attitude or a commitment of appreciating diversities and accepting that all children can be educated in a common school to their maximum potential. It requires increasing the capacity of regular schools so that they can respond creatively to greater diversities. It also involves building the capacities of teachers to deal with diverse populations of students and to acquire pedagogical competencies that facilitate the learning of all students in their classroom.

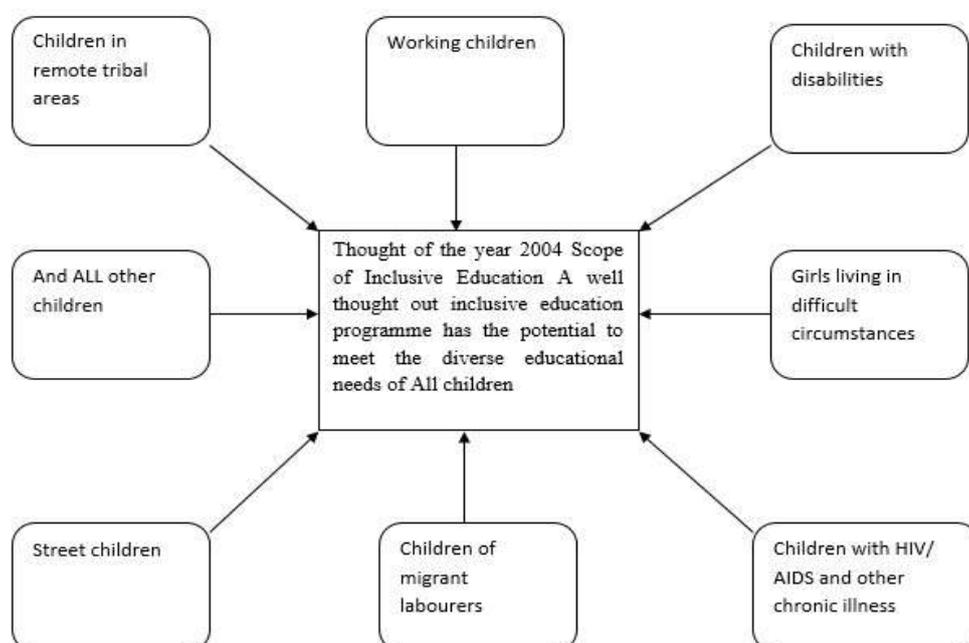
Characteristics of Inclusive Education

1. Recognizes and accepts diversity.
2. Education for All in the Schools for All.
3. Acceptance and support to children with SEN.
4. Special educational needs is assumed as a national school system responsibility.
5. Flexible teaching strategies and curriculum.
6. Close liasoning between teachers, parents and community in the education.
7. Appropriate policy planning
8. Teacher takes special care of Children With Special Needs [CWSN]

In other words, inclusive education is an educational system that provides opportunities for special needs and talented students to pursue education at mainstream schools along with other “normal” students. Based on this principle, inclusive education aims to give as many possible opportunities to students with different physical, mental and social needs to receive quality education that is suitable to their needs. It further implies that such a system should appreciate diversity and would include children of all the abilities.

Scope of Inclusive Education

Look at the following chart depicting The following diagram pinpoints the different kind of children which are covered under the scope of inclusive education



Unquestionable principles of Inclusive Education

- Inclusion is a process by which schools; local education authorities and others develop their cultures, policies and practices to include pupils. *f*
- With the right training, strategies and support nearly all children with special educational needs can be successfully included in mainstream education. *f*
- An inclusive education service offers excellence and choice and incorporates the views of parents and children. *f*
- Interest of all pupils must be safeguarded. *f*
- School, local education authorities and others should actively seek to remove barriers to learning and participation. *f*
- All children should have access to an appropriate education that affords them the opportunity to achieve their personal potential. *f*
- Mainstream education will not always be right for every child and young person all of the time. Equally just because mainstream education may not be right at a particular stage it does not prevent the child and young person from being included successfully at a later stage.

The Indian society has always been inclusive since ages. In our old epic Mahabharat ,we have the history of Dhritrashtra (a blind) studying along with his brothers who were normal. There have been other instances also, where all children, whether normal, gifted or with physical or intellectual impairments, were seen as worthy of the benefits of education and given education according to her or his abilities. It was inclusive education in the truest sense. There were no special schools catering exclusively to specific disabilities or learning difficulties. Students found incapable of academic learning were given options to learn other occupations, which they could do easily, such as tending cattle, gardening or housework. Children with special needs in all circumstances and societies need to undergo rehabilitation

Inclusive Class Room

Before discussing an inclusive classroom, a small introduction needs to be made of an inclusive school. The approach to inclusive education recognizes that pupils experience difficulties because of the ways in which schools are organized and the way teaching is provided. It is therefore argued that schools need to be reformed and pedagogy improved so that schools can respond positively to pupil diversity – seeing individual differences not as problems to be fixed, but as opportunities for enriching learning. Some of the characteristic features of inclusive schools are

1. The fundamental feature of the inclusive school is that all children should learn together, where possible and that regular schools must recognize and respond to their diverse needs of their students.
2. Inclusive schools do not distinguish between “general education” and “special education” programs; instead, the school is restructured so that all students learn together.
3. Inclusive schools are designed in such a manner that there is a culture of rights, social justice and equity.
4. These schools believe that children learn in different ways and relates success more with the learning of life and social skills than scoring high marks in exams.
5. These schools follow flexible curricula that would respond to the diverse needs of children. The curriculum is adapted to the individual differences of the child rather than the child fitted to the process.
6. Inclusion of students with disabilities in the schools does not imply that these students no longer have special educational needs but means that there is a need to identify those needs and investigate ways of providing for them in the regular class so that students may fulfill the main purpose of schooling-learning and that too in a natural setting.
7. A variety of innovative practices are used in these schools to get children involved and participating in learning processes.

8. It is barrier free and promotes collaboration. An inclusive classroom can exist only in an inclusive school.

Inclusive classroom is a scheme for social improvement, centering on the improvement of schools. The goals have variously been put - to create happier learning environments for all students and to include special needs students in all aspects of school-life. To rephrase it in simple words, the inclusive classroom is an idealistic class that practices inclusive education.

Major Features of Inclusive Education

1. **Sense of community** - inclusive classroom is one where every child respected as part of the classroom community, and where each child encouraged to learn and achieve as much as possible.
2. **Common vision** – inclusive classroom have a shared vision that sees each child as a respected member of the community, brings a common goal and connectedness to every participant—parent, administrator, school staff, or student.
3. **Problem solving teams** – inclusive classroom is to succeed, it is essential to have teams comprised of significant participants in every child’s program. Problem solving teams determine the type and extent of special education adaptations and service needed for each child and develop the implementation plan for inclusive policies for each child.
4. **Parents as partners** - Parents are included as full members of the team in inclusive classroom. Recognizing the valid perspective of parents, addressing their concerns and dreams for their child, and incorporating their wishes into the educational plan are all aspects of a successful problem solving team.
5. **Teachers as partners** - Teachers of the class room is found to be teaming by regular education and special education teachers which provides classes with the expertise of not just one, but several teachers. In these situations, teachers learn from each other, gaining inspiration and finding solutions to problems they had difficulty solving alone.
6. **Paraprofessionals as partners** - Paraprofessionals play an equally significant role by providing continuity and support for students, staff, and families.

Identifying Needs of Inclusive Classroom

‘No two children are alike’, is a well known fact. Thus, any classroom would have children of varying abilities. However, in an inclusive classroom this variation is very wide and the teacher needs to adapt his/her teaching strategies and general conduct in the classroom to accommodate to the different needs of the learners.

As earlier stated, each inclusive classroom has its own culture and character. This is because the needs of the children would vary depending on the kind of impairment they may be having. It is essential for the teacher to be familiar with needs of children of different impairments. The first step in the direction would be identifying the children with special needs in the class. There are impairments which are visible and can be easily identified, and there are those which are not easily identifiable. Along with physical disabilities, these are the impairments that teachers in ordinary schools are most likely to come across. It should be kept in mind that

1. It is important for teachers to identify the child’s abilities as well as their disabilities
2. Most of these impairments should be identified when the child first comes to school.
3. Teachers should share information about the children with impairments especially when they move on from their class.
4. Some children may have more than one impairment

In this Article, some of the common impairments would be discussed which would help any teacher to identify their needs and help them in an inclusive classroom.

Hearing impairment

A degree of hearing loss, temporary or permanent, may occur due to many reasons. Hearing loss can be caused by illness, disease, or exposure to excessively high noise levels. Parents are usually the first to suspect a hearing impairment in their child. Early detection of and intervention for hearing impairments are crucial for preventing or minimising developmental and educational delays. For the school going children, teachers also should be alert about any indications of hearing impairment. Following is the list of indicators of hearing impairment

- Persistent inattentiveness
- Less awareness of sound as compared to action or movement
- Looks very carefully at the teacher's face
- Turns head to one side in an effort to hear
- Disproportion of the ear(s)
- Persistent discharge from the ear(s)
- Observing pain in ears oftenly
- Scratches ear(s) frequently
- Turns head on one side to hear better
- Frequently urges teacher to repetition administration and questions
- Makes many mistakes while taking notes
- While listening to the teacher observe her facestrain
- Exhibit speech difficulty

Visual Impairment

Identification of born blind is almost always made by parents within the first year of life. Children with lesser visual impairments may not be singled out until schooling starts because it is then that vision becomes important in the performance of school work. There are Following signs and symptoms that specify a problem in the eye, which should not be undervalued. They can lead to visual disability, if not cherished in time.

- The child rubs the eyes inordinately.
- The child frowns, squints or blinks when looking at commodity.
- The subjects closes or wrapping one eye to see better.
- The child's eyes are connected ,there is a peer. Infants below the age of three months may appear to have crossed eyes "even when their eyes are actually straight". This is not a cause for worry. Nevetheless, after three month's age, the eyes must seem commonly straight most of the time, and after the age of six months, throughtout the time.
- "One or both of the child's eyes" turn in or out.
- The subject dements letter of a alike shape.
- There is poor spacing in writing skill and difficulty in staying in the line.
- The eyes showred rimmed, swollen or there are brittles on lids.
- There is a "watery discharge" from the eyes and they inflame.
- The subject utilizes one eye more than the other when looking at an object.
- Thesubject regularly complains that the eyes feel harch, scratchy or that there is a burning outrage.
- The child's pupils are hazy.
- The pupils are of uneven size.
- The child has problems in reading or in any other venture that needs close use of the eyes.
- The child becomesshort tempered when doing close work and whines of pain, dizziness and nausea.
- The child holds things close to the eye when examining them or when trying to have a better look.

- The child finds it difficult to see distant thing carefully –cannot make out the “colour, shape, size or read what is written on distant objects clearly”
- The child’s eyes have excessive “tears, are red, or the eye-lids” are encrusted with matter.
- The child turns or tilts his head uncommonly in order to see. • The child has frequent or persistent styes.

Intellectual Impairment

1. A wide variety of medical and environmental conditions can cause intellectual impairment. Some are genetic; some are present before or at the time of conception; and others occur during pregnancy, during birth, or after birth. The common factor is that something interferes with the growth and development of the brain. Intellectual impairment except in cases of mild impairment can be speculated by appearance. Parents and teachers have to take into consideration various signs of intellectual impairment. There are certain physical signs like size of the head being too small or too large; inclining eyes; a narrow forehead and a protruding tongue. Other children may have a dull uttering in their eyes or even appear to be hard of hearing on many occasions. Milestones of development are delayed in a child with intellectual disability as these children do not grow at the same pace as other children, like - sit up, crawl, or walk later than other children; learn to talk later, or have trouble speaking.

The monitoring of the child’s behaviour is also a good indicator of the intellectual abilities of the subject. normally, a preschool child with intellectual disorder will have some of the following characteristics-

- (i) Very little speech and where it is, the speech sound is not very clear.
- (ii) (ii) Inability to understand instructions easily, need frequent repetitions.
- (iii) (iii) Poor ability to pay attention to a task at hand.
- (iv) (iv) Fidgety, irritable and restless.
- (v) (v) Incomplete bladder and bowel control.
- (vi) (vi) Do not play actively with other children unless helped.
- (vii) (vii) Odd or clumsy body movements.
- (viii) (viii) Difficulty in eye-hand coordination.
- (ix) (ix) Problems of management of behaviour
- (x) (x) Difficulty in learning and remembering things.
- (xi) (xi) Trouble in understanding social rules.
- (xii) (xii) Trouble in seeing the consequences of their actions.
- (xiii) (xiii) Trouble in solving problems and thinking logically.

It is not necessary that all the children would display all the characteristics and the extent to which these are shown in a particular child, will depend on the level of intellectual impairment.

On several occasions, it is possible that these children are not identified during the pre school stage and reach the school, especially those who lie in traditional ‘mild retardation’ cases. Such children may be speculated by the teachers. Sub average intellectual that is present from birth or infancy is manifested by abnormal development, learning difficulties, and problems in social adjustment in the school system today. In the school system, an intellectual disabled child can easily be identified by the teacher on the basis of daily observation in the class and outside class. Following checklist has been proposed by NCERT for identification of intellectually impaired children-

Learning Disabilities

Children with learning disabilities exhibit a wide range of symptoms. The primary characteristic of a learning disability is a significant difference between a child’s achievement in some areas and his or her overall intelligence. Learning disabilities typically affect five general areas:

1. Spoken language: delays, disorders, and deviations in listening and speaking.
2. Written language: difficulties with reading, writing and spelling.

3. Arithmetic: difficulty in performing arithmetic operations or in understanding basic concepts.
4. Reasoning: difficulty in organising and integrating thoughts.
5. Memory: difficulty in remembering information and instructions.

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Concept of Yoga for Weight Loss

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Abstract

If you do not lose weight despite your best efforts, it is because obesity is a disease with multiple causes. A family history of weight problems may make you more likely to have the same weight control problems. A diet high in processed foods, sugar and fat and a sedentary lifestyle also contribute to weight gain. Stress and mental health issues, including medications to treat certain mental disorders, lack of sleep, and hormonal changes, are all additional contributing factors to weight gain. There are many ways to deal with being overweight, but there is no single solution. If you are trying to lose or maintain weight, you can try yoga.

There's good research out there that yoga can help you manage stress, improve your mood, curb emotional eating, and build a supportive community. All of these can help you lose weight and keep it off. Yoga can also help you burn calories and increase muscle mass and elasticity. Yoga reduces joint pain so you can get more exercise and increase your daily activities. These are just some of the many benefits of yoga.

Keyword

Despite, Ultra-Processed, Medications, Mental health.

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Introduction

Weight gain and obesity are not only the most common problems, but also the most vexing and intractable. You gain weight when you eat more calories than you burn (energy from food) or burn fewer calories than you expend. Our body needs energy constantly and uses calories from food to keep it functioning. Carbohydrates, proteins, and fats are nutrients that contain calories and are the main sources of energy for our body. Regardless of where it comes from, the calories we eat are either converted to physical energy or stored in our bodies as fat. These stored calories can either reduce calorie intake so that our body uses its energy reserves, or increase physical activity so we can burn more calories, or simultaneously.

During rest, you need energy for breathing, circulation, hormonal regulation, and cell growth and repair. The amount of calories your body uses to perform these basic functions is called your basal metabolic rate. Besides your basal metabolic rate, two other factors determine how many calories your body burns each day: the food industry and physical activity. We can't control our basal metabolic rate, but we can control how many calories we burn during physical activity. The more active you are, the more calories you burn. The amount of calories an average adult male needs varies by size and activity level, and ranges from 2,000 to 3,000 calories per day. "Obesity" specifically refers to an excessive amount of fat in the body. Obesity is defined as an excessive amount of fat or adipose tissue relative to lean body mass. Body fat mass (or obesity) involves concerns about both the distribution of fat throughout the body and the size of adipose tissue deposits. Body fat distribution can be assessed by methods such as skin folds, waist-to-hip ratio, or ultrasound, computed tomography, or magnetic resonance imaging. Obesity is caused by an energy imbalance that includes eating too many calories and not getting enough physical activity.

Yoga

The word "yoga" comes from the Sanskrit root yuj, which means "to join" or "to yoke".

Yoga means uniting the individual consciousness or soul with the cosmic consciousness or spirit. Yoga is a 5,000-year-old Indian body of knowledge. Many people think of yoga as nothing more than a physical exercise that twists, turns, stretches and breathes in the most complex ways, but in reality yoga is only the most superficial aspect of this profound science that unlocks the limitless potential of the human mind and soul. . The science of yoga absorbs the full essence of the way of life. As Gurudev Sri Sri Ravi Shankar said, "Yoga is not just exercises and asanas. It's emotional integration and spiritual uplift with a touch of mysticism that gives us a glimpse of something beyond the imagination."

Obesity

Obesity is a condition associated with excess body fat that is determined by genetic and environmental factors that are difficult to control through diet.

Basically, the words "overweight" and "obesity" are ways to describe excess body fat.

What is obesity?

- Excess accumulation of fats (Resulting in increased weight).
- In today's technology dominated world, physical activity has decreased resulting in accumulation of fats.
- Consuming excessive calories and not spending enough calories.
- Obesity may become reason for various other diseases such as thyroid problems
- Obesity is result of imbalance of physical, mental and emotional energies.

Assessment of Obesity

1- Body Mass Index = Weight in kg./ (Height in meter)* (Height in meter)

If the BMI is in between 19 to 23, it is considered as normal, but if it is more than 23 then it can be called as obesity.

2- Waist to Hip ratio = if it is more than 1 in male is Obesity and 0.85 in females.

There are other methods to assess the obesity.

Obesity Symptoms

- * Obesity increases body weight, reduces body movement, and slows emotional and mental activity.
- * Increased food intake.
- * Obesity can lead to frustration. Depression is often associated with being overweight.
- * Increased laziness reduces overall efficiency.
- * Sometimes obesity can interfere with the breathing process.
- * Obesity can lead to heart problems, diabetes or blood pressure..

Obesity Reasons

Physical inactivity (lack of proper exercise)

- Eating Habits
 - a. Eating in between meals
 - b. Preference to sweets, refined food, fats, preserved food
 - c. Composition & periodicity of meals
- Psychological Factors
 - a. Emotional disturbances
 - b. Depression and anxiety
 - c. Frustration and loneliness
- Endocrine glands problems
- Familial tendency
- Males are at high risk during age 29 to 35 and females are at risk during the age 45 to 49
- The risk increases with age.

Why You Should Lose Obesity

One must lose obesity because of the following risks:

- Heart disease and stroke
- Diabetes
- High Blood Pressure
- Cancer
- Gall bladder disease
- Osteoarthritis
- Gout arthritis
- Respiratory problems e.g. asthma

Relation between Yoga and Obesity

Yoga has an imperative part to play within the treatment of Weight. Yoga procedures influence body, inside organs, endocrine organs, brain, intellect and other variables concerning Body – Intellect complex. Different Yoga strategies can be practiced viably to decrease the weight and accomplish ordinary solid condition of Body and Intellect. Yoga positions or stances are particularly valuable to decrease the fats in different parts, particularly forward bowing, turning and in reverse bowing asanas offer assistance diminish the fats close midriff, hips and other ranges.

Yogic Exercise for Reducing Obesity

For a bigger rate of individuals, work out comes down the list of one's needs. There's continuously caution from the restorative society that today's inactive lives, indulging and eating garbage nourishments mixed with modernization driven to dietary clutters and inveterate sick wellbeing independent of age bunch. Such defective way of life causes numerous wellbeing risks like weight, tall blood weight, diabetes, spinal pain, spondylitis, obstruction, heartburn, causticity etc. The common mass, particularly within the

urban agglomerations are more inclined to induce overwhelm in way of life related clutters, which specifically or in a roundabout way lead to weight pick up. Here, the address of weight misfortune comes to begin with. There are numerous basic yoga asanas are accessible which can be practiced as weight misfortune arrangement.

Utthan Padasana

lie upright Slowly raise your leg until the big toe is visible. Hold the position to 10 and lower your legs. Again repeat the same thing. Then rest in sabasana.

Benefits: Reduce belly, thigh and leg fat. It strengthens the abdomen.

Batakram Kapalbhati

Sitting in the Vajra seat. Now inhale and exhale quickly. As you exhale, pull your stomach in. Repeat 20 times.

Benefits: Train to strengthen the abdominal muscles. It also helps increase lung capacity and improve overall body function.

Suryaved Pranayam

Sit in the video and close your left nostril with your ring and pinky fingers. Now close your eyes and breathe through your nose. Then close your right nostril with your thumb and exhale through your left nostril. Hearing again through the left nostril. Close the left nostril and exhale through the right nostril. Do this 10 times. Switch legs and repeat 10 times.

Benefits: Improves breathing by providing more oxygen. It improves concentration and mental performance.

Hips fat loss with Yoga

How to reduce hips fat is worrying a large section of the population. To burn the hips fat through Yoga, Hastottanasana, an Up-stretched arms posture is recommended and practised.

How to do Hastottanasana?

Stand with your feet together on a flat surface. Inhale and raise your arms up, interlacing your fingers. As you exhale, bend from the waist to the left and hold the position as much as possible. Breathe to return to normal. The right side follows the same process.

Benefits: Hastottanasana aids in weight loss by helping to reduce fat in the hips and hips. Conducive to thin waist and chest expansion. Hastottanasana is also recommended for height growth in children.

Ardha Chakrasana

A person should stand on a flat surface with their feet together. Bend your elbows and support your back with your hands. As you exhale, bend back and try to hold the position. Breathe to return to normal.

BENEFITS: Ardha chakrasana helps to shed belly fat and good yoga can overcome weight gain. This model is good for neck and back muscles. It provides flexibility in the hip joints and relieves stiffness.

Parsvakonasana

He planted it at first. Legs 1 meter apart, right knee bent 90 degrees, left foot straight 60 degrees. Exhale and bend from the waist to the right, placing the right palm on the floor on the right side of the foot. Maintain this position as long as you feel comfortable. Do the same for the other legs.

Benefits: Parsvakonasana is great for reducing fat around the waist, thighs, arms and hips. It is one of the best yoga poses for weight loss. Increases the mobility of the hip and abdominal joints. It relieves constipation and indigestion. Even diabetics will find it beneficial as it puts more pressure on the pancreas.

Ustrasana (Camle Pose)

Kneel on the floor and stand on your knees. Inhale and bend backwards. As you exhale, place your right palm on your heels, your left palm on your heels, your thighs on the floor, and your head turned back. Measure the weight of your arms and legs.

BENEFITS: Ustrasana is effective in reducing belly fat and therefore aids in weight loss. Ushtrasana is effective in improving the flexibility of the spine. It supports the lungs. It will help correct a dislocated navel. It is also beneficial for asthma, type 2 diabetes, gas and constipation. It can cause children to increase in height. Ushtrasana can be used for blurred vision, backache and neck pain.

Naukasana

Lie on your back on a flat surface. Fix yourself. Exhale at a 30-degree angle, raising the entire body except the hips. Hold this position for as long as possible. Breathe down.

Benefits: Naukasana is effective for reducing fat around the waist, thus aiding in weight loss. Naukasana strengthens the kidneys and encourages the bladder to produce more urine.

Pawanmukt asana

Lie on the floor and stretch your legs. First, lift your right leg and bend it at the knee and close your hand on your knee. Exhale and hold as you press your knees to your chest. The head can be pulled towards the knee so that the nose touches the knee. Maintain this position for as long as it is comfortable. The same pattern can be repeated with the left leg. But the real Pawanmuktasana occurs when both legs are used at the same time.

Benefits: Pawanmuktasana is one of the few yoga poses that can burn excess fat. It also helps to remove harmful gases from the stomach. Pawanmuktasana relieves constipation and reduces abdominal pain. It also helps the spine to be flexible and strong.

Chakrasana

To begin, lie on your back on a flat surface with your feet 12 inches apart. Gently lift the whole body except the palms and feet; they should be on the ground. Inhale as you lift your body. Exhale and return to the original position.

Benefits: Chakrasana is beneficial for a thin and tight stomach. It helps maintain stomach health. Done right, this asana can help delay the effects of aging. It makes the waist look slimmer and the waist elastic. Chakrasana is also responsible for providing flexibility to bones and joints.

Bhujangasana

Lie on your stomach with your legs together. Place your hands on the ground on either side of your shoulders. Now inhale and slowly raise your head, neck and shoulders. Bring the body to the stomach. Try to maintain this position. Exhale and return to the original position. **Benefits:** Bhujangasana heals the stomach. This pose affects the back muscles. Bhujangasana is good for reducing gas, replenishing the bladder, eliminating back pain and stimulating the ovaries and uterus.

Conclusion

Along with pranayama and sun salutation, yoga can be used as a joint or additional aid for obesity to reduce weight and improve lung function. Future research is needed to examine yoga and aerobic exercise in larger samples. Not many people know these simple moves. There are very few studies comparing yoga and aerobics. More research is needed to confirm its effects. However, it will be necessary to add this practice to our daily work.

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Jawaharlal Nehru: A Forerunner of Democracy

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Abstract

Jawaharlal Nehru was a prominent democrat. He had full faith in democracy and democratic process and his entire thinking was imbued with his democratic ideals. Nehru was primarily a humanist thinker and his entire concept of democracy was an extension of his humanism. As a practical democrat, Nehru ji has considered the concept of democracy to be very broad, multidimensional and dynamic. Nehru considered democracy to be superior to all other governance systems. Democracy is the only system that willingly accepts the idea of superiority and control of democracy over state power. Democratic system can be changed according to constitutional and rule of law. Democracy is the rule of the people by the people for the people. In this, people send their representatives by selecting them and those representatives make laws for the public. Democracy is full of possibility of fulfillment of happy universal aspirations of the future. Democratic system is the nutritious system of freedom.

He has accepted democracy not as a static concept but as a dynamic concept which is capable of developing and enriching itself in the context of ever-changing socio-economic conditions.

Nehru's most important task as a politician was to develop democratic values in the Indian political system and to establish democracy in India. Nehru was a strong supporter of the theory and practice of parliamentary democracy. In his view, political democracy was not a study in itself, but it was only a means to remove the suffering and poverty of millions of people of India. He accepted the inseparable relation of liberty and equality with democracy. He believed that without equality liberty and democracy have no meaning. Nehru was of the opinion that there can be no importance of franchise for a hungry person and he can neither eat it nor drink it, so Nehru ji put an end to poverty, inequality and illiteracy as the first condition of democracy.

Nehru considered democracy to be superior to all other governance systems. Nehru was basically a humanist and an internationalist. The basic basis of humanism and internationalism is brotherhood, so he emphasized on the feeling of brotherhood in democracy.

Nehru preferred democracy as the best form of governance but he was aware of the many socio-political and economic obstacles coming in the way of successful implementation of democracy in India. He also gave suggestions to make democracy successful, by adopting which the evils of democracy can be removed.

Keywords

Democracy, Humanism, Dynamic, Brotherhood, Governance, Franchise.

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Paper

Jawaharlal Nehru was a prominent democrat. He had full faith in democracy and democratic process and his entire thinking was imbued with his democratic ideals. Nehru was primarily a humanist thinker and his entire concept of democracy was an extension of his humanism. As a practical democrat, Nehru ji has considered the concept of democracy to be very broad, multidimensional and dynamic. Democracy is the rule of the people by the people for the people. In this, people send their representatives by selecting them and those representatives make laws for the public. Democracy is full of possibility of fulfillment of happy universal aspirations of the future. Nehru was a strong supporter of the theory and practice of parliamentary democracy.

His democratic ideas are described as follows:

Democracy is the Best Form of Government

Nehru considered democracy to be superior to all other governance systems. He was of the opinion that with the passage of time, the monarchy system has become antiquated and has no justification at present. Authoritarian regimes or authoritarian regimes are anti-human by their very nature. Nehru ji was of the view that although there are many shortcomings in democracy, yet it also has many virtues which consider it superior to other forms of governance. Democracy is the only system that willingly accepts the idea of superiority and control of democracy over state power. Democratic system can be changed according to constitutional and rule of law. Democracy is the rule of the people by the people for the people. In this, people send their representatives by selecting them and those representatives make laws for the public. Democracy is full of possibility of fulfillment of happy universal aspirations of the future.

Safeguard of Liberty

Democratic system is the nutritious system of freedom. The more importance given to freedom in a democratic system, the more importance is not given in any other system. Nehru was a staunch supporter of democracy, his inclination towards democracy was born due to the basic principles of democracy, freedom, equality, justice and the spirit of brotherhood. He was of the opinion that man is not truly free until he can think freely and express his thoughts. In a democratic system, full encouragement is given to individual freedom, all-round development of a person is possible only through personal freedom.

Emphasis on Economic Equality in Democracy

Nehru ji accepted a broad concept of democracy, he did not want to limit democracy only to political love, but for him, economic equality or economic democracy is also necessary for the success of democracy. At the time of the country's national movement, Nehru ji had accepted the economic side of democracy, he was of the opinion that in order to give a real form of self-rule, it is necessary that proper and fair distribution of the nation's wealth should be done. The class differences found in the society should be abolished and the difference between educated and uneducated people should be removed by the spread of education. Nehru was of the opinion that there can be no importance of franchise for a hungry person and he can neither eat it nor drink it, so Nehru ji put an end to poverty, inequality and illiteracy as the first condition of democracy.

Democracy is not an End but a Means

Nehru thought that democracy is not a means but a means to make a person's life happy. He was a great individualist and was not prepared to sacrifice the individual for any higher ideal. He considered only that state in democracy which provides freedom to the lives of its citizens for higher values.

Support for Social Equality in a Democracy

Nehru ji emphasized on political and economic equality, at the same time he used to feel that until the backward castes are not brought equal to the upper class people, democracy will not be successful. This was the reason that provision of scholarship and other special facilities was made for the students of Scheduled Castes and Scheduled Tribes in the constitution. Nehru was also in favor of increasing the mental and intellectual level of backward caste people, in his view, full democracy is not only political and economic but also mental.

Democracy is Basically a Mental Attitude

Nehru ji was of the view that democracy is basically such a mental outlook or way of life in which the freedom and equality of the individual is given a central place. In the words of Nehru, democracy is not only political and economic, but it is also very much mental. Democracy ensures tolerance which gives rise to a tendency to accept the existence of opinions different from one's own. Democracy as a mental attitude demands that even the most difficult problems should be solved by peaceful means of discussion, argument, debate and co-ordination.

Democracy is a Dynamic System

According to Nehru, democracy is a dynamic system. He has accepted democracy not as a static concept but as a dynamic concept which is capable of developing and enriching itself in the context of ever-changing socio-economic conditions. With time, the meaning of democracy has been expanding, people have started accepting democracy in a wider and serious sense. The basic thing is that everyone should get equality of opportunity i.e. every person should get opportunity to grow as far as he can grow.

Establishment of Democracy by Constitutional Means

Nehru ji was of the opinion that democracy is a system based on the constitution. Any kind of change in democracy is done according to constitutional means and law only. He advocated the means of non-violence for the attainment of democracy. His idea was based on Gandhiji's idea that violence cannot be suppressed by violence, but it gives rise to new violence. Nehru considered non-violent means necessary for democracy; he believed that the way of peaceful development is the way of democratic development in the end.

Decentralization of Power in a Democracy

Nehru ji had accepted the system of democracy because decentralization of power is found in it and ultimately the power of governance is vested in the public. Governance runs smoothly in a decentralized governance system and it is accountable. He was of the opinion that the public should not only be consulted but should also be entrusted with effective powers. In the context of India, Nehru emphasized the need to develop Panchayati Raj institutions with the aim of strengthening democracy and decentralizing power. His idea was that the panchayat would be there to assist in the day-to-day administration of the village and the cooperative would manage its economic affairs. In a democracy, the responsibilities of administration should not remain only in the hands of high officials, but should be divided among the public.

Support of Parliamentary Democracy

Nehru ji used to express his faith in the parliamentary form of democracy, he was very impressed by the historical achievement of the way parliamentary democracy was expanded in the political field in Britain. Due to the influence of the British rule, the Indian public also got the opportunity to become familiar with parliamentary democracy; this was also a fact that inspired them to support parliamentary democracy for India. He believed that in parliamentary democracy, there are many opportunities to get consensus in public interest through the method of debate and discussion, in which governance works on the basis of the principle of collective responsibility and is more aware of public opinion, civil rights and Freedom and interests of minorities can be better protected in a parliamentary democracy. In a parliamentary democracy, full co-operation is found in the executive and legislative organs of the government. Thus, it is easier to formulate and implement programs of social and economic justice in a parliamentary democracy.

Emphasis on the Spirit of Brotherhood in Democracy

Nehru ji was of the opinion that democracy emphasizes on the feeling of brotherhood. Democracy accepts the concepts of liberty and equality for the establishment of brotherhood. Because everyone has equal rights, he does not create any kind of doubt or hatred. While studying the history of France, Nehru found that the real strength of the people's movement there was derived from the principles of liberty, equality and fraternity. Nehru was basically a humanist and an internationalist. The basic basis of humanism and internationalism is brotherhood, so he emphasized on the feeling of brotherhood in democracy.

Suggestions for the Success of Democracy

Nehru preferred democracy as the best form of governance but he was aware of the many socio-political and economic obstacles coming in the way of successful implementation of democracy in India. He also gave suggestions to make democracy successful, by adopting which the evils of democracy can be removed. He believed that as soon as the Indian public gets practical training in democracy, the obstacles coming in the way of Indian democracy will be destroyed. He urged to adopt many measures and means to make parliamentary democracy successful in India.

The main of them are described as follows:

Self Discipline

Nehru ji considered self-discipline as the soul of democracy because in its absence democracy could take the form of mob system. The greater the self-discipline, the more democracy will develop. Nehru ji was of the opinion that if the public's faith in democracy remains, then Nazism and fascist ideology cannot come in that society. When there is a lack of self-discipline in the public, then the state has to impose discipline through its closed power, which weakens the moral power of the public and it also weakens democracy itself. Self-discipline inspires the people to fulfill their public responsibilities and they perform their duties along with their rights.

Self-discipline inspires the people to fulfill their public responsibilities and they perform their duties along with their rights.

Public Education

Nehru has accepted education as an essential part of the success of democracy. Uneducated people do not have any knowledge of their rights and duties, they cannot understand the policies of the government very well in the absence of education. He was of the opinion that it is impossible to strengthen the democratic system in an uneducated society. He believed that the goal of emotional unity can be achieved by the expansion of education and scientific approach to problems can be developed in public and it is also possible to create enlightened public opinion. Educated public can also be helpful in industrialization and modernization of India.

Public Tolerance

Nehru ji thought that India is a multi-religious, multi-linguistic and multi-nationality country, here democracy can be successful only if the people living in India follow tolerance, if they are ready to fight and die on small things. If this happens then Indian democracy can be in danger. Democracy is a supporter of freedom of expression and it requires tolerance towards opposing views.

Conscious Public Opinion

For the success of democracy, it is necessary that public opinion should always be aware. According to Lord Bryce, constant vigilance is the value of liberty. For the success of democracy, such citizens are needed, who are aware and alert about their rights, duties and the problems of the country and give full cooperation in solving the problems of the country through their resolved intelligence. Strong and healthy public opinion can be formed only if the citizens are fully aware of the problems of the country and the approaches of various political parties towards them. Vigilant public opinion can keep the government constantly alert and only through this the government can be made accountable to the people in the true sense.

Political Freedom

For the success of democracy, it is necessary that the public should get political freedom. Political freedom includes adult suffrage without discrimination, contesting elections, forming political parties, holding government office, freedom of the press, etc. Political freedom should be protected by the constitution.

Two or Three Party System

Nehru ji was of the opinion that instead of a multi-party system, it is essential to have a two- or three-party system for successful functioning of a democracy. He thought that in many countries of Europe, before

and after the Second World War, the main reason for the failure of democracy was the presence of many parties. In a multi-party system, in the event of no party getting a clear majority, many parties together form the government, which is based on unstable and unprincipled agreements, such a government proves harmful to the success of democracy.

Strong Opposition

Nehru thought that for the success of parliamentary democracy, it is necessary that a strong opposition party is found in it, a strong opposition party can play an important role in the operation of democracy. Keeping a close watch on the policies of the ruling party, it prevents the formation of anti-people policies and also presents the option of change of power in front of the people who are angry with the government.

In conclusion, it can be said that Nehru ji has propounded the concept of democracy, it includes mixed elements of liberalism, socialism and Gandhism. Nehru's most important task as a politician was to develop democratic values in the Indian political system and to establish democracy in India. Nehru was a strong supporter of the theory and practice of parliamentary democracy. In his view, political democracy was not an end in itself, but it was only a means to remove the miseries and poverty of millions of people of India. He accepted the inextricable link of liberty and equality with democracy. He believed that freedom and democracy have no meaning without equality. He was of the view that democracy is a dynamic concept and changes with the pace of time. Describing illiteracy, communalism, caste system, etc. as inconsistent with the Indian parliamentary system, he gave it a new direction of social development. He expressed his allegiance to the Gandhian tradition by stressing the decentralization of powers in India, economic democracy and the institutions of local self-government as the cornerstone of democracy. The foundation of a healthy democracy which was laid in the country's first general election in 1952 under the leadership of Nehru continues till today. For Nehru, democracy meant a responsible and accountable political system in which governance took place through deliberation and process.

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Entrepreneurship: An Emerging Need

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Abstract

The core of entrepreneurship is generating new concepts and viewpoints. Modernization permeates every element of life nowadays. The research paper that is provided below looks into the idea of entrepreneurship. It covers the following topics: how entrepreneurship got its start; who originally proposed the idea; what is entrepreneurship's purpose; the scope of entrepreneurship; and features of entrepreneurship.

Keywords

Entrepreneurship, Modernization, Resources, Entrepreneurs.

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Entrepreneurship

Entrepreneurs are extremely motivated and action-oriented. He possesses the capacity to assess business prospects, acquire the resources required to seize them, and take the necessary steps to achieve success. Innovations are often connected with entrepreneurs. The primary production factor is him.

Entrepreneurship Started

Sellers and traders were the first entrepreneurs. The earliest recorded instance of human business occurred in New Guinea around 17,000 BCE, when the inhabitants traded obsidian, a dark volcanic glass used to make hunting arrowheads, for other items that were required. These early business owners traded one set of items for another.

Who First Introduced Entrepreneurship?

The French economist Jean-Baptiste Say, who coined the term “entrepreneur” about 1800, claimed that “The entrepreneur determines economic resources out of areas having lower productivity and higher yield and towards those having higher productivity and higher yield.” An entrepreneur, according to one dictionary, is “someone who starts a business.”

Aim of Entrepreneurship

The basic objective of entrepreneurship is to introduce a new product to the market. Profit is the secondary objective because the success of the business depends on it. An entrepreneur is a risk-taker and an inventor who finds new ways to satisfy customers’ requirements. In its power to stimulate the economy, entrepreneurship helps communities grow and fulfil needs while also generating income for the business owner. As a result, entrepreneurship creates jobs for the general public and helps communities transform. Entrepreneurs who are successful have many different qualities that help them do well. Here are ten important traits that most businesses have:

1. **Passion:** Successful businesspeople have a strong emotional investment in the work that they do. They are driven, creative, and tenacious because they actually enjoy what they do, which also serves as a source of motivation for them.
2. **Persistence:** Along the way, entrepreneurs endure countless hurdles and setbacks. Those that succeed are persistent and tenacious, unwilling to give up in the face of adversity. They view failures as learning opportunities and continue to strive forward.
3. **Vision:** Successful businesspeople have a crystal clear idea of what it is they want to accomplish in their lives. They are able to recognize possibilities and trends that others might overlook because they have a long-term view and are capable of doing so. This vision serves as a compass for them to use while making decisions and creating goals.
4. **Adaptability:** Entrepreneurs work in fast-paced, ever-changing situations. They are adaptive and open to new experiences. They quickly modify their tactics, products, or services to meet changing market demands and remain competitive.
5. **Risk-taking:** Entrepreneurs are aware that taking risks is an essential component of developing a prosperous business, and they welcome the opportunity to do so. They are willing to make decisions that are out of their comfort zone, take calculated chances, and venture outside of their bubbles of safety. However, in addition to this, they conduct comprehensive risk assessments and take measures to eliminate or reduce such risks.
6. **Self-confidence:** Successful business owners have faith in their own skills and judgment. They are firm in their convictions and unfazed by doubters or detractors. Because of this, they are able to take risks, motivate those around them, and push through their own doubts and fears.
7. **Strong Work Ethics:** Entrepreneurs are noted for their strong work ethic and willingness to work long hours. They are driven, focused, and committed to reaching their objectives. They recognize that success frequently involves hard effort, sacrifice, and perseverance.

8. **Resourcefulness:** Entrepreneurs are masters at making do with what they have and coming up with novel approaches to difficulties. They have a lot of resources at their disposal, such as money, people, and possibilities. To accomplish their goals, they make use of their connections, look for opportunities to work together, and test out new strategies.
9. **Resilience:** A strong capacity for bouncing back from setbacks is essential for any entrepreneur. Entrepreneurs that succeed are resilient and can quickly recover from failure. They have a growth mindset, seeing setbacks as opportunities for improvement.
10. **Continuous Learning:** Entrepreneurs have an insatiable appetite for learning and a persistent drive to grow and develop their skills. They put effort into learning new skills, getting constructive criticism, and keeping abreast of developments in their field. They know that continuing their education is essential to staying one step ahead of the competition.

While these characteristics are shared by many successful business owners, it's vital to remember that each person's path to entrepreneurship is different. People can have one or more of these characteristics, or they can develop them to varied degrees.

Entrepreneurship and Indian Economy

What role does entrepreneurship have in the Indian economy? Entrepreneurship is the most significant driver of the Indian economy, kicking off a virtuous cycle. Entrepreneurship fuels business creation: Entrepreneurs are always innovating, seeking for new market opportunities and goods to serve them.

Pathways

There are numerous paths to entrepreneurship, including starting your own firm from scratch, purchasing a franchise, establishing a family-owned business, purchasing an existing business, and licencing your product idea. Calculate the amount of start-up cash you are willing to invest in your firm in dollars.

Conclusion

Entrepreneurship may be defined as recognising change, seeking opportunity, accepting liability and risk, creating new ideas, making more efficient use of resources, producing additional value that is significant to customers, and repeating the process.

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Pandita Ramabai and Raja Rammohan Roy: Champions of Women's Liberation

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Abstract

Women were historically granted a low standing and were viewed as inferior to men, lacking their own identity. They were living a life-of suppression owing to traditions such as purdah, early marriage, the prohibition of widow marriage, and sati. Women in both Hinduism and Islam were economically and socially dependent on male relatives and were often denied education. Hindu women lacked the right to inherit property. Muslim women could inherit property, but only half as much as men, and there was no equality between men and women in cases of divorce. Polygamy was widespread among both Hindus and Muslims. During such crucial period we had two champions of women one was Raja Ram Mohan Roy ,leader of the Renaissance and other was Pandita Ramabai (1858-1922), a brilliant philosopher of her day, created her own method for liberating women from long-standing ties to self-esteem. Throughout the 18th and 19th centuries, India's traditional Hindu culture was a caste-based, male-dominated place where women's position was often lower than men's and they lacked their own autonomous standing. Up until the middle of the 19th century, it was the responsibility of newly awakened male reformers to improve the lot of women. However, a great female social reformer of this era, Pandita Ramabai, who through her tenacious and fearless efforts unleashed a ray of hope in the lives of the oppressed Indian women, most intelligently utilised the educational system introduced by the British rule.

Keywords

Identity, women liberation, Hinduism, traditions.

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Introduction

In the period under consideration harbouring Raja Rammohan Roy and Pandita Ramabai, the state of women was rather regressive and displeasing. Varied diabolical structures like ‘child marriage’, ‘sati pratha’, ‘female infanticide’, to name a few, were taking shape in the form of a concrete system, that people were deluded into following, and abiding by. While on one hand, it fueled the ubiquitous structure of patriarchy, these norms also helped form structures to keep the society intact, and from plummeting into chaos. While the latter often surfaces as a “rational” reasoning to support the preservation of the former, a few people in the society appeared on the surface cutting through the regressive practices and divulging these demonic norms for their true meaning.

One such was Raja Rammohan Roy. In a period where it was a scornful task, he fought against one of the malignant disorders of popular Hinduism, Sati, which propagated the burning of widows on the funeral pyre of their dead husbands, unquestionably so. However, an end to one diabolical practice only served to fuel the beginning of another, as it can be said with conviction that in the name of Sati, at the end of the 18th century and the beginning of 19th, lives of women were sacrificed for nothing. The social subjugation practices still continue, though not as prevalently, in the name of much harsher practices like that of female infanticide and foeticide, and others with the social stigma associated with divorcee or widowed women. In the name of modernity, women from all classes and castes are being inflicted the social and mental trauma upon, inclusive or exclusive of physical abuse. Though studies claim that we’re existing in a more enlightened space than almost 2 centuries ago, but this space is exclusive of a much larger proportion of women who are subjected to a number of horrendous practices, even in the present day. Surprisingly so, even amongst the most progressive and educated families of the lot, the birth of a girl child is deemed to be of subdued pleasure. This imbalance between both the sexes in our society has been decorated today, and seems to have subdued, but it is widespread nevertheless in the form of structures and practices that we’ve always been conditioned into accepting as ‘natural’, and ‘normal’.

Of the many abysmal practices women are at the receiving end, some are dowry inducing abuse; both physical and mental, poverty, ignorance, orthodoxy, economic insolvency, to name a few. If we look back to the issue concerning subjugation of women in the period concerned, it is pertinent to note that after the enactment of law against Sati, Raja Rammohan Roy did not stop. He had curated references to the rights of women as acknowledged by different scriptures and for that, he composed a separate essay. Through that essay, with his irrefutable arguments, he wanted to make it clear to his countrymen that in order to extract misery from women’s lives, they should be made economically independent and for that purpose, women should be entitled to property rights.

The advent of the British in India had brought not only a new form of governance, but also a significant set of experimental knowledge, ideas and advanced technology. The members of the newly educated class deliberated to their discomfort that the society which had bred them and of which they often swaggered around as being a cultural hub, was not really the ideal one. It was a deconstructed reality which was rather displeasing to some who acknowledged that the society was harbouring discriminatory evil practices in abundance, more often than not, casteist and sexist in nature.

During the 19th century, the colonial and national discourse was such that a plethora of social reformers had played significant roles in transforming the society into a more egalitarian and progressive one, an earnest attempt in getting rid of outrightly ignoble practices such as ‘sati’, child marriage, female infanticide, widowhood, ‘purdah’, polygamy, ‘devdasi’, denial of education, to name a few. This also holds true for Maharashtra, a prominent center of resistance and tenacity, wherein a very prominent yet not much talked about reformer, Pandita Ramabai, has been near obliterated from the mainstream (feminist) history of India, (As is the case for numerous other ‘women’ leaders at the time).

After having briefly discussed Raja Rammohan Roy, it is imperative to take into consideration his inevitable privilege of being a ‘male’ in an immutable patriarchal setup. Thus, in a time where it was a back-

breaking task for even a man to advocate women's rights by challenging the status quo, it is unfathomable to picture a woman as a harbinger of emancipation and justice, in the face of a deeply-rooted patriarchal society as such. There were many issues that provoked Ramabai's sharp and unpopular, often unsettling comments. Not dwelling any further into her life which was one of ebbs and flows, one particular anecdote seems to be fitting here. When she heard about the 'Rukhmabai' case, she launched indignant condemnations of both the British and Indian men. As a matter of fact, Rukhmabai, who was made to settle in a marital arrangement as a child, had been tried and sentenced to prison because she refused to have a conjugal relationship with her husband.

Ramabai's response to this particular incident can thus be critically observed as an unadulterated groundbreaking revelation, very fitting to the times under reflection:

She wrote, 'Our only wonder is that a defenseless woman like Rukhmabai dared to raise her voice in the face of the powerful Hindu law, the mighty British Government, the 129,000,000 men, the 330,000,000 gods of the Hindus; all these have conspired together to crush her into nothingness. We cannot blame the English Government for not defending a helpless woman; it is only fulfilling its agreement made with the male population of India.'

It is imperative on our end while examining her life and ideas, that the time under consideration be reflected upon. She was a product of a patriarchal, orthodox, socially stratified society, and from what can be gauged, her mere existence and persistence can be seen as an act of defiance, given her revolutionary and radical ideas and decisions, more often than not, directed towards grappling the effect of orthodoxy. Her greatest legacy, is thus her efforts put into undoing the everlasting injustices in the society. Her attempt to encompass a variety of subjects pertaining to women and religion, caste politics, women's education, child marriage, widowhood, Sati and the subjugated position of women, is undeniably remarkable.

To explore this idea further, I'll be discussing in brief the two most popular rather recent events, that of the 'Triple Talaq' and the 'Sabrimala' judgement in order to understand the situational adjustments and balances in the present context, a society which is apparently considered to be more enlightened, legitimate, and equitable.

On the case of 'Triple Talaq', The feminist lens to the judgement is imperative. Though often it has been accorded by the right-wing as a massive personal victory of their own, it is imperative to keep distance from the split politics surrounding the issue.

It can thus be inferred that a situational undertaking like such, which does not really accord a clean chit to right wing extremism in their propaganda of a 'Universal Civil Code', it seems reasonable to assume that social reformers like Raja Rammohan Roy and Pandita Ramabai would find this event a rather symbolic one, especially for the feminist movement in the country for upholding gender inequality and quashing the discriminatory implications of the aforementioned law.

However, it is pertinent to discern that the crux of the issue hasn't really been addressed when it comes to the legislation. What binds the three judgments together is not the underlying gender injustice, but rather the fact of instant Talaq being un-Islamic and therefore, deplorable. In some ways, the court has thus attempted to interpret Islamic jurisprudence for the Personal Law Board and the defenders of Triple Talaq.

Though this might seem like a conspicuous win to many, but if we look at it from the feminist lens, the judgement is problematic in more ways than one. In what Pandita Ramabai and to a large extent, Raja Rammohan Roy were attempting to fight against was the inherent patriarchal diabolical practices than deemed the female counterparts unworthy, and often, non-existent. In such a scenario, the judgement which focuses solely on the interpretation of religious practices to pronounce its conclusion would not have garnered much appreciation from the said social reformers, who attempted to unveil breakthrough developments in a period as theirs. And the sheer fact that the society has apparently linearly 'progressed' ever since, it's even more displeasing. For this particular reason, it is reasonable to denounce that the judgment cannot alone be hailed as a bulwark of civil rights of an individual, or even specifically, an entire gender. It is even more unsettling that a significant number of front runners set out to rebuke the discriminatory practice, were solely focusing on its condemnation

owing to its un-Islamic origin. If resorting to religious paradigms and adherence to only the religious scriptures and its sempiternal conventions can seek to become an exemplary feminist model, it is not staggering to see this recurring in the judgement.

Pandita Ramabai laid out her entire life to fight for the less privileged, lending them a voice in such unsettling times. More than the legal regulations surrounding the issue, had she been existing in the contemporary times, it would be made apparent that the legislation cannot help change the ground reality for women subdued by more social impediments, than just gender alone. During the varied debates triggered in the Supreme Court, Muslim women incessantly raised concerns over the dearth of a definitive support system to cater to their issues. Precisely owing to this, the Personal Law Board put a women's cell and mechanism in place for aiding women in accordance with the marital issues. However, reiterating the same argument with which this point was raised, it is rather unreasonable and privileged to assume that putting a legislation in place can alone help uplift these women, who have been at the receiving end of more torment than we'd deceptively believe.

Women from the west have explored the restrictive, subtly invidious and rather privileged stance of civil rights law, realizing that historically one of the setbacks to an inclusive and intersectional feminism is the idea that gender is produced independently, free of other regulative procedures and structures of social power. In this regard, as various social reformers are likely to have opined, to think of Muslim women and their issues as merely a category of gender, within the larger civil rights discourse, is not just wrong but also misleading. With the plethora of other forms of subjugation of social power, though Indian feminism can be said to have progressed, but is still in a conundrum, at best.

In addressing the case of Sabrimala, I'd like to reflect upon this unpretentious adage, "A tradition without intelligence is not worth having." That is to say, the narrative that a particular practice needs to be followed indefensibly just because it has been in custom for decades, no matter how discriminatory it be, seems rather regressive and unreasonable, especially in a modern projected society as ours.

Even in those times, when the upper caste Hindu widows in Bengal immolated themselves on the funeral pyre of their husbands, Raja Ram Mohan Roy, in order to do away with the custom, referred to various Sanskrit texts to prove that this practice was not prescribed by the religious texts. While preparing the arguments in favour of regulation of 'Sati', he also discussed the economic aspect in question.

It is imperative to note that discrimination under the garb of tradition, especially invoking religion and faith, is fairly easy and convenient to justify in a country like India where people identify with it on a transcendental level. It can also be observed that very often such stigmas are perpetuated and reinforced by women themselves, perhaps, subject to their internalized misogyny. Very often, these practices serve as a case in point referring to how patriarchy bloomed, with support from women who have benefitted from it.

This can also be said true for the Sabrimala case, wherein a group of women claiming to be the representatives of the female devotees of Ayyappa, proclaim that no truly pious woman would decide to enter the temple despite the Supreme Court rulings.

Critically speaking, this is precisely what social stratification looks like. Men and women alike, take certain barbaric practices rather seriously owing to their faith and religious orientation, that helps them mobilize on a certain level. However, that can be said true of so many precedented barbarian practices that were quashed because they put women in an unreasonable, rather unjustifiable and a prejudicial position, say for example, Sati. While believing this stance to be reasonably sound, another set of arguments have been raised by women standing antithetical to this narrative.

The major argument revolves around how the entire issue of Sabrimala was nothing more than the "saviour-complex" of privileged, urbane women trying to amplify their voices over the subaltern counterparts, believing to be at the helm of steering the latter out of bias and unfair differential treatment. It has been said by several that a particular set of women, often privileged, though well-meaning, lack agency in trying to build this narrative, and rather construct a statement via their actions that seems to suggest that the latter are too meek to decide for themselves, and share the views and aspirations of the former.

Though this seems like a fair argument, but it digresses from the crux of the issue, that revolves around choice, and the lack thereof as the prime impediment. It seems rather hysterical to make any reasonable sense of the argument as to how a biological function can be discriminated against. Though there might be a set of women voluntarily willing to adhere to the age-old barbarian practice owing to their religious convictions and mythology, there certainly is a significant chunk of those who would want to do away with practices like these and those alike in the 21st century where we boast of being a progressive, pragmatic, and a fair society. Here, I can only deduce that there is no reason why one narrative should supersede or weigh over the other. Varied social reformers who have incessantly fought for emancipation of women from times immemorial in their own capacities, have primarily focused on this one aspect of freedom. Freedom from what? Freedom from constraint, and freedom of choice. Be it Ramabai or Rammohan Roy, even in times as those, they actively pursued to fight patriarchy and chauvinism, setting a precedent and a provenance of inspiration for women across generations.

Thus, to put it succinctly, freedom of 'choice' fuels empowerment, in the absence of which the society cannot be said to be heading towards any sort of progress in praxis anytime soon. For years altogether, such irrational prejudicial practices have sustained because they help stoke up those in the position of illegitimate unjustifiable power, and helps their cause of subjugation even further. When the element of indisputability is associated with such practices, it becomes more strenuous to see through them, given all those cumulative years of conditioning, and way more difficult to break through them, but also so much more relevant and imperative to question, challenge, and unlearn.

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Seasonal Fluctuation and Breeding Preferences of *Aedes Aegypti* (Diptera: Cuclicidae) in Selected Localities of Dehradun, Uttarakhand

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Abstract

Mosquito- borne disease, especially malaria and dengue fever causes serious public health problems in district Dehradun.one of the most populous district of Uttarakhand state. Aedes aegypti mosquitoes act as the major vector of dengue in this city. The present study on seasonal fluctuation and breeding preferences in selected locality of Dehradun was undertaken between January to December 2022. A total 874 houses and 649 container were searched out of which 190 houses and 147 containers were found positive. Overall HI, CI, BI and PI were 21.74, 22.65, 16.82 and 19.56 respectively.highest BPR was for discarded tyre(2.03) followed by Desert coolers (1.62) and then plastic tubs/drums/tanks,OHTs. From the present entomological investigation, it can be concluded that Ae. aegypti is well established within this region.

Keywords

Dengue fever, Aedes breeding, Dehradun,Uttarakhand.

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Introduction

Vector borne diseases (VBD), particularly dengue fever and malaria are responsible for over 700,000 deaths each year and represent more than 17% of all infectious diseases world wide (WHO, 2012). Dengue fever (DF) is the most common and most important VBD world wide (Heymann, 2008). The causative agent of DF is Dengue virus (DENV), is mainly transmitted by the bite of the infected female *Aedes aegypti* (Linnaeus) and, to a lesser extent by *Ae. Albopictus* mosquitoes (WHO, 2009). DF is endemic in the regions where these mosquitoes are common.

Aedes aegypti is the principal vector for DF and its more severe manifestation is dengue haemorrhagic fever (DHF), in almost all countries (Chaturvedi and Nagar, 2008). It is found in urban habitats and breeds mostly in artificial containers, feeds during the day, its peak biting periods are early in the morning and before dusk. Female *Aedes* bite multiple people during each feeding period (Knudsen, 1996).

The rural and urban areas of Dehradun is home to many conditions required for DF to spread. Such as increasing population growth, increase in the movement of individuals, water scarcity, water storage patterns, the presence of virus, the availability of susceptible population, and existence of competent vectors (Baba and Talle, 2011). The presence of these conditions in Dehradun has contributed to a continuous increase in reported cases of DF. Furthermore, Dehradun is host to a highly mobile and transient population of expatriates, workers, and tourist undergoing the hill station Mussorie.

In the absence of an effective drug or vaccine, the potential for management of DF and its spread is limited. The only available strategies are case management of infected individuals to prevent death and personnel protective measures to reduce the rate of transmission (Arunachalam et al., 2010).

Materials and Methods

The study was carried out in rural and urban areas of Dehradun. Dehradun is the capital of Uttarakhand state, geographically lies between 29°55' and 30°30' Latitude, and 77°35' and 78°20' E longitude.

The present study was conducted between January, 2022 to December, 2022. The survey of adult as well as larval mosquitoes was done in selected localities Viz., Doiwala, Patel Nagar, Vikash Nagar and ISBT locality of Dehradun. The larval collections were made in each locality by using dipping and pipetting methods (WHO, 1975), to find out the *Aedes* breeding in all the water filled containers present in and around the houses and their premises in study areas. the larval identification was done by using taxonomic keys (WHO, 2003). Every fourth houses in each locality was searched for water holding containers and presence of *Aedes* larvae in those using flashlight. All kinds of breeding habitats in the study areas like unused wells, tree holes, drums, tubs, overhead tanks, iron/metal drums, empty battery boxes, junk materials, desert coolers, discarded tyres, curing tanks, etc, were screened for the presence of immature stages of *Aedes* mosquitoes. Larvae from these containers were collected and reared up to adult stages to identify the species and its breeding preferences. The data on larval survey were analysed and calculated in terms of different indices.

The entomological indices: House index (HI), Container Index (CI), Breteau Index (BI) and Pupal Index (PI) were used for measuring the larval population (WHO, 2003). Pupal index was calculated as total number of pupae collected per 100 houses. The container preferences of *Ae. aegypti* breeding were assessed by calculation of breeding preferences ratio (BPR) (Sharma, 2002).

$$\text{House Index (HI)} = \frac{\text{No. of houses positive for Aedes larvae}}{\text{No. of houses Inspected}} \times 100$$

$$\text{Container Index (CI)} = \frac{\text{No. of positive containers}}{\text{No. of containers inspected}} \times 100$$

$$\text{Breteau Index (BI)} = \frac{\text{No. of positive containers}}{\text{No. of houses inspected}} \times 100$$

$$\text{Pupal Index (PI)} = \frac{\text{No. of Pupae collected}}{\text{Total number of houses Inspected}} \times 100$$

Results and Discussions

The result revealed that all the selected localities of Dehradun were found positive for *Ae. aegypti* mosquitoes. Breeding of *Aedes* mosquitoes was observed in all kinds of temporary and permanent water bodies both indoors and outdoors in residential areas. Common breeding habitats included desert coolers, flower pots, earthen pots, cement tanks, discarded tyres, plastic tubs/ drums/ tanks/ over head tanks (OHTs), iron drums/ tubs/tanks. Broken glassware, junk materials, constructed site ground level cement tanks etc.

A total of 874 houses were searched for *Aedes* breeding and breeding could be detected in 190 houses. About 649 water containers were searched, out of them 147 were found positive for *Aedes* breeding. Total 171 pupae were collected during entire study period. All entomological indices began to increase from July until October, with peaks in the months of August and September and thereafter declined, however there were no immature stages were collected during January and February. The over all house index (HI), container index (CI), Breteau index (BI) and Pupal index (PI) were 21.74, 22.65, 16.82 and 19.56 respectively (Table 1).

The distribution of *Aedes* species larvae in different breeding habitats is given in table 2. Among all the habitats, the maximum positivity of *Aedes* larvae was recorded in discarded tyres (2.03) and Desert coolers (1.62) followed by plastic tubs/drums/tanks/OHTs (1.57), ground level cemented tanks at construction site (1.26) and broken glassware (1.07).

The finding of the present study are similar with Singh et al., (2013), Vijaykumar et al., (2014), Singh et al., (2015), Gatachew et al., (2015), Meena and Koli (2018), Meena and Choudhary (2019).

Sarita et al., (2009) in Varanasi city U.P. observed that in Middle income group coolers were the most preferred breeding container, while in High income group tyres was found to be the more preferred breeding container. Sharma et al., (2005) in Delhi observed that *Ae. aegypti* larvae were mainly found in coolers. Singh et al. (2010) observed highest BPR in flower vases (1.62) followed by daubers (1.54), discarded tyres (1.39).

In the present study all entomological indices were above the critical level and potential cause of this seems to be the compulsion of storing water in different containers without cover, further, change in ecology, cultural and social behavior of populations, life style changes, non availability of tap water supply in some places, enforcing water storage in containers etc.

From the present entomological investigation, it can be concluded that *Ae. aegypti* is well established within the urban agglomeration of Dehradun, with most of the areas showing high adult and larval indices which may be the probable reason for sudden spurt of dengue in this area. Stringent measure such as integrated vector management, minimizing the breeding potential of *Ae. aegypti*, water management practice, implementation of urban by-laws as well as IEC activities are suggested to prevent epidemics in future.

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E Governance in Today's Independence India

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Abstract

"E-governance" consists of two words: "e" and "governance." "E-Government" derives from "electronic," which starts with "e." Governance ensures equal access to public services and citizen benefits. Economic growth should benefit everyone. Transparency, responsibility, and responsiveness empower and improve government. E-government uses ICT to achieve results. E-government has failed in rising nations like India due to numerous issues and regulations. In developing nations like India, where literacy rates are low and many live below the poverty line, few people know the benefits of e-Government projects. People don't use information and communication technologies enough to build up e-government actions. This study will evaluate innovative ideas like e-government to provide a comprehensive blueprint for good governance in India. The paper discusses India's biggest e-government challenges.

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Introduction

In the late 1990s, when government websites started to pop up, the word “e-Government” was made up. “e-Governance,” which is also called “electronic Governance,” is the use of Information and Communication Technologies (ICTs) to give people and groups quick access to government information and services. The word “E-Governance” is becoming more well-known and used in government circles. What does it mean when we say “e-government”?

E-Governance is a term that stands for the use of information and communication tools in government. The ways that a government offers services to its citizens, businesses, and other government agencies have changed in a big way. Government-to-Citizen (G2C), Government-to-Business (G2B), Government-to-Government (G2G), and Government-to-Employees (G2E) are the four main ways for e-government to talk to people.

There are many reasons why a group should use electronic governance. All parts of the country now have access to government services 24 hours a day, 365 days a year, thanks to the Internet and other tools. By providing services online, e-governance brings in more money and makes it easier to keep an eye on managerial tasks.

Objectives of E-Governance

Following are the objectives/aims of E-Governance:

1. The goals of e-government are being talked about in this conversation.
2. To make sure that people are taught.
3. To get people more involved with the government.
4. In an endeavor to support citizen engagement.
5. To make the process of government more open.
6. In an attempt to cut down on the costs of running the government.
7. The goal of the study is to find ways to speed up how quickly the government can respond.

Objectives of the Study

The goal of this review of the literature was to look into the pros, cons, challenges, and future possibilities of India's use of e-government.

Methodology

The main sources of information for this study were different pieces of literature. These sources include, among other things, scholarly articles, conference proceedings, empirical research, published works, online tools, weblogs, and UN reports.

Findings of the Study

This article looks at the pros and cons of e-government in India, as well as the problems it faces and how it could be fixed in the future.

Benefits of E-Governance

Several of the benefits of e-government have been looked at in depth in many academic sources. In this article, we'll talk about a few of them. The benefits of e-government initiatives include increased efficiency, lower costs and savings, better use of time, better ways for the government, businesses, and citizens to talk to each other, easier access to services through online platforms, more openness, fewer bureaucratic steps, and more chances for e-participation.

Fostering Transparency, Accountability, and Anti-Corruption

ICT-based information dissemination improves openness, accountability, and corruption. More individuals utilize computers and internet services, so they understand their rights and capacities better. This reduces government worker choice and corruption.

Fast, Efficient and Affordable Service Delivery

E-Service delivery lets the government provide information and services faster, cheaper, and easier.

Savings, Increased Efficiency and Lower Costs

E-government can improve efficiency by eliminating paper processes. Digital technology makes handling many paper documents easier.

Governments, Corporations and People Communicate Better

E-government helps governments, citizens, and businesses communicate, according to MSG (2008). This trend includes e-procurement, which lets government departments and businesses communicate and compete for government contracts. This boosts competition and the economy. Public-private relations improve.

Simplifying Processes

Experts and citizens across the nation can assess and discuss government policies and legislation since they are available online. Data access and openness prevent fraud. Because electronic data can be supplied promptly, e-government reduces bureaucracy.

Digital Service Purchases

E-government helps public sector entities and citizens access government information, programs, and services faster. Government agencies can be contacted at any time and from anywhere.

E-participation

E-Government programs aim to improve people's quality of life by developing democratic, participatory, and transparent organizations and decision-making processes. E-government makes it easier for government, individuals, and businesses to collaborate. E-government can promote government-citizen communication, efficiency, and accountability. More means to share knowledge and achieve goals have increased people's involvement.

Disadvantages of E-Government

Using e-government has several benefits but some drawbacks too. This section briefly discusses several issues which are as follows:

Hacking and Distrust

Even if the public trusts government website security, there are still concerns about security, spam because email addresses are given out, and the government tracking transactions and interactions (Ngulube, 2007). Varros (2013) reports that e-government websites can be hacked even while government entities secure personal data. If personal information leaks, individuals may distrust security and those with access.

Public Internet Access Is Unequal

According to MSG (2008), low internet connectivity and poor computer accessibility may hinder government online services. Reading, writing, and computer skills are crucial. Illiterates require aid. Geriatrics are an example.

Duty And Transparency May Have Changed

Because government departments maintain online government openness, some e-government critics argue it's unreliable. Putting or removing information from the public domain changes its visibility. Few organizations track and report these developments.

Costly Infrastructure

All citizens or a considerable percentage must have Internet connectivity to create an effective e-government system. Internet-capable devices, routers, and steady connections are needed to access government websites. Public sector organizations need high-tech servers, security, and firewalls to handle lots of data. Cyber threats are becoming increasingly complicated. The above criteria are too expensive for developing nations.

E-Government's Various Obstacles

India struggles with e-government. Groups of the above items include: Solving environmental, social, economic, and scientific issues is crucial. These issues are explained next.

India has many civilizations, languages, and religions. Most e-Government programs are written in English, which most people don't understand, making it tougher to implement. E-Government projects struggle since most Indians can't read or operate computers. E-Government services and official government websites are underappreciated by the public. Most e-Government users are inexperienced and need help. To make government websites easier to use, they should be user-friendly. Some folks can't get services because they don't have ICT and gadgets. This hinders e-Government project launch. Because they're poor, people below the poverty line can't afford computers and internet connections to access e-Government and other digital services. Because people dislike change, they don't want to convert from paper to digital government communication. New methods can be improved by educating people about their benefits.

E-Government programs struggle with India's large population and varied identification methods. Measuring the population, preserving a database of all Indian people, and providing internet government services to everyone are difficult. E-Government initiatives fail because government departments lack unified services and communication channels.

The government isn't doing enough to educate Indians about the benefits of e-Government services. Finally, implementing e-Government activities in India entails solving many issues. Language difficulties, low literacy and IT skills, access and usability issues, compartmentalization, opposition to change, population growth, lack of integrated services, and lack of awareness are among these issues. The Indian government must immediately bridge the gap, promote e-Governance, and make services easier to use to fix these issues.

- E-Government is expensive in developing nations like India, where many people live below the poverty line. Lawmakers seem uninterested in e-Government. Implementation, management, and ongoing maintenance are costly. Prices should maintain a healthy cost-benefit ratio.
- Applications must be cross-platform. E-government programs must be hardware- and software-independent. These apps are cross-platform, thus they run on many different devices and software. These applications may help managers use them.
- Information technology changes frequently, making it hard to maintain electronic devices. Adapting to these adjustments might be difficult. A flexible method is needed because legislation and device features vary. Systems must be maintained in a fast-changing world.
- The low per capita income is how much each person makes each year compared to the country's total revenue. Per capita income is the amount each person would receive if the country's annual income were distributed evenly. India has lower per-capita income. E-governance's major issue is that consumers can't afford the government's internet services.
- A country's little money can affect its business. GDP measures a nation's wealth. GDP is the dollar value of a country's finished goods and services during a given time period. A nation's GDP might indicate its economic health. India can't fund e-government plans.

Technical Challenges

- Interoperability allows tools and groups to cooperate. E-Government applications need this attribute to work with new and old apps.
- Application Scalability: e-Government programs must be designed to scale. Since e-Government affects everyone, everyone must be able to use its programs.
- Users can interact with a system multimodal. Let individuals use an e-Government initiative on different devices to boost its effectiveness.
- E-Government is difficult to use since citizens' personal data is not secure. E-government programs must prioritize privacy. E-Government programs that employ private personal data like banking records and medical histories may be hampered by weak security requirements.
- A good application starts with a complete scope. People need to know how huge e-Governance applications are to succeed

- Use tested technologies since technology becomes old quickly. The government may not acquire many new computers each year. It's safer to employ tried-and-true technologies and products rather than the latest advancements.
- Geography may cause problems on secure, regulated business networks. Public networks must reach all locations, even unlivable ones. Connecting all the country's rural settlements to the electrical grid would be expensive. E-Government systems must send applications to remote locations using wireless networks like cellular networks.
- India uses English less than other countries. E-government applications are in English. It's the main reason e-Government projects fail. To be used by everyone, e-government apps must be made in the majority language.

E-Governance and Their Implementation

Both givers and receivers of information and communication technologies (ICTs) were unaware of their capabilities. Delivery was also poor. Focus on long-term benefits of e-governance programs and increase transparency and speed. More ideas:

Improving civic Comprehension

ICT should be well known. Better government information and services are needed to close the digital divide.

Improving Your Skills

Public sector personnel need immediate IT training. Before changing how government offices run, train the affected staff. Users of information and communication technology (ICT) systems and services need access to skilled specialists. Government workers must adapt their culture to communicate with communities.

Legislation

To build and use government databases to serve Americans, all states and union regions must agree on criteria.

Evaluates Tech

Systematically analyze hardware and apps to maximize your investment. ICT applications must consider technical breakdown. Facilitating continuous information sharing between state and union territory administrations would boost project efficiency by reducing work.

Reliable Infrastructure

A solid ICT infrastructure with enough tools is needed to keep services running. Public-private partnerships can aid government projects.

Potential E-Governance Opportunities for India

Online government services in India promote access, speed, and openness. These include dismantling isolated information repositories, promoting mobile governance, creating collaborative service platforms, and ethically using technology and data. E-governance promotes innovation, social programs delivery, information equality, and participation. The government provides information to boost productivity. Cutting-edge technology and innovative commercial models will strengthen and sustain e-governance programs.

Conclusion

E-governance, or "electronic government," is growing more popular in India to make policymaking more transparent, responsible, and public. E-government in India requires solving several issues. Poor system integration, lack of information, low literacy rates, and limited broadband penetration result from this issue. E-government requires a supporting environment and a defined aim. Problems require this. Even though it faced several challenges, India has been hailed for its successful e-government projects.

To capitalize on the internet's rapid expansion, emerging nations like India must adopt new technology swiftly. E-government reduces corruption and improves services in many nations. However, project delays,

escalating costs, financial sustainability and endurance, technology impediments, and government bodies and regions being on the same page must be addressed. E-governance in India requires schooling and trust. E-governance, or “e-governance,” could change how states operate and interact with their population. India can enhance its administration and serve its people by removing barriers to e-government.

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Ginzberg's Theory of Vocational Guidance and the Development of Guidance Programmes

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Abstract

Guiding is a time-honored idea and method. Effective teachers have always been interested in educating their pupils about issues that may be preventing them from learning and adjusting. It is intended to help a person decide where they want to go, what they want to do, or how they may best fulfil their purpose. It also helps a person deal with issues that come up in their life. Although it does not directly fix the person's problems, it does assist him in doing so. The evolution of guidance programmes is explained in this subject study, which also sheds light on Ginzberg's idea of vocational guidance.

Keywords

Guidance, Evolution, Self-realization, Traits and Interests.

Reference to this paper should be made as follows:

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Ginzberg's Theory of Vocational Guidance and the Development of Guidance Programmes

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Introduction

Administration, statesmen, philosophers, leaders, and educators might all have diverse understandings and interpretations of guidance, which has two separate meanings: an older, more conventional meaning and a more contemporary meaning. The present definition of advice emerged as the focus moved and more attention was placed on economic issues, job placement, and occupational trends, just like other items and subjects. After that, it was considered as though the employers needed ever-increasing support in order for him to be productive at work. Currently, this trend is spreading quickly throughout all humanities, arts, sciences, commerce, and professional domains. As a result, "Guidance" in its current sense refers to a variety of professions. As a result, society, economics, and education are having an impact.

Guidance literally means "to direct," "to indicate," and "to show the way." However, guidance is not the same as directing, as directing involves imposing one's opinion on others. Rather, guidance is the provision of assistance or aid by someone else. If we adopt this interpretation, then guidance is as old as humanity. As a result of the fact that at each and every stage or sphere of existence, man requires guidance from others. If this is the definition of guidance, then this treatment will fall under a much broader and more general definition of guidance, which will also convey the contemporary definition of guidance. In a narrower view and perspective, however, guidance is viewed as a specialized service that assists the individual in resolving significant personal, educational, and professional issues. In fact, the term guidance as currently defined and acknowledged is not properly defined. For some, it is a concept, a viewpoint; for others, a process; for others, a group of services; and for others, a field of study. Therefore, guidance is acknowledged as both a concept and a process and must be interpreted appropriately within the educational system. As a concept, guidance is concerned with maximizing the individual's capacity to make autonomous decisions. As a process, it raises one's awareness of one's abilities and potential. The objective is to empower him with the self-assurance to choose the most suitable course of action for adaptation in various spheres of life and to aid in his balanced development. To get a clearer picture and a better grasp of the term guidance, let's examine the definitions provided by some authorities in the relevant field or area.

Definitions of Guidance

Jones "Guidance involves personal help given by someone; it is designed to assist the individual to decide where he wants to go, what he wants to do and how best he can accomplish his purpose".

Ruth Strang "Guidance is a process of helping every individual, through his own efforts, to discover and develop his potentialities for his personal happiness and social usefulness."

Secondary Education Commission, 1952 "Guidance involves the difficult art of helping boys and girls to plan their own future wisely in the full light of all the factors that can be mastered about themselves and about the world in which they are to live and work."

Crow and Crow "Guidance is assistance made available by personally and adequately trained men or women to an individual of any age to help him manage his own life activities, develop his own points of view, make his own decisions and carry his own burdens."

John Brewer "Guidance is a process through which an individual is able to solve his problems and pursue a path suited to his abilities and aspirations."

Woodworth "Guidance helps an individual to develop his personality and enables him to serve the society to the best of his capabilities and talents."

Difference Between Personal, Vocational and Educational Guidance

Personal guidance is the process of teaching an individual how to conduct oneself with consideration for others, oneself, and the environment in order to enhance and sustain the quality of life for oneself, others, and the global community.

Vocational guidance is the ongoing process of assisting an individual in selecting a profession, preparing for it, entering it, and advancing in it. The guidance is 'guided' by the individual's interests, capabilities, and competencies, as well as their socioeconomic environment's requirements and opportunities.

Educational guidance is the continuous process of developing in learner's knowledge, skills and attitudes to assist each individual learner to maximize his/her potentials. This involves choosing an appropriate learning path in making progress in it. It covers a range of issues such as, but not restricted to, selecting courses and subjects aligned to their own interests and objectives, improving study habits, preparing for assessment, financial resources available for further study [scholarships] and participating in and contributing to creating an inclusive school / learning environment.

Educational Guidance Covers Aspects of:

- a. Self realization.
- b. Human relationship.
- c. Economic efficiency and sustainability of one's choices.
- d. Civic responsibility.

There are some theories of guidance in which Ginzberg theory of vocational guidance is quite popular and useful.

The economist Eli Ginzberg (1911-2002) died in 2002. He was awarded a grant from Columbia University. Which allowed him to research the Ginzberg Theory of Vocational Guidance; he interviewed numerous upper-middle-class individuals to determine their career opportunities. Ginzberg believed that examining their opportunities would clarify the process of deciding on a career from infancy to adulthood.

A vocation, according to the theory, is a lengthy process. This necessitates education, vision, values, objectives, and interests. Due to this, Ginzberg also mentions that individuals' career decisions are divided into three stages:

1. Childhood
2. Adolescence
3. Adulthood or maturity

Stage 1 – Childhood (2 to 11 years)

In this initial stage, the infant imitates playfully. He assumes and imitates numerous roles. Similarly, the characters consist of firefighter, police officer, doctor, racer, and numerous others. Ginzberg asserts that infants develop through playful reproduction. In addition, simulation work is performed near the conclusion of this phase.

Stage 2 – Adolescence (11-17 years)

In this stage, children begin to become aware of their environment, which aids in the development of their skills, abilities, and talents. In addition, they are distinguished by their interests and values. This phase is distinguished by four key characteristics.

- **Interest:** Their preferences and aversions.
- **Capabilities:** The areas in which they excel. Compared to those where they are not present.
- **Importance:** What is significant to them and what is not?
- **Changeover:** The individual disregards his responsibilities in his own transactions.

Stage 3 – Adulthood (Above 17 years)

- In this final phase, the actual vocation begins to manifest itself. The child learns about college life and various career paths. First, they become aware of career alternatives. Second, they create alternative plans in case the initial fails. Thirdly and finally, this Stage is characterized by the following three sub-stages:
 - **Exploration stage:** In this initial phase, the individual chooses his path. But remains independent of other options.
 - **Crystallization:** In this second section, the individual commits to a single option. In addition, he concentrates on other alternatives.

- **Specification:** In this final section, the individual develops affection. Similarly, he has a keen interest in a particular aspect of his profession.

Summary of Ginzberg's Theory

Ginzberg derived the following conclusions from his theory:

- a. The career selection process is limited to adolescence and maturity.
- b. Individuals change occupations for a variety of reasons, including the current economic crisis.
- c. After retirement, they alter occupations.

Effects of Ginzberg Theory

The choices of individual that influence vocational choices are as follows:

1. Diverse Life Responsibilities

Every person has to play different responsibilities at home and office. He decides and chooses the best role which is more significant to him.

2. Traits and Interests

Every person is unique in his own way. Therefore, every aspect of personal life is different from others.

3. Cultural Background

The principles and the regional area also affect the personal choice for work preferences. The surrounding and the people around us also affect our choices of work.

4. Economic and Social Circumstances

It's natural that our choices get affected according to economic and social circumstances. The social and economic life plays an important role in changing your choices.

5. Financial Stability

Money is one of the main reasons for some to change future choices. You make the correct and reasonable choices. You finalize your choices according to your financial status.

6. Career Guidance

Some individuals do not receive proper career guidance which causes them to choose the wrong one. That leads them to a non-inspirational and boring career choice.

Conclusion

This theory is also known as Developmental Theory. After this theory published. Many new and improved theories were proposed by various Educationists but, the vocational theory still serves as the base theory for career progress. Throughout their professional lives, people encounter many situations where they could benefit from unbiased advice. They may be in the process of choosing a stream or a career, deciding whether or not they should change careers or jobs, re-entering the workforce, or maybe wanting to learn more about career guidance in general, a complete knowledge always helps. A good foundation begins with the basics. They come to the realization that it's an overwhelming process, and they need to learn all about the what, how, and why of the career guidance process.

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Anti-British Ferment in Rajasthan before the 1857 Revolt

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Abstract

Although almost all the rulers of Rajasthan were exclusive devotees of the British, there was no lack of anti-British elements in Rajasthan. Long before the rebellion of 1857, Maharaja Mansingh of Jodhpur had represented anti-British elements and remained opposed to British intervention for the rest of his life. When the British government removed the Maharaja of Dungarpur from the throne, even then public discontent against the Britishers flared up. Similarly, Captain Black was killed by the angry public in Jaipur. It is said that Black's murder was the result of a pre-planned conspiracy by the high officials of the state, the queen's mother, and some people. The reason for the assassination was the increasing interference of British officials in the state administration. The British supported the unjust claims of Jhala Jalimsingh and his successors in the Kota State, which aroused discontent among all Hada Rajputs and they engaged in armed combat with the British army near Mangrol. Before the rebellion, a section of Rajput chieftains had also become an opponent of British authority. The military brigades established by the British in the name of establishing peace and order in the states were used to crush the power of anti-state feudal lords. It was natural for the feudatories to be dissatisfied with this. At the time 1857, these disgruntled feudal lords strongly resisted British rule. It is possible that these feudal lords fought against the British power by being influenced by their interests, but the support they got from the general public confirms the fact that even before 1857, anti-British feeling was present in the general public...

Keywords

East India Company, Revolt, Rulers Of Rajasthan, Genral Public, Army.

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Introduction

The Upheaval of 1857, which appeared at first a small cloud-no bigger than a man's hand,' grew bigger and bigger till at last, it overwhelmed the British East India Company with ruin. During this period of storm and stress, the entire Princely Order of Rajasthan 'proved their staunch fidelity to the Paramount Power' and almost all the rulers 'clustered around the waning fragments' of the British Empire. Maharana Swaroop Singh 'exerted his great influence as the acknowledged Head of all the Rajput princes on the side of the British by advising all, who applied to him by letter or by accredited ministers specially deputed for counsel at the crisis, to stand firm in their allegiance to the British Government.' The Maharaja of Karowli sent levies in British support, drove out of his territory the Gwalior rebels, and sent a detachment of 800 (followed by a reinforcement of 1500) to Kotah intending to rescue the Maharao who had been reduced by the rebels to the status of a virtual prisoner. He even 'proclaimed his subjects, pointing out in strong language the delusion' under which the mutineers had been laboring and called upon his people not only not to join the rebels but to help him also in fighting for the British Government. Maharaja Ram Singh of Jaipur remained loyal to the British cause even amidst the strongest temptations. Despite the revolt of his troops, the Nawab of Tonk supported the British even at 'considerable personal risk and pecuniary loss.' Maharaja Takhat Singh of Jodhpur, though rendered powerless to aid the British as a result of the anti-British revolts of his refractory chiefs, did not lose any opportunity to show his pro-British zeal. It was, however, only in the case of the rulers of Kotah and Bundi that the A.G.G. could find an opportunity to make certain adverse remarks in his report on the Mutiny in Rajasthan. Though he had 'no instance to allege of hostility or marked disloyalty on the part of Bundi', he complained against 'the general lukewarmness in the Capture of rebels, and the seizure of their families'. The Maharao of Kotah, despite his pro-British inclinations, had, however, been suspected of complicity with the rebels and an inquiry was set up to investigate his conduct.

All these princes had been so conspicuously loyal and helpful to the British because the blessings of British Protection had saved them from the grinding tyranny of the Marathas and the Pindaries. Then, most of them were living in 'continual strife with the chief people of their principalities' and as such stood in dire necessity of overlordship which could afford them full protection against internal anarchy. They had 'no sympathy with one another' and, being devoid of political insight, they were in a way incapable of understanding the turn, Indian politics was likely to take. A century of Maratha rapacity, followed by the inhuman atrocities of the Pindari excursions, had so paralyzed the ruling princes of Rajasthan that they were not inclined to under-rate the advantages, arising out of their treaty alliances with the British in favor of an upheaval which, in all probability, ..might have strengthened their already troublesome feudal chieftains. Naturally, therefore, the mutinous soldiery in Rajasthan could not receive any sympathy or support from the Rajput princes, who had, as such, practically no anti-British role to play in the struggle of 1857. They threw their entire weight in favor of the British. Out of the eighteen ruling princes in Rajasthan, Maharaja Sardar Singh of Bikaner alone could, despite his strong pro-British affiliations, anyhow manage to give shelter to six hundred followers of Tantia Tope and procure for them the unconditional pardon from the Government of India. The millions at large were, however, seething with discontent and their anti-British inclinations had been manifested on several occasions. The principal jagirdars of Rajasthan supported the anti-British rebels because they feared that the continuation of British rule in India should bring about their political ruin. It was, therefore, left to these jagirdars and their contingents to make a common cause with the mutinous sold try and raise a standard of revolt against the British.

Before the 1857 Revolt

The miserable consequences of a century of Maratha depredations had subjected the princely order of Rajasthan to very great humiliation and loss. The wars, waged for the hand of Krishna Kumari and the claims of Dhonka! Singh had ruined the principal States of Rajputana. No wonder, therefore, that in this atmosphere of confusion and helplessness, the ruling princes of Rajasthan threw themselves into the arms of the British, entered into treaty alliances, and, perhaps, some of them might have been led to think that 'under no supreme

Government would their rights and privileges be so thoroughly secure' as under the British. That is why Colonel G. H. Trevor was inclined to think even later on that 'the air of Rajputana is so clear of intrigues against the Sirkar, the loyalty of its chiefs so marked, so warm the welcome, accorded by all classes possessed of influence to every measure designed to promote the advancement of the Empire, that it seems hard to imagine how near to mutiny was this vast territory of 1,30,000 square miles.

Despite the pro-British inclinations of some of her princes, Rajasthan was, however, not without her anti-British heroes who tried to maintain their own against the British. It was in Rajasthan that the British troops, during their onward march from Bengal to break the power of the Marathas, received two great setbacks—the first, the disaster to Monson's column near the Chambal with the loss of his artillery and baggage; the second, Lake's failure to take Bharatpur by storm. Both, because of the blow they inflicted on the British prestige, were extremely serious events. 'For twenty years the virgin fortress of Bhurtপুর was the symbol, throughout India, of British vulnerability until, in 1826, Lord Combermere, in vastly different circumstances of armed resources, put paid to its account.

Even on the eve of the Indian Mutiny the whole of Rajputana was in a ferment of unrest and what saved the situation was 'the example of the leading princes, particularly of Maharana Saroop Singh of Oodeypore, Maharaja Tukht Singh of Jodhpur, and Maharaja Ram Singh of Jeypore, from whom the other chiefs and others outside the province took their cue'*. By standing fast they carried with them, for the most part, their troops, and thus enabled a handful of British Officers to maintain order and recover the military cantonments from which they had been expelled.

Long before the Mutiny took place, there had, however, been in Rajasthan persons like 'Maharaja Man Singh of Jodhpur who not only kicked the British offer for a friendly alliance but also advanced assistance and shelter to the most prominent anti-British elements of his day including Jaswant Rao Holker, Amirs of Sindh and Appa Sahib of Nagpur. Even after the Jodhpur Government had entered into a treaty alliance with the British, he, far from cooperating with them in their policy of suppressing the anti-British Chiefs, sympathized with agencies, possessing anti-British views, and refused to allow the British to interfere in his internal administration... Under him, the Jodhpur State 'insulted the British supremacy' several times, and 'rendered itself insensible to treaty obligation'. He even refused to comply with the request of the British Government to assist them in their operations against the Thugs. On being asked by the Governor-General not to give shelter to the anti-British elements, he insisted upon his right to afford shelter to the refugees\$. He never replied to the letters of admonition, sent to him by the Governor-General, and refused to attend even the Ajmer Durbar of William Bentinck. It was only after leading a major expedition against the Jodhpur State and making a show of their armed strength that the British Government could impose upon him a Resident. Even the posting of a high British representative at Jodhpur could not over-awe Man Singh who continued, even thereafter, to treat British communications with supreme indifference. His career represents a life-long struggle against the forces of British interference and towards the end of his reign when the British arrested two of his religious directors, of course much against his wishes, he preferred, in sheer disgust, the career of a wandering recluse to that of a puppet prince.

The widespread indignation, given expression over the deposition of Maharawal Jaswant Singh of Dungarpur, the attack made by Rathor Bhimji on Mr. Ludlow at Jodhpur, and the murder of Captain Blake at Jaipur, are incidents which go to suggest that the British penetration had not been accepted by the people of Rajasthan lying low and that there had been some sort of resentment, prevailing against the British\$. The murder of Mr. Blake was a pre-arranged affair and it was more or less an open revolt against the British. Mr. Brookes observes, 'the fruits of our former vacillating policy and hesitation were now about to appear, in a more daring form than had been before adopted by those opposed to our measures and to culminate in the murder of an accomplished English gentleman Mr. Blake, of the Civil Service, Assistant to the Agent to the Governor-General and in the wounding of the latter high functionary himself. From the inquiry which took place, and the correspondence subsequently seized, it appeared that 'Jootha Ram was the instigator of the

conspiracy. His relation, Dewan Umar Chand, was to entertain some desperate characters and to commence disturbance by an assault on the Agent of the Governor-General. This would raise the City when Jawahar Singh, the son of Chiman Singh, Thakur of Saewar, and a connection of the Rao of Manoharpore, was to march, with a large body of armed men from Manoharpore Rao's city house, straight to the palace and there despatch the pro-British Rawal with the assistance of the Zenana Party inside. The description proves beyond any doubt that the murder was a deliberately pre-planned conspiracy, organized by high dignitaries of the State in consultation with the queen's mother and with the open assistance of the people., Though the pro-British viewpoint attributes it to the machinations and intrigues of Jootha Ram, the popular version holds that the general dissatisfaction, prevailing against the salt treaties and the British policy of interference, was mainly responsible for it.

The high-handedness, with which the British went on supporting the unreasonable claims of Zalim Singh and his successors against Maharao Kishore Singh of Kotah, boiled the blood of the Hada Rajputs and they all stood up in arms against the British and their protege, the Jhala. Maharao Kishore Singh fought with the assistance of these Rajputs an open engagement with the British near Mangroli, and the ferocity and valor, shown by the followers of Kishore Singh on that occasion, stands as a testimony to the fact that the Rajputs, despite their defeat, disunion, and deterioration, had not been completely enslaved by that time. Maharao Kishore Singh had to wander here and there for several years and it was through the mediation of the Maharana of Udaipur that he could anyhow be persuaded to enter into a fresh treaty alliance with the British.

The solitary instances of the anti-British ferment narrated above, can be better understood in the light of the contingent frustration, prevailing among the feudal sector of the Rajasthani society and also the resulting anti-British trends responsible for quite a large number of sporadic agitations and revolts, engineered by the Rajput Jagirdars against the British. The raising of the Kotah Contingent, the Jodhpur Legion, and the Shekhawati Brigade had not been done solely to assist the British Government in the suppression of the lawless bands of dacoits but also to keep the anti-British elements in check. For many years the Shekhawati Brigade waged incessant warfare against the refractory chiefs of the area. In January 1837, the Brigade besieged the fort of Khiali and in the autumn of the same year, there was an outbreak on the part of the Maji of Sikar and her adherents, who garrisoned the fort of Sikar with 400 match-locks. The Brigade had also to besiege the forts of Marwar and Dialpura whose chiefs and their followers were surprised, defeated, and taken prisoners*. The fortified village of Tuliassar was also attacked and the fort of Khetri, too, had to be stormed twice, once in 1840 and then in 1843. The pitched engagements, which Forster had to wage against the Maji of Sikar, the Jagirdar of Khiali, the feudal forces of Marwar and Dialpura, the citizens of Tuliassar and the chief of Khetri, go to reveal that they, who fought against him, were no weaklings and that they resisted the British troops bravely and fought to the last.

It is just possible that the Jagirdars of Shekhawati and other parts might have resisted the British penetration out of their vested interests and local patriotism, but the support, they could receive from the millions at large living around them, goes to testify the anti-British character of the people. It would have been almost impossible for a handful of Jagirdars to have waged incessant warfare against the trained battalions of the Company, if the population, residing in that area, had not sided with them. The sporadic risings, engineered by the refractory chiefs in Rajasthan during the first half of the 19th century, and the enthusiasm with which they had been depicted in the folklore, certainly go to establish that, whatever might have been the motives, leading to them, they were anti-British.

The anti-British ferment of the people can also be evaluated based on the praise which has been lavished even upon the popular bandits who fought pitched engagements against the British. Their anti-British activities could procure for them so much popular support that they could ravage British territories, surprise the pay office at Nasirabad, cut down the guard, and carry off Government money. Hari Singh, leader of a party of Qazzacks, could beat off cavalry many a time and the robber chiefs of Gudha could collect as many as 3000 strong. It was with very great difficulty that the joint efforts of Anderson and Forster,

could, with the assistance of their troops and the troops of the Jaisalmer and Bikaner chiefs,- how arrest Dugar Singh who later on escaped from the Agra Jail and was at his free-booting trade again. The fact that they could become, even in their lifetime, almost legendary figures and attract so much popular attention as to be regarded invincible, goes to establish that the anti-British sentiment was at its climax during the first half of the 19th Century. They mostly plundered British Can- torments, Government Treasuries, and rich capitalists”. They used to distribute their booty among the poor and their plundering propensities were mostly conducted in British territories. The popular folklore eulogizing their exploits contains a reference to the miserable plight to which the people had been reduced as a result of unemployment and economic exploitation. Naturally, therefore, the popularity of these bandit chiefs was indirectly associated with the anti-British ferment of the people, who were, thus led to lavish their praise on even bandits because of the resistance offered by them to the upon these British. The activities of the bandit chiefs cannot, however, be recognized either as national or as patriotic uprisings but the sympathy and support, they could receive from the general public, certainly show that the anti-British ferment had been of so pronounced a type that the people were out to sympathize with the anti-British activities of anyone and everyone. That is why these solitary instances could catch the imagination of the popular muse.

The emotional outburst of anti-British ferment in form of poems and popular songs reveals that the British rule in Rajasthan had, by the year 1857, become unpopular and the people at large were in a way dissatisfied. It may not be considered so convincing evidence to prove the patriotism of the persons, whose activities it stands to depict, but it can certainly serve as an illustration to testify to the anti-British inclinations of the persons who composed those poems. Kavi Raja Banki Das condemned the slavish mentality of his contemporary princes and exhorted the people, in general, to take up arms against the foreigner. Mahakavi Surya Mal Mishran, too, in his letters to his Jagirdar friends very bitterly criticized the pro-British attitude of the princely order. Anti-British heroes like the Jat rulers of Bharatpur, Maharaja Man Singh of Jodhpur, Rawat Keshari Singh of Saloomber, etc., have received un- heard praise at the hands of these poets, while the lethargy and subservience of the ruling princes, devoted to the British, have been condemned with unparalleled fury.

The general atmosphere in Rajasthan, on the eve of the mutiny of 1857, was neither so peaceful nor so pro-British as the reports from the British political officers would lead us to believe. Only a few years before the actual occurrence of the mutiny, even the ruling princes had been forced by the popular fury to afford shelter and protection to popular bandits like Doongji and Jawaharji who had been declared outlaws by the British. A large band of Shekhawats could journey to Agra after Doongji ‘had been arrested for the express purpose of effecting the prisoner’s escape from the jail and Doongji was again at his freebooting trade‡. Such a thing, of course, could not have happened, had they been necessitated journeying through hostile territory, but many chiefs even then, some through fear and some through sympathy, never impeded these robbers]]. The activities of the recusant chiefs in Mewar had infuriated the paramount power to so great an extent that Sir Henry Lawrence had to recommend to the Government of India that the chiefs of Saloomber and Bheender should be ejected and deposed by the march into Mewar of two strong columns*. The resentment against the British in Marwar reached so great a pitch of intensity that a catastrophe, caused at Jodhpur by a storm exploding a subterranean store of a magazine of powder (responsible for the blowing up of the fort wall and hurling through the air large pieces of rocks and thus bringing death and destruction to as many as 200 persons) was attributed by the people to the anger of God to visit the head of the impious sovereign who remained true and faithful to the treaties. made with the unbelievers\$. Maharaja Takhat Singh of Jodhpur, being a nominee of the British, found his position very unsafe as a result of the manifold revolts, engineered by his feudal chieftains. He and his pro-British officers were disliked by the people of Marwar to so great an extent that the Maharaja felt very uneasy and made no secret of his fear that his position was as insecure as that of the Europeans§. Neither the Nawab of Tonk nor the Maharao of Kotah could have, during those troubled times, any confidence in their troops and that is why they advised the British officers to avoid coming into their territories.

What could have been the cause of this resentment against the British? The millions at large, inhabiting the arid zones of Rajasthan, might have disliked the British rule because it brought in its wake misery and economic exploitation. The determining cause, however, lay in the British attempt to force western ideas upon eastern people. The western institutions, though good and beneficial, were, however, based upon principles, with which the people of Rajasthan had no sympathy. The abolition of the Sati System appeared to them an utter ruin of their centuries-old civilization. The Jagirdars of Rajasthan hated and feared the British because of considerations that, though mostly selfish, lay at the root of their time-honored traditions and privileges. Before the advent of the British, the ruling princes in Rajasthan solely relied upon the sympathy and support of their Jagirdars and as such could not dare go against their wishes even if they desired to do so. The subsidiary system, however, strengthened their position, and now, being confident of the British support at their back, they seldom cared for the age-old usages, customs, and traditions. With the help of the British, they were out to commute the service of the retainers, their Jagirdars used to supply, into money payments—an innovation on feudal usage affecting their dignity. With the establishment of British Cantonments in Rajasthan, the princes no longer required the military assistance which they previously used to seek from their feudal chieftains, and consequently, therefore, they could now manage to ignore and even insult their chiefs. The Jagirdars resented the disbanding of their troops and they were certainly not in favor of losing the power and control, they hitherto exercised over their jagirs. Their specific grievance against the British concerned an interference, made by the British directives, in the old custom according to which no subject of an estate could leave his birthplace and settle in another without the permission of its master, the Thakur. Sir Henry Lawrence had directed his political agents to do away with this custom and many persons, being involved in heavy debt took advantage of this innovation, shifted their quarters and the demands of their feudal lords for their return proved ineffective. Naturally, therefore, the feudal chieftains were against the enforcement of this new rule which reduced their power to sheer nonentity. As a result of British penetration and the establishment of their cantonments in Rajasthan, the Jagirdars lost not only their power, privileges, and prerogatives but had been reduced to a stage of absolute helplessness. The high-handedness of several princes, who, now being confident of the British support at their back, tried to crush these Jagirdars, led the feudal chieftains to believe that the continuation of the British rule in India would mean their political ruin. Rightly, therefore, the expressions, figuring in the letters of Surya Mal appealed to them and, though actuated by their selfish motives, they in a way believed that the onward march of the British would wipe Hinduism out of existence and, perhaps, set up an entirely new order. Being politically conscious of the loss, they had to sustain as a result of British innovations, they tried in their way to put their grievances on a doctrinaire basis and go ahead with their anti-British slogans. Being frustrated and selfish, they lacked constructive statesmanship, and their efforts, however bold and audacious they might have been, proved fruitless and ended in failure.

Conclusion

Analyzing the rebellion of 1857 in Rajasthan, it is clear that this rebellion in Rajasthan was not the result of any coincidence, nor was it due to the arrival of the rebels of Erinpura, Deesa, and Deoli, but it was a universal protest against the British authority. Rage was the result. The rebels were fighting to maintain the feudal structure in Rajasthan society and to protect the Hindu religion. The revolts of Nasirabad, Neemuch, and Erinpura were no doubt a part of the pan-India revolt, but the revolts of Athwa and Kota were due to local circumstances. The common people of Tonk and Kota participated in the struggle with the rebels. That is why the number of common people was more among those who died during the revolution. The ruler of Kota was aware of the sentiments of his people and that is why he asked Political Agent Major Burton not to come to Kota. It is clear from the above description that what was the point of view of the participants in the struggle? Undoubtedly the public sentiment was against the British.

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Development of Metal-organic Frameworks (MOFs) and its Catalytic Applications

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Abstract

With the increasing global demand in the field of sustainable catalysis, Metal-organic frameworks (MOFs) are emerging as a more stable and efficient catalyst with high crystallinity, structural diversity and well-defined porosity. These unique properties have driven the interest of researchers in the field of MOFs for various sustainable applications. These callable synthesis of MOFs is still challenging. However, their use on a commercial scale will lead towards sustainable technologies owing to the use of organic building blocks as a major component.

The goal of this review paper is to highlight the recent research and potential applications of MOFs like gas storage, clean gas production, light-harvesting, asymmetric catalysis etc. as single-site heterogeneous catalysts. It also includes various advantages of MOFs over commercial porous materials like zeolites, molecular sieves. There view address the challenges regarding the use of precious meta lions and their cost, toxicity, and environmental hazards. High natural abundance and low cost make base metal a better alternative to precious metals.

Keywords

Metal-organic frameworks, single-site heterogeneous catalyst, sustainable development, limitations, base metals, environmentally benign.

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Introduction

Metal-organic frame works (MOFs) are robust inorganic-organic hybrid porous materials. The organic linkers are ditopic, tritopic, tetratopic and N-heterocyclic ligands. The metal ions generally belong to transition metals. The tunable nature of MOFs is perfectly suited for various chemical applications.^[1] Their structural and functional stability fascinates their usage over pure inorganic zeolites. A unique feature of MOFs, which distinguishes these systems from other materials (such as metal oxides), is the absence of an inaccessible volume.^[2] With the increasing demand for sustainable alternatives for catalysts, storage materials in industries, catalysis research is at the forefront of chemical and material sciences. MOFs are emerging as an excellent alternative for zeolites or pure organic frame works (POFs). The porosity of MOFs can be tuned by varying the linkers and inorganic units which is advantageous over zeolites. However, synthesizing MOFs with appropriate pores and the high surface is still challenging. Apart from various challenges, an unprecedented surge in the field of MOFs is due to a structural determination by X-ray crystallography, SEM, TEM and recently developed post-synthetic modification methods for the synthesis of chemically stable MOFs. The shift from homogeneous MOFs to heterogeneous MOFs is due to their better selectivity, optimized active sites, facile separation, and recovery.^[3a, b, c, d, e]

1. MOFs as single-site heterogeneous catalysts

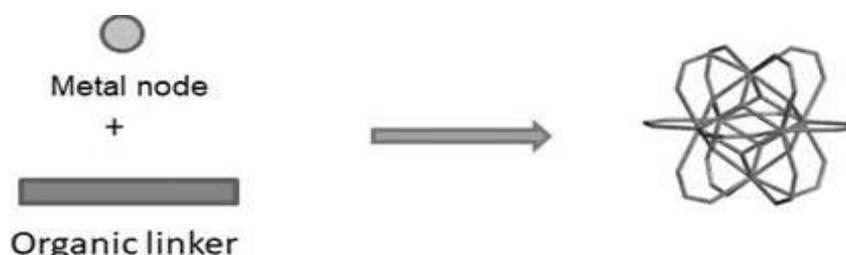


Fig. - 1: Direct assembly of MOFs from metal node and organic linker

Catalysis plays a central role in the rapid growth of the industrial revolution to produce various chemicals required in day-to-day life. Conventional solid catalyst lacks the structural and steric control. MOFs are made up of metal nodes and organic linkers with a high surface area of up to $7000\text{m}^2/\text{g}$ are drawing the attention of researchers for catalysis.^[4-7] They provide an ideal platform for the heterogenization of homogeneous catalysts which facilitates the separation of products and improves recyclability. They possess uniform pore size in comparison to the traditional porous materials like zeolites, silica etc. Highly porous structures of MOFs with large and accessible cavities present readily accessible active sites, facilitate the conversion of a variety of substrates. At the same time, the appropriate hydrophilic and hydrophobic natures of the internal pores are beneficial for selective recognition, binding, and adsorption of guest molecules. To date, thousands of MOFs are reported with Zr, Cr, Al etc. as metal nodes. However, Zr based MOFs emerge as better heterogeneous MOFs for anchoring catalytically active sites.

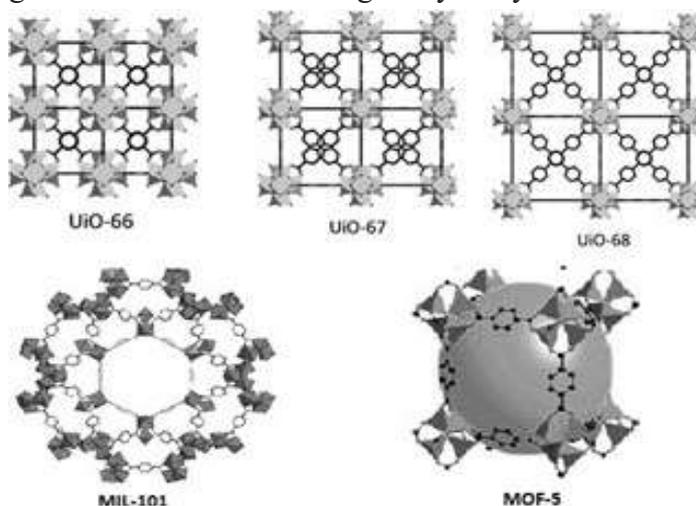


Fig. - 2: Different MOFs with variable pore size

2. MOFs Catalytic Active Sites

MOFs can be considered as molecules arranged in a three-dimensional crystalline lattice. Three different

strategies have been proposed for the catalytic activity of coordination polymers;

- (1) Via the introduction of defects on internal sites
- (2) At metal nodes
- (3) Introducing sites at organic linkers

However, the catalysis due to defects is more pronounced.

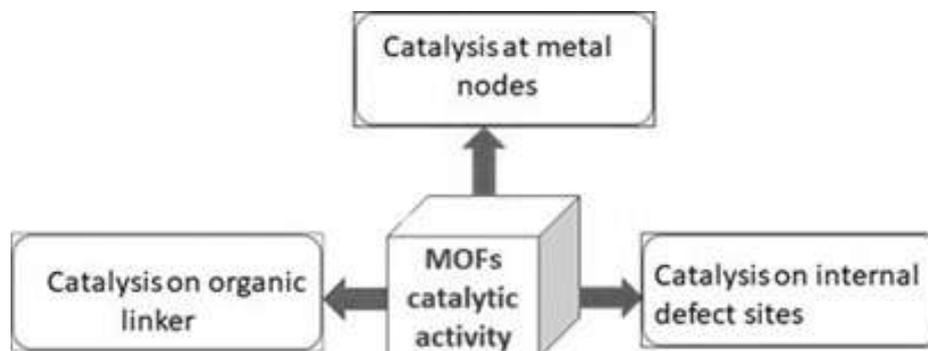


Fig. - 3: Potential sites for MOFs catalytic activity

2.1. Catalysis on Internal Defect Sites

Removal of solvent coordinated to the secondary building units (SBUs), breaking of any linker will create defects in MOFs.^[8] These defects will change the metal to linker stoichiometric ratio and enhance the catalytic activity with the same MOF. The actual structure of MOFs with defects can be quantified by thermogravimetric analysis, elemental analysis etc.^[9] TGA hardly gives any information about the chemical environment of defects. However, it compares the amount of oxide corresponding to the stoichiometric compound. MOFs with defects will have higher oxide content and will have different decomposition temperatures. The chemical structure of the MOFs will be quantified with the help of PXRD, FTIR, TEM and NMR.^[10,11]

It is reported that the catalytic activity of UiO-66 MOF was improved drastically by introducing defects due to the additional coordinatively Zr sites are created. This introduction has a huge impact on the Lewis and Bronsted acidity as well as on the porosity of MOF.^[12,13,14] Yang, *et. al* in 2018, studied the comparison between UiO-66 and UiO-67 via spectroscopic techniques and DFT calculations. They concluded that the enhanced activity for the selective conversion of ethanol to diethyl ether, not ethylene at 473-523 K due to the breaking of node-linker bonds, ethanol selectively coordinates to then eighboring sites.^[15]

3. Various Applications of MOFs Mediated in Heterogeneous Catalysis

The most important challenge for the heterogeneous catalyst is to attain uniform active sites with higher selectivity and lower thermal deactivation.^[16,17] MOFs provide a platform for heterogeneous catalysts. However, numerous researchers working on MOFs suggested that the directly assembled MOFs with controlled decompositions are sometimes of less use for traditional approaches. Post-synthetic modification of MOFs converts them into more stable ones with better porosity, tunability. These unique properties of MOFs make them an excellent platform for heterogeneous catalysis.^[18] Ten thousand MOFs are synthesized in laboratories. However, only a few of them have practical applications as a catalyst. Some of the reported reactions catalyzed by MOFs are mentioned in table 1.

Table - 1: Different applications of MOFs for heterogeneous catalysis

S. No.	Metal-organic frameworks(MOFs)	Catalytic reactions
1.	ZIF-67, ^[19] ZIF-8 ^[20]	carbon-dioxide fixation
2.	Ru-UiO-66, ^[21] ZIF-67, ^[22] Ni-BTC ^[23]	CO ₂ methanation
3.	ZIF-8 ^[24]	biofuel upgrade
4.	HKUST-1 ^[25]	Synthesis of azaheterocycles
5.	Ni-BTC ^[26]	Benzene hydrogenation
6.	Pd-MOF ^[27]	hydrogenation
7.	IRMOFs(MOF-5) ^[28]	alkylation

thermodynamically accessible one-electron redox changes required for the catalytic cycle. First-row transition metals such as chromium have been developed for the selective tri- and tetramerization of ethylene and 1-hexene and 1-octene, respectively. [45] Titanium is used for Zeigler-Natta polymerization. However, the synthesis, characterization and mechanism, functional group tolerance of base metal MOFs are still challenging. With the further development of this field, environmental concerns will be easily resolved.

6. MOF Synthesis Using Green Concepts

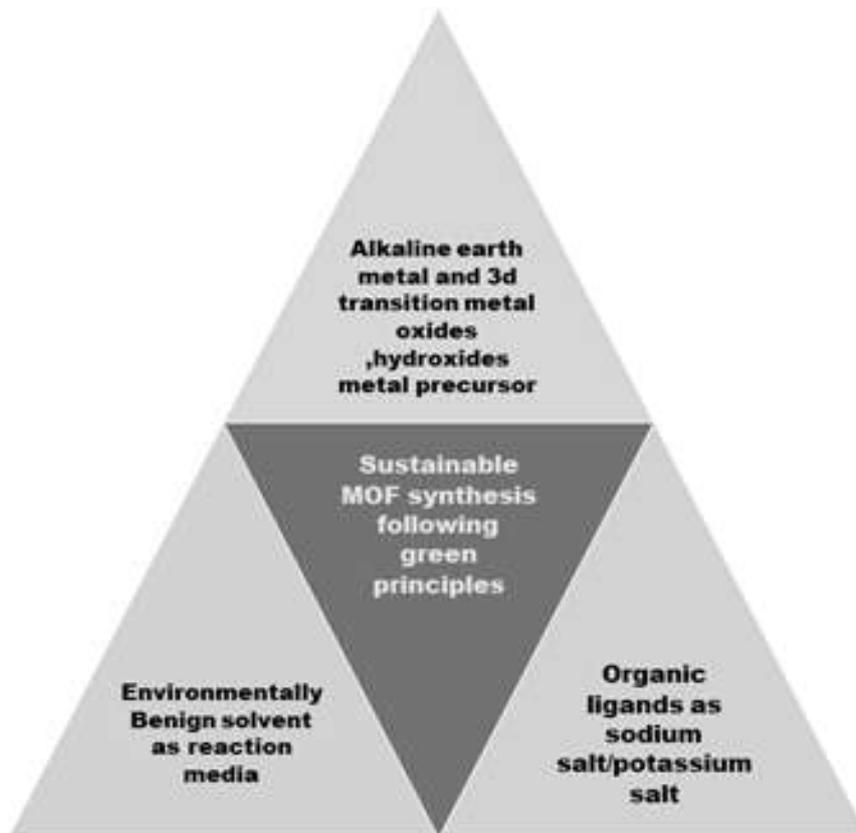


Fig. - 5: MOF synthesis following principles of green chemistry.

6.1. Organic Linkers for Sustainable Coordination Polymers

The majority of the cost of MOFs manufacturing depends on the organic linkers. Various commercially available carboxylic acid ligands are BPDC, BDC, TPDC etc. Generally, synthesis involves multiple steps which ideally violates the principles of green chemistry. However, green chemistry suggests a limited number of synthetic steps along with cheap reagents and less toxic by products. Ren and co-workers contributed to sustainable development by synthesizing terephthalate MOF from poly(ethylene) terephthalate (PET) from waste plastic bottles. [46] Initially, linkers were incorporated in a diprotonated form which releases hazardous mineral acids such as HCl, HNO₃ upon solvothermal reactions. These mineral acids are not environmentally benign. Now a days, linkers are incorporated as sodium or potassium salt of carboxylic acid which increases its solubility in aqueous media and reduces hazardous impacts as well as reaction temperatures. [47] The incorporation of salts is environmentally benign but it increases additional steps. Still, lots of optimization is going for environmentally safe linkers.

6.2. Metal Precursors

The selection of metal sources plays a vital role in MOF synthesis. Generally, the salts used for synthesis are metal nitrates, metal chlorides, metal sulfates. Metal nitrates have lower solubility in reaction media and toxic hazards. Chlorides have corrosive nature. [48] In comparison to nitrates and chlorides, sulfates are preferred owing to their low toxicity. They are also challenged by their poor solubility. Metal carbonates, oxides, hydroxides are considered as alternative environmentally safe metal precursors. The alkaline earth metals, first-row transition metals are more environmentally benign than precious metals.

6.3. Solvents

The selection of solvent plays a crucial role in the sustainability of MOFs. They have a huge impact on the

stability and cost of MOF synthesis. Generally, MOFs are synthesised via solvothermal reactions which occur at high temperatures. Solvents such as DMF, DEF are preferred as they have high thermal stability.^[49] However high cost of DMF substitutes the reaction with a hydrothermal synthesis which uses environmentally benign, cheaper water as solvent. Despite this fact, solvothermal synthesis is still popular than hydrothermal due to the poor solubility of organic linkers in water. Substituting aprotic organic ligands with more environmentally benign polar aprotic ligands will be a far better strategy for MOF synthesis.

Conclusion and Future Outlook

The scope of MOFs as a heterogeneous catalyst has been expanding over the past years. MOF supported single-site heterogeneous catalyst became a modern tool as a catalyst. The application of MOFs obeying principles of green chemistry is still an extensive area of research for MOF synthesis. The collaboration of both academic research and industrial development can scale up MOF synthesis using environmentally benign metal salts, solvents as well as an organic linker. They are emerging tool for various organic transformations at porous sites as well as for clean gas storage. MOFs are nowadays used for photocatalytic as well as electrocatalytic applications. They have enormous potential for other undiscovered applications in real world.

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Global Water Harvesting Role in Protection of Next Generation

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Abstract

Water is an essential requirement for the functioning of all living organisms on Earth. It can be said that water is the primary factor that enables Earth to sustain life, making it unique among all known planets. This invaluable resource serves as a universal solvent and plays a crucial role in supporting life on our planet. Without water, life would be impossible. It can be stated that water is the source of life itself, as it is where life begins. The three fundamental necessities for human survival on Earth are easily identifiable as air, water, and food. As the global population has increased, there has been a growing demand for resources, leading to the overuse and exploitation of our natural resources. This relentless pursuit of resources has resulted in severe water shortages and widespread air pollution faced by communities worldwide. Presently, there is a crisis where more than 663 million people lack access to a safe water supply near their homes, forcing them to spend countless hours queuing or traveling long distances to obtain water. These individuals also endure the health consequences of using contaminated water. Projections indicate that global water usage will increase by approximately 1% annually over the next three decades. Currently, over 2 billion people live in water-stressed countries, and 3.6 billion people experience insufficient access to water for at least one month each year. Furthermore, one billion people worldwide do not have regular access to safe drinking water, and it is anticipated that over half of the global population will face a water crisis by 2050.

Keywords

Water, Population, Natural resources, water crisis and Human greed.

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Introduction

“Accelerating Change” has been chosen as the theme for the 2023 World Water Day campaign, as decided by UN-Water Members and Partners. Additionally, the UN World Water Development Report will place emphasis on partnerships and cooperation with the tentative title “Accelerating Change through Partnerships and Cooperation.”

World Water Day is an annual event held on March 22, initiated by the United Nations. Its primary goal is to educate society about the value of water and encourage action to address the water crisis. The day brings attention to the significance of freshwater and advocates for its sustainable management. It also serves as a platform to highlight the need for improvements in water access, sanitation, and hygiene facilities in developing nations. Each year, the awareness campaign focuses on a specific theme, and the current focus centers on reducing water wastage.

With the increasing global population, inadequate management of natural resources has led to shortages. Some countries, such as Bicholim in India and the Thar region in Pakistan, have experienced severe water scarcity, resulting in detrimental consequences, including the loss of lives, particularly among children. Other nations, including Brazil, China, the US, Jordan, South Africa, Libya, and Kosovo, also face water-related challenges.

Recognizing these threats and problems, the United Nations (UN) proposed the annual celebration of World Water Day on March 22, in alignment with the United Nations’ Agenda 21. This proposal originated from the UN Conference on Environment and Development in 1992, and the inaugural World Water Day took place on March 22, 1993. The purpose of this global observance is to serve as a reminder to adhere to water conservation guidelines for the benefit of current and future generations. The United Nations and its member nations celebrate this day by promoting and implementing the UN’s recommendations to conserve water resources. Various organizations support water-saving initiatives, wastewater treatment for clean water production, and the protection of aquatic habitats.

Challenges

According to the UN World Water Development Report 2022, a significant number of people around the world lack regular access to safe drinking water, and it is projected that over half of the global population may face a water crisis by 2050. One proposed solution to this problem is desalination, the process of extracting fresh water from the Earth’s oceans, which cover more than 70% of the planet’s surface. However, ocean desalination faces challenges such as high costs and environmental issues associated with waste disposal, making it an ineffective option.

What does the UN World Water Development Report 2022 Say?

- The report emphasizes the importance of groundwater as a vital resource, accounting for 99% of all liquid freshwater. It highlights the potential of groundwater to provide immense social, economic, and environmental benefits to societies.
- Currently, groundwater supplies nearly half of the total water used for domestic purposes, including drinking water. However, mismanagement, undervaluation, and abuse have affected this valuable resource.
- The report recognizes that groundwater plays a central role in the fight against poverty, as well as the achievement of food and water security, job creation, and socio-economic development.
- The Asia-Pacific region is identified as the largest extractor of groundwater, with seven of the top ten countries in groundwater abstraction being Bangladesh, China, India, Indonesia, Iran, Pakistan, and Turkey.
- As water demand increases across all sectors and rainfall patterns become more disrupted, reliance on groundwater is expected to grow.
- The report emphasizes the need to make groundwater visible and highlights the necessity for strong and coordinated efforts to manage and use this resource sustainably.

Emphasis on Groundwater

The projected global increase in water usage is approximately 1% per year over the next three decades. Countries facing water stress currently house over 2 billion individuals, while inadequate water access affects around 3.6 billion people for at least one month each year. As a result, there is an anticipated rise in our reliance on groundwater due to limited and unreliable availability of surface water caused by climate change, shifting precipitation patterns, and glacier melt. The World Water Development Report, presented at the World Water Forum in Dakar, Senegal, and

contributed to by the WMO, highlights the need for nations to develop effective policies for managing and governing groundwater to combat existing and future water crises worldwide.

To achieve the Sustainable Development Goals (SDGs) by 2030, urgent attention must be given to improving the utilization and management of groundwater. Decision-makers need to fully recognize the crucial role groundwater plays in ensuring the resilience of human life and activities, particularly in a future characterized by increasing climate unpredictability. Gilbert F. Hounbo, Chair of UN-Water, President of the International Fund for Agricultural Development (IFAD), and a leader of the Water and Climate Coalition spearheaded by WMO, emphasizes this imperative at the World Water Forum. Hounbo and other coalition leaders call for integrated water and climate action and propose the establishment of a Global Water Information System to address gaps in reliable data and actionable information regarding water availability and accessibility.

Factors of Climate Change on Water Systems

Understanding the impact of climate change on water systems, assessing the quantity and quality of available water, and making informed decisions to support access and mitigate water-related hazards and disasters all rely on comprehensive data. However, there are significant deficiencies in the current data landscape, characterized by fragmentation, inconsistencies, and incompleteness, as stated in the Call for Action. This issue is particularly pertinent to groundwater.

Freshwater, which constitutes a mere 0.5% of Earth's water, is the only usable resource for human consumption. In the past two decades, terrestrial water storage—comprising water on land surfaces and in the subsurface, including soil moisture, snow, and ice—has declined at a rate surpassing the annual human water consumption. Considering the projected population growth and environmental degradation, this trend raises profound concerns about future water security. The State of Climate Services for Water report issued by the WMO last year confirms these implications.

Groundwater, with its generally good quality, offers a safe and affordable source of water that often serves as the most cost-effective solution for securing water supply in rural communities.

Accessing Groundwater: Economic Barriers and Solutions

In collaboration with the International Maize and Wheat Improvement Centre (CIMMYT) in South Asia, we conducted a study in the eastern Indo-Gangetic Plains (EIGP) to gather data on diesel-pump irrigation systems used by farmers in the region. Our findings reveal significant disparities in ownership, which appear to be a key factor contributing to the variability in irrigation costs. The cost of groundwater irrigation ranges from \$4 to \$170 per hectare, with the highest costs borne by farmers who rely on renting pump set, paying an average of \$2.6 per hour for access.

Addressing Water Scarcity in Southern Asia

Globally, approximately 1.2 billion people, or one in six individuals, live in areas with water shortages and scarcity, with nearly half of them residing in Southern Asia. Given that 60% of rural households depend on agriculture for their livelihood, access to water for irrigation plays a critical role in ensuring food security for millions of resource-poor households.

Groundwater serves as a vital source of irrigation, but the availability of cost-effective, reliable, and sufficient supplies varies across the region. In the western Indo-Gangetic Plains (north-west India and Pakistan), farmers have historically benefited from widespread rural electrification and subsidized electricity, whereas in the eastern Indo-Gangetic Plains (including Nepal, eastern India, and Bangladesh), farmers largely rely on unsubsidized diesel-powered pump irrigation systems.

Escaping Cycles of Poverty

The disparities in irrigation costs have significant implications for farmers' irrigation practices and their resilience to climate shocks. Farmers facing higher irrigation costs tend to reduce their use of irrigation inputs, resulting in lower agricultural productivity and profits. This raises important questions for scientists and policymakers: Are we overlooking opportunities to enhance the cost-effectiveness of existing diesel pump systems for farmers? If so, could such improvements lead to poverty reduction while supporting the transition to low-carbon systems in the future?

Our analysis emphasizes the need for comprehensive planning and policy development in irrigation, with a particular focus on leveraging complementary solutions to expand access to irrigation in the EIGP and other regions where diesel pumps are commonly used by farmers. Key policy priorities should include providing enhanced financial support through subsidies or credit systems to enable water-insecure households to purchase pumpsets, as well as promoting and supporting alternative, fuel-efficient, and relatively cheaper pumpset designs through on-the-ground engagement.

Affordable Solutions

An analysis of desalination plants across different geographic regions reveals that the majority (>67%) of these facilities are located in high-income countries, while only a negligible proportion (0.33%) are found in low-income countries.

At The University of Manchester, we are collaborating with LifeSaver®, a UK-based manufacturer of portable and reusable water filtration systems, to develop portable water filters. These filters have significant potential to assist communities facing water shortages resulting from industrial and biological pollution of local water resources.

Our aim is to make a global impact with affordable safe drinking water solutions, particularly in water-stressed countries like India, Brazil, Singapore, and those in the Middle East.

Developing Next-Generation Desalination Applications

Our mission revolves around developing high-permeance, self-cleaning desalination and Nano filtration membranes using graphene and other 2D materials. Through these efforts, we strive to introduce transformative technologies in water purification and related fields.

Given the growing impact of climate change on water supplies in modern cities, there is an increasing demand for sustainable and cost-effective water purification technologies. Membranes based on 2D materials offer cutting-edge solutions to enhance the quality and availability of drinking water, particularly for those in need. Our collaboration with various industrial partners involves the development of graphene-based membrane technology for desalination applications.

The utilization of graphene-based membrane technology presents significant opportunities for reducing energy consumption, enhancing resistance to biofouling and chlorine, and aligning with the UK's commitment to reduce greenhouse gas emissions by approximately 80% before 2050.

Transformation Technology

In our pursuit of bringing this transformative technology from the laboratory to the market, we are actively collaborating with the Graphene Engineering Innovation Centre (GEIC). The GEIC focuses on accelerating pilot research and innovation related to Graphene and other two-dimensional materials. By collaborating with the GEIC, we aim to support the UK's vision of developing affordable desalination technology and establishing smaller desalination units to meet the increasing water demand in regions experiencing severe water scarcity.

Conclusion

To address the challenges posed by a changing climate, rainwater harvesting systems offer a practical solution by capturing rainfall for various uses. Many countries with unpredictable climates rely on rainwater harvesting as a cost-effective and dependable source of clean water, free from salinity and contaminants. This approach complements existing water supplies, curbs water wastage, mitigates flooding risks, reduces strain on sewer systems, minimizes storm water runoff into freshwater bodies, and helps prevent water pollution. Moreover, rainwater harvesting promotes groundwater replenishment, making it an eco-friendly technique that contributes to the conservation of this vital resource. By adopting and maximizing the effectiveness of rainwater harvesting, we can actively contribute to the preservation of our planet.

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Overview of Flexible Working Arrangements and Organizational Performance

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Abstract

Flexible Working Arrangements (FWA) have become increasingly vital in contemporary workplaces as organizations face the challenge of maintaining a healthy work-life balance while ensuring efficient operations. To address this, many companies offer flexible working arrangements to their employees, recognizing the benefits it brings to both employers and individuals. These arrangements have been found to have a positive impact on both organizational and personnel performance. They contribute to fostering a healthy work-life balance, reducing stress, and enhancing the well-being of employees, while simultaneously decreasing absenteeism and employee turnover for the company. This essay aims to explore the diverse types, overarching concepts, and effects of flexible working arrangements on worker performance. The research methodology employed involves conducting library research and engaging in analytical discussions based on secondary sources. Furthermore, it is recommended that additional research be conducted to investigate the specific impacts of employee- and employer-driven flexible work arrangements on organizational performance, thus substantiating the claim that the consequences of FWAs vary depending on the primary beneficiary.

Keywords

Flexible Working Arrangements, Organizational Performance, Work-Life Balance.

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Introduction

Organizations rely on their workforce to achieve their goals and objectives, which often involve financial growth, market expansion, competitiveness, and employee retention. However, employees often struggle to balance multiple demands, such as family responsibilities and personal commitments, leading to a potential conflict between work and personal life. This imbalance can have repercussions for both individuals and the organization. Employees may experience challenges in their personal relationships and well-being, while companies may face issues like absenteeism and reduced productivity. The changing landscape of work, driven by technological advancements and globalization, further complicates this dynamic.

Digitalization and globalization have transformed the nature of work, blurring the boundaries between work and personal life. The ability to work remotely has facilitated the rise of 24-hour businesses and non-standard work patterns. To address the challenges posed by these changes, organizations worldwide have embraced flexible working arrangements (FWAs). FWAs are programs designed by employers to offer employees greater flexibility in scheduling their work, promoting organizational flexibility, work-life balance, and performance.

Various types of FWAs have been identified, including variable year employment, fixed-term contracts, compressed working weeks, teleworking, and flexible leave arrangements. These arrangements can be categorized into two main types: employee-driven practices that empower individuals to manage their work-life balance, and employer-driven practices that help organizations align labor costs with production volume or secure a competitive workforce.

This study aims to explore the different types of flexible working arrangements and their impact on organizational performance. It is important to note that the success of companies is closely tied to the performance of their employees. While the focus of this review is on general principles rather than specific organizations or economies, it is worth mentioning that many developing economies have yet to fully embrace flexible working arrangements, thereby missing out on the potential benefits offered by technological advancements in the workplace.

The study aims to determine whether there are differences in performance among companies that implement flexible arrangements targeted at enhancing the performance of their primary beneficiaries, whether they are employees or employers. The primary focus of this research is to investigate the impact of flexible working arrangements on employee performance. Additionally, the paper aims to explore the effects of employer-driven flexible working arrangements on overall company performance. One of the specific goals is to examine how employee-driven flexible working arrangements influence organizational performance. Another objective is to analyze how employer-driven flexible working arrangements affect the efficiency of an organization. To achieve these goals, the research methodology employed in this study involves secondary data analysis and library research, considering the broad principles associated with flexible working arrangements, employees, and organizational performance in the context of the evolving digital technology landscape.

Conceptual Clarification of Flexible work Arrangements (FWAs)

Flexible work arrangements, also known as non-standard or alternative work arrangements, provide employees with options to work outside the traditional boundaries of standard work arrangements. These arrangements involve variations in factors such as working hours, location, and task duration (Kattenbach, Demerouti, & Nachreiner, 2010; Shockley & Allen, 2007; Spreitzer, Cameron, & Garrett, 2017). In contrast to conventional employment setups that require employees to adhere to fixed schedules and specific work locations, flexible work arrangements offer alternatives.

Examples of flexible work arrangements include weekend work, shift work, overtime, yearly hours contracts, part-time employment, job sharing, flexi-time, temporary/casual work, fixed-term contracts, home-based work, telework, and compressed work weeks. Researchers studying flexible work arrangements have typically focused on three main types: location flexibility, task duration flexibility, and scheduling flexibility. While these arrangements can be implemented independently, they are often combined to complement each other and enhance their effectiveness (Chung, 2009; Posenried and Plantenga, 2011 as cited in Shagvaliyeva and Yazdanifard, 2014).

Location flexibility allows employees to work from a location other than their primary workplace. This includes mobile work, satellite offices, neighborhood work centers, and telecommuting, which involves utilizing information and communication technology (ICT) to work from various locations (Kurland & Bailey, 1999; Pérez, Sánchez, & de Luis Carnicer, 2002). Telework, also known as flexi-place, enables regular communication through teleconferencing, reducing travel time and the need for physical office space in urban areas.

Task duration flexibility involves adjusting the length of work hours. It can include compressed workweeks, where employees work longer hours in fewer days (e.g., four 10-hour days instead of five 8-hour days), and allowing employees to modify their arrival and departure times within certain guidelines to accommodate personal needs (Avery & Zabel, 2001; Van Dyne, Kossek, & Lobel, 2007). This flexibility empowers employees to exercise discretion, encourages initiative, fosters creativity, and enhances their sense of autonomy and self-worth. Consequently, employees become more committed to organizations that value their independence and efficiency.

Another type of flexible work arrangement that deserves more attention is short-term breaks or time off, such as part-year work, sabbaticals, vacations, and leaves. These arrangements allow employees to take brief pauses from their jobs without losing employment status (Etzion, 2003). They are valuable in providing opportunities for travel, skill development, caregiving, maintaining well-being, preventing burnout, and nurturing the relationship between employees and their employers during extended absences. Sabbaticals are commonly associated with academic employment and institutions.

Additionally, there are several other types of flexible work arrangements worth mentioning, as described by Klindzic and Mari (2019):

- a) Weekend work allows employees to work additional hours on weekends while taking the rest of the week off.
- b) Shift work involves assigning employees to work during multiple time periods (shifts) within a day to ensure continuous production.
- c) Overtime refers to working extra hours on top of the normal workweek, while annual hours contracts specify the total number of hours an employee must work each year.
- d) Temporary/casual employment involves short-term employment contracts.
- e) Fixed-term contracts are employment agreements with a predetermined duration, either short or long term.
- f) Part-time employment involves working fewer hours per week compared to the standard workweek.
- g) Job sharing divides workload between two and this will reduce the burden of employees and results into greater job satisfaction.

Performance in the Workplace

Achieving high performance among employees is crucial for businesses to meet their objectives, deliver specialized products and services, and gain a competitive edge. The success and growth of organizations heavily rely on the performance of their employees. According to Igbinoia and Popoola (2016), job performance encompasses a range of behaviors exhibited by employees that can be reviewed, monitored, measured, and assessed. These behaviors should align with the established goals of the organization. Therefore, the primary criterion used to evaluate an individual's performance is their contribution to organizational goals. To ensure success, companies must regularly assess the job performance of their employees, as only actions relevant to organizational goals are considered as performance indicators. Effective job performance involves the combination of abilities, competencies, aptitude, creativity, independence, skills, motivation, and commitment. Other characteristics, such as self-discipline, effective communication skills, organizational training, and employee self-development, also contribute to job performance. Basahuwa, Unegbu, and Yemisi (2020) further highlight that excellent interpersonal skills, the ability to work independently, and the capacity to complete tasks both qualitatively and quantitatively are indicative of job performance.

Prasetya and Kato (2011) describe employee performance as the outcome of activities performed while utilizing employees' abilities under specific circumstances. Dessler (2008) defines employee performance as the extent to which tasks associated with a job are accomplished and meet the expectations placed on the individual. Employers can establish performance improvement strategies for specific business segments on a monthly, quarterly, semi-annual, or

annual basis. Employee performance, therefore, can be defined as the record of results achieved for each job function over a predetermined period. Employee performance evaluation involves a comprehensive assessment of a worker's performance, observing their work over a specific timeframe, and reviewing all relevant objective documents or records to determine how well they have met the objectives (USAID, 2009). The behavior exhibited by an employee towards their job is also referred to as their performance, as stated by Mwebi and Kadaga (2015).

Numerous factors can vary from task to task and are used to evaluate an individual's behavior in their job. Employees with more control over their work schedules tend to be more engaged, committed, satisfied, and retained in their jobs (Muchiti and Gachunga, 2015). Productivity and performance are closely linked, as highlighted by Yeh and Hong (2012). Quality is essential for both performance and productivity, as performance and productivity of both employees and organizations can be compromised by a lack of quality. Productivity, customer satisfaction, job satisfaction, employee commitment, and retention are used as measures to assess employee performance in flexible work environments (Nwokocha&Iheriohanma, 2012; Onyeizugbe, Nduka&Enaihi, 2019). Additional metrics for measuring performance include employee satisfaction, turnover, absenteeism, and morale (Ying, 2012). It is worth noting that a combination of several productivity indicators is sufficient, and not all of them need to be present at a higher level.

Klindzic and Mari (2019) categorized the impact of flexible work arrangements (FWA) on organizational performance into two categories: non-financial performance and financial performance. Non-financial performance factors commonly examined in the context of FWA include absenteeism, turnover, and retention. It is theorized that employees without flexibility options at work may reduce their workload or falsely claim sick leave, leading to an imbalance in their work-life balance (Battisti&Vallanti, 2013). Businesses constantly seek ways to reduce absenteeism due to its negative effects (Dalton and Mesch, 1990)

Empirical Review

The concept of flexible work arrangements (FWA) has gained significant attention in recent years, particularly in European Union (EU) and Organization for Economic Cooperation and Development (OECD) member countries (Kattenbach et al., 2010; Battisti&Vallanti, 2013). Extensive comparative analyses conducted by Gialis and Taylor (2016) and large-scale surveys such as the European Working Conditions Surveys (Eurofound, 2017), the Workplace Employment Relations Series, and the Work Life Balance Study (de Menezes&Kelliher, 2011) support the increasing popularity of FWA. This trend is observed in highly developed nations like the UK, Italy, and the Netherlands, as well as in less developed EU counterparts like Greece, Romania, and Portugal (Klindzic& Mari, 2019).

The growing popularity of FWA can be attributed to institutional recommendations from the EU, OECD, and International Labour Organization (ILO), as well as the demand for increased flexibility in the workplace (Kattenbach et al., 2010; Kottey& Sharma, 2016). While the impact of specific FWA on firm performance, including productivity, profitability, turnover, and absenteeism, has been studied more recently, early research in the 1970s focused on the general effects of FWA on individual worker performance (de Menezes&Kelliher, 2011; Dex& Smith, 2002; Berkery et al., 2017). Previous studies have reported mixed findings regarding the association between FWA and firm performance, with 61% of studies suggesting lower levels of performance (de Menezes&Kelliher, 2011).

Klindzic and Mari (2019) conducted a study using data from 171 large Croatian organizations, examining the impact of 12 different FWA practices on organizational performance. They found that employee-driven FWA practices such as telework, work from home, and compressed work weeks were positively related to various financial and non-financial indicators of organizational performance. On the other hand, several employer-driven practices like shift work had a negative relationship with performance indicators. Elke and Beblo (2004) analyzed representative establishment data from Germany and found that moderately flexible work time schedules were positively correlated with technical efficiency, while highly flexible work time arrangements had a negative correlation with effective workflow organization. However, they cautioned against interpreting these results as causative consequences, suggesting that very flexible work schedules might have been implemented in failing businesses.

Research by Mwebi and Kadaga (2015) demonstrated a positive correlation between flexi-time work arrangements and employee performance. A study by Hashim et al. (2017) on the impact of time flexibility on staff

performance in the Government Colleges of Management Sciences in Peshawar also found a strong positive relationship between time flexibility and employee performance.

In conclusion, empirical studies have shown varying effects of FWA on firm performance, with some indicating positive associations and others reporting inconclusive or negative relationships. The specific FWA practices implemented, the context of the organization, and other factors may influence these outcomes. Further research is needed to gain a comprehensive understanding of the impact of FWA on firm performance.

Theoretical Foundation: Theory of Self-Determination (SDT)

The self-determination theory (SDT) is a motivational theory that highlights the benefits of intrinsic motivation and the negative effects of extrinsic drive. According to SDT, individuals have a preference for feeling in control of their actions, and any factors that turn a previously enjoyable task into a sense of obligation can demotivate them (Deci & Ryan, 2002). The theory suggests that individuals who engage in part-time or freelance work not only seek autonomy but also strive for competence and social relationships. This emphasis on internal locus of control over external outcomes aligns with the intrinsic rewards of work, where individuals experience a sense of pleasure and fulfillment from engaging in work they love. Thus, self-esteem and self-actualization, which are indicators of intrinsic motivation, play a significant role in driving employee competence and satisfaction at work.

The core principle of SDT is that rewards and deadlines can undermine motivation if they are perceived as controlling, although the original authors acknowledge that certain extrinsic rewards like verbal praise and feedback about competence can enhance intrinsic motivation in specific contexts (Robbins, Judge & Vohra, 2012). Research suggests that employees who are intrinsically motivated and driven by personal fulfillment towards organizational goals tend to experience higher job satisfaction and performance because they feel a sense of belonging in their work environment (Bono & Judge, 2003). Creating an enjoyable work environment, recognizing achievements, and supporting employee development are crucial factors in fostering intrinsic motivation. Furthermore, employees who perceive their actions as self-determined and driven by their own free will are more likely to be inspired and committed to their employers (Meyer, Becker, & Vandenberghe, 2004). These employees develop a strong sense of identification with organizations that provide autonomy, as they feel independent, empowered, and valued.

Flexible work arrangements that enable individuals to manage their work-life balance and reduce stress, exhaustion, and burnout can lead to increased effort and dedication among employees (Berkery et al., 2017). The selection of the self-determination theory as the framework for this study is supported by its prominence in explaining employee motivation, as acknowledged by Robbins et al. (2012). The theory has been extensively researched, consistently confirming the superiority of intrinsic motivation over extrinsic motivation. Employee preference for intrinsic motivators has also been demonstrated (Adonis, 2006). Berkery et al. (2017) found that a higher perceived level of autonomy, such as the possibility of flexible work time, promotes competence development and can increase productivity. This finding aligns with the principles of the self-determination theory, further justifying its selection as the theoretical framework for the analysis in this study.

Discussion and Results

When analyzing the effects of different flexible working arrangements (FWAs) on employee commitment and performance, it is important to distinguish between employee-driven and employer-driven arrangements. Benefit-focused arrangements are based on the belief that they would encourage increased work effort, ultimately benefiting organizational performance. In their study on FWAs, Klindzic and Mari (2019) found several significant results. Businesses that implemented teleworking reported lower levels of turnover and absenteeism. This can be attributed to the fact that teleworking satisfies employees' need for flexibility while reducing the stress and expenses associated with commuting (Mamaghani, 2012). Supporting this claim, a study by Lee and DeVoe (2012) found that flextime improves profitability when implemented as part of an employee-centered strategy. Other research also emphasizes the positive effects of employee-driven arrangements. Meyer, Mukerjee, and Sestero (2001) found a favorable relationship between remote work and profitability, as well as perceptions of organizational effectiveness. Remote employees gain a sense of self-worth, independence, self-discipline, and control when they feel trusted by management. Additionally, flextime has been associated with higher profitability, employee retention, and lower absenteeism and turnover (Richman, Stavrou,

and Kilaniotis, 2010; Lee & DeVoe; Dalton & Mesch, 1990; Lee & DeVoe, 2012; Nwokocho & Iheriohanma, 2012). Similarly, home-based work and telework are positively associated with organizational performance, assuming equivalent infrastructure provisions and development (Stavrou, 2005). These findings support the idea that employee-driven FWAs have a positive impact on organizational performance by enabling employees to manage work-life balance, reduce stress, and increase their sense of control, identification, and motivation within the organization.

On the other hand, employer-driven arrangements are generally expected to have beneficial effects on organizational performance due to their aim of increasing productivity. However, studies have produced mixed results, with some indicating detrimental consequences. For example, Stavrou (2005) and Stavrou & Kilaniotis (2010) found no significant association between weekend work, shift work, and overtime with organizational performance, despite a favorable relationship with turnover. Battisti & Vallanti (2013) reported lower turnover rates in companies with more temporary work, as employing more fixed-term workers reduces the likelihood of terminating permanent employees. However, Shen and Dicker (2008) argued that shift work is associated with increased absenteeism and turnover among employees with higher tenure. These findings suggest that employer-driven FWAs are more likely to have negative effects on employees compared to employee-driven FWAs. This aligns with the core principle of the self-determination theory, which states that people are more motivated to take action when they feel in control of their activities. When tasks are imposed without employee input, motivation is weakened, leading to decreased productivity. The use of self-determination theory as an intrinsic motivator reduces the inclination for workplace disengagement, empowering individuals to take initiative, be creative, and feel valued. Employees who feel valued for their independence and efficiency are more committed to the company, resulting in increased production and performance.

Conclusion

While efficiency gains and increased competitiveness are often cited as the main factors driving employers to adopt FWAs, it is evident from previous research that FWAs can also have detrimental effects, particularly when they are not voluntarily chosen by employees (Kotey & Sharma, 2016; Lewis, 2003). Employees who have little or no control over their working hours and locations may feel externally controlled, leading to reduced commitment and motivation to contribute to the company (Berkery et al., 2017). This can increase the likelihood of performance.

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A Study of Women Entrepreneurship in India

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Abstract

Entrepreneurs are important to any economy's health. These are the people who have the skills and drive to market new goods or services and are willing to do what it takes to make sure their ideas make money. Because of the deeply rooted traditions in Indian culture, where sociological studies are done, educated Indian women must work hard to get equal rights and positions. and there are psychological factors that work in men's favour. Even though there are many social barriers, Indian women have stood out from the crowd and are praised for their success in their chosen areas. The way Indian culture is changing, especially the fact that women are getting better educations,

Keywords

Entrepreneurs, Skills, Sociological, Women, Globalization, Leadership.

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Introduction

“Be yourself and have confidence,” said Trunkettes CEO Hilary Genga. “You worked hard and persevered, but most importantly, you’re there.” Genga said, “Don’t be a man’s leader.” However, in some situations, women feel they must adopt a stereotypically “male” business attitude. Women-owned businesses are still rare, and women entrepreneurs confront many unique challenges. We created a survey to analyse the gender gap and provide a statistical summary of the challenges women encounter in achieving high-level positions. In this golden age of globalisation, digitization, and start-up booms, women entrepreneurs in India are clearly going through a change. The Ministry of Statistics and Programmed Implementation (MoSPI) has released the sixth economic census, which shows that women make up about 14% of all businesses in India. Women who start their own businesses today don’t just come from business families or people with a lot of money. They come from all walks of life and all parts of the country. Women are getting involved in areas that have been dominated by men for a long time, like running sports media companies, building companies, and security and detective agencies. Women entrepreneurs are women or groups of women who start and run their own businesses.

A woman who runs her own business does many things. They should look into the possibility of starting a new business, take risks, come up with new ideas, coordinate, run, and handle the business, and show good leadership in all areas of business. Women who start their own businesses are becoming more and more common in the economies of almost every country. As people become more aware of women’s roles and economic status in society, they are also becoming more aware of their secret business potential. Women go into business because they know how to do it, have the skills to do it, and follow the rules. Women become business owners because of push and pull factors that give them the confidence to have a self-supporting job and stand on their own. The reasoning behind women making their own decisions about their lives and careers is that they want to be financially independent.

A “women entrepreneur” is someone who takes on a difficult job to meet her own needs and become financially independent. Entrepreneurial women have a strong desire to do a lot of good in the world and understand the importance of family and community ideals. With the help of the media, women are more aware of their own skills, rights, and problems at work. There are now successful women in every industry, from pickling to telecommunications. The growth of women business owners and their increased participation in business activities are both reliant on making the right efforts in a variety of key areas. Women business owners have been on the rise in both developed and emerging economies for several decades. Women business owners unquestionably help alleviate poverty, raise living standards, and generate new jobs. There is a global concern about the lack of female entrepreneurs. There is a significant discrepancy between how men and women are taught to be entrepreneurs in practically every country.

There is a significant gender discrepancy in the amount of business effort men and women put out in the Indian culture. The purpose of this analysis is to better comprehend the variables at play in the frugal success of women business owners in India. Women business owners create jobs, boost economies, and advance societies anywhere they operate. Their entrepreneurial endeavours are rooted in a multifaceted and artistic landscape, from the initial idea through the pregnancy process, business operations, and adventure expansion. As a result, the profitable and social landscape in which women’s entrepreneurship is rooted is heavily influenced by both gender and culture. According to the latest study on women’s entrepreneurship from the Global Entrepreneurship Examiner (GEM), 231 million women started or ran businesses in the 59 countries that were studied. Culture has many reasons for why women in different cultures are more or less likely to start their own businesses and why some businesses do better than others. Many of the walls and limits that women businesses face are based on their gender and their cultural, moral, and artistic values. Other research by Lucas (2003) shows that as more and more women are seen running businesses, the idea becomes more common and less strange. This miracle helps to change cultures in a way that lowers barriers for women by making things legal, so that the idea of women in leadership positions becomes more and more ingrained in the social and economic fabric of a culture.

Women who want to start their own businesses need methods that work well together and a culture that encourages entrepreneurs. This includes investments, human and financial capital, growth opportunities, and a mix of new and novel institutional and infrastructure foods. Unsexy parts of programmes, laws, and artistic opportunities are

often unclear and subtle, but they are deeply rooted in rules, practises, and morals. Unprejudiced legal and marketable systems that guarantee equal access to financial capital and promote artistic opportunities and practises that help women's businesses make up a productive and beneficial entrepreneurial ecosystem for women entrepreneurs. Rules and programmes that change the rules and costs of running a business can make it more or less appealing to women. Because of this, it's important for women to build professional networks and work in an environment that supports them. Networking helps women get around gender-based barriers to starting their own businesses by giving them access to funds, financial information, and cash, as well as helping them find new business opportunities. Women's networks are often made up of private areas like friendships, associations, and business or professional ties. Religion, mistrust, culture, and societal expectations all play a role. Because women are set up to face more barriers based on their gender when trying to get money for their businesses, like important gender bias in capital backing practises, they get less investment money and smaller bank loans.

To help women get past these problems, a good entrepreneurial landscape has programmes that urge financial institutions to give investment money and loans directly to women and that make and give out specific financial products for women entrepreneurs. Gender parity in funding practises that are especially beneficial for women entrepreneurs can be improved by encouraging more women to become investors and by creating financial institutions that are headed by women and invest in enterprises invented and owned by women. Roughly half of the world's population is made up of women. It's the same in India. As a result, they are celebrated as the moral centre of society. They had to stay within their homes and perform ménage à trois in traditional societies. They've shed their isolation from traditional communities and embraced the societal indoctrination of the modern world. Evidence from around the world shows that women are succeeding in a wide variety of professions that require advanced education and training. They are now fully immersing themselves in assiduity and efficiently running their businesses. Therefore, it seems appropriate to also study the growth of women entrepreneurs in the country while advocating for entrepreneurial development. They continue to be a minority of business owners. Discriminatory property, nuptial, and heritage laws and/or artistic practises; lack of access to formal finance channels; limited mobility and access to information and networks; etc. are just a few examples of the gender-based barriers that women entrepreneurs often face when starting and growing their enterprises.

Literature Review

Sarfaraz, Faghih, and Majd show in [1] that there is a data link between women starting their own businesses and equal rights for men and women. Using a correlation analysis, they have looked into how gender-related economic development and women's business actions are related. In [2], Raghuvanshi, Agrawal, and Ghosh use a DEMATEL method to look at what stops women from starting their own businesses. This paper looks at the problems that were found in earlier studies and tries to figure out who might have been hurt. Sharma Y shows a general study of women business owners in India in [3]. They pointed out the social rules that are still in place and that need to be prioritised and brought to people's attention.

In [4], Goyal M. and Parkash talk about the problems and opportunities in India that affect the lower class, which makes it hard for women to start their own businesses. In their paper, they try to understand what it means for women to be entrepreneurs, why women become entrepreneurs, why they don't make as much progress as men, how women can improve, and what programmes are in place to help women become entrepreneurs in India. They also do a small case study of women entrepreneurs in Ludhiana. In [5], Garca P. & Capitán do a prospective study of the things that can help women start their own businesses. The goal of their work is to find out what factors in the environment favour and help female entrepreneurs from a gender viewpoint. They showed a qualitative study that is based on 10 in-depth interviews that were checked on what they said from a relational point of view. Tambunan T has written about Asian women businesses in developing countries in [6]. It has centred on how they have grown and what their main problems are. The author's study is based on a review of current key literature and a look at the data. This paper is only about women who run small and medium-sized businesses. The author has also come up with three main important facts based on what he or she learned from this study.

Vossenbergs S talks about the gender gap and how to fix it in [7]. It mostly shows how advertisements are different. This paper talks about two things: Why do men and women still start businesses at different rates? And what

does the research tell us about the best ways to encourage women to start their own businesses? This paper claims, from a feminist point of view, that current policies to encourage women to start their own businesses do help individual women, but only if the bias against women in the context of entrepreneurship is not changed. In [8], most of Mathew V's work is in the Middle East and India. Understanding the problems and how to use ICT to help businesses grow is important. Their increased use and publication of ICT will help entrepreneurs gain an edge, do research, and join the global business world for technology transfer, training, teamwork, and development projects. Their case study about women in two Gulf countries will give a deeper understanding of the problem.

Objectives

1. To learn about the problems women entrepreneurs face by giving them an online poll.
2. To learn about how women businesses affect the economy.
3. To learn about the different government programmes that help women start their own businesses.
4. To learn about how people think by talking to them, and to list some success stories.

Success Story of Namita Thapar

She was born in Pune, India, on March 21, 1977. Satish Mehta is the father of Namita Thapar. Satish Mehta is the first person in his family to start a business. He is the founder of Emcure Pharmaceuticals in Pune. Namita Thapar grew up in Pune and went to school there from kindergarten through high school. After that, Namita Thapar went to ICAI and got a degree as a Chartered Accountant. The Fuqua School of Business at Duke University is where Namita got her MBA. Namita Thapar is a well-known person, especially in India, where she is seen as a leader for women in business. She is a relief and has worked in the health business as the Administrative Director, India Business for Emcure Pharmaceuticals. Her appearance on the Indian TV show Shark Tank has put her in the spotlight and given her a lot of attention.

Many aspiring business owners find her on-screen appearance interesting and motivating. She is also an investor in the show, and she has made some smart choices to help many rivals reach their goals. Everyone in the world, regardless of gender, who wants to be an entrepreneur can learn a lot from Namita's story. She has learned about the different parts of business and grown her range of work beyond where she started. Her choice to do volunteer work sets her apart from other successful people in her field. She knows what it means to be a good citizen, and she has always chosen to help new and aspiring business owners. She has always believed in the standards for women's health, and her job has shown what she thinks and how she feels. Namita Thapar is a very well-known name, especially when we talk about the rise of women in business in India. She is a good driver, and as the Administrative Director of Emcure Pharmaceuticals' India Business, she has helped the healthcare field. Her latest appearance on the Indian version of Shark Tank has shown too much about her.

People who want to be businesswomen find her charming and inspiring when she's on TV. She also plays a banker in the show, and she has made some smart investments that have helped many rivals reach their goals. She left her job in the United States and went back to India in 2007. After going to India, she went to work for her father's company, Emcure Pharmaceuticals Limited. She started out as the Chief Financial Officer (CFO) of Emcure, where she was in charge of the company's finances. Since then, she has held important roles in M&A, IT, global compliance, HR, and domestic marketing. She is a member of the Emcure Pharmaceuticals Limited Executive Board and now runs Emcure's business in India, where she is in charge of more than 4000 medical workers in 15 important healing areas.

Conclusion

Even though there were some problems, this study was able to show women from different social groups how they should act. If they think they are stuck inside walls, they need to change their mindset to achieve entrepreneurship. These methods have motivated business owners to improve their skills as entrepreneurs to the best of their abilities. Discussions will definitely make more women work, because they are just as qualified as men to take on duties. Personal events could make women want to start their own businesses. Case studies will get them to think more deeply and take them to the highest, most amazing places. The main goal was to show how important women can be to the economy. These people with good ideas could help the economy.

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The Relationship between Literature and Society

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Abstract

There is an intimate relationship between literature and society. In fact literature is the image of the society and this fact has been broadly acknowledged. Actually literature mirrors the good and bad values of society. Litterateur creates his literature living in the society. There is no importance of writer without any society. A writer expresses about all the topics, subjects and incidents in his literature, which are happening in the real society. In literature, it can be seen the pen – portrait of the character's happiness - sadness, success – failure. These all characters have been taken from the society. Literature is like an emulation of action of human beings and the literature tells about the picture of people, what they think, say and what are their works in the present society. If we want to understand how literature presents the society, it is essential to look at some important works of literature.

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Meaning of Society and Definition

Definition of society is of two types –First in simple words and second in specific words. In simple words society word is used as a group of people. In sociology, there is a specific meaning of the word society. In sociology society is a system that is based on the social relation between man to man. According to Giddings, “Society is an organization, a system of formal relations, in which helping persons are attached with each other.” Different types of social relations as Father. Mother, Son- Father, Brother- Sister and Mother – in – law, Daughter- in-law create a family because in them there is a quality of affinity and congeniality. After all, It is like a fellowship that creates between man and man through interaction and communication in the society that the writer seeks.

Form of Society

Where is the life there is society available. Social emotions are in all creatures more or less but sociality of human beings is so much developed. That is why man is called a social animal. There is a family relation in a man. A great story teller quoted, “Relation is a chain that gives a meaning to the existence of a person and a society.”

Characteristics of Society

The Characteristic of any society is that this protects the new society by learning from the troubles of the past and by giving up the old customs, vices and practices and to build a high and good society. Then a sublime and perfect society can be imagined and for all this literature motivates us and gives the right direction to the society.

Meaning of Literature

Now the question arises “What is the literature” Literature is a backscattering of , political ,social economical and cultural realities .It is a component and element of human’s self assessment and self realization and a mark of man’s success and failure. It presents man’s nature, capability, caliber and his destination. Literature is that in which a litterateur portrays the different social happenings according to his opinion and thinking. He writes about the social evils and problems in his literature through which the society can be aware and can be found the solutions of upcoming problems. A writer writes the changes, revolutions and different vices of society in literature. The write inspires the, future of society and informs the present time. The writer writes his thoughts, emotions and opinions in literature so that their emotions and ideas are propagated in the society, This makes the society rigid and there is a positive development in the society. In this way ancient society, medieval society and present society can be studied.

Characteristics of Literature

Literature teaches society about many aspects of life. It is used to present the facets of life that can be seen by the people , and even those that they can never dream of. It teaches people about the prevailing social, political and economic systems. The characteristic of literature is that through literature different situations of society can be explained and it has the power to take the society in the right direction. The writer gives the inspirations and motivation to the society by his own thoughts and emotions. He motivates man to lead a good life by improving his life. The main objective of literature is to develop the society and the country.

Importance of Society in Literature

The way literature is important in society, similarly the importance of society is in the literature. If there is no society, no literature can be created .literature is in complete without any society. Different social situations and social problems etc. are explained in the literature and the write motivates the society for fighting against these difficulties by revealing his ideas, so that a high and rich society can be imagined. In this way society contributes an important role in literature.

Relation between Literature and Society

Literature and society are complementary of each other. Works of writer effects the society, society is a representation of Literature and in the same way, in all languages and at all times literature and society both has an intimate relation. From the ancient time, literary creation is the human’s nature because this is the literature that is able to attract the attention of readers. Many definitions have been given to literature but according to Premchand, “The best definition of literature is the criticism of life.” Whether it is in the form of essays or in stories. It should criticize our life. The aim of literature is to make a sensible society. Writer is a representative of his contemporary time period. He is

more sensitive than any common person. Therefore he is more able to grasp the problems, emotions, assumptions of the age in a very controlled manner.

Here the question arises, “Is the writer a mirror of the society? No, the work of mirror is to show the things as it is but the work of writer is not only to show the vices of society but the function of the writer is to present the society in its new form. Its virtues and vices are presented in front of society according to his opinion. The author puts forwards such yards stick before the society according to his imaginations that can do good. In the history of Indian literature, it can be seen the victory of virtue over vice from the ancient period. Poet Tulsidas established such types of criterion in Ramayana that this criterion has given guidelines to the society till today. One another example can be taken There is a very famous poem”The Rape of the Lock” in English literature. This poem shows the intimate relationship between the literature and society .In this great verse, the eminent poet ‘Alexander Pope’ shows himself soundly as the spokesman of the contemporary age . This verse shows the artificiality of the society and the facetious aspect of femininity. We can see in this great verse the style and grace and the desolation, the meaning and the conceit, the resentment disloyalty and intrigues of the social life of the nobility of the eighteenth century in its actual form.

Role of Literature in Reformation of Society

Literature is produced in the society and this literature gets a shape with the emotions of the author. This creation plays the role of a guide in the reformation of society. We know that literature is a powerful medium which affects the society widely. This literature gives commencement to the process of age of enlightenment. It motivates the people. On the one side it underlines the happy outcome of the truth and on the other side by the ending of sadness of falsehood it gives learning and true education. Good literature helps in character development also. This is the reason that literature has a central role in the reformation of society. Society finds the sense of direction and reformation also from the literature. Literature educates the human values and ethics to the society and gives a message by underlining the contrast and paradoxes of the age by which society reforms and social development gets the proper speed.

The literature has three main characteristics and these qualities express the importance of literature. For example literature takes the inspiration from history, portrays the present and gives the path to the future. It has been said that literature is the mirror of the society but mirror shows the external deformity and qualities of human. On the other side literature pictures the internal deformity and good qualities of human. The important thing is that writer gives the proper place to the solutions for removing these deformities and expected changes in literature. Before the examining the role of literature in the reformation of society it is essential to know what is the form of literature? and What are the objectives of social philosophy?. The basic element of the society is the welfare of all. When a man expresses his heartily emotions by writing with the help of language, it is called literature in the form of creative informative expression. Social philosophy of literature is full of the rejection of such religious moral values which support the forms of absorption of the sharp thorns traditions and managements. The inspirations of life and literature are alike. There is a close relation between literature and society . The transparency of literature helps in the amelioration of the society as well as gives the solutions for vices of society. By the true picturization of society social reform and live expression of social context literature gives a new direction in the reformation of society. Literature lays the foundation of progress and development of society. In this regard from Ameer khusro to Tulsidas, Kabir, Jayasi, Rahim , Premchand, Bhartendu, Nirala and Nagarjun, they all gave phenomenal contribution in the reformation of society. These authors took steps to build for society going against official rules even by picking up individual loss. Sometimes the writer feels very close to the underprivileged section of the society that he experiences himself the miseries of those. Tulsi, Kabir, Kalidas and such authors socialized their personal experiences and they got places as the representatives of such types of underdeveloped categories here is a quotation by the great writer Premchand, “who is unprivileged, afflicted panic, the ad-vocation of such person is writer’s moral responsibility.” The true portrail of Premchan’s farmers and labours is the representation of those pains and sufferings through which even today the oppressed class is passing . In literature there is a protection of society’s diversities and visions of life, Literature provides a healthy artistic informative entertainment to the society. Literature is the guide of future and protector of culture It can be said that 18th and 19th centuries are the centuries of cultural and social build of Indian literature. These centuries have made social reforms as a subject as well as independence. The literature after 8th decades that can be said the current literature properly is engaged in fulfilling the role of society

building with priority. It is essential today that all should understand that literature is the determinant of values of society and it is also essential to protect the fundamentals because literature is an beautiful expression and emotions of thoughts which are revealer of truth of life.

Conclusion

Literature and society are integral parts of each other. Destruction of one can be the reason of another's end . That is why some ancient societies have not existance because the literature of those societies have been destroyed and corrupted. Literature is a reflection of society. Therefore, evidently the acts of society is like back up for any culture and traditions of any individual. It shows upon and the inhabitants of a assembling of society share definite likeness as to intuition, opinions, thoughts, standing, belief, imaginations, religion and so forth. Literature when connects with culture and contrasting features- both intellectual and cement- of society, not just represents indistinct subjects like disaffection, change and digestion in the public arena yet in addition mirrors the considerable issues, for example, , political and social and chronicled realities.

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Women Entrepreneurship in India: A Path to Success

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Abstract

Rise of women business visionaries has prompted a caused point of view in domain of business venture. Women's entrepreneurial endeavors have a significant impact on society and the economy. Even though women make up nearly half of the population in India, they are still very few and far between when it comes to starting their own businesses. The review is an endeavor to unravel the idea, profile and elements of women business venture in India, so the review targets breaking down the pervasiveness of women business in India. Business venture among women, almost certainly works on the abundance of the country overall and of the family specifically. Women today are more willing to participate in activities that were once thought to be reserved for men and have demonstrated that they are the most important contributors to the expansion of the economy. The underdeveloped nation's economic development relies heavily on entrepreneurs. Women entrepreneurs organize industries for a variety of reasons, including their expertise and knowledge, their business talents and abilities, and a strong desire to make a positive impact.

Keywords

Women entrepreneurship, economy, Business, society, MSMEs.

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Introduction

In this day and age, women are filling in pioneering area at a rising speed. They now play a significant role in the international business environment. Let's begin by defining a woman entrepreneur. A Women Business person might be characterized as a lady or a gathering of lady, who start, put together and maintains an undertaking. Women entrepreneurs are defined by the Indian government as those who own and control a business in which a woman holds at least 51 percent of the capital and provides at least 51 percent of the employment generated by the business to women. The status of women in India has changed since the 21st century due to urbanization and industrialization, mobility, and social laws. As the number of women in the workforce has also increased, an increasing number of women are enrolling in higher education as well as technical and professional education. Women have moved away from traditional cottage industries, handicrafts, and the kitchen to nontraditional higher levels of activities, small to medium-sized businesses, and small businesses, as awareness and education have spread. Even the government has emphasized the importance of providing women with specialized entrepreneurial training programs to enable them to start their own businesses. In recent years, financial institutions and banks have also established special cells to assist female entrepreneurs on the economic scene. About half of the population in our country is made up of women, who make up the majority. This substantial segment of our population has the potential to significantly contribute to the country's overall development. However, the majority of women in our nation eventually incorporate them into household chores and family traditions. These ground-breaking initiatives are not only making these women feel more confident about their individual economic freedom but are also indirectly contributing to the expansion of the national economy. In order to adapt to shifting trends and the challenges posed by global markets, women entrepreneurs must be equipped with the entrepreneurial traits and skills necessary to maintain and strive for excellence in the business world. In India, women make up 50 percent of the population. Regardless of it, women are as yet falling behind men in a few viewpoints. Women's literacy rates and employment opportunities have increased dramatically over time. Additionally, of late, they are effectively captivating in a few exercises separated from business. Women are including and entering in to business and laying out various kinds of enterprises. The governments of Andhra Pradesh and India have been encouraging women to work in factories. A few monetary partnerships are subsidizing for foundation of ventures. Consequently, women began laying out ventures and teaming up self and financial turn of events and emerging decisively. Despite the fact that women in India have played an important role in society, their entrepreneurial skills have not been properly utilized due to their lower social status. It is just from the Fifth Long term Plan (1974-78) onwards that their job has been expressly perceived with an obvious change in the methodology from women government assistance to women improvement and strengthening. The growth of women in entrepreneurship is now one of our plan's top priorities. In India, a number of policies and programs are being implemented to encourage women to start their own businesses. To ensure that women have the same rights guaranteed by the Constitution, attitudes toward women need to shift. The lack of funding for policy commitments is one reason why gender equality progress is sluggish. President APJ Abdul Kalam stated, "The empowerment of women is a prerequisite for the creation of a good nation; when women are empowered, society is guaranteed to be stable." India's policymakers and administrators have long recognized the significance of Micro, Small, and Medium-Sized Enterprises (MSMEs) to the country's economy. As a result, the Central and State Governments have actively supported their expansion over time. However, these measures have not performed particularly well. These businesses are still plagued by numerous issues that impede their performance and expansion today. The MSME sector continues to be plagued by numerous infrastructure, marketing, production, and finance issues. Some of them are relevant to groups of small businesses located in rural and underdeveloped areas, while others are more or less common to many small businesses across the nation.

Review of Literature

Rani (1996) discovered that the availability of leisure time motivated female business visionaries from higher income groups. Women entrepreneurs, on the other hand, are obliged to seek entrepreneurship because they have no other means of sustaining their family. Lall and Sahai (2008) do a similar analysis of the numerous concerns and obstacles of female entrepreneurship and privately-owned businesses. The study revealed psychological elements such as degree of commitment, entrepreneurial hurdles, and a future development strategy based on demographic variables.

Convenience sampling and stratified random sampling were used to collect data from female entrepreneurs operating in Lucknow's metropolitan region. The examination identified entrepreneur characteristics such as self-awareness, confidence, and functional problems for potential setups for growth and expansion. That is what the evaluation suggested, yet there has been a significant increase in the number of women choosing to work in family-owned businesses, despite the fact that they have lesser status and have greater functional issues in operating a firm. Greene and colleagues (2003) evaluate the exploration and distribution commitment in the females business arena. The study classified several research materials and publications connected to women's entrepreneurship using gender discrimination, personal characteristics, financing obstacles, business unit, setting, and feminist perspective.

Objective of the Study

1. To understand the women entrepreneurship in India.
2. To know the problems of women entrepreneurs in India.
3. To assess the Organizations Promoting Women Entrepreneurship in India.

Research Methodology

This study focuses on different aspects of women's entrepreneurship, drawing on secondary data from different books, national and international journals, public and private publications available on different websites and libraries. Based on comprehensive research. This study is also a desk study based on secondary information from various papers, journals and websites. The Indian economy has undergone dramatic changes since mid-1991 with the new policies of economic liberalization, globalization and privatization initiated by the Government of India. India has a great entrepreneurial spirit. Women's economic participation is currently characterized by low labor force participation, over-concentration in the unorganized sector, and employment in lowskilled occupations. Any strategy aimed at economic development will be one-sided that does not include women, who make up half the world's population. There is clear evidence that entrepreneurship is not a woman's prerogative. Over the past 30 years, women's entrepreneurship has increased, and the number of women-owned enterprises has increased, contributing significantly to economic growth.

Problems of Women Entrepreneurs

Women deal with issues as business people as well as women themselves, and subsequently, contrasted with men, the issues of women business visionaries are various. The issues range from preparing different assets, including issues of capital, promoting, unrefined substances, deals, work, specialized, contest, new innovation, land, sheds, water, power, burdens, an absence of family support, an absence of government support, and so forth. Thus, their concerns emerge both from the inside and outside and furthermore vary from one endeavor to another.

Administrative issues are because of an absence of information and involvement with general administration, an absence of talented work, truancy and low work turnover, an absence of obvious goals, and transportation issues for women.

Creation issues: insufficient accessibility of land, plots, and premises; sporadic stockpile of an adequate number of information sources; deficient specialized help of creation distinguishing proof; absence of upgradation of innovation innovative work and quality control; unfortunate stock administration.

Showcasing Issue: Trouble in showcasing their items because of absence of enough information on the most proficient method to advertise their items and furthermore handing-off on nearby business sectors; weighty rivalry from large ventures; double-dealing by mediators; challenges in the assortment of duty; deficient deals advancement roads; and an absence of product market support.

Issue of government help: Both the focal and state legislatures are executing different help plans for the advancement of women's business. Yet, practically speaking the respondents face numerous hardships in acquiring government help due to redtapism at different levels, shifty guides, issues because of untrustworthy authorities, convoluted and tedious long techniques in getting the help and so forth.

Issue of Work: over this review, it has been seen that the women business visionaries in the chosen bunch face different work issues in their units.

Kind of Work Issues Confronted: The HR of an association are the main assets for a firm. How much work done, ability, abilities, and drive, as well as capable and devoted execution with respect to the workforce, go far toward the fruitful achievement of the targets of the modern units. The different kinds of work issues certainly impede their prosperity.

Issue of Unrefined components: For continuous creation, there is an earnest requirement for ordinary and constant stock of natural substances, adequate reinforcement supply of unrefined substances in the midst of expected changes in value, a tedious methodology for the obtainment of unrefined components, and varieties in the costs of unrefined components at better places. Vulnerability in every one of these, as well as an absence of showcasing experience, contest from laid out and enormous units in the acquisition of natural substances, and the non-accessibility of unrefined components, are requirements to the business visionaries, particularly at the underlying stages. The trouble in the handling of natural substances is a lot of felt by women business visionaries. Since the associated business relies upon horticulture during slow times of year, the stockpile of unrefined components isn't adequate, and getting them at sensible prices is truly challenging.

Less Certainty: Women business people are not sure about their solidarity and ability. Their relatives don't remain by their enterprising development. Lately, however the circumstance is changing, women have needed to confront further change for expanded enterprising development. **Non-Accessibility of Money:** They need admittance to reserves since they have no substantial resources or credit on the lookout. Not very many women have unmistakable property in their grasp. Thus, they are experiencing insufficient monetary assets and working capital.

Rivalry from Male Business people: Contest from male partners creates obstacles for women business visionaries in the business the board cycle. Women business people need to confront the limitations of contest from male business people because of their lower authoritative abilities. **Versatility Requirement:** Indian culture is a moderate society, which confines the portability of women business visionaries. Women are less portable than men. The certainty to travel constantly and to various districts and states is deficient in women contrasted and men.

Major Businesses Run by Women in India

In India, women operate 45% of start-ups, with over 50,000 being acknowledged by the government. In 2021, the country saw the most female-led start-ups become unicorns. The following are major female-led start-ups.

Brand	Founder / Co-founder	Date of Establishment	Total Funds Raised	Market Valuation
 BYJU'S The Learning App	Divya Gokulnath	2011	US\$ 8.5 billion	US\$ 18 billion
 NYKAA	Falguni Nayar	2012	US\$ 148.5 million	US\$ 12.5 billion
 UbiKwik	Upsana Taku	2009	US\$ 380 million	US\$ 750 million
 ZOLO	Isha Choudhry	2015	US\$ 90 million	US\$ 100 million
 thrilophilia	Chitra Gurnani Daga	2009	US\$ 1.24 million	US\$ 4.48 million

Financial Institutions Assisting Women Entrepreneurship in India

For the past several years, financial institutions have been playing a pivotal role in giving financial assistance and consultancy services to women entrepreneurs. These institutions include:

- i) National Small Industries Corporation (NSIC)
- ii) All-India Development Banks (AIDBs), viz. IDBI, IFCI, ICICI, IIBI, IDFC and SIDBI

- iii) Specialized Financial Institutions(SFIs),viz. Exim Bank and NABARD
- iv) Investment Institutions, viz. LIC, GIC, NIC, NIA, OIC, UII and UTI
- v) Regional/ State-Level Institutions, viz. NEDFI, SIDCs and SFCs
- vi) Commercial Banks
- vii) Co-operative Banks, etc.

Policy for Development of Women Entrepreneurs

In a research paper presented at the 9th AIMS International Management Conference held from January 1 to 4, 2012, Dr. Nagendra Kumar Ja of Patna University stated that: explained the strategy. You can understand the production process and production management. State-owned financial companies and financial institutions should enact legislation to extend purely traderelated loans to women entrepreneurs. Financial institutions should provide more working capital assistance to both SMEs and large corporations. Provision of micro-credit and business credit systems for women entrepreneurs at the local level. Industrial zones may also provide marketing opportunities to display and sell products made by women. Counseling cells for women entrepreneurs can be set up to address a variety of issues faced by women entrepreneurs statewide. Entrepreneurship education should start early in secondary school through well designed courses that use behavioral games to build confidence.

Steps Taken by the Indian Government

There was a need to accelerate the growth and development of women entrepreneurs, as entrepreneurial development is impossible without the participation of women. To that end, it is necessary to create an environment in which women can actively participate in entrepreneurial activities. Promoting women's entrepreneurship in India requires government and nongovernmental organizations, as well as funding and regulatory bodies, to step forward and play a supportive role. The Government of India also has various training and development programs and generational employment programs for women to help them set up ventures.

Specific Target Groups: It is proposed that all major development programs in the country should specifically target women.

Conclusion

Women, who make up practically half of India's populace, assume a significant part in the country's financial turn of events. India is a male-overwhelmed society, and women are viewed as monetarily and socially reliant upon men. Women business visionaries deal with numerous issues, for example, an absence of instruction, social boundaries, legitimate strategies, high creation costs, a male-ruled society, restricted administrative abilities, and an absence of self-assurance. Different variables are impacting women business visionaries, including pull and push factors. A fruitful money manager in India As innovation speeds up our lives, women are another financial amazing powerhouse by policymakers. At the point when women business people get backing and support from their families, networks, legislatures, and monetary foundations, such responsibility opens up new roads and makes the organizations they run more attractive and beneficial. Assuming the issues of women business people are tended to appropriately, they can turn out to find success women business visionaries much better than their male partners.

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Menstrual Hygiene Practices among Teenager School going Girls: A Study from Hill Station in the Context of Pauri District of Uttarakhand

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Abstract

Background: Menstrual practices are recognized as using a hygienic and suitable menstrual management product with the required privacy and WASH facilities during menstrual flow among women and adolescent girls. Objectives: This study planned to find the different menstrual absorbent products practiced by teenage schoolgirls, to identify their period hygienic routine, and also find disposal methods of used sanitary products by adolescent girls. Methods: This cross-sectional study occurred from July to September 2019 at a hill station in Pauri district, Uttarakhand, consisting of four blocks. This study included 120 teenage girls in grades nine and ten from eight government schools. A self-structured questionnaire administered to collect information from higher-secondary schoolgirls chosen randomly, and examine their MHM patterns and practices. Results: Out of 120 teenage girls, only 25% had a separate toilet inside of home and there was in hills one-third (75.83%) area faced problems regarding water availability at home. Although 60.83% of girls were engaged with sanitary pads 35% of participants still used the piece of cloth to absorb their menstrual flow. 40.83% of school adolescent girls did not bath during their periods and also 42.5% took a bath after three days of periods. Conclusions: School girls had poor disposal patterns of used menstrual material. They used to throw it in the open and flush it down into the toilets which leads to the danger of being closed of the sewerage system of the school toilets. Behavior modification initiatives and regular reinforcement of health educational programs in schools, are required.

Keywords

Teenage-girls, Menstrual Blood, Menstrual Hygiene Practice, Self-hygiene, WASH Facilities, Hill Station.

Reference to this paper should be made as follows:

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Introduction

Teenage is a unique phase of life between the ages of thirteen-nineteen years that comes after childhood with a lot of developmental changes. These changes are beings to convert a child into an adolescent. Menstruation is one of the most significant biological changes in every female's life. The first menstruation is called menarche, which starts at the mean age of 13 to 15 years. It is a normal and natural process as the key to reproductive health. Teenage girls have to face many problems regarding managing their periods. In the present survey, they agreed to worse experiences of their first periods when their skirts, bed sheets, and sitting chair got messy and dirty with blood stains during their daily routine work activities. Moreover, in most cases, school-going girls faced taunting and teasing with shameful cognomens by their classmates due to unsupportive surroundings. The previous related studies showed that 92.5% and 84% of girls could not change their pads in schools, and 23% and 45% of adolescent girls skipped their classes and school due to dysmenorrhea and poor facilities in Uttarakhand (Singh, Mandal, Sadiq, and Negi).^{1,2,3,4}

In respect of using menstrual absorbents, on the national level in India, 88% of menstruating females are replacing of sanitary pads by using domestic alternatives such as rags or pieces of old cloth, old newspapers, tissue papers, parched leaves of plants, ash, and wood dust in India (Dasra Report).⁵ In this sense, most adolescent girls use sanitary pads as prime level, and secondly, old clothes absorb the flowing monthly blood. According to reviewed study, 59.33% were using pads and 62.67% of cloth pieces during menstruation observed by Mandal and similarly perceived by Singh, Juyal, Madhavi, Dasgupta, and Deshpande.^{6,7,8,9} These findings are clear that menstruated adolescent girls are away from the more suitable absorbents like-wise reusable pads, menstrual cup, menstrual disc, tampon, and menstrual panties as compared to sanitary pads. The present study found the same thing wherein none of the respondents used the above product to absorb or collect the flowing blood, even no one was aware of them. There is a need to do aware of school-going girls about giving the different options regarding menstrual products because menstrual awareness and knowledge are associated with good menstrual hygiene management practices, and good practices are associated with health.

On the other hand, teenage school girls are living with unhealthy practices due to a lack of awareness wherein about 48.67% of cloth pieces users among adolescent girls stowed their reusable rags in the bathroom until the next period. And most of the fabric users of girls chose to dry their bloody rags in a hidden or dark place at home. At the same time, some adolescent girls are negligent in bathing and cleaning their hands and genital area properly. In this regard, during menstruation, respectively about 22.6%, 15%, 22%, 33%, and 43.2% of adolescent girls used to clean themselves without soap, according to Sadiq, Dasgupta, Deshpande, Kanchan, and Shanbhag.^{10,11} Similarly, from the environmental point of view, school-going adolescent girls are practicing unusual and unsatisfactory disposal techniques of used napkins due to the absence of necessary arrangements or facilities in their surrounding areas.

In the present study, we found the menstrual practices among teenage school girls based on hygienic habits, healthy lifestyles, and following internal and external barriers during menstruation. And also, efforts have been made to improve them according to the MHHM agenda after they detected the deficiency in menstrual hygiene practices of school girls.

Objectives

- To assess the menstrual absorbents used by hill adolescent girls.
- To assess the menstrual hygiene practices among school-going teenage girls.
- To identify the disposal patterns of used menstrual absorbents in school-going adolescent girls.

Limitations

- Government higher secondary school girls were selected from hilly areas for this survey.
- School-going teenage girls were selected who had reached menarche and were present in the class at the time of the survey.

Methodology

The present research is a cross-sectional descriptive study based on menstrual hygiene practices. For this, the researcher contacted the DEO of the Pauri district and the principals of the selected schools for selection of the sample.

After receiving the permission letter, a questionnaire-based survey was done among teenage girls in the government schools of Uttarakhand state, India. There was in Pauri district, out of 15 blocks, four blocks- Khirsu, Pauri, Pabo, and Kot selected for a selection of 12 schools. And out of 400 adolescent girls, 120 teenage females were selected in the age group of 11 to 17 years with the help of a random sampling technique from 6 schools. A self-devised questionnaire was applied scientifically to gather the information from sample units.

On the day of data collection, objectives and instructions of the instrument were explained to the class then the questionnaire had distributed to the adolescent girls. Also, the respondents were made aware that the material will use only for research work and their responses will be kept private. In the end, received quantitative data was analyzed through percentile and proportionate using MS Excel Windows 10.

Result and Discussion

The present study is conducted among 120 adolescent girls from the hilly area of Pauri, Uttarakhand. Under the socio-economic status age wise distribution showed that a similar 29.17% and 30.83% of girls belonged to pre-adolescent (11-13) and middle-adolescent groups of 14-15 years. And 40% belonged to the late adolescence group of 16 to 17 years. 55.83% of adolescent girls were studying in 9th to 10th standard, and 44.17% were following intermediate (11th to 12th), where a maximum of 66.67% of girls' stream was art side, followed by 23.33% science side, and further only 10% of girls were commerce background [Table-1].

The table depicts that a maximum number of about 90 (75%) of girls belonged to rural areas, and only 30 (25%) belonged to urban areas. The majority (56.67%) of the girls had a family income of below 10,000/month, 32.5% had 10,001 to 20,000/month, 12.5% had 20,001 to 40,000/month, and only 8.33% of all had their family income of above 40,000 in a month. There were in all participants who were following Hinduism, and a majority of them (63.33%) went from general, 12.5% from OBC, and 24.17% girls went from SC/ST social category. 51.67% of girls belonged to the nuclear family and 48.33% to the joint family.

The study observed that teenagers' families had low to medium social status economically, and a majority of them, 89.17% had their own homes, but 10.83% lived in rental homes. Only 25% of families had a toilet inside of their homes, whereas the majority (75%) had toilets made outside of their homes. In the context of water availability, only 24.17% had water facilities at home [Table-1].

Table 1.0 Socio-economic Status of Adolescent Girls (N=120)

Socioeconomic Aspect	Frequency No.	Percentage (%)
Age of Participants (Years)		
11 to 13teen	35	29.17
14 to 15teen	37	30.83
16 to 17teen	48	40
Education (Class)		
9 th to 10 th	67	55.83
11 th to 12 th	53	44.17
Education Stream		
Art side	80	66.67
Science side	28	23.33
Commerce side	12	10
Area		
Rural	90	75
Urban	30	25
Family income (Rupees/Monthly)		
Below 10,000	56	56.67
10,001 to 20,000	39	32.5
20,001 to 40,000	15	12.5
Above 40,000	10	8.33

Social Category		
General	76	63.33
OBC	15	12.5
SC-ST	29	24.17
Family Nature		
Joint	62	51.67
Nuclear	58	48.33
House Status		
Owned	107	89.17
To rent	13	10.83
Toilet in Home		
Inside the House	30	25
Outside the House	90	75
Lack of Water		
Yes	91	75.83
No	29	24.17

Source- Primary Data, 2019; Uttarakhand (Socioeconomic status of the Adolescent Girls)

In the present study was found that only 9 (7.5%) of the mothers and 11 (9.16%) of the fathers of adolescent girls had higher education, whereas 30 (25%) of mothers and 53 (44.17) of the fathers were educated till the board. The majority of 58 (48.33%) of the mothers and 44 (39.17%) of the fathers had only primary to secondary school education, whereas a majority of 23 (19.17%) of the mothers compared to 9 (7.5%) of the fathers were illiterate [Fig. 1.0].

Fig. 1.0 Percentage Distribution of Parental Education of Adolescent Girls (N=120)

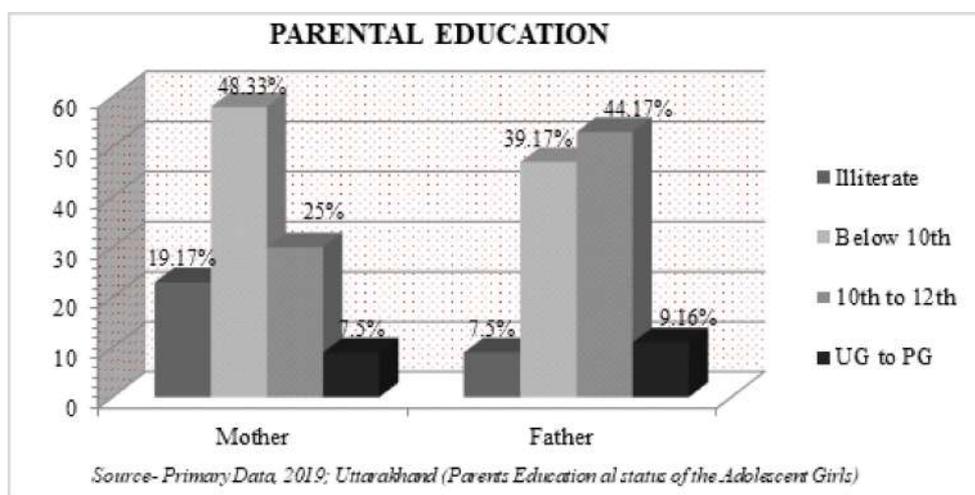


Fig. 2.0 Percentage Distribution of Parental Occupation of Adolescent Girls (N=120)

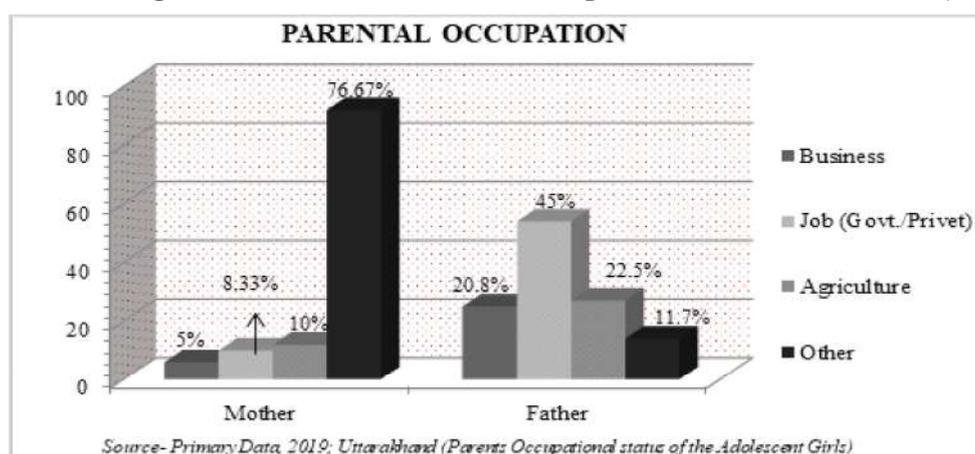


Figure 2.0 shows the occupational distribution of the parents where only 5% of mothers and 20.8% of fathers were involved in unskilled self-employs, 8.33% of mothers and 45% of fathers were on jobs (private or government), whereas 10% of mothers and 22.5% of fathers were engaged in agriculture. And the majority (76.67%) of mothers of adolescent girls were house-makers, and 11.7% of fathers engaged in other occupations.

Menstrual Practices

Figure 3.0 shows the distribution of menstrual products, which had used by adolescent girls during their first menstruation, 32.5% of the girls used cloth pieces and 10.83% of paper, newspaper, and tissue paper based on accessibility at the time. Further, 56.67% of the girls had used sanitary napkins in menarche. On the other hand, 42 (35%) out of 120 adolescent girls were using cloth pieces and 73 (60.83%) sanitary pads or napkins to absorb the menstrual blood. Only 5 (4.17%) of girls are used homemade pads during their periods, and no one goes with menstrual cups, tampons, or menstrual pants [Fig. 4.0].

Fig. 3.0 Percentage Distribution of the uses of Menstrual Absorbents among Adolescent Girls in their First Menstruation (N=120)

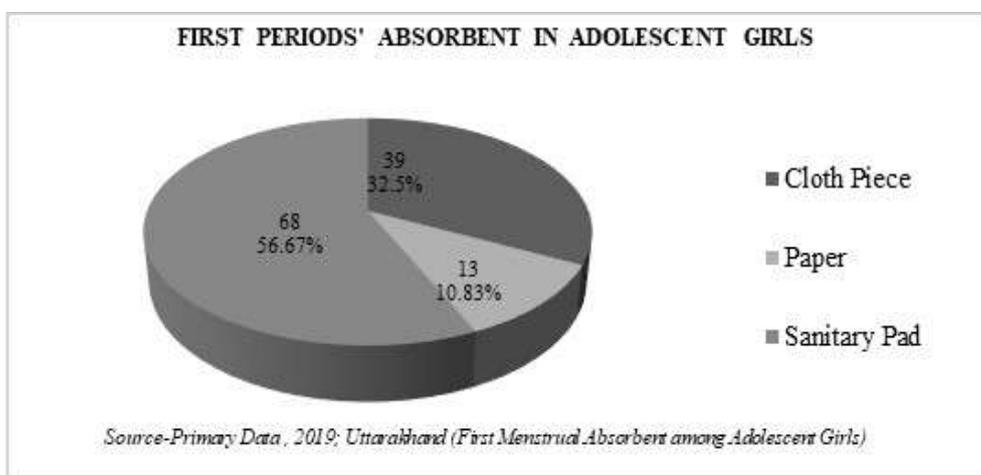
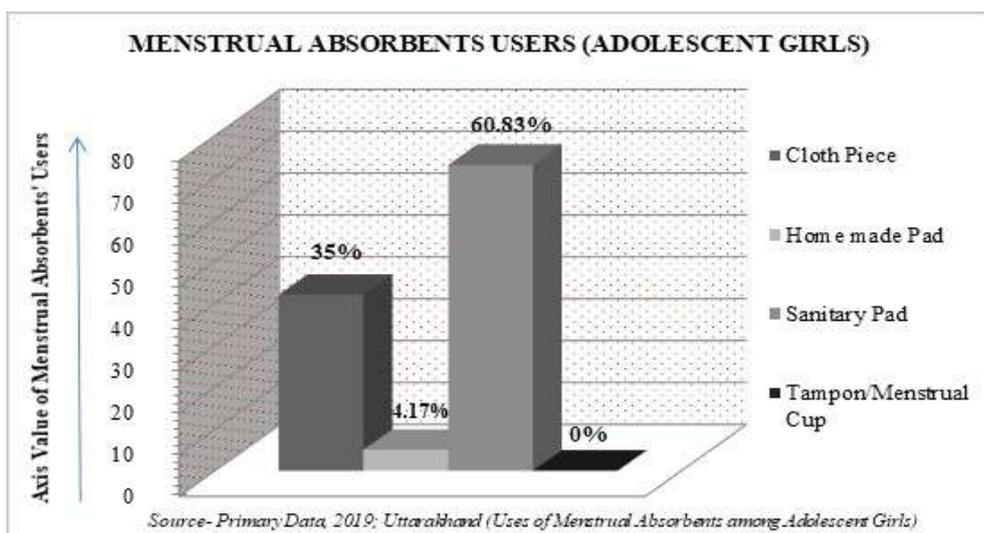


Fig. 4.0 Percentage Distribution of Menstrual Absorbents used by Adolescent Girls (N=120)



According to Table 2.0, forty-two school girls who used cloth pieces during their periods, a high no thirty-four (80.95%) washed and reused them. Out of them, 67.64% of girls reported that they washed their used cloth pieces with the help of soap and water, but due to poor menstrual hygiene management knowledge and practices, 32.36% of girls were clean their used cloth pieces only with water. Similarly, only 29.5% of them dry it in open sunlight, but a majority of 70.5% of users dried it in hidden or dark places and behind other clothes.

In the context of sanitary pads users (73), only 28 (38.35%) school girls reported that they are purchased sanitary pads themselves, and out of them, only 9 (32.15%) girls are used to purchase pads from male and female both shopkeepers, whereas the majority, 19 (67.85%) of girls were going to female shopkeepers only [Table- 3.0].

Table 2.0 Percentage Distribution of Cleaning Method of Menstrual Absorbent (Cloth Piece) N=34

Cleaning Method of Cloth Piece	No. (Cloth Piece Re-users)	% (Cloth Piece Re-users)	N=34 (100%)
With soap	23	67.64	34 (100%)
Without soap	11	32.36	
Dry in Open	10	29.5	34 (100%)
Dry in dark/hide	24	70.5	

Source- Primary Data, 2019; Uttarakhand (Cleaning Method of Cloth Piece as Menstrual Absorbent among Adolescent Girls)

Table 3.0 Percentage Distribution of Sanitary Pads Buying among Adolescent Girls (Sanitary Pad Users) N=73

Sanitary Pad Buying by Self	Answer	N=73 (60.83%)	Shopkeeper Baya (N=28)	
			Only Female	Male-Female Both
Yes		28 (38.35%)	19 (67.85%)	9 (32.15%)
No		45 (61.65%)	-	-

Source- Primary Data, 2019; Uttarakhand (Frequency of Sanitary Pads' Buying among Adolescent Girls)

Disposal Pattern of Sanitary Products

Regarding the disposal pattern of used sanitary pads or clothes, a majority (52.5%) of adolescent girls were like to dispose of their used absorbents into the dustbin, and only 7.5% and 5% practiced burning and dumping, respectively. But regarding unusual disposing patterns, 20% of school girls had reported that they used to flush it down the toilets, and 15% used to dispose of them in the open or throw them in a bush/behind the trees [Fig. 5.0].

Fig. 5.0 Percentage Distribution of used Sanitary Products' Disposal Method among Adolescent School Girls (N=120)

Self-Hygiene Practice

Table 4.0 Percentage Distribution of Self-Hygiene Practices during Menstruation among School Adolescent Girls (N=120)

Items	Self-Hygiene Practices During Menstruation (N=120)				
Areas of Self-Hygiene	When You Change Absorbent	Cleaning Genital Area with	Washing Hand	Take a Bath	Washing Hair

Frequency of Hygiene Practices	2 to 3 Hour	4 to 5 Hour	Twice a Day	Normal Water	Lukewarm Water	Soap or Cleaner	With soap	Without soap	Daily	After Three Days	Don't Bath	Yes	No
No	22	21	77	72	30	18	96	24	20	51	49	18	102
(%)	18.33	17.5	64.17	60	25	15	80	20	16.67	42.5	40.83	15	85

Source-Primary Data, 2019; Uttarakhand (Self-Hygiene Practices among Adolescent Girls during Periods)

It was observed in the present survey that the majority of 64.17% of all the school adolescent girls were changing their menstrual absorbent twice a day or after feeling wet during menses. Apart from this, 18.33% and 17.5% of respondents used to change their blood protection materials the interval of 2-3 hours and 4-5 hours, respectively. Regarding cleaning the external genital area, 60% of girls used to clean them with plain water, 25% used lukewarm water, and 15% used soap or genitalia cleaners. All the girls reported hand washing during periods. A majority (80%) of girls washed their hands with soap and water after changing their pads, but 20% of girls used plain water to wash. Only 15% of the girls were free to wash their hair during menstruation, and a majority (85%) were restricted from hair washing [Table- 4.0].

Conclusion and Recommendations

Knowledge, Attitude, and Practices (KAP) are the base of Menstrual Health and Hygiene Management (MHHM) researches, wherein knowledge is the primary aspect that can be influenced by single information and facts and could be easily changed. After reviewing the menstruation-related literature, we found that females practice many socio-cultural beliefs and misconceptions respecting menstruation which are preventing from cooking, eating questionable food, bathing, worshipping, and other work activities to them. These menstrual restrictions are created by negative attitudes and perceptions of a society that considers periods dirty and impure. Since a person's concept about any object or fact beings with his knowledge, there is a need to provide scientific knowledge to girls from pre-adolescence to break the myths and taboos prevailing in society regarding menstruation.

However, all participants had toilets at home, but still, they were facing privacy issues and other problems because of improper toilet facilities. In this respect, according to the study, 75% of adolescent girls answered that toilets made outside of their homes and water insufficiency in the area. According to the school observation, the researcher also found that schools had a lack of WASH facilities in schools. Due to this, girls had a long gap to change their napkins, leads to leakage and stain fear on their uniform to them, and also they faced the etching problem in their genital area.

In such a situation, the dropout rate of adolescent girls from higher secondary schools also increases. According to the Dasra Report 2018, In India, 23 million females drop out their school per year at the time when they menarche.⁵ The presented facilities in the hills area were not good regarding the disposal system of used menstrual absorbents among teenage girls. The study found that 20% and 15% of the respondents used to flush it down in toilets and throw it in the open, respectively. During the survey, it also observed that some schools had incinerators to dispose of the used pads, but girls could not use them due to technical issues. So, there is an urgent need to find a permanent cyclic solution based on menstrual practices' status among teenage school-going girls. And also, menstrual knowledge, attitude, and practice need to improve among them for better MHHM.

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