

Volume 6, Issue 2 (VIII)
April - June 2019

ISSN 2394 - 7780



International Journal of
Advance and Innovative Research
(Conference Special)
(Part - 4)

Indian Academicians and Researchers Association
www.iaraedu.com

International conference

ON

Emerging Trends and Innovations in Social Sciences, Engineering,
Management, Agriculture & Medical Sciences

(SEMAM – 2K19)



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Eminent academicians and educationalists providing fine education and an illustrious evolution with the changing times are the two pillars on which Universal Group of Institutions stand upon since being established in 2009. In this ever changing world, dynamicity of minds holds the most importance to habituate oneself. The Joint International Conference on **Emerging Trends and Innovation** with Globally Multidisciplinary Research and Education Association (GMREA) is a fine opportunity. The conference will not only succour the Researchers but all who strive to make a change be it experts of various fields, policy makers, stakeholders or students. To redesign, we need determination and zeal to learn and listen to fresh point of views, to grasp and to achieve. To give you an opportunity to hark to new ideas and trends is what we aim to achieve through this conference being held on an international level providing exposure to varied ideas that exist in the world. To embark upon it and understand distinguished techniques lies in your hand. With an interactive interface, we allow you to learn from different countries, universities on your own terms. We open the gates to a new culture, the one which is coherent to ideas never heard of, theories never read of and allow you to seize the day by presenting your own work, getting feedback and take you one step forward towards your goal for this conference will help you in being part of the circle, be known and explored. We all have experiences, we all have views. All we need is a pull from our bubble, a platform to project what we think and this conference stands as a pedestal to showcase your research. The Universal Group of Institutions aims to share knowledge, illustrate the field of Multidisciplinary Research directed for academicians, researchers and scholars working in any aspect and adduce them to a world unexplored. These proceedings, I trust, will be an impetus to stimulate further study and research in all these areas.

We thank authors and participants for their contributions.

Your's Sincerely

Dr. Gurpreet Singh
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Dr. Virender Kaur

Director Academics

It's with deep satisfaction i write this foreword to the proceedings of International Conference on Emerging Trends and Innovations in Social Sciences, Enginnering, Management, and Agriculture & Medical Sciences held on 26-4-19 in Universal Group of Institutions in collaboration with Globally Multidisciplinary Research and Education Association (GMREA).The dedicated preparation led to a successful conference with broad participation. The papers contained in these Proceedings cover a wide range of topics. The authors have provided state-of-the-art contributions, and this volume could not be produced without their commitment to explore the emerging trends and innovations in higher studies. It also aims to encourage the advancement and exchange of knowledge and experience in the areas of various disciplines among academics, professionals and students.

We thank the key-note speakers of the penalaries, members of editorial board and committees for their cooperation in this conference in different ways.

Dr. Virender Kaur

Director Academics

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Dr. Kompal Wadhawan

Principal

Universal College of Education

Learning is not attained by chance; it must be sought for with ardour and attended to with diligence. To learn one must be determined to step out in the world full of unexplored fields and uncharted territories. It's only then one witness's augmentation widening their horizon. International Conference on Emerging Trends and Innovations in Social Sciences, Engineering, Management, Agriculture and Medical Sciences (SEMAM2K19) held in Universal Group of Institutions on 26th April 2019 is a stride in the direction of development and advancement. We are very pleased to introduce the proceedings of the International conference with a hope that these proceedings will provide you with an extensive documentation of the original articles of archival value covering research and development topics, which span all areas of Emerging and Innovative Trends in higher education. In addition to new advances in traditional and more established areas of Teacher Education, we seek to include unfathomed findings on emerging and interdisciplinary issues giving all achievers amongst us an opportunity to master their grasp on everything that the world allows us to learn. The Journal is designed to ameliorate the emerging trends of area of study and pave a road for innovative methods and ideologies fabricating the Teacher's Education in a unique demeanour encouraging researchers and authors to submit fundamental and practical aspects together. Through a careful selection of manuscripts, our utmost goal is to adduce and acquaint everyone with all the issues related to theme, sub-themes and contemporary issues under one blanket in the finest way possible.

A venture can never be successful without guidance, persistence, expertise and cognition. Similarly, a proceeding cannot transcend to the top without having an outstanding and enlightening group of Associate Editors and Advisory Board members. I would like to take this opportunity to thank Dr Gurpreet Singh, Chairman, Universal Group of institutions, Dr. Verinder Kaur, Director Academics, UGI and Dr. Manju Dhingra President, GMREA. I am forever indebted to the whole organising committee for their devoted, zealous and professional work of countless hours. They form a truly remarkable group of colleagues, the best in their fields as prolific writers and exemplary teachers. I feel honoured to be a part of this journey which is a joint effort of all eminent teacher educators, authors and researchers for no one can whistle a symphony, it takes a whole orchestra to play it.

Dr. Kompal Wadhawan

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PROMOTING RESEARCH FOR SOCIETY



Dr. Manju Dhingra
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Being the **President** of **GLOBALLY MULTIDISCIPLINARY RESEARCH AND EDUCATION ASSOCIATION (GMREA)**. I would like to thank **Dr. Gurpreet Singh**, Chairman, Universal Group of Institutions, **Dr. Verinder Kaur**, Director Academics, UGI, **Dr. Kompal Wadhawan**, Principal, Universal College of Education, the members of organizing committee and editorial board for their constant support. I feel honored and privileged to serve the best recent developments in the areas of multidisciplinary research through this exciting program.

International conference on **Emerging Trends and Innovation in Social Sciences Engineering, Management, Agriculture and Medical Sciences (SEMAM 2k19)** organized by Universal Group of Institutions jointly with Globally Multidisciplinary Research and Education Association (GMREA) is an excellent and inspiring platform for the Researchers and Academicians to explore their research and then to bring together their ideas collectively in the form of the proceedings.

The conference represents the efforts of many people. We further thank the invited key-note speakers for sharing their insights with us. Finally the conference wouldn't be without the excellent papers contributed by authors. We thank all the authors for their contribution and participation in SEMAM 2K19. We hope this program will further stimulate the research and GMREA will always strive for opening the best of publishing opportunities.

Dr. Manju Dhingra

President

Globally Multidisciplinary Research and Education Association (GMREA)

www.gmrea.co.in

Released on 26th April 2019

International Journal of Advance and Innovative Research
Volume 6, Issue 2 (VIII): April - June 2019 Part – 4

ISSN 2394 - 7780

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International Journal of Advance and Innovative Research

Volume 6, Issue 2 (VIII): April - June 2019 Part - 4

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Journal - 63571

UGC Journal Details

Name of the Journal : International Journal of Advance & Innovative Research

ISSN Number :

e-ISSN Number : 23947780

Source: UNIV

Subject: Multidisciplinary

Publisher: Indian Academicians and Researchers Association

Country of Publication: India

Broad Subject Category: Multidisciplinary

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THE FORMATION OF PARTICULAR LEARNING METHODS FOR EDUCATION OF BLIND CHILDREN

Shruti Sinha

ABSTRACT

The aim of the research is to provide a proclaim view on the methods for learning for blind children. The economic factors have impacted blind education in India. The consequence of social and political ignorance for blind children leads to incomplete education and illiteracy.

As per the research it can be concluded that the role of family, specialized teachers and school for special education in educating blind children is crucial for their academic achievement, building good grades which would further contribute to their employment. With several innovations on learning techniques, braille method has always been the oldest and common used. Apart from braille the use of virtual reality methods for spatial knowledge have been quite frequently used to teach blind children. It can be recommended that in order to fit into the excessive competition of achieving educational success for future development, it is equally important to educate blind children by making them specially-abled through several learning techniques utilizing other skills apart from visualization. In this research paper we will discuss about the vital role of information and communication technology.

1. INTRODUCTION

“If you are not eager to learn, no one can help you. If you are determined to learn, no one can stop you not even the disability”.

We perceive up to 80 per cent of all impressions by means of our sight. The significance of forming learning methods for blind children instant leads to the promotion of literacy. There are 37 million people across the globe who are blind, of which 15 million blind peoples are from India. Education is a basic human right not only for the sighted people but also for the blinds or partially sighted people. A document titled “The Right to Education for Persons with Disabilities” published by UNESCO (2015) holds that no one must be denied access to education because of disability. Though some technologies are making the education for the blinds easier day by day, the visually impaired students are not becoming fully dependent on educating themselves. Self-education techniques should be developed so that the blind learners need to take less help from the people around them. Determining best medium for the blind children is very necessary to understand the nature of blindness and their ability to take up learning. As learning is based on the 5 senses of human like-sight, touch, hearing, taste, smell. there are many methods that are used for blind children to read. Those methods include Braille, auditory strategies, print and dual media.

Most of the way for learning in India is by writing something or by seeing something, for example written examination in which we have to write answers by reading and understanding the questions. in this modern era information and communication technology can play a vital role in educating blind children.

2. DISCUSSION

There are several special schools for blind children in India. The first special school for the blind in India was set up in Amritsar in 1887(national association for blind in India). There are several methods by which blind people can read and those are Braille, auditory strategies, print and dual media.

- Braille system- it is a system of raised dots that can be read with the fingers by blind people. Braille can be read easily by normal vision people.
- Auditory strategies- It is a learning style in which a person learns through listening. This learning is mainly based on listening and speaking.
- Dual Media-It refers to the use of both print and braille as modes of reading and writing.

Children which are visually impaired or can say the blind children can learn from the other senses. For example, by smelling chemicals they can identify the chemical, etc.

2.1.A HISTORICAL PERSPECTIVE-EDUCATION FOR BLIND PEOPLE

Berthold Lowenfeld (1956) in his book named history and development of specialized education for blind states that attitudes and treatments towards blind people went through three different stages in history: -

1. They were treated as people who could not survive and some were killed.

2. Blind people's rights to live were respected and protected.
3. Attempts were made for uniting blind people into the society and providing education opportunities for blind people were one of the means.

2.2. LAWS FOR BLIND PEOPLE

- "The Rights of Persons with Disabilities Bill".
- "Americans with Disabilities Act".
- "individuals with Disabilities education(IDAE)".
- "Section 508 of the Rehabilitation act of 1973".

2.3. AIM OF EDUCATION

- Education aims to develop the personality of individuals.
- Education integrates individual with society.
- Education maintains society.
- Education increase efficiency of individual.

2.4. THE MAIN OBJECTIVES

- Fortify equal educational surroundings to provide quality education to all.
- Removing the obstacle between the sighted and the visually impaired students so that the visually impaired learners can study more likely as the sighted equivalent.
- To make the education process for the visually impaired learners more self-dependent.

2.5. MAJOR PROBLEMS

1. Difficulties the blind student's experience in schools.
2. Opening school for better environment in low budgets.
3. Providing sufficient and needed things to visually impaired students or children.
4. Providing an environment and facilities to visually impaired students for better learning.
5. Knowing the results of the law's granted for visually impaired.

3. EDUCATION OF VISUALLY IMPAIRED

The education of visually impaired children or can say of blind children is quite a motivating and interesting field of educators and for those who are concerned with the welfare of exceptional children and visually impaired children. Education plays a vital for the evolution of the nation. Our constitution had made provision for universal education up to age of 14years all agree that education should reach to all children irrespective of their caste, creed and religion. everyone should get an equal opportunity to develop his personality, this is also known as right to literacy.

4. SOME MAJOR EVENT OF EDUCATION FOR VISUALLY IMPAIRED STUDENT

- In 1785 Establishment of the world first school for blind people in Paris.
- In 1900 The first braille class in a public school was set up in Chicago.
- In 1980 a kindergarten department was opened to receive visually impaired or blind children in Hungary.
- In 1989, the first attempt of integrating visually impaired or blind student into mainstream primary school in Greece.
- In 1887, the first special school for the blind people in India is set up it Amritsar.

5. BLIND ORGANIZATION OF INDIA

It Is set up in 2002.

The Mission of the blind organization in India is to suppress curable blindness.to fulfil the basic needs of the individual and family of blind people. Socio-economic improvement of the visually challenged in mainstream, through education, training and employment.

National association of blind is awarded with the honoured National Award by the Government of India for its admirable effort in 2008.

6. STRATEGIES TO PROMOTE LITERACY FOR CHILDREN WITH BLINDNESS OR VISUAL IMPAIRMENT

- Determine what medium is best for an individual child through the learning media assessment. This may be braille, print, dual media, auditory strategies, objects, symbols, or some combination.
- Provide books and literacy tools in a format that is accessible to the child.
- Read aloud using stories and books that are interesting and appropriate for the child.
- Create a literacy-rich environment, in which the child knows that others are reading and writing.

7. PREPARATORY UNIT

Correct preparation is very important for strong foundation. preparatory unit works to lay a proper foundation of a visually impaired child. it does such a ground work that prepares a child for the all later year of his life. This unit trains children in age group of 4-9 years. The unit trains around 55-60 students each year. A committed team of special educators, mobility and Braille instruction is working in tandem with on another to foster an articulate, strong young blind.

Activities undertaken

- A team of special educator train these children in daily living skills like personal hygiene, toilet hygiene, dressing, eating and functional mobility.
- Proper training in and orientation and mobility is imparted to enable a child to understand his surrounding and environment to travel independently according to his need and pleasure.
- Sensory training, tactile stimulation and auditory stimulation that focus on touch, hearing, smell and taste are given special emphasis to strengthen the ability to perceive and understand objects and environment.
- Introduction of reading and writing in Braille.
- Introduction of number and beginners level mathematical calculation using Taylor Frame and abacus. The low vision students are trained to read and write print work in large print.
- Training in music and craft is also given to develop and boost creativity among visually impaired children.

8. IMPACT OF TECHNOLOGY ON BLIND CHILDREN

Technology plays a vital role in educating the blind children. With technology we can provide better results in forming learning methods for blind child. For example-we can use auditory systems to provide listening skills to them. Knowledge of technology will help visually impaired peoples to equalize themselves with other, as nowadays everything is based on technology and a person can only compete with everyone if they have knowledge about technology.

8.1. LEARNING METHOD FOR BLIND CHILD

There are several learning methods for blind children as they cannot see things or can say they can't read and therefore we need different learning method to decrease their problem and provide them the equality they want from us: -

8.2. TACTILE AND KINESTHETIC LEARNING

Students with visual impairments use tactile and kinesthetic input to learn about their environments. Graphs, charts, models, and maps, will have greater educational value for students with visual impairments if they can be "read" using the sense of touch. For example, outlining map boundaries with string permit students with visual impairments to use their sense of touch to read maps.

8.3. AUDITORY LEARNING AND ACCOMMODATION

Auditory input provides another way students can gain information. Auditory language activates the creation of mental images that correspond with words. Teaching listening skills is also important. Efficient listening is essential to classroom success for students with visual impairments. Surpass listening skills help students with visual impairments increase their spoken and written communication and reading skills.

8.4. TECHNOLOGICAL ADAPTATION

Impedimenta is available that helps students with visual impairments by "reading" printed material, providing braille printouts of what is seen on the computer monitor, and converting braille to print. Few word processors

print in traditional text or Braille. Braille and large print Unit-Braille books and magazines provide a very important means of reading the printed world to visually impaired. since we are catering to various regional requirements, this need to be done in most of the Indian languages inspite of predominance of English language. An in house mini-computerized Braille press has been publishing textbooks and literature of general interest in both English and Hindi for over 20 years. mini braille press unit embosses more than 44,000 sheets which gets distributed in more than 1600 volumes every year. Over 300 blind students studying with the support of NAB Integrated system were provided their course & reference books in Braille free-of-cost. These students belong to low income groups of the society. To ensure quality education to these blind students, the association provides all necessary books in accessible format such as Braille. The overall emphasis for education of persons with blindness is to promote integrated and inclusive education.

9. CONCLUSION

- Visually impaired students need a multisensory approach to learning.
- To develop full literacy skills that will last throughout life, visually impaired student should be taught to read and write both print and Braille.
- Braille instruction must begin as prior as possible in the student's education.
- Since the purpose of education is to prepare each student for the future, it is most appropriate to teach them to use new technologies.
- Blind people who learned Braille had higher self-esteem and were more comfortable with their blindness than those who knew only print.
- When blind people get education they will become self-dependent.

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ROLE OF SOCIETY IN THE PROMOTION OF WOMEN EMPOWERMENT THROUGH ICT

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INTRODUCTION

ICTs are those technologies that can be used to interlink information technology devices such as personal computers with communication technologies such as telephones and their telecommunication networks. The PC and laptop with e-mail and Internet provides the best example. Michiels and Van Crowder (2001) have defined ICTs, as a range of electronic technologies which when converged in new configurations are flexible, adaptable, enabling and capable of transforming organisations and redefining social relations. The advancement in ICT can be utilized for providing relevant information and service to the farmers, thereby facilitating an environment for more rewarding agriculture.

OBJECTIVES

1. To study women and information and communication technology(ICT) in rural setting.
2. To study multiple dimensions of gender
3. To study the definition of women empowerment and its details
4. To study about ICTs and women empowerment
5. To study about the different types of women empowerment
6. To study about capacity development and training related to women

The above objectives of the paper are discussed one by one :

WOMEN AND INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) IN THE RURAL SETTING

The contribution of information and knowledge in bringing about social and economic development has been well recognized globally. However, communicating this relevant knowledge and information to rural communities continues to remain as a major challenge even today, though the world has been better connected than ever before. The advent of new age Information and Communication Technologies (ICTs), especially, personal computers, the Internet and mobile telephone during the last two decades has provided a much wider choice in collection, storage, processing, transmission and presentation of information in multiple formats to meet the diverse requirement and skills of people. Donors, intergovernmental agencies, national governments, NGOs and the industry (IT and non-IT) during the last two decades have invested significantly in extending the reach of ICTs. Many of them have also experimented with its new and varied applications in promoting development and this includes areas such as health, agriculture, governance, financial services, employment and education.

WOMEN EMPOWERMENT

Empowerment is the process of challenging existing power relations and of gaining greater control over the sources of power. The goals of women's empowerment are to challenge patriarchal ideology to transform the structures and institutions that reinforce and perpetuate. Marxists Theorists assign class differences in the world of labour. They try to establish the relationship between capitalism and patriarchy. The exploitation, subordination, and oppression exist on the part of dominant class (the men) and revolutionary trends are seen on the part of the oppressed class, the women. By empowerment women would be able to develop self-esteem, confidence, realise their potential and enhance their collective power. The factors in gender studies include include Community empowerment, Organizational empowerment, Political empowerment and Psychological empowerment. Community empowerment refers to access to new and useful knowledge and awareness, developing new skills, abilities, confidence and competence obtaining the friendship and support of other women, participating in various activities with other women. Organizational empowerment emphasises new knowledge and awareness about new benefits of technology for rural development thorough development of agricultural cooperatives. Political empowerment influences other governmental policies and decisions that affect rural communities, changing town-based people's beliefs, and other women to discuss issues affecting rural women and rural communities. Psychological empowerment influences an increase in self-confidence and self-esteem, greater motivation, inspiration, enthusiasm and interest to develop new services for rural people. Thus empowerment could be recognized as an ability to undertake a number of tasks either individually or in groups, so that they have further access to and control of society resources. It is recognised as an essential

strategy to strengthen the well-being of individuals, families and communities, government and nongovernmental.

ICTS AND WOMEN EMPOWERMENT

Empowerment is a multi-dimensional social process that helps people gain control over their own lives. Women empowerment generally refers to the process by which women enhances their power to take control over decisions that shape their lives, including in relation to access to resources, participation in decision making and control over distribution of benefits. Women's empowerment has five components: women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally (UNPOPIN, 2010). Though empowerment is an important approach taken up by a number of international and national agencies, few of them share common definitions and most of them have different interpretations of empowerment.

Broadly speaking, there are three types of women empowerment:

- **Economic empowerment:**

Women are economically empowered when they are supported to engage in a productive activity that allows them some degree of autonomy. This type of empowerment is also concerned with the quality of their economic involvement, beyond their presence as poorly paid workers.

- **Social empowerment:**

This is a process of acquiring information, knowledge and skills; and supporting participation of women in social organizations without any gender discrimination in day-to-day activities. It is also concerned with inculcating a feeling of equality instead of subordination among women.

- **Political empowerment**

It is concerned with enhancing the power of voice and collective action by women. As gender inequality is embedded in a series of systemic inequalities, there is a need to employ different types of empowerment. Economic, social and political empowerments are all inter-related and all these are critical for women empowerment, though the emphasis vary during different stages in the empowerment process. The World Summit on the Information Society (WSIS), held in 2003 in Geneva, saw ICTs as vital tools for women's empowerment: "We are committed to ensuring that the Information Society enables women's empowerment and their full participation on the basis of equality in all spheres of society and in all decision-making processes. A range of ICT models have been used to support the empowerment of women all over the world and there is evidence to show that ICTs have improved women's access to information, provided new employment, created new class of women entrepreneurs and improved their access to government. The specific uses of ICTs for gender agricultural development include the following: (a) empowering women to access knowledge and information; (b) offering better decision support; (c) improved access to market information and services, creation of new employment; (d) facing HIV/AIDS crisis; (e) and developing entrepreneurship. While there is recognition of the potential of ICT as a tool for the promotion of gender equality and the empowerment of women, a "gender divide" has also been identified, reflected in the lower numbers of women accessing and using ICT compared with men.

Though ICTs offer considerable potential for reaching women with relevant information and services, women's ownership and access to ICTs is low, as in most other sectors. Their use continues to be governed by existing power relations whereby women frequently experience relative disadvantage. Rural women face significant disadvantages in information, communication, transactions, access to services, access to skills and education, access to earning and employment opportunities and "voice". Despite much support for the diffusion of ICTs in rural areas, gender disparity in access to ICT services continues, much to women's participation. There is a growing agreement that the impact of ICTs in developing countries is not gender neutral, necessitating an engendered approach (affirmative direction to include gender concerns and realities) to ICT based projects. "Comprehensive sex disaggregated ICT data across many countries do not currently exist. However, the data on access to and use of ICTs that are available indicate that women's participation in the information society, particularly in the poor countries of the world, lags behind that of men. Even when women and men have equal access to the Internet either through home, work or school, women may not have the opportunity to access the Internet. In Gujarat, men used mobile phones more frequently than women. Men also used public kiosks more frequently than women and they also travelled to access phones more often. The study found that social norms and financial considerations probably have some impact in the differences found.

Another recent study also revealed the existence of a significant gender divide in access to telephones in India. Despite the lack of gender-specific quantitative data, project-level qualitative data have established that ICTs are not gender neutral. What is not known, though, is the magnitude of this divide, its evolution, and its many nuances—all are matters of importance for the design, implementation, and evaluation of programs. However, the issue of the gender divide is much broader. “Even in countries where access is no longer much of an issue and penetration is high, inequalities in actual use can hamper women’s development opportunities on both the economic and social fronts”. ICT usage and consumption may simply mirror pre-existing gender differences that have been engrained for centuries and are likely need to be addressed in other areas of reform before ICT equity can be addressed fully. Personal ownership of ICT for the vast majority of women in developing countries is not feasible for the foreseeable future, which implies that the question of where and how they can gain access to ICT becomes centre to the knowledge networking processes. Though telecentres, especially those managed by women or establishment of similar facilities within community based organizations provide potential solution to this problem, in reality, this hasn’t helped much. Among the factors that constrain women’s use of telecentres are the following: heavy workloads and multiple roles that limit the time available to use a telecentre; male attitudes towards women’s use of technology and to women visiting a mixed-sex public facility; the lower educational levels of women compared with those of men; and lack of disposable income to spend at fee-paying centres. Rapid spread of mobile phones in developing countries have contributed substantially to the reduction of digital divide, something other ICTs such as computers have not yet managed to do.

CAPACITY DEVELOPMENT AND TRAINING

In order to make a positive link between rural women’s livelihoods and ICTs, capacity development must be rooted in the societal context and linked to improving conditions. Projects can change women’s negative perceptions about how they look at ICTs through practical and participatory training. Training delivered by women to women is generally more successful.

DISCUSSION AND CONCLUSION

The overall impact of ICT on women’s position as revealed through this thematic research paper as reflected in intended and unintended outcomes is to some extent positive and heartening. The study observed that the majority of participants seek to obtain ICT training with the intention to enhance the quality of their lives through acquiring knowledge, enhancing their employment position and earning power, or enhancing their employment opportunities. The analysis has revealed that the majority of women, whether in employment or not, did perceive a positive impact in terms of ability to gain economic empowerment. What looks to be less emphasized by women is the ability to use ICT as a tool for societal and community development, and to some extent as networking and socialization means.

The basic ICT skills were seen as the end goal and not as an instrument to sensibly improve the lives of rural women and their communities. 52% of women did not feel that training had equipped them with the skills to use Internet as a tool to improve their knowledge. It therefore rests on trainers and those who design ICT courses to show that accessing knowledge should not be seen as a trivial activity or something only useful for work or study, but as something that can have a large positive impact on both individual women's lives and their communities. But this is not sufficient. In order for ICT to contribute to the lives of women in this way, rural women also require improved access to the Internet. The minority of women who felt that the training had strongly improved their ability to gain knowledge via ICT had benefited in several ways from access to its information and communication capabilities.

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ROLE OF HUMAN VALUES ON ENVIRONMENTAL SUSTAINABILITY

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ABSTRACT

Culture drives our ideas, beliefs and values. Human values play vital role in maintaining resource sustainability. Culture relates an individual with his/her surrounding environment. A sustainable environment is needed to maintain the continuous flow of natural resources at right place and at right time. Such a spatial and temporal flow of natural resources create our earth a liveable planet. Environmental sustainability tends to govern the sustainability of human civilization on earth. This paper shows that, human values and culture dominates human mind when they work for environmental sustainability. Some projects taken by the Indian Government is cited as supportive example regarding these views in the paper.

Keywords: Human values, culture, sustainability, environmental sustainability.

INTRODUCTION

Culture is a value laden term. Each and every individual belong to a culture. On personal value-based viewpoints, culture has three forms of relations- firstly; it makes sense of person and culture- where a person belongs to a culture. Secondly, culture has been an inherent character of an individual and also a systemic organizer of a person- that means culture belongs to a person. Thirdly, culture relates a person with his/her surrounding environment. Culture makes an environment suitable for an individual, which needs sometimes an evolutionary change of environment. Such a change in environment includes the social and cultural aspects of human life and also the biological developmental change outcomes. But human cultural change and environmental evolutionary adaptations differ from each other in terms of time. Change in one's culture may takes place in decades while environmental adaptations can occur in long period of time.

Human utilize environment based on his/her requirements and aspirations. Various attributes like selections, preferences for objects, hierarchies, phenomena, human behaviour etc. - are all need to satisfy human wants. To satisfy human desires and needs, depth of self-consciousness and self-knowledge also needed. But these two attributes become more vital when there is a choice situation and where humans should make a decision. The basis of this decision consists in motives, which creates hierarchy of choices. Preferences are determined by a number of conditions that belong to complex nature of human being. Human value represents the framework for the entire human existence.

ENVIRONMENTAL SUSTAINABILITY

Since ancient period, human-nature relationship occupies a central position in most of the literary notes and also as controlling factor for most of the activities in all over the globe. When people were cave-dwellers, they always thought of the environmental forces which controlled every movement of these people. When human beings settled for agriculture, then also their dependency still persisted on every mood of the environment and even now, when people live in a technology-governed world, most of the environmental calamities are still out of control. Thus, in all stages of human civilization, dependency on environment is still there but in different forms. In other words, society and environment are closely linked to each other irrespective of spatial and temporal level of human civilization. Spatial level may represented by human-nature relationship and evidences of human-nature interactions in various parts of the globe- based on topography, climate, soil, vegetation of the region. On the other hand, temporal level represented by human-nature interaction in different period of time based on the level of development of civilization.

However, these three aspects on which human-nature interaction revolves also form three pillars of the concept of sustainability. The platform, on which close-relationship occurs between human-beings and the environment, form the foundation to a responsible socio-economic system ensures the provision of clean air, clean water, clean and productive land. Environment sustainability may stand alone without getting support from society or from economy. Earlier evidences (when humans were mere cave-dwellers and were frightened and worried of every performance of nature), shows that environment can take care of its own and its species. With the development of human civilization from hunter-gatherer to agricultural and from agricultural to industrial and urbanized one, human being's dependency on environment took a new shape. But still, without a sustainably productive environment, it is impossible to imagine of having a sustainable society as resource foundation is based on sustainable environment. Not only that, a sustainable economy also depends on a sustainable

environment with a continuous flow of material, energy and resources. Thus, environmental sustainability forms the base of socio-economic system of human civilization.

OBJECTIVE

This paper deals with the concept of value that lies at the core of decision making, plays a vital role in environmental sustainability. Sustainability concept, in general, means the continuous flow of resources for the benefit of human society in present and in future. Judgement regarding environment is taken by human beings in accordance with value system grown in their mind. Such a value system is generated as a result of socialization process, family tradition and cultural beliefs. Self-consciousness and self-knowledge also help human to take decision, while the basis of this decision is motives and preferences that create a hierarchy of choice. Preference is determined by a number of conditions, which belong to complex bio-psycho-socio-cultural and historical nature of human being. Though human values govern environment related judgement system, which again depends on personal taste, cultural style, tradition, customs, socio-cultural and historical circumstances. This paper brings into mind that, human values and cultural attributes play hand in hand to make any decision regarding environment which help to make use of natural resources at a sustainable manner.

WHY ENVIRONMENTAL SUSTAINABILITY IS NEEDED?

The term 'sustainable development' was first used in 1987 to denote economic, social and environmental aspects of future human generation. Hence, environmental dimension of sustainability is placed as an important parameter in this regard. Environmental sustainability is an important issue for human societies throughout the 21st century. Every country should concentrate to secure the flow of natural resources- both in short and long term scale. Whole ecosystem, plant and animal species, including human living environment will come under the ecosystem of this category.

Human behaviour, human values, human well-being and any other type of human psyche- are involved in environment related issues. Environmental degradation, environmental sustainability and its relation to human quality of life have become one of the leading issues in the globalized world today. It also includes positive & negative qualities of human living environment, human behaviour as well as human values which are carried by an individual based on one's cultural attainment. Nature of people's behaviour, what they should do or what not to do, and how this could affect on the surrounding environment- all comes under the behavioural aspect and its effect on environmental sustainability.

ENVIRONMENTAL SUSTAINABILITY- WHERE IS THE PROBLEM?

Regarding Environmental sustainability, there are some emerging problems- which comes in mind during the policy planning stages. With the increase in human population all over the world, material consumption as well as production technology intensity continuously with the resultant decreasing condition of environmental resources. 'One planet, many people' concept proposed by the United Nations Environmental Program (UNEP, 2002), reveals various pictures of the anthropogenic effects of technological advancement in rapidly urbanized areas throughout the world. There are also growing concern of nature fragmentation, loss of biodiversity, global warming, scarcity of freshwater availability, over-fishing of the seas, extreme weather events, air-water-land pollution, urban noise pollution and so on.

In developing and underdeveloped countries in Africa, South Asia and South America- a large number of population is still depend on natural resources with more emphasis on arable land, water resources, fish stock of lakes, rivers and seas and also various forest products. Their day-to-day survival hardly points to any long term environmental values. In some remote areas with harsh environment (like hot deserts, deep forests or rugged mountain land on high altitude), with the increasing poverty, deterioration of natural resources & environmental condition can observe. This is also pointed out in UNEP Report 2005.

HUMAN VALUES AND CULTURE

As a pattern of human cultural performance, socially shared beliefs and values along with people's attitudes, norms generally drive people's interactions with technology. These cultural attributes also shape industrial production, household consumption, regional attitude towards local population, people's perception on their surrounding environment & subsequent regional development. Actually, culture pushes social and economic institutions regulating and monitoring the demand for & the supply of goods and services. "In many cultures, material possessions & consumption signify people's identity, success and power in society" (Vlek and Steg, 2007).

HUMAN VALUES AND SUSTAINABLE ENVIRONMENT

"A value is a belief that something is good and desirable. It defines what is important, worthwhile and worth striving for" (Haralambos & Heald, 2010). Values vary from society to society. Value consensus also forms the

fundamental principle of a society, where members share common identity. Sharing a common identity leads to unity in diversity. Human values are fundamental to guide human being in the right direction, choose right path, take right decision and perform right activities. From ancient times, human values are defining variously based on the essence of the development of society. For the convenience of society's members meaning of human values continuously taking newer and newer shape. For example, definition of love, though it is existed since the onset of the civilization, changes according to the stages of society's cultural development. In other words, definition and expression of love- the basic human value, has changes in different period from early Vedic period to recent digital era. Plato explains human values as an 'essential form of goodness' and in his words human values is 'the things in the upper world you may take for the upward journey of the soul'. Individual's effort to express values in various modes of expression proves the uniqueness of one's sense of values. That is why, a musician expresses the value in music, the painter in painting, the sculptor in rocks, an author in literary texts. In general sense, human values are understood to relate to the nature of an individual and one's relation to the surrounding environment. Therefore, when we see, people wasting water in running taps, people fetching water from distant streams in the hills in jarkins and women fetching water from remote water source in earthen buckets on the head in Rajasthan- all are varieties of relationship between human values and natural environment. It is human values, that in European countries, when people protect their rivers and making them for a suitable use and on the other side, people in India using the river as places of washing clothes, places of washing the body of their animals and connecting with their domestic sewage line- all these are various expressions of human values in various regions based on their stages of cultural development. India is rich in culture and is the home of ancient civilization. Being a multicultural society, India enjoys the highly affluence in cultural ethos since ancient times. Indian people treat, from the Vedic period, River Ganga as the Mother of the country's people. It is because Indian agriculture depends on the River Ganga and its numerous tributaries and distributaries. Not only that, River Ganga is worshipped by the Hindu people. Instead of that, the pollutants coming out from industrial and domestic sources in the River Ganga are increasing day by day. To clean the river, the Govt. of India had to implement a project namely 'NamamiGange'. This is also the example of human values that though people depend on the River for their drinking water and water for use in festivals and ceremonies, still they pollute the River. Hence, Paul Tillich rightly concluded "Our knowledge of values is identical with the knowledge of man" (Titus & Keeton, 1966).

The 'NamamiGange' project started by the Indian Government for cleaning the river Ganges is such an initiative, which helps to create environmental sustainability. River Ganges is a sacred river for most of the Indian and not only that, Indian culture is inextricably involved to this sacred river from ancient times. As the river is source of sacred water required for every occasion in Hindu religion, hence human value system in India supports this idea of clean the river even in remote villages also. The close connection between various human cultural attributes on the one hand and environment on the other can be seen in many different functions that environment fulfil the necessity of human society. With the development of civilization and increasing demand of natural resources, the concept of sustainable environment is highly significant in recent days.

Some voluntary organizations are trying to clean the Himalayas, which are paradise for nature lovers, bird watchers and trekkers. Visitors carry food packets, water bottles and other accessories along with them when they go to various destinations in the Himalayas. But after their consumption, some of them throw the used packets and bottles to here and there in the hills. This is another example of human values that, people don't even think about the scenery and the environment of the Himalayas when they do such activities.

In human value system, the productive character of environment is connected to human soul and not merely economic aspects of society. The exploitation of sacred forests, as for example, was restricted and forbidden especially particular species like Oak as Oak was considered similar to the Nordic God Thor. In India, the Chipko Movement explains relationship between human values and sustainability of environment in such a way that, irrespective of place, time, social group and gender, human values can create an urge to protect the environment.

CONCLUSION

The paper suggests that, from the perspective of human value system, environment is the source of varieties of materials. In the era of technical excellence, people are extracting more and more from environment making a big void of resources. We are directing towards the third industrial revolution based on internet with a changing scenario of human-nature relationship. Thus, if we could convert people's value and perception towards creating a sustainable environment, then it will ensure a continuous supply of natural resources for the present as well as for the future generation with same intensity like the present.

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THE ROLE OF SCIENCE FICTION IN IMPARTING ECO-CONSCIOUSNESS

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ABSTRACT

Today the people all over the world are affected by the far reaching results of the catastrophic environmental crisis. Global warming due to ozone depletion is the major factor behind the drastic climate changes and the rising of sea level. Irrespective of the branch of knowledge, everyone is aware of the terrible environmental issues and discussing about the various ways through which they can do something to tackle this problem even up to some extent. The social responsibility of the writers compels them to write about this compelling issue. As one of the most influencing medium, popular fiction especially, the Science Fiction is having a big role to play. Science Fiction gives ample scope to visualize the far and wide consequences in scientific details. It can also be used to initiate awareness among the target readers, especially the young adults and make them think about possible practical steps they can be taken. The current paper tries to bring home the role of science fiction in imparting eco-consciousness through a typical science fiction – Paolo Bacigalupi’s “The Windup Girl”.

Keywords: Science Fiction (SF, Sci-Fi), eco-consciousness, bio-terrorism, environmental issues etc.

The scientific innovations and technological advancements have brought in revolutionary changes in the mindset and milieu of a generation. At the same time, the profit-oriented deeds of the society has conveniently overlooked how far all these progressive tendencies affect Mother Nature. Introspection towards cultivating a nature-friendly life style becomes the need of the hour. Here lies the actual involvement of Science Fictions in bringing about a favourable attitudinal change towards environmental protection.

Science Fiction is a popular genre of literature and a nifty medium to initiate eco-consciousness especially among the young adults. A number of SF books appearing every year and several science fiction movies got special attention. From Mary Shelley’s “Frankenstein”, Aldous Huxley’s “Brave New World”, George Orwell’s “Nineteen Eighty-Four”, H.G. Well’s “Time Machine” and all, the long list goes on with the clearly visible post-human tendencies.

Science fiction (abbreviated SF or sci-fi with varying punctuation and capitalization) is a broad genre of fiction that often involves speculations based on current or future science or technology. Science fiction is found in books, art, television, films, games, theatre, and other media. In organizational or marketing contexts, science fiction can be synonymous with the broader definition of speculative fiction, encompassing creative works incorporating imaginative elements not found in contemporary reality; this includes fantasy, horror and related genres. Although the two genres are often conflated as science fiction/fantasy, science fiction differs from fantasy in that, within the context of the story, its imaginary elements are largely possible within scientifically established or scientifically postulated laws of nature (though some elements in a story might still be pure imaginative speculation). Exploring the consequences of such differences is the traditional purpose of science fiction, making it a "literature of ideas". Science fantasy is largely based on writing entertainingly and rationally about alternate possibilities in settings that are contrary to known reality. (From <https://www.goodreads.com/genres/science-fiction>)

Undoubtedly, science fiction also wide opens possibilities to think and do something about preserving nature and natural resources. Due to its popularity and the facts beneath the fictitious world it creates, science fiction is capable of reaching out towards a wider audience and to initiate active participation towards greening the earth and to minimize hazardous pollution and the use of natural resources. Science fiction gives a clear picture of the futuristic world in which the people are affected by the consequences of the disregard for nature. It may appear as man-made natural calamities and makes the readers think about the impending catastrophic future and also initiates re-thinking and educates necessary actions to be taken in order to sustain nature.

Among several other works of literature, American writer Paolo Bacigalupi’s debut novel “The Windup Girl” is such a science fiction with the scope of disseminating eco-consciousness. The novel is set in 23rd century Thailand. While the futuristic world is much prosperous with the technological advancements and scientific progress and especially bio-technology, the world is affected by global warming and rise of sea-levels, depletion of natural energy sources and all. At the same time the mega-corporates who are making their profit out of non-ethical and profit oriented deeds.

Thailand is affected by the disastrous global warming and its capital is now under the threat of devouring floods and they used to pump out the flood water in order to sustain. Unlike other nations at that time, they have a supply of genetically viable seed stock which is being preserved under tight security and with the help of some monks by the environmental ministry. The country is now under a child queen and the real ruling power resets with the regent to the queen and also with two opposing forces within the parliament viz. the environmental ministry in support of preserving nature and natural energy resources and the corrupted trade ministry concerned only with money-motif.

The world's natural energy resources are now worn-out and the nations depend upon the mega-corporates for their energy needs. The food production based on the indigenous crops has long diminished from the agricultural scene and the people and the countries now depend upon mega-corporates for out sourcing seeds by which they can cultivate their food crops. So the profit goes only towards a few giants who control the market-economy. Megacorporations like AgriGen, PurCal and RedStar (called calorie companies) control food production through 'genehacked' seeds, and use bioterrorism, private armies and economic hitmen to create markets for their products. Frequent catastrophes, such as deadly and widespread plagues and illness, caused by genetically modified crops and mutant pests, ravage entire populations. The natural genetic seed stock of the world's plants has been almost completely supplanted by those that are genetically engineered to be sterile. Thailand is an exception. It maintains its own reserve of genetically viable seeds, fights off engineered plagues and other bioterrorism, and keeps its borders firmly closed against the calorie companies and other foreign biological imports. (From https://en.wikipedia.org/wiki/The_Windup_Girl).

Anderson Lake who owns the AgriGen Corporation that researches for the brand new 'kink-spring' which can produce gigajoules of energy without an internal combustion engine whose actual mission is to recognize the natural seed stock of Thailand by using Emiko, a genetically modified illegal Japanese girl. AgriGen is run by Hock Seng who in turn, plots to steal the kink-spring design. Anderson informs Emiko that there are a group of "New People" refuge in North Thailand

Jaidee, was a zealous captain of the white shirts, concerning environmental ministry's wing to curb illegal imports, unauthorized energy use and to fight against the genetically engineered viruses. The trading community rewarded his sincerity with series of torturing experiences and at last murdered him. Meanwhile, there spreads an endemic new plague among the workers of the king-spring factory and both Hock Seng, the manager and Anderson, the owner of the company flees in to hiding. Kanya, the substitute of Jaidee for the Environmental Ministry discovers the plague and sought adequate support from their scientists at the Thai seed bank. But it was revealed that they are only the assistants to the AgriGen Corporation and Anderson as well.

Anderson's ever increasing influence over the ruling power of Thailand and even repelled the white shirts and lowered trade barriers and given access to Thai seed bank. Emiko is being used as an offering to perpetuate Anderson's motifs. The much humiliated Emiko assassins those impostures who degraded her. A civil war was boke put with in the country. Being disappointed by getting the secret behind kink-spring, Hock Seng tries to capture Emiko for ransom. But Anderson makes a deal with him. He gives away the patronage of AgriGen to Hock Seng but keeps Emiko with him.

Those who stood for protecting nature and fight against the illegal trade relations got terrific end. The men in power are all the stake holders of calorie companies now. Kanya, a spy and confidante of their home minister, was appointed as the new chief to the Environmental ministry. While she was accompanying the corporates to the Thai seed bank, as a sudden revolution of conscience and patriotism, executes the AgriGen team and directs the monks to move the seeds towards a secure location. She then, initiates another uprising and destroys their capital Bangkok with flood while the resident people were sent to another secure place. Realizing the failure to protect the capital, the home minister becomes a monk. Anderson dies of the plague, actually spread by him. Emiko was found out by a scientist who promises her to develop a new race of fertile people – "New People", materializing her dream of living with her own kind of society.

In fact, "The Windup Girl" helps the readers understand the hazardous state of affairs and man-made catastrophes which are ultimately fuelled by the greed of man. The entire humanity is being victimized under the terrorizing effects of the economic subjugation perpetuated by the corporates giants. The fiction also initiates the readers to do their lot in a more eco-friendly way.

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A STUDY OF GENERAL AWARENESS TOWARDS DISABILITY ABOUT THEIR RIGHTS AND PROTECTION IN THE RPWD ACT 2016

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ABSTRACT*“It is time to move from law to practice in the implementation of the rights of persons with disabilities”**UN Special Rapporteur on the rights of persons with disabilities*

Disability may be defined as a condition which may restrict a person’s mental sensory or mobility functions. It does not mean a disabled person is unable to do all the important aspect. It substantially affects a person’s activities and may be present from birth or occur during a person’s lifetime. Disability is essentially a social construct and reflects a flaw in the thinking processes of our society. It’s has been three year since the rights of persons with disabilities (RPWD) Act, 2016, was passed by the Parliament. The Act is truly a landmark event in the lives of persons with disabilities all across India. It has provisions regarding accessibility, reservations protection and seeks to empower persons with disabilities. But the law can’t change the life of the disabled, useless it is implemented. The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 establishes responsibility on the society to make adjustments for disabled people so that they overcome various practical, psychological and social hurdles created by their disability. The Act places disabled people at par with other citizens of India in respect of education, vocational training and employment. A social change is necessary through public awareness. College students have a most important role to play in the awareness programme . It is expected that college students will establish humanity in the society. If they know about disability, they will convey the message to others. So, the researchers tried to find out the awareness towards disability of the college students about RPWD Act 2016.

Keywords: RPWD Act, Rights, Protection , Disability

INTRODUCTION

Disability may be defined as a condition which may restrict a person’s mental sensory or mobility functions . It does not mean a disabled person is unable to do all the important aspect. It substantially affects a person’s activities and may be present from birth or occur during a person’s lifetime. Disabilities affect a person in many ways. Some people who are in a wheel chair, some people are blind , deaf or mentally retarded. People with disability may require to assist to overcome the effect of their disability. Disability is a part of the human experience ; almost everyone will be temporarily or permanently impaired at some point in life. Their difficulties increase at the old age. The meaning of disability varies from community to community. The use of it may be as per different models such as medical model and social model. Medical model deals with the physical and mental attribute , which are intuition of medical view and social model deals with constraints imposed by the society.

STATEMENT OF THE PROBLEM

A Study of General Awareness towards Disability about their Rights and Protection in the RPWD Act 2016.

RESEARCH QUESTIONS

1. Do the undergraduate students aware about the Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016 as a whole ?
2. Is there any difference in awareness level of the undergraduate students sex-wise, cast-wise and strata-wise about the Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016 ?

OBJECTIVES OF THE PRESENT STUDY

- 1 To Study the awareness of the college students about the Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016 as a whole.
- 2 To Study the difference of awareness of the college students sex-wise, cast-wise and strata-wise about the Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016.

HYPOTHESES OF THE PRESENT STUDY

1. There will be no significant difference between male and female students in awareness about the Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016.
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2. There will be no significant difference between General cast and Other cast students in awareness about the Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016.
3. There will be no significant difference between rural and urban students in awareness about the Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016.

DEFINITION OF IMPORTANT TERMS

OPERATIONAL DEFINITION

1. **Awareness** : Awareness is Knowledge of a situation or fact. Disability Awareness is very important when it comes to breaking stereotypes and overcoming preconceptions regarding disabilities. Fortunately, there are many people interested in getting involved with Disability Awareness and often wonder how they can take part in making a change.
2. **Rights** : Rights are legal, social or ethical principles of freedom or entitlement; that is rights are the fundamental normative rules about what is allowed of people or owed to people , according to some legal system, social convention or ethical theory. Rights are essential importance in such disciplines as law and ethics, especially theories justice and deontology.

Disability rights movement is a global social movement to secure equal opportunities and equal rights for all people with disabilities.

3. **Protection** : The structure of social protection schemes cab be an obstacle to the employment of persons with disabilities . In many countries that provide disability benefits, eligibility for benefits is tied to inability to work, providing distinctive to look for employment and instead receive benefits. Even if employment could result in higher levels of income , persons with disabilities may still choose to receive benefits because of the risk of the attempting to hold down a job that does not provide adequate support or is not flexible enough towards their needs. Moreover , working often includes extra costs for people with disabilities which cut into the return to work, if no covered by social protection schems.
4. **Disability** : A Disability is defined as a condition of function judged to be significantly impaired relative to the usual standard of an individual or group. The term is used to refer to individual functioning , including physical impairment, sensory impairment , cognitive impairment, intellectual impairment, mental illness, and various types of chronic disease.

SCOPE OF THE STUDY

LIMITATION OF THE STUDY

- This study would be restricted to the undergraduate students only
- This study would also be restricted to the students studying in the colleges under the universities of West Bengal only.
- The questions would also be restricted to only Rights and Protections of Disability.

DELIMITATIONS OF THE STUDY

- The present study has been delimited to the undergraduate students only
- The study is limited to the students studying in the colleges under the universities of West Bengal only.
- The study considers students below the age group of 21 years only.
- The study also considers students who have not studied inclusive education / special education till date in their prescribed syllabus.

POPULATION

The population of the study are the undergraduate students studying in the colleges under the universities of West Bengal.

SAMPLE

The Sample of the study will be 90 undergraduate students of Kolkata , East Medinipur and West Medinipur districts of West Bengal

TOOLS AND TECHNIQUES FOR DATA COLLECTION**• RESEARCH TOOL**

In order to obtain empirically dependable answers to the research questions and to test the formulated hypotheses, the researcher developed a Questionnaire comprising of both Open ended and Close ended Objective Questionnaire. Total number of Questions were 17 which consists of both questions on Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016.

PROCEDURE OF DATA ANALYSIS**Evaluation of the answer-script.**

After completion of the administration of the test, the answer-scripts were examined with the help of scoring key previously prepared by the researcher. Full marks of the Achievement test was 15 (fifteen). After the evaluation the total marks obtained by each of the students were found out.

Graphical representation (Histogram) of the scores in the Questionnaire by the students

Histogram of the distribution of scores obtained in the Questionnaire by the students were shown in the figure No. respectively.

Significance of the difference of mean scores in achievement test

Now, following tests were adopted to find out the significance of difference of mean scores in the Questionnaire by the students. Hence, comparative study of mean scores of different groups were computed with the help of T-Test.

FINDINGS OF THE STUDY**1. Objective (1) :To Study the awareness of the college students about the Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016 as a whole.**

Item-wise analysis was done to prove the objectives:

The percentages of the awareness level and its interpretation through pie chart proved that most of the undergraduate students are not aware about the Rights and Protection of the disabled persons as depicted in the RPWD Act 2016. Though we are hopeful that they have given positive opinion in the last two items and nobody has replied in negative. It is overall positive attitude for our society.

2. Objective (2) : To Study the difference of awareness of the college students sex-wise, cast-wise and strata-wise about the Rights of the Disabled and the Laws related to Protection of Disability in the RPWD Act 2016.

To prove the second objective, three hypotheses were drawn and the results were analysed.

- i) Male students establishes superiority in awareness level towards disability than the Female Students.
- ii) General Cast students establishes superiority in awareness level towards disability than the Other Cast Students.
- iii) Rural students establishes superiority in awareness level towards disability than the Urban Students.

CONCLUSION

Persons with disabilities have enough potentialities to contribute to the society and its development depending upon their full participation which is recognized through their right and dignity. Various policies, programmes and schemes are being implemented in alarming rate to eradicate illiteracy, unemployment and poverty among the persons with disabilities. The issue of accessibility proportionately relates the issue of education and employment and economic development of a country. However these are not the enough. Public perception, attitude and awareness have significant role to play. A social change is necessary through public awareness. This should be necessary for attitudinal changes bringing a sense of culture of the belonging. College students have a most important role to play in the awareness programme. College students will establish humanity in the society. So if they know about disability, they will convey the message to others.

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SWAMI VIVEKANANDA AND WOMEN EDUCATION**Sumita Chaudhuri**Assistant Professor, Pailan College of Education, Joka, Kolkata

ABSTRACT

Swami Vivekananda says, "Countries and Nations which do not respect women have never become great nor will ever be in the future." Swami Vivekananda showed a ray of hope to the nation that had lost its faith in its own ability under British rule. He inspired self confidence among Indians that they are not less than others. He emphasized equality between men and women and believed both are wheels of the cart called nation. He insisted that man and woman are equally competent not only in the academic matters, but also in other spheres of life. Several reformers have shown concern about Indian women. But Vivekananda's view was a lot different from others as he did not advocate reforms for women. The nation cannot progress on a single wheel and women education is as much important as men's education. The most important aim of education is to develop a woman into an ideal woman – morally and ethically sound. The education system by eradicating ignorance should empower the women and make them conscious about their rights they receive and exploitations they suffer. This is the only way to end their tragedies and bring them unto the same footing as men.

INTRODUCTION

Woman is the significant creation of God, a multifaceted personality with the power of benevolence, adjustment, integrity and universal toleration. She is the companion of man gifted with equal mental faculty, a protection provider and embodiment of love and affection. The role given to woman starting from the beginning of the creation in society mirrors her role in civilization and cultural attainment. We have to generate awareness among the people about our ancient scriptures and engage them in upliftment of women in line with those. Swami Vivekananda is the patriot saint of India, who played a vital role for the upliftment of Indian society and who is responsible for the preaching of Vedanta philosophy for the first time. The important features of his scheme of female education are, "Make woman strong, fearless, and conscious of their chastity and dignity". He insists that man and woman are equally competent not only in the academic matters, but also in other spheres of life. Several reformers have shown concern about Indian women. The status of women in India has seen a number of reformers in Vidyasagar, Rammohan etc. But Vivekananda's view was a lot different from others as he did not advocate reforms for women. Instead he was in favour of women empowerment.

VIVEKANANDA'S VIEWS ON EDUCATION

The aim of education is to manifest in our lives the perfection, which is the very essence of our inner self. This perfection is the realization of the infinite power which resides in everything through consciousness and bliss. Education, according to Swami Vivekananda, enables one to comprehend one's self within as the self everywhere. The essential unity of the entire universe is realized through education. We have to remember that basis of his philosophy is advaita which preaches unity in diversity. All knowledge, whether secular or spiritual, is in the human mind. Knowledge is inherent in man. According to him, knowledge is inherent in every man's soul. What we mean when we say that a man knows is only what he discovers by taking the cover off his own soul. Swami Vivekananda's methods of education resembles the heuristic methods of the educationists. In this system, the teacher invokes the spirit of inquiry in the pupil who is supposed to find out things for himself under the bias-free guidance of the teacher.

Swamiji laid a lot of emphasis on the environment at home and school for the proper growth of the child. The parents as well as the teachers should inspire the child by the way they live their lives. Swamiji recommends the old institution of gurukula and similar systems for the purpose. In such system, the students can have the ideal character of the teacher constantly before them, which serves as the role model to follow. Education, according to Swami Vivekananda, remains incomplete without the teaching of aesthetics or fine arts. He cites Japan as an example of how the combination of art and utility can make a nation great. It is a misinterpretation of Swami Vivekananda's philosophy of education to think that he has over emphasized the role of spiritual development to the utter neglect of the material side. According to the Indian philosophical tradition, true knowledge does not come from outside, it is discovered within the individual, in the uncovering of the knowledge hidden in our mind. Swami Vivekananda supported the ideal of swadharma in education. Everyone has to grow like himself and no one has to copy others.

SWAMI VIVEKANANDA'S AIMS OF EDUCATION

Training the mind to concentrate on a specific subject has several stages, the primary one being learning how to collect the mind and preventing it from running hither and thither. The student trains his mind to be more

attentive and more 'mindful'. Next, the student must learn how to detach his mind from distractions that impose themselves in spite of himself. According to Vivekananda, education is a process in which the young minds, will receive strength, energy and vigorous character. By the way of getting this process, the individual will mould themselves of their life. According to Vivekananda, all the materials and spiritual knowledge are already present in the individuals mind, but it is covered by certain ignorance. The second aim of education is the physical and mental development of the child. He emphasizes the child should practice Brahmacharya which fosters development of mental, moral and spiritual powers leading to purity of thought, words and deeds.

WOMEN EDUCATION ACROSS AGES

In ancient period, women used to enjoy equal status as men. In addition they were properly educated in the early Vedic period. Women also had the freedom to select their husband through the system known as 'Swayamvar.'

In medieval period, with the emergence of Muslims, status of women started deteriorating as several evil practices started emerging like sati system, polygamy, purdah system, Zenana practice.

In modern period, there was little development in the status of women. In the modern era, women in India have access to freedom of expression & equality as well as the right to education. However, some problems such as dowry, malnutrition, domestic violence, female foeticide, female infanticide, lack of education are still prevalent.

According to Indian Constitution, women are equal to men and are legal citizens of the country. But in our patriarchal male dominated society, Indian women suffer immensely. Women education has been a matter of concern and has been discussed in all national policies. The social condition of women is gloomy mainly because of their ignorance arising out of illiteracy.

Swami Vivekananda views education not as accumulation of knowledge which is inflicted in the mind of a child by force. He further said that the education was not of getting huge amount of information; it would be an undigested material of our brain. In his words – "Education is the manifestation of perfection already in man." He describes that the libraries could be the greatest saints of the world and encyclopedia seers and preachers. The good quality education must have the life building, man-making, character building qualities inherent within it. This education would help the common people to equip themselves for the struggle of life.

VIVEKANANDA AND WOMEN EDUCATION

"Education of women" - This is one of the slogans of UNESCO on education for the 21st century. This leads us to the next idea of Vivekananda— education of women. Women in India were far behind men in the field of education when Swamiji lived. Now the situation has somewhat improved but much remains to be done. It is the Hindu culture and the Vedanta philosophy on which Vivekananda's position on women is based. The "Hindu ideal of woman" is the very ideal of woman he evolved for India. According to Vedanta philosophy, men and women and all beings are divine in their essential nature. Men and women have been endowed by nature with the organic capacity to enquire into and realize this great truth. Men and women have equal access to education. Hindu culture views all social evolutions as the process of truth into the texture of human relationships. This view of Hindu culture provides the values of freedom, equality and the dignity and the sacredness of the human personality.

Swami Vivekananda's concept of women is rooted in the historical period of India. In India, mother is the centre of the family and our highest ideal. She is the representative of God, as God is the mother of the universe. It was a female sage who first found the unity of God and laid down this doctrine in one of the first hymns of the Vedas. According to him our God is both

personal and absolute the absolute is male, the personal is female. The important features of Swamiji's scheme of female education are to make them strong, fear-less, and conscious of their chastity and dignity.

Swamiji found education as the best and only device to solve all problems of women and thereby emancipate them. According to him, for women problems can be many "but none that cannot be solved by that magic word 'education'". He conceived of an "Education by which character is formed, strength of mind is increased, intellect is expanded, and by which one can stand on one's own feet". According to him, "Education is not the amount of information that is put into your brain and runs riot there, undigested, all your life. We must have life building, ... character making, assimilation of ideas. Vivekananda, in his scheme of education, meticulously includes all those studies, which are necessary for the all-around development of the body, mind and soul of the individual. These studies can be brought under the broad heads of physical culture, aesthetics, classics, language, religion, science and technology. According to Swamiji, the culture values of the country should form an integral part of the curriculum of education. Spiritual values form a focal point of the culture of India has its

roots deeply embedded therein. The time-tested values are to be imbibed in the thoughts and lives of the students through the study of the classics like Ramayana, Mahabharata, Gita, Vedas and Upanishads. This will keep the perennial flow of our spiritual values and transmit them to the next generation. Vivekananda being a keen observer could distinguish the difference in perception about the status of women in the West and in India. He admired the intellect and freedom they received and wanted the same for our women. But above all he rooted for spirituality in women.

According to Swami Vivekananda, the first thing that women needed was education based on Indian philosophy (Atman and Brahman) - an educator that would open their eyes to the secrets of the soul, mind, and nature. His belief lay in education as the remedy of all the present evils and the promise for future progress of women. To Swami Vivekananda; women must be put in a position to solve their own problems in their own way. No one can or ought to do this for them. And our Indian women are as capable of doing it as any in the world.

The development agenda of the 21 century also acknowledged education as the key to women's empowerment for the same reasons as Swamiji foresaw in the 19 century. The millennium development goals envisage that education of women "increases their productivity, raising output and reducing poverty. It promotes gender equality within households and removes constraints on women's decision making.

No country can be prosperous and cultured unless its women community is well educated and well cared for. He was an ardent advocate of women education. Women's chastity is her strength and vital for reaching perfect womanhood. According to him women should be ideal like our "Puranic" Sita and Savitri. Girls should be provided ideal education to be ideal women. It should be very good if some women get training for renunciation who would be able to carry forward and contribute a great deal to the development of women as well as the nation. Swami Vivekananda was of the firm opinion that women should be educated enough so that they can be put in positions of power to solve their own problems in their own way. The welfare of the world is dependent on the improvement of the condition of the women. Swami Vivekananda presented a comprehensive curriculum for women, so that they may develop high character, courage and confidence. He presented high ideal of Gita to India women. Like males he advised females also to observe, "Brahmacharya", which gives strong foundations of the development of education in different aspects.

Women education should be spread with religion as well as reconstruction of mind. All the other aspects of life are secondary. Religion training, character development and moral development are the main tasks of teaching. In villages and towns they centres must be opened and continuous effort should be put in for the spread of women education. Through such activity there will be a uniform and secular education made available to all. That will be the real spread of women education in the country.

Swami Vivekananda's concept of women is rooted in the historical period of India. In India, mother is the centre of the family and our highest ideal. She is the representative of God, as God is the mother of the universe. It was a female sage who first found the unity of God and laid down this doctrine in one of the first hymns of the Vedas. According to him our God is both personal and absolute the absolute is male, the personal is female. To Swami Vivekananda, women must be put in a position to solve their own problems in their own way. No one can or ought to do this for them. And our Indian women are as capable of doing it as any in the world. The first thing that women needed was education on national lines- an educator that would open their eyes to the secrets of the soul, mind, and nature. His belief lay in education as the remedy of all the present evils and the promise for future progress of women.

CONCLUSION

According Swami Vivekananda proper education of women is very much related to regeneration of their values. The most important aim of education is to develop a woman into an ideal woman – morally and ethically sound. The education system by eradicating ignorance should empower the women and make them conscious about their rights they receive and exploitations they suffer. This is the only way to end their tragedies and bring them unto the same footing as men.

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CONSTRUCTION AND STANDARDIZATION OF AN ATTITUDE SCALE TO MEASURE ATTITUDE OF TEACHER TRAINEES TOWARDS SELF FINANCING IN EDUCATION

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ABSTRACT

Educational quality means, 'the achievement of desired learning and the level of mastery'. It refers to the development of knowledge and understanding, application and problem solving, creative thinking, skills, attitudes and values at a greater level of proficiency and having command over what is learnt. India witnessed rapid expansion of education in the post-independence era in terms of students and staff, schools, colleges and Universities. However, the quality has been sacrificed with it.

Self Financing in education is a current issue and a study of the attitude towards it will be of much concern in order to make reforms in its functioning.

The present investigation is concerned with the construction and standardization of attitude scale to measure attitude of teacher trainees towards Self Financing in Education.

Keyword: Self Financing, Attitude, Construction, Standardization.

INTRODUCTION

The term Self Financing is difficult to define precisely, because of the various issues involved in the process described by it. Instead of one definition, one can offer the following range of definitions:

- Engaging the private sector to provide services or facilities that are usually regarded as public sector responsibilities.
- Shifting from publicly to privately managed services.
- Transferring government functions or assets, or shifting government management and service delivery, to the private sector.
- Attempting to alleviate the disincentives toward efficiency in public organizations by subjecting them to the incentives of the private market.
- Using the private sector in government management and delivery of public services.

It is clear from these definitions that self financing means to reduce the role and functioning of the Government and assigning the various roles to the private sector. In this way the role of the private sector is increased.

ATTITUDE

Attitude is a component of mental life. It is readiness to respond to some situation. It is dynamic as well as directional. It is directed towards a psychological object of concern for an individual.

As stated by **Allport (1935)**, "Attitude is mental and neural state of readiness to respond organized through experience exerting a directive and/or dynamic influence on behavior."

Triandis (1971) defines the term attitude in terms of its basic structure which reads as "An Attitude is an idea charged with emotion which predisposes a class of actions to a particular class of social situations." The definition reveals that attitude has three dimensions - Cognitive, Conative and Affective. This definition can be compared with the three dimensional aspect of attitude in Gita (Gyan, Bhakti and Karma). The definitions given above reveal the following aspects:

1. Attitude is a component of mental life.
 2. Attitude can be measured both physiologically and phenomenologically.
 3. Attitude has a structure. It is made up of three components which are cognitive, affective and conative and the studies reflect that one can measure attitude with the help of any of the three components.
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4. Attitude also has a multidimensional structure. The multidimensional structure can be studied by the methodology of factor analysis.

STATEMENT OF THE PROBLEM

Construction and Standardization of an Attitude Scale to measure attitude of Teacher Trainees towards Self Financing in Education.

MEANINGS OF TERMS USED IN THE STATEMENT OF THE PROBLEMS

The various terms used in the statement of the problem have been described as follows -

1. **CONSTRUCTION** – It means writing of attitude items for Self Financing in Education towards which the attitude is directed.
2. **STANDARDIZATION** – It includes selection of items for the final draft of attitude scale using internal consistency or part whole correlation method and finding the reliability by Split half method and Validity by Contrasted group method of the attitude scale.
3. **ATTITUDE SCALE** – Likert method of summated ratings will be used. The Likert format with seven point scale will be administered on teacher Trainees for data collection. Internal consistency along the attitude scale will be used for the selection of items or the final draft of Likert type scale.
4. **ATTITUDES** – The term has already been explained in the introduction by giving appropriate definitions of the concept.
5. **TEACHER TRAINEES** – The term implies students of B.Ed. class.
6. **SELF FINANCING IN EDUCATION** – The concept of self financing in education has already been explained in the introduction.

OPERATIONAL STATEMENT OF THE PROBLEM

Construction of a preliminary draft of 54 items of Likert type attitude scale concerning Self Financing in Education half of which positive and half negative to administer it on an appropriate sample of teacher trainees to find internal consistency along the attitude scale and to select items for the final draft and to find its reliability by split half method and validity by known groups method.

MEANINGS OF TERMS USED IN THE OPERATIONAL STATEMENT OF THE PROBLEM

RELIABILTY – Split half method of finding internal consistency will be the operational measure to be used along with Spearman Brown Prophecy formula for finding full length reliability of the attitude scale.

VALIDAITY – Validity of the attitude measure will be found by the contrasted group method.

SIGNIFICANCE OF THE STUDY

Significance of constructing an attitude scale to measure attitude lies in the development and standardization as it is important to construct a measuring instrument to study an aspect of personality of which study of attitudes constitute an important aspect as it will help in determining the behavior of the subjects under investigation. The need is to develop a good attitude measure as there is dearth of such measuring instruments.

OBJECTIVES

1. To develop a Likert Type attitude scale measuring attitude towards self financing in Education
2. To administer the Preliminary draft of the attitude scale on a sample of teacher trainees.
3. To organize the data and to find out the internal consistency along the attitude scale.
4. To select items for the final draft of the attitude scale.
5. To organize the data on items selected for the final draft of the attitude scale.
6. To find the reliability and validity of the attitude scale.

FORMAT

A Likert format with seven options i.e. strongly disagree, somewhat disagree, slightly disagree, No opinion, slightly agree, somewhat agree and strongly agree has been proposed to be used.

WHAT IS A LIKERT SCALE?

Likert scale is a psychometric scale which is most commonly used in survey method of Research. When responding to a Likert type attitude scale item, respondents specify their level of agreement to a statement. The scale is named after its inventor, psychologist Rensis Likert.

A Likert type attitude item is simply a statement which the respondent is asked to rate according to any kind of subjective or objective criteria; generally the level of agreement or disagreement is measured.

Likert scaling is a bipolar scaling method, measuring either positive or negative response to a statement.

CRITERIA FOR ATTITUDE STATEMENTS

Wang (1932), Thurstone and Chave 1929), Likert (1932), Bird (1940) and Edward and Kilpatrick (1948) have suggested various informal criteria for editing statements to be used in the construction of attitude scales. The following criteria have been used to modify the statements on the preliminary draft of the Likert type items:

1. Avoid statements that refer to the past rather than present.
2. Avoid statements that are factual or capable of being interpreted as factual.
3. Avoid statements that may be interpreted in more than one way.
4. Avoid statements that are irrelevant to the psychological object under consideration.(Self Financing in Education should be used in the statement)
5. Avoid statements that are to be endorsed by almost everyone.
6. Statements should be written in short, rarely exceeding 20 words.
7. Each statement should contain only one complete idea or thought.
8. The words such as only, just, merely and others of a similar nature should be used with utmost care.
9. Keep the language simple and clear and avoid ambiguous statements.
10. Statements contain universals such as all, always, none and never often introduce ambiguity and should be avoided.
11. Avoid the use double negatives.
12. Avoid the use of word that may not be understood by those on whom the scale is administered.
13. Half the statements should be positive and half negative.
14. Avoid the use of statement or word which is not intelligible

CONSTRUCTION (FRAMING) OF ITMES & SELECTION OF LIKERT FORMAT

54 items were constructed, Most of the items were derived from the articles from news papers, research journals or magazines. Even Fliers and Advertisement sheets were also used for construction of the items. The items were then placed on the Likert format with seven options ranging from strongly disagree response to strongly agree response. The preliminary draft with 28 positive and 26 negative items was so developed.

LIKERT TYPE ATTITUDE FORMAT

OPTION	NUMERAL ASSIGN
Strongly disagree	1
Somewhat disagree	2
Slightly disagree	3

No opinion	4
Slightly agree	5
Somewhat agree	6
Strongly agree	7

SAMPLE AND ADMINISTRATION OF ATTITUDE SCALE

The 54 item preliminary draft of attitude scale to measure attitude of teacher trainees towards self financing was administered on sample of 60 teacher trainees. A sample of 60 teacher trainees was selected randomly from the students of B.Ed. class from S.L.D.A.V. College of Education, Ambala City.

DIRECT ITEMS		REVERSE ITEMS	
RESPONSE	SCORE	RESPONSE	SCORE
Strongly disagree	1	Strongly agree	1
Somewhat disagree	2	Somewhat agree	2
Slightly disagree	3	Slightly agree	3
No opinion	4	No opinion	4
Slightly agree	5	Slightly disagree	5
Somewhat agree	6	Somewhat disagree	6
Strongly agree	7	Strongly disagree	7

STANDARDIZATION OF LIKERT TYPE ATTITUDE SCALE

INTERNAL CONSISTENCY

Internal Consistency along the preliminary draft could be found by two methods:

1. Part Whole (Item_Total) Correlational Technique - In this method product moment correlation is found between each of the 54 items and whole measure of items (summed scores of all the 54 items of the attitude measure).
2. The scores on the whole measure are arranged in ascending or descending order. After doing this 27% high scorers and 27% low scorers are selected. Scores of these high and low scoring groups on each of the items are compared using t-test. Items with $t \geq 1.65$ are selected.

In the present investigation first method has been used to find part whole (item total) correlations for each of the 54 items. Table 1 gives the part whole correlations of the 54 items on the preliminary draft of the attitude measure.

TABLE 1 Part whole Correlations of 54 items of Preliminary draft

Item No.	r _{pw}	Item No.	r _{pw}
1	0.12	28	0.49
2	0.35	29	0.49
3	0.51	30	0.33
4	0.42	31	0.56
5	0.33	32	0.57
6	0.14	33	0.44
7	0.53	34	0.12
8	0.11	35	0.48
9	0.57	36	0.10
10	0.39	37	0.45
11	0.15	38	0.57
12	0.69	39	0.50
13	0.42	40	0.48
14	0.56	41	0.35
15	0.28	42	0.57
16	0.29	43	0.40

17	0.44	44	0.64
18	0.23	45	0.59
19	0.58	46	0.45
20	0.32	47	0.52
21	0.27	48	0.42
22	0.39	49	0.29
23	0.49	50	0.36
24	0.49	51	0.47
25	0.50	52	0.37
26	0.14	53	0.35
27	0.34	54	0.22

RELIABILITY OF THE ATTITUDE SCALE

The reliability of the 36 items attitude scale (Final Attitude Measure) was found by using Split half method.

Table 2 Scores, Squares of Scores and Product of X and Y scores

X	X ²	Y	Y ²	XY
4842	408328	4849	410451	407461

RELIABILITY OF HALF LENGTH OF FINAL ATTITUDE SCALE

$$r_{1/2} = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r_{1/2} = \frac{60 \times (407461) - (4842) \times (4849)}{\sqrt{60(408328) - (4842)^2} \sqrt{60(410451) - (4849)^2}}$$

$$r_{1/2} = \mathbf{0.728}$$

The attitude measure was split into two halves. One containing odd numbered items and other containing even numbered items. The summed scores on these two half measures of the final attitude scale were subjected to analysis for finding the product moment correlation between the two halves.

In order to find the reliability of the full length scale Spearman Brown Formula has been used.

Spearman – Brown Formula

$$R = \frac{2r_{1/2}}{1 + r_{1/2}}$$

Where,

R = reliability of full length measure.

r_{1/2} = reliability of the half length measure.

$$R = \frac{2 \times 0.728}{1 + 0.728} = \mathbf{0.84}$$

So, the reliability of the full length scale of the attitude has been found to be **0.84** which is very high.

VALIDITY OF THE ATTITUDE SCALE

Validity of the final draft of the attitude scale measuring attitude towards Self Financing in Education has been found by using the known groups method (contrasted groups method). One group was of those who did not like Self Financing in Education, the other was of subjects who liked (loved) the Self Financing in Education.

Are you in favour of Self Financing in Education? ()

Are you not in favour of Self Financing in Education? ()

t-test was applied on the scores of these two contrasted groups. Significance of the difference between the means of the two groups was tested and the *t*-ratio of 11.79 was found which is highly significant at $p = .01$. It reflects that attitude measure is valid.

INTERPRETATION OF RESULTS

1. Internal consistency along the preliminary draft of the attitude measure has been found to be gratifying. Thirty six out of fifty four items have been finally selected on internal consistency basis to form a Likert type attitude scale to measure the attitude of the teacher trainees towards Self Financing in Education. These thirty six items have part whole correlations ≥ 0.28 . It may also be noted that out of the thirty six items selected, twenty items have been positive and the rest sixteen items have been found to be negative which reflects that the attitude scale is somewhat balanced and the response bias tendency has been taken care of in the attitude scale by using negative items (final draft).
2. Split half reliability of the final draft of the attitude scale has been found to be very quite high. The reliability of the half length measure of attitude towards self financing in education scale has been found to be 0.728. The reliability of the full length measure found by Spearman - Brown formula has been quite high 0.84. It reflects that the 36 - item attitude scale to measure attitude of teacher trainees toward Self Financing in Education is highly reliable (accurate) measure of the attitude as it displays greater consistency.
3. As no standard attitude scale to measure attitude toward Self Financing in Education has been available, known groups method of finding the validity has been used. Two known groups, one favouring self financing in education and the other unfavouring self financing in education have been selected on the basis of the following items:-

Are you in favour of Self Financing in Education? ()

Are you not in favour of Self Financing in Education? ()

The teacher trainees who favoured self Financing in Education were found score high, while those who did not favour Self Financing in Education got low scores. On the final draft of the attitude measure the *t*-test applied to the difference between means of two contrasted groups was found to be highly significant $p = 0.01$. It clearly shows the investigator has measured the attitude of the teacher trainees towards Self Financing in Education. It reflects that attitude measure scale is valid for the measurement of attitude of teacher trainees towards Self Financing in Education.

From these findings it is quite clear that attitude scale is effective in measuring attitude towards Self Financing in Education with sufficient accuracy and is quite useful as a measure of attitude.

CONCLUSION

1. The Likert method of attitude scaling works well within the phenomenological domain.
2. The internal consistency along the attitude measure is satisfactory and having $r_{pw} \geq 0.28$ have been selected for the final draft of 36 items attitude scale part whole correlations of the selected items range between 0.28 and 0.69.
3. The reliability of full-length 36 item attitude scale is 0.84 which is very high.
4. The attitude scale has been found to be an effective measure of attitude towards Self Financing in Education as the known groups of Teacher Trainees differ significantly on this measure.

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WOMEN EMPOWERMENT – A PATHWAY TO ACT AS TREE OF LIFE

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INTRODUCTION

Empowerment involves power to, power with and power within. Empowerment refers to increasing the spiritual, political, social, or economic strength of individuals and communities. It involves the development of confidence in their own capacities.

In conclusion, we see empowerment as a multi-dimensional social process that helps people gain control over their own lives. It is a process that fosters power in people for use in their own lives, their communities, and in their society by acting on issues that they define as important.

WHAT IS WOMEN EMPOWERMENT?

Women Empowerment refers to increasing the spiritual, political, social, educational, gender, or economic strength of individuals and communities of women.

It is the process, and the outcome of the process, by which women challenge gender-based discrimination against women & men in all the institutions and structures of society.

WOMEN'S EMPOWERMENT HAS FIVE COMPONENTS

- Women's sense of self-worth;
- Their right to have and to determine choices;
- Their right to have access to opportunities and resources;
- Their right to have the power to control their own lives, both within and outside the home;

And their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

WOMAN AS A MIRACLE TREE

In respect to Women Empowerment, women can precisely be considered as the Miracle Tree. It is a multipurpose plant and its leaves, pods, fruits, flowers, roots and bark are beneficial in one way or the other. This is the Tree of Life as it connects all forms of creation. If women get empowered, it could bring benefit to the individual, family also lead to the betterment of the society.

WHY NEED FOR WOMEN EMPOWERMENT?

The main problems faced by women in past and present:

- ❖ Gender discrimination
- ❖ Child labour
- ❖ Lack of opportunities in Women education
- ❖ Female infanticide
- ❖ Dowry
- ❖ child marriage
- ❖ Poor maternal health and low life expectancy
- ❖ Atrocities on women: domestic violence, rape, molestation, trafficking.
- ❖ Declining sex ratio
- ❖ Social stereotype and low involvement in decision making.

➤ 6S MODEL FOR WOMEN EMPOWERMENT

Shiksha= Education

Swasthya= Health

Swavlamban= Self Reliance

Samajik Nyay= Justice

Samvedana= Sensitivity

Samta= Equality

WOMEN EMPOWERMENT & EDUCATION

“If you educate a man you educate an individual, however, if you educate a woman you educate a whole family. Women empowered means mother India empowered”.---PT. JAWAHARLAL NEHRU

Education is milestone of women empowerment because it enables them to respond to the challenges, to confront their traditional role and change their life. So that we can't neglect the importance of education in reference to women empowerment. In fact it is one of the most effective methods to bring women empowerment and create women who are Miracle Trees.

OBJECTIVES OF THE STUDY

- To gain an understanding of the concept of women's empowerment;
- To investigate and prepare an indicative list of indicators and processes or mechanisms of empowerment;
- To interpret the role of empowerment in creating a woman who is a Miracle Tree- a tree of Life.
- To prepare initial proposals/recommendations for future action, focusing on effective procedures and mechanisms of empowerment.

METHODOLOGY

- The methodology used in preparing this paper was observation and survey method.

CONTENTS OF THE STUDY

- Women empowerment is a process through which women achieve the ability to control, take ownership over resources and make strategies of life choices(Kabeer 2001). However, the process itself depends on women, through education, capacity building, skills and trainings and changes in legal and structural framework. Women empowerment covers many dimensions including social,economic, cultural, political, legal and psychological (Malhotra et al. 2002).

➤ INDICATORS OF WOMEN EMPOWERMENT

At the community and/or organisational level

- existence of women's organisations;
- allocation of funds to women and women's projects; increased number of women leaders
- involvement of women in the design,development and application of technology;
- participation in community programmes, productive enterprises, politics and arts;
- involvement of women in non-traditional tasks; and
- increased training programmes for women; and
- exercising her legal rights when necessary.

➤ AT THE LEVEL OF THE INDIVIDUAL WOMAN AND HER HOUSEHOLD

- crucial decision- making processes;
- sharing of domestic work by men;
- decides on family size;
- decide where the income she has earned will be channelled to;
- pride andvalue in her work;
- self-confidence and self-esteem;
- and ability to prevent violence.

➤ AT THE NATIONAL LEVEL

- awareness of her social and political rights;
- integration of women in the general national development plan;
- existence of women's networks and publications;

- extent to which women are officially visible and recognized; and
- the degree to which the media take heed of women's issues.
- **WAYS TO EMPOWER WOMEN**
- Providing education
- Changes in women's mobility and social interaction;
- Changes in women's labor patterns;
- Changes in women's access to and control over resources; and
- Changes in women's control over decision-making.
- Self employment and Self help groups
- Providing minimum needs like nutrition, health, sanitation, housing
- Encouraging women to develop in their fields they are good at and make a career.
- Other than this, society should change the mentality towards the word “women”.

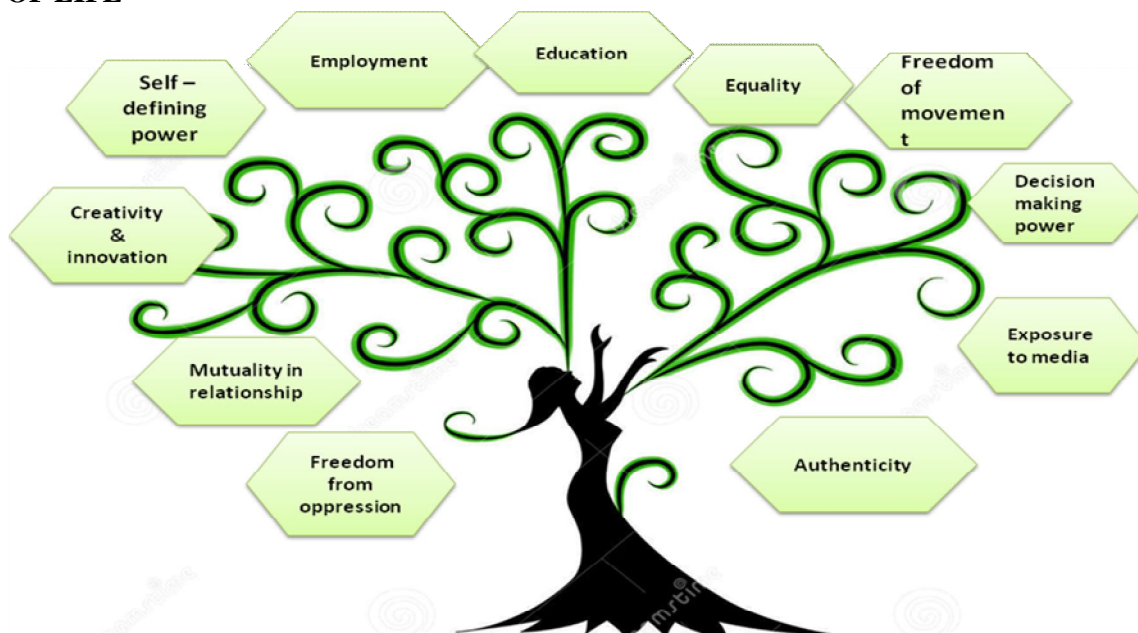
STRATEGIES FOR THE FUTURE

- Empowerment through education is ideally seen as a continuous holistic process with cognitive, psychological, economic and political dimensions in order to achieve emancipation. Given the complexity of political, societal and international interrelations, one has to systematically think about the strategies and concrete proposals for future action if one hopes to achieve such a goal. As can be seen from the listing, the strategies are inter-related to each other.
- ✓ Education
- ✓ Research or Documentation
- ✓ Campaigns
- ✓ Networking
- ✓ Training
- ✓ Media

EMPOWERMENT- A KEY FACTOR TO THE EVER GROWING MIRACLE TREE

- As any plant needs a constant source of water, air and sunlight to keep growing and bearing fruits, similarly a woman also needs constant empowerment to grow and function as a Miracle tree – A tree of life. If it stops receiving empowerment it will become stagnant. It needs to be constantly fuelled to maintain its vitality.

TREE OF LIFE



➤ WOMEN EMPOWERMENT PROGRAMMES**• ROLE OF GOVERNMENT**

- The Department of Women and Child Development has been implementing special programmes for the holistic development and empowerment of women with major focus to improve their socio-economic status. There has been policy shifts from time to time based on the shifts in emphasis.
- The year 2001 was declared as “Women’s Empowerment Year” to bring greater focus on the programmes for women. These are few more endeavours taken by the Govt. of India:

❖ Swayamsidha

❖ Swayam-Shakti Project

❖ Support to Training and employment programme for Women (STEP)

❖ Swalamban

❖ Swadhar

❖ Rashtriya Mahila kosh (RMK)

❖ Creches/ Day care Centers for the Children of working and Ailing Mothers

❖ Hostels for working women

❖ UNIFEM is the women’s fund at the United Nations. It provides financial and technical assistance to innovative programs and strategies to foster women’s empowerment and gender equality.

➤ FACILITATING FACTORS FOR WOMEN EMPOWERMENT

• Existence of women's organizations

• Availability of support systems

• Availability of women-specific

• Availability of funds

• Feminist leadership

• Networking

• Favourable media coverage

• Favourable policy climate.

CONSTRAINING FACTORS FOR WOMEN EMPOWERMENT

• Heavy work load of women.

• Isolation of women from each other.

• Illiteracy.

• Traditional views limit participation.

• No funds.

• Disagreements/conflicts among women's groups.

• Structural adjustment policies.

• Negative and sensational coverage of media

➤ ADVANTAGES OF WOMEN EMPOWERMENT

• Next generation will be empowered because of her.

• If woman will be empowered she will not be a burden on anyone.

• Financial burden of man can be shared with her support.

• As a tree of life women can contribute enormously in the field of global care and welfare. Hence, they can be termed as instrumental in bringing a global change.

- WITH OUT WOMEN EMPOWERMENT THERE CANNOT BE ANY RAPID PROGRESS IN THE NATION
- Women have to realize their basic problem first-empowerment of women helps in raising the standard of the family that way all the members of the family get better standards and that finally leads to progress of the nation.
- Today women is the root of the nation so without empowerment of women the progress of the nation is not rapid.

CONCLUSION

Women Empowerment promotes to the innovation of a Millennium Development for dynamic interactive areas where they can make decision of their own for their benefits as well as for the social change and global change at large. Women can become the shipper of the colossal load of the society as the Tree of life carries the enormous stack of its production to benefit the society at large. They should be given the sanctum consign where they can make decision of their own opportunity to shape innovation to benefit women world. Young educated girls engage in an activity of her choice. We need more such light of opportunities to strengthen the social proforma to generate more fruit, more leaf, and more seeds like that tree. If women can help like tree, they can facilitate the world in various ways. Women can contribute enormously in the field of global care and welfare. Women, in various ways, have proved to be an important instrument to global change. The extent of women's participation in the vicinity of innovative life is so powerfully embedded that it ushers the social change in India in a broader perspective.

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POSITION OF WOMEN IN EARLY KASHMIR

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Regarding the position of women in early Kashmir, we came to know that the first part of a women's life was spent in her father's house, where liberal education was imparted to her. Kalhana extols the women of Kashmir for their learning which allowed them to speak fluently both Sanskrit and Prakrit.¹ Perhaps the ladies of the royal family were given a bit of administrative training. Women's in early Kashmir played a leading role in the political activities of the state of which we have many examples in the pages of Kalhana account.²

Regarding the proper age of women no positive evidence is forth coming. A perusal of the Rajtarngni generally leaves the impression that pre-puberty marriage probably was not in vogue in ancient Kashmir. A story related by kshemendra in the *Desopedesa* may indicate that the girls were married at a mature age.³

The custom of burning and sati was in vogue in Kashmir; from an early time. In the stories of the *Kathasritasagar* which was composed in the valley in 11th century A.D the customs appears to be a quite common. About the historical cases of widows burning themselves at the death of their husbands, we have a number of instances in Kalhanas chronicle. After the death of their husband Samnakar Verman, Surendravati and two other queens cremated themselves along with him.⁴The system of sati was not confined to the royal family alone. Malla, the wife of Bhojasena, the chief justice of Uccala, followed her husband to death. Kalhana testifies that the wife of Damara Kothsta entered fire at the news of her husband's imprisonment and thus became a sati. Sometimes courtesans accompanied their masters into fire. The customs of the sati was so deep rooted in the valley, that even mothers and sisters and other near relatives burnt themselves along their beloved deceased.⁵

Literary evidence ample testifies to the gross immorality and laxity of character prevailing among certain classes of women of ancient Kashmir. Kalhana's Rajtarngni delineates in niceties details of the sensual excesses of the ladies of the palace and the court. The generally low standard of morality, among certain classes of woman of Kashmir has been described by kshemendra in his *Desopedesa* and *Narmala* Damodergupta's *Kuttinimatikavya* and Kshemendra *samayamatrka* and *Desopedesa* point out that prostitute was popular in the society it is not necessary to discussion in detail the immoral atmosphere of early Kashmir as depicted in these works. But the low standards of morality prevailing certain classes gave rise to fostered the growth of certain evil practices in the society, one of these, the institutions was Devadesi deserves attention.⁶

A passage from the Rajtarngni tends to show that the system of dedicating of girls to temples was prevalent during the reign of Durlabhaka pratapaditya II,⁷ Lalitaditya in course of his adventurous saw two dancing girls belonging to temple.⁸ The bad immoral practices underlying the system of devdasi must have received some opposition from the homestand pure minded section of the people. Alburuni refers such an opposition in North West parts of India, but then says that this was of no avail since the kings and nobles supported the customs.⁹

The people celebrated numerous festivals and none without songs and dances in the company of women. There were special nights which were to be spent in the company of wives and celebrated as an occasion for "sleep with happiness". On many occasions it was enjoyed up on the husbands to "decorate" themselves as well as their wives with flowers, perfumes and ornaments. Sometimes the women were to be worshipped. During a

¹ . S.C. Ray, *Early History and Culture of Kashmir*, Jay kay publishers sgr.. p.2008.

² . Kalhana *Rajtarangni*, Vol II.(viii), P. 820.

³ . P.N.K. Bamzai, *Cultural and Political History Of Kashmir*, Gulshan Books, sgr, P.227.

⁴ . Kalhana *Rajtarangni*, Vol V. P. 226, See also S.C. Ray, Op.Cit. p.134.

⁵ . Ibid, P.135.

⁶ . S.C.Ray, Op.Cit.P.136.

⁷ . Kalhana *Rajtarangni*, Vol. IV.P.36.

⁸ . Ibid, P. 269.

⁹ . Alberuni, India,(Trns. Sachau) ii, P. 157. See also S.C. Ray, Op.Cit. Pp.136-137.

festival in the bright half of phalgun, the Nilmata Purana prescribes that “none should be made ill-disposed on that day, happy women well fed, well dressed, well scented as well decorated with ornaments should play in the company of men”. There was a festival when the people worshipped even kamadeva (the god of love), and says Nilmata Purana “this should be necessarily celebrated, the rest may be or not be celebrated “the husband was then required to bath his wife himself, and the men passed some nights in the company of courtesans but “with the observance of the vow of celibacy”.¹

The use of the pardha system was non-existent,² and men and women freely mixed with each other. The women women enjoyed equal rights with men is amply shown by many references. Although the polyandry was not practiced in the valley, polygamy was quite common, at least among the rich, the *harems* of the kings with queens and concubines from all castes.

Since there was prevailed joint family system, we find mother-in-law wielding their well-known rod of authority and strictness over their daughters-in-law.³ But as compared to the rest of the societies women in early Kashmir especially during the pre and post Karkota rule the women enjoyed a great deal in the society in the all spheres of his day to day life, viz. in the fields of socio-economic, political, religious and others etc. In ancient Kashmir rural society, the women have been the bone of economic prosperity.⁴ They worked shoulder to to shoulder with men in carrying out a multitude of agricultural operations from sowing to harvesting.⁵

¹ . M.L. Kapoor, *Kingdom of Kashmir*, pp. 370-371.

² . P.N.K. Bamzai, op. Cit. P.325.

³ . S.K. Ganjoo, Op. Cit. Pp. 256-257.

⁴ . Parvaz Ahmad, *Economy and Society of Kashmir*, Sgr. Oriental Pub.2007, p. 244.

⁵ . VeenaMathur, *Position of Women in Ancient and Medieval Kashmir*, P. 88 (Unpublished Thesis, Jammu University).

SHAWL INDUSTRY IN KASHMIR

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The valley of Kashmir witnessed for its unique features of arts and crafts by which its identity is famous for all over the world. Among them the most flourishing craft is Shawl – making industry are well established from the very beginning. The shawl making is said to be very oldest industry of Kashmir¹, but after its initial stage of development it saw the symptoms of decline during the later Hindu period, but soon its restorations towards the close of the 14th century AD is attributed to Syed Ali Hamdani.² But in Zainul Abidin's period it got its real momentum and from his afterwards it began to be exported to India and other countries as well. During the Mughals in Kashmir the Shawl had also got its prominent position that it was thought worthy of being described both in the accounts of Abul- Fazal³ and Bernier.⁴ After Mughals it was Afgan Governor Haji Karim Dhaat khan who laid the first foundation of department of *Dagshawl* and levied back- breaking taxes on this industry.⁵

industry.⁵

Kashmiri shawls are of two varieties namely loom and hand-made. In the hand-made shawl the work man was called as *Sadabaf*. He made the plain *Pashmina* from the spun *pashm* in his own house which he bought himself directly from market. Upon this plain pashmin the coloured threads were afterwards worked with needles by an another workman known as *Rafugar*.⁶ The *Sadabafs* were under the firm possession of the department called *Dagshawl*.⁷ In the loom system a *Karkhandar* employed a number of workmen of his strength strength of work-load known as *Shawlbafts* in his *karkhana*. He bought the raw spun thread from the dealer in pashm and got it dyed of different colours before it was dispensed among the workers. These shawlbafts were put under the possession of the master are known as *Ustaad*. There was usually one *ustaad* in every *kharkhana* figured from 15-20 shawlbafts.

The shawl industry further enlightens when the Sikhs assumed power in 1819. A foreign traveler Moorcraft who visited Kashmir in 1822 describes shawl industry to be in a flourishing state. He gives the stastical picture of shawl goods manufactured in Kashmir may be estimated at about 35 lacs of rupees.⁸ During the second decade of sikh rule in Kashmir the market flow of shawl goods in Kashmir reduced from Rs 64,00000 in 1821 to Rs 32,0000 in 1836 and it recorded a further decline by the closing years of sikh rule. The total net value of shawl goods produced in 1846 was about 25,00000.⁹

However, with the accession of Maharaja Gulab singh in 1846 the shawl industry got deteriorated. Like peasants the shawl weavers were also the victims of official tyranny. Economically the shawlbafts were the lowest paid wage earners. The monthly income of a shawlbaft did not exceed 7-8 rupees, out of this earning he

¹ . The origin is referred to in Mahabharata when Dritrashtra desired to present 18000 Arikam(shawals) to Krishna on his visit to the court of Kaurvas as a delegated from the Pandvasl Algansh, *Kashmir, past and present*, srinagar, chronicle, publishing house, 1946 part ii, p. 12.

² P.N.K. Bamzai, *Cultural and political History of Kashmir*. P. 499; Syed ali hamdani who visited the valley in 85 Hijri.

³ . According to Abul Fazal this industry was taking great strides under Akbar, Blochmann, Trs. *Ain-i-Akbari*, vol. I p.98.

⁴ . Beriner, in his *Travels in the Mughal Empire, AD 1656-68*, London: W. Pickering, 1826 , reprint, New Delhi: Munshiram Manoharlal, 1992, pp. 401-402.

⁵ . Anand, Kauk, *Geography of jammu and kashmir state*, Reprint, light and life publications, Delhi, 1954. P.52.

⁶ Opcit. Blochman, trs. *Ain-i-Akbari* p.98.

⁷ Thorp Robert, *Cashmere Misgovernment, Calcatta; Whyman Brothers*, p. 63-64, Charles Bates, *Gazetter of Kashmir*, p.54.

⁸ . Moorcraft, *Travels*, Vol. II, p.194.

⁹ . Lal, kishan, Dewan, *A Short Account of Kashmir B.C* 3rd March, 1848, No.67.

paid 5 rupees as tax and he lives on the remaining of 3 rupees.¹ Owing to this the shawl weavers resorted to strike in 1847 demanded the reduction of taxes like Baj and Nazrana etc.² They also demanded the wages of the labour be fixed and on June 12, 1847, they struck work and about 4000 of them fled the valley.³ Gulab Singh called them back on the assurance that their complaints would be enquired into if they would return to work.⁴ The false assurance of the maharaja led to death of agitation. The state had an income of Rs 7 lakhs per annum during 1846-69. The famine of 1878 drove away a large number of shawl-weavers from Kashmir to Lahore. Several families of shawl weavers also settled in Ramnagar and Basholi in Jammu province and ultimately migrated to Punjab for want of local encouragement.⁵ During the reign of Maharaja Ranbir Singh the shawl weavers continue to live the life of miserable. Andrew Wilson and Richard visited Kashmir during this period and they depicted the graphic picture of socio-economic conditions of shawl weavers and these shawl weavers live the life of mere slaves, there was no option for opt out from this profession.⁶ The shawl trade received a fatal blow due to Franco-German war of 1870. It was a great calamity for the shawl weavers because of heavy war indemnity, the French had no capital for the purchase of Kashmiri shawls.⁷ From one side the shawl weavers were seriously suffered by the hands of oppressed rulers and their rigid policies on the other hand they became the victims of natural calamities.⁸ They died like flies, and the survivors can not maintain the pace of their art, and it is apparent that the shawl trade in Kashmir doomed due to the negligence of rulers.⁹ Besides they were always found under debt of the proprietor of the shawl industry. When the shawl weaver did not return to his job, sepoys of Dagshawl would torture his family for the payment.¹⁰ During the reign of Maharaja Gulab Singh there were about 27,000 weavers working at 11,000 looms, Pandit Raj Kak Dhar was the shawl tax collector.¹¹ A first rate shawl weaver earns 5 pence a day, they generally earn about 3 pence a day, apart of which they were forced to take rice instead of daily wage.¹² As Gridlestone mentions that the wages were generally Rs 3 to 5 a month, some lethargic weavers could earn only Rs 2 to 3 per month and could not pay the tax thus become the government debtors for life.¹³ The kharhanadar gives loans to the poor weavers later recovered from their wages.¹⁴ Last not the least the shawl-making industry received its dramatic set back when weavers left their profession, some others faced rude behavior of rulers by not accepting the government proposal, as a result of that the shawl industry faced recessions and gradual slowdown.

¹ P.N.K. Bamzai, *Socio-Economic History of Kashmir*, new Delhi, Metropolitan publ. p. 688

² Panikar K.M., *The Founding Of The Kashmir State*, A Biography of Maharaja Gulab Singh, London, George Allen and Unwin, 1930, reprint, 1953, p. 199.

³ . Panikar, K.M., *op. cit.*, p.139.

⁴ . D.C. Sharma, *Kashmir under the Sikh rule, 1819-46*, Delhi, Rema Publication 1983, p.67.

⁵ . census of 1921, Jammu and Kashmir, part I and II 1922, p.181.

⁶ . Biscoe Tyndale, *Kashmir in Sunlight and Shade*, new Delhi: Mittal Publication 1995, p. 115.

⁷ . Biscoe Tyndale, *Op. Cit* p.215.

⁸ . Walter, Lawrence, *The Valley of Kashmir*, Gulshan books, 1995. P. 375.

⁹ . *ibid*, p.375.

¹⁰ . Gadru, S.N., *Kashmir papers*, Srinagar, 1973, pp. 67-68.

¹¹ . Anand, Kauk, *Geography of Jammu and Kashmir state*, Reprint, Light and Life Publications, Delhi, 1954. P.53

¹² . A Gazetteer of Kashmir C.E. Bates, p.33.

¹³ . *Ibid*, p. 54.

¹⁴ . P.N.K. Bamzai, *op. Cit*, p. 248.

CORRUPTION IN SOCIETY

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As we live in this present scenario which is infused with various social evils which has become the maxim of the day and deters various socio- economic development. Among these social evils the most dreaded evil which is visible throughout the globe is *corruption*. The corruption which is not conducive to social stability and social equilibrium.

Bhargava says that, “act of commission or omission by a public servant for securing pecuniary or other material advantage or indirectly for himself, his family or friends is corruption.”¹ This menace has not prevalent everywhere, it has innumerable forms and dimensions. With the passage of time corruption in India has become a convention, a tradition, psychological need, socio- etiquette, a *taboo* and necessity, it is considered as a very heinous root of evil in our society.² There is not a single person who rests aloof from this menace one way or other way as Kholi says, that deceiving or betraying is corruption, mismanaging of public or private funds is corruption, undue use of force or power is corruption..... Corruption is a driving force and part of national character.³

Corruption has been with the Indians since the mythological times and is found in every walk of life.⁴ “*The Far Eastern Economic Review*” has called corruption. “The Asian Lubricant, it says: like the gods and goddesses who abound in Asia (of course in India too) each with many faces, many hands, and many names, corruption has diverse aspects and numerous ingenious ways of extorting an illegal “luck” corruption in Indian public life is all spreading and spread throughout, permeative the like”⁵.

Corruption is like an addictive tool which moulds the individual to full fill his selfish ends, and has very deep roots in the country. We have seen many causes of corruption which has been evidently known. *Economic Insecurity* is regarded as the most important cause of corruption by which poor people become corrupt in the hope of becoming rich, same as another cause the *system of democracy in India* also contributes to corruption like in elections all ruling party spend crores of rupees on each election. *The very presence of Black Money* is one of the main sources of corruption.⁶

Corruption and organized crime, white collar crime and political crimes very often go together. Corruption provides space for organized crime. Organized crimes are normally committed by comparatively rich and stasured people in society. Organized crime, thus can be viewed as “*the extension of legitimate market activities into areas normally prescribed for the pursuit of profit and in response to latent illicit demands.*” political corruption is the main motivating factor for organized crime in the modern societies.⁷ Elliot and Merrill have rightly observed that “political corruption and organized crimes are so closely related that one can not be considered without the other.”⁸ Another white collar crimes account for enough violations of law. By comparison, the instances of white –collar crimes are more than the conventional types of crimes such as theft, burglary, arson, loot, murder, kidnapping etc. As in *Sutherland* “white collar crime is a crime committed by a person of respectability and high social status in course of his occupation”.⁹ According to *sayre* white collar

¹ . Bhargava G.S. *India’s Watergate: A study in political corruption*, Arnold hieneman publishers, New Delhi, 1974,p.10.

² .Suresh, Kholi, *Corruption in india*, Prakesh Kendriya publ. lakhnow,2004, pp. 32-32.

³ C.N. Shanker Rao, *Principles of sociology with an introduction to social thought*, S. Chand Publ. 2009, p. 631.

⁴ . G.R., Madan, *Indian Social Problems*, allied Publishers, 1973, p. 93.

⁵ . C.B. Mamoria, *Social problems and social disorganization in india*, Himaliya publ. Delhi, p. 246.

⁶ . *ibid*, p. 847.

⁷ . Scarpatti and Anderson, *Social problems*, Harper and Row publishers, New York,1989, p.48.

⁸ . Opcit. C.B. Mamoria, p. 865.

⁹ . C.N. Shanker Rao, *Principles of sociology with an introduction to social thought*, S. Chand Publ. 2009, p. 633

crimes can be called 'public welfare offences'. He has distinguished such crimes into various kinds which may be noted here: illegal sale of intoxicating liquor, sale of impure or adulterated food or drugs, sale of misbranded articles, criminal nuisances etc and the like.¹ So a tool to prevent from this menace *the santharam committee* on the prevention of corruption instituted by the central govt. in 1964 observes "corruption cannot be eliminated or even satisfactorily reduced unless preventive measures are planned and implemented in a systematic and effective manner. Preventive action must include administrative, legal, social, economic, and educative measures.² The above said committee recommended the several measures which may hamper the range of corruption. In order to eradicate its *seeds* the government has undertaken some initiatives like prevention of *corruption act 1947* but unfortunately it has failed its strength as the corruption has increased out of all in its dimensions,³ so on the whole we have seen the symptoms of corruption on the one way and by the another way and is spread widely through the world and has taken the shape of socio- infection in this present environment and has become contagious and is as dangerous as Ebola, which tends to instability, chaos and fetters in progress of man's domain. So to speak widely about this social evil we should conduct associations, programs, awareness campaigns and should aware the common subjects to keep apart them from this evil. If we find success in the eradication of this undesirable bolt of society, then that may recall once again the wheel of progress which have been fully stopped structurally till now.

¹ . Dr. Kumar, *Rural and Urban Sociology*, Laxami narain Aggrawal publ. Agra, Pp. 183-84.

² Opcit. C.B. Mamoria. P. 865.

³ . G.R., Madan, *Indian Social Problems*, allied Publishers, 1973, p. 95.

VAISHNAVISM IN KASHMIR

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Ancient Kashmir offers a rich field for pursuing research. Compared to modern and medieval Kashmir, ancient in all its aspects remains yet to be explored to the fullest. Among the literary sources to name more important are *Nilmatapurana*, the *Rajatarangini* by Kalhana, *Kathasaritsagara* by Somadeva, *KuttanimataKavya* by Damudragupta, *VikramadityaCharita* by Bilhana. *Kathasaritsagara* gives a detailed description of the society of that time; The accounts of foreign travellers coming to India and writing on Indian society also provide information. To form an idea of what these foreigners thought of Indian society or how they understood the society of their times, the most important among them was Hieun-t-Sang¹.

Modern works on the subject are consists in secondary sources, having indirect bearing on the subject. It helps us in identifying the significant material and organizing and interpreting this material. We have a good number of scholars and historians who wrote their valuable works on the subject. The foremost among these is P.N.K. Bamzai, who wrote a number of books on the subject but his, 'Cultural and Political history of Kashmir' in three volumes, has a great significance. The first volume of this work deals with ancient history of Kashmir. Second most important and comprehensive work is, "Early history and culture of Kashmir" by S.C. Ray. It tells us many interesting things about the political history of ancient Kashmir. Besides that it is useful in order to understand the social and economical life of people of that very age.

Though the origin of Vashnuism in Kashmir cannot be traced, it can safely regarded as one of the oldest cults of thee valley. Vaishnuism occupies an important place in the *Nilamatapurana* which speaks of Vishnu more than any other deity². The *Nilamatapurana*, like other *Vaishnupuranas*, describe Vishnu as the highest, god, praised and honoured even by Brahman and Shiva³. It attaches so much importance to the faith as to make Buddha as an incarnation of Vishnu⁴. Side by side with Buddhism and Shavism, the cult of Vaishnuism also flourished in Kashmir during the Hindu period. Parvaasena-II is recorded to have consecrated the image of Vishnu Jayaswamin⁵. Another image of Vishnu Ranas- Jayaswamin, was built by king Ranaditya⁶.

Under the rule of Karkota dynasty Vashnuism not only received royal patronage but seem to have been popular among the people. Durlabhavardhana, the founder of Karkota dynasty consecrated at Srinagar the shrine of Vishnu Durlabhasvami⁷. A son of the king Malhana built the Shrine of Vishnu Malhanasvamin⁸. King Chandrapida built the shrine of Vishnu Tribhuvanasvamin⁹. His Guru, a man of noble virtues, called Mihiradatta, built the temple of Gambhirasvamin¹⁰. His city-perfect, called Chalitaka, built the temple of Vishnu Chalitasvamin¹¹.

Like Ashoks Lalitaditya extended his patronage to all the faiths prevalent in the valley, in his time. The king hence built temples of Vishnu and Shiva and Buddhist *Viharas* as well as *Stupas*. He was a great devotee of Vishnu. When he had resolved (Krtaniscaya) upon the conquest of the world, he built the town called, "suniscitapura", feeling proud, he built Darpitapura with a shrine of Kesava Vishnu¹². At Huskapura he built the

¹M.A. Stain, *op.cit.*, vol-ii. P. 355.

² Ved, Kumari, *Nilamatapurana*, vol-I, p. 139.

³ Ibid, p140-141.

⁴ Ibid, p142.

⁵ R. T., III., 350, 351.

⁶ R. T., III., ,144-158.

⁷ R. T., IV., 6.

⁸ R. T., IV., 4.

⁹ R. T., IV., 78.

¹⁰ R. T., IV., 80.

¹¹ R. T., IV., 81.

¹² R. T., IV., 183.

splendid shrine of Vishnu Muktasvamin¹. After constructing at Lokapunya a town, which was provided with the requisite accessories, the victorious king made it, together with villages, an offering to Vishnu². In the town of Parihasapura, which the king constructed in honour of his adored deity, he built the glorious silver image of Vishnu, Parihasakesava³. At Huskapura, the glorious silver image Vishnu Muktakesava, was made out of gold⁴. A fourth one, that of boar incarnation of Lord Vishnu, Mahavaraha⁵. He also consecrated two images of Vishnu, one under the title of Govardhanadhara⁶ and the other of Ramasvamin⁷, the latter near the temple of Parihasakesa.

Lalitadiya's zeal for foundations of Vishnu temples, Shrines and Statues, was perhaps responsible for similar works of his queen, ministers and courtiers. His queen Kamalavati put up a large silver image of Kamalakesava⁸. His minister Mitrasarman, built the famous shrine of Vishnu, Kayyasvamin⁹. Some of the late Karkota kings also patronised Vaishnuism. The king Jayapida worshiped both Vishnu and Buddha¹⁰. His mother, Amrtaprabha, built the temple of Amrtaesava for the deliverance of her dead son¹¹.

Vaishnuism received further impetus under the reign of Avantivarman. He built the temple of Vishnu Avantisvamin, even before his accession to the throne¹². His brother, Suravarman founded a temple of Suravarmasvamin and a Gokula¹³. Samara, another brother of king, founded for Kesava in his quadruple from a temple called Samarasvamin¹⁴. The illustrious Mahodaya, who was the chief door-keeper of Sura, consecrated the shrine of Vishnu Mahodayasvamin, and gave that temple the post of recite (Vyakhyatr) to a teacher called Ramata, who was famous for his labours on grammatical science¹⁵. His engineer Suyya, was also an ardent Vaishnu. He built at the new confluence of the Sindhu and Vitasta a temple of Hrsikesa Yogasayin¹⁶.

The popularity of Vaishnuism in the eighth century is further attested by the discovery of several images of Vishnu in his different Avatrars throughout the length and breadth of the valley, particularly at Verinag, Martand, Avantipura, Baramula and Andar-kot¹⁷.

The development of Vaishnuism in Kashmir, from the 10th century onwards, is evidenced from Kalhana's *Rajatrangini*, queen Sugandha built the town of Gopalapura, the Gopalamatha and the temple of Vishnu Gopalakesava¹⁸. Nanda, the wife of Gopalavarman, founded the temple of Nandakesava¹⁹. From the tenth century to the end of the Hindu rule in the 14th century we find several kings and queens founding temples and shrines.

¹ R. T., IV., 188.

² R.T., IV., 193.

³ R. T., IV., 194, 195.

⁴ T. T., IV., 196.

⁵ R. T., IV., 197

⁶ R.T., IV., 198.

⁷ R.T., IV., 275.

⁸ R. T., IV., 208.

⁹ R. T., IV., 209.

¹⁰ R. T., IV., 507-509.

¹¹ R. T., IV., 659.

¹² R. T., V., 45.

¹³ R. T., V., 23.

¹⁴ R. T., V., 25.

¹⁵ R. T., V., 28-29.

¹⁶ R. T., V., 99-100.

¹⁷ P. N. K. Bamzi, OP.CIT., P223

¹⁸ R. T., V., 224.

¹⁹ R. T., V., 245.

ISSUES AND CHALLENGES BEFORE THE ISLAMIC BANKING IN INDIA

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ABSTRACT

Islamic or Sharia banking is a finance system based on the principles of not charging interest, which is prohibited under Islam. So therefore non-availability of interest-free banking products results in some Indians, including those in the economically disadvantaged strata of society, not being able to access banking products and services due to reason. According to RBI there are many the complexities of Islamic finance and various regulatory and supervisory challenges involved in Islamic or Sharia banking and also due to the fact that Indian banks have no experience in this field, Islamic banking may be introduced in India in a gradual manner. However, the Indian banking laws will have to be amended so as to incorporate the provisions relating to Islamic banking. For example, the Banking Regulation Act requires payment of interest which is against the principles of Islamic Banking. The Banking Regulation Act, 1949 also specifies "banking" to mean accepting deposits of money from public for lending or investment, thus excluding within its ambit the instruments of Islamic banking that promote profit and loss.

INTRODUCTION

In ancient times barter system was the main source of dealing between people. There was no use of coins or currency notes in those times that people would use to buy different products of their need. Instead there was a barter system prevalent in those times. People used to exchange things for things to full fill their needs. For example, some people produced rice or wheat and the another produced cotton or silk, the two parties would exchange their surplus products with each other in order to fulfill their unmet needs. This system continued for a long period. As the civilizations flourished, the population started to increase and so increased their demands/needs. People started to settle at different places and started to do different works for their survival. With this exploration of population the supply and demand got deflected, hence affecting the barter system. Due to this, the said exchange system got drastically changed. Now people found it hard to exchange the things for things to meet their needs as the scenario of this supply and demand changed due to increased consumption/needs of the increased population. Now, to fill this gap of the deficit created due to explored population lead to the introduction of alternate system that could serve the purpose more efficiently as was done by the barter system, and hence the Banking system was introduced. Banking is a system where products are exchanged for money. So banking lead to the introduction of coins or currency notes that served as receipts for the value of gold assured against them. These receipts now began to revolve in the society in the form of money.

DEFINITION

Bank is a financial intermediary institution which deals in loans and advances"---**Cairn Cross**.¹

Bank is an institution which collects idle money temporarily from the public and lends to other people as per need."----**R.P. Kent**.²

" Bank provides service to its clients and in turn receives perquisites in different forms."---**P.A. Samuelson**³

." Bank is such an institution which creates money by money only."-----**W. Hock**.⁴

" Bank is such a financial institution which collects money in current, savings or fixed deposit account; collects cheques as deposits and pays money from the depositors" account through cheques."-----**Sir John Pagette**⁵.

¹ Definitions of Islamic banking, *available at:*

https://www.nrbcommercialbank.com/downloads/Bank_Its%20Origin,%20Meaning,%20Objectives%20&%20Function.pdf (last visited on: March 1, 2019)

² *ibid*

³ *ibid*

⁴ *ibid*

⁵ *ibid*

CONCEPT OF ISLAMIC BANKING

Islamic banking is a banking system in accordance with the *Shariat*. In Islam, money has no intrinsic value – money, therefore, cannot be sold at a profit and is permitted to be used as per *shariat* only. The Islamic Law or *Shariat* prohibits paying any fee for renting of money (called *riba*) for specific periods of time. It also prohibits any sort of investment in businesses that are considered *haraam* or against the principles of Islam. It is largely believed that these principles have been derived from the Quran and have been in practice since then.¹

Islamic banking system is different from other banks, because Islamic banking deals with non-interest banking. It is based on the principles of Islam or Shari'ah law and guided by Islamic economics. Islamic law or Shari'ah prohibits paying any fee for renting any money (Riba). It also prohibits any sort of investment in businesses that are considered 'Haraam' or against the principles of Islam. It is largely believed that these principles have been derived from the Qur'an and have been in practice since then. The basic two fundamental principles of Islamic banking are the sharing of profit and loss, and the prohibition of the collection and payment of interest by lenders and investors. Islamic law prohibits collecting interest or Riba.

Islamic finance is defined as the facility and provision of financial services and rules in accordance with Shari'ah law which does not permit receipt and payment and interest (Riba), Gambling (Maysir), Excessive uncertainty (Gharar) financial activities.²

Islamic rules on transaction are called Fiqh-al-Muamalat. Typically, financial transactions within Islamic Banking are culturally distinct from ethical investing. The Islamic Banking follows Shari'ah law which is based upon Qur'an and Hadith.

WORKING OF ISLAMIC BANK WITHOUT TAKING INTEREST

- Islamic Banks work on the principles of an interest free banking. *Riba* or interest under Islamic Law basically means anything in "excess" – the investor should not make an "undue" profit from the hard work of the other. But it is permitted to follow a system of reasonable profit and return from investment where the investor takes a risk that is well calculated. Thus, Islamic banks make available accounts which provide profit or loss instead of interest rates. The banks use this money collected by them and invest in something that is *shariat* compliant, that is not *haraam* and does not involve high risks. Thus, businesses involving alcohol, drugs, war weapons etc. as well as all other high risk and speculative activities are prohibited. Islamic Banking, therefore, acts as an agent by collecting the money on behalf of its customers, investing them in *shariat* compliant projects and sharing the profits or losses with them. The Dow Jones Islamic Market Index came into being in the year 1999 for investors willing to invest in *shariat* compliant projects. There are various products in Islamic Banking that cover the needs and requirements of the consumers. Some of them are *Mudarabah* (profit sharing – one party provides finances, the other provides expertise), *Musharaka* (joint venture – both parties share everything equally), *Murabaha* (cost plus profit), *Ijara* (letting on lease), *Istisna* amongst others.³

BASIC PRINCIPLES

Profit sharing (Mudarabah): Islamic banks offer savings and time deposits in the form of investment accounts under the system of *Mudarabah*. The depositors of such accounts share profits and/or loss of the institutions under an agreed upon formula. The depositors in *Mudarabah* accounts are the suppliers of capital, *Rabb-al-mal*, who entrust their funds to the bank, *Mudarib* in the tradition of western style investment bank subject to dealings with only non-interest bearing instruments. The *Mudarib*, acting as money manager or agent invests the money and then distributes the profits and/or losses on the basis of the agreed upon contract. The following conditions must be met: **Profits** must be shared proportional to the funds contributed to the *Mudarabah* account and these cannot be in lump sums or in guaranteed amounts. The **loss** to the depositor (contributor of fund) can't be more than the amount of deposit.⁴

¹ Meaning of Islamic banking, available at:

http://www.ijbssnet.com/journals/Vol._1_No._3_December_2010/22.pdf (last visited on : March 1, 2019)

² *The Comparative and International Law Journal of Southern Africa*, Vol. 44, No. 2 (JULY 2011), pp. 275-292

³ What is Islamic Banking and why does the RBI want it in India, available at: <https://scroll.in/article/822234/what-is-islamic-banking-and-why-does-the-rbi-want-it-in-india> (last visited on March 20, 2019)

⁴ Issues and challenges before the Islamic banking in India ,available at: <http://www.aims-international.org/aims15/15ACD/PDF/A197-Final.pdf> (last visited on April 1,2019)

Joint Venture (Musharakah): the third instrument used by Islamic banks in Musharakah, which is a form of equity financing through joint ventures, but also in its management. Thus, the Islamic banking institutions assume the role of an entrepreneur as well as that of a financier.¹

Cost Plus (Murabahah): The fourth instrument, Murabahah (or more specifically Baimujal Murabahah-cost plus financing) used the Islamic banks consist of transactions where the institution buys a product (E.g.; a car or a machinery) on a client's behalf and then resells this with a mark up to a client the borrower.²

1.5.5 Leasing (Ijarah): The fifth instrument used by the Islamic banks is Ijarah or Leasing. Two types of leases are used. In one, the lessee pays the lesser installment payments that go towards ultimate purchase of the equipment by the lessee. This type of lease/purchase agreement is known as Ijarah-wa-Iqtira. The second type of lease maintains the ownership of the lesser as per the lease contract.³

CHALLENGES FOR ISLAMIC BANKING IN INDIA

- There is a typical reasoning that Islamic Banking is just for Muslims, and it is intended to fill some religious needs as it were. There are some social gatherings which are normally proliferating against Islamic managing an account by partner Islamic saving money with fear based oppressor financing⁴
- Some of India's policymakers oppose any changes. They dread that forsaking coordinated loaning would raise rustic joblessness, ostensibly the nation's greatest social test. What's more, losing the hostage advertise for government bonds would build the state's acquiring costs. Be that as it may, helping gainful firms extend is the most ideal approach to decrease poverty, increase business, and lift government incomes for spending on country welfare.
- Giving an Islamic name does not generally recommend that it isn't adequate to non-Muslims and firmly esteemed by Muslims. While a giving a general classification to Islamic keeping money is probably going to weaken its center Ideology.

BENEFITS OF ISLAMIC BANKING IN INDIA

Islamic managing an account industry has encountered quick improvement in the ongoing decades, rising interest and expanding prevalence around the globe. It is quick developing as an option in contrast to the premium based customary keeping money• The worldwide budgetary emergency of 2007-09 has gone about as an impetus to re-classify money related show cases for Islamic keeping money. In many developing economies, Islamic saving money foundations are driving the best approach to give administrations to under saved money population recently overlooked by regular banks. To Muslim business (and non-Muslim business), Islamic managing an account is a practical option for their money related necessities.⁵

- Besides being the world's second most crowded nation, India is likewise the world's second most crowded Muslim nation. It is Asia's third biggest and one of world's quickest developing economies. Its Muslim population is evaluated to be between 160-200 million. Potential of the Indian Muslims still remains generally undiscovered and underutilized. It is accounted for that in India, a huge number of crores earned in premium is kept in suspended records as a portion of the Muslims don't guarantee it. The benefits constrained by Muslims are evaluated to be \$1.5 trillion and developing at 15% per year. In Kerala alone, it is accounted for that this cash could be above Rs.40, 000 crores. Research uncovers that an attractive greater part of cash in India possessed by the Muslims is lying inert which whenever contributed on a benefit sharing premise and used legitimately, can majorly affect the Indian economy⁶.

¹ ibid

² ibid

³ ibid

⁴ Challenges of Islamic banking, available at: <https://journals.sagepub.com/doi/full/10.1177/2053168018757624> (last visited on April 1,2019)

⁵ Benefits of Islamic banking, available at: <https://www.microfinancegateway.org/sites/default/files/mfg-en-paper-a-comparative-literature-survey-of-islamic-finance-and-banking-nov-2001.pdf> (last visited on April 1,2019)

⁶ Islamic banking in India, available at: <http://ir.amu.ac.in/10700/1/T9096.pdf> (last visited on April 1,2019)

- For the first run through government has appeared in Islamic account business in India. This demonstrates Islamic account will develop from its present position. Different players in the corporate division like Tata, Taurus have launched Sharia'h consistent items, a few state governments are taking a gander at investigating and gaining by Sharia'h agreeable financing alternatives. RBI has offered consent to first Sharia'h agreeable NBFC to begin its activity in Kerala.¹
- The Kerala High court in February 2011 rejected Dr. Subramanian Swamy's request and affirmed Kerala Government's choice to glide Sharia'h based Non-Banking Financial Company (NBFC). Kerala high court judgment for Islamic managing an account is a major lift for Islamic saving money in India.²

RECENT DEVELOPMENTS

Taking into account, the wider and equal opportunities available to all citizens to access banking and financial services, it has been decided not to pursue the proposal further, the Central Bank said. The RBI was asked to provide details of steps being taken for the introduction of Islamic or 'interest-free' banking in India. Prime Minister Narendra Modi had on 28 August 2014 launched Jan Dhan Yojana, a national mission to bring about comprehensive financial inclusion of all the households in the country. A committee on Financial Sector Reforms was formulated in late 2008 and this committee was headed by former RBI Governor Raghuram Rajan. The Committee focused and had stressed on the need for a closer look at the issue of interest-free banking in the country. Certain faiths prohibit the use of financial instruments that pay interest, and the non-availability of interest-free banking products resulted in economically degrading many strata of society, and unable to access services and banking products because of trust issues and, the committee told that lately on the instruction of the central government, an inter-departmental group (IDG) set up in the RBI acknowledged the technical, legal and regulatory issues for introducing interest free banking and has submitted its report to the government in India. The RBI had in February last year sent a copy of the IDG report to the finance ministry and recommended an 'Islamic window' in conventional banks for gradual introduction of Sharia-compliant banking. —In our considered opinion, given the complexities of Islamic finance and various regulatory and supervisory challenges involved in the matter and also due to the fact that Indian banks are inexperienced in managing the Islamic Banking System, it is suggested that Islamic Banking may be introduced in India in a phased manner. Initially, a few simple products which are similar to conventional banking products may be considered for introduction through Islamic window of the conventional banks after necessary notification by the government, it had said in a letter to the ministry. The letter further reads: It is also a general understanding that interest free banking for financial inclusion will require a proper process of the product being certified as Sharia compliant will be required both on the asset and liability side and the funds received under the interest free banking could not be mingled with other funds and therefore, this banking will have to be conducted under a separate window³

CONCLUSION

Determinants of Islamic saving money in India have its essentialness as a result of the way that Islamic managing an account in India is rising as a political and social issue. This is principally because of the way that Islamic keeping money is viewed as a religious/philanthropy framework in the mentalities of the controllers and approach creators. The different dimensions of determinants, are basic for better understanding and bear suggestions for the effective presentation of Islamic managing an account in India. Islamic keeping money framework can be presented in India by creating verifiable philosophy about Islamic Banking and its operational viewpoints. This can be additionally encouraged by a shared association with administrative approaches and controls. Appropriate mindfulness creation about Islamic managing an account is the essential issue which should be engaged upon. The administration of India has perceived the advantages of items and administrations offered by Islamic keeping money to the substantial undiscovered Muslim populace. A few activities were acquainted with encourage similarity of the highlights like terminology and necessity of Sharia'h affirmation with Indian budgetary framework. Notwithstanding, these improvements are in their beginning stage right now. With the end goal of budgetary consideration of Muslims just as non-Muslims, a showcasing plan is required by the Islamic banks to offer changed managing an account items on the standards of Islamic keeping money. The issues of lawful and administrative variables should be maneuvered carefully and

¹ Benefits of Islamic banking in India, *available at:* <http://ir.amu.ac.in/10700/1/T9096.pdf> (last visited on: March 23 2019)

² Dr. Surbahmaniam Swamy vs State Of Kerala on 27 January, 2011

³ Recent development of Islamic banking in India, *available at:*

<http://www.aims-international.org/aims15/15ACD/PDF/A197-Final.pdf>: (March 6, 2019)

legitimate gelling is required between the highlights of Islamic managing an account items and current money related directions in India. So as to make without interest Islamic keeping money a reality in India, a multi-dimensional arrangement of activity is required. This activity plan ought to contain mindfulness battle, intercession of controllers, political will, improvement of learned labor, money related consideration and backing to the endeavors attempted by different people and organizations.

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COMPUTER ASSISTED INSTRUCTION: A DIGITAL REVOLUTION FOR GIFTED CHILDREN

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ABSTRACT

Neuroscience research has proved the fact that all children are born with some innate giftedness and as they grow up some of them keep their giftedness active while others unconsciously keep it dormant. Hence, all of us from being a child have the potential for great, revolutionary creativity and all we need is to realize this potential. The question is how to do that? Well, in this modern era of technology, the solution becomes very simple, to utilize technology to keep your creativity intact and flowing. Computer technology is changing every minute and day and as educators, we need to continue to develop or find out ways that will allow students to continue to become enriched. Computer technology for the gifted and talented child will include curriculum, instruction, and assessment. Schools across the nation have been adding instruction in computing to programs for students of all ages and abilities. Gifted and talented students in many schools now have access to computers in their classrooms. Computer Assisted Instruction can make education contextualized, localized, relevant and consistent across the country. It has been proven through multiple studies that when kids are exposed to multi sensory and multimedia education, they absorb better and they are able to retain the learning content. Gifted students are benefiting from increased use of computers because their special needs are being met through informed use of technology. The present study aims to study how computer Assisted Instruction nurtured giftedness, learning outcomes, motivating behaviour, and making school challenging for gifted students.

Keywords: computers, gifted children, computer assisted instruction, technology

INTRODUCTION

The computer has evolved well beyond the ancestral calculator that did amazing computations. Computers can manage data, whether the information they store is organized as numbers, names, words, dates, or any combination of facts. Computers can produce graphics in charts, pictures, animation, color, and three dimensions if the necessary peripherals and programming devices are available. They can be used to manipulate text, correct spelling, critique grammar, and speak several languages. When connected with telephone lines or other cabling, they can share information. Instructed properly, computers can make "intelligent" decisions.

COMPUTERS ARE IDEA ENGINES FOR GIFTED STUDENTS

Computer education in schools plays an important role in student's career development. It has become an idea engine—a tool for discovery, exploration, and collaboration. Computer with the internet is the most powerful device that gifted students can use to learn new skills and more advanced version of current lessons. Schools around the globe are teaching student's basics of computers and internet. Computers and the internet not only help gifted students to explore creativity and imagination but also help to understand technologies. Current school students are future leaders, doctors, engineers, entrepreneurs. So, for the education development, it is really important to teach students in schools about computers, the internet and its benefits. There is a great opportunity in front of us to take e-education and spread it across the country. The advantages are quite obvious. With one stroke, we will be able to deal with the critical teacher shortage problem and also the teacher quality problem. Using high quality digital materials will immediately ensure that every learner in the country will find it a joy to go to school and immediately cut down the dropout rate.

HOW ARE COMPUTERS USED TO DEVELOP GIFTEDNESS?

In general, computers are used in the education of gifted children in three ways: in computer assisted instruction (including tutorials, games, and simulations), in developing thinking skills, and as tools for facilitating independent learning. At the simplest level, as intelligent tutors, it offers, computer aided instruction (CAI), which is individually paced, different learning styles may be accommodated, and some self-confidence may be gained. One of the major goals of programs for the gifted is to help students develop higher level cognitive skills, problem-solving skills, and creativity. Gifted children are believed to be particularly adept at learning to use the cognitive skills of analysis, synthesis, and evaluation. Some programs encourage students to write poetry, compose music, or draw pictures. Other programs show students how to develop strategies for creative writing. Teaching children to write computer programs also helps to develop thinking skills. Students are taught that a computer is very similar to the human mind. The steps that a computer goes through in running a program are similar to the step a person goes through in solving a problem of logic. When students learn to see the

analogies between the computer and the brain, they begin to see how they can apply computer logic to other kinds of problem solving.

COMPUTER ASSISTED INSTRUCTION (CAI)

The role of computer assisted instruction in the education of gifted children is to develop decision-making skills and to foster independent learning. In CAI, the computer presents information, asks questions, and verifies responses in much the same way a teacher does. Unlike traditional means of instruction, however, CAI allows students to work at their own level and pace. This mode of instruction can be very beneficial to gifted students who often have interests and abilities that go beyond the scope of the regular curriculum.

1. Drill and Practice

Drill and practice programs provide students with practice using material already encountered. Because these programs cover various levels of many subject areas, they can be used for both remediation and acceleration. Gifted children do not necessarily excel in all areas; they may need help mastering some subjects. Drill and practice programs help to reinforce recently acquired knowledge and skills. For gifted students, the primary role of drill and practice programs is to help students who want to go beyond the lockstep curriculum acquire new skills.

2. Tutorials

Tutorials are used to teach new information. Typically, a program presents a body of information and then questions the student on that information. Like drill and practice programs, tutorials can be a form of enrichment for gifted students who want to explore areas of content that may not be in the regular curriculum. Tutorials are also a means of accelerating content. If, for example, a gifted student can and wants to learn Algebra 1 in a shorter period of time than his or her classmates, tutorials provide a means for doing so.

3. Games

Games have incessantly proven to be one of the best ways of promoting co-operation and creativity. Educational games keep students engaged with their study, ignite the interactive and imaginative element in their thinking and mould it towards creativity. Now, games have become a must to be included element in education. Some educational games freely available online are Capital Penguin, Grammar Gorillas, FunBrain.com and more. There are two categories of games that may be appropriate for gifted children: adventure games and mind-teasers.

- a. Adventure games put the player in situations in which he or she has to use problem-solving skills and creative strategies to overcome obstacles. Adventure games also can help students develop prediction skills. Students learn very quickly to evaluate all possible outcomes before making a move.
- b. Mind-teasers are often the computerized version of conventional games such as chess, backgammon, or Master Mind.

Computer games are an excellent source of motivation, but they seldom have high content value. Since most students willingly spend hours on an educational game, their use must be monitored by a teacher.

4. Creating Art and Music

Students can create works of art on the computer in several ways. Some software packages allow students to use either the keyboard or a joystick as a paintbrush. Not only colors, but textures and brush strokes can be controlled. In addition to programs, students can use graphics tablets to create designs. Students place light pens at various points on a tablet, and the corresponding design appears on the screen. Music can also be created on the computer. Some programs let users enter notes and specify their parameters (octave, duration, dynamic level, articulation. Electronic keyboards make writing music easy for students who play the piano. Like graphics tables, keyboards are peripherals that can be interfaced with a microcomputer. As a user plays the keyboard, the notes and parameters are temporarily stored in memory.

5. Simulations

Among the most powerful learning tools for gifted children, simulations are based on the discovery approach to learning, that is, learning by doing. Simulations provide situations that are analogous to real situations but control such real limiting factors as danger, expense, time, and space. Since simulations can be repeated, students see the effects of using different strategies in solving the problems presented by the program.

6. Blogs for creative thinking

Blogs are a great way for the development of creative thinking and writing in students. They can openly write on topics that intrigue them and give vent to their ideas without having to worry about grading or grammatical errors. Students can volunteer to organize and manage a common class blog, which will act as a common source of expression for the entire class. Few free blogging platforms for teachers and students are, Edublogs, Blogger, Word Press and many more.

7. Cartoon and Comic Strip Tools

Introduce students to a set of free and friendly tools to empower them to create their own comic strips or cartoon animations. This will give them a chance to let loose their creative powers and delve into the world of creativity without any hindrance. Students create their own cartoons to conceptualize a topic or a popular figure, in the way they think about the topic. 'Cartoons for the Classroom' is one popular website, which is a great resource of comic strips for students and teachers.

8. Mind-Mapping and Brainstorming tools

Brainstorming on topics that are to be introduced to students has now become a great collaborative way in today's teaching practices, which encourages students to think out of the box and creatively. Brainstorming when done with technology becomes much more easy and engaging. Students can conveniently do it on their own. They can use a set of easy and free tools to make fantastic mind-maps and visual graphs to illustrate a topic or a concept. These tools boost their creativity and provide them with different ways to interconnect their thoughts. Some free mind-mapping tools for students and teachers are SpiderScribe, Wise Mapping, ChartTool, Creately and more.

9. Infographics

Infographics are loved by all, since they represent data in a colorful and catchy way. By using free tools for infographics, students can create awesome graphs, which make the interpretation of information easier and quicker. They can employ their creativity and imagination to create an infographic about a topic, concept or anything they want. They can share these infographics and also embed them into their classroom blog. This thrives and fosters creativity in students. Some free tools for creating info graphics are Wordle, Tableau, Inkspace, and more.

10. Video and Audio tools

There are many easy to use video and tutorial creation tools that students and teachers can use in their teaching and learning. Gifted students can create their own videos and share them with their class, which can be a great opportunity for them to develop their creative skills. Audio tools are equally significant; students can create short embeddable audio clips using them. They can even simulate a discussion with others or anything else they want. They can record it and share it with their mates on the class blog or school website. Some video-making tools for students and teachers are Jing, Camstudio, Screenr, etc. Some audio-recording tools are Vocaro, Audio Pal, Record MP3 and more.

11. Digital storytelling tools

Telling a story is a powerful way to communicate with others. It improves the creative skills of students and helps them explore the meaning of their own work and experience. Students can create their own digital stories with many available free tools, namely, Story Bird, Pic Lits, Slide story and more.

CONCLUSION

The flexibility of the technology is the key concept. Gifted students find different word processors, graphics packages, databases, and spreadsheets easier to use. Structured experiences designed by well-trained teachers can help gifted students to use computers to develop strengths and overcome or neutralize weaknesses. Word processors do improve writing and expression of ideas. Databases can be as rigid or open as the student needs. Students grow in confidence as computers build their repertoire of skills. Computers can be used to match students' paces. They are patient and will hold on to an idea for a long time. They do more complex tasks when gifted students are ready to use them in more complex ways. They provide information when students are ready for it. When computers are used to support program goals and meet individual student needs, they can help gifted students work smart.

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GROWTH OF CORPORATE GOVERNANCE IN NEPAL

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ABSTRACT

Good governance is important for the effective delivery of the vision of any organization. Corporate Governance gains greater importance as it is the largest sector in all country involving resources which make larger contribution in the economic development of the country. Unless the proper Corporate Governance no country around the world can developed or progress. Beginning of 21st century was mark by emergence of Corporate Governance by collapse of high level corporations around the world. So, Corporate Governance depends upon the set of institutions such as laws, norms, regulations which creates firms in competitive market economy.

The introduction sections of this research paper, briefly explain about the meaning of Corporation, Corporate Governance, scams and description about Corporate Governance in Nepal. After that, general meaning of Corporate Governance have been addressed. Then, the history of corporate governance has been highlighted including the history of USA, UK, India and Nepal. This research paper also discussed in brief about the six principles of OECD on the Corporate Governance.

INTRODUCTION

At present the business is driven by the corporations. Chief Justice Marshall defined corporation as an artificial being, invisible, existing and intangible only in contemplation of the law. Corporate Governance is as old as corporations. The corporations of today's world are replacing partnership, sole proprietor of earlier time's corporations to maximize its profits and accumulate capital.¹

Most scholars believes that failure or collapse of corporations such as Enron in USA, Tesco in UK, Petrobras scandals in Brazil, Toshiba in Japan, Satyam incident in India and perhaps Volkswagen in Germany heavily contributed to the increased adoption of Good Corporate Governance practices across all sector around the world.² The causes of corporate failure is due to lack of inadequate regulatory mechanism including failure of board of director, lack of information flow among the management, unethical business conduct, fraud in audits, with internal control, responsibilities of boards, unaccountability are the common problems in corporate governance. It means regulating the corporation socially, environmentally and economically responsible in order to protect the interest of stakeholder or adverse impact as a result of operational activities or reduce the loss or decision of hierarchy management.³

Corporate Governance in Nepal is still at its developing stage but other developing and developed countries have updated guidelines/codes/rules on corporate governance including Asian countries like India, Pakistan, Sri-Lanka etc. Nepal's neighboring countries have recognized the importance of corporate governance and increased transparency in the corporate sector. India has several high-level committees/commission to look at corporate governance. Securities and Exchange Board of India (SEBI) approved mandatory corporate governance listing requirements in the year 2000 and have made several amending at present. In each country, the codes have begun the process of encouraging or requiring companies to recognize the importance of good corporate governance practices.

In Nepal there are more than two thousand companies including small, medium enterprises and private unlisted companies. There are about 200 listed companies. Nepal Stock exchange is only stock exchange and Securities Board of Nepal (SEBON) to regulate the market under the Securities Act, 2006. Nepal also has separate security exchange board (SEBON) which was established in year 1993 by the government of Nepal, it is in slow progress to regulate the corporate governance.

MEANING

¹A.C Ferando, *Corporate Governance: principle, policies and practice* 7-8 (Pearson, Chennai India, 2017).

²James Mukabwa, *Corporate Governance in Kenya*, available at: <https://www.linkedin.com/pulse/corporate-governance-kenya-part-i-james-mukabwa> (visited on 29th Jan 2019).

³Samual O. Idowu, *CSR, Sustainability, Ethics and Governance* 2 (Cologne business school, Germany, Springer, 2017).

The word "Corporate Governance" was introduced for the first time by Bob Tricker in his book in 1948. He states that corporate governance is concerned with the way of corporate entities are governed, as distinct from the way businesses within those companies are managed.¹ Corporate Governance is system in which the administrations of the corporations are control by the basis of rules, ethic, regulation and values. Simply, Corporate Governance means how the corporations are controlled. It creates the relationship among the management, control shareholder, minorities shareholder and other stakeholder. Corporate governance is defines as, private and public corporations, including laws, guidelines and acknowledged business practices, which together administer the relationship in the market economy, between corporate managers and business people (corporate insiders) on one hand and the individuals who invest in organizations on the other.² It is process or structure in which business or affairs relating to company are controlled and managed. It protects the interest of stakeholder through the best management practices. It brings the interest of investor and manager in a same line for the benefit of investor.

HISTORY OF CORPORATE GOVERNANCE

1. United States

In United States, the influence of corporate governance is designed as per the nature of shareholder ownership federalism policy and laws related to it. After the collapse of Enron, WorldCom, the formal legislation and guidelines was enacted by legislature. Sarbanes Oxley Act 2002 is important legislation to address the shortcomings in corporate governance for the misrepresentation of CEO and CFO in financial information amounts to criminal penalty. The most important regulatory body in USA is Securities and Exchange Commission (SEC) which was established by SEC act 1934 to overlook the functioning of primary and secondary market with giving more attention in protecting the security holder rights and control the corporate frauds.³

2. UK

Indeed, even while these advancements in the US blended a sound discussion in the UK, a progression of corporate scams and falls in that nation occurred in the late 1990s which stressed banks and financial specialists over their investments and led the government in UK to understand the inefficacy of the current legislation and self-guideline. Well known enterprises, for example, Polly Peck, Bank of Credit and Commerce International (BCCI), British and federation and Robert Maxwell's Mirror Group International fallen like a pack of cards. When it was understood that the current regulations and guideline were not satisfactory to control the unjustifiable practices, the Cadbury committee was set up in 1991 which present the "code of best practices" in 1992. Companies Act 2006, UK corporate administration code 2010 manages corporate governance and limits the corporate frauds in UK.

3. India

After independence the development of enactment of corporate governance and financial system in India emerged in business sector. The Companies Act 1956 and other governing laws functioning of joint stock companies that protected the investor ride made strong foundation in corporate sector. Indian economy policy became more market oriented 1991. In 1992 SEBI, Indian securities market regulator was established by legislature as a statutory body under SEBI Act 1992. The main aim of Act was to protect the interest of investors and to promote the development of and to regulate securities market in India.⁴

In 2000 SEBI promulgated the Clause 49 of stock exchange listing agreement. Clause 49 was voluntary code of corporate governance of Indian forms which was guidelines made by Kumar Mangalam Birla committee that suggested change in listing agreement of stock exchange. Naresh Chandra Committee report on Audit and governance 2002, the department of company affairs under the ministry of finance and company affairs founder high level committee in chairmanship of Shri Naresh Chandra to examine corporate auditing and independent

¹Taxmann's, *Corporate Governance* 1 (Taxmann Publication Pvt. Ltd., Delhi, 2014)

²*Supra* note 2, at 14.

³David Larcke, Brian Tyan, *Corporate Governance: A Closer Look at the Organisation Choices and their Consequences* 231 (Pearson, New Jersey, 2011).

⁴SEBI Act 1992 Preamble, India, available at:https://www.sebi.gov.in/sebi_data/attacheddocs/1456380272563 (Visited On 5th Feb 2019).

directors¹. Narayan Murthy committee report 2003 “SEBI committee on corporate governance” was established to improve corporate governance standards in India in keeping the market dynamic.

4. Nepal

The first company Act 1951 was influenced by the British company Act 1929 by which Biratnagar Jute Mills was established in 1956 which was the first joint stock company established under this Act. Later The company Act 1951 which provisioned of incorporation of company, limited liability, legal personality, separate identity, distinction between public and private company, parent and subsidiary company².

EXISTING CORPORATE LAWS:

The Laws was enacted to bring dynamic changes in economic development of the country with the process of economic liberalization and to make effective management and administration of Companies.

1. The Company Act, 2063

The Company Act, 2063 came into implementation on Kartik 24, 2063. It is the prevailing law of the nation. It contains 21 chapters and 188 Sections and involves practically all arrangements identifying with the objectives referenced in the preamble. It is a continuation of the previous law; accordingly, it involves practically all legal provisions of the statutes aside from expanding the measure of fine however it has made a few new arrangements in contrast with the Act of 2053. Act has tried to comprise almost all contemporary aspects of modern business. New company act 2063 was enacted with addressing the contemporary issues like corporate governance, protection of investors, independent in business, dispute settlement related to companies, Provision of commercial bench in Supreme Court and voluntary dissolution of companies were new features added in Company Act 2063³.

2. Securities market and regulator history in Nepal

In 2033 securities market started in Nepal with 6 public corporations with 100 public shareholders, about 4000 share holders throughout the country. At the very beginning the development of securities market was very challenging because of inadequate rules and regulations to regulate securities market, lack of awareness in investment in buying and selling of securities, majority of banking and financial Institutions, insurance companies and corporations were state owned.⁴ The Nepal Rastra Bank was established as central bank in 1957. Central bank charter was aimed to mobilize capital to encourage industrial activities which started with the establishment of the Nepal Industrial Development Corporation (NIDC) in 1959 in addition to facilitate domestic borrowing, the Public Debt Act was promulgated in 1961 paving the government to issue treasury bills and bonds. The promulgation of Former Board Member, SEBON under the article 173 of the Company Act, 1964 expanded the process of raising capital for industrial enterprises. However, the securities market did not flourish. Following the will of state to initiate securities market ‘Security Marketing Centre’ (SMC) on 1976 was started with the direct initiative of the government and the central Bank. Company Act was not able to address issues in regulating securities market could not gain momentum for a long time⁵.

The government enacted securities transaction act 2040 which came into force in 2041B.S. The political changes and Nepal took liberalization economic policy that increased economic activities, the necessity of monitoring securities market was realized which resulted in amendment of securities transaction act 2040B.S. Securities transaction regulation 2050 was published in Nepal Gazette which enabled the enforcement of the Act and securities board was established. In 2062B.S Ordinances were passed for the act that gave securities board as autonomous body, semi judicial body and legislative body to make necessary rules and regulations in monitoring securities market⁶.

¹Priyanka Kaushik Sharma, *Corporate Governance Practice in India* 6 (Palgrave Macmillan, Uk, 2015)

²Anuj Sitoula, *Companies Act 2063: Introduction* 5 (Nepal law House, Putalisadak, 2015).

³Manish Kumar Shrestha, *Company and Corporation Law* 13-14 (Lumbini Prakasan, Nepal, 2015).

⁴Dambar Prasad Dhungel, *Glimpse of establishment of Securities Board* 17, SEBON (Silver Jubilee Publication, Nepal, 2050-2074).

⁵Bhola Ram Shrestha, *Capital Market in Nepal: Contemporary Issues and Challenges* 172 SEBON (Silver Jubilee Publication, Nepal, 2050-2074).

⁶Krishna Prasad Ghimire, *Existing Law Relating to Securities Market and Aspects of Progress* 71-72 SEBON (Silver Jubilee Publication, Nepal, 2050-2074).

3. Overview of Nepalese Capital Market¹

Capital Market of Nepal entered into a new era in 1993 with the inception of Securities Board of Nepal (SEBON), an apex regulator of securities market. Since 2050-2074, SEBON has been able to introducing basic legal and market infrastructures to operate Nepal's capital market smoothly. SEBON is established and being operated under the Securities Related Act 2063. SEBON Board comprises of various ministries, business community & independent professionals but it has not received the independent institutional status as most of critical aspects of SEBON hits back to MoF for final approval even after due approval by SEBON's Board where said ministry has representation on the same Board. This has resulted in delays for enactment of new acts/regulations or for amendment of existing ones which otherwise could have been expedited in line with market requirements. SEBON over the period has been enhancing its institutional capacity to meet the market requirements & challenges. However, its pace of growth has been slow as compared to the growth of market. Major shift required for overall development of capital market is an independent SEBON with strong regulatory & supervisory wings. Certain level of investment in physical infrastructure is also the need of hour. This will enhance investor's confidence towards the sector for larger participation in days ahead. The financial market of Nepal in contrast has matured more strongly as compared to the capital market.

NEPSE, a government entity and the only stock exchange of the country was incepted in 1993 & opened its floor for trading in 1994. The open outcry system of trading which was since inception has been replaced by Wide Area Network (WAN) & off late the brokers has also been expanding their presence out of capital through Remote Work Stations (RWS). NEPSE has also been exploring replacing the existing trading software to online trading platform, which if formalized is expected to revolutionize the reach of the investors for active trade & settlement as in that context branchless reach will be the core focus rather than physical branching out of broker's network. Further, the GoN in its annual budget speech has been trying to privatize NEPSE to enhance its professionalism since last few years but it has failed to materialize. In addition, certain improvements in existing index have also been felt necessary but no changes have been initiated in last couple of years. In international context stock exchanges explores the need of the market & develops products/services by lobbying with regulators to meet the market demand. However, NEPSE has a long way to go to reach that stature, which is required for the development of the market².

Some of the major stakeholders of the capital market are mentioned as under:

Ministry of Finance (MoF), Government of Nepal (GoN), Nepal Stock Exchange Ltd. (NEPSE), CDS & Clearing Ltd. (CDSC), Merchant Banks (MBs), Brokers, Depository Participants (DPs).

OECD PRINCIPLES ON CORPORATE GOVERNANCE

The principles developed by the OECD is internationally recognizes. On May 1999, twenty nine member countries constituted the Organization for Economic Cooperation and Development (OECD). The OECD principles are declared as the basic minimum standard to be observed by the international business organization for the common good of wider interest, culture and practices.

SIX PRINCIPLES OF OECD ON THE CORPORATE GOVERNANCE

Six Principles of Good Corporate Governance developed by the OECD focuses on-

- Ensuring the basis for effective Corporate Governance
- Rights of shareholders and key ownership functions
- Equitable treatment of shareholders/ owners
- Role of Stakeholders in Corporate Governance
- Disclosure and Transparency of transaction
- Responsibilities of the Board of Directors.³

¹Pravin Raman Parajuli, *Nepalese Capital Market at Cross Road 220* SEBON (Silver Jubilee Publication, Nepal, 2050-2074).

²Ibid 221

³OECD principles of corporate governance 2004 available at: <https://www.oecd.org/daf/ca/corporate-governance-principles-ENG.pdf>. (Last Modified Feb 2nd, 2019).

CONCLUSION

Corporate Governance refers to the system to make Directors more accountable for their policies and actions towards the shareholders or minority stakeholders. It allows companies to grow diversify and do everything necessary to increase corporation sustainability and value. Though, Corporate Governance is not a new term for developed countries but it is the new term in Nepalese corporate sector. Securities Board (SEBON) is moving forward for the development, making the listing companies more responsible, transparent and accountable. The growing business scams in business sectors in Nepal and world great corporate collapses of Enron, WorldCom, Xerox has given a sense of importance of corporate governance in Nepal. In order to discourage these kinds of scams, various regulatory framework of Nepal regulates the companies like foreign investment laws, Companies Law, Securities law, labor laws and other acts, rules and regulations. Company law of Nepal has given the importance on the corporate governance.

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WHISTLEBLOWING AS AN IMORTANT ASPECT OF CORPORATE GOVERNANCE

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“The World suffers a lot not because of the violence of bad people but because of the silence of good people.”

~Napolean

ABSTRACT

In the Globalising era there are many new forms of crimes originating in the World and they are categorised under many new headings. The White collar crimes are the one of it's form that are prevalent in the Business World these days which is affecting the economies. Corporate World is the one loaded with huge sum of finance and they even contribute in econvomy's GDP also. Therefore, if there happens to be any scandal in the company then that will affect the economy. The Whislteblowing is the one provision that puts the scandals into limelight and helps the economy to question the copmany and improve the gevrenance attributes of the company. Corporate scandals are grounded with the loaded backdrop of principles that are required to be followed in the funtioning of the business. The role of the Key Managerial Personnels of the company are the holder of the business and all the rules are framed by them for the functioning of the company and they are liable and asnwerable to the investors of the company. So the foremost requirement is to setup a Whistleblowing mechanism and if any employee wants to report any such matter then he can report without any fear to the Authorities.

INTRODUCTION

The governance of any business entity is the output of various factors that facilitates in the running the business. There are some settled principles that are required to be obeyed while performing the functions of the business and if there occurs any irregularity in the conduct of business affairs then there arises a question on the Key Managerial Persons who manage the affairs of the business. It is basically a revelation of any misconduct or any illegality if is occuring in an organisation. And through this concept the many corporate frauds came into limelight which lead to many changes and adoption of various policies from time to time.

Corporate Governane is the strategies that any business entity adopts or follows for better functioning of the business and this practice is done by the senior authorities those are having hold over every affair of the entity. They are the experienced and more likeley the holders of the company or an entity so they work for the better profits from the business. And for that they adopt certain practices that can be good or bad for longterm depending upon their choice.

MEANING AND DEFINITION

The generalised meaning of whistleblowing indicates the blowing of a whistle when there involves some act of reporting a wrongdoing within an organisation. This whistle alerts the law enforcemnt officers and the general public whose interest is at stake.¹ The person who blows the whistle is known as Whistleblower. And the countries for the protection of such persons and to encourage the others for creating awareness about such acts.

Every malpractice, misconduct, mismanagement or corrupt practice is against the ethics of the business. And when such acts and conducts are reported either internally or externally by the employee of the entity then that counts to whistleblowing.

Definitions as provided under:

Sekhar defines Whistleblowing as an attempt by an empyee or a former employee of an organisation to disclose what he proclaims to be wrong doing in or by that organisation.²

Koehn defines that whistle blowing occurs when an employee informs the public of inappropriate activities going on inside the organization.³

¹ Whistleblowing policy in India, *available at:* <https://www.lawteacher.net/free-law-essays/indian-law/whistle-blower-policy-and-indian.php>, (last visited on: March 16, 2019)

²Whistleblowing and Corporate governance, *available at:* <http://www.legalservicesindia.com/article/1693/Whistleblowers-and-their-Protection-in-India.html>, (last visited on: March 16, 2019)

³*Ibid*

Boatright defines whistleblowing as the release of information by a member or former member of an organization this is evidence of illegal and/or immoral conduct in the organization that is not in the public interest.¹

US Academicians Miceli and Near defines Whistle blowing as “the disclosure by organizational members (former or current) of illegal, immoral, or illegitimate practices under the control of their employees, to persons or organizations that may be able to effect action”.²

ORIGIN OF WHISTLEBLOWING

The concept of Whistleblowing originated in seventh century in England. After that, Benjamin Franklin became the first American Whistleblower in 1773 when he exposed the confidential letters relating to misleading of Parliament by newly appointed Governor in matter of military buildup in the Colonies.

With the enacting of False Claims Act which came into being on March 2, 1863. The need for this enactment was felt at the time when Civil War was going on and during that war companies were engaged in practices of selling guns and other materials to the army and incurring huge profits. To tackle such situation and eliminate wrong practices, President Abraham Lincoln advocated the need for some strict provisions through which private individuals are allowed to sue such companies or individuals or other entities engaged in such practices for defrauding the government and recover the damages. Then such individuals who use to get such issue into limeight were called as ‘Qui Tam’ means ‘he who brings an action for the king as well as for himself’ or ‘Whistleblower’.³

In mid-1980s, US Congress amended the act due to the report of widespread fraud against the government. They brought many changes like Whistleblowers were entitled to be rewarded for the matter they report and were to be given 15 to 30 percent of the governments recovery, Companies or entities that indulge in wrong practices of defrauding government in any way were made liable for damages and imposed with penalty.⁴

TYPES OF WHISTLEBLOWING

The idea of doing some act that highlights the wrongdoing in any business entity is in itself a difficult and risky act. And the whistleblowers are the acting persons who exist in different sects either within the business or from outside the business entity. As per various different divisions there exists many different types of whistleblowers:⁵

Internal Whistleblowing – When some wrongdoing in the business is reported to some official within the entity or an organisation. The report can be generally regarding matters as disloyalty, improper conduct towards other employees or else, indiscipline etc.

External Whistleblowing – When the wrong doing is primarily reported to some people outside the organisation or entity. The outsider can be media, any group or agency interested in such knowledge to help the people.

Alumni Whistleblowing – When some former employee of an organization or an entity reports some act of wrong doing and brings it into limelight then that conduct is known as Alumni whistleblowing.

Personal Whistleblowing – When the act or conduct of any organisation or an entity is going to harm a single person then disclosing such wrong act or conduct to such person is known as Personal whistleblowing.

Government – When the government officials indulge in some unethical practices or some wrongdoings and disclosing such acts counted as Government whistleblowing.

Corporate Whistleblowing – When a disclosure is made relating to wrongdoings in the business corporation.

¹*Ibid*

²Marcia Parmerlee Miceli, Janet P Near, The relationships among Beliefs, Organizational Position, and Whistleblowing Status: A discriminant Analysis, 27, *The Academy of Management Journal* 687-705

³Origin of False Claims Act, available at: <https://www.phillipsandcohen.com/false-claims-act-history/>, (last visited on: March 25, 2019)

⁴*Ibid*

⁵Whistleblowing in India, available at: <https://lawrato.com/indian-kanoon/criminal-law/laws-on-whistleblower-protection-in-india-655>, (last visited on: March 21, 2019)

FEATURES OF WHISTLEBLOWING

Whistleblowing is a concept of making others aware about the wrongs or illegal practices being done in the company, association, government offices etc. There are certain provisions that defines the whistleblowing practices such as:

- a) **Whistleblowing and Complaint are different:** The terms complaint and whistleblowing are different as one is grounded with personal subject matter and the other is related to subject matter that affects the public interest. If any issue is happening between the authorities and employee regarding pay, working hours then the employee can file a complaint. And in case there is any illegal or unethical practices going on in the company then the employee can act as a whistleblower.¹
- b) **Whistleblower is not the witness of the crime:** It is not necessary that the whistleblower must have witnessed the crime but he is one who is having enough information regarding the crime. So, he may or may not be a witness of crime but he is necessarily the one with having all the material information.
- c) **Moral Protest:** Morals are the basic principles through which the conduct of the person is judged. And so the acts which are morally correct are respected and if there happens to be any wrong then even that is highlighted by the people who are vested with moral attributes in life. Therefore the whistleblowing is considered to be a moral protest.
- d) **Substantial Importance:** The subject matter that is brought into limelight must hold some substantial importance. The facts that are covered must involve some material defects or damages to the public only then that matter will be considered to be appropriate for whistleblowing.
- e) **Public Interest disclosure:** It is the process to disclose to the proper authorities the information relating to past, present or about to occur in future which is improper as per the norms and normal conduct of the working agency.

PROVISIONS PREVAILING IN OTHER COUNTRIES AND IN INDIA RELATING TO WHISTLEBLOWING

At the Global level there are many laws following which the Whistleblowing protective measures are taken into consideration. There are acts like Sarbanes Oxley Act of 2002 (SOX) which was formulated by U.S. Congress through which they made provisions to protect the interest of the shareholders and general public. They made provisions regarding disclosures for companies so that there can be less fraudulent practices.

Other than this, there are certain guidelines framed by Organisation for Economic Cooperation and Development (OECD)² which provides provisions regarding stock exchanges, investors, corporations and other parties having role to perform in developing good corporate governance.

Indian scenario of whistleblowing provisions are based on the foreign laws and many a times the Indian government has made many legislative provisions such as:

- Clause 49 of SEBI Listing Agreement
- Companies Act, 2013
- Whistle Blowers Protection Act, 2013

i. Clause 49 of SEBI Listing Agreement

The Securities and Exchange Board of India is an institution that governs the rules for the companies and formulate policies which are revised time and again so that proper corporate governance can be achieved. And through Clause 49 of the listing agreement it was also mentioned that there must be formulation of whistleblowing policy for the company. And company is headed with the responsibility to make a mechanism for the employees so that they can report of any matter suspecting of any unethical practice, fraud or any violation of the Code of Conduct of the Company. And also to provide appropriate safeguards for the protection of the employees who files any such report.³

¹Sidharth G Das, Regina Aldrin case (2007)

²Organisation founded in 1961 by group of 34 Countries for economic progress and world trade.

³Supra 08

ii. Companies Act, 2013

Companies Act is the law that provides with provisions and rules that are required to be followed by the company from its incorporation to the winding up procedure. With in the dilemma of these provisions there are certain rules that are mandatory to be followed by the companies when they are in the operation. Section 206 to 229 of the Act provides detailed provisions relating to inspection, inquiry and investigation and there is an appointment of Inspector and Registrar who inspect the records of the company. And act even authorises the Central government to conduct inspection in case of any complaint from the inspector or registrar or from the outsider or the employee of the company.¹

Companies Act provides enumerates in Doctrine of Indoor Management that if Directors of the company are making any transaction then they are making it with the concerned approval of all the shareholders of the company.²

The act also embodies through section 447 that Fraud is something that includes any act, omission, concealment of any fact or abuse of position committed by any person or any other person with the connivance in any manner, with intent to deceive, to gain undue advantage from, or to injure the interests of the company or its shareholders or its creditors or any other person, whether or not there is any wrongful gain or wrongful loss.

iii. Whistle Blowers Protection Act, 2013

The act got into picture after certain dire happenings of corporate frauds in India and because there was no such law to protect the person who acts as whistleblower. There is Commission that looks into the matters of complaints made under the act. The provisions of the act says that the identity of the person who is making such complaint will be protected by the Vigilance Commission.³

The Amended provisions of the act in 2015 provides a mechanism for entertaining and inquiring into the matters of public interest disclosures like corruption, wilful misuse of power. The act also provides punishment in way of imprisonment of upto 3 years and fine of upto rupees 50000.

CASES IN INIDA

There are many scandals that came into picture even when there existed many provisions of punishment of such acts. This is due to the improper implementation of the laws. The whole of the corporate worlds works for the profits and gains and when this greed crosses the levels then the scandals occur. Some of the shakning scandals that occurred in India are:

- i. **Harshad Mehta Scam** – Harshad Mehta was a renowned stock broker and a mastermind behind the financial frauds and to manipulate the stocks in 1992. He cheated the bank for about rupees 4000 crore. He took full advantage of the loopholes that existed in the Indian share market. The market lost around 0.1 million crore in terms of capitalisation.⁴ This scam opened the eyes of the government and new rules were then introduced in the SEBI.⁵
- ii. **Satyam Scam** - The scam occurred in 2009, it is also known as India's Enron Scandal. The company was dealing in Computer software and technology and was having clients from foreign countries also. The Chairman of the Satyam Computer Services, Ramalinga Raju himself confessed that he falsified the company's accounts, showing huge amounts of profits. The family members of the Ramalinga Raju were also involved in money laundering through many companies. The fraud involved was of around rupees 14000 crore.⁶

¹*Ibid*

²Company Act, 2013

³*Supra 11*

⁴Cases of Corporate Scandals in India, *available at:* <https://www.thecsclubindia.com/10-biggest-corporate-scam-of-india/>, (last visited on: March 30, 2019)

⁵Corporate scams in India, *available at:* <https://www.scoopwhoop.com/These-10-Biggest-Scams-In-India-Will-Make-You-Hang-Your-Head-In-Shame/#.ctfol026i>, (last visited on: March 30, 2019)

⁶Corporate Scandal Cases in India, *available at:* <https://yourstory.com/2017/12/8-scams-india>, (last visited on: March 30, 2019)

iii. **Chit Fund Scandal** – The Saradha Group which was running a chit fund company in West Bengal has raised around rupees 200 to 300 billion from the investors with a promise that they will give huge returns to the investors. The people who invested were mostly from the low income groups and were not having any access to the banks. The SEBI has warned the State government of west bengal about such activities of the company but the Company was not bothered and even sold huge number of share of listed companies and embezzled the sale proceeds. Then in April 2013 the company collapsed by making loss of around rupees 2000-2400 crores.¹

ROLE OF WHISTLEBLOWING IN CORPORATE GOVERNANCE

Corporate Governance is the module or strategies as per which the working of the company is governed with following of certain principles which are required to be obeyed while conducting the functioning of the company or business entity. And among all the principles, whistleblowing is one major tool. For detecting the uncertain practices in the company the employees play a major role. There occurred many scams in the corporate world like the Enron Scandal, WorldCom and Xerox that led to formulation of many committees and changes in the Corporate scenerio.

The whistleblowing plays an important role in maintaining proper corporate governance in the company which is evident from the cases that came out because of blowing of whistle by the persons who discovered the wrongdoings such as Enron scandal in US as after which many new provisions were made to overcome the loopholes in the laws.

Setting up of Whistleblowing policy in the company is a sign that there is better followed corporate governance practices. As one will think twice before committing any fraud within the company and if some act is even done then such act can be disclosed by the internal boby as is constituted within the company. The decisions that are made by the whistleblowers are based on the ethics and morals which are the requirements of the corporate governance for fruitful achievements in the company outputs.

CONCLUSION

Corporate whistleblowing is the best tool to ensure good corporate governance but in India it is still at a growing stage. There are many provisions enumerated in various other laws that provide the governing steps for the improvement in the corporate scenerio also. The global economy is today doing business with each other and they are dependent upon each other and if they will get some good rules as a way of protective aspects then they will more likely to do work with each other with more ease. So there must exist some rigid laws for the governance of the companies and the protective bechmarks for the whistleblowers also. The Whistleblowing is the outcome of time and again scandals that were ruining the financial structure of the company and the economy as a whole.

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A COMPARATIVE STUDY ON WORK LIFE BALANCE OF HEALTHCARE PROFESSIONALS OF PUNJAB WORKING IN DAY AND NIGHT SHIFT

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ABSTRACT

Today, Work-Life balance is an important issue existing in everyone's life and cannot be ignored. So, to face this scorching fact everybody should be familiar with its various aspects to live life in a balanced way. The study was conducted on healthcare professionals of Punjab. The sample size was 500. Convenient sampling technique was used to collect the data. 250 healthcare professionals were from day shift and 250 were from night shift. The objective was the study the impact of night shift on healthcare professionals work load, family commitments and stress. chi square test was used.

The findings revealed that majority of healthcare professional's daily routine get upset with continuous night shift. They feel stress which lack their concentration and affects performance.

Keywords: Stress, Day shift, Night shift Healthcare Professionals, Work Life Balance

INTRODUCTION

Work-life balance means "the amount of time you spend doing your job compared with the amount of time you spend with your family and doing things you enjoy." is defined by Cambridge dictionary. The term work- Life Balance came in late 70's. It plays important role in one's life. "In the hustle and bustle of busy work schedules and chores of daily life, young physicians often let themselves operate in autopilot. Young physicians may lose passion or satisfaction with their work because they no longer find meaning in their work or have lost sight of its purpose. Finding meaning in one's work should also consider family needs and aligning your own needs with those of your organization. Balancing work and life roles require good time-management skills. Effective time-management involves setting both long- and short-term goals, planning and organizing, and not engaging in time-wasting activities. Among your various responsibilities, it is important to identify what is important to you. During life transitions such as completion of training, marriage, childbirth, and the death of family members, taking time to reassess and reset both work and life goals can be helpful in creating balance.

1.2 THE EFFECTS OF WORK- LIFE IMBALANCE

Effect on Individuals: At an individual level, the absence of a healthy work- life balance results in high levels of stress and persistent diseases, weaker immune system, frequent headaches, stiff muscles or backache. Stress may also perpetuate or lead to binge eating, smoking and alcohol consumption. Symptoms of stress are seen both physiologically and psychologically. It can also result in poor coping skills, irritability, insecurity, exhaustion, and difficulty in concentrating.

- **Effect on Children:** An increasing number of young children are being raised by a childcare provided or a person other than a parent. Older children are more likely today to come home to an empty house and spend time with video game, television and the internet, with less guidance to offset or control the messages coming from these sources. Parents returning home late and totally stressed out are barely able to help or guide the child. They are more likely to adopt the path of least resistance and allow the child to go by his own choice, which may not be in his best interests. Independence, couple with ignorance, can be lethal combination, to which a society cannot afford to expose its future generation too.
- **Effect on Families:** Spending more time in the office, dealing with clients and meeting the goals, leaves an individual with no time or energy to participate/ contribute to minimum basic household responsibilities, which can put personal life in disarray with serious consequences.
- **Effect on the Organization:** At an organizational level, high stress levels in employees and health issues results in reduced productivity and creativity of employees. It can also result in a build-up of resentment, irritability, breeding of inter-personal problems and affecting the health of the organization.

2 REVIEW OF LITERATURE

Singh. Parmar, Sharma. Sakshi (2017) investigated the association between family related factors and WLB among the doctors of the public hospitals of Himachal Pradesh. The study was conducted through the sample size of 141 doctors employed in various public hospitals of Himachal Pradesh. Pearson correlation coefficient and one way- ANOVA were applied for analysis. The findings revealed that there was correlation between

various family related variables and work life balance. The study reported a correlation between family role overload and work life balance.

Julie. Phillips, Song. Hustled, Sarah. Bjrokman, Rupa. Persad, Orlando. Sola, Andrea. Wendling, Kurt. Bajrokman (2016) investigated their study on female family doctors who faced difficulty in balancing their work & life simultaneously in rural areas. The female doctors were interviewed and questionnaire was filled with them in the states. In findings 25 doctors shared their personal strategies and plan of action to balance their work & life.

Goyal. Bindiya (2014) investigated her research on work life balance of female doctor and nurses of private hospitals and clinics. The sample size was 134 female doctors & nurses. One-way anova test was applied to find the factors which help them to strike a balance between their personal & professional life. It was found that doctors follow some plans & strategies, in order to balance their work & life.

Adisa. Toyini Ajibabe, Morde. Chema, Mordi. Tonbara (2014), examined the challenges and the authenticities of WLB between Nigerian feminine healthcare professionals in their hectic schedule to balance their job and family responsibilities. The research discovers sundry problems which were raised during the process of multi-tasking in order to balance work and family commitments., and proper suggestions based on the problems. The results discovered many problems in domestic & workplace through which female healthcare professionals had to struggle in order to balance their work and life.

Fanny Y. F. Young (2013) investigated research on the WLB of government hospital surgeons in a metro city. A questionnaire was used in which 200 doctors of different specialties of the government sector of a metro city, Hong Kong. It was observed that govt hospital doctors have to devote more time in hospitals than private. 57% of the doctors replied WLB disturbance, reduced productivity & quality of work, exhaustion, insomnia and extreme tiredness.

3 RESEARCH PROBLEM

There has been extensive research on the health of employees, satisfaction from job, performance and family of healthcare professionals. When any individual gives more time preference at professional end and a lesser amount of period to personal, at that point, it disturbs both personal & professional end. Hence, there is need of hour to investigate the imbalance of Therefore, the study is on work life balance of healthcare professionals.

3.1 Methodology of Research: It means to give answer to a given problem. In Methodology of research, the investigator uses many standards for cracking/probing the given problem. Diverse foundations use various form of procedures aimed at explaining the problem.

3.2 Sampling Unit: It means from whom the questionnaire will be filled. In this project, sampling unit consisted of healthcare professionals working in hospitals of Amritsar, Jalandhar, Patiala, Ludhiana, Mohali. The healthcare institutes were Multispecialty which included private and corporate hospitals.

3.3 Sample Size: It refers to the elements to be included in the study. So, In order to have conceptualized view of all types of respondents in our study. The 5 major cities of Punjab were included in the research which were Jalandhar, Amritsar, Ludhiana, Mohali, Patiala. 6 doctors and 6 para-medicals were selected from each hospital

3.4 Sampling Technique: . For collecting data from the respondents in the present study, Non-Random sampling technique particularly Purposive was used.

3.5 DATA COLLECTION

Both primary and secondary methods were used for collection of data.

Primary data: In this research self-administered questionnaire was used.

Secondary Data: It included the facts and figures collected from newspapers, magazines, journals, publication etc.

3.6 OBJECTIVE OF THE STUDY

- To compare and contrast the work life balance of doctors and para-medical staff working in day/night shift in relation to factors such as work load, family commitments and stress.

3.7 HYPOTHESIS

H₀ : There is no Significant difference in Work Life Balance of Doctors and Para – medical staff working in Day and Night shift in relation to factors such as work load, family commitments and stress.

H₁ : There is a significant difference in Work Life Balance of Doctors and Para – medical staff working in Day and Night shift in relation to factors such as work load, family commitments and stress.

4 DATA INTERPRETATION

In order to compare that in which shift, life of doctors and Para-Medicals was more affected, Chi-Square test was used. Chi square test is used where association between two groups has to determine. Here each factor is compared with WLB of healthcare professionals who had worked in nocturnal & diurnal hours. The test was applied to know which shift affects more in life of medical professionals.

Chi Square is a kind of test which is applied in order to find the association between two variables. In the present study the chi square test was applied to determine whether there was significant association between the WLB of healthcare professionals working in day and night shift in relation to factors such as work load, family commitments and stress. The Calculated value of chi square is presented in the Table 4.1.

Table 4.1 : Factors affecting Specialists & Nurses working in day and night duty

	Disturbing Factors	Value of Chi-square	Level of Significance
1.	Busy and impatient.	2.256	0.04
2.	Frequent angeriness	4.56	0.05
3.	Feeling of mental pressure with the demands of patients.	9.045	0.004
4.	Difficulty in planning routine activity.	8.045	0.004
5.	Fail to create a strong direction and growth of individual and profession areas.	6.860	0.03
6.	Difficult to maintain equilibrium between health, work and life.	6.354	0.002
7.	Due to job, I give less time to family	5.365	0.003
8.	Work burden	7.109	0.02
9.	More responsibility at work place.	10.069	0.01
10.	Creative thinking is demanded to gain appreciation at work place which leads to work pressure.	5.339	0.02
11.	Coming late in the evening	6.325	0.03
12.	Delay in the completion of work leads to stress.	5.339	0.02
13.	work schedule is prepared to achieve both my private and domestic promises.	5.860	0.03
14.	Job stress	4.321	0.04

Interpretation: The study investigated that the data was collected from 250 Para- medicals & doctors who had worked in diurnal & nocturnal duty. Factors are shown in table 4.1 which affect specialist & nurses during their shift.

4.1.1 BUSY AND IMPATIENT

The 1st factor was “busy and impatient”. The study investigated that data was collected from healthcare professionals who had worked in diurnal & nocturnal shift. The healthcare professionals felt more busy and impatient during nocturnal duty as relate to diurnal shift. It was observed that during night the number of emergencies were more so their sleeping routine gets distract, when they had to be present for entertaining patients in odd hours

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. Its chi square value was 2.256. Here 0.004 was the value of P which was in less than 0.05, which indicates that impact of night shift on WLB of specialist& nurses had significant relation.

4.1.2 ANGRY ON A FREQUENT BASIS

The 2nd factor is “getting angry on frequent basis”. The healthcare professionals who gave duty in night informed that they usually get upset on pity issues during their shift in night. They reported that they feel pressurized from their family and at workplace. They had often broke commitments given to the family to give sufficient time. Therefore, they feel frustrated.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P was 0.05 which is equivalent to 0.05 & the value of chi square was 4.56, it states that impact of night duty on WLB of healthcare professionals had significant relation.

4.1.3 FEELING OF MENTAL PRESSURE WITH THE DEMANDS OF PATIENTS

The 3rd factor is “feeling pressured with too many demands of patients”. The healthcare professionals stated that they feel overstretched when they had to work in night. It was observed that during night, nurses were less as compare to day and patients had too much expectations from doctors & staff in emergencies. In night comparatively more, accidental serious cases come in hospital. Nurses often feel uncomfortable when they give night duty. Sometimes during night dunks patients come and misbehave with female staff.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P was 0.004 which was not more than 0.05, here value of chi square was 9.045. it shows that there was significant effect of demand of patient who come in night on WLB of healthcare professionals.

4.1.4 DIFFICULTY IN PLANNING ROUTINE ACTIVITY

The 4th factor is “difficulty in planning day to day activity”. The healthcare professionals stated that it becomes really problematic to accomplish monotonous work, after having their nocturnal duty, as the work which is done in diurnal cannot done in nocturnal & after nocturnal duty, partial day waste in snoozing & less time is left for work. India is a developing country, things, market or medical facility is not available round the clock. Therefore, it becomes difficult for healthcare professionals whose shift is in night.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P was 0.004 which was not more than 0.05, here value of chi square was 8.045, it shows that there was significant relationship of planning an everyday action of WLB of healthcare professionals who work in night shift.

4.1.5 FAIL TO CREATE A STRONG DIRECTION AND GROWTH OF INDIVIDUAL AND PROFESSION AREAS

The 5th factor is “failed to establish clear direction & personal growth”. The healthcare professionals stated that they were unable to create strong objective in diurnal duty. At times they felt that day duty was more hectic than night duty. They had admitted that they failed to achieve their personal & professional goals because of stress & work pressure.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. Here 0.860 was the value of chi square & 0.003 was the value of P which was less than 0.05, which shows that WLB of healthcare professionals who had worked in nocturnal duty had significant difference

4.1.6 DIFFICULT TO MAINTAIN EQUILIBRIUM BETWEEN HEALTH, WORK AND LIFE.

In case of 6th factor “difficulty in managing house and office”. The healthcare professionals stated that during night duty sometimes they had failed to manage house & office. Though they were at their workplace, physically they were present but mentally they were at their home and vice versa. They had failed to give desired time to their family. When employees go back to home in morning, their spouse go out for work, so this way they only get weekends to spend time together.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P was 0.002 which was not more than 0.05, the value of chi square was 6.354, it showed that WLB of healthcare professionals who had worked in nocturnal shift has significant effect.

4.1.7 DUE TO JOB, I GIVE LESS TIME TO FAMILY

The 7th factor is “job keeps away from family”. The healthcare professionals had stated that their work kept them away from their family. It had been investigated that sometimes healthcare professionals had to attend emergencies in late hours i.e. 2 am or 3am at night. So for this reason their sleep cycle get upset. They feel exhausted. Family did not cooperate with them nor understand what they were going through.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P was 0.003 which was below 0.05, the value of chi square was 5.365, it showed that WLB of healthcare professionals who had worked in nocturnal shift has significant effect.

4.1.8 PRESSURE OF WORK

In case of 8th factor “pressure of work”. The healthcare professionals had stated that they sometimes felt that work burden was more in morning hours which had become difficult to handle comfortably. They felt tired

during the day as more OPD was there during morning hours. Exhaustion or fatigue among healthcare professionals frequently outcomes in diminished retention, higher level unease.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P was 0.002 which was not more than 0.05, the value of chi square was 5.339, it showed that WLB of healthcare professionals who had worked in nocturnal shift has significant effect.

4.1.9 INCREASE WORKLOAD

In case of 9th factor “increase workload”. Doctors had stated that sometimes morning duty becomes overburdened. Doctors & staff had reported that sometimes it becomes difficult to handle as they had lot of responsibilities to handle.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. Here 1.069 was the value of chi square & 0.347 was the value of P which is in excess of 0.05, which shows that WLB of healthcare professionals working in diurnal nocturnal shift had no significant effect.

4.1.10 CREATIVE THINKING IS DEMANDED TO GAIN APPRECIATION AT WORK PLACE WHICH LEADS TO WORK PRESSURE

In case of 10th factor “coming up with new ideas”; in order to have esteemed and recognition in the healthcare institutes, it creates work pressure. In today’s scenario everyone wants to have their own identity or name, for they have to fight round the clock. In order to excel they have to put more efforts to be seen in the eyes of senior which creates stress. Nowadays sleep deficiency and fatigue has become the main cause of creating anxiety & stress who work in night. Exhaustion or fatigue among healthcare professionals frequently outcomes in diminished retention, higher level unease.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P was 0.002 which was not more than 0.05, the value of chi square was 5.339, it showed that there was significant effect on WLB of healthcare professionals who had worked in night duty.

4.1.11 COME HOME LATE IN THE EVENING

In case of 11th factor “coming home late in evening”. At times the number of patients in hospital increases or admitted so for that reason it becomes doctor’s duty to be available for them. For this reason, they come late at home and spouse don’t cooperate. Our body clock, sleeps at night and at day it works but when our routine is changed it leads to nervousness exhaustion, strain and depression which we can’t be avoided. Extended working hours and too much work leads to more time devoted at healthcare institutes that results in work-family conflict. It also acts as a source of mental & physical stress. Similarly, less time devoted towards paternal parents & children that act as a major reason of conflict between the partner.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P is 0.03 which was below 0.05, the value of chi square was 6.325, it had showed that there was significant effect on WLB of healthcare professionals who had worked in night shift.

4.1.12 DELAY IN THE COMPLETION OF WORK LEADS TO STRESS

In case of 12th factor “get stressed when delay in work”. It was observed that those who had worked in night duty get strain & stress if their work was delayed. The healthcare professionals were affected both by mentally & physically due to night duty. They had stated that if their work was delayed by any reason, they felt stressed. Insomnia was also developed in medical professionals due to night duty & frequent headache was seen among those doctors. At times doctors has to awake whole night if patient is critical. Extended time at workplace especially doing night duty can lead to stress and other consequences also. This could bring about mistakes and poor decision making.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P is 0.02 which is below 0.05, the value of chi square was 5.339, it shows that there was significant impact of night shift on WLB of Healthcare professionals.

4.1.13 WORK SCHEDULE IS PREPARED TO ACHIEVE BOTH MY PRIVATE AND DOMESTIC PROMISES

In case of 13th factor “preparing work schedule to fulfill both personal and family commitments”. Agenda of work for healthcare professionals & late hour working were important issues of stress in healthcare institutes &

interns had to face more problems. Performance of healthcare professionals were affected by tight work schedules during their night duty. There was inverse relation between performance of healthcare professionals & their working hours. Therefore, when number of working hours increased, Performance of doctors declines comparatively.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The chi square value was 0.860. The P value was 0.03 which was less than 0.05, it showed that WLB of healthcare professionals who had worked in nocturnal shift has significant effect.

4.1.14 GET STRESSED OFTEN

In case of 14th factor “feeling stressed often”. Persistent working in night duty can cause stress and sleep deprivation. Due to insomnia, it can affect decision making ability & can lead to silly mistakes. Anesthetists often come on call or during night, for that reason they feel pressure of work & stress. Continuous working in night can cause deprivation of sleep which can cause hallucination, clumsiness, weight loss, these are some chronic health problem.

Working hours increased, Performance of doctors declines comparatively.

P- VALUE APPROACH BY USING CHI SQUARE TEST

The tabulated value is compared with the P value. The value of P is 0.04 which is not more than 0.05, here value of chi square is 4.321, it showed that WLB of healthcare professionals who had worked in nocturnal shift has significant effect.

5.1 FINDINGS

- The healthcare professionals reported that they felt depressed.
- The study revealed that majority of healthcare professional's day to day routine got upset with the continuous night shifts.
- Majority of doctors reported that they felt angry after performing their night duty.
- Majority of healthcare professionals reported that they felt job pressure while working in night shift.
- Majority of doctors and staff had faced difficulty in planning their routine activity.
- Majority of healthcare professionals reported that it becomes difficult to create a health work and life balance.
- Majority of doctors felt that their job kept them away from their families.
- Majority of doctors reported that they had to be innovative in their professional approach in order to get appreciation from management.
- Majority of healthcare professionals reported that often they had to come late at home as they had to attend emergencies.
- The study revealed that majority of healthcare professionals feel stressed, when there was delay in carrying out the work in their shifts.
- The study observed that it was difficult for doctors and nurses to balance their work-life.

5.2 LIMITATIONS

- Doctors find questionnaire to be lengthy and time consuming for their busy schedule.
- The sample size was limited in size.
- The analysis of the data required knowledge of statistical tools and techniques.
- Respondents were not frank while sharing their personal information.
- Stress level of doctors also varies from city to city.
- Due to lack of time & money study concentrated on convenience sampling.

5.3 CONCLUSION

The current research study was conducted on Comparison of WLB of healthcare professionals & staff who had worked in diurnal & nocturnal hours. For conducting this research data was collected from 250 doctors and

Para- Medicals who had worked in Night and 250 Doctors and Para-Medicals who had worked in Day. Chi – Square test was applied in order to get the results. The study investigated that healthcare professionals were stressed and depressed because they had failed to balance their work and life. It was found that healthcare professionals who had worked in night felt job pressure, difficulty in handling day to day activity. Majority of healthcare professionals reported that often they had to come late at home as they had to attend emergencies which was not acceptable for the spouse which creates more stress. In order to solve this problem rotation of shift should be there after every month so that they can cope up easily. Holidays should be provided to them so that they can get relaxed. It was found that Para-Medicals were more affected than Doctors because they had to perform their duty full night, but Doctors come to hospitals only during emergencies.

5.4 SUGGESTIONS OF THE STUDY

Suggestions are the recommendations, which the researcher gives after the findings of the study. The suggestions play an important role in the research.

5.4.1 SUGGESTIONS FOR MANAGEMENT

For the enhancement and expansion of any institution, research work is required. Research is the key element for advancement and success. The study suggests various measures through which doctors & staff members can cope up with their mental, physical problems and help to improve their personal life by maintaining the balance between their work and family. Keeping in mind the results and the discussion inferred from the study, the following points are suggested for minimizing the stress among healthcare professionals of Punjab.

From the findings it was found that doctors feel depressed and irritable in their night duty, in order to solve this problem, they should be provided adequate breaks in between the shifts for leisure activities.

- The analysis revealed that work load factor was an obstacle which had led to Absenteeism & Turnover of doctors and Para- Medicals who worked in night shift. So workload should be appropriately divided by appointing more doctors and staff in hospitals.
- From the findings it was found that doctors feel depressed and irritable in their night duty, in order to solve this problem, they should be provided adequate breaks in between the shifts for leisure activities.

5.4.2 SUGGESTIONS FOR DOCTORS AND PARA-MEDICALS

- 1) Regular exercises, meditation and other soft skill practices can improve the emotional balance of the employees.
- 2) Individuals should try to balance out their personal and professional lives by keeping work related issues at their work place only.
- 3) Healthcare Professionals Should spend quality time with family and friends whenever possible.

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RELEVANCE OF MAHATMA GANDHI'S PHILOSOPHY OF PEACE IN 21ST CENTURY FOR SUSTAINABLE DEVELOPMENT

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ABSTRACT

It is fact that in present society, disagreement and strife on all sides terrorize the independence. The concept of violence free peaceful world is destroying by cancerous elements like disruptive behaviour, indiscrimination, intolerance and narrow-mindedness. Only peace, conflict free mind, knowledge, understanding, critical thinking and kindness are potential instruments for tuning the mind sets of the students at all levels of education. In order to survive on this planet peacefully everyone must learn to live in harmony and in a violence free environment where everybody. Therefore world's education system should be based on human values. Only value based education can bring peace and sustainable development for mankind. In order to achieve peace and contentment for world civilization, there is need for the people of all colours, creeds, races and nations to join together to promote peace and unity beneath the banner of global world order. In this situation only value oriented education can promote true love, peace, good- will, understanding and social welfare. Gandhian philosophy can create spiritual peace that helps in self-realization, global peace and single humanity. It gives emphasis on character building, moral virtues, courage, strength of confidence, righteousness, purity in personal life, self-discipline and service of humanity etc. In the present paper, the author has tried to study the gandhain philosophy. Further gandhian concept of non-violence, love and peace is discussed in present context.

Keywords: Non-violence, peace, spirituality, sustainable development etc.

INTRODUCTION

The world today has been divided into warring camps. The resources and energies of the countries of the world are wasted in their destructive tendencies. Hate and destruction have made an important place in the human life than the constructive values such as love and co-operation. Hazardous wealth of fighting technology has crossed all limits. Various developed countries are engaged in the production and business of dangerous fighting technology to achieve their political and economic aims. They falsely propagate disarmament and peace with purpose of imposing themselves one another. Thus, they use multidimensional artificial and egoistic methods to create violence in the humanity. If we want to ensure sustainable development for future generation then peace education must be proliferated in the world. The following factors are threats in the way of peace and sustainable development

- Lack of awareness of human rights
- Deterioration of values and corruption
- Lower for power and money
- War and feeling of insecurity
- Mental pollution or negative attitude
- Psychological imbalance
- Social diversity
- Regionalism and rigidity
- Imbalance economic fluctuation
- Narrow mindedness and illiteracy etc.

NEED OF PEACE EDUCATION FOR SUSTAINABLE DEVELOPMENT

In present society, disagreement and strife on all sides terrorize the independence. The concept of violence free peaceful world is destroying by cancerous elements like disruptive behaviour, indiscrimination, intolerance and narrow-mindedness. From Gandhian philosophy world can learn that the only way to stem the present moral deterioration and reinstate the spiritual vein of our civilization is a go back to moral education and spiritual consciousness.

Education plays a key role in all aspects of the human life. The UNESCO in its preamble has stated, since war begins in the minds of man. So that peace must be constructed in human minds. Most of the human beings are involved in negative and destructive activities. Only peace, conflict free mind, knowledge, understanding, critical thinking and kindness are potential instruments for tuning the mind sets of the students at all levels of education. Haile Selassie I said, "today, when world peace is threatened with atomic and nuclear weapons capable of annihilating the human race. Mahatma's teachings of love, truth and of respect for others' rights and devotion towards duty have become even more meaningful than at any other time."

All social, economic, political, religious evils are based on violence. In order to survive on this planet peacefully everyone must learn to live in harmony and in a violence free environment where everybody. Therefore world's education system should be based on human values. Only value based education can bring peace and sustainable development for mankind.

In order to achieve peace and contentment for world civilization, there is need for the people of all colours, creeds, races and nations to join together to promote peace and unity beneath the banner of global world order. In this situation only value oriented education can promote true love, peace, good-will, understanding and social welfare. At this time, Gandhian philosophy can be helpful in the creation of new values before the world for the sustainable development. In a tribute to Mahatma Gandhi by Dr. Martin Luther king, Jr., it was said, "Mahatma Gandhi has done more than any other person of history to reveal that social problems can be solved without restarting to primitive methods of violence."

RELEVANCE OF GANDHIAN PHILOSOPHY FOR PEACE AND SUSTAINABLE DEVELOPMENT

Gandhi ji is the seer of the millennium because he stood firmly before violence, untruth, corruption and domination of evil. The teaching and practice of Gandhiji should strengthen the democratic attitude and develop healthy social environment.

Gandhian philosophy can create spiritual peace that helps in self-realization, global peace and single humanity. It gives emphasis on character building, moral virtues, courage, strength of confidence, righteousness, purity in personal life, self-discipline and service of humanity etc.

Gandhiji dreamed to create a classless society based upon love, truth, justice, equality, brotherhood, co-operation and national solidarity. Therefore, instead of depending upon society every person would be an earning unit for the good organization of the society. Everyone would play his role creditably Education can be helpful in self-improvement and in the development of feelings of co-operative community.

Message of love and peace is propagated by Gandhiji to the whole world. He said evil cannot stand by itself. Non-violence and non-cooperation are most potent weapons to fight with evil powers. In present era it can take the forms of passive resistance to fight the evil. Gandhi showed the path of righteousness to the World. He said righteousness involves an intense awareness of right and wrong and evil. This awareness can be helpful in the development of feeling of truth, love, cooperation, belongingness and non-violence. Major conflict can also be resolved with the help of honesty and co-operation.

Social development can be helpful in achieving global peace. Time to time seers, philosophers, moral preachers inspire the distracted world and show the path of love, peace and sacrifice to save humanity. It was perhaps such a vision that inspired our great poet, Dr. Rabindra Nath Tagore, to write these immortal lines:

"Where the mind is without fear and the head is held high;

Where knowledge is free;

Where the world has not been broken up into fragments by narrow domestic walls;

Where words come out from the depth of truth;

Where tireless striving reaches its arms towards perfection;

Where the clear stream of reason has not lost its way into the dreary desert sand of dead habit;

Where the mind is led forward by

Thee into ever-widening thought and action

Into that heaven of freedom,

My father, let my country awake".

Today the world peace is threatened with atomic and nuclear weapons competent of annihilating the human race. Mahatma Gandhi's teachings of love and truth can show a path to world to save humanity. In modern era a sensible and realistic synthesis between the Gandhian approach and the modern approach can achieve real happiness to mankind.

His ideal of the social organization was the family. He said society should be developed on the pattern of family. Philosophy of 'Vasudhaiva Kutumbakam' should be revived to propagate the idea that the whole world is one family. Principles of interdependence, cooperation, devotion towards duty and social respect should be followed only then values can sustain forever. Feeling of oneness is helpful in the development of feeling of selflessness. Selflessness means complete freedom from ego, greed and selfish desires. It is a mental state where everyone believes in unity and oneness. Therefore human being should try to overcome evil by good, anger by love, untruth by truth, violence by non-violence.

Further Gandhi showed the path of forgiveness. Non-violence implies selflessness, harmlessness, freedom from anger, arrogance and hatred. Love for all men, feeling of fearlessness, courage, humility, forgiveness and self-surrender to God are some major key factors in the development of peaceful society.

Gandhiji's ideas are relevant for every sphere of life. His philosophy is of much importance to World for sustainable development and peace. Today celebrating his birthday as International Non- Violence Day, the World recalls Mahatma Gandhi and his philosophy in this modern era. His ideas offer solution to the growing problems of the World. Gandhi ji's ideas about Satyagraha, non-violence, non-co-operation, Self-purification, quest of Truth, self-suffering, Love, patience, sympathy, fearless self-suffering, Truthfulness, Persuasion and Self-control are guiding source for all generations to establish the kingdom of peace and love. Above all from him we can learn that only way to stem the present moral deterioration and restore the spiritual vein of our civilization is a return to moral and spiritual values. It is rightly said "Mahatma Gandhi belongs to that rare group of men whose mind and heart have affected the foundations of thought over the world. Respect for his achievement and the unbreakable integrity of his character are a necessary part of the self-respect of our civilization". The following measures based on Gandhian philosophy can be taken to promote peace education for sustainable development:

- Spiritual education
- Development of positive attitude
- Mental health awareness
- Adoption of yogic life style
- Sense of social service
- Awareness of human values
- Development of feeling of love and brotherhood and unity
- Development of national and international understanding
- Development of human values and removal of social barriers
- Democratic decision making
- Appreciation for other cultures
- Feeling of compassion and universal love
- Sense of social justice and solidarity of mankind
- Sensitization towards human issues to shun violence and emotional development

CONCLUSION

It is no exaggeration to say that peace education is the soul of Gandhian philosophy. Gandhi ji measured progress in terms of peace and human happiness. He wanted a social in which material development is the sole criterion of progress. He wanted a society in which every man would have equal status, opportunity and freedom to develop. He wanted a simple society in which economic progress and social justice would go together. Truth and non-violence bring inner contentment at that level where there is no place for greed. Gandhiji did not leave any set doctrine of gandhism behind him, but his life mirrors his philosophy which appeals to every human heart. For future generation gandhian philosophy will continue to be a guiding source

of inspiration. Jayaprakash Narayan, a great Indian leader, rightly said, "As long as there is violence which threatens the very future of the human race, relevance of Gandhi would continue. He will remain relevant till this danger of total annihilation of the human race is removed."

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EDUCATION SYSTEM IN KASHMIR (FROM 1846 UPTO 1947)

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As quoted by Noble Laurent Nelson Mandela “Education is the most powerful tool which you can use to change the world education.”¹ Like in other countries the valley of Kashmir did not lack behind in the field of education, from earliest times to modern age it saw subsequent changes with the passage of time under various aegis, later it found congenial soil during the Mighty Dogra’s rulers.²

Before the spread of western education in the state, the indigenous school of thought, *Pathshalas* and *Madrasas*, were run by the members of the Hindu and Muslim communities and generally housed in Temples and Mosques. In the Muslim schools, the students were generally taught to read Arabic so that they may be in a position to pursue the holy Quran.³

Likewise the Brahmans have their own schools, where Sanskrit was imparted so that they may be able to read the sacred Hindu books. To these two languages, Arabic and Sanskrit, Persian was added, and now a certain amount of arithmetic operations was taught. The students in the age groups of five to sixteen or eighteen years are enrolled in these institutions.⁴ There was no classification and all of them were taught together in the same room or at the same place. They were however, divided into groups, Squatting or the ground, they swing forward and backward as they committed some matter to their memory by shouting it out.⁵ Starting with the alphabet, they went through gradually from easy stories of the syllables to the books of higher and higher standard. But it is said that they only hurried through these books, and, what to speak of their ability to understand new words and phrases, they hardly have the change of mastering the alphabet.⁶

Even though the state government had taken measures for translation of some standard works in English for the purpose of education,⁷ often-times there were not enough books to go round among the students. Under the circumstances a number of students clubbed together to look at one book. The books themselves were usually old having served the students parents. But every student brought with a wooden board, called *Takhti*, of the size of about 12 by 7 inches. It served as his slate. they also brought a bottle, usually, made of wood, for his inkpot filled with chalk and water, a pen made of stalk of corn and piece of glass, generally the bottom part of a big bottle, with which he polished his wooden slate so that it might have a smooth surface on which the pen ran easily.⁸

Maharaja Gulab Singh, the first ruler of Jammu and Kashmir State, spent most of his time in consolidating his territories. It is believed that he did little in the field of education or for the development of art and literature, though some researchers contradict this view.⁹

Maharaja Ranbir Singh founded a well equipped and systematic institution of *Pathshala* at Jammu in 1857, called as “*Ranbir Rughnath Pathshala*” and located in the premises of Rughnath temple Jammu for the teaching of Hindi and Sanskrit, apart from *Ranbir Rughnath Pathshala* he established Pathshala on a bigger scale at Uttarbani near Purmandal in Jammu. In this Pathshala besides the subjects in Sanskrit taught in Rughnath Pathshala, Mimansa philosophy was also taught.¹⁰

¹ . Nelson Mandela “ *Quote on Edu*”

² . Walter R. Lawrence, *The Valley of Kashmir*, p.228

³ . Amar Singh Chohan, *Development of Education in the State of J&K from 1846-1947*, p.1

⁴ . C.E. Tyndale Biscoe, *Kashmir in Sunlight and Shade*, p.253

⁵ . Ibid., p.254

⁶ . Charles Gridlestone; *Memorandum on Kashmir and some Adjacent Countries*, p.11

⁷ . Ibid.,

⁸ . C.E. Tyndale Biscoe, *op.cit.*, p.253

⁹ . G. Rasool and Meenakshi Chopra; *Education in Jammu and Kashmir*, p.4

¹⁰ . S.L. Seru; *History and Growth of Education in Jammu and Kashmir 1872-1973*, p.34

In Jammu and Srinagar two schools were opened. The Jammu School was up to the matriculation standard and was opened in early sixties of the 19th century. Provision was made in this school for teaching of English, Sanskrit, Law, Ayurveda, *Tib* and Persian. In 1883, there were 400 students on its roll.

The Srinagar school was opened in 1874 and was up to the Middle Standard. Education was imparted in Persian and Sanskrit. There was a separate department for the teaching of Arabic for Muslim students. In 1883, there were 450 students on its roll.¹

Some Madrasas, Maktabas and Pathshalas, were made in the reign of Maharaja Ranbir Singh in Kashmir. The famous orientalist school of thought's George Buhler, mentioned one such institution in Kashmir during his visit and notified with satisfaction that Maharaja Ranbir Singh was good enough to take him to the Madrasa (school) and to allow him to examine some of the students in presence. He further informs that his Madrasa was a chief educational institution in Kashmir. Besides, a Sanskrit college where poetry, poetics, grammar and philosophy were studied, Persian classes and schools of industrial mathematics was also taught, according to a Dogra's translation of the "*LILAVATI*" (*mathematical work*)². Buhler "examined several classes in Sanskrit, Euclid and Algebra most of the boys did very well." He was very much impressed by "the active manner" in which Ranbir Singh took part in the examination, which showed that "he was acquainted with the subjects taught and he took a real interest in the work of education."³

During the period of 1872-1873 the total number of the schools in the state was 44, with 31 schools in the Jammu province and 13 in Kashmir province. In Srinagar there were 250 pupils in the main middle school Srinagar. In the Nowakadal School the enrollment was 218 of whom the Hindus were 138 and Muslims were 80, 230 students read Persian and 15 Arabic. The number of teachers was 6, 3 of teaching Persian and 3 of Arabic. In the Maharaja Ganj School, the enrollment was 78 of whom 53 were Muslims and 25 were Hindus. All the students were reading Persian under two teachers. The enrollment in the Basant school was 110 of whom Hindus were 92 and Muslims were 18. The students read Persian under three teachers. There were 99 scholars in *Pathshalas* taught by two Pandits'. Total expenditure was Rs. 58,610.00 including an expenditure of Rs. 22,238.2 *ans* on the translation department. The expenditure on general education was thus Rs. 36,372.5*ans*.3*paisa*.⁴

Expenditure disbursements for the year 1872-73 is tabulated as:

Expenditure Items	Rs.	Aans.	Ps.
Salary of Teachers	11,875	4	
Inspection and Establishment	1,567	3	
Free Rations to Students	2,268	12	
Scholarships pay to Pupils	18,661	0	
Prices	40	0	
Miscellaneous	822	0	
Cost of Books	1,138	2	3
TOTAL	36,372	5	3

Source: History and growth of education in Jammu and Kashmir 1872-1973A.D. by S.L. Seru, p.53

In 1872 the following were the leading Pathshalas and Madrasas in Kashmir:

Name	Sanskrit Readers	Veda Readers	English Readers	Persian Readers	Arabic Readers	Number of Students
Pathshala of Srinagar	...	75	...	...	...	75
Madrasa of Nawakadal	192	...	192
Madrasa of	68	...	68

¹. P.N.K. Bamzai, *Socio-Economic History of Kashmir 1846-1925*, p.354

². Amar Singh Chohan, *Development of Education in the Jammu and Kashmir State (1846-1947)*, p.7

³. George Buhler, *Report of Tour in Search of Sanskrit Manuscripts in Kashmir and Rajputana, Central India, 1877*, p.4

⁴. S.L. Seru, *op.cit.*, pp.52-53

Maharaj Gunj						
Madrassa of Rainawari below Hari Parbat	...	...	...	71	...	71
Madrassa of Basant Bagh	...	...	...	154	...	154
Madrassa of Aisha Kaul	...	...	...	51	...	51

Source: History of Srinagar 1846-1947. by Mohammad Ishaq Khan p.161

From this table it is obvious that the city was very backward in the education.

Maharaja Ranbir Singh patronized Arabic, Persian and Sanskrit learning, the education of the masses remained in an extremely low state. The educational institutions classed as *Maktabs* and *Pathshalas* often provided only religious instructions of a very limited type and they cannot therefore strictly speaking, be classed among institutions engaged in promotion of general education.¹

It was during this period that the missionaries made their appearance in Kashmir. The travel accounts published by the European visitors to Kashmir in the first half of the 19th century awakened the vast scope of philanthropists to the scope for missionary work in the valley.²

¹. Report of the Educational Reorganization Committee, 1939, p.10

². Ernest Neve, *Beyond the Pir Panjal*, p.68

ROLE OF SEBI IN CORPORATE GOVERNANCE

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ABSTRACT

Today's corporate sector around the world is approved for several illegal strategy and practices and these tactics and practices are malediction for the corporate sector, these are not good for the educate security. There are estimate and appliance to curb illegal strategy and application of corporate entities .Corporate governance is one of the effectual tool and method for the corporate entities to free themselves from the corporate entities to free themselves from these and for their success and long term victory. In this paper an attempt has been made to discuss the role played by SEBI through clause 35B and clause 49 of the listing agreement in making companies to companies to comply with the corporate governance norms in India. This article is divided into immaterial clarification, corporate governance with section clause 35B and clause 49 and conclusion with recommendations. SEBI through the norms and provisions contained in clause 35B and clause 49 to listing in making corporate to comply with the standards of corporate governance

Keywords: Corporate, illegal strategy, directives, securities, financial

INTRODEUCTION

Securities and Exchange Board of India was formed after the Indian parliament passed Securities and Exchange Board of India Act, 1992 in response to financial Services Assessment program, a program succeeded by the World Bank and International Monetary Fund that remarks and describes on global financial systems. The Indian government wanted to establish a strong financial atmosphere and securities market with a regulator encouraging the latest in corporate governance level. SEBI sets levels in which the securities market must manage, save the rights of institutions and investors. SEBI has power to probe circumstances where market or its players have been misuse and can enforce govern standards with directives. An appeal process in place ensures responsibility and liquidity. SEBI may conclude from the securities list any company that does not comply with its governance level and guideline.¹

Main aim of its origin was to curb the wrongdoing such as Lack of liquidity in the dealing with performance and prices charged to customers, Poor resources due to delay in passing contract notes or, Delay in making payments to customers or in giving delivery of shares, Persistence of odd lots and refusal of companies to stop this practice of allotting shares in odd lots, Insider trading by representative of companies or brokers rigging and controlling prices, unofficial premium on new issue, violation of rules and regulations of stock exchange and listing requirements.² Due to these wrongdoings the customers started losing trust and expectation in stock exchange. Many high profile corporate governance failure scams like the stock market scam, the UTI scam, Ketan Parikh scam, Satyam scam, which was severely criticized by the shareholders, called for a need to make corporate governance in India transparent as it greatly affects the development of the country. Effective corporate governance is only key to regain the faith of investors and safeguard their interest. This paper aims to study the role of SEBI in corporate governance and maintenance.

OBJECTIVES

- 1 - To learn about the role of SEBI in corporate governance
- 2 - To analyse about the role of SEBI in corporate governance and preservation

METHODOLOGY

The research methodology adopted in this paper is based upon doctrinal research with in depth study of the subject investigating the relevant legislative enactments, law books and it is based on an abundance of court's decision to study the medical negligence under the consumer protection act.

¹ Ms. Amita Rani, *Role of SEBI in Promoting Corporate Governance*, available at: http://www.ijetsr.com/images/short_pdf/1519035295_167-173-mccia922_ijetsr.pdf (Visited on April 1, 2019)

² *Supra* Note 2

GOVERNANCE

Corporate governance is the manner in which companies or market systems operate, including the rules, regulations, policies and standards for responsibility, liquidity and general corporate ethics.¹

ORIGINS

SEBI was formed after the Indian Parliament passed the Securities and Exchange Board of India Act, 1992 in response to the Financial Services Assessment Programmed, a program developed by the World Bank and International Monetary Fund that notices and reports on global financial systems. The Indian government wanted to establish a strong financial atmosphere and securities market with a regulator promoting the latest in corporate governance level.²

FUNCTIONS

SEBI sets levels in which the securities market must manage, save the rights of institutions and investors. SEBI has power to probe circumstances where market or its players have been misuse and can enforce govern standards with directives. An appeal process in place ensures responsibility and liquidity. SEBI may conclude from the securities list any company that does not comply with its governance level and guideline.

Pillars of Effective Corporate Governance;

The important elements of good Corporate Governance are:

1. Transparency
2. Accountability
3. Disclosure
4. Equity
5. Fairness
6. Rule of Law Participatory

SEBI ROLE IN CORPORATE GOVERNANCE

To make corporate governance more effective the SEBI since its setup in 1992 has taken up number of enterprises, appointed various committees and has brought modification to the Clause 35B and the Clause 49 of listing agreement.

Here the SEBI's role in corporate governance is illustrated through norms and provisions as stated these two clauses; the Clause 35B and the Clause 49 of listing agreement. SEBI norms and guidelines under Clause 35B and 49 of the listing agreement for effectual Corporate Governance: Since its foundation, SEBI has taken capability to align Indian corporate governance practices with the global levels adopted in advanced economies. The recent amendments to Clause 35B and 49 of the listing agreement make Governance more effectual and diligent in saving the interest of all stakeholders. The amended Clause 49 of listing agreement is in adjustment with the new Companies Act, 2013. This clause is applicable to listed companies but as per SEBI explanation, in future this clause will be relevant to non-listing companies also.

CLAUSE 35B

Under the revised clause 35B, the institution has agreed to provide e-voting facility in respect of all shareholders undertaking, to be passed at General Meetings or postal ballot facilities to share holders. The company has to send notices of meeting to all members, auditors of the company and directors by POST or Registered e-mail or Courier and the same be placed on the official website of the company. The notice of meeting should also mention that the company is providing facility for voting by electronic means and postal ballot facilities to members. Through this provision large number of shareholders can join in the selection of board members.³

¹ Erin Legg, *The Role of SEBI in Corporate Governance*, available at: <https://bizfluent.com/facts-7609058-role-sebi-corporate-governance.html> (visited on April 8, 2019)

² *Supra* Note 4 at 2 (Visited on April 3, 2019)

³ J.P. Sharma, *Corporate Governance Business Ethics and CSR* p.690 (Ane Books Pvt. Ltd, New Delhi, 2nd edn., 2018)

BOARD COMPOSITION

This sub-clause identifies best composition of BOD where at least 50% of board members are non-executive directors and there must be one women director in the board. Again it states that if the Chairman is an executive director, half the Board must comprise of Independent directors. However if the Chairman is a nonexecutive director then 1/3rd board members be independent directors.¹

RESTRICTIONS ON INDEPENDENT DIRECTORSHIP

Under the Revised Clause, no person can be an independent director of more than seven listed companies. If any person is serving as a whole time director in any listed company, then he/she shall not be the independent director of more than three listed companies. The tenure of independent director will be five years which is in accordance with provisions of new Companies Act, 2013. The proposed amendment to clause 49 of listing agreement also contains drastic modifications regarding the nonexecutive directors' compensation and disclosures.²

STOCK EXCHANGES

The history of the development of Indian Corporate Law has been marked by interesting contrasts. At independence, India receive one of the world's poorest economy but which make sector accounting for a tenth of the national product, four functioning stock markets with clearly defined rules governing listing, dealing and arrangement, a well developed equity culture among urban rich; a banking system stuffed with well developed lending norms and rehabilitation procedures.

In general the corporate laws and financial system, therefore, India appeared for supplying better than most other colonies. The Companies Act, 1956 and laws governing the performance of joint stock companies and protecting the investor rights built on this basis.³ Further the good Corporate Governance practices increase company's value and stakeholders trust resulting into strong evolution of capital market, the economy and also help in the development of a vital and making shareholder's activism.

The ministry of corporate affair has inspected committee reports with recommendations received from the different stakeholders on the issue related to corporate governance. The subject of corporate governance may go well behind the law and that there are basic restriction in enforcing many aspects of corporate governance through legislative and regulatory means, it has been examined that set of compulsory guidelines called Corporate Governance Voluntary 2009 which are applicable in the present context are arranged and distributed for examination and enacted by corporate. Today the corporate world, few individuals are getting extremely rich from nothing. Greed and in large number of occasion around many way for unwanted action like wrongdoer, not with understanding the social control and corporate governance mechanism trend. Corporate social responsibility, corporate governance, social control, whatsoever they are christened as, all just on the paper for purpose of compliance.

A legal or illegal ambiguity is ever sought after to extinguish the never ending desire for unusual gains. Many investor have believe in the ability of code of morality to meaningfully effect corporate performance and prevent corporate trouble code of morality alone are unable to effect corporate performance and prevent corporate misdemeanors. If the code of ethics are bearded by everyone in a company and are continually improved and monitored, they can set a concept for division making and risk management. The complexity of corporate governance means that no one or society is probable to be sufficient for consideration, assessing or calculating governance structure. Another feature is that corporate governance is not the cure-all for the resolution of class or separate problem within the company. After economic liberalization and the establishment of the SEBI, there was willingness to protect the interest of the shareholder rights was gaining ground and corporate governance was one of the method in corporate management decided by central government and the SEBI. There is no specific definition of Corporate Governance is available in any reports of committee which examined the feasibility of introducing this system in corporate sector. The aim of the companies in the corporate sector acknowledged and financed by the supporters at large, is to other products and services to the society and after meeting the responsibility to the government, in the form of taxes and socially desirable

¹ CA Srinivasan Anand G., *Corporate governance* p.24

² *Ibid* P.37

³ Sabamee Chatterjee, *Role of Stock Exchange in Corporate Governance*, available at: <http://corporatelawreporter.com/2014/05/21/role-stock-exchange-corporate-governance/> (Visited on April 3, 2019)

regulations, distributes the profits to the financial stakeholders. In sight of the Regulatory Provision brought by SEBI in the listing agreement, which requires the companies to have a majority of the independent director, many companies have raised objections as to how management control of the company should be vested in hands of majority of independent director who have no financial state in the ventures.¹ For trading of securities the Stock Exchange is the entire centers. The regulatory framework favors them laboriously by almost banning trading of securities outside exchange.

HISTORY OF STOCK EXCHANGE

The Stock Exchange is a market place where industrial securities like preference shares, equity shares, debentures and bonds of listed public limited companies and the government securities are traded. The members of the exchange trade in listed securities on the ground of stock exchange on their own interest of their client. The stock exchange is a prime institution and is a specialist market place in the security market Its main objective is to provide the medium for the exchange of securities which already existed at that just and equitable price. The stock exchange helps the business undertaking in private sector as well as for the government for raising and governing of public debt. It is to the government not only in times of peace but also in times of war. It is essential for the proper performing of the private corporate enterprises. It furnishes flexibility to capital and direct flow of capital into profitable and gainful enterprises. It is a presentation index or measures of general economic development or economic growth of a country. The economic facilities which are well represented and adequately run securities market can provide to a country with large private sector, working under the normal incentives and impulses of private enterprises are sizeable.

Firstly, it is an organized securities market which can supply sufficient marketability and price continuity for shares that is necessary for the needs of the investor. Secondly, it is such a market that can furnish a reasonable measure of safety and equitable dealing to the buying and selling of securities.² Thirdly, through interchange of demand for the supply of securities a correctly organized stock exchange assists in a reasonably correct evaluation of securities in term of their real worth. Lastly via evaluation of securities, the stock exchange helps in the ordered move and issuing of saving as between different types of reasonable investment.

The backbone of capital market is stock exchange. India has established various committees for development of security market were appointed to check speculation Committee Reports and Capital Market that are:

- (1) Alley Stock Exchange Enquiry Committee, 1923,
- (2) Morrison Enquiry Committee, 1936,
- (3) Departmental Committee, 1948,
- (4) Gorwala Committee, 1951,
- (5) Patel Enquiry Committee in 1984,
- (6) Pherwan Committee in 1991,
- (7) Hussain Committee, 1993

Alley Committee 1924 has overlooked that the share and Stock Brokers Association of Bombay is compulsory association of those who deal in stocks and shares and securities. In present the members are more than 400. The aim of this association is to be the protection of the interests of members and the provision of a market place wherein the members of the association and through them the public may buy and sell stocks, shares and like securities. Rules and regulations have been drawn up from time to time for the guidance of the members of the association and a building has been acquired as a market place in Dalai Street. The committee was constituted by Government Resolution No. 2628 in the Finance Department on 14th September 1923. The recommendation were to inquire into the constitution, government customs, practices, rules, regulations and methods of business of the Native Share and Stock Brokers Association of Bombay and to examine any such complaints of the public and to make any inquiries with reference to any of the above mentioned matter or any matter related to the aforesaid association as the committee may deem actual and thereafter with view to safeguard the investing public against the interest or irregular control of business, to prepare such committee as deem actual. The recommendation of the committee has that stock market and share market is a crucial part in

¹ Supra Note 9 at 4

² Supra Note 9

the today's economic life of developing nature; order and faith are crucial part in its continued profitability and growth.

The main aims of the association are set out in Article XV of the Article of Association and primary objectives of the association are set out in the first clause. These are:

1. To carry and preserve the character, status and interest of brokers in dealing in stocks and shares and other like securities in Bombay.
2. To encourage honorable practices.
3. To quash the malpractices.
4. To settle dispute between brokers.
5. To decide the question of usage and courtesy in conducting brokerage business.

But accordingly as we think that in the non-appearance of undue protection, the awareness of its intrinsic risks will keep such business in some measure correlative to the actual requirements of the market.

SECURITIES CONTRACTS (REGULATION) ACT, 1956

The Securities Contracts (Regulation) Act, 1956 was authorized to prevent unpleasant undertakings and to check risk in the securities by regulating the business of dealing in that matter. Any stock exchange, want to being acknowledged, may make an application to the Central Government in the prescribed manner. Every application should be in prescribed manner, and shall be accompanied by a copy of the bye-laws of the stock exchange for the regulation and control of contracts as well as a copy of the rules relating in general to the constitution of the stock exchange, and in particular to; firstly, the governing body of such stock exchange, its constitution and powers of management and the manner in which its business is to be transacted; secondly, the duties and power of the office bearers of the stock exchange; thirdly, the acknowledgement into the stock exchange of different classes of members, the qualifications for membership, and the barring, suspension, expulsion and take back of members there from or there into; lastly, the procedure for the registration of partnerships as members of the stock exchange, in such cases where the rules provide for such membership; and the nomination and appointment of authorized representatives and clerks. The copy of the annual report shall furnish to Central Government by every recognized stock exchange and annual report should be in prescribed manner.

It may make rules or amend any rules made by it to provide for all or any of the following matters, namely:-

- (i) the restriction of voting rights to members only in respect of any matter placed before the stock exchange at any meeting;
- (ii) the regulation of voting rights in respect of any matter placed before the stock exchange at any meeting so that each member may be entitled to have one vote only, irrespective of his share of the paid-up equity capital of the stock exchange;
- (iii) the restriction on the right of a member to appoint another person as his proxy to attend and vote at a meeting of the stock exchange; etc.

If, in the opinion of the Central Government, an emergency has arisen and for the purpose of meeting the emergency, the Central Government considers it expedient so to do, it may, by notification in the Official Gazette, for reasons to be set out therein, direct a recognised stock exchange to suspend such of its business for such period not exceeding seven days and subject to such conditions as may be specified in the notification, and, if, in the opinion of the Central Government, the interest of the trade or the public interest requires that the period should be extended, it may, by like notification extend the given period from time to time.¹

SECURITIES AND EXCHANGE BOARD OF INDIA ACT, 1992

Securities and Exchange Board of India Act, 1992 was enacted to protect the interests of investors in securities and to promote the development of, and to regulate, the securities market and for matters connected therewith or incidental thereto. For this purpose, the SEBI, by rules, specify:-

- (a) The matters that are related to issue of capital, transfer of securities and other matters incidental; and

¹ Hans Christianiansen and Alissa Koldertsova, *Role of stock exchange in Corporate Governance*, OECD (2008), available at: <http://www.oecd.org> (Visited on 8th, April 2019)

(b) In which manner such matters shall be disclosed by the companies.

No stock-broker, sub-broker, share transfer agent, banker to an issue, trustee of trust deed, registrar to an issue, merchant banker, underwriter, portfolio manager, depository, participant, custodian of securities, foreign institutional investor, credit rating agency investment adviser and such other intermediary who may be associated with securities market shall buy, sell or deal in securities except under, and in accordance with, the conditions of a certificate of registration obtained from the Board in accordance with the regulations made under this Act.¹

Further, no person shall sponsor to be sponsored to be carried on any venture capital funds or collective investment scheme including mutual funds, until he acquire a certificate of registration from the Board in accordance with the regulations. Every application of registration shall be in such manner as prescribed and on payment of such fees as in prescribed manner. The Board may, by order, suspend or cancel a certificate of registration in a prescribed manner, as may prescribed by regulations under this Act. However, no order shall be passed until the person concerned has been given a reasonable opportunity of being heard.

CONCLUSION

In present the corporate governance is a necessary tool and mechanism for the survival and success of corporate in the new economic environment. Unquestionably, in this spirited economic environment, SEBI the market Regulator has important role and power to make companies to follow the good corporate governance standards but it alone cannot impose and examine the compliance to corporate governance standards companies. There is a responsibility of the all stakeholders to make sure that corporate governance norms are followed by the companies in their performance. Further there is need to create awareness between the shareholder and stakeholder on corporate governance norms and practices. Then only corporate entities should adopt ethical business practices. In India the corporate practices indicate the functions of audit and finances that have lawful and ethical suggestions for the business and its effect on the shareholders. In Clause 49 of SEBI introduced amendments that determine appropriately to balance legislative regulatory reforms for the growth of the enterprise and to raise foreign investment. The regulations are considered that raise the participation of the shareholders in decision making and introduce transparency and liquidity in corporate governance, which primarily safeguards the interest of the group and shareholders. Corporate governance safeguards are the interest of the stakeholder and promote the economic progress of India in the massive economies of the world.

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A STUDY ON FACTORS CONTRIBUTING TO STRESS AMONG SEAFARERS

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ABSTRACT

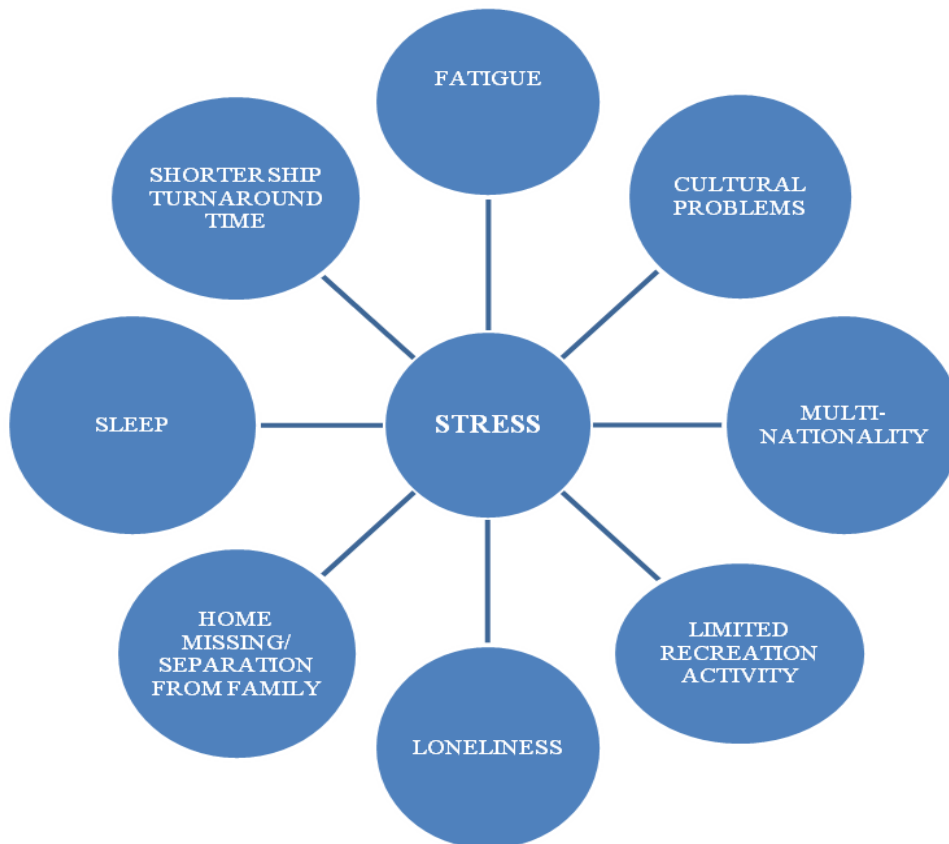
Due to the isolated work-environment aboard ships it is of paramount importance for the seafarer to be in an optimum condition all the times so that they can respond to the emergencies that may arise onboard. Seafaring is a dangerous occupation due to its unpredictable and demanding working conditions with high potential for risks and accidents. Seafaring is characterized by specific physical, mental, social and psychological stressors which cannot be compared with the jobs ashore. This paper explored various factors like fatigue, sleep, loneliness, multinationality & cultural differences along with limited recreational activities that results into the onset of stress among seafarers. This paper also examined the issue of shorter ship turnaround time and long term separation from home and have also proposed few strategies that would help shipping industry to combat stress among seafarers.

Keywords: Stress, seafarers, fatigue, multinationality, onboard, shipping.

INTRODUCTION

Seafarers stress has become a matter of global concern. Seafaring is highly associated with physical, psychological and psychosocial stress factors. Stressor on board and job satisfaction are negatively related to each other and hence leads to a greater propensity among seafarers to leave the organization [4]. Stress rarely has a single source point, rather stress has been linked to many different sources, and few of them have been discussed below:

Figure:1



FATIGUE

Fatigue is more prevalent in the maritime industry and has been strongly linked to mental health problems. International maritime organization (IMO) defines fatigue as “A reduction of physical and mental condition resulting from the physical stress. It may impair almost all the psycho physical abilities that include power, coordination, speed, reaction time, emotional balancing and decision making.” An accident resulting from fatigue due to lack of sleep by a ship officer occurred in Australia on April 3, 2010. The Chinese bulk carrier

namely Shen Neng 1, which was 225 metre long, carrying 65000 tons of coal and 950 tons of fuel oil, ran aground in a restricted zone on the Great Barrier Reef as a result of officer forgetting to plot a safe passage of ship through the reef due to fatigue from lack of sleep[6]. The stress emerging due to fatigue is related to frustration and has often been linked with drugs, alcohol abuse and mental problems [7]. Fatigue in the seafarers has also been regarded as a consequence of long working hours, high job demands, working patterns, shift schedules and sleep deprivation [2].

SHORTER SHIP TURNAROUND TIME

Short ship-turnaround times are a problem because the seafarers do not get any break in harbour to refresh themselves, like in Melbourne turnaround time for a container ship is less than three days whereas the automobile carrier carrying a cargo of 5000 or 6000 automobiles can be discharged within 24 hours after which they are able to leave. Due to better and advanced loading and unloading facilities at port the ships turnaround time has reduced drastically. This actually results into seafarers not getting a chance to go ashore.[9][2][5]

MULTINATIONALITY & CULTURAL PROBLEMS

The augmented vulnerability to stress in the workplace is linked to various factors, such as social relationships and lack of monitoring and support. These factors actually aggravate the problems that arise from the presence of people from different nationalities, speaking different languages onboard [7][5]. This also increases the problem of communication and leads to immense isolation. In general, crew on ship consist of people of different nationalities, religions, and cultural backgrounds with different needs, values and expectations which sometimes results into conflicts, abuse and racism.. Hence, certain nationalities should never be put together on same ship [9]. The seafarer has to adapt himself to live in that multicultural environment, failure in doing so results into lesser productivity and more stress. However, in fairness to ship owners, crew members are now allowed to have an email access onboard and this is principally true in case of large gas and oil tankers that are managed by reputable shipping lines.

LIMITED RECREATION ACTIVITY

Seafarers often have little free time for themselves and this increases their stress.[5] Sport, for example, may perhaps contribute to improve physical and psychological wellbeing of seafarers and therefore could also be an opportunity to facilitate social interactions, encourage team building, and increase cooperation. Other factors that positively influence the wellbeing are social skills, good self-esteem, problem solving, and the appropriate expression of emotions. With sport activities, seafarers may improve their social competence and health. Hence, a fitness room and some social events may be useful to improve the wellbeing onboard ship. It has also been found that lack of leisure time facilities impairs the seafarers psychological, physical and social wellbeing. [2]

LONELINESS

Seafarers are one of the most isolated groups in the world as they have very little contact with the outside world while at sea. Loneliness creates problems and generate stress among seafarers. According to the Brazilian priest Fr. Mario Bilbi “Loneliness is the seafarer’s heaviest cross, the Brazilian priest said, noting that many seafarers are away from home up to 10 months. It’s the presence of God and the thought of their families that is awakened at sea, especially at night when you’re alone on the bridge. What you see is darkness. What you hear is the talk of the waves” [9]. Loneliness is the major cause of various psychological problems like depression and in particular situations has been reported to be a major cause of suicide [7][5]. Loneliness is one of the main demotivating factor identified by Jensen and Haka in their study on Danish seafarers [4].

SEPARATION FROM FAMILY AND FRIENDS

Separation from family and friends is the most significant factor contributing to stress at sea [12][8][5][10]. Another element leading to stress is the transition between ship and shore and vice-versa, which represents a pressure source for all workers. Pilots generally report a lower level of pressure from work than the other groups. This may be due to the shorter time spent on each ship, and therefore to the lower degree of involvement in organization and personal issues in the workplace. Homesickness is a major demotivating factor among mariners [4]. Not only it induces stress but also give rise to turnover intentions among mariners. It has been found in studies that the level of stress among mariners increases when additional factors intervene, such as ill health of a family member or complexity in having telephone contact, this type of stress is known as “family emergency stress”[12]. The high cost of telephone calls to the family and the difficulties in sending mail from ships do not help in keeping constant contact between seafarers and their families. [7]

SLEEP

Working 24 hours in a shift pattern that too on a moving vessel poses a number of problems in gaining adequate amount of sleep. Inadequate sleep has been considered as a major source of stress for seafarers in many studies.

Poor sleep leads to disturbed circadian rhythm and have negative consequences on mental and physical health of seafarers. On the vessel crew members have to work for additional hours and have to sleep under the conditions involving heat, vibrations, humidity, motion and noise thereby deteriorating the very quality of sleep. Poor quality of sleep results into fatigue and has been found responsible for no. of accidents/incidents in marine sector. When people are working in a state of fatigue on deck or a bridge of vessel performing critical tasks requiring high degree of focus, the risk of making mistakes seems to become much higher [1][13]

SUGGESTIONS/RECOMMENDATIONS

The inability of the seafarers to leave the workplace, separation from family, severe weather conditions onboard are some of the factors that are unalterable whereas there are certain factors that can be altered or adjusted in a manner that suppress the level of stress in mariners like efforts should be made to curtail the length of contracts. Wherever possible family visits to the ships should be organized. Special attention should be given to the recreational activities on board. Further efforts should be made in providing easy access to shore leaves, improvement in the quality of life on vessel followed by easy access to internet facility to allow seafarers to have regular email contact with their families would lessen the impact of loneliness.

CONCLUSION

Seafaring is a stressful and high risk occupation with great number of possible negative outcomes on mental and physical health of seafarers. It is important for the shipping regulatory authorities, ship owners and the unions to direct their attention towards the development and implementation of the strategies required in minimizing the risks and stressors onboard. Although the above mentioned measures involve certain financial costs but the benefits from the avoidance of accidents and stress related illness with the improvement in retention of seafarers are more important for the shipping industry and seafarers families.

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GENDER EQUALITY AND CASTE SYSTEM

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ABSTRACT

India has a population of 1.1 billion people one sixth of the planet’s human population. It has a rich culture heritage and we all are very proud for this. When any one come from foreign the person enjoy and see how families are happy together but when they see the condition of India how women are treated they didn’t have respect in their life & discrimination in castes they get depressed. Gender inequality and caste system both are the major issue in our society. Those people who belong to the both minorities they can’t survive easily in the society. In rural areas education is not provided to the girls and women. The literacy levels are lower than 55% in rural areas for individuals coming from lower castes.

Keywords: Gender Equality, History, caste System, Jattis, Both Relationship, Impact on Society, Inequality in Religion & Solutions to reduce discrimination.

INTRODUCTION

Gender Equality means measurable equal representation of men and women. Gender equality does not imply that men and women are the same body structure or strength, but that they have equal value and should be equal respect and treatment.

OR

Men and women should receive equal benefit and no need any type of discriminated on the basis of gender. Nowadays women can do much work then men. It’s written in our constitution that equality is our human right. Castes are ranked in hierarchical order which determines the behavior of one member of society over another.

GENDER EQUALITY IN INDIA

The constitution of our country ensures that equality in its preamble as our fundamental right. Government starts efforts to reduce the gender inequality and caste system discrimination in 1993. Women have finding our separate place in local governance structures and also control gender biases. When a girl child born today in our society. She still faces inequality in all fields and discrimination in other ways. Such as social, political, education, professions and participation in decision making in family and society. In many other countries these types of situations are also their but India take strict & sincere action to overcome the gap and be an example for others.

HISTORY OF GENDER EQUALITY

If we look back in the history, we can see that our society is very vast. There are different-different types of castes and religions. In every caste and religion work should be divided on the bases of status. In this society many social issues are prevailing. The main issue was that the right of women should be equal to men. “Equal pay for equal work” For example, now many countries approve that women can do job in the armed forces, police forces, fire fighters and airlines also. These occupations traditionally reserved by the men or for men. As we can say theses countries as a male dominated occupations but number of women are now active, especially in the field of politics as well as business also.

CASTE SYSTEM

A caste system means division of society on the bases of occupation or we can say a process of placing people in occupational groups. Caste is a social group in which membership is confined to those who are born as members and includes all persons so born. It based on a division of labor and rooted in religion. The caste systems among other things define, the type of occupation people can pursue and social interaction that they may have.

INDIA’S CASTE SYSTEM

India’s caste system has four main classes based originally on birth, personality and profession. The classes are follows:

Brahmin (Priests)
Kshatriya (Warriors)
Vaishya (Merchants, Landowners)
Shudra (Commoners, Peasants, Servants)

Outcast-Out of Cast, Untouchable (street sweepers, latrine cleaners)

1. **Brahmana:** Those people engaged in spiritual education and teaching. In current scenario Brahmana called Brahmin.
2. **Kshatriya:** They are warriors as well as care taker of all forms of public services, including administration, maintenance of law, order and defense.
3. **Vaishya:** They are merchants, businessmen & landowners. They engaged in commercial activities.
4. **Shudra:** They work for others as commoners, peasants & servants. They work as semi-skilled or unskilled laborers.

CHARACTERISTICS OF CASTE SYSTEM

1. Its membership was based on birth.
2. There were many sub-castes in each caste.
3. In India where the caste system actually works is called Jati.
4. There are more than 3000 Jatis in India and there is no one ranking system.
5. In caste system each jati has some different job to others but not all people perform it.
6. People try to marry their children in same jati.
7. A jati is identified the job that whom will accept food & water from others and whom will give the food & water to others.
8. A jati system is not a static in all groups.
9. Caste system defines the hierarchy.
10. Day by day a jati improve its position by advancing economically with money and power.
11. A lower jati copies the habits and behavior patterns of the higher jati to uplift our jati position.

RELATION BETWEEN CASTE AND GENDER EQUALITY IN INDIA

1. In spite of women being worshipped as goddesses and equality being preached in its Vedic verses, the reality is different as we can say the reality is to be harsh.
2. It has been reported that per day 3 Dalit women raped by people those belongs to the higher caste.
3. Human Rights Commission revealed their shocking reports that rape is a fashion in many villages.
4. Those women belong to the upper castes but live in the same villages they do not face problems as lower castes women do. Male from the same caste enjoy their life when compared to the female clan.
5. Women belong to any caste they have no right to freedom of decision making, restriction on education & dressing, domestic violence after marriage.
6. Due to the fear of losing face in South East Asia women do not come in public areas, no matters they belong to the higher caste or lower caste.
7. Patriarchal society is one of the major reason for spread violence against women like: low literacy rate, female feticide, deaths resulting from domestic abuse & high female malnutrition etc.
8. Long rooted social customs affect women's life badly like dowry, devdasi etc.

DISADVANTAGES OF CASTE SYSTEM

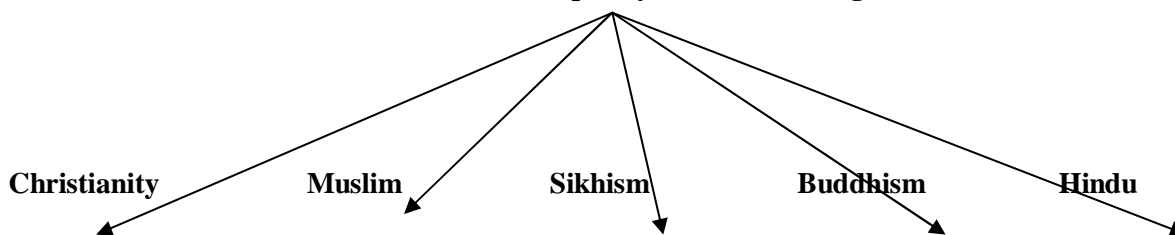
1. Caste system is responsible for the social inequality or social gap.
2. This system prevents labour mobility.
3. Sometimes people remain stick to their hereditary profession.
4. To stop social mobility.
5. The people are negatively affected because of the caste prejudices.
6. People do not work properly because restrictions of caste-based system become barrier.
7. Caste system is responsible for lower status of women.

8. It promotes untouchability & casteism.
9. Caste system is responsible for exploitation of lower caste.

SOLUTIONS

1. Political parties should stop playing cards on caste system.
2. Magazines, newspapers and media should promote communal harmony.
3. Encourage people to live and work together.
4. Several laws/schemes have been enacted to prohibit the practice of violence and justice against women.
5. Government should starts acts like free education, compulsory education for all because educated people are not easily trapped.
6. Change in the mind-set of people is one of the most powerful key to end this discrimination.

Gender Inequality in different religions



1. In Christianity Religion

- In the Torah and the Bible teach us that women are not only inferior but she must obey her husband.
- Wives, submit yourself to your own husbands as to the Lord. Husband is the head or God of the wife.

2. In Muslim Religion

- In the Holy Book of Islam, “The Quran tells us that women are inferior to men and if she disobey her husband then punishment should be given to her.
- All men are incharge of women because they spend of their property.

3. In Sikhism Religion

- Sikhism religion was the first religion to proclaim equality of men and women.
- 1st Guru of this religion (Guru Nanak Dev Ji) allowed women to take full part in the all activities of Sikh worship.
- All Sikhs are give respect to the women and treat women as equal.
- Any type of discrimination has not been allowed in Sikh society.

4. In Buddhism Religion

- Buddhism has failed to see women as equal right from the beginning when Buddha at first refused to take women in sanga, as written in “The First Buddhist Women”.
- Most common questions asked to the Buddhist that “Why is there no female as a religious head? Why can’t religious head be born as a women?”
- If they treat women equally, then the traditions will be so close that they can not be broken.

5. In Hindu Religion

- Hindu Religion has great past of gender bias like Mahabharata and Ramayana shown gender discrimination & sati, dowry are shown present discrimination.
- In India almost 80% of the population.
- In past famous sacrifice of Sita to prove her loyalty towards Ram & losing Draupati in a bet by her husband are few examples of gender discriminations in Hindu Religion.

CONCLUSION

In India gender & caste discrimination is a reality which we can not be ignored. Change in the mind-set of people is one of the most powerful key to end these type of discriminations. Our society can not complete without human being as wise versa. Men have fully opportunities to do work & enjoy his life with his own way. On the other side women also deserve equal opportunities as men. Government starts scheme “Beti Bachao Beti Padhao” and committed to give Indian girls a future to look forward. Now women are aware about our rights & priorities. They are free to express our self & give our opinions to others. Take part in different fields like political, business etc.

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INTERGENERATIONAL RELATIONSHIPS & THE QUALITY OF LIFE OF THE AGED: ROLE OF GP-GC COMMUNICATION

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INTRODUCTION

The combined effects of a rapid increase in the ageing population and a decline in birth rates are producing fundamental changes in many societies. Many older people, rejecting the stereotypes of old age, are pursuing more active lives and are receiving greater recognition for their important ongoing contributions to their families and communities. Family and community networks, which are important for providing informal care for their members, are under increasing strain as family ties evolve and economic requirements or incentives lead growing numbers of women—the traditional caregivers in most societies—to move into the workforce. By the middle of this century, the old and the young will represent an equal share of the world's population. Globally, the proportion of those aged 60 years and over is expected to double; rising from 10 to 21 per cent by 2050, and the proportion of children will decline by a third, from 30 to 21 per cent. The same trend is expected in developing countries like India, where the proportion of older persons is expected to rise from 8 to 19 per cent by 2050, while the proportion of children will fall from 33 to 22 per cent (WHO, 2018).

Intergenerational activity can occur at both the macro and micro levels. Most research, discussion and policies have tended to focus on macro concerns such as financial transfers, in particular public pension issues and long-term care (transfers between generations in the general sense); less attention has been given to the micro level private sphere of intergenerational services and care (transfers between biological generations). Intergenerational relationships, and what is referred to as the intergenerational contract, are governed by rules, norms, conventions, practices and biology, with the “contract” being implicit rather than arrived at through individual negotiation. All societies have different starting points in their perceptions of what constitutes the intergenerational contract, solidarity and relationships, of how formalized those relationships are, and of whether they exist at the macro or micro level of society (or both). It is generally agreed that there has been a shift in the nature of intergenerational relationships in all societies over the years, and discussions of the reasons for this change have generally focused on two possibilities: (a) that it is the result of changing beliefs and values that have affected the role of the family and the relationships between its members; and (b) that it is the effect of socio-economic transformation that has led to changes in the institutional organization of family life and a change in family relationships. The extended family structures typical in many developing countries, traditionally the focus of family production, are generally based on weak emotional links between immediate family members and reliance on the wider kinship network. With the decline in family-based production systems, some argue that it is changing beliefs and values that have brought about a shift in attitudes about family and a change in the flow of wealth, with parents investing in children and their education and older persons losing control over the means of production. Chief among the influences cited is the spread of education and its value as a stepping-stone to wealth, power and wisdom. The migration of younger family members and the consequent independence (and disruption in intergenerational dialogue and interaction) this brings are also cited.

Others argue that demographic transitions are linked not only to changes in values but also to the changing socio-economic environment that affects the family structure and relationships. The residence of older people within the extended family or alone is not an indicator of well-being or the state of intergenerational solidarity, but rather a reflection of the wider social and cultural processes that regulate societies and the place of individuals. Chief among these influences has been the changing role of women and their increased participation in the labour force, apparent in developed countries for some time but now affecting family caregiving in developing countries as well and there is also the larger issue of the status of women and older women. Many believe that the reasons for the changes in intergenerational relationships lie somewhere between the two possibilities mentioned above, since the development of any generational cohort is based on a combination of multiple variables such as class, gender, values, the State and economics. Many attribute the change in intergenerational relations to industrialization, globalization and economic development; however, while these processes set the conditions for the direction of social policy development, they do not dictate the content of these policies and therefore cannot be the sole determining factors in any “one size fits all” theory. The historical development and political processes of any given country are also extremely important in shaping policy evolution.

Hagestad (2000) points out that, discussions about macro-and micro-level intergenerational relationships “have tended to reflect ‘apocalyptic demography’ views of population ageing, with a strong emphasis on the dependencies of old age and the old as recipients”. Alan Walker (1993) asserts that policy makers “have not grasped the fundamental importance of intergenerational solidarity...they perceive only a funding/spending relationship.” He maintains that the economic relationship is but one consideration; the intergenerational contract also includes an ethical dimension that represents the social cohesion of societies, achieved by ensuring security for all citizens—not only those able to pay for it. The point Walker makes is that the increasing promotion of individual responsibility for old age as the primary, if not total, focus of policy may contribute not only to a decline in intergenerational solidarity but also to a general weakening of overall social cohesion. He argues that while it makes sound economic sense to adjust to the demographic realities of an ageing society, a one dimensional interpretation of the intergenerational contract or intergenerational relationships will undermine efforts to maintain intergenerational solidarity.

BENEFITS OF INTERGENERATIONAL RELATIONSHIPS

According to Erik Erikson (1982), one of the first psychologists to describe social development across the lifespan, the final stage of emotional development is experienced around the age of 60 and older. During this stage, people seek to find meaning in their lives and make sense of the lives they have lived. Developing connections with a younger generation can help older adults to feel a greater sense of fulfillment. In fact, linking older adults with youth can provide advantages for both groups.

For example, such relationships can:

- ♣ Provide an opportunity for both to learn new skills.
- ♣ Give the child and the older adult a sense of purpose.
- ♣ Help to alleviate fears children may have of the elderly.
- ♣ Help children to understand and later accept their own aging.
- ♣ Invigorate and energize older adults.
- ♣ Help reduce the likelihood of depression in the elderly.
- ♣ Reduce the isolation of older adults.
- ♣ Fill a void for children who do not have grandparents available to them.
- ♣ Help keep family stories and history alive.

GRANDPARENT-GRANDCHILDREN RELATIONSHIP (GP-GC RELATIONSHIP)

The GP-GC relationship is crucial for several reasons. First, it may be the location where most communication between young and old occurs. Second, GP-GC relationship is a place where future intergenerational competencies are learnt. Third, there is good evidence that GP-GC relationship is crucial for older adults (Kivnick, 1985, 1988; Thomas, 1990). Many peer relationships are lost in old age due to death. Because of the lack of ability or motivation on the part of the older people to secure new friends/relationships, grandchildren may serve as the focus of interaction. This relationship is also valuable for grandchildren as they may feel a connection with a larger family which the grandparents can provide. Fourth, due to increased longevity these relationships are lasting over a considerable period of time.

OBJECTIVES OF THE STUDY

It is universally known fact that in a family, there exist a unique and special bond between grandparents and grandchildren. Grandparents have a significant role in the lives of their families. So, in many cultures, it is the grandparents who first come to mind, when intergenerational support is considered (Chaudhary, 2001). The roles of grandparents are diverse. The grandparents give a grandchild love, affection, care, shelter, life experience, moral values, company, closeness, trust and support. The grandchild benefits from the relationship effectively, cognitively and materially (Kalliopuska 1994). Radical change has occurred in the family structure & value system; it is often believed that adoption of western culture, busy life style and independent views resulted in deteriorating the relationships between grandparents and grandchildren. Due to this adolescents treat their grandparents with less respect and less affection. They have less emotional intimate relationships with grandparents. And also children in the age group from sixteen onwards begin to view elderly as large and impersonal grey mass in the society, something a social burden standing in their way. Boys and girls at this stage may respond to there grandparents with irritation, distrust and suspicion. They are easily offended and are

quick to complain that the elders do not understand them or they do not treat them fairly. Moreover, boys have unfavorable and less intimate relationships with their grandparents, this is due to sex role standard prevalent in our society, which is based on the differential ways boys and girls are treated. Boys are given greater freedom than girls, they spend less time in the home, while girls play a subordinate role and are encouraged to do household chores and thus spend maximum time in home than boys.

More specifically the study was undertaken

- To examine the attitude of male and female youth towards their grandparents.
- To examine how it affects the quality of life of the aged.
- Perception of the grandparents of their relationships with their grandchildren

MATERIALS AND METHODS

Methods: This study made use of both quantitative and qualitative methods of data collection and analysis.

Sample: For the quantitative part of the study 50 college students residing in Kolkata (25 males and 25 females) were selected by purposive convenience sampling technique.

Selection Criterion: Respondents who were staying permanently with at least one grandparent were selected irrespective of caste, creed, and economic status. The age of the respondents was between 17-21 years.

Tool: Parent-child relationship scale Rao, (1991) was modified to get the information regarding the attitude of teenagers. Attitude / Dimension of the scale are as follows:

I) *Protecting*: the defending attitude overtly expressed in the act of guarding, sheltering and shielding of the grandparents from situations on experiences perceived to be hostile, oppressing and harmful.

II) *Rejecting*: Behaviour evident in renouncing the grandparents in aversion. The disposition was indicated in being disdainful and oversight refusal of the grandparents.

III) *Demanding*: Expression of authority and claim with imperious command, executed in the exercise of over all control.

IV) *Loving*: Expression of fondness, devoted attachment and amiableness shown to grandparents.

V) *Positive involvement*: Behaviour of children in which they positively mix-up and share the things with their grandparents.

VI) *Obey Rules*: The reasonable/unreasonable demands or orders, authority of grandparents towards their grandchildren.

For the qualitative part data were collected from 20 grandparents (13 grandmothers & 7 grandfathers) through unstructured interviews. Both maternal as well as paternal grandparents were interviewed.

RESULT AND DISCUSSION

The data in Table 1 indicates that, about 50 percent males and females were having protective attitude towards their grandparents. More females (38 percent) in comparison to males (12 percent) were showing extremely protective attitude towards grandparents.

Table-1: Percentage distribution of respondents with regard to protective attitude towards grandparents

Response categories	Male	Female	Total
Extremely Non-protective	5.00	2.00	3.50
Non-Protective	32.00	17.00	24.50
Protective	51.00	43.00	24.50
Extremely Protective	12.00	38.00	25.00

There was difference in protective attitude between male and females. Investor and King (1977) also reported that females had more protective and positive attitude as compared to males as females are always ready to help their grandparents when they are emotionally disturbed or ill.

Table 2 shows that most of the males (45 percent) were having rejecting attitude towards grandparents in comparison to females (21 percent). Only 4 percent females and 13 percent males showed extremely rejecting attitude towards grandparents. There was found to be statistically significant difference between male & female rejecting attitude.

Table-2: Percentage distribution of respondents with regard to rejecting attitude towards grandparents

Response categories	Male	Female	Total
Extremely non-rejecting	14.00	31.00	22.50
Non-rejecting	28.00	44.00	36.00
Rejecting	45.00	21.00	33.00
Extremely rejecting	13.00	4.00	8.50

More males in comparison to females respondents felt that their grandparents were unnecessarily nag them and their interest clash regarding modern view and they also less interested in their grandparents. The same finding was reported by Kivett (1991). Table 3 reveals that out of two hundred respondents about 3/5th of females and 1/3rd of males having not demanding attitude from their grandparents.

Table-3: Percentage distributions of respondents with regard to demanding attitude towards grandparents

Response categories	Male	Female	Total
Extremely not-demanding	9.00	3.00	6.00
Not-demanding	33.00	63.00	48.00
Demanding	48.00	30.00	39.00
Extremely demanding	10.00	4.00	7.00

The level of interaction between grandparents and grandchildren was enhanced if they effectively rewarded their grandchildren and fulfilled their requirements as observed by Chaudhary (2001).

Considering the loving attitude of males and female respondents towards their grandparents (Table 4) it was revealed that there were only 5 percent of females and 13 percent of the males were having extremely non-loving attitude towards their grandparents.

Table-4: Percentage distributions of respondents with regard to loving attitude towards grandparents

Response categories	Male	Female	Total
Extremely Non-loving	13.00	5.00	9.00
Non-loving	41.00	21.00	31.00
Loving	36.00	46.00	41.00
Extremely loving	10.00	28.00	19.00

Than boys, as they have more sympathizing attitude towards old people, than boys.

Table-5: Percentage distribution of respondents with regard to positive involvement with grandparents

Response categories	Male	Female	Total
Extremely Non-positive involvement	19.00	7.00	13.00
Non-Positive involvement	30.00	22.00	26.00
Positive involvement	29.00	36.00	32.50
Extremely Positive involvement	22.00	35.00	28.50

It can be seen from the table 5 that there were 30 percent male respondents and 22 percent female respondents were having non-positive involvement with their grandparents. The results indicate that there was significant difference between males and female respondents. Various studies were conducted in this regard. Tinsley and Parke (1982) observed that co-residing grandparents had positively involved with their grandchildren than their nonresidential counterparts. Chaudhary (2001) also reported that grandchildren normally involved in leisure time activities.

Table-6: Percentage distributions of respondents with regard to obey rules of grandparents

Response categories	Male	Female	Total
Extremely Disobey rules	10.00	4.00	7.00
Disobey rules	62.00	30.00	46.00
Obey rules	27.00	54.00	40.50
Extremely obey rules	1.00	12.00	6.50

There were very few male respondents who extremely obeyed the rules set by their grandparents in comparison to female respondents (Table 6).

Majority of males (62 percent) were disobeying the rules set by their grandparents, while 54 percent female obeyed the rules set by their grandparents Chaudhary (2001) studied the dominating behaviour of grandparents and reported that less number of grandchildren had obeyed the disciplinary attitude of grandparents.

PERCEPTION OF THE GRANDPARENTS OF THEIR RELATIONSHIP WITH GRANDCHILDREN

- Grandmothers & grandfathers both agree that grandchildren do respect them.
- Grandparents of both sexes reported that grandchildren do care for them.
- Grandmothers feel closer to the grandchildren.
- Grandmothers reported sharing of intimate experiences with and by their grandchildren.
- None of them reported any abuse by grandchildren.
- But they feel that younger generations do hold some negative stereotypes of the older people.
- They are critical of the negative portrayal of the older people in various media.
- Some of them have negative conceptions towards younger generation.
- All of them seem to agree that relationship with grandchildren are to a great extent affected by the quality of the relationship that they have with their children and the quality of relationship that the grandchildren have with their parents.

CONCLUSIONS

Hummert & her colleagues has provided new insights on the nature of intergenerational stereotypes and their role in influencing communication in intergenerational settings featuring elderly people (Hummert, 1994; Harwood, Mckee & Lin, 2000). In addition, this relationship provides a context in which many younger people have frequent and intimate contact with an older adult— a rare event outside the GP-GC relationship. Hence, experiences within the GP-GC relationship may be crucial in influencing younger adults' attitudes towards older adults in general (Silverstein & Parrott, 1997). It has been found young respondents tended to respond with regard to grandmothers more than grandfathers. This, in part, may be a function of availability. It may also be a function of relational closeness. There is evidence that young adults are closer to their grandmothers (particularly maternal grandmothers) than grandfathers (Creasy & Koblewski, 1991; Kennedy, 1992). Holladay et. al (1998) found that negative communications behaviors by the grandmother (e.g., lying, interfering) were perceived as having a negative impact on GP-GC relationship. Downs (1989) has shown that levels of mutual self-disclosure and grandparent storytelling in the GP-GC relationship are positively related to solidarity. In conclusion it can be said that for both grandparents and grandchildren it is more important relationship in their lives than is generally recognized perhaps second in importance only to parent-child relationship.

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CULTURAL TOURISM IN TAGORE'S SHANTINIKETAN

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ABSTRACT

Culture as a complex whole allows intermingling of different values, ideas as well as mental components with proper emphasis to a broader concept of way of life. Cultural tourism has developed as a concept in consideration to the cultural heritage of a particular space. Cultural resources are mostly dominated by natural forces. Shantiniketan is a celebrated name in the world of culture not only in India but all over the world. The place is famous for its relation with Noble laureate poet Rabindranath Tagore. Rich cultural heritage of Shantiniketan is the fundamental base of flourishing cultural tourism in this specific area. The impact of cultural tourism is associated not only with symbolic merits but at the same time with ethical value also. Negative aspects of tourism must be discussed with respect to noise, congestion, pollution. There are two specific aspects of fear. There must be focus on 'commercialization of culture' and 'loss of tradition'. Over emphasis on cultural tourism sometimes leads to mono culture. Shantiniketan as a destination has gone through a significant transformation since the time of Tagore. Once it was a deserted place (that was known as Khoai). Now the place has changed into a town. There are many modern large houses and apartments. The idyllic existence of the past has vanished from the scenario but the essence of old town still remains. Apart from the University, there are some places of celebrated landmarks of Shantiniketan. Chhatimtala becomes a place of an attraction for the visitors. Once it was used as the meditation centre of Maharishi Debendranath Thakur. The place was named 'chhatimtala' due to the presence of many Chhatim trees here. Other significant places of interest are the Upasana Griha, Dehali, Kala Bhaban, China Bhavan, Santiniketan Griha, Black House, etc. People can identify the presence of art in the air. Several artists are related with this artistically auspicious place. Visitors can enjoy 'Khoai' mela on Saturday. Artists there themselves display and sell their own creations. Visitors can have the opportunity to interact with artists. At the same time the artisans to understand their passion for creativity. Thus Tagore's Shantiniketan is linked with sustainable development with an emphasis of cultural tourism.

Keywords: 'Culture', 'Tourism', 'Sustainability', 'Shantiniketan' and 'Heritage'.

Culture as a complex whole allows intermingling of different values, ideas as well as mental components with proper emphasis to a broader concept of way of life. Culture is comprised of several inter linked traits. These kinds of culture specific traits transmit from one generation to the next. Thus after a significant period of time cultural traits become established as heritage. Cultural heritage has an intricate relationship with shared resources. Cultural tourism has developed as a concept in consideration to the cultural heritage of a particular space. Cultural resources are mostly dominated by natural forces. Shantiniketan is a celebrated name in the world of culture not only in India but all over the world. The place is famous for its relation with Noble laureate poet Rabindranath Tagore. Rich cultural heritage of Shantiniketan is the fundamental base of flourishing cultural tourism in this specific area. Contemporary Shantiniketan actually transmit the glorious cultural legacy of the past. Thus this can be recognized as a example of sustainable development holistically.

LITERATURE REVIEW

Cultural Tourism is defined by the World Tourism Organization (Report WTO, 2012), as 'trips, whose main or concomitant goal is visiting the sites and events whose cultural and historical value has turn them being a part of the cultural heritage of a community. Cultural and Heritage Tourism is a tool of economic development that achieves economic growth through attracting visitors from outside a host community, who are motivated wholly or in part by interest in the historical, artistic, scientific or lifestyle/heritage offerings of a community, region, group or institution' (Silberberg 1995). Experience associated with cultural environments, including landscapes, the visual and performing arts and special lifestyles, values, traditions, and events are always in focus for travel.

The notion of 'Community Vitality' is explained by Newman and Smith. 'There is broad agreement that cultural resources generate economic vitality by leveraging human capital and culture to generate economic vitality through tourism, crafts, and cultural attractions. They create vibrant public spaces integrated with natural amenities resulting in improved urban quality of life, and expand business and tax revenue base and positive regional and community image' (Newman and Smith 2000). According to Chang, cultural resources of a particular location can be applied through the concept of "innovative habitat". This can be done by making communities more attractive. This may be effective not only in large central cities, but in smaller communities and rural areas as well. It is also the case that cultural and heritage tourism can satisfy the cultural and leisure

aspirations of the local community, providing residents with a greater sense of belonging to their homeland (Chang 1999) as well as intercultural awareness both within and outside a community. Cultural and heritage tourists stay longer and spend more money than other kinds of travelers thus making such tourism an important economic development tool (Advisory Council on Historic Preservation, 2002).

The execution of this concept is related with the growing uniformity of hotel architecture, restaurant chains, street furniture, etc, communities must safeguard local identities with respect to tourist quality and standards expectations. It is important not to compromise conservation and cultural values, and to balance socio-cultural needs with economic gains (Nasser 2003). Sustainable tourism should be concerned with both conservation and development objectives. Social equity and cultural values are aids for operating this concept. Expertise and support of many national and international organizations are provided for these activities in both developed and developing nations. This reflection is associated with the economic importance of tourism in general and cultural and heritage tourism in particular, Typical culture tourism in Europe includes festivals and events, banquets, music, theatre, shows, village and rural life (e.g. farms, Sunday markets), gastronomy, visiting/tasting local products, general sightseeing, village buildings and "atmosphere," visiting historic and religious monuments or vernacular buildings and ruins, and famous people in the region (European Commission 2002).

Legacy Tourism is another concept in this discussion. It is clear from the conceptualization the exact periphery of the concept is not specific in terms of boundary. Heritage may include connections to history, art, science, lifestyles, architecture and scenery (McCain and Ray, 2003). It should be considered as a part of a collective history. This can be viewed as a broad appeal. This must be analysed as a subset referred to as "legacy tourism". Here travel is linked to genealogical interests coupled with a search for information or a desire to feel connected to traditional roots. The tourist motivations are psychological expression related to need of understanding marketing purposes and local resources accordingly.

ANALYSIS

New age tourism is centred on values as important factor. Transformation of social value becomes the essential element of cultural tourism. People are attached to the core values of cultural issues also. A crystal clear shift is pointed out in this context from mass tourism to individualistic as well as independent tourism in general. Other related conceptual incorporation takes place in adequate stress on eco tourism, adventure tourism, health and spa tourism, cultural tourism. The tourism enterprises from local businesses of accommodation, catering, transport and other tourism related services, furthermore local and national travel agents and tour operators up to internationally operating ones are holistically regarded as inseparable parts of the successful tourism programme. There are several incentives that are associated with the tourists. The scheme could include offer of the reducing the tourist tax or a better value for those tourists that chose environmental friendly behavior, e.g. using public transport instead of their own car or taking back their garbage themselves. It should be remembered that local events and localized specific culture occupy a remarkable place in choosing the place of destination. Offering local life style is a new trend for assuring the cultural essence of tourism. In reality it actually helps to feel the 'experience of a place'. Considering all available sources, everyone should accept the truth that cultural heritage is based on the 'resource of tourism'. There are two interlinked components in cultural tourism. One is the tourism of the art heritage and the other is tourism of arts in relation to contemporary cultural production of visual arts, architecture, life style with an emphasis on belief, folklore, norms, and customs. There is also a presence of the factor of creativity with concern of fashion, design, media and entertainment. The scope of recreation and leisure is related with cultural tourism undoubtedly. Contemporary concept of cultural tourism is linked with the cultural landscape in relation to the sustainability. There must be a projection of national as well as transnational identity. The possibility of east- west dialogues in visual culture can be extended through cultural tourism in India.

The impact of cultural tourism is associated not only with symbolic merits but at the same time with ethical value also. Negative aspects of tourism must be discussed with respect to noise, congestion, pollution. There are two specific aspects of fear. There must be focus on 'commercialization of culture' and 'loss of tradition'. Over emphasis on cultural tourism sometimes leads to mono culture. This becomes a growing trend of threat in the sphere of cultural tourism. That will ultimately go for loss of specificity of local culture. Hence protection becomes obvious necessity from ethical stand point. It is also notable that sustainable tourism can bring improved income and living standards for local people. Local culture is revitalized with the help of cultural tourism with special reference to traditional crafts and customs. Agricultural production increases sufficiently with stimulation of the rural economy. As a part of infrastructure development projects, the process ensures flow of capital into rural areas. Informed and expert tourism also has the potential for the development of a specific locality. It obviously contributes a vital role for the preservation of the cultural heritage. Tourism can be

perceived as a help to preserve and develop national culture. This process must be linked with wider patronage for handicrafts and traditional performing arts. 'Ecotourism' as a term is now connected to the tourism industry. It connotes the organizing tourist activities around visits to natural scenic locations.

In this paper the present researcher has two objectives. The objectives are --- 1] to describe the nature of cultural tourism, 2] to define the potentiality of Shantiniketan as a place of cultural tourism.

Each community should be linked with place of authentic cultural aspect and heritage and programmes. It should be remembered that cultural and heritage tourism is a competitive venture. In this contemporary scenario tourists are selective. They want to enjoy several options. The important sites need to be developed or restored. There is a great role for sustainability in this context. A proper coordination becomes a need involving tourism, economic development, planning and infrastructure development. Market niche includes product development and support, targeting of clients, identification and development for appropriate utilization. A key aspect of a successful cultural and heritage tourism programme has to be linked with the development and implementation of a sophisticated marketing plan. This initiative must be linked with reasonable amount of research on potential client interests. The matter has a close link to available local opportunities. Each community should give a conscious drive to develop its own "brand". This specific brand identification is used for the purpose of marketing. Required infrastructure involves hotels, transportation, government capacity and amenities. Success in this plan ultimately means involvement of numerous tourists traveling to a community. There are two more intentions like longer stay of the tourist and spending more money by them. It means developing a reputation among tourists about a community. It should be related with worthwhile overall experience. Government officials may need to identify funds and programmes to redevelop cultural and historic sites. Communication system and similar needed requirements are regarded as essential for identification of a location in relation to heritage and cultural tourism.

Shantiniketan as a place of cultural tourism: Shantiniketan today is recognized as a destination in the map of world tourism. Since the time of Tagore the place has gone through a significant transformation. It was a deserted place once. With a motive of overall transformation, the place has changed completely. Now it is structured as a town, with many large houses and apartments. The flavor of the tradition has lost. But none can ignore the existence and feeling of 'Rabindrik' [Tagorean] culture. Within the close periphery of the University, there are buildings of different academic Departments, administrative buildings, hostels, teacher's quarters and so on. There are some celebrated landmarks of Santiniketan like Chhatimtala, Upasana Griha, Dehali, Kala Bhaban, China Bhavan, Santiniketan Griha, Black House, etc. All these places become points of attraction for the visitors. Tourists can associate themselves with the remembrance of Tagore in the atmosphere of Shantiniketan. There is a famous black house where a strong existence of cross cultural ideas can be easily found. Interesting part is that the house is build up with local building material. The decoration of external walls of the black house are created by Bahurut, Mahabalipuram, Egyptian and Assyrian motifs by Ramkinar Baij and Prabhas Sen, and many other artists. There tourists can notice new dimensions of cultural assimilation. Rabindranath wanted to change his residence after some time. Hence there are five separate residences of Tagore within Uttarayana compound. The names of the buildings are Udayan, Konarka, Shyamali, Punascha and Udichi. Apart from these houses, tourists can have glimpses of rose garden, an artificial pond with a built up island. The interior of the houses can be taken as an example of artistic aesthetics. In Udayan an extraordinary blending takes place between the arts of far eastern and Buddhist caves in spirit. There are many pillars as supportive part of the veranda. These are based on fusion of styles taken from ancient Indian cave and monastery pillars. Tourists can visualize different kinds of of Jharokhas on the basis of the architecture of old havelis of Gujarat. The main room is situated on the ground floor with wooden ceiling and interior pillars. The focal point of designing has direct influence of caves of Ajanta, Bagh and Ellora. This place of destination undoubtedly has a distinct culture and heritage of its own. This specific spirit can be experienced during festivals like Poush Mela, and Basantotsava. Bakreswar and Tarapith are two famous religious centres of Hinds. These two places are very close to Shantiniketan. So, religious minded tourists have special attraction to visit these two places also. Thus cultural-religious tourist trio is appeared in this context to uphold the interest.

From the point of holistic interest, it can be said that Shantiniketan is the best place for the art lovers. People can feel the essence of creativity and art in the air. On Saturday visitors can attend the 'Khoai' mela near the university campus. Visitors can have direct contact with artists as well as the artisans. In the fair artists themselves display and sell their own creations. Tourists can enjoy the opportunity to interact with artists and artisans. Thus they could be able to understand their passion for creativity. It is now a well known fact that the Khoai Saturday evening fair is another point of attraction for tourists. Sometimes filmmakers use this place as shooting spot for its unique combination of simultaneous existence of scenic beauty and commercial interest.

Commercial aspect here is treated in a different way. Here marketing items include everything like leather crafts, kantha wall hangings, slate craft, hot lemon tea, momos and even the traditional Bengali sweet dish. There are several other shopping points in Shantiniketan. 'Amar Kutir' is an excellent example. Starting from 1923, it has a long history. This is a known centre for rural development. The place has another point of attraction because it is oriented to natural setting along the banks of Kopai River. Various handicrafts are showcased in the showroom. The centre has a huge stock of over 1300 regional handicraft products. History shows that it had a connection with the Indian independence movement. Now the centre takes active step with the aim of promoting local arts and crafts. 'Bhubanganda' market is situated near to Viswa Bharati university area. This is a market with a lot of shops of various items. Several number of articles of indigenous handicrafts with marked artistic blending are available here. Ethnic items could include things like leather vanity bags, batik work and unique kantha embroidery done on saris, kuritas, dhoties, and other dress materials.

Contemporary tourism industry is largely linked with cultural events and festivals. In practical scenario this kind of events occupies an important role in the formation as well as strengthening of the activities related to cultural tourism. Access to the place and getting required information become easier through these programmes. In Shantiniketan specific festival oriented outlets are the gateways to the tourists to gain entry in the wide range of cultural products. Poush Mela and Baasanta Utsab can be seen as wonderful opportunities for exhibiting handicrafts and artistic articles. Through cultural festivals the visiting place can be recognized as attractive destinations in the mind set of the tourists easily. Interesting point is that festivals and events are both effective instruments in attracting first time visitors as well as repeat visitors due to the differential advantage they can offer.

Now there is some note worthy aspects of cultural tourism in Shantiniketan. Poush Mela is the most known festival there. The annual fair, Paush Mela, began with an aim of introducing a new religious faith known as Brahma Dharma [religion]. The fair is now one of the most celebrated events in the town. This is obviously an aspect of major tourist attraction. 'Poush Mela' started every year on the 7th day of the Bengali month of Poush (generally 23rd December) in Shantiniketan Mela ground. Now it has become a truly international event. It comprises of Baul musicians, local village artists and millions of visitors from across the world every year. Poush Festival in December has completely changed the surroundings with thousands of tourists from all parts of the world. The festival is filled with song, poetry and flowers. This can be recognized as a wonderful country fair. The attraction is mainly centred on the musical duel performed by the Bauls and the Fakirs in the evening. The roadside dhabas and street food become points of attention for tourists. There tourists can get everything from traditional Bengal meal of fish-curry, rice to Chinese and Moghlai, Thai's famous momos and thukpa. Visitors can also have the regular fast food like panipuris, phuchkas and fried fritters at very reasonable prices.

Tourists are attracted by high voltage performances from these folk singers. People can have biggest exhibition of local handicrafts. Some other outlets are associated with handicraft from not only Bengal but from other part of India as well. Besides the Batik print and Taant sarees, tourists will also see handloom stores. Significant part is that direct artisans from all parts of India are present in the fair to sell and market their product. The unique style of jewellery is parts of the fair. Those are perfect combination with both traditional and modern outfits.

Basanta Utsab is an upcoming event in the tourist map all over the world. It comprises 'Spring Festival'. This festival holds in the spring season during Holi. Yellow becomes the colour of spring specially for girl students. They are engaged in Tagore's songs and dances for celebration of the festival. During this time a lot of open-air programmes are held. International visitors become highly interested in this kind of celebration. Hence education and artistic exploration flourished with an eye of creative ecstasy. Basanta utsab [festival of spring] is organized in Shantiniketan with a great involvement of people all over the world. The issue of sustainability is relevant in this context due to overwhelming flow of tourists here. The resources should be maintained properly for maintaining cultural specificity also.

Interestingly tech savvy young generation is also receiver of this cultural festivity with an essence of Tagorean genius. People from all age group assemble here to be part of the colourful festivals of Shantiniketan. In fine, today Shantiniketan, 'a place of difference', reaches the position of cultural hub of Bengal tourism.

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EXAMPLES OF REFERENCES

All references must be arranged first alphabetically and then it may be further sorted chronologically also.

• **Single author journal article:**

Fox, S. (1984). Empowerment as a catalyst for change: an example for the food industry. *Supply Chain Management*, 2(3), 29–33.

Bateson, C. D.,(2006), ‘Doing Business after the Fall: The Virtue of Moral Hypocrisy’, *Journal of Business Ethics*, 66: 321 – 335

• **Multiple author journal article:**

Khan, M. R., Islam, A. F. M. M., & Das, D. (1886). A Factor Analytic Study on the Validity of a Union Commitment Scale. *Journal of Applied Psychology*, 12(1), 129-136.

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- **Text Book:**

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- **Electronic sources should include the URL of the website at which they may be found, as shown:**

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Central Bank of India (2005). *Income Recognition Norms Definition of NPA*. Retrieved August 10, 2005, from <http://www.centralbankofindia.co.in/home/index1.htm>, viewed on

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