ISSN 0972-8309

Journal of National Development

Scientific Journal Impact Factor : 6.281
General Impact Factor : 2.8186; Global Impact Factor : 0.842
NAAS Rating : 3.12; InfoBase Index : 3.00

Chief Editor
Dharam Vir

Volume 36, Number 1 (Summer), 2023

CENTRE FOR STUDIES OF NATIONAL DEVELOPMENT
MEERUT-250004 (INDIA)

Journal of National Development

Double-blind Reviewed, Indexed & Refereed Bi-annual International Journal
General Impact Factor : 2.8186; Global Impact Factor : 0.842
Scientific Journal Impact Factor : 6.281
NAAS Rating : 3.12; InfoBase Index : 3.00

Chief Editor

Dharam Vir

Volume 36, Number 1 (Summer), 2023

CENTRE FOR
STUDIES OF NATIONAL DEVELOPMENT
D-59, Shastri Nagar, Meerut-250 004 (India)
<Visit us at : https://www.jndmeerut.org>
<e-mail : managingeditor@jndmeerut.org>

Journal of National Development

Aims and Scope

The Journal of National Development (JND) is an interdisciplinary bi-annual peer reviewed & refereed international journal committed to the ideals of a 'world community' and 'universal brotherhood'. The Journal is a joint effort of like- minded scholars in the field of social research. Its specific aims are to identify, to understand and to help the process of nation-building within the framework of a 'world community' and enhance research across the social sciences (Sociology, Anthropology, Political Science, Psychology, History, Geography, Education, Economics, Law, Communication, Linguistics) and related disciplines like all streams of Home Science, Management, Computer Science, Commerce as well as others like Food Technology, Agricultural Technology, Information Technology, Environmental Science, Dairy Science etc. having social focus/implications. It focuses on issues that are global and on local problems and policies that have international implications. By providing a forum for discussion on important issues with a global perspective, the *JND* is a part of unfolding world wide struggle for establishing a just and peaceful world order. Thus, the *JND* becomes a point of confluence for the rivulets from various disciplines to form a mighty mainstream gushing towards the formulation and propagation of a humanistic world- view.

Publication Schedule

The Journal of National Development is published in volumes of approximately 250-300 pages, divided into two bi-annual issues–summer and winter. Besides, a special issue in Hindi is also published every year to meet the demand of social scientists, both research scholars and teachers of Hindi speaking states of India.

Subscription and Business Correspondence

The annual subscription is ₹1500 in India and US$ 80 abroad, including postage by Speed-Post/Airmail. Special issue in Hindi is free with annual subscription. All the subscriptions must be prepaid in favour of *The Journal of National Development*, payable at *Meerut*.

ISSN 0972-8309

All correspondence pertaining to subscription, change of address, purchase of back numbers, books for review and advertisements should be addressed to :

The Managing Editor
Journal of National Development
D-59, Shastri Nagar, Meerut-250 004 (India)
Tel : 91+121-2763765, 2770765; Mobile : 91+99997771669, 91+9412200765
<e-mail : managingeditor@jndmeerut.org>
Website : www.jndmeerut.org

ISSN 0972-8309

Contents

1. Significance of Fairs and Festivals in Kathmandu Valley ....*Balaram Kayastha* 1
2. Industrial Revolution 4 and Indian Women in STEM : Challenges and Prospects ....*Poonam Chaubey* 9
3. The Living Conditions of Rural Dalit Woman Labourers in Mahendragarh District of Haryana ....*Gurmeet Singh and Veerpal Kaur* 20
4. Relevance of the Remedies Suggested by Dr. Babasaheb Ambedakar to the Present Problem of Subdivision and Fragmentation of Land Holdings in India ......*Vidula Dnyaneshwar Vyawahare* 30
5. Grammar Rules in Enhancing English Language Learning Proficiency among Non-native Speakers ......*Neelu* 39
6. Family Trajectories in the Context of Globalization : A Live Experience of a Family in Nepal ....*Netra Kumar Ojha* 52
7. Trends in the Finances of Indian Corporate Sector ......*Vaishali Goel* 63
8. Socio-Cultural Constraints of Industrial Women Labourers in Nepal : A Case Study of Hetauda Industrial Area in Makawanpur District ......*Ramesh Bahadur Thapa* 71
9. Position of Human Resource Management Challenges facing Non-government Organizations ......*Neeraj Chaudhary* 86
10. Reimagining Employee Motivation : Exploring Cutting-Edge Strategies in HRM Policies, Triumphs and Obstacles - A Case Study of Starbucks and Reliance Communications ....*Rajeev Kaur* 92
11. Income, Expenditure and the Factors affecting Tea Farming in Himachal Pradesh ....*Neeraj Kaushal and Manoj Sharma* 105
12. Role of Media in Promoting Good Governance : A Study of Chamba District of Himachal Pradesh ......*Sapna K Sharma* 121
13. Perceptions of Sexual and Gender Minorities Regarding Others' Attitudes towards their Sexuality in Nepal : Exploring the Lived Experiences of LGBTIQ Individuals in Kathmandu Valley ......*Bilakshan Kasula* 129

1

Significance of Fairs and Festivals in Kathmandu Valley

Balaram Kayastha*

Nepalese society is culturally rich due to diverse ethnicity and community. Most of the fairs and festivals in Nepal are celebrated in Kathmandu valley. Even though the cultural activities here are unique, the influence of western style and modernization has hindered the continuation of the unique and original culture. Newar community of Kathmandu valley still have many amazing cultural traditions. Jatra-Parva (Fairs and festival) is basically part of such cultural tradition. Newars naturally believe in religious duties. So it seems that the festivals here are often done in honor of the God-goddess or are motivated by religious traditions. But these fairs and festivals do not always reflect only the religious aspect. Rather, it also sheds lights on the theoretical, physical, psychological aspects as well. Therefore, every festival has its own significance. When fair and festival is depicted in detail, it is found that there is harmony, cooperation and good coordination

* **Associate Professor, Central Department of History, Tribhuvan University, Kathmandu (Nepal) E-mail: <balaram.kayastha@gmail.com>**

between family and society. Whether it is a local level Jatra or central level Jatra, its significance is also reflected at the state level in addition to its social. How did the many types of festivals prevalent in the Newar community of Kathmandu Valley come to be and what is their significance and what is their usefulness in the current context ? Various facts can be presented regarding this. Although the religious and spiritual aspect is the main reason for the origin of the festival, its usefulness or importance seems to be for improving or attaining religion and virtue, but in fact, the countless festivals celebrated here on the one hand are indirectly giving various practical, moral, diplomatic, social, etc. messages to the society. If there are, on the other hand, it also introduces various aspects such as promotion of the country's culture, development of tourism, level of entertainment, strong economic status. In fact, the festivals that have been popular since ancient times are not just traditions to celebrate. Behind this, many mysterious philosophies and intentions are also hidden. people may not know what their culture is unless they deeply understand those philosophy and intentions.

[**Keywords :** Pancham Veda, Ganthakarna Chavadasha, Sayata, Taleju, Maneshwari, Nakhtya, Sikabu, Bhairavanath, Machchindranath]

1. Introduction

Since ancient times, Vedic religion-culture has had a great influenced on the religious culture and social organization of Kathmandu Valley. The popular festivals are also inspired by this. Therefore, the festival is considered as a precious fund of culture and a mirror to observe the real nature of the society. The more the festivals are celebrated in the country, the more the country is considered to be civilized and rich in culture. For this reason, culture is also called the Pancham Veda (fifth Veda) (Rakesh, 2010 : 7). Original and Authentic culture is the backbone of any nation. Without it, the nation becomes lifeless and dull. In fact, traditional festivals are a powerful cultural process that portrays the true nature of society. Culture includes people's beliefs, art, moral ideals, values, customs, behaviour and the skills, knowledge, abilities, etc. that people have achieved till date (Taylor, 1975 : 63). Festivals represent all these aspects of culture. Therefore, festivals are an integral part of culture.

The festivals of Newar community of Kathmandu Valley can be considered as one of the best social and cultural festivals in the world. Because it has its own original tradition and cultural environment. In fact, the entire lifestyle of the residents of here is wrapped in the web of festivals (Majpuria and Gupta,1981 : 3). Cultural coexistence and unity also fosters the national unity. The characteristic of Newari festivals is to respect the elders and love the youngers. Everyone celebrates them in a free atmosphere, wishing for intimacy in the family, social harmony in the society, peace and prosperity in the state and peace in the world (Bhattarai, 2009 : 5). The main intention behind most of these festivals seems to be appeasing the deity to wish that the relationship between man and the environment, that is, living being and the world, should always be balanced. In fact, since the beginning of creation, it seems that such festivals have come into vogue in order to worship an invisible power, which is omnipotent and which people imagine as God, who has been running the whole creation of this world in an orderly manner. Festivals seem to have originated with the purpose of raining on time, agricultural crops flourishing, happiness, peace and prosperity spreading everywhere, natural calamities and divine calamities not occurring.

2. Methodology

Both primary and secondary sources have been used to make the presented study authentic and reliable. Among the Primary sources are the on-site study of various fairs and festivals, direct observation as well as interviews with related people and published texts, books and writing articles under the Secondary sources. Analytical, descriptive and comparative methods have been used to study the resources obtained in this way.

3. Significance and Usefulness of Festivals

Although there are definitions, characteristics, analysis, purposes and intentions related to festivals, based on them, in general terms, the festival is a glimpse of the traditional situation, a sign of the change of season, the introduction of nationally important people, the remembrance of the great soul and aware of the dignity of ancient culture and heritage, the struggle and sacrifice of the men of the age and their thoughts. Festival of Newar community on one hand is celebrated to get rid of ghosts, vampires, demons, witches, evil spirit, etc. While on other hand they are also celebrated to fulfill the objectives of eliminating diseases and achieving successful agricultural harvests. This shows that the local festival of Newars of Kathmandu Valley does not confined within the myth that only gods and goddesses are worshiped during festivals. In addition to this, these festivals also acknowledges the fact that every living being in this world has its own importance. for this reason, people do not only worship gods and goddesses in the festivals, but also worship themselves, parents, ancestors, brothers, sisters, children, teachers, animals, reptiles etc. The most important thing is that these festivals helps to bring the different types of people living in the family, the community at one contact point and it also creates a sense of social harmony, mutual conciliation and cooperation. If these festival is studied in depth, there are many secrets of ethics, ideals, virtues, honesty found within it and if one follows them, he will be able to achieve his goals in the struggle life. From a psychological point of view, it seems that people have developed these festivals for the purpose or as an opportunity to express their feelings. Because the local common people living in the closed society and under the controlled state system of the ancient times could not express their feelings, pain, sorrow, suffering and complaints as they can in today's environment. On the other hand, such festivals were considered as a powerful opportunity for the state to indirectly learn about the sentiments of its people, their views on the governance system, their situation, etc., from which it would be easy for the ruling class to correct their weaknesses and move forward. In this way, the common people, on the occasion of the festival, express their sadness, trouble, grievance, pain and sufferings experienced in public through various symbols. Among such festivals Gathemangal (Ghantakarna monster), Gaijatra (cow festival) etc. festivals can be considered as major festivals. During these festivals, the passionate feelings in their hearts are expressed through many expressive dances, satirical exhibitions, farces, etc. And the fact that these Jatras (festivals) were popular in Kathmandu valley and surrounding Newar settlements since ancient times is clear from the mention of Ganthakarna Chavadasha and Sayata in Gopalraj vansavali, a genealogy (Bajracharya & Malla, 1985 : 61 & 63). Therefore, Gathemangal festival is originally a festival with Ghantakarna Rakshyas (monster) and Gaijatra is a festival celebrated in memory of dead people, but from a psychological point of view, it can be considered as a major festival to express the feelings of the local residents.

Even from a diplomatic point of view, the festivals here have their own importance. Because during the main festival celebrated here or during the local Jatra, sons-in-law, along with the daughters, who has been married nieces, nephews, grand-children are invited by organizing a Nakha Tya bhoye (a special feast). It is considered to be a symbol of good fortune to go to a feast. However, if a person is mourning a death of family members and relatives, at that time going to feast is not on consideration as it carries unluck and misfortunes. If not, hosting and visiting, inviting relatives, friends and family members gathering in one place, exchanging happiness with each other, eating together a delicious feast with variety of dishes, having fun etc.in the festival period is common and is massively celebrated in Newar community. These actions will indirectly make the family and social relations warm and cordial. It is found that such festivals have a great diplomatic role in developing and expanding friendly relations with their families, relatives and friends.

Since prehistoric times, the festivals here have been directly or indirectly related to farming or grain production. By imagining an invisible force that conducts the regular system of this world, so that rain falls may on time, may the crops florious, may there be no famine, no flood or drought, no lightning during the rain, and earthquakes do not occur, the festival has celebrated in praise of the importance of this power.

Later, when religious and spiritual feelings started to develop in people, they started considering the same invisible power as God. In memory of that deity, a festival was celebrated here every year. And in recent times, the gods also appeared in many forms. In the beginning, there were only a few limited gods like Brahma, Vishnu, Mahesh, but in the Middle Ages or the ancient Malla period, Tantric gods and goddesses of many forms appeared. Tantric gods and goddesses were also associated with Shaivism, Vaishnava and Buddhism. In Lichchavi period, there is very little mention of Shakti along with Purusha (male) deity. But in the middle ages, mixed Tantric religion became popular, so this mixed form became popular in Shaivism, Vaishnava, Buddhism. Brahma and Saraswati, Vishnu and Lakshmi, Shiva and Parvati etc. are prominent among the deities with power. It has gained the most popularity in recent times. Therefore, even in the Rajprashasti of the rulers, the tantric goddesses such as Maneshwari, Taleju etc. have been considered and worshiped as Sweshta devatas and Ista devatas. As the popularity of the Shakti deity started to increase in the state, many tantric worship laws, fairs, tantric idols also appeared (S. Joshi, personal communication, July 25, 2020).

In particular, the Shakta Tantric deities are believed to be for national defense, public interest, national prosperity, good health, as well as for the advancement of farming and agriculture. It is known that there is a belief that wherever Navadurga steps, the crops will double (Shrestha, 1993 : 81). Similarly, there is a tradition of considering Vishwanath Bhairava as the god of the age. Three main festivals of the three cities of Kathmandu Valley, Visket Jatra in Bhaktapur respectively. Machendranath's Jatra of Lalitpur and Kathmandu's Indra Jatra are very famous. All the three Jatras are celebrated for several days in their respective regions. Among them, Visket Jatra is associated with Shaivism sect, Machhendranath Nath sect and Indra Jatra is associated with Vedic Arya sect. In the same way, the method of celebrating Jatra or the law and regulations are also found to be different from time to time. For example, Bisket Jatra and Machhendranath Jatra are celebrated every year before the onset of rains while Indra Jatra is celebrated towards the end of the rain. But what is a strange coincidence is that the basic purpose of all the three Jatras is similar, i.e. rain should be given on time, farmers should be happy, famine should not occur, happiness, peace and prosperity should spread everywhere (Kayastha, 2013 : 101).

In this way, what can be learned from a thorough study of the popular festivals here is that since prehistorical period, i.e. before the development of religious feelings in people, festivals were considered as nature worship. Festivals were celebrated to wish that natural things such as sun, water, clouds, rain, precipitation, and the environment would not be unbalanced.

Even from a scientific point of view, the festivals here are not useless. Many philosophies and intentions are hidden behind this, which philosophy seems to be inspired by the purpose of "Bahujan Hitaya and Bahujan Sukhay" (may the welfare of many be the happiness of many). Even in today's changed context, the importance and utility of these festivals are the same as before, so it is known that the ancient ancestors who initiated the festival are no less than the materialist scholars when they are celebrated today. Because it is known that behind every festival celebrated here, there is an underlying purpose or significance.

The ancient scholars here sought various measures for the well-being of all creatures, plants, the environment and the happiness, peace and prosperity of mankind and implemented those measures practically by adapting to the country, time, situation and ideology of the people without revealing the facts completely. It is seen that they created festivals by turning things into concrete things, protecting the original culture of this place, besides providing many kinds of useful education to the society, these festivals indirectly awakened the motivation to succeed by facing many problems and difficulties that come step by step in the struggling life. It is known that there are many scientific and factual reasons behind this.

Another thing, in the background of financial prosperity and opulence, many festivals and fairs have come into vogue here. The festivals here with amazing art, culture, religion, tradition and customs are attracting the attention of the whole world. The culture created by enthusiastic religious and spiritual spirit is considered to be the highest culture in Asia (Anderson, 1971 : 35). Millions of foreign tourists are coming to visit Nepal every year because of the unique art, culture and heritage here. Today, the tourism industry has become the largest foreign exchange earning industry in Nepal. It is giving great support to the national economy and festivals and fairs has their major contribution in flourishing tourism.

4. Conclusion

Festivals are the main basis for measuring the level of society and culture. The more such festivals are celebrated in the society, the more civilized and cultured the society is considered to be. From this point of view, the Newar society of the valley can also be considered as a society rich in culture. Because there are more festival days celebrated here than the days of the year, i.e. there are 366 festivals in a year of 365 days, this is confirmed by the popular saying. Some of these festivals fall on more than one day and some festivals celebrate last for two days. It seems that the festival here is structured on the basis of these three objectives: religion, entertainment and social harmony. If we pay attention to the background of the overall festivals prevalent in Kathmandu valley, these facts are close to the reality. In fact, the festivals here seem to have originated because there is entertainment along with religion and it also shows social unity. In addition to this, factors such as economic growth and political stability also play an important role in the structure of these cultural festivals. However, any civilization and culture gets an opportunity to flourish in the background of advanced economic conditions. On the one hand, the arable land with abundant production, on the other hand, trade with Tibet and India, the development of domestic industry, etc., the economic status of both the state and the people here was strong. Due to this type of prosperous economic environment and deep faith and belief in religion, it seems that the enjoying various types of festivals, fairs, dances and feasts has developed among the residents.

References

Anderson, Mary M., ***The Festivals of Nepal***, London : George Allen and Bean, 1971, 35.

Bajracharya, Dhanavajra and Malla, K. P. (eds.), ***Gopalraj Vansavali***, Kathmandu : Nepal Research Center, 1985, 61 ka 5 and 63 kha 1.

Bhattarai, Shiv Prasad, "Bada Dashain in the current environment", ***Gorkhapatra Daily***, (Sep. 19, 2009), 5.

Joshi, Satya Mohan, A senior Nepali Culturalist and centenarian, Personal Communication with him, on 25 July, 2020.

Kayastha, Balaram, ***Bhaktapurko Viswajatra (Visket) ko samajik-sanskritik Adhyayan (social-cultural study of Visket festival of Bhaktapur)***, Unpublished Ph. D. Dissertation, Kirtipur : Tribhuvan University, 2013, 101.

Majpuria, T. C. and Gupta, S. P., ***Nepal : The Land of Festivals***, New Delhi : S. Chandra & Company, 1981, 3.

Rakesh, Ramdayal, "National Policy on Culture" (Comments on the two-day conference on culture held at Patan Museum on 18-19 April, 2010, ***Annapurna Post Daily***, Year 9, Issue 5, April 21 2010, 7.

Shrestha, Purushottam Lochan, ***Bhaktapurma tantric shaktiko yuga (era of Tantric Power in Bhaktapur)***, Unpublished Ph. D. Dissertation, Kirtipur : Tribhuvan University, 1993, 81.

Taylor, Edward Burnett, "Primitive Culture", Paul Bonnan and Mark Glazer (ed.), ***High Points in Anthropology***, New York : Alfred A. Knopf, 1975, 63.

★

Article Received on February 05, 2023; Accepted on April 28, 2023

2

Industrial Revolution 4 and Indian Women in STEM : Challenges and Prospects

Poonam Chaubey*

Technological progresses induced by innovations and inventions marked its impact on the production and social relations of the society. The advancement in Science, Technology, Engineering and Mathematics (henceforth 'STEM') has critical role in the spread of IR4 and building the modern society. The STEM remained to be a male dominated field for the centauries despite the perception that knowledge remained to be gender neutral. This paper investigates the trends in women's participation in STEM fields in India. The paper finds convergence in the gap between participation of women in STEM in the recent past on account of the sincere efforts by the government and non-governmental organizations in the recent times.

[**Keywords :** STEM, Industrial revolution 4, Cyber-Physical system, Convergence]

* Assistant Professor, B. Ed. Department, Ganpati Institute of Science and Technology, Ghaziabad, Uttar Pradesh (India) E-mail: <poonamamishra@gmail.com>

1. Introduction

Industry 4.0 also known as the 'Fourth Industrial Revolution' (Henceforth 'IR4') refers to the current trend of automation and data exchange in manufacturing technologies, including cyber-physical systems, the Internet of Things (IoT), cloud computing, and cognitive computing (Klaus, 2017). IR4 is characterized by the integration of advanced technologies to streamline and optimize manufacturing processes, resulting in increased productivity, efficiency, and cost savings. It also involves the use of big data analytics and artificial intelligence to make informed decisions and identify new opportunities for growth and innovation. IR4 is expected to transform various industries, including manufacturing, healthcare, transportation, and energy, among others.

2. Industrial Revolution 4 and Women's Education : Opportunities and Threats

The fourth industrial revolution requires the convergence of digital, physical, and biological technologies that could change the existing system of science education which might end the silos in the different streams of science education, especially in higher education in India. The success of IR 4 would depend on how fast countries adopt the multi-disciplinary and cross-disciplinary integrated approach in science education. The literature and experiences both suggest that the fourth industrial revolution has the potential to do both. It may have a positive and negative impact on the gender gap in terms of participation in education and work. Under the new regime, a metamorphosis is expected in the dynamics of the current and future education and markets. The new technologies and digital platforms of Industry 4.0 can provide opportunities for women to access new types of jobs, increase their skills and knowledge and participate in new industries as digital platforms facilitate flexible work arrangements. It also allows women to balance work and family responsibilities, especially in urban and peri-urban areas. To participate and lead in industry 4.0, in-depth knowledge of the STEM course is a must especially in the field of higher education. There are ample shreds of evidence which finds that engineering and computer science, mathematics, and other core science areas remained to be male-dominated for centuries around the world on account of various socio-economic reasons.

In the hindsight, there are concerns that Industry 4.0 could perpetuate or even exacerbate gender inequalities in the workforce. For instance, many of the jobs that are expected to be created by Industry 4.0 may reinforce existing gender stereotypes and barriers to women's participation in these fields. The risk is that Industry 4.0 technologies could be developed with biases that disadvantage women such as facial recognition algorithms that struggle to recognize faces of darker skin tones of women, or voice assistance that respond more accurately to male voices than female ones.

To overcome these issues, it becomes pertinent to invest in education and training for women in STEM fields and also addresses the biases in algorithmic systems, and promote greater diversity and inclusion in the technology industry. Additionally, policymakers, educators, and businesses need to be aware of the potential challenges and must take proactive steps to ensure that women are not left behind in the digital era. This could involve investing in infrastructure and digital resources to ensure that women have equal access to education and training opportunities, promoting gender diversity and inclusivity in the technology industry, and encouraging girls and women to pursue careers in STEM fields (UNESCO, 2020).

From the above discussion, it has emerged that not only do women struggle for access to education in general but also their access to STEM courses remains even more cumbersome and difficult. The research paper is aimed at analyzing the trends in the gap between men and women in STEM participation. The paper also investigates the impact of the policy intervention on the trends in gender disparity at the national level.

3. Hypothesis

The null hypothesis of the paper is that policy intervention was secular and gender-neutral in terms of access to education at the national level.

4. Research Methodology and Data Source

The paper investigates the trends in gender disparity in STEM courses. This research paper is based on the secondary data taken from the All India Survey of Higher Education (AISHE), World Development Indicators, and UNESCO.

5. Industrial Revolution and Women's Participation in STEM

Women's participation in industries was low during the adept of the first industrial revolution in the earth 17^{th} century owing to the feudal social structure in Europe. The situation began to change during the second industrial revolution[1], yet female participation in STEM was far below their share in the population. The third industrial revolution, which began in the mid-20^{th} century with the widespread use of electronics and information technology brought both opportunities and challenges for women's education. During the advent of the fourth industrial revolution, the widespread use of information and communication technologies made it easier for women to access educational resources and pursue learning opportunities from anywhere in the world. Women have been able to take advantage of online courses, digital resources, and e-learning platforms to gain new skills and knowledge, regardless of their location or socio-economic status. Moreover, the growth of the service sector and knowledge economy has created new opportunities for women in fields such as education, healthcare, and business services. Women have been able to enter these fields and advance their careers by acquiring new skills through education and training.

However, there are also challenges that women have faced in accessing education and training opportunities in the third industrial revolution. Women have been under-represented in STEM (Science, Technology, Engineering, and Mathematics) fields, which have been the driving force of technological innovation in this era. This has limited women's access to high-paying, high-tech jobs. Besides, traditional gender roles and stereotypes have persisted especially in developing countries where a lack of support and opportunities for women in pursuing careers in STEM fields are common. There persists ample evidence which shows that the culture and structure of some educational institutions and workplaces have not been supportive of women, leading to lower rates of retention and advancement. According to a report by UNESCO, less than 30% of researchers worldwide are women, and only around 30% of female students choose STEM-related fields in higher education (UNESCO, 2020). Moreover, women are under-represented in many high-tech and emerging fields, such as computer science, engineering, and artificial intelligence. The reasons for the under-representation of women in STEM are complex and multifaceted (Dasgupta and Stout, 2014). Factors that have been cited include cultural and social stereotypes, a lack of role models and mentors, and systemic biases and discrimination within educational and workplace environments. This report welcomed the steps taken by the various government in recent years that suggest progress is being made towards increasing women's participation in STEM fields. For example, many countries have launched initiatives and programs aimed at promoting girls' interest in STEM fields and encouraging women to pursue STEM-related careers. In addition, many companies and organizations have recognized the importance of diversity and inclusivity in the workforce and have made efforts to increase the representation of women and other under-represented groups in STEM fields (UNESCO, 2020). According to a report published by the Ministry of Education in 2019, women now make up over 40% of students studying science and engineering in Chinese universities. The percentage of women enrolled in undergraduate science and engineering programs has significantly increased from 24% in 1999 to 42% in 2018 (MOE, 2019). Despite this, women still face challenges in pursuing STEM careers in China on account of the persistence of gender stereotypes and biases and the hostile or unwelcoming environment for women in STEM fields. Another challenge is the lack of female role models in these fields, which can make it difficult for young women to envision themselves succeeding in STEM careers.

6. Women's Participation in STEM Fields in India

The role of women in the STEM field in ancient India has not been well documented. However, there are a few examples of women who made significant contributions to the fields of mathematics and astronomy during this period. One notable example is the mathematician and astronomer Lilavati, who lived in the 12th century. She was the daughter of the mathematician Bhaskara II, who was one of the leading scholars of his time. Lilavati herself was a highly skilled mathematician and astronomer, and she wrote a book called "Lilavati" that became a classic in Indian mathematics. The book covered a wide range of mathematical topics, including arithmetic, algebra, geometry, and trigonometry, and it was widely used as a textbook in schools throughout India. Similarly, Gargi Vachaknavi, who lived in the 6th century BCE was a prominent scholar in the field of astronomy and was known for her expertise in the Vedas, the ancient Hindu scriptures. She is also credited with making important contributions to the development of Indian philosophy.

After independence, the literacy rate for women in India was very low, with only about 8% of women being able to read and write (Census, 2021). Although significant progress has been recorded in literacy rates for both genders the notable gap persists in this regard. As per the National Statistical Office (NSO), In the year 2017-18, the female literacy rate was 70.3%, compared to the male literacy rate of 84.7% in India. The government of India recognized the importance of education for women and made efforts to improve access to education through various policies and programs. Women's participation in STEM fields in India has been increasing in recent years, but there is still a significant gender gap in these fields. According to a report published by the Indian government in 2020, women make up only 14% of the total workforce in STEM fields in India. Several factors contribute to this gender gap. One issue is the lack of opportunities for girls to receive a quality education in STEM subjects, especially in rural areas. Another issue is the persistence of gender stereotypes and biases, which can create a hostile or unwelcoming environment for women in STEM fields. Additionally, many women face societal pressure to prioritize marriage and family over their careers.

To address these challenges, various initiatives have been launched to encourage and support women in STEM in India. Besides, scholarships and mentorship programs for girls and women interested in STEM fields by many organizations the government has made several provisions to correct the gender biases in the schemes such as *Beti Bachao, Beti Padhao* (Save the Girl Child, Educate the Girl Child) scheme.

The government of India has launched several initiatives especially to promote STEM education and research in the country. Here are some examples :

1. **Atal Innovation Mission (AIM) :** It was launched in 2016. AIM is a flagship initiative of the Indian government to promote innovation and entrepreneurship among students, especially in the fields of science and technology. Under AIM, the government has set up Atal Tinkering Labs (ATLs) in schools across the country to provide students with access to tools and resources for hands-on learning and innovation.

2. **Rashtriya Avishkar Abhiyan (RAA) :** Launched in 2015, RAA is an initiative to promote scientific temper among students and encourage them to take up careers in science and technology. Under RAA, the government has set up science clubs in schools and organized science exhibitions, workshops, and other events to encourage students to explore and innovate.
3. **Prime Minister's Research Fellowship (PMRF) :** Launched in 2018, PMRF is a scheme to encourage research in cutting-edge areas of science and technology. Under PMRF, selected students are provided with a fellowship of Rs. 70,000 to Rs. 80,000 per month for a period of five years to pursue research in premier institutions in India.
4. **IMPRINT India :** Launched in 2015, IMPRINT India is a joint initiative of the Indian government and the Indian Institutes of Technology (IITs) to address the major engineering challenges facing the country. Under IMPRINT India, the government has allocated funds to support research in areas such as healthcare, energy, and security.
5. **Uchhatar Avishkar Yojana (UAY) :** Launched in 2015, UAY is a scheme to promote industry-academia collaboration in the field of engineering and technology. Under UAY, selected engineering colleges are provided with funds to set up Centers of Excellence in emerging areas of engineering and technology, and to collaborate with industries to develop innovative solutions to real-world problems. These initiatives are aimed at promoting STEM education, research, and innovation in India and encouraging more students to pursue careers in these fields.
6. **I-STEM (Indian Science Technology and Engineering facilities Map) :** Women in Engineering, Science, and Technology (WEST), a new I-STEM (Indian Science Technology and Engineering facilities Map) initiative called "Women in Engineering, Science, and Technology (WEST)" was launched by the Government of India on 5th September 2022. The WEST program will cater to women with a STEM background and empower them to contribute to the science, technology, and innovation ecosystem. I-STEM is a national web portal for sharing research equipment/facilities and is the umbrella under which many programs for promoting collaborations in R&D and

technological innovation among and between academia and industry, especially startups, are underway. Through the WEST initiative, I-STEM shall provide a separate platform to scientifically inclined women researchers, scientists, and technologists for pursuing research in basic or applied sciences in frontier areas of science and engineering. Women may join the WEST program and explore opportunities to become stakeholders in various domains and pursue careers in R&D at various levels: technicians, technologists, scientists, and entrepreneurs. Opportunities range from operating scientific equipment and maintaining them to designing and manufacturing them. The Skill Development programs under the WEST initiative will provide training for women with S&T backgrounds to brush up on their abilities and become engaged "in the field" as lab technicians and maintenance engineers, filling crucial gaps in the R&D infrastructure of the country. This initiative will also help bring women back into S&T domains after a career break. With this experience, women can become entrepreneurs to serve as consultants for the operation and maintenance of sophisticated equipment/instruments through the I-STEM platform. This would go a long way towards filling a "skills gap", and putting publicly-funded equipment to good use. Under the WEST initiative, the current support being provided to S&T startups by women entrepreneurs by I-STEM will be enhanced. The access to R&D facilities and R&D software platforms (COMSOL, MATLAB, LABVIEW, AUTOCAD) available through the I-STEM portal will form a strong support network for women entrepreneurs in S&T. I-STEM shall provide a platform/forum for women researchers to deliberate on achievements, issues, and exchange ideas on taking the country forward through advances in science, technology, and innovation. In addition, a digital consortium "Connect Quickly" for an online discussion and immediate support has also been established through the I-STEM WhatsApp and Telegram platforms. A dedicated team of women will ensure the successful implementation of the WEST initiative.

7. Analysis and Results

Given the above analysis, it becomes pertinent to assess the impacts of the policies on the ground. For this, I have compiled and calculated the share of women in the total enrollment in STEM from 2016-17 to 2020-21 from AISHE data.

Table -1 : Women's Participation in Stem (in %)

Period	Engineering and Technology	Science	STEM
2016-17	28.9	49.0	39.9
2017-18	29.0	50.0	40.9
2018-19	29.3	52.4	42.4
2019-20	29.5	53.1	43.2
2020-21	29.3	53.1	43.2

Note : Authors' own calculation from the AISHE data (AISHE, 2021)

It is evident from the data presented in above table that women's share in STEM enrollment has shown increasing trends in the last six years. However, despite improvement in enrollment, engineering and technology remained to be male-dominated field while the share of women in science enrollment has surpassed their male counterparts, particularly during and after the COVID pandemic. Findings are against the common perceptions that it was the women group which suffered most during the pandemic owing to the inaccessibility of the technology. Our finding suggests that women have made better use of technology such as online lecture, material, and classes. The schemes launched in the recent past seem to be successful in bridging the gender gap in STEM enrollment. This trend also indicates that women have accepted the challenges of Industrial revolution 4 and see their future in the STEM fields.

8. Conclusion

Pranab Mukherjee had rightly observed that real empowerment of women would be possible only through education, encouragement of economic self-dependence and provisional of opportunities enabling the unfolding of one's full potential. The 21st century is perceived to be a knowledge society in which technology would play an important role in the lives of the masses. Indeed, the success of the industrial revolution four would depend on the preparation of the infrastructure including labor force for adopting and leading the changes in which institutions would have to play a critical role. Certainly, the participation of women in STEM cannot be ignored. Nonetheless, women have broken the glass of the barriers and increasingly participating in cutting-edge technology and STEM courses. However, policymakers, educators, and industry leaders continue to prioritize efforts to increase women's participation in STEM fields and address the barriers that have historically limited women's access to these fields.

Footnote

The Second Industrial Revolution, which took place from the late 19th century to the early 20th century, was a period of significant technological advancement that led to the widespread adoption of electricity, the development of new communication technologies, and the rise of industrial giants. This period also saw a significant increase in the participation of women in STEM (science, technology, engineering, and mathematics) fields.

References

Crawford, M., "Engineering still needs more women", ***American Society of Mechanical Engineers***, September 12, 2012. Available at http://www.asme.andorg/career-education/articles/undergraduate-students/engineering-still-needs-more-women.

Crosnoe, R., Riegle-Crumb, C., Frank, K., Field, S. & Muller, C., "Peer group contexts of girls' and boys' academic experience", ***Child Development***, 79(1), 2008, 139-155.

Dasgupta, N. and Stout, J. G., "Girls and women in science, technology, engineering, and mathematics : STEMing the tide and broadening participation in STEM careers", ***Policy Insights from the Behavioral and Brain Sciences***, 1(1), 2014, 21-29.

Eccles, J. S., (2014). "Gendered socialization of STEM interests in the family", ***2nd Network Gender & STEM Conference***, Berlin, Germany. Retrieved from file:///C:/Users/anreink/Downloads/419-2943-1-PB.pdf.

"India has more women STEM grads than US, UK or France", ***Times of India***, July 20, 2022. Available at https://timesofindia.indiatimes.com/india/india-has-more-women-stem-grads-than-us-uk-or-france/articleshow/84571128.cms

PIB, "Women in Engineering, Science, and Technology (WEST) : Launching of a new I-STEM initiative". (5th September, 2022). Available at https://pib.gov.in/PressReleasePage.aspx?PRID=1857175#:~:text=Through%20the%20WEST%20initiative%2C%20I,areas%20of%20science%20and%20engineering

Reinking, Anni K. and Barbara Martin, "The Gender Gap in STEM Fields: Theories, Movements, and Ideas to Engage Girls in STEM", ***Journal of New Approaches in Educational Research***, 7(2). July 2018, 148-153.

Schwab, Klaus, ***The Fourth Industrial Revolution***, London : Penguin Books Ltd, 2017.

Shapiro, J. R. and Williams, A. M., "The role of stereotype threats in undermining girls' and women's performance and interest in STEM fields", ***Sex Roles***, 66, doi:10.1007/s11199-011-0051-0

UNICEF, "Towards an equal future: Reimagining girls' education through STEM". (2020) Available at https://www.reimagining-girls-education-through-stem-2020.pdf

★

Article Received on February 18, 2023; Accepted on March 08, 2023

3

The Living Conditions of Rural Dalit Woman Labourers in Mahendragarh District of Haryana

Gurmeet Singh and Veerpal Kaur***

In the present study, an attempt has been made to discuss the living conditions of rural dalit (SC) woman labourers in the Mahendragarh district of Haryana. The present study relates to the year 2020-21. The study based on a sample of 129 rural dalit woman labour households selected from eight villages of Mahendragarh district of Haryana. The investigation of living conditions of the Dalit woman labourers reveals that the majority of the respondents are living in semi-pucca houses and most of their houses are in dilapidated conditions. It clearly imitates that the Dalit woman labourers have to live under miserable conditions due to their economic pressures. They

* Research Scholar, Department of Economics, Punjabi University, Patiala-147002, Punjab (India) E-mail: <garrysidhu993@gmail.com>

** Assistant Professor, Department of Economics, Punjabi University College, Ghudda-151401, Bathinda), Punjab (India) E-mail: <v.kaur31@yahoo.in>

find it hard to even get their houses renovated. Majority of the Dalit woman labourers (72.86 per cent) have no separate kitchen in their houses. More than 90 per cent of respondent woman labourers are in the age group of 30 to 59 years. More than 60 per cent of the Dalit woman labourers are illiterate. Among the literate, majority of them are educated up to the primary level. Most of the Dalit woman labourers (62.79 per cent) are living in nuclear families comprising mainly of husband and their children.

[**Keywords :** Dalit, Woman labourers, Living conditions, Rural areas, Haryana]

1. Introduction

In a communist society, there would be no need for a private family unit as there would be no private property. As a result, women would not be subject to male control for the purposes of reproduction (Marx and Engels, 1988). According to the socialist analysis of the economic system, the bourgeoisie have every incentive to pay workers the lowest wage possible (and offer the poorest working conditions) in order to maximize profit. If an employee refuses to accept this planning, they can be threatened with the release and be changed by members of the reserve army of labour. Work undertaken by the reserve army of labour is characterized by low-status, low-wages, slight or no job security, zero-hours contracts and pitiable working conditions (Marx and Engels, 1988).

In reality the women are responsible for the majority (76.2%) of unpaid care work, spending an average of 201 days on unpaid work during a year, compared to 63 days spent on unpaid work by men (International Labour Organization, 2018a). Worldwide, the report shows that out of the 136 million workers in the health and social care sectors, 70 per cent are women (International Labour Organization, 2020a). Around 80 per cent of the world's domestic workers are women (International Labour Organization, 2018b). Women's experiences in the workplace are shaped by intersections between age, race, gender, class and migration status. If capitalism is overthrown, women could be freed not just from the capitalist society but also the patriarchy (Lokot and Bhatia, 2020). The Capitalists speculate on the two following factors: the female worker must be paid as poorly as possible and the competition of female labour must be employed to lower the wages of male workers as much as possible (Zetkin, 1896). What made women's labour particularly attractive to the capitalists was not only its lower price but also the greater submissiveness of women (Zetkin, 1896). It is out of the question that the task of socialist women's activity should be to alienate proletarian women from duties as wives and mothers; on the contrary, it must operate so this task is fulfilled better than before, precisely in the interests of the proletariat (Zetkin, 2011).

2. Methodology

The present study is describes the analysis of living conditions of rural dalit woman labourers in Mahendragarh district of Haryana. It is a cross-section analysis related to the year of 2020-2021 that includes the data related to the social status of the rural dalit woman labourers in Mahendragarh district of Haryana. The sampling design is selected by stratified sample. Mahendargarh district is part of Southern Haryana.

On the basis of random sampling method, one village from each development block of the district has been chosen. Mahendragarh district has eight development blocks. Thus eight villages are selected from the district. Thus 129 dalit woman labour households have been randomly selected and investigated by taking 10 per cent households from the total number of dalit woman labour households in the villages. The study is based on primary data. The primary data were collected from the selected villages and households through two types of well-structured questionnaires. One questionnaire was prepared for collecting the information related to the sampled villages and other for obtaining the information about the sampled households. Since majority of the respondents were illiterate, so the questionnaire was filled by the interview method.

3. Results and discussion

3·1 Age-wise Distribution

Age is an important factor which determines the physical ability to work as a labourer in the unorganized sector. So age of the dalit woman labourers is the main aspect of this study. The age composition of the dalit woman labourers (table-1) suggests that majority of the dalit woman labourers, i.e., 46.51 per cent are in the age group of 30 to 44 years. Less than one-third, i.e., 31.78 per cent of the dalit woman labourers are in the age group of 45 to 59 years. As many as 12.40 per cent of the dalit woman labourers are of less than 30 years. About 9 per cent of the dalit woman labourers are in the age group of 60 and above.

Table-1 : Age-wise Distribution of Rural Dalit Woman Labourers

Age (in years)	Mahendragarh	
	Number	Percentages
Less than 30	16	12.40
30-44	60	46.51
45-59	41	31.78
60 and above	12	09.31
Total	**129**	**100**

Source : Field Survey, 2020-21.

3·2 Educational Status

Education creates awareness among woman about their rights and prepare them for choose their occupation/jobs. However educational qualification of the individual hence was dependent on the caste identity of the individual as the lower caste were supposed to be performing menial jobs hence no education was required for them, also they were considered to be untouchables and hence were discriminated in educational institutions as were not allowed to sit with the students from upper castes. Being deprived of education led to the economic exploitation of the lower castes (Kumar, 2020).

Table-2 : Educational Status of Rural Dalit Woman Labourers

Educational Level	Mahendragarh	
	Number	Percentages
Illiterate	80	62.02
Primary	29	22.48
Middle	10	7.75
High	7	5.43
Senior secondary	1	0.77
Graduate and above	2	1.55
Total	**129**	**100**

Source : Field Survey, 2020-21

The analysis of data showing the level of education of the respondents (Table-2) indicates that about 62.02 per cent respondents are illiterate. Thus, above 38 per cent have acquired some formal school education. The table shows that 22.48 per cent of dalit woman labourers are educated up to the primary level, 7.75 per cent up to the middle level, 5.43 per cent up to the matric level, 0.77 per cent up to the higher secondary level and 1.55 per cent up to graduation level. It has been observed during the field survey that all the adult members and in some cases, children in these household are contribute to enhance the family income and turns out to be drop out of the education system. India, home to one-fifth of the world's children, has the highest rates of child labour: an estimated 33 million children under the age of 18 are engaged in work in various sectors across the country, from domestic service and agriculture, to textiles and mining (Mukhopadhyay, et.al, 2020).

3·3 Type of Family, Family Size and Family Head

Marxists believes that the family is a prop to the capitalist society. The capitalist system is based upon the domestic labour of housewives who reproduce future generations of workers. He also believes that family has become a vital unit of consumption. The family consumes the products of capitalism and this allows the bourgeoisie to continue producing surplus value. In this respect, people are not simply being socialized into "society", the socialization process is directed towards the integration of people into a specific form of social relationship, one that reflects the fundamental, structural, inequalities of capitalism. The ruling class ideology makes the family as an institution help to maintain and reproduce basic social inequalities by presenting them as "normal" and "natural" within the socialization process. This creates a false class consciousness as they are not aware of their true identity as exploited workers. The family is a safety valve for people's frustrations whereas the vast majority of males are relatively powerless in Capitalist industry, the family structure serves the purpose of disguising this powerless condition. Males within the family have traditionally been powerful figures in relation the females. Marxists contend that this "illusion of power" within the family serves as a safety valve for the build-up of tension and frustration at work (Zaretsky, 1976).

Table-3 on next page reveals that most of the dalit woman labourers i.e., 62.79 per cent are living in nuclear families with their husband and children. Only 37.21 per cent of the respondents have a joint family system. The table shows that the number of nuclear families is on a higher side which as per the Marxian concept of family. They continue to serve as the unit of consumption for the bourgeoise.

Table-3 : Type of Family among Rural Dalit Woman Labourers

Family Type	Mahendragarh	
	Number	Percentages
Nuclear	81	62.79
Joint	48	37.21
Total	**129**	**100**

Source : Field Survey, 2020-21

Though most of the respondents belong to the nuclear families, yet majority of them, i.e., 69.76 per cent have 4 to 6 member in their families. About 11 per cent of the respondents have 6 or more family members. Further, average family size of the respondents comes to 4.92 members (Table-4). It shows that the large family size supports the Marxian view that it provides work force to the capitalists. Despite of the awareness, campaign of the government regarding the family planning, the family size is still very large.

Table-4 : Family Size of Rural Dalit Woman Labourers

Family Size	Mahendragarh	
	Number	Percentages
Less than 4	24	18.61
4 to 6	90	69.76
6 to 8	7	05.42
8 and more	8	06.21
Total	**129**	**100**
Average family-size	4.92	–

Source : Field Survey, 2020-21

Table-5 on next page reveals that a large majority of the dalit woman labour households, i.e., 80.62 per cent are headed by male members of the family. This indicates that only 19.38 per cent of the households are headed by females. The female-headed households are those where the woman labourers are either widows or divorcees. It can show that a large majority of the dalit woman labour households are headed by males of the family. This proves that the dalit woman labourers are living in a patriarchal society. The Marxian view tells us that the male dominated family serves as a safety valve for the building of tension and frustration at work. Majority about 80 per cent of the families being male dominated are fully in support of this view.

Table-5 : Status of Family Head of Rural Dalit Woman Labour Households

Family head	Mahendragarh	
	Number	**Percentages**
Male	104	80.62
Female	25	19.38
Total	**129**	**100**

Source : Field Survey, 2020-21

Gender is yet another ground for discrimination in Indian society. The Indian society is of patriarchal nature and hence the role and right of women is limited primarily focusing around household and housekeeping. Traditional Indian families rely on women for their housekeeping. Women had no right to get an education or to get jobs outside their homes. Pre-independent Indian society gave no right over immovable property to women. Therefore, women too had been exploited both economically and socially. Though seven decades have passed since India's independence, incidents of caste and gender-based discrimination are often reported (Kumar, 2020).

3·4 Housing Conditions

The living conditions of dalit woman labourers in the rural areas of Haryana are very bad (table-6). The housing in which they are living are of very cheap condition; and there is no proper provision of drinking water which creates many health hazards for the inhabitants. Out of the total respondents 33.33 per cent live in semi-pucca houses, whereas 65.12 per cent live in the katcha houses and only 1.55 per cent households live in the pucca houses.

The table further reveals that majority of the respondents, i.e., 89.14 per cent are living in dilapidated housing conditions, while the houses of 09.31 per cent respondents neither in a good nor bad condition. Only 1.55 per cent respondents have relatively better houses to live. The table clearly reflects that the dalit woman labourers are living in miserable conditions due to their economic compulsion. Field survey has show the fact that dalit woman labourers find it hard to even get their houses repaired.

Table-6 : Housing Conditions of Rural Dalit Woman Labourers

Particulars	Mahendragarh	
	Number	Percentages
Types of House		
Katcha	84	65.12
Pucca	2	1.55
Semi-Pucca	43	33.33
Total	**129**	**100**
Condition of House		
Good	2	1.55
Moderate	12	9.31
Dilapidated	115	89.14
Total	**129**	**100**
Status of Kitchen in Dwelling House		
Yes	35	27.14
No	94	72.86
Total	**129**	**100**
Average number of rooms available	230	1.78
Families having access to bathroom/ toilet	101	78.29
Condition of Bathroom/Toilet		
Good	2	1.55
Moderate	19	14.72
Dilapidated	80	62.02
Total	**101**	**78.29**

Source : Field Survey, 2020-21

The table also shows that 72.86 per cent of the total Dalit woman labour households do not have separate kitchen in their houses. On an average, only 1.78 rooms are available per woman labour households. Out of the total 129 respondents, 78.29 per cent have access to bathroom/toilet. But, bathrooms/toilet is extremely in bad condition in 62.02 per cent dalit woman labour households. Only 14.72 per cent of the respondents have neither good, nor bad bathrooms/toilet, whereas 1.55 per cent respondents have bathrooms/toilet in a relatively good condition. It clearly reflects that the Dalit woman labourers have to live under pitiable conditions due to their economic compulsions. They find it hard to even get their houses repaired. After whole day work they get nothing.

The caste system not only places individuals one over other in social hierarchy but also dictates the lives of the individuals as it provides for division of labour i.e. it prescribes occupational monopoly to every caste, the lower castes are prescribed to perform menial jobs requiring no expertise; matrimony rules, places of residence i.e. the caste system prescribes that individuals of the same caste should reside together and that such residences were to be located as per the status in the hierarchy and hence is the reason why Dalit localities are located outside the villages and prominent locations being occupied by Brahmins, Kshatriya, and the Vashyas. (Kumar, 2020)

4. Policy Implications

Policy implications on the basis of the conclusions of the study can be summarized as under :

- The housing conditions clearly show that the Dalit woman labourers have to live under pitiable conditions. To overcome this problem, the rural housing programmes chalked out by the government should bring more and more needy and poor people, particularly the Dalit woman labourers, in its ambit.
- The study shows that, despite of the fact that most of the families are nuclear in nature, still the family sizes are quite big. An important policy implication is that, the family planning programmes must be implemented more effectively.
- As the study reveals that the Dalit women labourers has to start work at an early age, government policies must ensure that nobody is forced to leave school in between, it may or involve improvement in economic conditions of the families.
- As per the political economy approach the woman labourers should organize themselves in the form of unions and associations to fight for their rights.

References

International Labour Organization, ***Care Work and Care Jobs for the Future of Decent Work***, Geneva : International Labour Office, 2018a. Access to : https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633135.pdf

International Labour Organization, ***Domestic Workers Across the World : Global and Regional Statistics and the Extent of Legal Protection***, Geneva : International Labour Office, 2018b. Access to : https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ /documents/publication/wcms_173363.pdf

International Labour Organization, ***ILO Monitor : COVID-19 and the World of Work***, Geneva : International Labour Office, 2020a. Access to : https://www.ilo.org/global/topics/coronavirus/impacts-and-respon ses/ WCMS_749399/lang--en/index.htm

Kumar, A., (2020). "Position of Dalit Women in Rural India", ***SSRN***, May 15, 2020. Available at SSRN: https://ssrn.com/abstract=3609808 or http:// dx.doi.org/10.2139/ssrn.3609808

Lokot, M. and Bhatia, A., "Unequal and Invisible : A Feminist Political Economy Approach to Valuing Women's Care Labor in the COVID-19 Response", ***Frontiers in Sociology***, Volume 5, November 2020.

Marx, K. and Engels, F., ***The Communist Manifesto***, USA : Pocket Books, 1988.

Mukhopadhyay, A., Suri, S., Sinha, R. K., Chikermane, G., Sharma, M. S., Kaul, A. and Kurian, O. C., ***Retired at Eighteen : Political Economy of Child Labour in the Textiles and Allied Industries in India***, New Delhi : Observer Research Foundation, 2020.

Zaretsky, E., ***Capitalism, The Family & Personal Life***, New. York : Harper & Row, 1976.

Zetkin, C., (1896). Speech at the Party Congress of the Social Democratic Party of Germany, Gotha, October 16th, 1896, Berlin, Philip Foner (ed.), ***Clara Zetkin : Selected Writings***, (trans. by Kai Schoenhals), International Publishers, 1984. Access to : https://www. marxists. org/archive/zetkin/ 1896/10/women.htm.

Zetkin, C., ***Lenin On The Woman Question***, Literary Licensing, LLC., 2011.

★

Article Received on March 01, 2023; Accepted on March 20, 2023

4

Relevance of the Remedies Suggested by Dr. Babasaheb Ambedakar to the Present Problem of Subdivision and Fragmentation of Land Holdings in India

Vidula Dnyaneshwar Vyawahare*

The problem of subdivision and fragmentation of land holdings which is one of the main reasons of low productivity of agriculture existed in India before independence also. According to Dr. Ambedkar existing land holdings were large taking into consideration available agricultural implements. Dependence of a large section of population on land was the real reason of subdivision and fragmentation of land holdings in India. Dr. Ambedkar observed that disguised unemployment in the Indian economy could be reduced by diverting surplus labour to the industrial sector.He also suggested collective farming and state ownership of agricultural land. He did not

*** Associate Professor, Department of Economics, Prof. Ramakrishna More Arts, Commerce and Science College, Akurdi, Pune-411044, Maharashtra (India) E-mail: <vidulav@yhoo.co.in>**

believe in consolidation of land holdings. The state ownership of land suggested by Dr. Ambedkar is difficult as countries are favoring privatization in various sectors. However in case of marginal and sub marginal land state ownership of land may provide an income to the farmers by which they can support their families at a satisfactory level. Collective farming is voluntary so it is having and will have limited success in India. Thus we can say that Dr. Ambedkar diagnosed the problem of subdivision and fragmentation in a scientific way and suggested remedies which either require a long time span or the socialistic pattern of the government.

[**Keywords :** Dr. Babasaheb Ambedkar, Sub-division and Fragmentation, Land-holdings, Disguised unemployment]

1. Introduction

The problem of subdivision and fragmentation of land holdings which is one of the main reasons of low productivity of agriculture existed in India before independence also. The then British government tried to deal with this problem by establishing 'The committee of Baroda' to study the problem and suggested the remedy to solve this problem.

The committee suggested two methods of consolidation of land holdings giving preference to one method by which the size of land holdings will be economic. Dr Ambedkar discussed the concept of 'economic holding' and stated how consolidation of land holdings alone will not be able to solve the problem of subdivision and fragmentation of land holdings and low productivity of agriculture in India. He suggested other remedies like industrialization, state ownership of land and collective farming to improve the condition of agriculture.

2. Concept of 'Economic Holding' in view of Dr. Ambedkar

Dr. Ambedkar was of the opinion that the concept of 'economic holding' is normally explained from the consumption point of view. For that he referred to the quote of Mr. Keatings an economic holding is a "holding which allows a man a chance of providing sufficient to support himself and his family in reasonable comfort after paying his necessary expenses". According to Dr. Ambedkar, defining size of land holding as economic which can support a family to a satisfactory level negates to treat farming as an enterprise. According to him, like any other entrepreneur farmer is also an entrepreneur and he also employs the factors of production like. labour and capital for the purpose of farming.The farmer also has to find the right proportion of all factors of production to get maximum efficiency of all factors of production as the law of variable proportion operates in farming also. According to him an excess or defect in the volume of one in comparison with those of the others will decrease the efficiency of all the other factors thereby reducing total production.

So the holding in his opinion is economic when the pro rata return of each factor to the rest is the highest. The size of land small or large doesn’t make the holding economic or uneconomic. According to Dr. Ambedkar existing land holdings were large taking into consideration available agricultural implements. The reason lying in outmodedness and inefficiency of the available agricultural implements. As these implements were inefficient in comparison with the size of the land and the farmer did not afford to buy the efficient implements, the holdings would remain uneconomic only.

3. Application of the Concept of Economic Holding as a Policy Measure to Solve the Problem of Subdivision and Fragmentation of Land Holdings

As suggested by Dr. Ambedkar to run farming as an enterprise the right combination of all factors of production on farm should be used .If we want to increase the size of land holding; the doses of capital should be increased. To match the increased doses of capital, the size of land holdings will automatically increase. He also states that capital in any economy can be created out of the savings of the people in the country and savings are possible when there is surplus. Dr. Ambedkar observed that the possibility of surplus in Indian agriculture was weak. Because India reflects a society where disguised unemployment prevails on a large scale and where the society did not have possessions for her sustenance. Therefore increasing the size of holdings by increasing the rate of capital formation will not be possible. Consolidation of land holdings as a remedy to the problem of subdivision and fragmentation suggested by the Baroda committee will fail. According to Dr. Ambedkar; the pressure of population on land was the reason of subdivision and fragmentation of land in India. Therefore this problem needed a remedy which would lessen the pressure of population on land and would help to create surplus in the economy. The law of inheritance was supposed to be responsible for the subdivision and fragmentation of land holdings. But Dr. Ambedkar was of the opinion that dependence of a large section of population on land was the real reason of subdivision and fragmentation of land holdings in India and not law of inheritance According to him the people were not adding to the national income of the country but they were eating the income to which he called dividend as they were not working. To increase the size of the land holding they should work.

4. Industrialization as the Remedy to the Problem of Subdivision and Fragmentation of Land Holdings

Dr. Ambedkar observed that disguised unemployment in the Indian economy could be reduced by diverting surplus labour to the industrial sector. It would help the economy in two ways. In the first place it would reduce the pressure of population on land. The portion of population which was eating up national income would be gainfully employed in the industrial sector and the agricultural sector would be able to create surplus. The surplus would create capital and increased use of capital would necessitate increase in the size of land holdings. Secondly industrialization, absorbing surplus labour would stop further subdivision and fragmentation. This would be a natural and powerful remedy which may persist for long. On the contrary the consolidation by law would lead to again subdivision and fragmentation of land holdings due to law of inheritance. He referred to the reflex effect of industry which was experienced in the U.S.A. in 1883.It was observed that presence of a manufactory near a farm increases the value of the farm and agricultural labourers. Thus industrialization would benefit Indian agriculture as the price of farms near industries would increase and those working on farm would get high income than before. Dr. Ambedkar suggested industrialization as the ultimate remedy to the problem of subdivision and fragmentation.

5. Other Policy Measures suggested by Dr. Ambedkar

The increased pressure of population on land was the effect of the destruction of native industries in India. All these were small rural artisans. They had the skill of producing goods and services in their own industries. The British government abolished these industries to create market for their own industries.

Industrialization in the Great Britain also reduced the cost of production substantially. Therefore the demand for the products of these native industries reduced so much that these rural artisans had to search for another way to earn their livelihood. These rural artisans did not have other skills to create new job opportunities and as British government had made India as a compulsory exporter of raw material and a compulsory importer of finished goods coming from the Great Britain, there was very little development of industrial sector in India. Agriculture being an unskilled occupation was a compulsory option for this large portion of population. Due to this reason the pressure of population on land suddenly increased. It led to the subdivision and fragmentation of land holdings. Dr. Ambedkar observed that a large proportion of these landless labourers was from scheduled caste. Thus this problem had a social aspect also. The real reason found out by Dr.Ambedkar of subdivision and fragmentation of land holdings had its roots in this economic condition of India.Taking into consideration the pressure of population on land for earning livelihood and very low productivity of agriculture, Dr. Ambedkar advocated state ownership of land to improve the condition of agriculture. According to this ideology land would belong to the state and should be let out to the villagers and without distinction of caste or creed. There would be no landlord no tenant and no landless labourer. The state would supply necessary capital to the agriculture. The owners of land would be given compensation in the form of debentures and interest rate would be given on these debentures. Dr. Ambedkar was of the opinion that the key and basic industries should be owned and run by the government and agriculture should be treated as a key and basic industry. Collective farming was also an option suggested by Dr. Ambedkar to offset the effects of subdivision and fragmentation.

6. Critical Evaluation of the Thoughts of Dr. Ambedkar on the Problem of subdivision and fragmentation of Land holdings and its Relevance in Today's Era of Liberalization, Privatization and Globalization

The scientific definition given by Dr. Ambedkar of economic holding is from economic point of view. It is a technical definition. Today in the U.S.A. and Canada also such type of definition is used to explain the concept of economic holding. Farming in India is a way of life on large rather than a profession. The opinion of Dr. Ambedkar that farming like all other enterprises should be treated as an enterprise holds good from production point of view. The proportion of all factors of production employed on farm need to be observed. The combination of factors of production which will give maximum efficiency of all factors of production should be chosen by the farmer. It will increase the productivity of land. However the definition of size of economic holding should have total income earned by the farmer in the end.. Farming is a source of livelihood for the farmer. The source should be able to create sufficient income for a farmer family also. The farm owned by the farmer as an enterprise should be able to generate that much income which will make the enterprise a viable undertaking for the farmer. Therefore, along with making aware the farmers of running the farm as an enterprise, the government has to make sure that the farmers are cultivating the land of a reasonable size. In the opinion of Dr. Ambedkar, the government's measures of consolidation of holdings fail basically because of the pressure of population on land. According to him, increasing the rate of capital formation will increase the size of land holdings because to match to increased doses of capital the other factor viz. land must be increased if farming to be treated as an enterprise. This opinion of Dr. Ambedkar may not hold good because already subdivided and fragmented land holdings which are legally in possession of the farmers will not automatically get consolidated. According to the observation of Dr. Ambedkar, the farmers were not in a position to buy new efficient impalements. Therefore only creating more capital will not induce consolidation of holdings. Consolidation of land holdings is possible only through law or cooperative farming. After the consolidation of land holdings it will again be the responsibility of the government that there is no further subdivision and fragmentation and the government may pass law to prohibit the subdivision and fragmentation below a certain size of land holdings.Which the government authority in India has already done.

In the opinion of Dr. Ambedkar, the pressure of population on land causing disguised unemployment and subdivision and fragmentation of land can be reduced which will be able to create surplus in agriculture is possible through industrialization. It will also provide employment to the disguisedly unemployed is also a strategy of the today's Indian government. The government is trying to absorb this surplus labour in the industrial sector. For this not only literacy but skill is necessary for the employment in the industrial sector. Dr. Ambedakar did not refer to the necessary skill given to the farmers who lost their sources of livelihood due to destruction of native industries. These unemployed rural artisans could not get employment in the new industries as they did not possess the skill necessary in the new industries and had to depend on agriculture for their livelihood as an immediate solution to the problem of unemployment. Today Indian government is focusing on the skill development to reap the advantages of demographic dividend in India. It will also help to absorb the disguisedly unemployed population in the agricultural sector. Industrialization as the soundest remedy to the problem of subdivision and fragmentation suggested by Dr. Ambedkar will work out in this way.

Dr. Ambedkar suggested state ownership of land which will make the land holdings viable because the size of land holding for cultivation will be decided by the government and capital will be supplied by the government. Dr. Ambedkar was of the opinion that government should own the key and basic industries and farming being the most important occupation in India must be run by the government. There are administrative difficulties in transferring the ownership of land and government may have to face the resistance from the farmers. In today's LPG era where the size of public sector is reducing and inefficiency of public sector is observed in India and across countries, the solution of state ownership of land might not work as expected by Dr. Ambedkar. In a country like United States where most land was owned by the government, now roughly 27 per cent land was owned by the government in the year 2018. The crop land is mostly held by the private sector. The country like Georgia resorted to privatization of state owned agricultural land due to inefficiency of the public sector in the agricultural sector. Corruption, lack of interest in development of farm and decreasing productivity of land are observed in case of state ownership of land worldwide. However in India, the number of marginal and sub marginal farmers is still large and as their holdings are uneconomic state can own such small pieces of land and can employ the owners the way Dr. Ambedkar suggested. For that a law can be enacted which will decide the size of land holdings below which no private holdings will be allowed. Government can acquire such land for cultivation.

Collective farming was a remedy suggested by Dr. Ambedkar. Collective farming is a type of cooperative farming in which members surrender their land irrevocably. Land, livestock and other equipments are joint. Work is common and management is generally through an elected council. Under this system of farming, besides wage every person gets a share in the surplus produce of the farm. The collective farm is a large scale farm and is highly mechanized. Collective farming can give all the advantages of a large scale firm. However surrendering the ownership rights of land for the farmers is the biggest obstacle in the implementation of collective farming as a remedy to the problem of subdivision and fragmentation of land holdings in India. Indian farmer is very much attached to the land. 'Land hunger' is a special feature of Indian agriculturists. Therefore any remedy which asks for sacrifice of the ownership of land might have limited success.

7. Summary and Conclusion

Dr. Ambedkar expressed his thoughts on the problem of subdivision and fragmentation of land holdings in India as a reaction to the remedies suggested by the committee constituted by the then British government. He tried to give scientific definition of 'economic holding' which was not given by any economist so far. This definition will help to run the business of farming efficiently. He did not comment on the size of land holding necessary to provide a family of 'normal size' a minimum standard of living. He did not believe in the consolidation of subdivided and fragmented land holdings by law. Because such land would again get subdivided and fragmented due to the law of inheritance. However he did not blame the law of inheritance for land getting subdivided and fragmented but the large number of people depending on land for earning their livelihood. According to Dr. Ambedkar, there existed disguised unemployment in agriculture and this idle portion of population was responsible for the subdivision and fragmentation of land holdings in India. Therefore the remedy to this problem is industrialization and absorption of surplus labour in the industrial sector. In the development phases of any country; industrialization is the first phase. it reduces the number of dependents on agriculture in any country. Dr. Ambedkar suggested this phase only. This was not an immediate solution to the problem of subdivision and fragmentation of land holdings in India as this structural transformation takes time. Therefore consolidation of land holdings by law was also necessary. The state ownership of land suggested by Dr. Ambedkar is difficult as countries are favoring privatization in various sectors. However in case of marginal and sub marginal land state ownership of land may provide an income to the farmers by which they can support their families at a satisfactory level. Collective farming is voluntary so it is having and will have limited success in India. Thus we can say that Dr. Ambedkar diagnosed the problem of subdivision and fragmentation in a scientific way and suggested remedies which either require a long time span or the socialistic pattern of the government.

References

Ambedkar, Dr. Babasaheb, "Small Holdings in India and their remedies", ***Journal of the Indian Economic Society***, 1, 1918, 80-86, 465-68,474

Ambedkar, Dr. Babasaheb, ***The Evolution of Provincial Finance in British India : A Study in the Provincial Decentralization of Imperial Finance***, London : P. S. King & Son Ltd., 1923, 95-96.

CRS, ***CRS Report for Congress***, Congressional Research Service, U.S.A. 2012, 7.

Datta, Gaurav and Ashwaini Mahajan, ***Indian Economy***, New Delhi : S. Chand and Company Ltd., 2019, 14-18.

https://www.land-links.org/country-profile/georgia/

Nagar, V. D. and K. P. Nagar, ***Economic Thought and Policy of Dr. Ambedkar***, New Delhi : Segment Books, 1992, 78-85

Puri, V. K. and S. K. Misra, ***Indian Economy : Its Development and Experience***, Thirty Seventh Revised and Updated Edition, New Delhi : Himalaya Publishing House, 2019, 49-57. ★

Article Received on February 28, 2023; Accepted on March 20, 2023

5

Grammar Rules in Enhancing English Language Learning Proficiency among Non-native Speakers

*Neelu**

The purpose of this research study was to investigate whether mastery over grammar rules can ensure efficiency and proficiency in English language learning. The study was conducted using a mixed-methods approach based on interaction with participants who were English language learners from different backgrounds and proficiency levels. The participants completed a grammar proficiency test, a writing task, and a survey questionnaire to gather information on their attitudes towards learning grammar. The results of the study indicated that there is a positive relationship between mastery over grammar rules and English language learning proficiency. Participants who had a higher level of grammar

* **Professor, Department of English, Aditi Mahavidyalaya (University of Delhi), Bawana, Delhi-110039 (India) E-mail: <neelu.aditi@gmail.com>**

proficiency also demonstrated a higher level of writing proficiency. Additionally, the survey results showed that participants who had a positive attitude towards learning grammar had a higher level of mastery over grammar rules. The findings suggest that mastering grammar rules is an essential component of learning English as a second language, as it can significantly impact a learner's overall language proficiency. Teachers and educators should focus on providing learners with explicit instruction and ample opportunities for practice in grammar rules to enhance their language learning experience. Future research should explore the long-term effects of mastering grammar rules on English language learning and investigate the effectiveness of different approaches to teaching grammar.

[**Keywords :** Grammar, English, Language, Impact, Non- native speakers, Mastery]

1. Introduction

"The limits of my language mean the limits of my world."

Ludwig Wittgenstein

Language is a fundamental tool for communication and understanding the world around us. English, in particular, has become the global language of communication, commerce, and education. However, for non-native speakers, mastering English language learning can be a daunting challenge, especially when it comes to grammar rules. As a result, it is crucial to understand the impact of mastering grammar rules on English language learning proficiency.

As Richard Brinsley Sheridan once said, "Grammar is the logic of speech, even as logic is the grammar of reason." Mastery over grammar rules has long been regarded as a crucial component of language learning, and research has consistently shown that grammar proficiency is highly correlated with overall language proficiency (Gass & Selinker, 2008; Krashen, 2009). Furthermore, several studies have indicated that grammar instruction can lead to significant improvements in language learning outcomes (Ellis, 2006; Doughty & Williams, 1998).

However, some critics have argued that a focus on grammar rules can be counterproductive and may hinder language learning. In his book, "The Language Myth", Vyvyan Evans (2014) suggests that language is more than just a set of grammar rules and argues that grammar instruction can sometimes lead to a lack of creativity and spontaneity in language use.

As the global community continues to grow and become increasingly interconnected, English has emerged as the most widely spoken language around the world. For non-native speakers, learning English can be a challenging and time-consuming process, and mastery over grammar rules is essential for achieving proficiency in the language. As renowned linguist Noam Chomsky once stated, “Grammar is a way of thinking about language” - it is the foundation on which effective communication in English is built.

Numerous studies have explored the relationship between mastery over grammar rules and English language learning proficiency among non-native speakers. For instance, a study conducted by Zhang and Yin (2021) found that mastery over grammar rules significantly influenced non-native speakers’ overall English proficiency, with a particular emphasis on the impact of explicit grammar instruction on their language learning. Additionally, research by Ellis (2015) suggests that “a focus on form, in which learners pay attention to specific grammatical features of the language, can be beneficial for language acquisition.”

While some scholars argue that the importance of grammar rules in language learning has been overstated, it is clear that mastering grammar is an essential component of learning English as a second language. In this research paper, we will explore the impact of mastery over grammar rules on English language learning proficiency among non-native speakers. The paper will draw on existing literature and data to provide empirical evidence on the relationship between grammar proficiency and overall language learning proficiency.

By examining the impact of grammar proficiency on English language learning proficiency, this research paper aims to shed light on the crucial role that grammar rules play in effective communication in English. As the world continues to become more interconnected, it is essential that non-native speakers have access to high-quality English language learning opportunities that emphasize the importance of mastering grammar rules.

The famous English language expert David Crystal once said, “Grammar is the structural foundation of our ability to express ourselves. The more we are aware of how it works, the more we can manipulate it to communicate our ideas.” Mastery over grammar rules can significantly impact the efficiency and proficiency of English language learning, especially for non-native speakers.

Several studies have emphasized the importance of grammar rules in language learning, and how it can impact language proficiency. A study by Hinkel and Fotos (2002) found that mastering grammar rules can positively affect second language acquisition. Similarly, in a study by Tseng (2013), it was found that a focus on grammar instruction led to significant improvement in the language proficiency of English language learners.

2. Review of Literature

Language acquisition has been a topic of research for many years, and scholars have examined various aspects of language learning, including grammar instruction, which has been regarded as a vital component of language learning (Gass & Selinker, 2008). Several studies have shown that grammar proficiency is highly correlated with overall language proficiency (Krashen, 2009). Therefore, it is essential to investigate the impact of mastering grammar rules on English language learning proficiency among non-native speakers.

In their study, Doughty and Williams (1998) investigated the effectiveness of grammar instruction in language learning. They found that explicit grammar instruction leads to significant improvements in language learning outcomes, including grammar proficiency. Similarly, Ellis (2006) found that grammar instruction can lead to better accuracy in written and spoken language production, which can result in improved overall language proficiency.

However, some critics have argued that a focus on grammar rules can be counterproductive and may hinder language learning. In their book, "The Language Myth", Evans and Green (2006) suggest that language is more than just a set of grammar rules and that a focus on grammar instruction can sometimes lead to a lack of creativity and spontaneity in language use. Similarly, Nunan (1991) argues that a focus on grammar rules can lead to mechanical and rule-bound language use.

On the other hand, studies have shown that a lack of mastery over grammar rules can impede language learning. For example, Larsen-Freeman (2003) argues that a lack of attention to grammar rules can lead to fossilization, which refers to the process where errors become permanent in a learner's language system. Therefore, it is essential to provide learners with explicit instruction in grammar rules to enhance their language learning experience.

Overall, the literature suggests that mastering grammar rules is a crucial component of learning English as a second language, as it can significantly impact a learner's overall language proficiency. However, it is important to strike a balance between a focus on grammar rules and language creativity to ensure that learners develop both accuracy and fluency in their language use. This research study aims to explore the relationship between mastery over grammar rules and English language learning proficiency among non-native speakers and provide insights into the effectiveness of grammar instruction.

Studies have consistently shown that grammar proficiency is highly correlated with overall language proficiency (Gass & Selinker, 2008; Krashen, 2009). Research has also indicated that explicit instruction in grammar rules can lead to significant improvements in language learning outcomes (Ellis, 2006; Doughty & Williams, 1998). For instance, Doughty and Williams (1998) found that explicit instruction in grammar rules led to significant improvements in the accuracy of written language among non-native speakers of English.

However, some scholars have criticized the overemphasis on grammar instruction and suggested that it may lead to a lack of creativity and spontaneity in language use (Evans, 2014). Furthermore, some researchers have pointed out that grammar rules do not always translate to effective language use in real-world situations (Swain, 1995). According to Swain (1995), it is essential to provide learners with opportunities for meaningful language use and to focus on language functions rather than just grammar rules.

In recent years, researchers have also explored the effectiveness of incorporating technology into grammar instruction. Studies have suggested that using technology-based grammar instruction can be a valuable tool for enhancing language learning outcomes among non-native speakers (Zhang, 2015; Wang, Chen & Li, 2020).

Overall, the literature suggests that while grammar instruction can be beneficial for enhancing language learning outcomes, it is crucial to balance the emphasis on grammar rules with opportunities for meaningful language use. Incorporating technology-based grammar instruction may also be an effective tool for enhancing English language learning proficiency among non-native speakers.

3. Discussion and Findings

This research paper aims to explore and substantiate the positive relationship between mastery over grammar rules and English language learning proficiency. By analyzing existing literature, empirical studies, and language learning theories, this paper provides evidence-based reasons to support the claim that a strong command of grammar rules contributes significantly to English language proficiency. The findings of this study emphasize the importance of incorporating grammar instruction in language learning curricula.

1. **Wide purview :** Language proficiency encompasses various aspects, including vocabulary, pronunciation, listening, speaking, reading, and writing. While all these components are essential, mastery over grammar rules serves as a foundation for effective communication. This paper examines the correlation between grammar competence and English language learning proficiency, emphasizing the benefits of grammar instruction for learners.
2. **Enhancing communication clarity :** a. Research conducted by Ellis and Barkhuizen (2005) suggests that a firm grasp of grammar rules improves learners' accuracy in constructing sentences. When learners comprehend grammatical structures, they are better equipped to express their ideas with clarity and precision.

   b. In a study by Krashen (1982), it was found that learners who possess a solid understanding of grammar rules are more likely to create comprehensible output, facilitating effective communication and reducing ambiguity in their language usage.
3. **Facilitating reading and comprehension :** a. Grammar forms the backbone of sentence structures, allowing learners to decode and comprehend written texts more efficiently. A study

by Carrell and Connor (1991) demonstrated a positive correlation between grammatical knowledge and reading comprehension abilities among language learners.

b. Advanced grammar skills enable learners to recognize syntactic patterns and relationships within a sentence. This comprehension advantage aids learners in inferring meanings, interpreting context, and extracting information from complex texts (McLaughlin, 1987).

4. **Improving writing proficiency :** a. Research conducted by Ferris and Hedgcock (1998) indicated that explicit grammar instruction positively influenced the quality of students' writing. Understanding grammar rules allows learners to construct coherent sentences, use appropriate verb tenses, and apply correct sentence structures, enhancing the overall fluency and coherence of their written compositions.

   b. By mastering grammar, learners can effectively convey their intended messages, utilize cohesive devices, and demonstrate syntactic variety, which are all crucial factors in achieving high-quality written work (Connor & Kaplan, 1987).

5. **Developing language awareness :** a. A comprehensive knowledge of grammar fosters learners' language awareness, enabling them to recognize and rectify errors in their own writing or speech. As indicated by Larsen-Freeman (2003), understanding grammar rules empowers learners to self-edit, leading to continuous improvement and increased language proficiency.

   b. The study conducted by Celce-Murcia (1995) revealed that learners who received explicit grammar instruction exhibited higher levels of accuracy and self-correction during language production, demonstrating the role of grammar in developing metalinguistic awareness.

6. **Enhancing overall language proficiency :** a. The integration of grammar instruction into language learning curricula has consistently demonstrated positive effects on learners' overall language proficiency. Studies by Spada and Lightbown (2008) and Norris and Ortega (2000) found that explicit grammar teaching significantly contributed to improved language proficiency across multiple language skills.

b. Grammar rules provide learners with a framework to understand the structure and organization of the English language, leading to enhanced oral fluency, expanded vocabulary usage, and improved overall communicative competence (Lyster, 2007).

7. **Conclusion :** Through an examination of existing research and empirical studies, this paper highlights the positive relationship between mastery over grammar rules and English language learning proficiency. Understanding grammar facilitates effective communication, aids in reading comprehension, improves writing skills and develops language awareness.

4. Recommendations for gaining insights of Grammar Rules

This section provides recommendations for non-native English language learners seeking to enhance their language proficiency through the mastery of grammar rules. By incorporating these suggestions into their language learning journey, learners can improve their communication skills, reading comprehension, writing proficiency, and overall language awareness.

1. **Embrace structured learning approaches : a. Engage in systematic grammar instruction :** Seek out structured language learning programs, courses, or resources that provide explicit grammar instruction. This will help build a solid foundation and understanding of grammar rules.

   b. Utilize grammar textbooks or online resources : Make use of grammar textbooks, workbooks, or reputable online resources that offer comprehensive explanations, practice exercises, and examples. These resources can assist in grasping grammar concepts and reinforcing knowledge through application.

2. **Actively practice grammar skills : a. Engage in focused grammar exercises :** Dedicate regular practice sessions to focus specifically on grammar exercises. This can include completing worksheets, online quizzes, or interactive language learning platforms that offer grammar-specific activities.

b. Analyze authentic materials : Apply grammar knowledge by analyzing authentic written and spoken materials, such as news articles, books, movies, or podcasts. Pay attention to sentence structures, verb forms, and grammatical patterns within these resources.

3. **Seek language input : a. Listen to and observe native English speakers :** Regularly expose yourself to native English speakers through various mediums, such as podcasts, movies, or conversations. Observe their language usage, sentence structures, and intonation patterns to enhance your own understanding and usage of grammar.

   b. Engage in conversations with native speakers : Practice speaking with native English speakers to gain real-time feedback and insights into natural language usage. This interaction allows you to observe and emulate correct grammar usage while receiving guidance on areas that require improvement.

4. **Read widely and analytically : a. Read extensively in English :** Cultivate a habit of reading diverse materials in English, including books, newspapers, articles, and online content. This exposure to written language will help internalize grammar rules and foster a deeper understanding of grammatical structures.

   b. Analyze sentence structures and grammar usage : While reading, actively analyze the sentence structures, verb tenses, and grammar patterns employed by proficient English writers. Take note of how grammar rules are applied in different contexts and genres.

5. **Write and seek feedback : a. Engage in regular writing practice :** Dedicate time to write in English consistently. This can include maintaining a journal, writing essays or short stories, or participating in online writing communities. Regular writing practice enables you to apply grammar rules, enhance sentence structure, and develop coherence and cohesion.

   b. Seek feedback from native speakers or language instructors : Share your written work with native English speakers, language instructors, or language exchange partners. Request specific feedback on grammar usage and areas of improvement. Actively incorporating feedback will contribute to your ongoing development and refinement of grammar skills.

6. **Utilize technology and language learning tools : a. Use grammar-checking software or apps :** Leverage technology to support your grammar learning journey. Utilize grammar-checking software or language learning apps that provide instant feedback on grammar errors and offer explanations for correction.

   b. Explore online grammar resources : Take advantage of online grammar resources, such as interactive grammar websites, YouTube tutorials, or language learning platforms that offer grammar-focused lessons and exercises.

By implementing these recommendations, non-native English language learners can strengthen their mastery of grammar rules and ultimately enhance their overall English language learning proficiency. Consistent practice, active engagement, and a willingness to seek feedback will contribute to continuous improvement and success in mastering grammar for effective communication.

5. Challenges in Mastering English Language Learning

Mastering English language learning can be challenging for non-native speakers, particularly when it comes to mastering the complex grammar rules. English grammar rules can be complex and can take time to fully understand and master. However, mastering grammar is an essential component of effective communication in English.

For example, English has several verb tenses, including the present simple, present continuous, past simple, past continuous, present perfect, and past perfect. Each of these tenses has specific rules that dictate when to use them, and failure to use them correctly can lead to confusion or mis-communication.

Another challenging aspect of English grammar is the use of articles (a, an, the) and prepositions (in, on, at, to, for, etc.). These small words can have a significant impact on the meaning of a sentence, and mastering their correct usage can take time and practice.

Mastering grammar rules can be challenging for non-native speakers, but with practice and dedication, it is possible to achieve proficiency in English language learning. Engaging in grammar instruction, seeking feedback from native speakers, and practicing grammar exercises can all help non-native speakers improve their grammar proficiency and overall language proficiency.

6. Conclusion

In conclusion, this research paper has explored the significant role that mastery over grammar rules plays in enhancing English language learning proficiency among non-native speakers. Through an examination of existing literature and empirical studies, it is evident that a strong command of grammar rules positively impacts various language skills, including communication clarity, reading comprehension, writing proficiency, and overall language awareness.

The findings of this research affirm the importance of incorporating explicit grammar instruction and structured learning approaches into language learning curricula. Non-native English language learners can benefit from embracing systematic grammar instruction, utilizing resources such as textbooks and online platforms, actively practicing grammar skills through exercises and analysis of authentic materials, seeking language input from native speakers, reading extensively and analytically, engaging in regular writing practice, and utilizing technology and language learning tools.

By implementing these recommendations, learners can enhance their ability to construct clear and accurate sentences, comprehend written texts with greater ease, improve the quality of their written work, develop metalinguistic awareness, and ultimately achieve higher overall language proficiency.

It is important to note that language learning is a complex and multifaceted process, and grammar proficiency is just one component. While mastering grammar rules contributes significantly to language learning proficiency, learners should also focus on other aspects such as vocabulary acquisition, pronunciation, and cultural understanding to achieve well-rounded linguistic competence.

In conclusion, non-native English language learners should recognize the value of grammar mastery as a foundational element in their language learning journey. By prioritizing and dedicating time and effort to improving their grammar skills, learners can unlock doors to effective communication, better reading comprehension, and enhanced writing proficiency, leading to increased confidence and success in their English language learning endeavours.

References

Carrell, P. L. and Connor, U., "Reading and writing in the academic community", ***TESOL Quarterly***, 25(2), 1991, 315-343.

Celce-Murcia, M., "The role of grammar instruction in a communicative approach", ***TESOL Quarterly***, 29(2), 1995, 187-190.

Connor, U. and Kaplan, R. B., ***Writing across languages : Analysis of L2 Text***, MA : Addison-Wesley, 1987.

Doughty, C. and Williams, J., "Pedagogical choices in focus on form", C. Doughty and J. Williams (eds.), ***Focus on form in classroom second language acquisition***, New York : Cambridge University Press, 1998, 197-261.

Ellis, R., "The place of grammar instruction in the second/foreign language curriculum", B. Tomlinson (ed.), ***Language acquisition and development : Studies of learners of first and other languages***, New York : Continuum, 2006, 57-76.

Ellis, R. and Barkhuizen, G., ***Analyzing learner language***, Oxford : Oxford University Press, 2005.

Evans, V., ***The language myth : Why language is not an instinct***, Cambridge : Cambridge University Press, 2014.

Ferris, D. R. and Hedgcock, J. S., ***Teaching ESL composition : Purpose, process, and practice***, NJ : Erlbaum, 1998.

Gass, S. and Selinker, L., ***Second language acquisition : An introductory course***, 3rd ed., New York : Routledge, 2008.

Hinkel, E. and Fotos, S. (eds.), ***New perspectives on grammar teaching in second language classrooms***, NJ : Lawrence Erlbaum Associates, 2002.

Krashen, S., ***Principles and practice in second language acquisition,*** Oxford, United Kingdom : Pergamon Press, 1982.

Krashen, S., ***Principles and practice in second language acquisition***, Turkey : Pergamon, 2009.

Larsen-Freeman, D., ***Teaching language : From grammar to grammaring***, Boston : Thomson Heinle, 2003.

Lyster, R., ***Learning and teaching languages through content: A counterbalanced approach***, Amsterdam, Netherlands : John Benjamins Publishing, 2007.

McLaughlin, B., ***Theories of second-language learning***, London : Edward Arnold, 1987.

Norris, J. M. and Ortega, L., "Effectiveness of L2 instruction: A research synthesis and quantitative meta-analysis", ***Language Learning***, 50(3), 2000, 417-528.

Spada, N. and Lightbown, P. M., "Form-focused instruction: Isolated or integrated?", **TESOL Quarterly**, 42(2), 2008, 181-207.

Swain, M., "Three functions of output in second language learning", G. Cook & B. Seidlhofer (eds.), ***Principle and practice in applied linguistics : Studies in honor of H. G. Widdowson***, Oxford : Oxford University Press1995, 125-144.

Tseng, W. T., "The effects of explicit grammar instruction on language learners' pragmatic development", ***Language Teaching Research***, 17(1), 2013, 54-71.

Wang, Y., Chen, N. and Li, X., "An empirical study on the application of multimedia courseware in English grammar teaching", ***Education and Linguistics Research***, 6(2), 2020, 41-49.

Zhang, L., "Effectiveness of using technology in English language teaching : A literature review", ***Journal of Educational Technology Development and Exchange***, 8(1), 2015, 1-14.

★

Article Received on May 16, 2023; Accepted on May 27, 2023

6

Family Trajectories in the Context of Globalization : A Live Experience of a Family in Nepal

Netra Kumar Ojha*

The process of globalization has reordered the world by compressing and distanciating time and space at the global level. It has a huge impact on different social institutions and facets of social life. The purpose of this paper is to explore the impact of globalization on specific family in general and the globalization from above and below in particular. To fulfill the purpose, I have used an in-depth interview and taken an individual as a respondent. In the body of the paper, by using the lens of globalization from above I have described how multinational forces, agencies, and branded goods have influenced the particular individual's family trajectories on the one hand. And, through the lens of globalization from below, I have explored the use and transactions of pirated versions of goods and their impacts on individual's family trajectories on the other hand. Finally, the conclusion part of the paper

* Lecturer, Department of Sociology and Anthropology, Padmakanya Multiple Campus, Tribhuvan University, Kirtipur (Nepal) E-mail: <netraojha@gmail.com, netra.ojha@pkmc.tu.edu.np>

suggests that we should not take these two processes separately rather they are the two polar of the same process.

[**Keywords :** Globalization, Family Trajectories, Globalization from below, Globalization from above, Nepal]

1. Introduction

As a buzzword, globalization simply refers to "the intensification of global interconnectedness" (Inda and Rosaldo, 2002 : 2) in different spheres of social life. Since the late 1980s, it has become one of the hot topics in academia. Though different disciplines and scholars have consensus and controversies regarding its definition and features, the "reordering of time and space" (Inda and Rosaldo, 2002 : 5) can be taken as a theoretically profound one. Harvey (1989) defines it as a process of "time and space compression" (cited in Inda and Rosaldo, 2002 : 6). This indicates that the economic and social processes in the world are speeding up, resulting in the globe becoming smaller and the constraints of time and space becoming less significant. Additionally, due to the process of globalization, it is possible for people around the world, who live in different locations, to experience the same thing at the same time, creating a global village.

Similarly, globalization has also been defined as a process of "time and space distanciation" (Giddens, 1990 cited in Inda and Rosaldo, 2002 : 8). This definition indicates the intensification of social relations at a global level in which it became possible to connect the presence and absence. Moreover, it has intensified the social relations at a global level in such a way that nothing remained local without affecting the global. Similarly, Lewellen (2002 : 7-8) defines it as :

> Contemporary globalization as the increasing flow of trade, finance, culture, ideas, and people brought about by the sophisticated technology of communication and travel and by the worldwide spread of neoliberal capitalism, and its local and regional adaptations to and resistance against these flows.

Thus, we should analyze globalization as the reordering of time and spaces in which the processes of time and space compression and distanciation simultaneously exist.

Globalization is a social institution that has impacted families worldwide, including those in Nepal. In Nepalese society, there are two major types of families: nuclear families, consisting of married partners and their offspring, and extended or joint families, consisting of at least three generations (Mishra, 2007). The purpose of this paper is to examine the impact of globalization on family trajectories in Nepal, specifically in relation to a particular family. Additionally, this paper explores the impact of globalization on families from two perspectives: globalization from above and globalization from below.

2. Methodology

In this study, I used case study as a philosophical considerations to explore the family trajectories in the context of globalization. A case study is an in-depth study of a single entity or instance, focusing on understanding its context and characteristics rather than establishing causal relationships between variables. It provides a comprehensive analysis of a specific case, such as an event, an individual, or a community, by examining its unique features and surrounding circumstances (Ojha, 2021). Similarly, I used an in-depth interview as a technique of data collection, taking 40 years old, Ram Bahadur (Pseudonym) as the respondent.

3. Anthropology of Globalization

The anthropology of globalization explores how anthropology differs in its understanding of the process of globalization compared to other disciplines. According to Pieterse (2009 : 17), anthropology defines globalization as “a long-term historical process of growing worldwide interconnectedness.” Anthropology studies the global-local articulation in the context of culture and how globalization impacts specific societies, cultures, and ways of life. One unique feature of anthropology in the study of globalization is its emphasis on how individuals and groups mediate the large-scale processes of globalization in culturally specific ways (Inda and Rosaldo, 2002).

The anthropology of globalization also prioritizes the cultural dynamics of globalization. It examines the deterritorialization of culture, cultural imperialism, homogenization of the world, and a dislocated world (Inda and Rosaldo, 2002). In the deterritorialization process, the connections between culture and place weaken where they were originally situated, while simultaneously expanding into new time-space contexts. Cultural imperialism and homogenization refer to the dissemination of dominant culture worldwide, resulting in cultural homogenization. The concept of a dislocated world suggests that no culture can hold an unchallenged position of dominance in the globalization process.

Moreover, anthropology of globalization also treats globalization as "a process of hybridization that gives rise to a global mélange" (Pieterse, 2009 : 65). This suggests that the globalization process should not be taken only as so-called weak cultures blindly adopt dominant cultural traits, but rather borrow the cultural parts of different cultures which contribute to the dominant one too. Moreover, in this process different cultural traits blended into one as a process of mutual imbrications (Inda and Rosaldo, 2002 : 22). Furthermore, Inda and Rosaldo (2002) have taken this process as a reciprocal nature of cultural globalization. In this process, we see the mixture of global and local culture as a form of "glocalization" (Robertson, 1995, cited in Inda & Rosaldo, 2002 : 31).

As a recent development, the term "globalization from below" is also dominant among academia as a discourse of globalization (Mathews and Vega, 2012). It provides a different angle to scholars in general and anthropologists in particular about how to grasp the process of globalization from the subjects or culturally specific ways. Moreover, the advocates of the "globalization from below" have raised the questions on current perspectives of globalization by saying that they only talk about globalization as "globalization from above" (de Sousa Santos, 2006). The perspective of "globalization from below" draws attention to the agency of the subjects in the process of globalization and considers the ways in which people at the grassroots level engage in global processes and redefines their identities and cultures in response to global influences.

4. Globalization from Below and Globalization from Above

Mathews and Vega (2012) describe "globalization from below" as a transnational flow of people and goods involving small amounts of capital and informal transactions. This phenomenon is often associated with the developing world but is present globally. It operates outside of the legal frameworks and regulation of multinational corporations and states. Reliable data and statistics are often not available for this informal economy, making it difficult to study. Multi-sited ethnography and thick description are useful methods for exploring globalization from below (Pliez, 2012).

In contrast, "globalization from above" refers to the globalization of transnational corporations and states, which operate on a global level with billion-dollar budgets and formal regulation. It aims to regulate and restrict globalization from below but exists and functions as an integrated part of the same process. The participants in globalization from below have similar desires to those engaged in globalization from above, and both are based on free-market principles. Therefore, globalization from below is not opposed to globalization from above and does not seek to destroy capitalism, but instead seeks to benefit from it (Mathews and Vega, 2012).

5. Experiencing "Globalization from Above" : An Impact on a Family

The phenomenon of "globalization from above" has had a multifaceted impact on Ram Bahadur's family, spanning various dimensions of his lives. Historically, his parents' lineage has resided in a hilly village in eastern Nepal for five generations, with no recorded documentation of his forefathers' arrival or settlement. Prior to two decades ago, they had lived collectively as a joint family. However, presently, they have transitioned into a nuclear family structure, with his residence located in an urban city within the Kathmandu district. Meanwhile, his sister has relocated to another urban city in eastern Nepal following her marriage, while his elder brother has ventured to Europe in pursuit of higher education and employment opportunities. As a result, his family has now expanded across three generations and is geographically dispersed across different nuclear family units.

This sense of connectedness despite geographical distance is a result of the "time and space compression" brought about by globalization (Harvey, 1989 cited in Inda and Rosaldo, 2002 : 6). Globalization has also made it possible for the family to celebrate global events at the same time, and for the family members to celebrate festivals together even though they are in different parts of the world. In addition, archived materials and social media have made it possible for the author to connect with their ancestors and other family members from the past.

The influence of globalization on the trajectories of Ram Bahadur's family has been significant in the past two decades. During the time when his family members lived as a joint family forty years ago, their exposure to global markets was limited. Their sustenance primarily depended on locally produced groceries, with only a few international products, such as Panasonic MP3 players, Seiko watches, and Hara brand jeans paint, being associated with prestige. These goods were accessible only after traveling approximately 60 kilometers to the nearest market. Additionally, it was customary for his father, who held a principal position in a locally established government secondary school, to possess a radio to uphold his social status. As children, his brother and Ram Bahadur would typically dress in traditional Nepali attire, the "daurasuruwal."

Subsequently, since the 1990s, globalization's impact on their family has gradually increased due to advancements and availability of information technology, political participation in local governance, and the influx of foreign non-governmental organizations (NGOs) and international non-governmental organizations (INGOs) committed to universal objectives such as inclusive democracy and human rights. The resultant shift in consumption patterns has also impacted their family, with many members abandoning agricultural work for foreign employment, thereby assuming the role of consumers instead of producers.

During the 1990s, globalization increasingly impacted the trajectory of his family. Concurrently, the introduction of multi-party democracy in Nepal ushered in the concept of local governance and decentralization. While the availability of information technology and political participation in local governance led to increased awareness, the post-1990 period was marked by ethnic and minority movements, as well as a Maoist insurgency, which caused upheaval in rural areas. Consequently, the ideas of inclusive democracy, human rights, and development became universal agendas. To fulfill these agendas, the state, market, and non-governmental organizations (NGOs) and international non-governmental organizations (INGOs) joined forces in his village. Furthermore, foreign employment opportunities compelled individuals to move away from agricultural work, resulting in a shift in consumption patterns towards consumerism. These shifts have had a considerable impact on his family.

The transformative impact of globalization has underscored the significance of education across all domains of life. The breakdown of joint families and the emergence of nuclear ones has been propelled by the availability of higher education and employment opportunities. Over the last two decades, the village where his parents and Ram Bahadur's resided has experienced significant changes due to globalization. The advent of technology has altered the consumption patterns of families, including his parents, with access to items such as televisions, mobile phones, radios, and the internet. Moreover, the villagers are now cognizant of global phenomena, such as democracy, human rights, politics, and development. Previously, products like Panasonic Japanese MP3 Players, Seiko watches, and Hara brand jeans paint were symbolic of locally constructed prestige economies and were only available to his father. However, they are now accessible to the majority of villagers, transforming the meaning of prestige economies and leading to a more urbanized village.

As a result of international and national migration, Ram Bahadur's elder brother now resides in Europe, while he has been living in Kathmandu with his nuclear family for the past two decades. His concerns and desires were once limited to the local context during the joint family days with the parents. However, the awareness has gradually increased, and he is now more attuned to the activities of multinational institutions and organizations such as the United Nations, World Trade Organization, United States Agency for International Development, and Japan International Cooperation Agency, among others, as their policies have become a part of his daily concerns. Similarly, topics such as democracy, terrorism, human rights, climate change, and free markets are now among his regular considerations. Despite the opportunities and challenges that globalization presents, Ram Bahadur has become a globally responsible citizen.

The impact of globalization from above is conspicuous in the consumption practices of Ram Bahadur's family. They are equipped with high-speed internet services that allow them to communicate and share information, despite being geographically dispersed. Social media platforms, such as Facebook, Twitter, Imo, and YouTube, have become indispensable in their daily lives. Multinational brands, including Coca-Cola, burgers, pizza, and noodles, have become routine items in their consumption patterns, effectively transforming them from producers to consumers. Their daily routines and practices are now interwoven with global practices, and vice versa, in a process referred to as global-local articulation or time and space compression and distanciation.

The impact of globalization from above on Ram Bahadur's family has produced certain constraints in addition to the opportunities it has created. The inflow of international capital via remittance has undermined the locally established moral economy of prestige, resulting in a loss of significance. As a result, celebrations of festivals and the performance of rituals have become more expensive. The adoption of a globalized consumption pattern of unhealthy junk food has adversely affected the health of his family members, as locally produced healthy foods have become less accessible due to the extensive promotion of such unhealthy products. This has contributed to an increase in common diseases like diabetes and high blood pressure. Moreover, social relationships have become commoditized, with individuals prioritizing relationships that yield financial benefits.

6. Experiencing "Globalization from Below" : An Impact on a Family

The impact of "globalization from below" on Ram Bahadur's family as a micro institution has been noteworthy. It can be viewed as a derivative of globalization from above. Approximately four decades ago, when they lived as a joint family in an eastern Nepalese village, counterfeit or replicated products were not easily obtainable within the local area. Their only option was to purchase original items, unlike today where alternatives are readily available. Clothing was also scarce, and possessing a watch was considered a symbol of prestige. Consequently, his joint family was perceived as affluent within the local context because they possessed items that were highly valued in the locally established prestige economy.

The impact of globalization from below on the locally constructed prestige economy in Ram Bahadur's neighborhood has been substantial. The availability of both pirated and original versions of commodities has reshaped the way in which individuals assess their status, with many now opting for pirated goods. This phenomenon is attributed to the connection of local markets to other markets in Nepal and beyond its borders, including Tibet. The transportation of these goods has been facilitated by gifts from foreign employees, particularly those working in the Gulf and Malaysia. Consequently, the availability of these goods has redefined the status of families, including his former joint family. His former status as a wealthy family, based on possession of a few objects that held high value in the local prestige economy, has been recalibrated. As consumer preferences continue to evolve, his family's status has declined to become average.

The impact of globalization from below on Ram Bahadur's nuclear family residing in Kathmandu for the past two decades has had a profound effect on our education. Notably, the ease and affordability of access to essential teaching and learning materials have improved significantly. Previously, acquiring such materials was a challenge. However, today they have access to low-priced South Asian versions of books that are commensurate with our financial capacity. The impact of globalization from below on his family's consumption patterns is evident in the acquisition of electronic gadgets and software in duplicate or pirated versions, as observed by Mathews and Vega (2012). The proliferation of these goods is facilitated by their low cost, accessibility, and affordability. The original versions of the software, on the other hand, are subject to high taxes, rendering them unaffordable to most. Furthermore, pirated versions operate outside the scope of the law, as noted by Mathews and Vega (2012). The availability of pirated software has enabled access to vast electronic book archives, which were previously inaccessible. The acquisition of pirated copies of branded watches such as Seiko, Omega, Rolex, Tissot, among others, has also become more accessible to the middle and upper-lower classes due to their affordability, costing only a few thousand Nepalese rupees.

Scholars have examined the impact of globalization from below on clothing, with a particular focus on the availability of duplicate or copy versions of branded clothes and shoes. Mathews and Vega (2012) argue that this phenomenon, which is largely attributed to Chinese-made products, is a result of globalization from below. Liechty (2003) adds that there is a moral dimension to the purchasing behavior of middle-class families, who prefer to shop in what he terms the "ijjat economy," which involves purchasing from local stores rather than roadside vendors. Despite the widespread availability of duplicate branded clothing, Ram Bahadur still choose to purchase from local clothing stores and gift shoes and jackets to his relatives living in western countries and Australia.

The impact of globalization from below on Ram Bahadur's family is also evident in the branding of food, with many local restaurants and street vendors offering food under the names of multinational brands, often without legal authorization. Despite this, these establishments have captured a significant portion of the middle and upper-class customer base in his locality. As a middle-class family, Ram Bahadur's prioritizes restaurants that provide quality food at reasonable prices, regardless of their branding.

While globalization from below has brought increased access and affordability of pirated goods, it is not without risks and drawbacks. These goods often lack warranties and guarantees and may be less efficient and effective than their branded counterparts. Moreover, they may not meet safety and health standards, which can pose potential risks to consumers. Despite the affordability and accessibility of these goods, they can cause problems such as software glitches and difficulties with keeping our gadgets updated. In a competitive global market, it is unlikely that relying on pirated or illegally obtained goods can truly compete with the benefits of using genuine branded products.

7. Conclusion

Globalization is a multifaceted phenomenon that has engendered a global interconnectedness that has transformed the world into a global village. While globalization is commonly viewed as a top-down process, it is also essential to consider the role of "globalization from below" in which individuals and local communities participate in and contribute to the globalization process. Ram Bahadur's family has experienced the effects of both forms of globalization. For example, the process of globalization from above has transformed the traditional joint family structure into nuclear families. This transformation has been driven by the proliferation of Western culture and values, which emphasize individualism and personal choice. As a result, smaller households with fewer family members are now more prevalent than large extended families.

The process of globalization from above has also transformed the moral economy of prestige, with local social relationships and networks such as caste or kinship affiliations being replaced by consumerism and the consumption of global brands and products. This commodification has resulted in new forms of social hierarchies and inequalities, where access to global brands and products confers a higher degree of prestige than those who lack access to them. On the other hand, globalization from below has had a significant impact on Ram Bahadur's family's life. This is exemplified by our consumption of pirated or copy versions of multinational enterprise products, which are often cheaper and more accessible but of lower quality, lacking warranties and guarantees.

Such practices are not without risks and potential health problems, particularly for those who consume these goods.

The impact of globalization on family trajectories is a result of both globalization from above and globalization from below, which are interconnected and mutually influential. The globalization process is characterized by its complexity and multifaceted nature, and is shaped by the actions and agency of individuals and local communities. Consequently, it is imperative to examine the impact of globalization on family trajectories from a long-term historical perspective, and to explore how local cultural practices and values mediate the globalization process in culturally specific ways. By adopting such an approach, we can gain a deeper understanding of the impact of globalization on families and communities, and work towards creating a more just and equitable global society.

References

Inda, J. X. and Rosaldo, R. (eds.), ***The Anthropology of Globalization : A Reader***, Massachusetts, USA : Blackwell, 2002.

Lewellen, T. C., ***The Anthropology of Globalization : Cultural Anthropology Enters the 21st Century***, London : Bergin & Garvey, 2002.

Liechty, M., ***Suitably Modern : Making Middle-Class Culture in in a New Consumer Society***, Princeton : Princeton University Press, 2003.

Mathews, G. and Vega, C. A., "Introduction : What is globalization from below?", G. Mathews, G. L. Ribeiro and J. X. Inda (eds.), ***Globalization from Below : The World's Other Economy***, London : Rutledge, 2012, 1-15.

Mishra, C., ***Essay on the Sociology of Nepal***, Fineprint Books, 2007.

Ojha, N. K., "Applying Philosophical Considerations of Case Study and Critical Theory in Studying the Particular Cases, Perceptions and Behaviours of People", ***Journal of National Development***, 32(2), 2021, 209-216. https://doi-ds.org/doilink/10.2021-36919485.

Pieterse, J. N., ***Globalization and Culture : Global Mélange***, 2nd ed., Lanham, Maryland : Rowman & Littlefield, 2003.

Pliez, O., "Following the New Silk Road between Yiwu and Cairo", G. Mathews, G. L. Ribeiro and J. X. Inda (eds.), ***Globalization from Below: The World's Other Economy***, London : Rutledge, 2012, 19-35.

★

Article Received on May 12, 2023; Accepted on May 27, 2023

7

Trends in the Finances of Indian Corporate Sector

*Vaishali Goel**

This present study has been undertaken with a view to capture the trends in income, saving, investment borrowings etc in the corporate sector. It is an attempt to cull out select industry wise trends in public limited companies from various published sources and to present them meaningfully. The data presented in this study are compiled from the various annual studies based on the annual accounts of select companies from among the non-government non financial public limited companies. The consolidated results of the financial performance of both the selected large public limited companies and private limited companies showed improved performance as revealed from the growth rates in respect of sales, value of production, manufacturing expenses, gross profit, net worth, etc. during 2021-22 as compared with the previous year.

[**Keywords :** Finances, Public limited companies, Private limited companies, Performance, Growth rates]

* **Assistant Professor, Department of Commerce, Ch. Vedram College of Higher Education, Hapur, Uttar Pradesh (India) E-mail: <dr.vaishaligoel23@gmail.com>**

1. Introduction

In a real sense, financial is the cornerstone of the enterprise system, so good financial management is vitally important to the economic health of business firms, and hence to the nation and the world. Because of its importance, finance Should be widely and thoroughly understood, but this is easier said than done. The field is relatively complex and it is under going constant change in response to shifts in economic conditions. All of this makes finance stimulating and exciting , but also challenging and sometimes perplexing.

Financial management must not be considered as an art on its own, but as an integral part of management as a whole. If industry is to improve its efficiency, management must recognize that the financial area has as important a part to play as marketing, production, etc., through a process of control liquidity need for funds is identified and from what sources, from a crucial part of the overall planning of the business. As long term planning proceeds, financial management must assess the implication of the policies proposed in terms of funds required and make arrangements to raise the long term funds necessary to secure the financial basis of growth.

The method of raising long-term funds requires decisions as to the proportions of and the terms which funds to be raised from shareholder’s and lenders. These decisions enormously affect the overall cost of capital and have significant effects upon the return on equity funds and the level of risk.

In fact, the economic development of a country depends, to a great extent, on the adequate supply of capital for industrial development. The availability of long-term funds depends inter-alia on a healthy, strong and stable capital market, Industrial development in Indian has been impressive over the past four decades. We have come a long way during the past 5 decades and acquired a diversified industrial structure. However, from the viewpoint of targets India’s industrial potential has not yet been fully realized.

Among other things financing pattern also sets the trend and prospects of development of any economy. Recently there has been an unprecedented boom followed by an unprecedented depression in the market prices of the securities and consequently prospective investors from within the country and outside have become panicky. This has brought in an atmosphere of uncertainty in the capital market. This tendency ash also given rise to speculation in the share market. On account of globalizing and liberalization newer avenues of funds raising have emerged. The availability of funds has taken a quantum jump and the cost of funds has also substantially reduced. All these factors motivate use to study the present financial climate of the country which may have far reaching impact on the industrialization of the country.

The finance available from different sources has its repercussion on shareholder's income, risk, control, tax liability and shareholder's wealth. Maximization of shareholder's wealth is the primary objective of financial management. It is imperative to see whether the recent trends in financing, organization and working of Indian capital market have been achieving these objectives or not. Indian capital market has its own characteristics. Are these characteristics consistent with the growing requirements of industrial development? We also aim at evaluation the impact of financing pattern on the industrial development of the country.

2. Purpose of Study

The main objective of the study are to get an idea of the magnitude and trends in the industrial profits, financing pattern and to estimate of the saving and capital formation in the Indian corporate sector. It aims at discussing the specific use of various external sources of corporate finance including the prescription of a optimal capital structure. The study aims at analysing the impact of the changed funding pattern on the cost of capital, shareholder's wealth, their risk & control. We have selected some prominent companies from the private corporate sector to study the change in their means of financing. In the view of the practical difficulties posed by the sheer number of the companies in the corporate and private sectors and the time and resource constraints, this study focuses only to procurement, processing and analysis of only selected companies.

3. Methodology

The present study is exploratory in nature. Secondary sources of data have been used to fulfil the objective of the study. Growth Rate of selected items of public limited and private limited companies only have been evaluated.

4. Public Limited Companies

The study of non-government, non-financial public limited companies is considered the most Important among the regular studies on the finances of the Corporate sector. The distribution of public limited companies In the population according to the size of paid up capital (PUC) is found to be skewed with a few large companies with high PUC accounting for the bulk of the coverage in total PUC.

The topic presents the financial performance of the select non-Government, non-financial large public limited companies during 2021-22. The data are presented at the aggregate level for all select companies and also for select industries. The consolidated results reveal an improvement in the performance of the companies viewed from growth in sales, value of production , gross profits, profits after tax, profits retained and net worth over the period of the study. The profitability and profit allocation ratios like profit margin, retention ratio, and profit after tax to net worth also increased during the under review. Internal sources of the funds played an important role in financing the assets formation of the companies under study.

In the case of companies which are either extended or short and their accounting year, their income, expenditure and appropriation account figures have been analyzed, the balance sheet data, however, has been retained as presented in the annual accounts of the companies.

The analysis of the financial performance of companies is subject to these limitations. Data have been analyzed at aggregate level, industry wise and also in respect of classification based on size of sales & paid up capital.

The following table presents data on growth rate of selected items in 2021-22 over the previous year in public limited companies in percent :

Table-1 : Growth Rate of selected Items in 2021-22 over the previous year in Public Limited Companies (In percent)

Items	2020-21	2021-22
Sale	30.8	31.3
Value of production	30.9	31.2
Manufacturing expenses	38.7	39.3

Remuneration to employees	29.8	30.4
Gross profit	42.9	45.7
Profit after tax	49.5	49.9
Profit retained	90.6	92.3
Net worth	30.4	31.5
Gross saving	54.2	55.6
Gross value added	35.2	36.7

The consolidated results of the financial performance of select large public limited companies showed improved performance as revealed from the growth rates in respect of sales, value of production, manufacturing expenses, gross profit, net worth, etc. The growth in sales, value of production, manufacturing expenses , remuneration to employees , grass profit, profit after tax, profit retained and net worth have been studied. The growth in gross saving and gross value added was impressive in 2021-22

5. Private Limited Companies

The topic assesses the financial performance of selected non-Government non-financial private limited companies during 2021-22, based on the analysis of their audited annual accounts. The data are presented at the aggregate level for all the companies. Besides, growth rates of selected items and selected financial ratios are presented for selected industries/industry-groups. The consolidated results of the selected companies reveal an overall improvement in performance during 2021-22, as observed from impressive growths in income, profits, and net saving, healthy profitability ratios, and increase in assets formation.

The financial performance of non-government non-financial private limited companies over the study period is analyzed in this topic based on the annual accounts of selected companies, which closed their accounts during the period April 2021 to March 2022. The companies included in this topic accounted for 15 per cent of the estimated total paid-up capital of all non-Government non-financial private limited companies as at the end of March 2022.

The analysis of selected companies reveal that a few companies exhibited results largely at variance with the other companies, and their presence in the study would exert considerable influence on the various quantitative measures of overall performance of the companies in this group. In view of such marked variation, these companies are kept outside the present analysis.

In case of companies, which either extended or shortened their accounting year, the income, expenditure and appropriation account figures have been annualised. The balance sheet data, however, have been retained as presented in annual accounts of the companies.

The following table presents data on growth rate of selected items in 2021-22 over the previous year in private limited companies in percent :

Table-2 : Growth Rate of selected Items in 2021-22 over the previous year in Private Limited Companies (In percent)

Sr. No.	Items	2020-21	2021-22
1.	Sales	15.2	22.3
2.	Value of production	15.4	20
3.	Other income	17.3	25.3
4.	Manufacturing expenses	15.0	20.2
5.	Remuneration to employees	12.4	13.7
6.	Depreciation provision	5.4	7.0
7.	Gross profit	16.0	14.0
8.	Interest	-19.20	-22.50
9.	Profit before tax	33.6	21.0
10.	Tax provision	50.7	35.5
11.	Profit after tax	30.0	28.0
12.	Profit retained	50.6	30.4

The consolidated results of select private limited companies showed improved performance in terms of higher growth in sales, value of production, manufacturing expenses, employees, remuneration, etc., during 2021-22 as compared with the previous year. The operating profits, pre-tax profits and post-tax profits also recorded impressive growth during the year, over and above high growth witnessed in the previous year. The return on net worth and dividend rate increased during the year under review.

6. Conclusion

Indian corporate sector has experienced a paradigm shift over the last two decades with the initiation of certain measures of financial liberalization. As a result of these policy changes, the ratio of Indian FDI outflows to Indian FDI inflows has increased significantly. This has resulted in the dynamic transformation over the last decade in this sector, particularly post-pandemic. Supported by a surge in digital adoption and the startup revolution, India today supports the 3rd largest fintech ecosystem. In fact,the Indian financial landscape is increasingly becoming innovation and tech-driven, with India Stack, artificial intelligence, embedded finance, and robotics playing an instrumental role in its transformation. Conventional lenders have been reevaluating their role and collaborating with fintechs to offer bespoke loans, savings, insurance, and other credit products. The result is obvious. Financial sector players have been capitalizing on technology to generate value and transform India's financial ecosystem.

In conclusion, it may be said on the basis of data presented here that the net funds raised by the companies were higher in 2021-22 as compared to that in the year 2020-21. Internal sources of funds were major source of financing for select companies while 'Fixed assets formation' and 'Debtor balances' were the major uses of funds during 2021-22 Bank borrowings increased steeply during the year. Borrowings followed by 'Trade dues and other current liabilities' and 'Reserves and Surplus' were major constituents of total liabilities during the year under review. 'Net fixed assets' and 'Loans and advances and other debtor balances' were major assets.

International Monetary Fund Working Paper on "Indian Financial Sector: Structure, Trends and Turns" by Rakesh Mohan and Partha Ray (2017) has very rightly concluded that India continues its journey towards a financially inclusive regime through innovative policies involving a multi-pronged approach. India has come a long way from a financially repressive regime to a modern financial sector where public sector financial institutions tend to compete with the private sector financial institutions.

It may also be mentioned that the Fitch Ratings Inc., an American credit rating agency and one of the "Big Three credit rating agencies", expects India's resilient GDP growth, limited exposure to slowdown in overseas markets, generally adequate corporate balance sheets and supportive industry conditions in some cases to support a stable or improving sector outlook for rated Indian corporates. According to this rating, margins are likely to improve for most companies in the financial year ending 31 March 2024 (FY24) after softness in FY23 due to cost pressures.

References

Khan M. Y. and Jain, P. K., ***Financial Management-Text, Problems, and Cases***, New Delhi : Tata MC Graw Hill Publishing Company Limited, 2005.

Kuchhal, S. C., ***Corporation Finance, Principles and Problems***, Allahabad : Chaitanya Publishing House, 1970.

Mohan, Man and Goel, S. N., ***Principles of Management Accounting***, Agra : Sahitya Bhawan Publications.

Mohan, Rakesh and Partha Ray, "Indian Financial Sector: Structure, Trends and Turns", ***International Monetary Fund Working Paper***, 2017. Available at : https://www.imf.org/-/media/Files/Publi cations/WP/wp1707.ashx.

Mohsin, M., ***Financial Planning and Control***, Delhi : Vikas Publishing House Pvt. Ltd., 1977.

The institute of Cost and Work Accountants of India, ,Inflation accounting "Tools & Techniques", ***Annual Report 2015-16***, The institute of Cost and Work Accountants of India, Kolkata. Available at : https://www.academia.edu/31056370/THE_INSTITUTE_OF_COST_ACCOUNTANTS_OF_INDIA_Statutory_bo. ★

Article Received on May 02, 2023; Accepted on May 27, 2023

8

Socio-Cultural Constraints of Industrial Women Labourers in Nepal : A Case Study of Hetauda Industrial Area in Makawanpur District

*Ramesh Bahadur Thapa**

Women industrial workers, including those in Nepal, are female employees engaged in manual labour tasks within the industrial sector, contributing to the manufacturing, production, or assembly processes of goods or services. The purpose of this study is to collect comprehensive information on the working conditions and challenges faced by women industrial labourers in the Hetauda industrial area of Makawanpur, Nepal. The study utilizes a combination of descriptive and exploratory research design, with a purposive sampling method to select a sample of 44 women industrial labourers in the Hetauda industrial area, and employed face-to-face semi-structured interviews as the primary data collection

*** Lecturer, Department of Sociology, Padmakanya Multiple Campus, Tribhuvan University, Kirtipur (Nepal) E-mail: <rameshthapa230@gmail.com>**

technique. The study concludes that women labourers face various challenges in their work and personal lives, necessitating improvements in working conditions, employer behaviour, and wages to enhance their well-being and empowerment in the labour force.

[**Keywords :** Socio-Cultural Constraints, Women Industrial labourers, Industrial occupation, Hetauda Nepal]

1. Introduction

Industrial labourers are workers employed in the industrial sector who are involved in manual labour tasks related to manufacturing, production, or assembly processes. According to the U.S. Bureau of Labor Statistics (BLS), industrial labourers are workers employed in the industrial sector who primarily engage in manual labour tasks associated with manufacturing, production, or assembly processes (U.S. Bureau of Labor Statistics, 2022). Women industrial workers refer to female employees working in the industrial sector, specifically in roles related to manufacturing, production, or assembly processes. Women industrial workers can be found working in diverse industrial environments, including factories, warehouses, and manufacturing facilities. The specific duties and responsibilities of women industrial workers may vary depending on the industry and job role they are engaged in.

Women industrial labourers in Nepal refer to female workers who are employed in various industrial sectors, such as garment factories, handicrafts, and agriculture, among others, and are involved in manual labour tasks related to manufacturing, production, or assembly processes. These women are actively involved in tasks such as operating machinery, stitching clothes, and performing other physical labour that contributes to the production of goods or services within industrial settings. In Nepal, women's participation in the industrial workforce has been increasing in recent years, with the country's garment industry being a significant contributor to this trend. According to a study conducted by the International Labour Organization (ILO), more than 60 percent of the workers in Nepal's garment factories are women (ILO, 2017). Similarly, a study by the World Bank found that women account for around 60 percent of the total workforce in the country's handicraft sector (World Bank, 2021).

Despite the growing number of women industrial labourers in Nepal, they still face several challenges, including low wages, limited access to social security, and inadequate safety and health measures in the workplace. Additionally, gender-based discrimination and harassment are also prevalent in the country's industrial sector, with many women reporting instances of verbal, physical, and sexual abuse (ILO, 2017). Women industrial labourers in Nepal, as well as around the world, face several challenges that limit their opportunities and hinder their progress in the workforce. One significant challenge is gender-based wage discrimination, with women often earning lower wages than men for the same work. This wage gap perpetuates inequalities and undermines women's economic empowerment (World Bank, 2020). For example, a study conducted by the International Labour Organization (ILO) found that women in Nepal earned only 67% of what men earned in the same occupation (ILO, 2021).

Another constraint is occupational segregation, where women tend to be concentrated in lower-skilled and lower-paying industries or occupations. This limits their access to higher-paying and more prestigious roles, reinforcing gender disparities in the labour market (United Nations, 2019). In Nepal, women are over-represented in the informal sector and in low-paying jobs, while men are more likely to work in higher-paying formal sector jobs (ILO, 2021). Women also encounter limited career advancement opportunities within industrial settings. They may face barriers to promotions, leadership positions, and decision-making roles, preventing them from reaching their full potential and contributing to gender imbalance in higher positions (Catalyst, 2019). This is particularly true in Nepal, where women's representation in management positions is low, and they are under-represented in decision-making positions in the public and private sectors (ILO, 2021).

Work-life balance poses a significant challenge for women industrial labourers. Balancing work responsibilities with household and caregiving duties can lead to stress, burnout, and limited opportunities for career development. The absence of supportive policies and adequate work-family balance measures further compounds this issue (Eurofound, 2019). In Nepal, women's traditional roles as caregivers and household managers often conflict with their work responsibilities, making it challenging to balance both (ILO, 2021). Gender-based harassment, discrimination, and violence are additional constraints that women face in industrial workplaces. Such hostile work environments undermine their well-being, job satisfaction, and overall career progression (International Labour Organization, 2018). In Nepal, women frequently experience sexual harassment and discrimination in the workplace, with few reporting incidents due to fear of retaliation or lack of institutional support (ILO, 2021).

Furthermore, women often have limited access to training and skill development opportunities, hindering their ability to acquire new skills and advance in their careers. This lack of investment in women's professional growth perpetuates inequalities and restricts their upward mobility (United Nations, 2019). In Nepal, women have lower levels of educational attainment than men, and they are less likely to receive training and skill development opportunities (ILO, 2021). These constraints faced by women industrial labourers in Nepal and across the globe highlight the need for concerted efforts to address gender disparities, promote equal opportunities, and create inclusive work environments that enable women to thrive and contribute fully to the industrial sector's development and success. The purpose of this study was to gather comprehensive information on the working conditions and challenges experienced by women industrial labourers in the Hetauda industrial area of Makawanpur Nepal.

2. Literature Review

2·1 Sociological Theories related to Industrial Women Labourers

Industrial women labourers face various socio-cultural constraints in their workplace. Sociological theories can help us understand how these constraints arise and how they can be addressed. In this review, I will discuss some of the key sociological theories that link the socio-cultural constraints of industrial women labourers. One of the most prominent sociological theories related to the constraints faced by industrial women labourers is intersectionality theory. Intersectionality theory posits that social identities, such as gender, race, class, and sexuality, are interdependent and intersecting, and these intersections shape one's experiences and opportunities in society (Crenshaw, 1989). According to this theory, industrial women labourers face multiple layers of discrimination, including gender-based discrimination, discrimination based on their socio-economic status, and discrimination based on their race or ethnicity. These intersecting forms of discrimination create unique challenges for industrial women labourers, including limited access to education and job opportunities, poor working conditions, and low wages (Hooks, 1984).

Another important sociological theory that explains the socio-cultural constraints faced by industrial women labourers is the theory of gendered organizations. This theory posits that organizations are gendered and reflect societal norms and values related to gender. As a result, women's experiences in the workplace are shaped by gendered expectations, such as the assumption that women should be caregivers and are not suited for physically demanding jobs (Acker, 1990). This can lead to women being excluded from certain jobs or being paid less than their male counterparts, even when they are performing the same work (Reskin and Roos, 1990).

The social exchange theory also offers insights into the socio-cultural constraints faced by industrial women labourers. This theory posits that social interactions are based on the exchange of resources, such as money, time, and emotional support (Blau, 1964). Industrial women labourers may face challenges in balancing their work and family responsibilities, which can lead to a lack of resources to meet their needs in both spheres. This can result in stress and burnout, leading to poor job performance and ultimately job loss (Greenhaus and Beutell, 1985).

In conclusion, sociological theories offer valuable insights into the socio-cultural constraints faced by industrial women labourers. Intersectionality theory highlights the interdependence of social identities and the unique challenges faced by women with intersecting identities. The gendered organizations theory explains how societal norms and values related to gender shape women's experiences in the workplace. Finally, the social exchange theory demonstrates how women's work-family balance can impact their job performance and lead to job loss. By using these theories, policymakers and stakeholders can develop targeted interventions to promote gender equality and empower industrial women labourers.

2·2 Empirical Review of Industrial Women Labourers

Several empirical studies have investigated the working conditions and challenges faced by industrial women labourers. A study conducted by Devkota et al. (2018) examined the experiences of women working in the ready-made garment sector in Nepal. The study found that women faced a range of challenges, including low wages, long working hours, and limited opportunities for career advancement. Moreover, women workers reported experiencing harassment and discrimination at the workplace. The study highlights the need for policies and interventions to address these challenges and improve working conditions for women labourers.

Another study conducted by Fuchs and Shaban (2019) investigated the experiences of women working in the garment industry in Jordan. The study found that women faced a range of challenges, including low wages, long working hours, and poor working conditions. Women workers also reported experiencing harassment and abuse from male supervisors and colleagues. The study highlights the need for policies and interventions to improve the working conditions and protect the rights of women labourers. A study conducted by Paul-Majumder and Begum (2018) examined the working conditions and challenges faced by women working in the ready-made garment sector in Bangladesh. The study found that women faced a range of challenges, including low wages, long working hours, and poor working conditions. Women workers also reported experiencing harassment and discrimination at the workplace. The study emphasizes the need for policies and interventions to improve the working conditions and promote gender equality in the industrial sector.

Moreover, a study conducted by Bhatta and Sharma (2019) examined the experiences of women working in the carpet industry in Nepal. The study found that women workers faced a range of challenges, including low wages, long working hours, and poor working conditions. Women workers also reported experiencing health problems, including respiratory issues and back pain. The study highlights the need for policies and interventions to improve the working conditions and protect the health and well-being of women labourers. In summary, these studies illustrate the range of challenges and issues faced by women industrial labourers, including low wages, poor working conditions, and harassment. The findings highlight the need for policies and interventions to address these challenges and promote gender equality in the industrial sector.

3. Methodology

The research design employed in this study was a combination of descriptive and exploratory approaches. The main objective was to investigate the socio-economic conditions of female labourers in the Hetauda industrial area. The study aimed to explore various aspects of women's participation in the workforce and provide a comprehensive understanding of their experiences. To achieve this, a descriptive research design was utilized. The study focused on describing the characteristics and experiences of female labourers in the area. The research aimed to gather accurate data to depict the socio-economic conditions and challenges faced by these women. By collecting detailed information, the study aimed to shed light on the factors influencing women's participation in the industrial sector.

Additionally, an exploratory approach was adopted to delve deeper into the research topic. The study aimed to explore different dimensions related to women's work, including their economic contributions, the nature of their work and work environment, and the challenges they encountered. By adopting an exploratory stance, the researchers sought to uncover new insights and understand the complexities of women's experiences as industrial labourers.

The study encompassed all female labourers in the Hetauda industrial area, representing multiple industries. Given the unknown population size, a purposive sampling method was employed. The researchers intentionally selected a sample of 44 women industrial labourers who met specific criteria relevant to the research objectives. This sampling approach allowed for a focused examination of the socio-economic conditions and experiences of female labourers in the Hetauda industrial area.

Data collection involved face-to-face interviews with the selected respondents. A semi-structured interview approach was utilized, utilizing an interview schedule divided into different sections. The initial section aimed to gather general information about the women in the sample, while subsequent sections explored their problems, attitudes, and social aspects related to their work and personal lives. The semi-structured nature of the interviews provided flexibility for probing deeper into specific areas of interest while maintaining a standardized framework for data collection.

4. Findings and Discussion

4·1 Caste/Ethnicity of Respondent

In this study, I get women labourer from different castes.

Table-1 : Caste/Ethnicity of Respondents

Caste/Ethnicity	No. of Respondents	Percentage
Bramhan/Kshetri	4	9
Janajati	23	52
Madhesi	7	16
Dalit	10	23
Total	**44**	**100**

Source : Field Survey 2023

The above table-1 shows the ethnic composition of women labourer. Among the total caste, Janajati (Magar, Gurung, Tamang, Newar) is the highest, Dalit is the second position, Madheshi is stayed third position and Bramhan/Kshetri is stayed in fourth position. Because that position determine by their education and family background.

4·2 Age Structure of the Respondents

Age is an important demographic variable and is primary basis of demographic classification in the vital statistics. The age groups of 0-14 were taken as economically inactive and dependent population. The youth and adult of the age 15-59 were taken as economically active population and the olds belonging to the age group of 60 years and above were taken as dependent population.

Table-2 : Age Structure of the Respondents

Age (In years)	No. of Respondents	Percentage
16-25	9	20
26-35	17	39
36-45	11	25
45 over	7	16
Total	**44**	**100**

Source : Field Survey 2023

The above table 2, shows that majority (39 percent) of the informants belonged to the age group of 26 to 35 years. And 25 percent of the information belonging to age group of 36 to 45 years and 20 percent of the informants belonged to age group of 16 to 25 years and 45 years over. The above table shows that majority of the surveyed women were on their prime age period. Although these industries are not always labourer intensive even than they refuse to employ above 45 years age group.

4·3 Skill Level of the Respondents

The women labourers of the Hetauda Industrial Area are normally raw labourer with very basic education and skills. They do not have any specific skill. Most of the women they do not have received any formal education for the skill development before joining to the industry. After joining the industry they have been frequent to handle with machinery equipment and packaging skills. They can be categorized as semi-skilled for this type of labourers. Some are totally unskilled who are just engaged only with lifting and carrying.

Table-3 : Skill Level of the Respondents

Skill Level	No of Respondents	Percentage
Skilled	4	10
Semi-skilled	3	7
Unskilled	37	83
Total	**44**	**100**

Source : Field Survey, 2023

It can be observed from table 2 that majority (83 percent) of the women labourers are unskilled. They have neither got any technical education before joining the industry nor have any chance for skilled works. 7 percent of women are semi-skilled. They have knowledge of handling same machinery equipment and packaging skills. Those cannot take as skilled labourers, only few portions (10 percent) of the respondents fall into the skilled labourer nor have any chance for skilled works. They were working in the industry as skilled manpower having different technical knowledge and skill. This is because of unskilled women worker is root level rather than skilled women in Hetauda industrial area.

4·4 Working Hours Per Days

As women are involved in various types of economic activities, their working hours also differ from one another. Working hours is also a crucial factor in determining the work life balance of women. Because women have to maintain both the household duties and outside work simultaneously this is often not in the case of man. This variable was taken into consideration.

Table-4 : Respondents by Average Daily Hours in their Job

Average Daily Duty Hours	No. of Respondents	Percentage
8 Hours	29	66
10 Hours	10	23
11-14 Hours	5	11
Total	**44**	**100**

Source : Field Survey, 2023

Table above shows that average daily duty hours of most (66 percent) of the women labourers was 8 hours. 23 percent of the respondents had the average daily duty hour of 10. 11 percent of the respondents had 11-14 hours. The working hour for administrative and some others levels workers post is 8 hour per day but for lower rank, they have to work more than 8 hours per day. These finding shows that the average daily duty hour of the sampled women labourers had also same as 8 hours of internationally accepted all over the world.

4·5 Household Duties

Working women do not rid of performing repetitive Household chores despite them entering into the public sphere. This study tried to understand what types of household works women labourers have to perform in their "second shift". The findings are given in table-5.

Table-5 : Respondents by performance of Household Duties

Household Duties	No of Respondents	Percentage
Cooking, Cleaning, Washing, shopping only	5	10
Cooking, Cleaning, Washing, Shopping and care of children	1	3
All of above	38	87
Total	**44**	**100**

Source : Field Survey, 2023

From the above table it can be observed that majority (87 percent) of women labourers have to perform all types of household duties including cooking, cleaning, working, shopping, care of children and care of aged members of the family. Another 10 percent of women have to work cooking, cleaning, washing and shopping. Rest of 3 percent of the women labourer has to perform cooking, cleaning, washing and shopping and care of children. Women from nuclear family don't have any types help and pressure from family member so they complete their household duties and comes do work in the industry so their number is high than other women.

4·6 Working Place of Women Labourers

Working place of women labourers is important indicator to mention their problems faced at work. It is known that most of the women are manual level workers and they have not get very good place for working. The roof with thin aluminum tin, the thin partition wall and unavailability of air cooler and heater, they have to faced extreme hot and cold. When they were asked about working place their response was diversified which is presented in table-6.

Table-6 : Respondents with the Condition of their Working Place

Condition at Working Place	No. of respondents	Percentage
Too hot	15	33
Too cold	4	10
Wet place	3	7
Fresh air do not come	18	40
Good	4	10
Total	**44**	**100**

Source : Field Survey, 2023

The above table shows that most (40 percent) of the respondents comment that their working place is not good because fresh air does not come inside their working area. 33 percent of the informants feeling were too hot in summer seasons inside industrial area. 10 percent of the respondents experience about their working place was also not good because of too cold in winter seasons. But rests of 10 percent of the respondents are happy and satisfied with their working area. The working environment for manual level workers not found good. The women have been working in cold temperature, not properly ventilated room and somewhere in hot room as well.

4·7 Moral and Physical Exploitation Faced at Work

The main problem of women labourers at the work is moral and physical exploitation by the employee and co-workers. The survey question had asked to the informants and their responses are presented in the following table :

Table 7 : Respondents by Moral and Exploitation faced at Work

Exploitation Faced at Work	No. of Respondents	Percentage
Yes	3	7
No	41	93
Total	**44**	**100**

Source : Field Survey, 2023

As shown in the table-7, majority 93 percent of the informants answered "No" when they were asked that do you face moral and physical exploitation at work. There were mostly middle aged women and they had not faced any moral and physical exploitation at work. But they also stated that the scenario was bad when they joined the worked. There has been increased in awareness among the male workers and they behave in positive way. 7 percent of the women workers answered 'yes' when they were asked that do you have faced any moral and physical exploitation at work. But they also stated that the scenario was bad when they joined the worked.

4·8 Problems Faced at Work Due to Household Responsibility

Women have to perform the double role in household and at work. Women in almost all over the world do domestic work coupled with their additional work in productive spheres. Women have to face problem at work due to dual burden. They have to wake up early in the morning and perform cooking, cleaning, washing, shopping and care of children. Then they have to go to the job and have to work in job. She cannot perform the duty smoothly at work due to the over load of her dual responsibility in home and job place. A question was asked to the women labourers that do you feel problem at work due to your household responsibility with the possible answers of 'yes' and 'no'. Here response of women labourers about the question is presented in the table-8 on the next page.

Table-8 : Respondents with Problems at work by Household Duties

Problem at work by Household Duties	No. of Respondents	Percentage
Yes	34	77
No	10	23
Total	**44**	**100**

Source : Field Survey, 2023

In above table, 77 percent of the informants feel the problems at work due to their household duty. They have to cook food, cleaning, washing and caring their child themselves. 23 percent of the informants had not experienced the problems at work due to their household work. They are getting support from their other family members, because they had joint family, but women from nuclear family are helpless by their family so they feel the problem at work.

4·9 Satisfaction Level on Wage

The employee's perception and attitude towards work largely depend on how much salaries they get from their job. To what extent they are satisfied or dissatisfied by their wage determine the perception towards the work, question had asked to the respondents that do they satisfied with their wage or not. The response given by the respondents is presented in the following table :

Table-9 : Respondents by Satisfaction Level on Wage

Satisfied with Wage	No. of Respondents	Percentage
Yes	13	30
No	31	70
Total	**44**	**100**

Source : Field Survey, 2023

It can be observed that form table most of the informants (70 percent) of are not satisfied by their wage most of respondent's daily salary is only 232 (two hundred and thirty two rupees only) and some of them very low wage than that. Therefore, they are not satisfied with that salary because this amount is not sufficient to run their family properly. Another 30 percent women labourer is satisfied by their wage. They did not have job before therefore whatever they have wage not they were saying it's ok.

5. Conclusion

Based on the findings and discussions presented, it is evident that women labourers face numerous challenges in their work and personal lives. The study sheds light on the diverse characteristics and circumstances of these women, including their caste/ethnicity, age distribution, skill levels, and employment status.

One significant challenge faced by women labourers is the burden of household duties, which often affects their ability to balance work and family responsibilities. This issue is particularly prominent for women from nuclear families without adequate support. Furthermore, the working conditions for women labourers are often unfavorable, with inadequate ventilation, extreme temperatures, and other physical challenges.

Although there has been some improvement in the behaviour of male workers towards female colleagues, a significant portion of women labourers still reported unsatisfactory treatment by their employers. Additionally, the majority of women labourers expressed dissatisfaction with their wages, as they often received low daily salaries that were insufficient to meet their families' needs.

Despite these challenges, a remarkable finding is that a high proportion of women labourers reported satisfaction with their jobs. This suggests a positive overall perception towards their work, potentially influenced by limited job opportunities or other factors.

In conclusion, this study highlights the complex and multifaceted experiences of women labourers. It emphasizes the need for improved working conditions, fair treatment by employers, and better wages to enhance the well-being and empowerment of women in the labour force. Addressing these issues can contribute to creating a more equitable and inclusive work environment for women, enabling them to thrive both personally and professionally.

References

Acker, J., "Hierarchies, jobs, bodies: A theory of gendered organizations", ***Gender and Society***, 4(2), 1990, 139-158.

Bhatta, G. R. and Sharma, S., "Working Conditions and Health Problems of Women Carpet Workers in Nepal: A Study of Jhapa District", ***Journal of Health and Allied Sciences***, 9(1), 2019, 55-63.

Bhattachan, K. B., "Women in Nepal", ***South Asian Survey***, 7(1), 2000, 123-136.

Blau, P. M., ***Exchange and Power in Social Life***, New York : John Wiley & Sons, 1964.

Catalyst, "Quick take : Women in manufacturing". Accessed 2019. https://www.catalyst.org/research/women-in-manufacturing/

Crenshaw, K. W., "Demarginalizing the intersection of race and sex: A Black feminist critique of antidiscrimination doctrine, feminist theory, and antiracist politics", ***University of Chicago Legal Forum***, 1989, 139-167.

Devkota, R. R., Khanal, P. and Shrestha, R., "Challenges and Opportunities of Women Workers in Ready-made Garment Industries of Nepal : A Case Study of Makawanpur Valley", ***Journal of Business and Social Sciences Research***, 3(1), 2018, 196-204.

Eurofound, "Women and men in the transport and logistics sector". Accessed 2019. https://www.eurofound.europa.eu/publications/report/2019/women-and-men-in-the-transport-and-logistics-sector

Fuchs, A. and Shaban, R., "Experiences of Female Workers in the Garment Industry in Jordan: A Qualitative Study", ***Journal of International Women's Studies***, 20(1), 2019,237-251.

Greenhaus, J. H. and Beutell, N. J., "Sources of conflict between work and family roles", ***Academy of Management Review***, 10(1),1985, 76-88.

Hooks, B., ***Feminist theory : From margin to center***, South End Press, 1984.

International Labour Organization, "Gender-based violence and harassment in the world of work : Overview and selected annotated bibliography". Accessed 2018. https://www.ilo.org/wcmsp

International Labour Organization, "Working conditions in the Nepal garment sector: A gender perspective". Accessed 2017. https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-Makawanpur /documents/publication/wcms_555385.pdf

Paul-Majumder, P. and Begum, R. A., "Challenges of Women Garment Workers in Bangladesh: A Study of Dhaka City", ***Journal of Economics and Sustainable Development***, 9(5), 2018, 118-129.

Reskin, B. F. and Roos, P. A., ***Job Queues, Gender Queues : Explaining Women's Inroads into Male Occupations***, Philadelphia : Temple University Press, 1990.

U.S. Bureau of Labour Statistics, "Occupational Outlook Handbook: Production Occupations". Accessed 2022. https://www.bls.gov/ooh/production/home.htmJeffrey

World Bank, "Nepal : Women in the handicraft sector". Accessed 2021. https://www.worldbank.org/en/results/2019/02/27/nepal-women-in-the-handicraft-sector

★

Article Received on May 11, 2023; Accepted on May 27, 2023

9

Position of Human Resource Management Challenges facing Non-government Organizations

*Neeraj Chaudhary**

Human resource management is a core management function in any type of organization. It creates the most crucial condition for organizational performance. Human resource management is a process that assists organizations recruit, select and develop staff within the organization. Human resource management as a management function within organizations concerned with people and their relationships at work. The foundation of HRM is that everyone in the organization is capable and has the ability to perform and it's the sole responsibility of management to put in place system and structures to motivate performance. One of the purposes of the HRM is to build an organization with the 'right persons', in the 'right positions' and at the 'right time'. The purpose of a Human resource framework is to guide organizations to achieve this objective.

[**Keywords :** Non-government organization, Human resource, Management skills, Civil society, Economic liberalization]

* **Assistant Professor, Institute of Business Studies, Ch. Charan Singh University, Meerut, Uttar Pradesh (India) E-mail: <nchaudharydsmc@gmail.com>**

1. Introduction

Non-governmental Organizations can play a better role in the corporate social responsibility; the question here is who can play the better role in linking industry with community. The answer here is Human Resource Management Department of the industry. HR managers should take lead in its effort to make a linkage between community and the industry. To develop better rapport with the people, HR managers have to make use of their Strategic Relationship Management Skills. They should interact with the community by establishing better linkage with the Non-governmental Organizations working there in the locality. The HR managers can initially conduct Focus Group Discussion (FGD) with the community and community leaders with the help of Non-governmental Organizations and need evaluation and need prioritization is to be conducted. Non-government organizations (NGOs) have become significant players in development policy over the last two decades. The evolving relationship among NGOs, developing states and donors are a critical aspect of international development assistance and the wider development policy debate. NGOs vary in their missions, internal management, scope of engagement, source of funding, relations with developing states and targeted areas of operations. NGOs are the vanguard of civil society. They have increasingly been seen as the vehicles of the new polices agenda of economic liberalization and political channelling resource through northern and indigenous NGOs support grassroots organizations, social change, political empowerment and sustainable development. Developing states have ceded space to NGOs to deliver services, perform contract development work and promote institutional capacity building. The role of NGOs in the contemporary world is elaborately described in the present study along with the management challenges and other issues faced by NGOs, social activity, policy-makers and all concern Staffing decisions are among the most important decisions that nonprofit organizations make. Just as businesses and organizations of all sizes and areas of operation rely on their personnel to execute their strategies and advance their goals, so too do non-profit groups. It follows, then, that non-profit organizations need to attend the same tasks as profit-seeking companies do when they turn to the challenges of establishing and maintaining a solid work force.

2. Human Resource

Action-Aid India presently has an experienced human resource base of 188 regular staff and 29 staff on contract. Among these nearly 35 percent are women staff. Our human resources are drawn from Universities, Institutes and Social Work Schools of national and International repute as also from among the communities we work with. All members of our programs teams have either post-graduation or post- doctoral degrees. Also, a number of experienced social activists are working with us. We pride ourselves of the quality of our staff - the passion with which we work, our orientation for learning and sharing, ensuring downward accountability, aligning our work to our vision, mission and values. We believe that our commitment to gender and social equality must not be limited to our programs work, but should also reflect in our organization. During the last few years, we have made conscious efforts to recruit more women staff and people from the communities we work with, so to have an equal and balanced staff ratio.

We are convinced that to achieve our mission we must have the human resources with right competencies - staff who can empathize and bond with the poor and marginalized people and their issues.

3. HRM in Non-government Organizations

If Non-governmental organizations can play better role in the corporate social responsibility, the question here is who can play better role in linking industry with community. The answer here is Human Resource Management Department of the industry.

The HR managers should take lead in its effort to make a linkage between community and the industry. To develop better rapport with the people, HR managers have to make use of their Strategic Relationship Management Skills. They should interact with the community by establishing better linkage with the Non-governmental organizations working there in the locality. The HR managers can initially conduct Focus Group Discussion (FGD) with the community and community leaders with the help of Non-governmental organizations and need evaluation and need prioritization is to be conducted.

Non-government organizations (NGOs) have become significant players in development policy over the last two decades. The evolving relationship among NGOs, developing states and donors are a critical aspect of international development assistance and the wider development policy debate. NGOs vary in their missions, internal management, scope of engagement, source of funding, relations with developing sates and targeted areas of operations.

NGOs are the vanguard of civil society. They have increasingly been seen as the vehicles of the new polices agenda of economics liberalization and political channelling resource through northern and indigenous NGOs support grassroots organizations, social change, political empowerment and sustainable development. Developing states have ceded space to NGOs to deliver services, perform contract development work and promote institutional capacity building.

The role of NGOs in the contemporary world is elaborately described in the present study along with the management challenges and other issues faced by NGOs, social activity, policy-makers and all concerned.

4. Result and Discussion

An extensive research done by PRIA, a leading NGO in India, on the NGO Sector indicates the following facts about NGOs in India :

Table-I : Number of People working in the NGO Sector in India

All India / State	Number	Volunteers	Paid
All India	19.4 million	85%	15%
West Bengal	1.52 million	90%	10%
Tamil Nadu	1.49 million	72%	28%
Delhi	1.03 million	80%	20%
Maharashtra	0.77 million	89%	11%
Meghalaya	0.12 million	83%	17%

Table-2 : Number of Full time Equivalent Persons working in NGOs in India

All India / State	Number	Volunteers	Paid
All India	60.35 lakhs	56%	44%
West Bengal	3.51 lakhs	62%	38%
Tamil Nadu	6.41 lakhs	42.5%	57.5%

Delhi	3.45 lakhs	50%	50%
Maharashtra	2.43 lakhs	71.3%	28.7%
Meghalaya	0.43 lakhs	55%	45%

It is reveled from the above data that most of the NGOs are staffed with voluntary workers and many of them have one or two paid staff. The question arises, how many personnel in NGOs are professionals if very few people are remunerated for their services.

Review of various literature such as books, journals and unpublished research reports reveals that empowerment of human resource professionals is high on the agenda in development plans and policies. NGOs have proved to have the potential to facilitate the process of empowerment among professionals. The definition encompasses a few key elements such as power, autonomy and self-reliance, entitlement, participation, awareness development and capacity building. For a proper understanding of the process

of empowerment, a systems view is presented in which all the relevant inter-linked elements have been analyzed, such as the external agency (NGO), target group, development project/program, immediate environments of the target group and external agency, and the macro-environment in which the target group and the NGO exist. Such a systems view would throw light on the differential impact of similar NGO initiated projects and processes on different target groups/communities.

5. Conclusion

Based on the findings and interactive, responses from the respondents. Finally I would like to conclude that Non-government organizations have fostered a culture of participation and modernism for employee growth and contribution. A high slandered of social ethics and religious dedication in there day to day activities have made these organizations grow more professionally. There is an atmosphere of complete harmony and support in these organizations. There unique work culture is based on trust, openness and a commitment to creativity and consultation. A section of Training and development programs handles all training activities on a predetermined basis. Various kind of training methods are being followed which enrich employees with better social skills and empower them for future development. Employees show high motivation and are dedicated to their jobs and responsibilities.

References

Bjorkmann, Stahl G., ***Handbook of Research in International HRM***, Cheltenham, UK : E. Elger Publication, 2016.

Blomquist, William A., Ken Calbick and Ariel Dinar, "Institutional and Policy Analysis of River Basin Management : The Fraser River Basin, Canada", ***World Bank Policy Research Working Paper No. 3525***, Washington, DC : World Bank.

Chandra, Snehlata, ***Guidelines for NGOs Management in India***, New Delhi : Kanishka, 2010.

Dessler, Gary, ***Human Resource Management***, Noida, Uttar Pradesh : Pearson Education India, 2011.

Edwards, Michael and David Hulme, ***Non-governmental organisations : Performance and Accountability beyond the Magic***, Paris: OECD, 1988.

Gupta, R. K., ***Strategic Management : NGO Management***, New Delhi : Kalyani Publishers, 2016.

Kamat, Sangeeta. ***Development Hegemony : NGOs and the State in India***, New York : Oxford University Press, 2009.

McCann, Joseph, "Focus on global Human Resource challenges: People and Strategy", ***Serial Online***, 35(2), April, 2012, 3.

McConnell, John H., ***Auditing your Human Resource Department : A step by step guide to assessing the key areas of your program***, 2nd edition, New York : American Management Association, 2011.

Pandey, Shilpika, "Future trends in HRM" ,VSRD ***International Journal of Business and Management Research***, 2(12), Dec 2012. www. vrsdjournals.com

Shigetomi, Shinoichi (ed.), ***The State and NGOs : Perspective from Asia***, Tokyo : Akashi Shoten, 2001. ★

Article Received on May 15, 2023; Accepted on May 31, 2023

10

Reimagining Employee Motivation : Exploring Cutting-Edge Strategies in HRM Policies, Triumphs and Obstacles - A Case Study of Starbucks and Reliance Communications

*Rajeev Kaur**

"The key to unlocking exceptional employee performance lies in HRM policies that go beyond conventional approaches and embrace innovative strategies." **Smith, 2019**

This research paper investigates the reimagining of employee motivation through the exploration of cutting-edge strategies in human resource management (HRM) policies, using real-time case studies such as Starbucks and Reliance Communications. Traditional approaches to

* Professor, Department of Commerce, Aditi Mahavidyalaya (University of Delhi), Bawana, Delhi-110039 (India) E-mail: <rajeevkaur@gmail.com>

employee motivation have often proven insufficient in achieving long-term engagement and productivity. As a result, organizations have increasingly turned to innovative strategies to create an environment that fosters motivation, job satisfaction and overall well-being. "Innovation in employee motivation is not just a buzzword; it is a necessity for organizations aiming to thrive in today's competitive landscape" (Johnson, 2020). By examining examples like Starbucks and Reliance Communications, this paper showcases the triumphs and obstacles encountered in implementing these ground-breaking strategies. The analysis highlights the positive outcomes associated with adopting cutting-edge HRM policies, including enhanced employee performance, increased retention rates and organizational success. Nevertheless, challenges such as managing organizational change, resource allocation and ensuring alignment between HRM policies and business goals are critical considerations. This research contributes to the understanding of innovative employee motivation strategies, offering insights and recommendations for organizations aiming to optimize their workforce and achieve sustainable competitive advantages.

[**Keywords :** Employee motivation, Innovative strategies, Cutting-edge approaches, Starbucks, Reliance, Triumphs, Obstacles]

1. Introduction

"By reimagining HRM policies, organizations can create an environment where employees are motivated intrinsically, leading to higher levels of job satisfaction and productivity." **Jones, 2018**

Employee motivation is a critical aspect of organizational success and companies worldwide are continuously seeking innovative strategies to inspire and engage their workforce. In the pursuit of exceptional performance, organizations such as Starbucks and Reliance Communications have reimagined their approaches to employee motivation, adopting cutting-edge strategies in their human resource management (HRM) policies. By examining the motivational theories implemented by these companies, we can gain valuable insights into the triumphs and obstacles encountered in their journey toward creating a highly motivated and productive workforce.

Starbucks, renowned for its global presence and commitment to customer experience, has long been recognized for its employee-centric approach. The company has embraced motivational theories such as Maslow's Need Hierarchy and Herzberg's Two-Factor Theory. By addressing employees' basic needs through competitive compensation, comprehensive benefits and a supportive work environment, Starbucks aims to create a foundation for motivation. Additionally, the company focuses on providing growth opportunities, recognition programs and a strong sense of belongingness to foster higher-level motivational factors, such as self-esteem and self-actualization. The successful implementation of these strategies has contributed to Starbucks' reputation as an employer of choice and its ability to cultivate a highly engaged workforce.

Similarly, Reliance Communication, a prominent telecommunications company, has recognized the importance of employee motivation in driving organizational performance. The company has incorporated motivational theories like Expectancy Theory and Goal-Setting Theory into its HRM policies. Reliance Communication sets clear performance goals aligned with individual aspirations and provides employees with the necessary resources and support to achieve them. By establishing a performance-driven culture, the company encourages employees to believe in their ability to meet challenging targets and rewards them accordingly. This approach not only enhances motivation but also fosters a sense of ownership and accountability among employees, leading to improved productivity and business outcomes.

These examples highlight how companies like Starbucks and Reliance Communication have embraced staff motivation theories within their HRM policies, striving to create a work environment that inspires and engages employees. However, implementing such strategies is not without challenges. Companies often face obstacles such as resistance to change, resource limitations and the need to align motivational initiatives with organizational goals. Overcoming these obstacles requires careful planning, effective communication and continuous evaluation of the motivational programs.

In this research paper, we will delve deeper into the cutting-edge strategies employed by companies like Starbucks and Reliance Communication, exploring their triumphs and obstacles in reimagining employee motivation. By analyzing these real-time case studies, we aim to extract valuable insights that can inform organizations seeking to optimize their HRM policies and create a highly motivated workforce. Through an examination of the motivational theories adopted by these companies, we will shed light on the strategies that have proven successful in driving employee engagement, satisfaction, and overall organizational success.

2. Review of Relevant Literature

Employee motivation is a crucial aspect of human resource management (HRM) policies and organizations are constantly exploring cutting-edge strategies to enhance employee engagement and productivity. This review of relevant literature provides insights into the diverse range of employee motivation strategies, their triumphs and the obstacles faced in their implementation.

2·1 Intrinsic and Extrinsic Motivation

Numerous studies have examined the distinction between intrinsic and extrinsic motivation and their impact on employee performance. Ryan and Deci (2000) argue that intrinsic motivation, driven by internal factors such as autonomy, mastery and purpose, leads to higher job satisfaction and engagement. Conversely, extrinsic motivation, derived from external rewards or incentives, may have limited long-term effects on employee motivation (Deci & Ryan, 1985).

2·2 Recognition and Rewards

Recognition and rewards are commonly used strategies to motivate employees. Research by Nelson and Bobko (2012) suggests that well-designed recognition programs can significantly enhance employee motivation, job satisfaction and performance. However, the effectiveness of rewards can vary based on factors such as individual preferences, fairness and perceived value (Gerhart & Fang, 2014).

2·3 Employee Development and Growth

Investing in employee development and providing growth opportunities is crucial for fostering motivation. Studies by Janssen (2000) and Noe (2010) highlight the positive relationship between training and development programs, career advancement opportunities and employee motivation. These initiatives contribute to increased job satisfaction, skill enhancement and a sense of progression.

2·4 Transformational Leadership

The role of leadership in motivating employees has been extensively explored. Transformational leadership, characterized by inspirational communication, individualized consideration and intellectual stimulation, has been linked to higher levels of employee motivation (Bass & Riggio, 2006). Leaders who inspire and empower their employees create a motivational work environment and promote organizational success (Avolio et al., 2004).

2·5 Work-Life Balance and Flexibility

Work-life balance and flexibility have gained significant attention as motivators in recent years. Research by Kossek et al. (2014) suggests that organizations that offer flexible work arrangements, such as remote work options or flexible schedules, can enhance employee motivation, job satisfaction and work-life balance. Flexibility contributes to increased autonomy and control over work, leading to higher levels of motivation and well-being.

2·6 Organizational Culture and Values

The influence of organizational culture and values on employee motivation cannot be overlooked. Studies by Denison (1990) and Cameron and Quinn (2011) highlight the importance of aligning employee values with organizational values. When employees perceive congruence between their values and those of the organization, it enhances their motivation, commitment and overall job satisfaction.

The literature review demonstrates the multifaceted nature of employee motivation and the variety of strategies organizations can employ to enhance it. Intrinsic motivation, recognition and rewards, employee development, transformational leadership, work-life balance and organizational culture all play significant roles in shaping employee motivation. By understanding the triumphs and obstacles associated with these strategies, organizations can reimagine their employee motivation approaches, develop cutting-edge HRM policies and foster a motivated and engaged workforce.

3. Objectives of the Study

Based on the literature review following are the objectives of this study :

1. To unveil the need and importance of diverse types of cutting-edge approaches in staff motivation.
2. To critically analyze and compare the motivation strategies followed by Starbucks and Reliance communication.

4. Research Design

The descriptive research design was adopted for the study. Data is collected from the books, journals, articles and online sources.

5. Unveiling Innovative Approaches of staff motivation strategies in HRM Policies : Exploring the Need, Significance and Diverse Types of Cutting-Edge Strategies

In today's dynamic business landscape, organizations are constantly seeking innovative approaches to motivate and engage their employees. Human resource management (HRM) policies play a crucial role in shaping employee motivation, job satisfaction and overall organizational success.

5·1 The Need for Innovative Staff Motivation Strategies

The need for innovative staff motivation strategies arises from the recognition that traditional approaches may no longer effectively meet the evolving expectations and preferences of employees. Factors such as generational diversity, changing work patterns and the rise of the remote workforce have necessitated a shift in how organizations motivate their staff. Innovative strategies are required to create a positive work environment, foster employee engagement and address the unique needs and motivations of today's workforce.

5·2 The Significance of Innovative Staff Motivation Strategies

Innovative staff motivation strategies hold significant importance for organizations. They have a direct impact on employee satisfaction, productivity and retention. By implementing cutting-edge strategies, organizations can create a motivated and engaged workforce that is aligned with the company's goals and values. Additionally, these strategies enhance employer branding, attracting top talent and positioning the organization as an employer of choice. The significance of innovative staff motivation strategies extends to improved organizational performance, innovation and adaptability in a competitive market.

5·3 Types of Cutting-Edge Strategies

There are various types of cutting-edge strategies that organizations can adopt to enhance staff motivation within their HRM policies :

1. **Purpose-Driven Culture :** Creating a sense of purpose and meaningful work can greatly motivate employees. Organizations can align their mission, vision and values with employees' intrinsic motivations, emphasizing the impact and value of their contributions.
2. **Employee Empowerment :** Empowering employees through increased autonomy, decision-making authority and involvement in goal-setting can boost motivation. Providing opportunities for skill development, autonomy in task execution and recognition of achievements can foster a sense of ownership and motivation.
3. **Flexible Work Arrangements :** Offering flexible work options, such as remote work, flexible hours, or compressed workweeks, can enhance work-life balance and job satisfaction. These arrangements acknowledge individual needs and promote employee well-being and motivation.
4. **Recognition and Rewards :** Implementing innovative recognition and rewards programs, such as peer-to-peer recognition, gamification, or personalized incentives, can create a culture of appreciation and motivation. Acknowledging and rewarding employees' contributions and achievements can enhance their sense of value and job satisfaction.
5. **Continuous Learning and Development :** Providing opportunities for ongoing learning, upskilling and career development can motivate employees by offering growth prospects and enhancing their competencies. Innovative approaches may include personalized learning paths, mentorship programs and access to online resources.

Innovative staff motivation strategies within HRM policies are essential for organizations to create a motivated and engaged workforce. Recognizing the need for innovation, understanding the significance of these strategies and exploring diverse types of cutting-edge approaches can empower organizations to attract, retain and motivate their employees effectively. By implementing innovative staff motivation strategies, organizations can foster a positive work environment, enhance productivity and performance and gain a competitive edge in the market. Embracing these strategies is vital to cultivating a thriving organizational culture that values and supports its employees' motivation and success.

6. Revitalizing Employee Motivation : Celebrating Successes and Overcoming Challenges

Employee motivation is a critical aspect of organizational success and organizations are continually seeking ways to revitalize and enhance it. This paper explores the triumphs and obstacles encountered in the process of revitalizing employee motivation. By celebrating successes, identifying and overcoming challenges, organizations can create a motivating work environment that drives employee engagement, productivity and overall satisfaction.

6·1 Triumphs in Revitalizing Employee Motivation

Revitalizing employee motivation can lead to significant triumphs for organizations. When successfully implemented, strategies such as personalized recognition and rewards programs, opportunities for professional growth and development and fostering a positive work culture can yield remarkable results. These triumphs include increased employee satisfaction, improved productivity, enhanced teamwork and collaboration, reduced turnover rates and a boost in overall organizational performance. By celebrating these successes, organizations can reinforce the importance of employee motivation and create a positive cycle of continued motivation and achievement.

6·2 Obstacles in Revitalizing Employee Motivation

While revitalizing employee motivation can bring about numerous benefits, organizations also face several obstacles in the process. Some common challenges include resistance to change, lack of resources or budget constraints and the difficulty of aligning motivational initiatives with organizational goals. Additionally, overcoming ingrained attitudes, addressing communication gaps and maintaining consistency in implementing motivation strategies across various departments or teams can be formidable challenges. By acknowledging and understanding these obstacles, organizations can develop effective strategies to overcome them and ensure the success of their employee motivation initiatives.

6·3 Overcoming Challenges and Sustaining Motivation

To overcome the challenges associated with revitalizing employee motivation, organizations can adopt several strategies.

Building a culture of open communication and transparency can help address resistance to change and foster employee buy-in. Allocating adequate resources and budget to support motivation initiatives is crucial, demonstrating the organization's commitment to employee engagement. Additionally, aligning motivation strategies with the overall business goals and regularly evaluating their effectiveness ensures sustained success.

Furthermore, implementing feedback mechanisms, soliciting employee input and fostering a sense of ownership and empowerment can create a sense of shared responsibility for motivation and overcome communication gaps. Developing comprehensive training and development programs for managers and supervisors to effectively motivate their teams can also contribute to sustained employee motivation.

Revitalizing employee motivation is an ongoing process that requires organizations to celebrate their successes and navigate through challenges. By recognizing and celebrating triumphs, organizations can reinforce the importance of motivation and inspire continuous improvement. Simultaneously, by identifying and addressing obstacles, organizations can develop effective strategies to overcome them and sustain motivation over time. By creating a motivating work environment, organizations can foster employee engagement, satisfaction and productivity, ultimately leading to enhanced organizational success.

7. Comparing and Critically Analyzing Staff Motivation Strategies : A Case Study of Starbucks and Reliance Communication

Staff motivation is a crucial aspect of organizational success and companies employ various strategies to inspire and engage their workforce. This paper aims to compare and critically analyze the staff motivation strategies adopted by Starbucks and Reliance Communication, two prominent organizations known for their innovative approaches to human resource management. By examining these case studies, we can gain insights into the similarities, differences and effectiveness of their strategies in achieving employee motivation and overall organizational success.

7·1 Motivation Strategies at Starbucks

Starbucks has been recognized for its employee-centric approach and commitment to creating a positive work environment. The company employs several staff motivation strategies, including :

1. **Comprehensive Benefits :** Starbucks provides competitive compensation packages, health benefits and stock options, ensuring employees feel valued and taken care of.
2. **Career Development Opportunities :** Starbucks offers training and development programs, educational assistance and career progression pathways, enabling employees to grow and advance within the company.
3. **Recognition and Rewards :** The company has implemented various recognition programs, such as the "Partner of the Quarter" and "Bean Stock" program, to acknowledge and reward exceptional employee performance.
4. **Inclusive Work Culture :** Starbucks fosters an inclusive work culture by promoting diversity and providing equal opportunities for all employees, creating a sense of belonging and motivation.

7·2 Motivation Strategies at Reliance Communication

Reliance Communication, a telecommunications company, also prioritizes staff motivation in its HRM policies. Key staff motivation strategies at Reliance Communication include :

1. **Performance-Driven Culture :** The company emphasizes goal-setting, performance tracking and transparent evaluation processes to motivate employees and drive high performance.
2. **Incentive Programs :** Reliance Communication offers monetary incentives, bonuses and recognition for achieving individual and team targets, motivating employees to excel in their roles.
3. **Learning and Development Initiatives :** The organization provides extensive training programs, workshops and skill enhancement opportunities to enhance employee competencies and career growth prospects.
4. **Employee Engagement Activities :** Reliance Communication encourages employee engagement through various initiatives, including team-building exercises, employee surveys and open communication channels, fostering a positive work environment.

8. Critical Analysis and Comparison

Both Starbucks and Reliance Communication employ effective staff motivation strategies, but with some notable differences. Starbucks focuses on creating a supportive and inclusive work culture, emphasizing employee well-being and growth opportunities. On the other hand, Reliance Communication emphasizes performance-driven initiatives and incentivization to motivate employees.

While Starbucks' approach promotes a sense of belonging and intrinsic motivation, Reliance Communication's strategy emphasizes extrinsic motivation through rewards and performance targets. The effectiveness of these strategies may vary depending on the organizational culture, industry dynamics and employee preferences.

Furthermore, both organizations face challenges in implementing their strategies. Starbucks must manage consistency across a large number of outlets, while Reliance Communication operates in a highly competitive industry with rapidly evolving technology. Overcoming these challenges requires continual evaluation, adaptability and alignment with changing employee needs and market demands.

The staff motivation strategies adopted by Starbucks and Reliance Communication demonstrate their commitment to employee engagement and organizational success. Starbucks focuses on an inclusive and supportive work culture, while Reliance Communication emphasizes performance-driven initiatives and incentives. The critical analysis reveals that both approaches have their strengths and limitations and their effectiveness may vary depending on the organizational context. By comparing and analyzing these strategies, organizations can gain valuable insights and tailor their own staff motivation approaches to optimize employee engagement, satisfaction and overall performance.

9. Conclusion

In conclusion, the research paper delves into the realm of employee motivation, highlighting the need for organizations to reimagine their strategies and embrace cutting-edge approaches within HRM policies. By exploring the triumphs and obstacles associated with these strategies, organizations can gain valuable insights to drive employee motivation and enhance overall organizational performance.

The findings of this research underscore the significance of adopting innovative strategies to revitalize employee motivation. From personalized recognition programs to opportunities for career growth and from fostering a positive work culture to aligning motivational initiatives with organizational goals, organizations can employ various strategies to inspire and engage their workforce.

However, it is crucial to recognize that implementing these strategies may face challenges. Resistance to change, limited resources and the need for consistent implementation across different departments or teams can hinder the effectiveness of employee motivation initiatives. By acknowledging these obstacles, organizations can develop tailored solutions to overcome them and ensure the success of their motivation strategies.

The literature review showcases the diverse range of employee motivation strategies, emphasizing the importance of intrinsic motivation, recognition and rewards, employee development, transformational leadership, work-life balance and organizational culture. Integrating these factors into HRM policies allows organizations to create a motivating work environment that nurtures employee engagement, satisfaction and productivity.

By reimagining employee motivation, organizations can unlock numerous benefits. Increased employee satisfaction, improved productivity, enhanced teamwork, reduced turnover rates and overall organizational success are among the triumphs that can be achieved. Celebrating these successes reinforces the importance of motivation within the organization and fosters a positive cycle of continued growth and achievement.

In nutshell, reimagining employee motivation is a dynamic process that requires organizations to continuously evaluate, innovate and adapt their strategies. By embracing cutting-edge approaches, organizations can cultivate a culture of motivation that attracts and retains top talent, drives organizational success and creates a competitive advantage in today's dynamic business landscape. With a commitment to ongoing improvement, organizations can navigate obstacles, celebrate triumphs and propel their workforce to new heights of motivation and achievement.

References

Avolio, B. J., Zhu, W., Koh, W. and Bhatia, P., "Transformational leadership and organizational commitment: Mediating role of psychological empowerment and moderating role of structural distance", ***Journal of Organizational Behavior***, 25(8), 2004, 951-968.

Bass, B. M. and Riggio, R. E., ***Transformational Leadership***, 2nd ed., Psychology Press, 2006.

Cameron, K. S. and Quinn, R. E., ***Diagnosing and Changing Organizational Culture : Based on the Competing Values Framework***, 3rd ed., San Francisco : Jossey-Bass, 2011.

Deci, E. L. and Ryan, R. M., ***Intrinsic Motivation and Self-determination in Human Behavior***, New York : Plenum, 1985.

Denison, D. R., ***Corporate Culture and Organizational Effectiveness***, Wiley, 1990.

Gerhart, B. and Fang, M., "Pay for (individual) performance: Issues, claims, evidence and the role of sorting effects", ***Human Resource Management Review***, 24(1), 2014, 41-52.

https://prezi.com/hcl0q_jlz0ga/employee-motivation-technique/

Janssen, O., "Job demands, perceptions of effort-reward fairness and innovative work behavior", ***Journal of Occupational and Organizational Psychology***, 73(3), 2000, 287-302.

Jones, A., "Reimagining HRM Policies: Enhancing Employee Motivation for Organizational Success", ***Journal of Human Resource Management***, 42(2), 2018, 125-139.

Johnson, S., "Reimagining Employee Motivation : Necessity in Today's Competitive Landscape", ***International Journal of Human Resource Management***, 45(2), 2020, 87-102.

Kossek, E. E., Thompson, R. J. and Lautsch, B. A., "Balanced workplace flexibility: Avoiding the traps", ***California Management Review***, 56(3), 2014, 5-25.

Nelson, D. L. and Bobko, P., "Recognition and employee motivation", ***Journal of Personnel Psychology***, 11(1), 2012, 4-17.

Noe, R. A., ***Employee Training and Development***, 5th ed., Boston : McGraw-Hill/Irwin, 2010.

Ryan, R. M. and Deci, E. L., "Intrinsic and extrinsic motivations: Classic definitions and new directions", ***Contemporary Educational Psychology***, 25(1), 2000, 54-67.

Smith, J., "Unlocking Exceptional Employee Performance: Embracing Innovative HRM Strategies", ***Journal of Organizational Effectiveness***, 36(3), 2019, 211-225. ★

Article Received on May 15, 2023; Accepted on May 31, 2023

11

Income, Expenditure and the Factors affecting Tea Farming in Himachal Pradesh

Neeraj Kaushal and Manoj Sharma***

The present study was conducted in 2021 with a sample of 400 from Kangra and Mandi districts of Himachal Pradesh. Out of six main regions of tea farming in Himachal Pradesh four areas Palampur, Baijnath, Dharamshala and Joginder Nager were taken on the basis of highest number of functional tea gardens and tea growers. The present study is an attempt to study income and expenditure of tea farmers and to find the factors affecting tea farming in Himachal Pradesh. The study reveals that although expenditure on tea farming has increased but tea farming is economically viable in Himachal Pradesh. The analysis showed that there was significant relationship i) production and land size, ii) production and fertilizer/

* Research Scholar, Department of Economics, Himachal Pradesh University, Shimla, Himachal Pradesh (India) E-mail: <neerajkaushal1987@gmail.com>

** Professor, Department of Economics, Himachal Pradesh University, Shimla, Himachal Pradesh (India) E-mail: <manoj.nith@gmail.com>

pesticides cost, iii) production and labour cost iv) production and maintenance cost and v) production and transportation cost.

[**Keywords :** Made-tea, Maintenance cost, Man-days, Tea farming, Tea-leaves]

1. Introduction

Tea is the major non-alcoholic beverage of the world. As of now, there are about 160 tea consuming countries in the world. The significance of tea to the human race is not merely one of quenching thirst and meeting the needs of maintaining health of body but it is a cultural activity denoting elegance and gentility. It is no wonder that tea is lauded as the most civilized beverage of the country and many people prophesy that the 21st century will be the domain tea (Sinha, 1999).

Tea was introduced in India in the 1830s by the British after they failed to renew their tea trading treaty with China. In 1835, Chinese tea plants were introduced in Assam, Himachal Pradesh, and Nilgiri Hills notwithstanding that in 1823, Robert Bruce had already discovered tea, growing wildly in Assam. Tea was first planted in Darjeeling in 1841 and in Cacher in 1885. In 1850, the number of tea estates was only with 760 ha of land; in 1871, the number was 295 estates with an area of 12,550 ha. In 1996, the number of estates rose to 45,454, with about 31360 ha under tea cultivation. By 2004, the total area under tea was estimated to have increased to 5,21,500 ha with production at 820.21 million Kg (Asopa, 2011).

Tea was first introduced in Himachal Pradesh when Dr. Jameson, the superintendent of the Botanical North-West Provinces, travelled through Kangra valley to ascertain feasibility to grow tea in the region. He not only recommended tea cultivation in the lower slopes of Dhauladhar range of Himalayas but, after four months returned with young tea plants obtained from the nurseries at Almora and Dehra Dun in 1849. Three spots, one at Kangra, another at Nagrota Bagwan and Bhawarna were selected for experimenting on propagating young tea plants. The experiments succeeded at Nagrota Bagwan and Bhawarna; however, the plants did not survive at kangra. This led to the establishment of tea plantation by the Government at Holta in the year 1852 under the auspices of "Hailey Nagar Tea Estate". This plantation was ultimately sold to Major Stutt in 1866.

2. Review of Literature

Kumar et al. (2020) conducted a study to analyze and compare the tea production in small and large tea gardens in Himachal Pradesh. It was observed that the share of labour costs is the highest among the total operational costs in both small and large tea estates. The economic viability of tea production is higher in tea estates than in small tea gardens since the former use mechanized tools for various operational purposes and thus benefit from economies of scale. The cost of per quintal tea production on small farms is estimated to be 15 per cent higher than on large tea estates, which makes it more profitable for the latter. It was also observed that growers received higher prices for the initial harvest and reduced prices for subsequent harvests. Due to the high quality of tea leaves during the first infusion. The Tea Board of India has already flagged many tea gardens in the state in acute condition, which highlights the urgent need to incentivize the farms with enhanced skills and knowledge and also by creating a market for homemade tea.

A study by Langford (2021) has highlighted how with the increase in domestic consumption of tea in India has transformed this industry. During the late 20th and early 21st centuries, the increase in domestic consumption in India shifted tea production from an export-oriented to a domestic-oriented industry. This emphasizes the need to look beyond global value chains and analyze domestic value chain construction critically. This study identifies value chain dynamics as a relatively new phenomenon on the local tea market, resulting from the decision of the largest domestic firms to sell their plantation estates. The increase in dependence of lead firms on small firms have increased the price competition between suppliers. It also shows how private standards have been made to govern the domestic value chain in reaction to the challenges of domestic outsourcing and the growth of smallholder production.

Deka and Goswami (2022) have described the significance of tea smallholders in the global tea industry, particularly in developing economies of Asia and Africa. Despite their worthy contribution towards building the rural economy, they have a very limited role in tea value chain as they face various challenges with regards to sustainability. The authors have highlighted the case of Assam tea smallholders, where the use of organic farming methods has given them new chances in processing and selling tea, has also encouraged them to take part in the value chain. It is further recommended to encourage the development of micro and small enterprises which can strengthen the role of tea smallholders in value chain activities. This will not only generate income for the smallholders but will also help in promoting sustainable production and consumption of tea in the state of Assam.

Arhin et al. (2022) have discussed the problems of organic tea industry and sustainable farm practices. The organic agriculture movement is gaining attention but as far as the organic tea industry is concerned, its real benefits are yet to realized. The results showed that the global organic tea business is facing problems that have never been seen before. These problems include a lot of competition for farmland, the use of organic land for other things, and urbanization in tea-growing countries. The expansion and new marketing trends in Asia-Pacific are an excellent indicator of agricultural sustainability. The adoption of organic farming is hindered, however, by a lack of knowledge regarding organic practices and by high input costs. Consequently, it becomes essential to resolve these issues, which can boost the organic tea industry.

Le et al. (2021) have also addressed the concerns associated with the sustainable tea production in Vietnam. Use of conventional tea farming practices has led to the problems associated with soil and environmental degradation, low quality of produce and economic inefficiency. However, there has been a rapid transition from conventional tea cultivation to agroecological tea management practices, which has eliminated the environmental and human health risks associated with chemical use. Agroecological management practices have the potential to be more beneficial for tea quality than conventional management practices by decreasing or removing the use of agrochemicals, thereby reducing pesticide residues, and enhancing other tea quality indices, such as amino acid and water extract content. Despite rapid development in recent years, agroecological tea farming still accounts for a small portion of Vietnam's tea plantations. Poor technical assistance, lack of inputs required for agroecological practices such as biofertilizers, biopesticides, or organic fertilizer, small-scale production, and a lack of understanding of the long-term benefits of agroecological tea farming have been identified as the primary limiting factors. If these obstacles are effectively addressed, tea farmers will be encouraged to implement agroecological practices and increase their production in a sustainable manner.

In a study conducted by Kalauni et al. (2020), has highlighted the role of production and marketing of orthodox tea in Nepal. Orthodox tea is made in a special way where only the top two leaves and bud from each branch are picked at the exact moment, they are blooming. Because of this, “orthodox” tea is sometimes also called “traditional” or “hand-processed” tea. The research shows, that the tea production (including exports) in Nepal is increasing but the orthodox tea has a very limited share in it. Apart from improving the supply side and partnerships with international markets, adequate attention is also required for providing effective extension services to farmers which can enhance the farm practices. The government also needs to step in and set prices for traditional (orthodox) tea. With the international market becoming more competitive, Nepal needs to make the process of certifying local tea at the farm level easy and cheap. Therefore, it is crucial to raise awareness among tea farmers about the benefits of useful agricultural practice for gaining a competitive edge. Although lot of studies have been carried out on tea farming, but very limited work has been carried out exclusively on Himachal Pradesh.

3. Objectives of Study

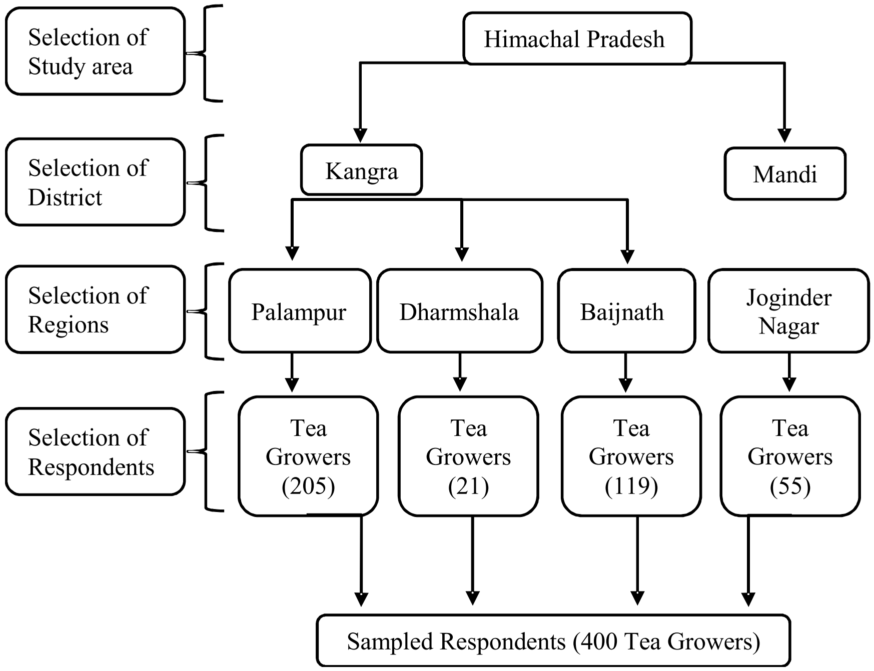
On the basis of research gap in the study area the specific objectives of this paper are as under :

1. To study the income and expenditure of tea framers of Himachal Pradesh.
2. To find out the factors affecting tea farming in Himachal Pradesh

4. Research Methodology

The present study is based on the data collected through primary survey using random sampling and purposive sampling method was used to collect relevant first-hand data in the field situation. First, the study areas were selected thereafter, a sample of tea growers were selected to obtain their opinion on different aspects related to tea farming.

Figure 1: Sampling Framework



4·1 Selection of Areas

There are six main regions of tea farming in Himachal Pradesh. Out of these six areas, four areas, namely, Palampur, Baijnath, Dharamshala and Joginder Nager, were selected on the basis of highest number of functioning tea gardens and tea growers.

4·2 Selection of Respondents

After selecting the areas, a sample of respondents was selected. To determine the appropriate sample size for the present study a formula given by W.G. Cochran (Cochran, 1963) has been used. Cochran has given the formula for the determination of appropriate sample size in case of finite and infinite population. The population for present study was both known. Following formulae have been used to calculate the sample size for the present study.

As per the information provided by the Tea Technical Office, Palampur the total number of tea farms/growers was approximately 5900 Therefore, the sample size has been calculated with the help of following formula :

$$n = \frac{n_0 \times N}{n_0 + (N - 1)}$$

Here n = sample size of known population.

n_0 = proportion of unknown population.

N = known population size (Total Tea Farms).

$$n = \frac{384.16 \times 5900}{384.16 + (5900 - 1)} = 360.73 \text{ or } 361$$

Hence, the minimum sample size was 361, which indicates that below this number a sample size can give biased results. So, a sample size of 400 was selected.

4·3 Tools and Techniques

The information gathered from primary and secondary sources has been properly organized and tabulated for interpretation and analysis. The data have been analyzed and evaluated by using mathematical techniques, statistical tools, and graphical methods. The following tools and techniques have been used in the present study:

(i) Multiple Regression

Multiple linear regression is used to estimate the relationship between two or more independent variables and one dependent variable.

The formula for a multiple linear regression is:

$\gamma = \beta_0 + \beta_1 X_1 + \ldots\ldots\ldots + \beta_n X_n + \varepsilon$

γ = the predicted value of the dependent variable

β_0 = the y-intercept (value of y when all other parameters are set to 0)

$\beta_1 X_1$ = the regression coefficient (β_1) of the first independent variable (X_1) (a.k.a. the effect that increasing the value of the independent variable has on the predicted y value)

… = do the same for however many independent variables you are testing

$\beta_n X_n$ = the regression coefficient of the last independent variable

ε = model error (a.k.a. how much variation there is in our estimate of γ)

(ii) Pearson Correlation Coefficient

The Pearson Correlation Coefficient is used for linear dependency between the data sets. The value of the coefficient lies between -1 to +1. When the coefficient comes down to zero, then the data is considered as not related. While, if we get the value of +1, then the data are positively correlated, and -1 has a negative correlation. Pearson correlation coefficient was used to study the relationship between production and land size, between production and fertilizer/pesticides cost, between production and labour cost between production and maintenance cost and between production and transportation cost.

$$r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{[n\Sigma x^2 - (\Sigma x)^2][n\Sigma y^2 - (\Sigma y)^2]}$$

Where n = Quantity of Information

Σx = Total of the First Variable Value

Σy = Total of the Second Variable Value

Σxy = Sum of the Product of first & Second Value

Σx^2 Sum of the Squares of the First Value

Σy^2 = Sum of the Squares of the Second Value

5. Result and Discussion

5·1 Expenditure on Tea Farming

The year-wise and expenditure group wise information collected from the sampled respondents has been enumerated in Table-1. Data in this table depict that majority of respondents was bearing an expenditure upto ₹1,50,000. In the year 2017-18, out of total respondents, 84.50 per cent of respondents were in this expenditure group. This percentage decreased to 79.50 per cent in the year 2021-22. The data reveal that the percentage of respondents has increased in almost all the expenditure groups, except, ₹6,00,001 to ₹10,00,000, ₹10,00,001 to ₹15,00,000 and ₹20,00,001 to ₹25,00,000.

Table-1 : Year-wise and Expenditure Group wise Expenditure on Tea Farming

Expenditure (in ₹)	Year				
	2017-18	2018-19	2019-20	2020-21	2021-22
Upto 1,50,000	338 (84.50)	338 (84.50)	321 (80.25)	323 (80.75)	318 (79.50)
1,50,001 to 3,00,000	32 (8.00)	32 (8.00)	44 (11.00)	43 (10.75)	43 (10.75)

3,00,001 to 6,00,000	11 (2.75)	11 (2.75)	15 (3.75)	14 (3.50)	19 (4.75)
6,00,001 to 10,00,000	7 (1.75)	7 (1.75)	5 (1.25)	6 (1.50)	5 (1.25)
10,00,001 to 15,00,000	6 (1.50)	6 (1.50)	7 (1.75)	6 (1.50)	6 (1.50)
15,00,001 to 20,00,000	0 (0.00)	0 (0.00)	2 (0.50)	2 (0.50)	3 (0.75)
20,00,001 to 25,00,000	3 (0.75)	3} (0.75)	0 (0.00)	1 (0.25)	0 (0.00)
25,00,001 to 30,00,000	1 (0.25)	1 (0.25)	3 (0.75)	2 (0.50)	3 (0.75)
More than 30,00,000	2 (0.50)	2 (0.50)	3 (0.75)	3 (0.75)	3 (0.75)
Total	**400 (100.00)**	**400 (100.00)**	**400 (100.00)**	**400 (100.00)**	**400 (100.00)**

Note : Figures in parenthesis represents percentages.

Source : Field Survey.

In case of ₹6,00,001 to ₹10,00,000 the percentage of respondents fell in this expenditure group decreased to 1.25 per cent in the year 2021-22 from 1.75 per cent in the year 2017-18. While in case of ₹10,00,001 to ₹15,00,000 the percentage respondents fell in this group almost remained the same. Therefore, the increase in percentage reflects shifting of respondents towards higher expenditure group. It can be inferred that the expenditure on tea farming has increased year by year.

5·2 Production, Income, Expenditure, Profit and Man-days in Tea Farming

The attempt has been made to evaluate average production, income, expenditure, profit and other variables. The average data for the period of five years, that is, from 2017-18 to 2021-22 have been calculated from the information provided by the sampled respondents. The calculated data have been shown in Table-2.

The data reveal that the average area under tea farming during the period of five years was 2.55 hectare. The information furnished by the sampled tea growers reflects that the minimum is under tea farming was 0.5 hectare and the maximum area was 80 hectares in the study area. The average production of tea leaves was 12904 kilograms. Out of which 80.40 per cent was sold by the tea growers at the average rate of ₹20 per kilogram. The minimum price of tea leaves as reported by the tea growers was ₹3 to ₹5 per kilogram and maximum price was ₹30 to ₹35. It was observed that tea growers were getting higher prices for the first flushes. But it is important to mention here that the price of flushes largely depends on the quality of tea leaves.

On the other hand, 19.60 per cent of tea leaves were used to make tea. The average tea made by the tea growers during the period of five years was 782 kilograms. The tea growers were making both black and green tea. They sold the black tea at the minimum price of ₹275 and maximum price of ₹550 kilogram. Whereas the minimum price of green tea was ₹600 and maximum price was ₹800 per kilogram. The average price of made tea is found to be ₹408 per kilogram.

Table-2 : Averages of Production, Income, Expenditure, Profit and Man-days in Tea Farming

Land under Tea Farming (in Hectare)	2.55
Production (in Kilograms)	12904
Production of Tea Leaves (in Kilograms)	10375 (80.40)
Production of Tea Leaves used to make Tea (in Kilograms)	2529 (19.60)
Production of Made Tea (In Kilograms)	782
Total Average Income (in ₹)	526287
Income from Tea Leaves (in ₹)	207494 (39.43)
Income from Made Tea (in ₹)	318793 (60.57)
Expenditure (in ₹)	199749 (37.95)
Profit (in ₹)	326538
Expenditure on Labour (in ₹)	91886 (46.00)
Expenditure on Fertilizers/Pesticides (in ₹)	17038 (8.53)

Expenditure on Maintenance of Tea Garden (in ₹)	29847 (14.94)
Expenditure on Transportation (in ₹)	13511 (6.76)
Miscellaneous Expenditure (in ₹)	47467 (23.76)
Price of Tea Leaves (in ₹ per Kg)	20
Price of Made Tea (in ₹ per Kg)	408
Man-days Generate (in Number)	195
Workers Employed (in Number	4
Per Person man-days (in Number)	49

Source : Calculated from Primary data.

The average income generated by the tea farming was ₹5,26,287. Out of which 39.43 per cent of income came from selling tea leaves and 60.57 per cent of income came from selling made tea. The total average cost of production of tea leaves and made tea was ₹1,99,749which is 37.95 per cent of the total income generated. The cost of production reveals that the share of labour was found highest, which was 46.00 per cent. While the share of maintenance cost, fertilizers/pesticides cost and transportation cost was 14.94 per cent, 8.53 per cent and 6.76 per cent respectively. Whereas, the share of other costs was 23.76 per cent. The data also reveal that a total of 195 man-days were generated in a year and average workers employed by the tea growers was four workers. The man-days created to a person was 49. The income-expenditure ratio was 2.63. It indicates that the tea farming is economically viable endeavour.

5·3 Factors Affecting Production of Tea

The production of tea leaves and made tea depends on various factors. The use of quality fertilizers/pesticides, land size of tea garden, skilled labour, maintenance of tea garden and transportation are some of the factors contributing towards higher production of tea leaves. It is hypothesized that the production is not dependent on various factors such as, there is positive relationship with fertilizer/pesticides, land size, skilled labour, maintenance of tea garden. The factors affecting the tea production have been studied using multiple regression model.

Table-3 : Linear Regression Model : Factors Affecting Tea Production

Model Summary			
R	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
0.941[b]	0.886	0.881	0.57917

ANOVA[a]					
	Sum of Squares	**Df**	**Mean Square**	**F**	**Sig.**
Regression	351.863	6	58.644	174.828	0.000b
Residual	45.284	135	0.335		
Total	397.147	141			

Coefficients[a]					
	Unstandardized Coefficients		**Standardized Coefficients**	**t**	**Sig.**
	B	**Std. Error**	**Beta**		
(Constant)	-0.063	0.637		-0.099	0.921
Land Size	0.251	0.125	0.131	2.010	0.046
Fertilizer/ Pesticides Cost	0.173	0.041	0.198	4.245	0.000
Labour Cost	0.444	0.109	0.407	4.066	0.000
Maintenance Cost	0.287	0.048	0.371	5.998	0.000
Miscellaneous Cost	-0.179	0.069	-0.205	-2.599	0.010
Transportation Cost	0.097	0.091	0.098	1.066	0.288

a. Dependent Variable : Total Production.

b. Predictors : (Constant), Transportation cost, Fertilizer/pesticides cost, Maintenance Cost, Land Size, Miscellaneous cost, Labour cost.

The production of tea leaves was taken as dependent variable and land size, fertilizer cost, labour cost, maintenance cost, transportation and miscellaneous cost was taken as independent variables. The result of multiple regression model has been shown in Table-3. As indicated in the table, it can be said that R-square is 0.886, which means that our independent variables cause 88.60 per cent change in the dependent variable. In other words, results shows that 88.60 per cent of the variance in the production of tea leaves can be accounted for by the six predictors, collectively, $F(6,135) = 174.8$, $p = 0.000<0.05$. ANOVA results shown in Table depict that p-value is 0.000 which is less than 0.05. Hence, it can be said that there is a significant relationship between independent variable, and the dependent variable.

Looking at the individual contributions of the predictors, the result shows that land size ($\beta = 0.131$, $t = 2.010$, $p = 0.046$), fertilizer/pesticides cost ($\beta = 0.198$, $t = 4.245$, p = 0.000), labour cost ($\beta = 0.407$, $t = 4.066$, $p = 0.000$), maintenance cost ($\beta = 0.371$, $t = 5.998$, $p = 0.000$), and transportation cost ($\beta = 0.098$, $t = 1.066$, $p = 0.288$) positively contributing to the production of tea leaves. In case of land size under tea farming, the coefficient indicates that the beta value is 0.131, which means that change in land size by one unit (Hectare) will bring about the change in the production of tea leaves by 0.131 units (Kilogram). Furthermore, the beta value is positive, which indicates the positive relationship between land size and the production of tea leaves. Hence, it can be said that increase in land under tea farming increases the production of tea leaves in the study area.

Regarding fertilizer/pesticides cost the results reveal a positive association between fertilizers/pesticides and the production of tea leaves. The beta value is 0.198 and p value is significant, it means that the change in fertilizer/pesticides cost by one unit will bring change in the production of tea leaves by 0.198 unit. Therefore, it can be said that when tea grower was increasing the fertilizer/pesticides cost, meaning use of more fertilizers/pesticides, the production of tea leaves increases in the study area. Concerning the labour cost the result shows that the beta value is 0.407, which means that the change in labour cost will bring change in the production of tea leaves. In other words, it can be said that when labour cost increases (means employing more skilled labour) the production of tea leaves was also increased. Regarding the transportation cost the result shows that the association with the production of tea leaves is positive, as the beta value is 0.098 but the p value is more than 0.05 per cent which is not significant. Therefore, it can be said that transportation cost was not significantly associated with the production of tea leaves. While the maintenance cost is negatively associated with the production of tea leaves.

Therefore, the analysis indicates that production of tea leaves depends on land size, fertilizers/pesticides, maintenance of tea garden and labour. The tea growers with small land size produces small amount of tea leaves, while tea growers with big land size produces big amount of tea leaves. When land size increases the production of tea leaves also increases. With regard to fertilizers and pesticides, the analysis depicts a positive association. Fertilizers helps the tea growers in enhancing the production of tea leaves. When the fertilizer cost increase, meaning increasing the use of fertilizers/pesticides, the production of tea leaves also increases. The labour is also an important variable in the production of tea leaves. Labour is required at every point, from plantation to made tea. During this, there are so many stages which required skilled labour. When tea growers employ more skilled labour then the tea leaves are processed efficiently. Not only this, a skilled worker knows how to plant, how to maintain tea garden, how and how much fertilizers are to be used, so on. All these activities help the tea growers in enhancing the production of tea leaves. The quality of tea leaves largely depends on maintenance of tea garden. If the tea garden is maintained efficiently, it will increase the production of quality tea leaves. Hence, maintenance cost is also an important factor affecting the production of tea leaves in the study area. Hence, the hypothesis that the production of tea leaves depends on skilled labour, fertilizers, maintenance of tea garden and land size of tea garden is accepted.

For the testing of the hypothesis that there is no significant relationship between production and land size, between production and fertilizer/pesticides cost, between production and labour cost between production and maintenance cost and between production and transportation cost, Pearson correlation analysis has been made. The result of correlation analysis has been shown in Table-4.

Table-4 : Correlation Analysis of factors affecting Production of Tea leaves

Variables	Production	Land Size	Fertilizer/ Pesticides Cost	Labour Cost	Maintenance Cost	Miscellaneous Cost	Transportation Cost
Production	1	0.487**	0.755**	0.754**	0.733**	0.637**	0.660**
Land Size	0.487**	1	0.597**	0.659**	0.532**	0.301**	0.379**
Fertilizer/ Pesticides Cost	0.755**	0.597**	1	0.927**	0.920**	0.818**	0.846**
Labour Cost	0.754**	0.659**	0.927**	1	0.921**	0.786**	0.837**
Maintenance Cost	0.733**	0.532**	0.920**	0.921**	1	0.937**	0.961**
Miscellaneous Cost	0.637**	0.301**	0.818**	0.786**	0.937**	1	0.993**
Transportation Cost	0.660**	0.379**	0.846**	0.837**	0.961**	0.993**	1

Note : i) **Correlation is significant at the 0.01 level (2-tailed).
Source : Computed from Primary Data.

The correlation coefficient (r) value between land size and production is 0.487, between cost of fertilizers/pesticides and production is 0.755, between labour cost and production is 0.754, between maintenance cost and production is 0.733, between miscellaneous cost and production is 0.637 and between transportation cost and production is 0.660. This shows low positive correlation between land size and production, a high positive correlation between fertilizers/pesticides and production, between labour cost and production, between maintenance cost and production. While the correlation between miscellaneous cost and production and between transportation cost and production moderate. Hence, the hypothesis that there is no significant relationship between production and land size, between production and fertilizer/pesticides cost, between production and labour cost between production and maintenance cost and between production and transportation cost is not accepted.

6. Conclusion and Suggestions

The study of income, expenditure and factors affecting tea farming in Himachal Pradesh reveals that expenditure on tea farming has been increased year by year but tea farming is economically viable in Himachal Pradesh. It was also observed that production of tea farming depends upon skilled labour, fertilizer, maintenance of tea garden and land size. The findings of analysis shows that there is significant relationship between production and land size, between production and fertilizer/pesticides cost, between production and labour cost, between production and maintenance cost and between production and transportation cost. It is suggested that to make tea farming more viable there is a need of skilled labour.

References

Arhin, I., Li, J., Mei, H., Amoah, M., Chen, X., Jeyaraj, A., Li, X. and Liu, A., "Looking into the future of organic tea production and sustainable farming: a systematic review", International ***Journal of Agricultural Sustainability***, 20(5), 2022, 942-954. https://doi.org/10.1080/14735903.2022.2028398

Asopa, V. N., ***India's Global Tea Trade : Reducing Shares Declining Competitiveness***, New Delhi : Allied Publishers, 2011.

Deka, N. and Goswami, K., "Organic cultivation and sustainable value chain development for tea smallholders : Findings from Assam, India", ***Sustainable Production and Consumption***, 32, 2022, 562-579. https://doi.org/10.1016/j.spc.2022.05.004

Kalauni, D., Joshi, B. and Joshi, A., "Production, marketing, and future prospects of Nepali orthodox tea", ***Cogent Food and Agriculture***, 6(1), 2020. https://doi.org/10.1080/23311932.2020.1757227

Kumar, V., Jamwal, N. and Sharma, D., "Economics of tea growing in Himachal Pradesh", ***Indian Journal of Agricultural Sciences***, 90(6), 2020, 1107-1109. https://doi.org/10.56093/ijas.v90i6.104777

Langford, N. J., "From Global to Local Tea Markets: The Changing Political Economy of Tea Production within India's Domestic Value Chain", ***Development and Change***, 52(6), 2021, 1445-1472. https://doi.org/10.1111/dech.12652

Le, V. S., Lesueur, D., Herrmann, L., Hudek, L., Quyen, L. N. and Brau, L., "Sustainable tea production through agroecological management practices in Vietnam : a review", ***Environmental Sustainability***, 4(4), 2021, 589-604. https://doi.org/10.1007/s42398-021-00182-w

Sinha, R. K., ***Prospects of Tea Plantation in Kishanganj District of Bihar***, Bhagalpur : Agro-Economic Research Centre for Bihar, T. M. Bhagalpur University, 1999. ★

Article Received on May 16, 2023; Accepted on June 02, 2023

12

Role of Media in Promoting Good Governance : A Study of Chamba District of Himachal Pradesh

*Sapna K Sharma**

The media is an interface for information; it refers to every organization whose primary goal is to enlighten the public. For a democracy to work properly, the media plays a critical role. It is frequently referred to as the fourth pillar of democracy. The media exercises its right to free speech and expression by advancing democratic values in society and by exposing the flaws and failures of the policies. It aids in shaping public opinion on important topics. Print media, radio broadcasts, television and the newest internet medium are the most widely used media types. Even though they may all be extremely different, they are all highly important for successful administration. In a society that is democratic, the media's oversight responsibility is important. The primary democratic function of the media is to act as a check on the state. The media play a significant role in shaping and ensuring a functional democracy and governance. In a democracy, the media

* Assistant Professor, Department of Public Administration, Himachal Pradesh University, Shimla-171005, HP (India) E-mail: <sapna.gc@gmail.com>

is essential to effective governance. The present study is an attempt to examine the role of media in ensuring good governance in the Chamba District of Himachal Pradesh. The paper is an attempt to analyze the perception of administrators and politicians in the context of the role of media in Good Governance.

[**Keywords :** Administrators, Democracy, Governance, Media, Programmes]

1. Introduction

The media as it exists today is a relatively new sector, while good governance has been valued since antiquity. Around 2000 years ago, the ancient Roman Empire came into being as a result of the successful administration of many smaller, different kingdoms. Since then, excellent governance has been necessary for the operation of any society as a whole regardless of whether a state was a republic or a dictatorship. The highest authority responsible for ensuring good governance is the leader, however, if the standard did not satisfy the people, they challenged these authorities to uphold a respectable standard of governance.

A general word used to describe how public institutions manage resources and conduct public affairs is "good governance". The processes of decision-making and decision-implementation (or non-implementation) are referred to as governance. The decision-making and implementation procedures are what constitute good governance. Making the optimal decision-making process is more important than making the "correct" choice. The idea of "good governance" is centered on the duty of governments and governing bodies to serve the needs of the general population rather than those of a few special social strata.

Democracy is a form of government in which all citizens have an equal opportunity to participate and have a meaningful impact on the political process, as well as to ensure and guarantee certain rights and freedoms to the people who make up the policy. Freedom of speech and expression is one of the most significant of these essential liberties because it provides the people's "participation" substance and meaning. It is a system of governance that is subject to popular sovereignty over these liberties.

A democratic system needs widespread public engagement to function properly, which is difficult without educating the general public about the many issues. Therefore, trustworthy information sources play an essential role in a democratic society. The function and significance of the media become evident in this.

Media generally refers to mass media, but it includes any kind of communication that widely distributes information to the public about all current events in any given area. It is the objective reporting of facts via print, radio, television, or the Internet. Conventionally and legally, the media plays no specific role in governing. It lacks the authority to overturn any judgments given by the legislative, executive, or judicial branches of a state. However, one of the most significant roles in every society's operation is played by the media. It raises public awareness of their concerns and conveys them to lawmakers. This gave the media a significant role in the functioning of society. The present study is an attempt to find the perception of administrators about the implementation of government programmes and the role of media in its proper implementation and good governance in the Chamba district of Himachal Pradesh.

2. Methodology

The present study is based upon primary data collected through well-prepared schedules, which consisted of both open-ended and close-ended questions, which were administered to the respondents selected through the sampling method. For the collection of first-hand data in the present study, multi-stage random-cum-purposive sampling was adopted. The procedure of selection of districts, blocks, gram panchayats and respondents have been discussed as under :

In the first stage, Chamba district was selected to represent Himachal Pradesh. The selection of district was made due to the reason that Chamba was part of old Himachal and it is difficult due to its terrain for the administration to implement the Government programme and also to media which provide information to the stakeholders and make critical analysis of its implementation. In the second stage, the Chamba block was selected, and in the third stage, panchayats were selected. Out of the total panchayats in the selected blocks, 25 percent of panchayats were selected from each selected block. There were 39-gram panchayats in Chamba block, out of these 39 panchayats, 10-gram panchayats (25 percent of the total gram panchayats were selected finally at the fourth stage 51 administrators were selected.

3. Result and Discussion

3·1 Administrators' Perception : Implementation of Government Programmes

Administrators play an important role in distributing benefits to the general public in welfare nations like India. The administration has undertaken numerous programmes and plans for the well-being of the people and the socioeconomic advancement of the nation. The administrator's attitude towards these programmes has a significant impact on their success. Here at this point, it is important to know the administrator's orientation about the administrative procedure while implementing the development programmes. The success of any programme depends on the effective implementation of the programme. Administrators must implement these programmes and public policy in a good manner. Their outlook towards this aspect is very important. To know their perception about this aspect, responses are categorized in following five Statements :

S-1 : Even if delays in the implementation of development programmes there must be strict adherence to the administrative procedures.

S-2 : Administrators are not well aware of the problems and difficulties in the implementation of programmes.

S-3 : Goals and objectives are not clearly defined.

S-4 : Politicians interfere in the implementation process.

S-5 : In implementing the general and important policies consultation with politicians is quite necessary.

Data collected from the selected administrators are presented in the table-1 on next page. This table depicts that 58.65 percent of administrators agreed that there must be strict adherence to administrative procedure even if it delays the important, 32.69 percent of administrators partly agreed with this, and 8.65 percent of administrators disagreed with it.

Even if delays in the implementation of development programmes there must be strict adherence to the administrative procedures. Administrators are not well aware of the problems and difficulties in the implementation of programmes. Goals and objectives are not clearly defined. Politicians interfere in the implementation process. In implementing the general and important policies consultation with politicians is quite necessary.

Table-1 : Administrators' Perception: Implementation of Programmes

Responses	Statements				
	S-1	S-2	S-3	S-4	S-5
Agree	28 (54.91)	10 (19.61)	5 (9.81)	25 (49.02)	10 (19.61)
Partly agree	18 (35.29)	17 (33.33)	28 (54.90)	23 (45.10)	17 (33.33)
Disagree	5 (9.80)	24 (47.06)	18 (35.29)	3} (5.88)	24 (47.06)
Total	**51 (100.00)**	**51 (100.00)**	**51 (100.00)**	**51 (100.00)**	**51 (100.00)**

Note : Figures in parentheses represent percentages.

Every public policy and programme has some goals and objectives to achieve. If these goals and objectives are not clearly defined then it would create problems in its implementation. In this regard administrator's opinion has been collected about the proposition "goals and objectives are not clearly defined". Regarding this 54.90 percent of administrators partly agreed, 35.29 percent were disagreeing and 9.81 percent were agreeing with the proposition. It can be inferred that the majority of administrators feel that the goals and objectives of development programmes have not been clearly defined which results in delays in implementation.

Another aspect that harms the smooth implementation of development programmes is political interference. The majority of administrators that is 49.02 percent showed their agreement with the statement that politicians interfere in the implementation process. Most of the administrators believed that political interference in the implementation harms the very spirit of the programmes and administrators find it difficult to implement the programme impartially and fairly.

As far as the consultation with the politicians, regarding the implementation of general and important policies, is concerned, 47.06 percent of administrators did not agree with the statement that "in implementing of the general and important policies the consultation with politicians is quite necessary".

3·2 Administrators' Perception : Role of Media in Proper Implementation of Government Programmes and Good Governance

Traditionally and constitutionally, the media has no defined role in governance. It doesn't have the power to change any decisions made by the various arms of a state—the legislature, the executive and the judiciary. Yet, the media plays one of the most important roles in the functioning of any society. It amplifies the voice of citizens and communicates their opinions to the lawmakers.

The media has surely changed and intensified its activity over time. In our century, the media has a significant impact on how people live their lives. People from several nations have received information and amusement from them. For a sizable amount of time, print media dominated the mass media. However, television is becoming a rival and it is changing many social attitudes. In addition to offering news and opinions, radio has also shown a talent for entertaining, which has helped it gain widespread appeal. The internet is the leader of the new media, which offers another option. The Internet has indeed made it possible to disseminate information and ideas in real time across the globe. The perception of the administrator of the Chamba district of Himachal Pradesh regarding the role of media in implementing government programmes and good governance was sought on following four statements :

S-1 : Media play a vital role in public and government.

S-2 : Media helps people in making a proper understanding of government programmes.

S-3 : Media play a vital role in good Governance.

S-4 : Can media help in the timely implementation of development programmes?

Responses of administrators regarding the role of media in implementing government programmes and good governance are presented in table-2 on next page.

Data contained in table-2 show that 62.74 percent of administrators agreed and 31.38 percent partly agreed that media play a vital role in the implementation of government programmes, whereas only 5.88 percent of administrators disagreed with the statement. In response to the next statement that media helps people in making a proper understanding of government programmes, 56.86 percent agreed and 35.29 percent partly agreed that media help the general public to understand government programmes. The majority of the administrator (84.32 percent) agreed that media play a vital role in good governance. In response to the next statement, 41.17 percent of administrators agreed that media can play a role in the timely implementation of the development programmes, whereas 27.45 percent partly agreed to this statement, 31.38 percent of the administrator disagreed with the statement that media can help in the timely implementation of the development programmes.

Table-2 : Administrators' Perception: Role of Media

Responses	Statements			
	S-1	S-2	S-3	S-4
Agree	32 (62.74)	29 (56.86)	43 (84.32)	21 (41.17)
Partly agree	16 (31.38)	18 (35.29)	6 (11.76)	14 (27.45)
Disagree	3 (5.88)	4 (7.85)	2 (3.92)	16 (31.38)
Total	51 (100.00)	51 (100.00)	51 (100.00)	51 (100.00)

4. Conclusion

From the above discussion, it can be concluded that administrators gave the highest priority to following administrative procedures than implementing the programme with pace and without delay. It was found that administrators are not only unaware of the problems and difficulties but failed to do any kind of homework to find out what problems could be there and how we could solve those. Moreover, administrators' unawareness of the problems and difficulties may lead to either wrong implementation or it may lead to delay in implementation. Both situations are not good for the successful implementation of development programmes. To the majority of administrators goals and objectives of development programmes have not been clearly defined which results in delay and ineffective implementation. Political interference in the implementation of development plans and policy harms the very spirit of the programmes and administrators found it difficult to implement the programme impartially and fairly. In this regard, administrators thought that the implementation of programmes is the sole area of administrators and politicians have no right to interfere in it and also need not be consulted. On the other side, the role of media in providing information and proper implementation of government programmes was appreciated and it was concluded that media is one of the major pillars which helps in implementing government programmes in true spirit and help in providing good governance. By reporting on topics honestly, the media ensures checks and balances, which can help to ensure that effective governance by the government is fair and successful. Engaging millions of listeners, readers, or viewers is one of the media's strongest functions. In this way, the media effectively fulfills its essential duty of ensuring that its citizens participate in the national decision-making process.

References

Arora, Ramesh K., ***Indian Administration Perceptions and Perspectives***, Jaipur : Aalekh Publishers, 1999.

Bava, Noorjahan, "Changing Role of Bureaucracy in India", ***Indian Journal of Public Administration***, XXXI(2), 1985, New Delhi : Indian Institute of Public Administration .

Government of India, ***State, and District Administration*** (15th Report), New Delhi : Second Administrative Reforms Commission, 2009.

Singh, S. P., ***Perspectives in Indian Politics and Administration***, New Delhi : Uppal Publishing House, 1982.

http://hpchamba.gov.in/

http://mindworkzz.in/role-of-media-in-good-governance.aspx

http://www.lawctopus.com/academike/role-media-democracy-good-governance/

★

Article Received on June 05, 2023; Accepted on June 14, 2023

13

Perceptions of Sexual and Gender Minorities Regarding Others' Attitudes towards their Sexuality in Nepal : Exploring the Lived Experiences of LGBTIQ Individuals in Kathmandu Valley

*Bilakshan Kasula**

This study explores the perceptions of sexual and gender minorities in Nepal, specifically within the Kathmandu Valley, regarding others' attitudes towards their sexuality. Through informal face-to-face interviews with eight LGBTIQ individuals, the study delves into their experiences of societal attitudes, acceptance, and discrimination based on sexual orientation and gender identity. The findings reveal that while progress has been made, challenges and negative attitudes persist, leading to discrimination and

* Research Scholar, Department of Sociology, Tribhuvan University, Kirtipur (Nepal) E-mail: <okasulaaditriya@gmail.com>

disparities. However, there are positive developments driven by LGBTQ+ organizations and activists. The research underscores the importance of education, awareness programs, and inclusive environments in fostering acceptance and understanding. It highlights the generational gap in attitudes and the role of media and advocacy efforts. The study advocates for the rights, well-being, and social integration of sexual and gender minorities in Nepal, emphasizing the need for continuous efforts to raise awareness and create a more inclusive society for all.

[**Keywords :** LGBTIQ, Sexual and gender minorities, Perceptions, Sexuality, Nepal]

1. Introduction

Sexual and gender minorities, commonly referred to as LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer, and others), encompass individuals whose sexual orientation, gender identity, or gender expression deviate from societal norms of cisgender and heterosexual expectations. This diverse community comprises people with a wide range of identities, experiences, and challenges. Throughout history, sexual and gender minorities have encountered significant social, legal, and cultural obstacles, which have given rise to movements and advocacy efforts aimed at securing their rights and recognition.

One crucial aspect of sexual and gender minorities is sexual orientation. Sexual orientation pertains to an individual's enduring pattern of emotional, romantic, and/or sexual attractions, encompassing attractions to men, women, both genders, or neither gender. The American Psychological Association (APA) recognizes and affirms that homosexuality and bisexuality are normal variations of human sexuality, and it supports the understanding that sexual orientation is not a choice but rather an inherent aspect of an individual's identity (APA, 2019).

Gender identity is another key aspect within sexual and gender minorities. It refers to an individual's deeply held sense of being male, female, or a gender different from the sex assigned at birth. Transgender people, for instance, have a gender identity that differs from societal expectations based on their assigned sex. The American Medical Association (AMA) asserts that gender identity is a fundamental aspect of an individual's self-concept and should be respected and affirmed (AMA, 2017).

Unfortunately, sexual and gender minorities have long faced discrimination and health disparities. Discrimination against

LGBTQ+ individuals can manifest in various forms, including social exclusion, stigma, prejudice, and legal barriers. These adversities can have a detrimental impact on their mental health, leading to higher rates of anxiety, depression, and suicide. Moreover, sexual and gender minorities often experience health disparities, such as limited access to healthcare, lower rates of health insurance coverage, and higher rates of substance abuse and HIV/AIDS (Lambda Legal, n.d.).

In response to these challenges, numerous organizations and activists have emerged to advocate for the rights and well-being of sexual and gender minorities. Their efforts have led to significant advancements in LGBTQ+ rights, including the recognition of same-sex marriage, anti-discrimination protections, and increased visibility and acceptance in society. However, there is still much work to be done to ensure full equality and inclusion for sexual and gender minorities in all aspects of life. Sexual and gender minorities encompass individuals whose sexual orientation, gender identity, or gender expression deviate from societal norms. These diverse communities face discrimination and health disparities, highlighting the need for continued advocacy and support. By recognizing and affirming the rights and identities of sexual and gender minorities, we can strive for a more inclusive and equitable society.

Perceptions of sexual and gender minorities regarding others' attitudes towards their sexuality play a significant role in shaping their experiences and well-being. The reactions and acceptance from family, friends, colleagues, and society at large can have a profound impact on the mental health and overall quality of life of LGBTQ+ individuals. Research has explored these perceptions and their consequences, shedding light on the importance of fostering supportive environments for sexual and gender minorities.

Studies have consistently shown that negative attitudes and discrimination towards sexual and gender minorities can have detrimental effects on their well-being. For example, Hatzenbuehler, McLaughlin, and Nolen-Hoeksema (2008) found that sexual minority youth who experienced higher levels of anti-gay victimization had increased risk of depressive symptoms and suicidality. Similarly, a meta-analysis by Meyer (2003) demonstrated that sexual minority individuals who encountered more prejudice, stigma, and discrimination had higher rates of mental health disorders and substance abuse.

Conversely, positive attitudes and acceptance from others can contribute to better mental health outcomes and overall life satisfaction for sexual and gender minorities. Frost, Meyer, and Schwartz (2016) revealed that family acceptance of sexual minority youth was associated with lower rates of depression, substance abuse, and suicidal ideation. Moreover, Hatzenbuehler (2009) found that supportive social networks and inclusive communities were linked to higher levels of self-esteem, resilience, and overall well-being among LGBTQ+ individuals.

It is crucial to note that perceptions of others' attitudes towards sexual and gender minorities are not uniform. Attitudes can vary depending on factors such as cultural, religious, and generational differences. Some individuals and communities may hold more accepting and affirming views, while others may hold prejudiced or discriminatory beliefs. These attitudes can influence the level of acceptance and support sexual and gender minorities receive in different contexts. The perceptions of sexual and gender minorities regarding others' attitudes towards their sexuality have a significant impact on their well-being. Negative attitudes and discrimination can contribute to mental health disparities and negative outcomes, while positive attitudes and acceptance can foster resilience and better overall life satisfaction. It is important for society to cultivate inclusive and supportive environments that affirm the identities and experiences of sexual and gender minorities.

Research on perceptions of sexual and gender minorities regarding others' attitudes towards their sexuality in Nepal is limited. However, it is crucial to recognize that Nepal is a country with diverse cultural, social, and religious contexts, which can influence attitudes towards sexual and gender minorities. In general, Nepal has made significant progress in recognizing the rights of sexual and gender minorities. In 2007, the Supreme Court of Nepal issued a landmark decision recognizing the rights of LGBTQ+ individuals and directing the government to establish policies and laws ensuring their rights and protections (Supreme Court of Nepal, 2007).

Despite legal advancements, there are still challenges and negative attitudes towards sexual and gender minorities in Nepal. Traditional cultural norms and conservative religious beliefs can contribute to stigmatization and discrimination. LGBTQ+ individuals may face social exclusion, rejection from family and friends, and limited access to healthcare and employment opportunities (All about Human Rights, 2018). The limited research available suggests that negative attitudes and discrimination towards sexual and gender minorities can have detrimental effects on their well-being in Nepal. A study by Bhatta and Simkhada (2017) examined the experiences of sexual and gender minority individuals in Nepal and found that many faced discrimination, violence, and psychological distress due to societal attitudes.

Another study by Bista (2015) highlighted the challenges faced by transgender individuals, including societal rejection and lack of support. However, there have also been positive developments in Nepal, with increasing acceptance and support for sexual and gender minorities. LGBTQ+ organizations and activists have been working to raise awareness, advocate for rights, and create safe spaces for the community. The annual Kathmandu Pride Parade, initiated in 2002, has become a significant event for LGBTQ+ visibility and community building in Nepal.

In conclusion, perceptions of sexual and gender minorities regarding others' attitudes towards their sexuality in Nepal are shaped by cultural, social, and religious factors. While legal progress has been made, negative attitudes and discrimination persist, leading to challenges and disparities for sexual and gender minorities. However, there are also positive developments and increasing acceptance in the country, driven by the efforts of LGBTQ+ organizations and activists.

This study aimed to examine the perceptions and responses of sexual and gender minorities in Nepal, specifically within the Kathmandu Valley, regarding others' attitudes towards their sexuality. The main objective was to gain insights into the experiences of LGBTIQ individuals in relation to societal attitudes, acceptance, and discrimination based on their sexual orientation and gender identity. The research encompassed various aspects of their lives, including family dynamics, relationships, education, employment, healthcare, and social interactions. By delving into their lived experiences, the study sought to increase awareness, foster empathy, and promote acceptance and inclusivity for sexual and gender minorities in Nepalese society. Ultimately, the study advocates for the rights, well-being, and social integration of sexual and gender minorities in Nepal.

2. Sociology of Sexuality : Literature Review

The Sociology of sexuality is a field of study within Sociology that explores the cultural, social, and historical dimensions of human sexuality. It examines how sexual behaviors, identities, and attitudes are shaped by various cultural, social, and environmental factors. This review aims to provide an overview of key themes and contributions in the Sociology of sexuality, highlighting relevant research and theoretical perspectives.

One of the central aspects of the Sociology of sexuality is the recognition that sexuality is a socially and culturally constructed phenomenon. Anthropologists have shown that sexual norms, practices, and identities vary across different societies and historical periods. For instance, the work of Mead (1928) on the cultural variations in sexual attitudes and behaviors in Samoa challenged prevailing Western notions of sexual morality. Similarly, Gilbert Herdt's research among the Sambia people of Papua New Guinea explored cultural understandings of masculinity, initiation rituals, and homosexuality.

Sociologists studying sexuality also emphasize the importance of considering intersecting categories of identity, such as gender, race, class, and ethnicity, in the analysis of sexual practices and experiences. The concept of intersectionality, developed by Kimberlé Crenshaw (1989), highlights how these various dimensions of identity intersect and shape individuals' experiences of sexuality and the power dynamics at play. Anthropologists have applied this framework to study topics such as queer identities in non-Western societies (Roscoe, 1991) and the experiences of sexual minorities in postcolonial contexts (Puar, 2007).

The Sociology of sexuality has also explored the impacts of globalization on sexual practices, identities, and politics. Globalization has facilitated the circulation of ideas, media, and identities, challenging traditional norms and reshaping sexual landscapes. For example, studies by Tom Boellstorff (2004) on digital queer cultures in Indonesia demonstrate how the internet and technology have provided new spaces for LGBTQ+ individuals to express themselves and build communities. Similarly, the work of Josephine Ho (2009) on the commoditization of sex in Taiwan examines the intersections of global capitalism, migration, and sexuality.

Sociologists have been instrumental in documenting and advocating for sexual diversity and the rights of sexual minorities. Their research has shed light on marginalized sexual communities and highlighted the importance of inclusivity and social change. For instance, the ethnographic work of Gayle Rubin (1984) on the subculture of BDSM challenged societal stigma and provided a nuanced understanding of alternative sexual practices. Additionally, the activism-oriented research by Kamala Kempadoo (1998) examined the experiences of sex workers and advocated for their rights and dignity.

The Sociology of sexuality offers valuable insights into the cultural, social, and historical dimensions of human sexuality. By examining the diverse ways in which sexual practices, identities, and attitudes are constructed and experienced, anthropologists contribute to a broader understanding of sexuality and challenge normative assumptions. Through their research, they advocate for inclusivity, social justice, and the recognition of sexual diversity.

Michel Foucault's "History of Sexuality" is a groundbreaking work that revolutionized the field of sexuality studies. This review provides an overview and evaluation of Foucault's influential ideas and contributions to understanding the history of sexuality. Discourse and Power : Foucault's central thesis in the "History of Sexuality" series is the notion that sexuality is not a repressed and hidden aspect of human existence, but rather a product of discursive practices and power relations. He argues that knowledge about sexuality is constructed through various discourses, such as medicine, psychology, and law, which are influenced by broader power structures in society. Foucault's analysis emphasizes how power operates through the regulation and normalization of sexual behaviours and identities.

One of the key concepts introduced by Foucault is the critique of the "repressive hypothesis". He challenges the common belief that Western societies have historically repressed sexuality, arguing instead that sexuality has been subject to intense scrutiny, regulation, and surveillance. Foucault suggests that the discourse of repression actually serves to intensify the power and control exerted over individuals' sexual lives.

Foucault introduces the concept of "bio-power" to explain the mechanisms through which power is exercised over populations. He argues that the management of sexuality became a key element of modern forms of governance. In this context, he examines how scientific and medical discourses played a crucial role in producing knowledge about sexuality, classifying individuals based on sexual behaviours, and pathologizing certain sexual practices.

Foucault's analysis of the history of sexuality emphasizes the changing attitudes and practices towards sexuality throughout different historical periods. He explores how moral codes and social norms have shaped sexual behaviours and identities, highlighting the role of institutions such as confession, discipline, and education in the construction of sexual subjectivities. Foucault argues that individuals have become subjects of self-surveillance and self-regulation, internalizing societal norms and exercising control over their own desires and behaviours.

Foucault's "History of Sexuality" has garnered both praise and criticism within academia. Critics argue that Foucault's analysis neglects the agency of individuals and overlooks the potential for resistance and subversion. However, his work has also sparked significant contributions and debates within the field of sexuality studies, encouraging scholars to question prevailing assumptions about sexuality, power, and social control.

Michel Foucault's "History of Sexuality" is a seminal work that has profoundly influenced the understanding of sexuality as a historically and socially constructed phenomenon. His analysis of power, discourse, and the regulation of sexuality has prompted critical reflections on the complexities of sexual identities, practices, and norms. Despite ongoing debates, Foucault's ideas continue to shape the field of sexuality studies and provide valuable insights into the relationship between power, knowledge, and the production of sexuality.

3. LGBTIQ Movement : Global and Nepalese Contexts

The global LGBTIQ movement has been a powerful force in promoting the rights of sexual and gender minorities (Angelo et al., 2021). Throughout history, significant milestones have been achieved in the pursuit of equal rights for the LGBTIQ community. For instance, France became the first nation to decriminalize homosexuality in 1791, while the Scientific-Humanitarian Committee, founded by Magnus Hirschfield in 1897, conducted pioneering work on transgender identity (Angelo et al., 2021). However, under Nazi rule, LGBTQ individuals faced severe persecution, imprisonment, and even extermination (Angelo et al., 2021).

In the United States, notable developments occurred with the establishment of organizations like the Mattachine Society in 1950 and the Daughters of Bilitis in 1955, which fought for the rights of gay and lesbian individuals (Angelo et al., 2021). The Lavender Scare, enforced through Executive Order 10450 in 1953, led to the discrimination and dismissal of gay and lesbian federal employees (Angelo et al., 2021). The turning point came with the Stonewall Riots in 1969, a pivotal moment that sparked the world's first major protest for LGBTQ equality and paved the way for the organization of the first gay pride event a year later (Angelo et al., 2021).

Progress continued globally, with significant achievements such as the American Psychiatric Association removing homosexuality from its list of mental disorders in 1973 and the World Health Organization depathologizing homosexuality in 1990 (Angelo et al., 2021). The iconic rainbow flag, symbolizing pride and liberation, was first unfurled in San Francisco in 1978. The devastating impact of the HIV/AIDS epidemic in the 1980s disproportionately affected the LGBTQ populations (Angelo et al., 2021). It wasn't until 1989 that Denmark recognized same-sex civil unions (Angelo et al., 2021).

The Netherlands made history by becoming the first country to legalize same-sex marriage in 2001, while in 1994, the United States recognized persecution based on sexual orientation as grounds for asylum (Angelo et al., 2021). Notably, in 1999, James Hormel became the first openly gay U.S. ambassador (Angelo et al., 2021). Additionally, abuses against LGBTQ individuals were included in the U.S. Department of State's annual Country Reports on Human Rights Practices starting in 2005. Other milestones include Iceland electing the world's first openly gay head of state in 2009, Argentina recognizing same-sex unions in 2010, and the U.S. Supreme Court extending marriage benefits and acknowledging marriage equality (Angelo et al., 2021).

Tragic incidents like the 2018 Pulse nightclub shooting in Florida, targeting the LGBTQ community, have underscored the ongoing challenges faced by sexual and gender minorities. Nevertheless, positive developments have also occurred, such as

India's Supreme Court decriminalizing homosexuality in 2018 and the Inter-American Court of Human Rights ruling in favor of same-sex marriage and transgender rights in Latin American countries (Angelo et al., 2021). Taiwan became the first country in East Asia to legalize marriage equality in 2019, while Russia passed a constitutional amendment banning same-sex marriage in 2020 (Angelo et al., 2021).

Turning to the LGBTIQ movement in Nepal, it has gained momentum in advocating for the rights of sexual and gender minorities (Pant, 2013). A significant breakthrough came in 2007 when the Supreme Court of Nepal recognized the rights of LGBTIQ individuals and called for an end to discrimination (Pant, 2013). Furthermore, Nepal legally acknowledged a third gender category in 2015, demonstrating the country's recognition of transgender and non-binary identities (United Nations Development Programme, 2019).

In Nepal, the LGBTIQ movement has actively organized Pride marches and events to raise awareness and create safe spaces for the community (United Nations Development Programme, 2019). Nonetheless, discrimination and violence against sexual and gender minorities persist, particularly in rural areas (United Nations Development Programme, 2019). Ongoing advocacy and education remain crucial to combat prejudice and ensure the full inclusion and protection of LGBTIQ rights (Pant, 2013). The efforts of the LGBTIQ movement in Nepal have contributed to changing societal attitudes and policies, working towards a more inclusive and diverse society (United Nations Development Programme, 2019).

4. Methodology

I conducted an exploratory research study to delve into the perceptions of sexual and gender minorities in Nepal regarding their sexuality, with a specific focus on the experiences of LGBTIQ individuals in the Kathmandu Valley. I employed a qualitative research design, utilizing informal face-to-face interviews to collect data and gain a comprehensive understanding of people's perceptions and awareness. For the study, I purposively selected a sample of 8 LGBTIQ individuals. To ensure confidentiality and privacy, I used pseudonyms to protect the identity of the individuals involved.

5. Perception of Sexual and Gender Minorities' towards People regarding their Sexuality : Major Finding and Discussion

The perception of society towards sexual and gender minorities is influenced by cultural, normative, and traditional factors, which are embedded within the framework of societal rules and regulations. Historically, heterosexual relationships have been regarded as the norm, leading to the stigmatization of same-sex relationships or homosexuality as abnormal or deviant. These perceptions arise from misconceptions and fears that such relationships may disrupt cultural and traditional norms, potentially causing disorder or undermining societal stability. It is important to recognize that these perceptions can vary across different societies and undergo transformation over time as attitudes and understanding evolve. Kesari Waiba, a 36-year-old lesbian, shared her experience, stating :

> During my teenage years, while everyone around me seemed attracted to the opposite sex, I constantly questioned why I didn't feel that way towards boys. It was a confusing time for me, and I searched everywhere to understand why I was different. There was no easy access to the internet back then, so I felt lost. Then, one day, I stumbled upon an article in a newspaper that mentioned being attracted to the same gender as 'lesbian'. I cried a lot that day because it was the moment I realized I wasn't abnormal, but rather a lesbian. It took time for me to come to terms with my sexual orientation, but now I'm happy and comfortable with whom I am. Society is changing, but it takes time for people's perspective to change. People treat us as if we are from another planet. I've noticed that the younger generation is generally more aware and accepting of the LGBTIQ+ community. They treat me equally and with respect. However, I've encountered a different mindset among the older generation who tend to view homosexuality as a choice. This shows a clear generational gap in awareness and understanding.

It is a common experience for many LGBTIQ individuals to go through confusion and self-discovery when they first realize they are different from the heterosexual norm. They often struggle to understand their sexual orientation and gender identity, which can feel isolating and challenging. The lack of readily available information and support, especially in the past without internet access, further adds to the confusion and sense of being abnormal.

It is crucial for LGBTIQ children to receive guidance and support during this crucial phase of self-discovery. Education and awareness are essential in helping them understand that same-sex attraction and non-conforming gender identities are natural and valid. By providing accurate information and fostering an inclusive environment, we can assist these individuals in embracing their identities and promoting self-acceptance. Kesari statement emphasizes the urgent need for a shift in perspective. The LGBTIQ community often faces treatment as outsiders, hindering their ability to openly discuss their gender identity and sexual orientation. Similarly, Juna Dahal, a 28-year-old transgender woman, expressed her frustration, stating :

> I used to wear my sister clothes since child and I enjoy that but most of my friends and relatives use to talk and gossip about me. I felt really bad later I came to know about my gender identity. It was full of mixed feelings and emotions. People think we are *hijras*. We are not *hijras*. I know that *hijras* have existed in the Terai region of Nepal and India for thousands of years, representing a specific cultural group. They claim a sacred space within society due to their third gender status, known as *pingala*, and symbolically embody both male and female qualities as they are associated with Shiva Shakti. Due to such perspectives, we are mentally and psychologically tortured. People are generally unaware of our community. They often view being transgender as a choice or associate it with Western influence aiming to disrupt society.

Kesari and Juna both highlight the need for a fundamental change in society's perception and understanding. They address the erroneous perception that all transgender individuals are hijras, emphasizing the importance of correcting this misunderstanding within society. It is essential for people to acquire knowledge and understanding about the diverse experiences and identities within the LGBTIQ community, acknowledging that gender identity is innate and not dependent on conforming to any specific cultural context. Likewise, Rudra Gole, a 27-year-old gay man, shared his experience, stating :

> My friends used to call me Hijra just because I was feminine in nature as a kid. They used to tease me by saying people like you stay in Chahabel. I started going there to see Trans woman in Chahabel. I was very curious so I started talking with them. I

> used to think that they have two sexual organs; I am not one of them. I don't belong to that community. But after having conversation I became friends with them. I realized that I am a gay. People call me *chakka* and *hijra*. I've noticed that people are more aware of the LGBTIQ+ community due to platforms like TikTok and media exposure. However, there is a downside to this awareness as some individuals with homophobic tendencies use social media platforms to bully and leave negative comments. Despite people being aware of our community, the presence of homophobia hinders acceptance and leads to online harassment.

Even LGBTIQ people deny their own gender identity at first because it is not common. Coping with reality is very hard at first but with time LGBTIQ people accepts and open up their gender identity. At the end, it is the only thing that makes happy. Rudra's statement emphasizes that people's perceptions have not yet changed. This is due to the misconception that all transgender individuals are *hijras*, when in reality, *hijras* represent a specific cultural group. It is crucial to correct this misunderstanding within society regarding the LGBTIQ community. Rudra highlights the importance of recognizing that transgender individuals are born with their gender identity, and it is not a matter of conforming to any specific culture. Society needs to acquire knowledge and understanding about the diverse experiences and identities within the LGBTIQ community. Moreover, Rupak D.C., a 30-year-old transgender man, shared his perspective, stating :

> I was always a tomboy, displaying masculine traits and preferring to dress like a boy. My classmates from other sections used to call me a lesbian because I mainly interacted with girls. While all the other girls were interested in having boyfriends, I didn't feel attracted to boys at all. I had strong feelings for girls. I was in a state of confusion, so I started hiding my true identity and tried to act more feminine. However, my masculine walk gave me away, and I became a target of teasing. I used to think it was just a phase and that I would change as I grew up. In the Kathmandu area, I've found that people are more aware and knowledgeable about the LGBTIQ+ community. This is largely due to the access to education and awareness programs available in the city. However, in rural areas, there is a lack of central programs focused on raising awareness about sexual

> and gender minorities. As a result, social acceptance is significantly lower in rural communities. During my field visits, it became evident that people are only aware where awareness campaigns have been conducted. It's quite fascinating, isn't it? Mainstream media has played a significant role in altering people's perceptions compared to how things used to be.

Rupak's story reflects the challenges and internal struggles that many transgender individuals face. Society's limited understanding of gender identity and the pressure to conform to societal norms can lead to confusion and self-doubt. Rupak's experience highlights the importance of acceptance and support for individuals exploring and embracing their gender identity, allowing them to express themselves authentically and find happiness in their true identities. Rupak acknowledges the positive influence of mainstream media in changing societal perceptions. He mentions the Menstruation Health Organization, which educates people about the fact that transgender men also experience menstruation.

Additionally, Rupak notes that the government has taken initiatives to support the LGBTIQ community, leading to increased representation of LGBTIQ individuals in the media. These factors have contributed to a gradual change in how their family, friends, and relatives perceive them. However, Rupak also acknowledges that attitudes and behaviours have not fully transformed, estimating about a 50% shift in society's perspective. He emphasizes that further work is needed to foster understanding and acceptance.

These respondent perspectives highlight the ongoing journey of changing societal perceptions. Rudra's experience reflects the persistence of misconceptions, particularly regarding the association of all transgender individuals with *hijras*. Rupak's perspective highlights the role of media and government initiatives in gradually altering societal perceptions, while acknowledging that complete transformation takes time. Both respondents stress the importance of education, understanding, and acceptance to create a more inclusive society for the LGBTIQ community. In a similar fashion, Rupawoti Gole, a 26-year-old transgender woman, shared her experience, stating :

> I realized I was different when I was around 10 years old, but it took me a long time to understand that I was transgender. It wasn't until I reached the age of 20 and came to Blue Diamond Society that I fully recognized my gender identity. Initially, it

> felt strange and unfamiliar, but as time passed, I started feeling more comfortable and happy. Nowadays, I no longer feel any hesitation about going anywhere. This process made me realize that from a young age, many of us are aware that we are different, but due to a lack of awareness and understanding, we may not fully comprehend our gender identity. It's a journey of self-discovery, and with the right support and resources, we can find acceptance and embrace who we truly are.
>
> Although there is awareness among organizations working with us, my own parents were not aware of the LGBTIQ+ community when I disclosed my gender identity. The absence of a curriculum in schools to address these issues is a serious problem. If parents and teachers were more knowledgeable about sexual and gender minorities, it would be easier for children to openly share their identities. Even my relatives, friends, and family were not supportive at first, but after seeing me advocating for our rights in various media platforms, they have become more supportive, and their perception has undergone a positive change.

Rupawoti's experience highlights the importance of awareness and education surrounding gender identity. By providing the necessary information and creating a supportive environment, individuals like Rupawoti can come to understand and accept their true selves. Over time, they can find happiness and confidence in living authentically. Rupawoti emphasizes the power of setting an example in society to bring about changes in perceptions. She also acknowledges that people's level of understanding plays a significant role in shaping their attitudes. Rupawoti's statement highlights the transformative impact of advocacy efforts and increased awareness through media platforms. Furthermore, Reena Joshi, a 44-year-old transgender woman, expressed her viewpoint, saying :

> When I was child I used my mom's makeup and dress up like a girl. My dad used to beat me a lot because of my behaviour; I used to cry a lot. Compared to the past, people are more aware of our community. However, it is crucial for every individual to be educated and informed about sexual and gender minorities for true acceptance. Unfortunately, there is still a lack of awareness among parents and teachers, as there is no curriculum in schools dedicated to educating about the

LGBTIQ+ community. This lack of education poses challenges for children to disclose their gender identity to their families.

Reena experience was so heartbreaking, as a child who is not aware about her gender identity and sexuality, as a parent they need to support. By beating her just because she was dressing up like girl, such behaviour will affect and destroy her mentally. Such incident is just one of the examples; there are so many such incidents which are kept hidden in the society. Parents are afraid that they will be disgrace and insulted in the society just because their child are different. Similar sentiments, noting that people's perceptions have significantly changed compared to the past due to advocacy efforts. This further reinforces the notion that societal perceptions towards sexual and gender minorities are evolving. Similarly, Hari Newa, a 23-year-old intersex individual, shared their personal experience, stating :

> I knew I was different around the age 15 but I came to know about my gender identity after listening to radio programs and BDS counseling. I felt so good to see people belong to community. People are still not aware of the issues surrounding sexual and gender minorities. There is a lack of understanding and awareness among the general population. My interview findings indicate that awareness is primarily limited to organizations directly connected to the LGBTIQ+ community. It is essential to conduct more awareness programs in rural areas to educate people about our community. From 2011 to 2016, I personally experienced a negative perception from people towards sexual and gender minorities. However, since 2019, I have noticed a significant change in society's perception.

Hari attributes this shift to tireless advocacy efforts and increased awareness through media platforms. They highlight the increasing recognition of terms like "LGBTIQ" among the general population as a reflection of changing attitudes and understanding within society. Likewise, Karna Buda, a 30-year-old transgender man, expressed a contrasting viewpoint, stating :

> When I was at teenage I realized that I was different but I don't knew I am transgender man. But through, my sister I got connected to BDS after realizing my gender identity, it was like new birth. I felt so glad and happy to see my community, it felt like I met my family. I got positive vibes. I've noticed that people's awareness about the LGBTIQ+ community is not as widespread as it should be. While many young individuals are

> familiar with and aware of these issues, a significant portion of the population in rural areas remains unaware and uninformed. In these areas, the term 'LGBTIQ' is not well-known, and there is a lack of understanding. This lack of awareness contributes to the lack of social acceptance, especially in rural communities. I have encountered a different perspective from society. People tend to perceive individuals like me in a negative light, considering us morally wrong and viewing us as a bad influence and undesirable company within society.

Karna highlights the challenges faced by transgender individuals, including moral judgments, negative stereotypes, and objectification. His statement underscores the biases and difficulties that persist in society's perception of sexual and gender minorities. After knowing about gender identity getting connected as to people like him exist in the society made him so happy. His expression after knowing that he is a transgender man was different he was happy and felt like a new birth with his family.

These respondent perspectives provide insights into the varying experiences within the LGBTIQ community. While Rupawoti, Reena, and Hari observe positive changes in societal perceptions and increased recognition, Karna's perspective highlights the persistent negative attitudes and stereotypes that transgender individuals may encounter. These diverse experiences emphasize the need for ongoing education, advocacy, and understanding to foster a more inclusive and accepting society for sexual and gender minorities.

LGBTIQ people try to hide their identity when they are teased and pointed out as if they don't belong there. They try to act like hetero which is considered as normal. Most of the community members tries to hide their identity when people notice and point different things. But it is very difficult for a person to hide their gender identity and live like other gender. It suffocates them and makes them so depressed. The judgments passed by people like be more feminine, be more masculine, why are you behaving like a girl, and why are you behaving like a boy such things mentally destroy the LGBTIQ people.

6. Conclusion

The perception of society towards sexual and gender minorities is deeply influenced by cultural, normative, and traditional factors.

Historically, same-sex relationships and non-conforming gender identities have been stigmatized as abnormal or deviant due to misconceptions and fears surrounding their potential impact on cultural and traditional norms. However, the perspectives and attitudes towards sexual and gender minorities are gradually evolving. The experiences shared by individuals within the LGBTIQ community reflect the challenges they face in understanding and accepting their own identities. Many respondents expressed confusion, isolation, and a sense of being abnormal during their self-discovery process. Limited access to information and support exacerbates these difficulties, emphasizing the importance of education and awareness programs.

The impact of societal perceptions varies across generations, with the younger generation generally demonstrating greater awareness and acceptance of the LGBTIQ community compared to the older generation. This generational gap highlights the importance of time and evolving attitudes for societal transformation. Media platforms and advocacy efforts have played a significant role in shaping societal perceptions towards sexual and gender minorities. Increased visibility and representation have contributed to a gradual change in attitudes. However, challenges persist, such as the misconception that all transgender individuals are *hijras* or the lack of awareness and education in rural areas. These obstacles underscore the need for continuous efforts to raise awareness and foster understanding across society.

Supportive environments, inclusive education, and open discussions about gender identity and sexuality are crucial for creating an inclusive society where individuals can openly express their true selves. It is important to recognize that gender identity is innate and not dependent on conforming to specific cultural contexts or societal norms. Overall, the perspectives shared by individuals within the LGBTIQ community highlight the ongoing journey of changing societal perceptions. While progress has been made, there is still work to be done to combat misconceptions, promote understanding, and create a more inclusive and accepting society for all sexual and gender minorities.

References

AMA, "AMA Statement on Gender Identity". Accessed June 24, 2017. https://www.ama-assn.org/delivering-care/population-care/ama-statement-gender-identity.

Angelo, Abby N., Aaron A. Chasin and Bonnie H. Kaplan, "Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer Movements", Abby N. Angelo, Aaron A. Chasin and Bonnie H. Kaplan (eds.), ***Handbook of LGBT Communities, Crime, and Justice***, New York : Springer International Publishing, 2021, 1-17.

APA, "APA Public Interest Directorate: Sexual Orientation & Gender Diversity". June 24, 2019. https://www.apa.org/pi/lgbt/resources/sexual-orientation.

Bhatta, D. N. and P. Simkhada, "Sexual and reproductive health rights in Nepal: Perceptions, barriers, and challenges among sexual and gender minorities", ***Kathmandu University Medical Journal***, 55(4), 2017, 349-357.

Bista, S., "Living on the edge: Transgender identity and social exclusion in Nepal", ***Journal of Asian and African Studies***, 50(5), 2015, 556-569.

Boellstorff, T., "Playing Back the Nation: Waria, Indonesian Transvestites", ***Cultural Anthropology***, 19(2), 2004, 159-195.

Crenshaw, K., "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics", ***University of Chicago Legal Forum***, 1(8), 1989, 139-167.

Foucault, M., ***The History of Sexuality***, Volume 1, An Introduction, New York : Vintage Books, 1976.

Foucault, M., ***The History of Sexuality***, Volume 2, The Use of Pleasure, New York : Vintage Books, 1984.

Foucault, M., ***The History of Sexuality***, Volume 3, The Care of the Self, New York : Vintage Books, 1986.

Frost, D. M., I. H. Meyer and S. Schwartz, "Social support networks among diverse sexual minority populations", ***American Journal of Orthopsychiatry***, 86(1), 2016, 91-102.

Hatzenbuehler, M. L., "How does sexual minority stigma 'get under the skin'? A psychological mediation framework", ***Psychological Bulletin***, 135(5), 2009,707-730.

Hatzenbuehler, M. L., K. A. McLaughlin and S. Nolen-Hoeksema, "Emotionally moving: The effect of anti-gay prejudice on the health of sexual minority youth", ***Psychological Bulletin***, 135(5), 2008, 828-848.

Herdt, G., ***Guardians of the Flutes : Idioms of Masculinity***, Chicago : University of Chicago Press, 1981.

Ho, J., "Dancing in Shadows: SARS, Sex Work, and the Politics of Pleasure in Urban China", ***Ethnography***, 10(4), 2009, 433-459.

Kempadoo, K., ***Sexing the Caribbean : Gender, Race, and Sexual Labor***, New York : Routledge, 1998.

Lambda Legal, "Health Care Fairness". June 24, 2023. https://www.lambdalegal.org/issues/health-care-fairness.

Mead, M., ***Coming of Age in Samoa : A Psychological Study of Primitive Youth for Western Civilization***, New York : Morrow, 1928.

Meyer, I. H., "Prejudice, social stress, and mental health in lesbian, gay, and bisexual populations: Conceptual issues and research evidence", ***Psychological Bulletin***, 129(5), 2003, 674-697.

Pant, P. R., "Movements for sexual and gender minorities' rights in Nepal", Y. S. Rawal and M. W. Ross-Sheriff (eds.), ***Transnational LGBT Activism : Working for Sexual Rights Worldwide***, Minneapolis : University of Minnesota Press, 2013, 207-222.

Puar, J. K., ***Terrorist Assemblages : Homonationalism in Queer Times***, Durham : Duke University Press, 2007.

Roscoe, W., ***The Zuni Man-Woman***, Albuquerque : University of New Mexico Press, 1991.

Rubin, G., "Thinking Sex: Notes for a Radical Theory of the Politics of Sexuality", C. S. Vance (ed.), ***Pleasure and Danger : Exploring Female Sexuality***, London : Routledge, 1984, 267-319.

Supreme Court of Nepal, "Full text of the decision of the Supreme Court of Nepal in the case of Sunil Babu Pant & Others vs. Government of Nepal & Others". Accessed June 24, 2007. http://hrlibrary.umn.edu/research/nepal/SCSUNILBABUPANTDECISION.pdf.

United Nations Development Programme, ***Being LGBTI in Asia : Nepal Country Report***, Bangkok : UNDP, USAID, June 24, 2019. ★

Article Received on June 15, 2023; Accepted on June 24, 2023

Guidelines for Contributors

Manuscripts for publication (papers, notes, book reviews etc.) in the ***Journal of National Development (JND)*** and ***Contemporary Social Sciences (CSS)*** must be in English (in Hindi only for 'Special Issue of JND in Hindi'). Soft copy of the paper should be sent through e-mail at *papersubmission@jndmeerut.org or helpdesk@jndmeerut.org or managingeditor@jndmeerut.org*. No need to send hard copy. The text of the paper should be accompanied by a list of footnotes and references, tables and figures, if any, separately. Footnotes should be kept to a minimum, each not exceeding 4 typed lines. References should follow Chicago Reference Style eg. the name(s) of author(s), complete title of the book (bold italics), place of publication, publisher, year of publication and page number(s) of the citations. For example, Dharam Vir, ***Education and Polity in Nepal : An Asian Experiment***, New Delhi : Northern Book Centre, 1988 : 158. For articles published in journals, it should contain full name(s) of the author(s), the title of the article in double quotes followed by a comma, the name of the journal (bold), volume, number, year of publication and page number(s). For example, Kamlesh Mahajan, "Mass Media and Women's Development : The Case of Television in India", ***Journal of National Development***, II, No. 2 (Winter), 1989, 182-197 or for an article in the edited book like Kamlesh Mahajan, "Portrayal of Women on Television in India'', David Sciulli (ed.), ***Comparative Social Research***, Greenwich, Connecticut, U. S. A. : Jai Press Inc., 1996, 53-67. Book reviews should not contain footnotes. Reference to other works, if any, should be incorporated in the text itself.

Submission of a paper will be held to imply that it contains original unpublished work and is not being submitted for publication elsewhere. Authors are solely responsible for obtaining permission from the owners of the copyright while reproducing any material which has already been published elsewhere. Editors reserve the right to publish the articles accepted for publication in the JND/CSS, in a separate edited book simultaneously or later on. A nominal processing fee is charged from Indian contributors and foreign contri- butors which entitles them to receive a hard copy. This processing fee includes postage charges *i.e.* SPEED POST/ REGISTERED POST. However, the soft copy in pdf format is sent free of cost to all the contributors and is also displayed at our website https://www.jndmeerut.org.

For any help, please contact :
e-mail : helpdesk@jndmeerut.org,
papersubmission@jndmeerut.org
For submitting the article for publication in JND, please contact :
Dr. Kamlesh Mahajan, Managing Editor, JND/CSS,
D-59, Shastri Nagar, Meerut-250004 (India)
Phone : 91+121+2763765, 9997771669, 9412200765
e-mail : editorcssjnd@gmail.com *or* editor@jndmeerut.org

Form 4 (See Rule 8)

Place of Publication	:	Meerut, U. P. India
Periodicity	:	Bi-annual (English) + Special Issue in Hindi
Printer's Name	:	Dr. Priyanka Mahajan, Saksham Computers, Meerut
Nationality	:	Indian
Address	:	D-59, Shastri Nagar Meerut-250 004 (INDIA)
Editor's Name	:	Dr. Dharam Vir
Nationality	:	Indian
Address	:	D-59, Shastri Nagar Meerut-250 004 (INDIA)
Names and addresses of the individuals who own the journal and of the partners or share-holders holdings more than one per cent of the total capital	:	Dr. Dharam Vir D-59, Shastri Nagar Meerut-250 004 (INDIA)

I, Dr. Dharam Vir, hereby declare that the particulars given above are true to the best of my knowledge and belief.

Dharam Vir

ISSN 0972-8309

Double-blind Reviewed, Indexed & Refereed
Bi-annual International Journal