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From the Desk of Editor-in-Chief ...

Today, academic activities are being pursued in the higher education institutions amidst pandemic, facing dual problems viz., challenge of conduct of academic activities including teaching and learning and meeting their set quality standards. However, being a responsible educational institution one need to carry on with the proven functions, as the education is the most powerful weapon used to design the destiny of a civilized society. Keeping this revered idea in front, A.J. Institute of Management is bringing out her Bi-annual Research Journal- Anveshana – Vol. 11, Number 01 with series of research articles, empirical reports and conceptual papers of renowned scholars, as detailed below.

- 'Awareness of Sexual Harassment of Women at Workplace Act 2013: A Study of North East Region of India' jointly authored by Dr. A. K. Singh and Sri. H. N. Pandey.
- 'Development of Forest Resources in Uttar Pradesh' reported by Prof. M. P. Singh.
- 'An Overview of Employment Opportunities for Educated Youth in Coming Years' written by Ms. S Sai Tejaswini.
- 'Migrant Workers during COVID- 19 Pandemic in Uttar Pradesh: Review of State's Welfare Measure' presented by Sri. Shailendra Kumar.
- 'A Comparative Analysis of Investment Pattern and the Demographic Variables with Special Reference to Hospitality Employees of Coastal Karnataka' jointly authored by Prof. Ganesh Acharya B. and Dr. Abbokar Siddiq.
- 'The English Language by C.L. Wrenn' Reviewed by Prof. Balakrishna.



Dr. T. Jayaprakash Rao
Editor in Chief

Awareness of Sexual Harassment of Women at Workplace Act 2013 : A Study of North East Region of India

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Abstract:

Sexual harassment at the workplace is a universal problem. Sexual harassment of women at the workplace is a fast growing problem in India with women coming out of their closet for earning their livelihood or for supporting their family members. The number of cases filed for sexual harassment has increased but women employees are still reluctant to report the matter to concerned authority. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted to ensure safe working spaces for women and to build enabling work environments that respect women's right to equality of status and opportunity. An effective implementation of the Act is likely to contribute to the realization of their right to gender equality, life and liberty, equality in working conditions everywhere. The sense of security at the workplace is expected to improve women's participation in work, resulting in their economic empowerment. Against this backdrop, present paper highlights the awareness levels of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in the selected states of North east Region of India. The paper is based on a major research study based on filed survey.

Keywords: Awareness, Sexual Harassment Workplaces, Right to Equality.

Introduction:

Sexual harassment at work place is increasing in spite of enforcement of laws and legal provisions.

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Sexual harassment of women employees in organized and unorganized sector has to be addressed effectively in order to ensure gender inclusive development and creating violence free society and work place. Supreme Court has also observed that gender equality includes protection from sexual harassment. Sexual harassment of women at work place is a gross violation of human rights and dignity. India has vast network of legal provisions for prevention, prohibition and protection of women from different kinds of violence. However, sexual harassment has increased gradually in the work place with the increase in urbanization, industrialization and women employment in organized and unorganized sector. It has been observed that a large number of cases of sexual harassment are not reported due to prevailing socio-cultural values and fear of loss of job. Moreover, sexual harassment has been reported high in unorganized and private sector and least in organized and public sector. Organizations which have enforced gender policy and provisions of prevention and protection of women from sexual harassment in their offices have less number of cases of sexual harassment of women employees. Thus, it is imperative to ensure effective enforcement of Prevention of Sexual Harassment Act, 2013 and Vishakha Guidelines in the work place. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 mandates all workplaces, including, any department, organisation, undertaking, establishment, institutions, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society having more than 10 workers to constitute Internal Committees (ICs) for receiving complaints of sexual harassment of women at workplaces. Educational Institutions are also covered under the Act.

The Act casts an obligation upon all the employers to constitute Internal Committees and for inquiry to be completed in a sensitive and time bound manner by Internal Committees. There is no centralized mechanism to collect data related to Internal Committees and of the cases of sexual harassment looked into by such committees.

The Ministry of Women and Child Development, Government of India has developed an online complaint management system titled Sexual Harassment electronic-Box (SHe-Box) for registering complaints related to sexual harassment at workplace by women, including government and private employees. So far, 423 complaints have been registered on the She-Box portal. Out of which, 114 cases have been disposed off.

The setting up of Internal Committee in each and every Government department/institution/autonomous body is mandated as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Associated Chambers of Commerce & Industry of India (ASSOCHAM), Federation of Indian Chambers of Commerce and Industry (FICCI), Chamber of Commerce & Industry (CCI), and National Association of Software and Services Companies (NASSCOM) have been requested by Ministry of Women and Child Development, GOI to ensure effective implementation of the Act amongst their members in private sectors. All State Governments and UT Administrations have also been requested to advise the Secretary Industries/Commerce to organize similar workshops and awareness programmes in each and every industry, business house, private sector entity of the States/UTs. While the official figures for women's work participation are low, much of the work that women do is not captured in official data accounts. It is argued¹ that where this is to be captured, women's overall work participation would be 86.2 per cent. While the official data² shows that women's work participation rate is around 25.3 per cent in rural areas and 14.7 per cent in the urban areas, estimates indicate that there is a huge workforce of women, therefore there is a need to secure their workplace and entitlements. Given, that 93 percent of women workers are employed in the informal sector, they remain unprotected by laws. With no laws or mechanisms to protect them, proactive measures are required to make their workplaces safe. A great deal of cynicism exists regarding police action. Women said that even when they have gone ahead to complain to the police nothing has been done about it.

As many as 70 percent women said they did not report sexual harassment by superiors because they feared the repercussions, according to a survey conducted by the Indian Bar Association in 2017, of 6,047 respondents. “Low or no reporting speaks volumes about the gender sensitivity of a particular organization. Women may not know where to go to report harassment or it could be that the cases may not have been dealt with sincerely. Often, women go to committees believing them to be independent, and find that they are actually puppets in the hands of their superiors.” For the first time in a decade, the unit-level data of the National Family Health Survey (NFHS) conducted in 2015-16, and released earlier this year, allows us to calculate the trends in under-reporting of crimes by comparing data on actual experiences of crime victims with that of crimes recorded by the police, and compiled by the National Crime Records Bureau. Our analysis shows that only a minuscule portion of incidents of sexual violence is reported to the police. An estimated 99.1 percent of sexual violence cases are not reported, and in most such instances, the perpetrator is the husband of the victim. The average Indian woman is 17 times more likely to face sexual violence from her husband than from others, the analysis shows. The NFHS is a nationally representative survey covering nearly 700,000 women. Detailed questions on sexual and physical violence were asked to a sub-sample of 79,729 women between 2015 and 2016. In the absence of a nation-wide crime victimization survey, the NFHS remains the most credible source on crimes against women. Even if one excludes marital rape and assault from the analysis, the extent of reporting sexual violence is still small. Only about 15 percent of sexual violence committed by others (someone other than the current husband) is reported to the police. The picture is pretty similar if one compares the overall level of violence (sexual and physical) faced by women—as recorded in the NFHS survey data—versus what is recorded by the NCRB.

A state-wise analysis suggests that the extent of under-reporting tends to be higher on average in states with low female literacy. In states such as Bihar, Uttar Pradesh and Jharkhand, less than 0.5 percent of incidents of violence against women were reported. Tamil Nadu and Karnataka also saw very low reporting of

crimes despite a higher female literacy rate. The estimated reporting rate is relatively higher for states such as Delhi, Assam, Rajasthan, Kerala, Maharashtra and Himachal Pradesh. Barring Rajasthan, all these states have relatively high female literacy rates. Despite these regional differences, the overall extent of reporting is still low in the best of states. The NFHS data provides further corroboration of this. Only 3.5 percent of victims of violence reported seeking the help of police. It is likely that among them, some failed to register a case even after seeking help. Section 354A of the Indian Penal Code (IPC) deals with offences related to sexual harassment, which includes physical contact, unwelcome and explicit sexual overtures, demand or request for sexual favours, showing pornography to a woman against her will and making sexually colored remarks. In so far as the complaints registered with the National Commission for Women (NCW) are concerned, there is an increase in complaints registered under category 'Sexual Harassment includes Sexual harassment at Workplace'. The data indicating number of such complaints registered during the last six years is given below: There has been rise in reported cases under Sexual Harassment Act, 2013.

Sexual harassment at the workplace is a universal problem. Sexual harassment of women at the workplace is a fast growing problem in India with women coming out of their closet for earning their livelihood or for supporting their family members. The number of cases filed for sexual harassment has increased but women employees are still reluctant to report the matter to concerned authority. Sexual harassment of women at work place is increasing in spite of enforcement of laws and legal provisions. It is the gross violation of human rights. It also badly affects the health of victims as well as work environment. It is need of hour to ensure effective implementation of Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 and creating violence free work environment for women in India. An effective implementation of the Act is likely to contribute to the realization of their right to gender equality, life and liberty, equality in working conditions everywhere. The sense of security at the workplace is expected to improve women's participation in work, resulting in

their economic empowerment. Against this backdrop, present book highlights the compliance to provisions of the Sexual Harassment of Women at Work Place Act, 2013 in private sector organizations in states of Mizoram, Tripura, Meghalaya and Sikkim in North East Region of India. The study examines the awareness of the provisions of Act among the women employees as well as employers in private sector. The sample of the study included 4682 working women from 262 private sector's/ parastatals establishments. The survey was conducted with the help of structured interview scheduled for head of the establishment and working women.

Review of Literature:

The literature here is merely comprised of sexual harassment theories, how it happens at workplaces, individual and organizational characteristics related to it. Also, we have tried to find out as to how much sexual harassment is affecting the workplace setting, job satisfaction and overall performance of individuals. As much as sexual harassment is increasing day by day at workplaces, in institutions and even in government sectors, it is taken less leniently as ever. After the ground breaking theory presented by MacKinnon (1979), the literature of sexual harassment is following a rather similar track. Sociologists are now broadly linking sexual harassment with workplace inequalities or gender inequalities and other kinds of discriminations related to workplace (Lopez, Hodson, & Roscigno, 2009). Theories have demonstrated that supervisors or personals at work that possess more power at workplace are known to carry more dominance in sexual harassment than the subordinates. But even after decades of searching and studying (Gutek, 1985; Hendrix, William H., Justin D. Rueb, and Robert P. Steel. 1998; Tong, 1984), whether and how workplace power is impacting harassment, the reasons are still unknown. Sexual harassment is known to occur more likely in organizations with certain characteristics (Pryor, J. B., Giedd, J. L., Williams & K. B., 1995). Pryor, J. B., LaVite, C. & Stoller, L. (1993) suggested that if the surroundings help the situation to occur, it automatically occurs, for example, if a person is responsible for sexual threatening one time, he will do it again if the system allows him to do so. According to Gutek & Barbara A., (1985)

sexual harassment is more likely to happen in organizations where all kinds of sexual harassments are common and it actually supports such acts. Sexual harassment appears to be more common (1) In jobs or occupations where males are dominant over the females (European Commission, 1999) and (2) The fear of losing the job upon filing the complaint (Björkqvist, K., Österman, K. & Hjelt-Bäck, M., 1994). Kumar (2012) is of the view that sexual harassment is such a topic that has received little systematic study in our country despite its multiple adverse effects both on women and work. Choudhury (2004) has explored women's perceptions and experiences of sexual harassment in the health sector and pathways of action taken. Findings confirm the persistence of sexual harassment in the workplace, the reluctance of women to invoke the complaints mechanism and the ineffectiveness of existing complaints mechanism in punishing the perpetrator. Nichele. et al. (1998) have analyzed the incidences of sexual harassment of women at workplace. Akhtar (2013) in his study has highlighted that women working in offices have to endure sexual comments and demands by bosses and colleagues as the price of economic survival. As students, women and girls are sexual prey to teachers; in offices and educational institutions, sexual pressure is invisible but pervasive. Sharma and Sharma (2012) indicated that there is a significant difference in the ways gender equality is perceived and applied in the workplace, be it legal, institutional or otherwise. The review of pertinent literature simply demonstrates that there is paucity of literature, research data and findings on sexual harassment of women at workplace in health and education institutions in India.

Discussion of Results:

Sexual Harassment of Women at Workplace Act, 2013 was introduced in India in order to protect women from sexual harassment at workplace. The level of awareness among the employees / working women about the various provisions of the Act is important to protect from sexual harassment and seek assistance under the Act. Similarly, the awareness about the Act among the employers and particularly the members of internal and local complaint committees is important to ensure protection of women

from sexual harassment and making necessary arrangements for compliance of the Act. However, the level of awareness about the various provisions of the Act is likely to differ amongst the employers and employees. In this part of the report, an attempt has been made to analyze the level of awareness about the various provisions of the Act amongst the employees and employers. In view of the examining relationship amongst the different variables, chi square test has been implied in measuring the levels of awareness about the provisions of the Act.

Sexual Harassment of Women at Workplace has remained one of the central concerns of the women's movement in India since the early 1980s. In 1997, the Supreme Court passed a landmark judgment in the Vishakha case laying down guidelines to be followed by establishments in dealing with complaints about sexual harassment. The court stated that these guidelines were to be implemented until legislation is passed to deal with the issue. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted to ensure safe working spaces for women and to build enabling work environments that respect women's right to equality of status and opportunity. An effective implementation of the Act is likely to contribute to the realization of their right to gender equality, life and liberty, equality in working conditions everywhere. The sense of security at the workplace is expected to improve women's participation in work, resulting in their economic empowerment. In this section of report an attempt has been made to examine the awareness about the provisions of Act amongst employers and its impact.

The value of chi square test between respondents/ employers of sampled states and level of awareness has found 117.08, which is found highly significant at one percent level of significance. Their mean sampled state of respondents/employers is highly associated with awareness of respondents (Table 1).

Table 1 : Employer-wise Awareness Level

State	Awareness Level of Employers			Total
	Low	Medium	High	
Tripura	92	9	1	102
	90.2%	8.8%	1.0%	100.0%
Mizoram	41	10	0	51
	80.4%	19.6%	0.0%	100.0%
Meghalaya	63	13	12	88
	71.6%	14.8%	13.6%	100.0%
Sikkim	7	33	18	58
	12.1%	56.9%	31.0%	100.0%
Total	203	65	31	299
	67.9%	21.7%	10.4%	100.0%

Source : Field study

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	117.079 ^a	6	.000
Likelihood Ratio	125.114	6	.000
Linear-by-Linear Association	82.985	1	.000
N of Valid Cases	299		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.29.

The value of chi square test between education of respondents and level of awareness has found 55.34, which is found highly significant at one percent level of significance. Their mean education of respondents is highly associated with awareness of respondents (Table 2)..

Table 2: Type of Organization/ Establishment Wise Awareness Level

Type of organization/ establishment	Awareness Level Of Employers			Total
	Low	Medium	High	
Hospital/Nursing Home	12	7	3	22
	54.5%	31.8%	13.6%	100.0%
NGO/NPO	3	3	0	6
	50.0%	50.0%	0.0%	100.0%
Hotels & Restaurants	23	8	0	31
	74.2%	25.8%	0.0%	100.0%
Farms/ Agricultural & Allied	7	2	0	9
	77.8%	22.2%	0.0%	100.0%
Resorts/ Holiday Inns	2	8	0	10
	20.0%	80.0%	0.0%	100.0%
Foods & Beverage Industry	14	1	2	17
	82.4%	5.9%	11.8%	100.0%
Educational Institutions	18	6	7	31
	58.1%	19.4%	22.6%	100.0%
Cooperative Societies/ SHGs	9	1	0	10
	90.0%	10.0%	0.0%	100.0%
Unorganized Sector Organization	35	3	0	38
	92.1%	7.9%	0.0%	100.0%
IT/ ITES/ Electronics And Telecom	9	0	2	11
	81.8%	0.0%	18.2%	100.0%
Parastatals Organization	2	1	2	5
	40.0%	20.0%	40.0%	100.0%
Banks/ Financial Institutions	3	8	3	14
	21.4%	57.1%	21.4%	100.0%

Pharmaceutical / Health Care	4	3	4	11
	36.4%	27.3%	36.4%	100.0%
Mining, Quarrying & Manufacturing	32	1	4	37
	86.5%	2.7%	10.8%	100.0%
Trading/ Transport	3	0	0	3
	100.0%	0.0%	0.0%	100.0%
Automobile	11	4	1	16
	68.8%	25.0%	6.2%	100.0%
Retailing/Press/Casino/ Recreation/Gaming/Security/Cinema	16	9	3	28
	57.1%	32.1%	10.7%	100.0%
Total	203	65	31	299
	67.9%	21.7%	10.4%	100.0%

Source : Field Study

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	93.103 ^a	32	.000
Likelihood Ratio	99.734	32	.000
Linear-by-Linear Association	.097	1	.755
N of Valid Cases	299		

a. 32 cells (62.7%) have expected count less than 5. The minimum expected count is .31.

The value of chi square test between level of working in organization and level of awareness has found 14.65, which is found significant at 5 percent level of significance. Their mean level of working in organization of respondents is highly associated with awareness of respondents (Table 3).

Table 3: Level of Working and Awareness Level

At which level you are working in the organization?	Awareness Level Of Employers			Total
	Low	Medium	High	
Senior Level	160	46	20	226
	70.8%	20.4%	8.8%	100.0%
Middle Level	37	18	10	65
	56.9%	27.7%	15.4%	100.0%
Junior Level	6	1	0	7
	85.7%	14.3%	0.0%	100.0%
None of the above	0	0	1	1
	0.0%	0.0%	100.0%	100.0%
Total	203	65	31	299
	67.9%	21.7%	10.4%	100.0%

Source : Field Study

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.649 ^a	6	.023
Likelihood Ratio	11.065	6	.086
Linear-by-Linear Association	3.463	1	.063
N of Valid Cases	299		
a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is 10.			

The value of chi square test between numbers of years of working in organization and level of awareness has found 4.07, which is found not significant.

working in organization of respondents is not associated with awareness of respondents (Table 4).

Table 4 Working Experience and Awareness Level

Number of years working with Organization	Awareness Level Of Employers			Total
	Low	Medium	High	
Less than 5 years	98	29	14	141
	69.5%	20.6%	9.9%	100.0%
5-10 Years	50	21	11	82
	61.0%	25.6%	13.4%	100.0%
11-15 Years	24	9	3	36
	66.7%	25.0%	8.3%	100.0%
More than 15 Years	31	6	3	40
	77.5%	15.0%	7.5%	100.0%
Total	203	65	31	299
	67.9%	21.7%	10.4%	100.0%

Source : Field Study

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.071 ^a	6	.667
Likelihood Ratio	4.115	6	.661
Linear-by-Linear Association	.359	1	.549
N of Valid Cases	299		

a. 2 cells (16.7%) have expected count less than 5. The minimum expected count is 3.73.

An Act or its provisions can be effective without publicity and awareness generation amongst the people for whom it has been legislated. Therefore success and effectiveness of Sexual Harassment of Women at Workplace Act 2013 will be judged by the level of awareness amongst the working women. It will hardly leave any impact on the society if working women are not aware about its various provisions. In this section of report an attempt has been made to examine the level of awareness about the provisions of Act amongst employees i.e. working women and it's thereby impact.

The value of chi square test between sampled states and level of awareness has found 1130.14, which is found highly significant at one percent level of significance. Their mean sample state is highly associated with awareness of working women (Table 5).

Table 5: State Wise Awareness Level

State	Awareness Level			Total
	Low	Medium	High	
Tripura	1572	12	33	1617
	97.2%	0.7%	2.0%	100.0%
Mizoram	769	46	45	860
	89.4%	5.3%	5.2%	100.0%
Meghalaya	1144	141	148	1433
	79.8%	9.8%	10.3%	100.0%
Sikkim	320	174	278	772
	41.5%	22.5%	36.0%	100.0%
Total	3805	373	504	4682
	81.3%	8.0%	10.8%	100.0%

Source : Field Study

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1130.135 ^a	6	.000
Likelihood Ratio	1050.961	6	.000
Linear-by-Linear Association	826.871	1	.000
N of Valid Cases	4682		

The value of chi square test between types of organization and level of awareness has found 719.18, which is found highly significant at 1percent level of significance. Their mean type of organization is highly associated with awareness of working women (Table 6).

Table 6: Type Of Organization/ Establishment and Awareness Level

Type of organization/ establishment	Awareness Level			Total
	Low	Medium	High	
Hospital/Nursing Home	640	99	134	873
	73.3%	11.3%	15.3%	100.0%
Ngo/Npo	53	3	10	66
	80.3%	4.5%	15.2%	100.0%
Hotels & Restaurants	187	3	9	199
	94.0%	1.5%	4.5%	100.0%
Farms/ Agricultural & Allied	191	2	16	209
	91.4%	1.0%	7.7%	100.0%
Resorts/ Holiday Inns	68	11	9	88
	77.3%	12.5%	10.2%	100.0%

Foods & Beverage Industry	205	32	24	261
	78.5%	12.3%	9.2%	100.0%
Educational Institutions	454	83	99	636
	71.4%	13.1%	15.6%	100.0%
Cooperative Societies/ Shgs	125	10	11	146
	85.6%	6.8%	7.5%	100.0%
Unorganized Sector Organization	179	6	0	185
	96.8%	3.2%	0.0%	100.0%
It/ Ites/ Electronics And Telecom	83	16	3	102
	81.4%	15.7%	2.9%	100.0%
Parastatals Organization	22	7	1	30
	73.3%	23.3%	3.3%	100.0%
Banks/ Financial Institutions	43	10	8	61
	70.5%	16.4%	13.1%	100.0%
Pharmaceutical / Health Care	38	21	70	129
	29.5%	16.3%	54.3%	100.0%
Mining, Quarrying & Manufacturing	1035	26	6	1067
	97.0%	2.4%	0.6%	100.0%
Trading/ Transport	25	0	0	25
	100.0%	0.0%	0.0%	100.0%
Automobile	127	14	5	146
	87.0%	9.6%	3.4%	100.0%
Retailing/Press/Casino/Recreation/Gaming/Security/Cinema	330	30	99	459
	71.9%	6.5%	21.6%	100.0%
Total	3805	373	504	4682
	81.3%	8.0%	10.8%	100.0%

Source : Field Study

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	719.175 ^a	32	.000
Likelihood Ratio	731.140	32	.000
Linear-by-Linear Association	19.380	1	.000
N of Valid Cases	4682		
a. 5 cells (9.8%) have expected count less than 5. The minimum expected count is 1.99.			

The value of chi square test between respondents of department of employment and level of awareness has found 56.40, which is found highly significant at one percent level of significance. Their mean department of employment is highly associated with awareness of working women (Table 7).

Table 7: Nature of Employment and Awareness Level

Your department of employment in your organization	Awareness Level			Total
	Low	Medium	High	
HR & PR	49	8	18	75
	65.3%	10.7%	24.0%	100.0%
It And Admin	92	7	11	110
	83.6%	6.4%	10.0%	100.0%
Audit And Finance	73	1	3	77
	94.8%	1.3%	3.9%	100.0%
Sales Marketing & Advertising	604	35	52	691
	87.4%	5.1%	7.5%	100.0%

Production	495	41	65	601
	82.4%	6.8%	10.8%	100.0%
Legal And Compliance	7	0	0	7
	100.0%	0.0%	0.0%	100.0%
Risk/ Security/ Vigilance	33	1	1	35
	94.3%	2.9%	2.9%	100.0%
Others	2452	280	354	3086
	79.5%	9.1%	11.5%	100.0%
Total	3805	373	504	4682
	81.3%	8.0%	10.8%	100.0%

Source : Field Study

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	56.402 ^a	14	.000
Likelihood Ratio	60.823	14	.000
Linear-by-Linear Association	7.320	1	.007
N of Valid Cases	4682		
a. 4 cells (16.7%) have expected count less than 5. The minimum expected count is .56.			

The value of chi square test between education level of respondents and level of awareness has found 359.14, which is found highly significant at 1percent level of significance. Their mean education level is highly associated with awareness of working women (Table 8).

Table 8: Educational Level of Respondents and Awareness Level

Educational level	Awareness Level			Total
	Low	Medium	High	
Illiterate	685	6	2	693
	98.8%	0.9%	0.3%	100.0%
Primary	365	34	24	423
	86.3%	8.0%	5.7%	100.0%
Middle school	502	42	39	583
	86.1%	7.2%	6.7%	100.0%
High school	570	70	113	753
	75.7%	9.3%	15.0%	100.0%
Intermediate	335	21	43	399
	84.0%	5.3%	10.8%	100.0%
Graduate	991	133	156	1280
	77.4%	10.4%	12.2%	100.0%
Postgraduate	218	39	87	344
	63.4%	11.3%	25.3%	100.0%
Diploma	26	19	15	60
	43.3%	31.7%	25.0%	100.0%
Nursing	45	4	9	58
	77.6%	6.9%	15.5%	100.0%
Others	52	4	15	71
	73.2%	5.6%	21.1%	100.0%
PhD	16	1	1	18
	88.9%	5.6%	5.6%	100.0%
Total	3805	373	504	4682
	81.3%	8.0%	10.8%	100.0%

Source : Field Study

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	359.141 ^a	20	.000
Likelihood Ratio	408.205	20	.000
Linear-by-Linear Association	203.682	1	.000
N of Valid Cases	4682		

a. 4 cells (12.1%) have expected count less than 5. The minimum expected count is 1.43.

Hypothesis Testing:

The hypotheses according the objectives of present study are as follows:

Ho: Awareness of Working Women in Private Sector Having Same Level

Ho: Awareness of Working Women's in Private Sector Having Equal Level Among Sampled States

Table 9: Table Showing Mean Awareness Score

STATE	Mean awareness score	F value
Tripura	.0884	
Mizoram	.1860	
Meghalaya	.4662	
Sikkim	1.2448	
Total	.4126	

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score * State	Between Groups	(Combined)	752.847	3	250.949	257.447	.000
	Within Groups		4559.924	4678	.975		
	Total		5312.771	4681			

Note: H_0 (null hypothesis) is rejected. The F test showing highly significant, which means the women of various states are having diverse level of awareness.

H_0 : Awareness of Working Women's in Various Organization/ Establishment Sector Having Equal Level

Table 10 : Table Showing Mean Awareness Score

Type Of Organization/ Establishment	Mean Awareness Score
Hospital/Nursing Home	.6919
NGO/NPO	.5455
Hotels & Restaurants	.1407
Farms/ Agricultural & Allied	.1866
Resorts/ Holiday Inns	.4432
Foods & Beverage Industry	.4100
Educational Institutions	.5896
Cooperative Societies/ SHGs	.2671
Unorganized Sector Organization	.0324
It/ ITES/ Electronics And Telecom	.3039
Parastatals Organization	.3000
Banks/ Financial Institutions	.4918

Pharmaceutical / Health Care	1.8837
Mining, Quarrying & Manufacturing	.0403
Trading/ Transport	.0000
Automobile	.1644
Retailing/Press/Casino/Recreation/Gaming/Security/Cinema	.6078
Total	.4126

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score* Type of organization/ establishment	Between Groups	((Combined)	604.270	16	37.767	37.418	.000
	Within Groups		4708.502	4665	1.009		
	Total		5312.771	4681			

Note: H_0 (null hypothesis) is rejected.

H_0 : Awareness of Women's Working In Various Department of Employment Having Equal Level

Table 11 : Table Showing Mean Awareness Score

Your Department Of Employment In Your Organization	Mean Awareness Score
HR & PR	.8133
It And Admin	.3818
Audit And Finance	.1429
Sales Marketing & Advertising	.2214
Production	.4043
Legal And Compliance	.0000
Risk/ Security/ Vigilance	.0857
Others	.4598
Total	.4126

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score * Your department of employment in your organization	Between Groups	(Combined)	54.860	7	7.837	6.967	.000
	Within Groups		5257.911	4674	1.125		
	Total		5312.771	4681			

Note : H_0 (null hypothesis) is rejected.

H_0 : Awareness of Women's Belonging Various Ecological Backgrounds Having Equal Level

Ecological background	Mean awareness score
Metropolitan City	.5926
Rural	.3040
Semi-Urban	.4884
Urban	.5206
Total	.4126

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score * Ecological background	Between Groups	(Combined)	49.863	3	16.621	14.774	.000
	Within Groups		5262.908	4678	1.125		
	Total		5312.771	4681			

Note : H_0 (null hypothesis) is rejected.

H_0 : Awareness of Women's Belonging Different Age Group Having Equal Level

Table 12 : Table Showing Mean Awareness Score

Age of respondents	Mean awareness score
Less than 18 years	.5052
18-25 years	.4462
26-30 years	.4750
31-35 years	.3765
36-40 years	.2500
41-45 years	.2537
46-50 years	.4220
50+ years	.1471
Total	.4126

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score * Age of respondents	Between Groups	(Combined)	34.411	7	4.916	4.353	.000
	Within Groups		5278.360	4674	1.129		
	Total		5312.771	4681			

Note: H_0 (null hypothesis) is rejected.

H_0 : Awareness of Women's Belonging Various Social Classes Having Equal Level

Table 13 : Table Showing Mean Awareness Score

Social class / category	Mean awareness score
Schedule castes (SC)	.1487
Schedule Tribes (ST)	.3873
Other Backward Classes	.6475
General castes	.6138
Minority	.0000
Total	.4126

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score * Social class / category	Between Groups	(Combined)	104.659	4	26.165	23.497	.000
	Within Groups		5208.112	4677	1.114		
	Total		5312.771	4681			

Note: H_0 (null hypothesis) is rejected.

H_0 : Awareness of Women's of Various Marital Status Having Equal Level

Table 14 : Table Showing Mean Awareness Score

Marital status	Mean awareness score
Married	.2683
Separated	.1875
Divorced	.0980
Widow	.2095
Unmarried	.5831
Total	.4126

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Awareness score* Marital status	Between Groups	(Combined)	122.724	4	30.681	27.648	.000
	Within Groups		5190.047	4677	1.110		
	Total		5312.771	4681			

Note: H_0 (null hypothesis) is rejected.

H_0 : Awareness of Women's of Various Educational Status Having Equal Level

Table 15 : Table Showing Mean Awareness Score

Educational level	Mean awareness score
Illiterate	.0188
Primary	.2577
Middle school	.2727
High school	.5153
Intermediate	.3810
Graduate	.4875
Postgraduate	.9186
Diploma	1.3167
Nursing	.5345
Others	.8028
PhD	.2222
Total	.4126

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Awareness score* Educational level	Between Groups	(Combined)	294.011	10	29.401	27.364	.000
	Within Groups		5018.760	4671	1.074		
	Total		5312.771	4681			

Note: H_0 (null hypothesis) is rejected.

H_0 : Awareness of Women's of Various Type of Aggrieved Respondent Having Equal Level

Table 16 : Table Showing Mean Awareness Score

Type of aggrieved women/ respondent	Mean awareness score
Working	.4104
Visiting a Work Place	.4000
Student	.4397
Total	.4126

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Awareness score* Type of aggrieved women/ respondent	Between Groups	(Combined)	.299	2	.149	.132	.877
	Within Groups		5312.473	4679	1.135		
	Total		5312.771	4681			

Note: H_0 (null hypothesis) is accepted. The value of F test is showing not significant, it's mean the types of aggrieved women/respondents having almost equal level of awareness.

H_0 : Awareness Level of Operational Heads Having Equal Level

H_0 : Awareness Level of Operational Heads Amongst Sampled States Having Equal Level

Table 17 : Table Showing Mean Awareness Score

State	Mean awareness score
Tripura	1.26
Mizoram	1.55
Meghalaya	2.47
Sikkim	5.62
Total	2.51

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score ^a	Between Groups	(Combined)	766.676	3	255.559	38.780	.000
	Within Groups		1944.033	295	6.590		
	Total		2710.709	298			

Note: H₀ (null hypothesis) is rejected.

Ho: Awareness Level of Operational Heads Amongst Types of Organization Having Equal Level

Table 18 : Table Showing Mean Awareness Score

Type of organization/ establishment	Mean awareness score
Hospital/Nursing Home	3.05
NGO/NPO	2.17
Hotels & Restaurants	1.71
Farms/ Agricultural & Allied	1.33
Resorts/ Holiday Inns	3.80
Foods & Beverage Industry	1.94
Educational Institutions	3.13
Cooperative Societies/ SHGs	1.40
Unorganized Sector Organization	1.21
It/ ITES/ Electronics And Telecom	3.00
Parastatals Organization	4.80
Banks/ Financial Institutions	4.86
Pharmaceutical / Health Care	7.73
Mining, Quarrying & Manufacturing	1.76
Trading/ Transport	1.00

Automobile	2.13
Retailing/Press/Casino/Recreation/Gaming/Security/Cinema	2.36
Total	2.51

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Awareness score* Type of organization/ establishment	Between Groups	(Combined)	586.108	16	36.632	4.862	.000
	Within Groups		2124.601	282	7.534		
	Total		2710.709	298			

Note: H_0 (null hypothesis) is rejected.

H_0 : Awareness Level of Operational Heads of Various Age Levels Having Equal Status

Table 19 : Table Showing Mean Awareness Score

What is your Position?	Mean awareness score
Chairperson Of ICC	6.30
Chairperson Of LCC	1.00
Member Of ICC	7.00
Member Of LCC	7.00
Head Of Organization	1.83
Branch Manager	4.25
Sr Manager	10.50
Sale Manager	3.00
Administrator	7.00
CEO	1.00

Hr Ex	6.50
Vice Chancellor	3.00
Supervision Of Nursing	1.00
Human Resource	1.00
H R	1.00
Manager	1.00
Deputy Leader	1.00
In charge	1.00
Total	2.51

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score* What is your Position ?	Between Groups	(Combined)	948.259	17	55.780	8.893	.000
	Within Groups		1762.450	281	6.272		
	Total		2710.709	298			

Note: H_0 (null hypothesis) is rejected.

H_0 : Awareness Level of Operational Heads of Various Age Levels Having Equal Status

Table 20 : Table Showing Mean Awareness Score

Age of Respondents:	Mean awareness score
18-25 years	2.11
26-30 years	2.69
31-35 years	2.25
36-40 years	2.71
41-45 years	2.50

46-50 years	3.50
50+ years	1.88
Total	2.51

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score* Age of Respondents	Between Groups	(Combined)	49.695	6	8.283	.909	.489
	Within Groups		2661.014	292	9.113		
	Total		2710.709	298			

Note : H_0 (null hypothesis) is accepted

H_0 : Awareness Level of Operational Heads Holding In The Organization Having Equal Level

Table 21 : Table Showing Mean Awareness Score

At which level you are working in the organization?	Mean Awareness score
Senior Level	2.39
Middle Level	3.00
Junior Level	1.29
None of the above	7.00
Total	2.51

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Awareness score* At which level you are working in the organization?	Between Groups	(Combined)	49.546	3	16.515	1.831	.142
	Within Groups		2661.163	295	9.021		
	Total		2710.709	298			

Note: H_0 (null hypothesis) is accepted.

Conclusion:

Violence against women is a cause of concern for the policy makers and administrators. Sexual harassment at work place is gradually increasing with the increase in urbanization, industrialization and women employment in organized sector. Sexual harassment is the expression of unhealthy human relationship. It is not just the violation of dignity, right to social security and right to equality guaranteed to human beings in every social system but it is also a violation of right to life and peaceful existence guaranteed by law. Though sexual harassment in the context of employment has received much attention in the social and legal scenario in last two decades, including the enactment of Sexual harassment Act of 2013, the cause and impact of sexual harassment in educational institutions has not received much attention until recent times. Violence against women in India has grown rapidly in the recent past however; a large number of cases against women are not reported due to prevailing socio-cultural value system. Sexual harassment of women and girls is a universal problem. Sexual harassment is a complex issue involving women, their perceptions and behavior, and the social norms of the society. Sexual harassment is both in legal and psychological phenomena.

The analysis simply demonstrates that the Level of awareness about the provisions of the Sexual Harassment of Women at Workplace Act amongst working women is very low as awareness and sensitization programmes were not organized adequately. A majority of respondents (both general population and working women) perceived women working in the unorganized sectors to be more susceptible to sexual harassment due to lack of awareness of legislation. Also, 26 percent of working women reported to be the sole earning members of their families, indicating that economic vulnerability renders them further vulnerable to harassment. Sexual harassment includes such unwelcome sexually determined behavior, whether directly or indirectly, as physical contact and advances; a demand or request for sexual favors; sexually colored remarks; showing pornography; and any other unwelcome physical, verbal or non-verbal conduct of sexual nature. Sexual harassment of women at work place is violation of human dignity and human rights. It has also negative implications on life, productivity, performance and work environment. Though, India has vast network of policy and legal framework for the prevention and prohibition of sexual harassment of women at work place however, the incidences of sexual harassment are increasing gradually. Thus, it is imperative to ensure effective implementation of the laws and legislations to ensure violence free work environment.

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Development of Forest Resources in Uttar Pradesh

Prof. M. P. Singh

Abstract:

Forests offer vast potential for livelihood, development and economic growth in India while also supporting critical national conservation goals. Forestry is the second largest land use in India after agriculture. However, India's forests are under intense pressure and the nation is facing timber and fuel wood deficits. Reforms in forestry sector are imperative in order to exploit opportunities unleashed by the globalization and economic liberalization while current forest management systems need significant strengthening to monitor forest change and support national conservation goals. Forest land plays an important role in the general economic development of the country through the utilization of forest products—major and minor. Forests produce the requisite raw materials for industries, defense, communications, other public purposes and domestic use and contribute to the country's export and create a large volume of employment in the primary, secondary and tertiary sectors. They also provide material for direct use by the agriculturists, like fuel wood, small timber, fodder, grazing, etc. The benefits from forests in the matter of soil and water conservation, recreation, wildlife, etc. have been well recognized. Against this backdrop, the present attempts to examine the development of forest resources in Uttar Pradesh.

Keywords: Forest Resources, Development, Economic Liberalization, Environmental Conservation.

Introduction

The role of forest in environmental conservation, maintenance of ecological stability, and biological diversity is well known. Apart from providing timber, fuel wood and fodder, the forests are instrumental (Planning Commission, 2001): “Increasing seepage/run ratio; Conservation of water and soil; Replenishing ground water supply; minimizing soil erosion; preventing floods and drought; restricting recession of water sources; reducing intensity of winds

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and storms; providing physical obstruction to injurious and undesirable radiation; providing habitat to a vast variety of flora and fauna; conservation of bio-diversity which, as defined by United Nations embraces preservation and restoration and enhancement of the natural environment and eco-systems including all the genes and genetic material which form the molecular basis of heredity and evolution of species”.

In good old days, forests were plentiful and population was less. There was hardly any loss of intangible benefits enumerated above even after meeting the public demand. The steady growth of human and cattle population during the last three decades and fast pace of development activities have brought about a heavy onslaught on the forests. The forest cover has dwindled both quantitatively and qualitatively to extremely low proportions, grossly inadequate to maintain the environmental stability. This is true not only for India but also for almost all the developing and developed countries. The situation in U.P. is specially alarming because although the recorded forest area is 17.4 per cent, most of the forests are concentrated in the Himalayan, Tarai and Vindhyan regions and the most thickly populated districts in the Indio-Gangetic plains have forest area less than 1 per cent in 12 districts and one per cent to 4 per cent in another 18 districts.

Forests have a role in the general economic development of the country through the utilization of forest products – major and minor. Forests produce the requisite raw materials for industries, defence, communications, other public purposes and domestic use, contribute to the country's export, and create a large volume of employment in the primary, secondary and tertiary sectors. They also provide materials for direct use by the agriculturist, like fuel wood, small timber, fodder, grazing, etc. The benefits from forests in the matter of soil and water conservation, recreation, wildlife, etc. have been well recognized. Forests and trees are natural assets that provide a variety of benefits to mankind. Trees offer vast potential for poverty reduction and rural economic growth in India while also supporting critical national conservation goals. According to an estimate, 275 million people in rural areas depend on forests for their livelihood while forest produce provide a useful infrastructure development,

housing construction and other commercial needs. They also support ecology and climate of the nation and thus, provide immense benefits to mankind. Forest land plays an important role in the general economic development of the country through the utilization of forest products-major and minor. Forests produce the requisite raw materials for industries, defence, communications, other public purposes and domestic use and contribute to the country's export and create a large volume of employment in the primary, secondary and tertiary sectors. They also provide material for direct use by the agriculturists, like fuel wood, small timber, fodder, grazing, etc. The benefits from forests in the matter of soil and water conservation, recreation, wildlife, etc. have been well recognized. Natural Resource Management is expected to play a key role in the development of the nation in the years to come. The government stands committed, as part of its Vision 2020 to bring about a new ethos of people centred growth oriented governance. Joint Forest Management is one of several areas where the government has tried to translate this vision into action, on a sizeable scale, by transferring decision-making to the people. It is now widely accepted that future of food, health and livelihood security depends upon the attention paid to the management of natural resources. India's forest based secondary industry encompasses a wide range of small, Medium and large scale firms that process primary timber (logs) in to a variety of products for the domestic market. The vast majority of plants and production capacity is small. Several emerging investments constraints impede the growth of the sector. These include shortage of raw materials (mainly for logs, due to felling bans in many state forests until forest management working plans are completed and numerous restrictions on log supply from private land and farmers); growing concern over environmental issues (mainly in larger production facilities, such as pulp and paper mills); judicial decisions to close unlicensed mills (particularly in the North East); economic liberalization and completion from imports (especially pulp imports); and poor management and technical skills (World Bank, 2005). There is vast scope and potential for the livelihood development in the forest based resources development and management. These resources are mainly Joint Forest Management

Programme, Green India Programme, development and management of agro-forestry, social-forestry and industrial forestry; development and management of bio-fuel, bamboo resources, organic farming, horticultural crops, handicrafts, cultivation of medicinal and aromatic plants, etc. Even, livelihoods can be generated in the field of tourism development since the rural and cultural tourism has vast potential along with the wider scope for wild life tourism (World Bank, 2006). National Environmental Policy (2006) seeks sustainable development concerns in the sense of enhancement of human well-being. The dominant theme of the policy is that while conservation of environmental resources is necessary to secure livelihoods and well being of all, the most secure basis for conservation is to ensure that people dependent on particular resources obtained better livelihoods from the fact of conservation, than from degradation of the resources. The policy outlined the regulatory and legislative reforms for adopting strategies of conservation and management of forest resources (Singh, 2008).

It is now felt increasingly that management and development of NTFP resources is essential for various reasons. Moreover, local processing of NTFPs can increase off-farm rural employment opportunities. Small-scale forest-based enterprises, many of them based on NTFPs, provide up to 50 percent of income for 20 to 30 percent of the rural labour force in India (Campbell, 1988). Forests are significantly contributing to the GDP of country. A large segment of rural population is depending on forest resources for their livelihood development. Non-timber forest products contribute significantly in poverty alleviation, sustainable livelihood development and conservation of forest resource (Singh, 2014). It is estimated that 275 million poor rural people in India constituting 27 percent of the total population are depend on NTFPs for at least part of their subsistence and cash livelihoods (Malhotra & Bhattacharya, 2010; Bhattacharya & Hayat, 2009). This dependency is particularly intense for half of India's 89 million tribal people, the most disadvantaged section of society, who live in forest fringe areas. According to an estimate the NTFP sector alone is able to create about 10 million workdays annually in the country. Export of NTFPs and its products contributes 68 percent of the total export from

forestry sector. NTFPs have a tremendous potential to involve local collectors for establishing micro-small and medium enterprises through clear tenured rights, better collection methods, financial support, capacity development, infrastructure and institutional support in near future. Sustainable extraction of NTFPs together with processing and marketing can generate significant income and economy. In fact, in terms of employment as well as income, NTFP in many instance have been found to give better return than commercial (Planning Commission, 2011). In case arrangements to extract the total available NTFPs are made employment on this account shall go up to 4 million man years from the present 1.6 million man years. This will not only improve the economy of poor inhabitants living in and around forests but also boost the state revenue as well as export earning of the country. Management of NTFPs has therefore, gained renewed importance in India for sustainable development (Gill, 2001)

In most rural areas, wood is the chief domestic fuel and is important for a large range of industries. The rural energy problem in the third world is concerned essentially with the maintenance and improvement of the energy whilst finding the extra energy needed for development. The supply has to be adequate not only in quantity but also in the several different forms required. Most research on the question of rural energy has concentrated on drier lands where fuel wood supply problems have been identified and associated with desertification (Digernes 1977 & 1978), Earl (1975) has even argued that economic process is governed by energy laws. In the third world the overwhelming majority of poor people live in the rural areas, the high rate of population growth, rising price of alternative fuels and difficulties of supply, together with major problems of developing and applying new energy technologies suggest rather that wood consumption will increase. Their preference for local fuels, whatever their inconvenience in use, is a reflection not just of the greater accessibility and after greater reliability of local fuel supply, but of their poverty. Rural fuel production, distribution and sale have become in large part an industry of poor, providing many those, whose living from agriculture is meagre or inadequate with a valuable supplementary income.

Fuel wood is derived mainly from forest and the key to its production lies in forest policy and management Earl describes Fuel wood as "forest energy" and refers to the "forest capital stock" and "forest productivity". A section of his book on "forest energy and economic development" is devoted to so-called natural forest types and uses a map of forest types to make an estimate of the renewal and removal of energy stored in the World's forest resource (Earl, 1975). The FAO report on food and agriculture for 1976 also refers to the cutting of wood from the world's "Forests" and use of half of it as fuel wood (FAO, 1977). Moss & Morgan (1991) find out the difficulties involved in supply because of a diminishing resource and how the costs of alternative fuels are rising in relation to its demand and also suggest the strategy required for the problem arise. Whereas (Islam *et al.*, 1984) in their edited version, focused about the problems of social and economic development of the less developed countries that the attention must be accorded to the rural areas, regarding the availability of fuels for cooking and heating can be improved. Such improvements, however, will require the injection of increased quantities of energy into the rural system. Agrawal (1980) focuses towards the wealth of information regarding the complexities of fuel consumption patterns, fuel supply potentials and their implications for rural futures. Bajracharya (1984) in his study action research in Nepal suggests the diffusion of technologies in Rural areas and assess the role of innovation. Besides (Morse *et al.*, 1984) finds out the indicators for analysing rural energy needs and potential, viz need indicator, value indicator, diagnostic indicator and also estimated cooking fuel requirements and efficiencies, such as Fuel / food weight ratio. Agrawal (1981) and Siwatibau (1978) in their reports find out the indicative fuel to food ratios.

Munslow, Katerere (1988) focuses on a new approach to the problem of wood fuel energy and development both within and outside of SADCC region and find out the best way to ensure future wood fuel supplies and simultaneously to prevent environmental degradation and improve the management of woody bio-mass within existing production systems based upon the innovations and responses already occurring among small holder farmer whereas Bajracharya, (1985) in his paper highlights about the balance by

incorporating the perspectives not only of central Planners but also of the underprivileged rural population. Moreover he emphasis how rural energy planning paves the way of development in Asia and discusses the relationship between forest energy resources and human subsistence and development and how the fuelwood management can be utilised so as to obtain the future development. Leach & Mearns (1988) attempts in their book " literature of hope rather than of despair by presenting challenges and it approaches them from the narrower perspective of energy and the so-called wood fuel " crisis of Africa and other parts of the Third World. Sharma (1992) compiled the various data on cost structure for the development of man-made forestry/fuel wood plantations. An exercise has been made to calculate the cost of per sapling raised at the nurseries. The cost-benefit ratios have been worked out for the fuel wood species under different climatic regions of India, and emphasis has been given on some of the alternative suggestions to deal with the problems of fuel wood scarcity and raising the plantations on wasteland tracts in the country. Alam *et al.*, (1984) examines some of the important questions relating to urban fuel wood use in one particular setting of Hyderabad city and also focuses on the methodology used in the study, and how the wood fuel substitution is taking place by other alternate fuel like LPG, Kerosene oil, Electric Heater etc. (Bhattacharya, 1998) in his interim report suggests how the villagers are struggling for their survival strategies in the Baikunthpur Forest Range of Siliguri Division of North Bengal and further discusses about the trade of wood fuel in Siliguri Market.

Forest Cover in India:

As per India State of Forest Report, 2013, forest area accounts for 23.48 per cent of geographical area. This was reported significantly higher in Sikkim (82.31 per cent), Mizoram (79.30 per cent), Union Territories (78.39 per cent), Manipur (78.01 per cent), Uttarakhand (64.79 per cent) and Himachal Pradesh (66.52 per cent). Forest cover was reported low in the state of Kerala, Haryana, Delhi, Bihar, Uttar Pradesh, Rajasthan, Punjab and Jammu and Kashmir. These states recorded less than 10 per cent of forest area as against of total geographical area. In the state Kerala, there is no forest area

except reserved forest (Table 1).

Table1: Recorded Forest Area In States and UT's

State/UT	Recorded Forest Area				Percentage of Forest to Geo. Area
	Reserved Forests	Protected Forests	Un-classed Forests	Total Forests Area	
Andhra Pradesh	50479	12365	970	63814	23.20
Arunachal Pradesh	10723	9779	31039	51541	61.55
Assam	17864	0	8968	26832	34.21
Bihar	693	5779	1	6473	6.87
Chhattisgarh	25782	24036	9954	59772	44.21
Delhi	78	7	0	85	5.73
Goa	253	0	972	1225	33.09
Gujarat	14373	2886	4388	21647	11.04
Haryana	249	1158	152	1559	3.53
Himachal Pradesh	1898	33130	2005	37033	66.52
Jammu & Kashmir	17643	2551	36	20230	9.10
Jharkhand	4387	19185	33	23605	29.61
Karnataka	28690	3931	5663	38284	19.96
Kerala	11309*	0	0	0	0.00
Madhya Pradesh	61886	31098	1705	94689	30.72
Maharashtra	51548	6727	3082	61357	19.94

Manipur	1467	4171	11780	17418	78.01
Meghalaya	1113	12	8371	9496	42.34
Mizoram	7909	3568	5240	16717	79.30
Nagaland	86	508	8628	9222	55.62
Odisha	26329	15525	16282	58136	37.34
Punjab	44	1137	1903	3084	6.12
Rajasthan	12475	18217	2045	32737	9.57
Sikkim	5452	389	0	5841	82.31
Tamil Nadu	19388	2183	1306	22877	17.59
Tripura	4175	2	2117	6294	60.02
Uttar Pradesh	11660	1420	3503	16583	6.88
Uttarakhand	24643	9885	123	34651	64.79
West Bengal	7054	3772	1053	11879	13.38
Union Territories	5844	1565	22	7430	78.39
Total	425494	214986	131341	771821	23.48

Source: India State of Forest Report 2013, Ministry of Forests, Environment and Climate Change, Govt. of India, New Delhi

Out of total geographical area, 77.51 per cent area has been recorded as non-forest area. Again, out of total forest area, most of the forest area was reported moderately dense forest area (Table 2).

Table2: Class-wise Forest Cover in India

Class	Area (Sq. Km.)	Percentage of Geographic Area
Forest Cover		
Very Dense Forest	83502	2.54
Moderately Dense Forest	318745	9.70
Open Forest	295651	8.99
Total Forest Cover*	697898	21.23
Scrub	41393	1.26
Non-forest	2547982	77.51
Total Geographic Area	3287263	100.00

Source: India State of Forest Report 2013, Ministry of Forests, Environment and Climate Change, Govt. of India, New Delhi

Table 3: Forest Land Diversion in India (1981 to 2012)

Purpose	Area (Hectare)	Percentage
Defence	46087.93	3.89
Social Services	65165.24	5.50
Power Projects	167118.00	14.12
Irrigation	141641.76	11.96
Mining	159660.34	13.49
Transport (Railways & Roads)	60363.10	5.10
Others (Including Industries)	175498.24	14.82
Regularization of Encroachment	368432.07	31.12
Total	1183966.68	100.00

Source: CSE, (2014) State of India's Environment, Centre for Science and Environment, New Delhi

Between 1981 (after the Forest Conservation Act came into effect) and September, 2012, 1.18 million hectare forest land has been diverted for non-forest purposes. About 14 percent forest land was diverted for power projects while about 13 percent forest land was diverted for mining projects. Forest land diversion for industrial development and other developmental activities accounted for about 15 percent. Regularization of encroachments accounted for 31.12 percent while irrigation accounted for about 12 percent of forest land diversion (Table 3).

Forest Resources in Uttar Pradesh

The forests area accounted for 7.10 percent against the reported geographical area of the state of Uttar Pradesh. The forest area against the reported geographical area was recorded significantly high in Eastern region (9.49 percent) followed by Bundelkhand (8.88 percent) while it was reported least in Western region (4.90 percent). The total forest cover was recorded 165.79 square k. m. (Table 4).

Table 4: Region Wise Forests Area in Uttar Pradesh

(Square K. M.)

Region	Reported Area	Forest Area
Western	79832	3930 (4.92)
Central	45834	2403 (5.24)
Eastern	85845	7855 (9.49)
Bundelkhand	29417	2391 (8.88)
Total	240928	16579 (7.10)

Source: Deptt. of forests, Govt. of Uttar Pradesh

Out of total forest cover in the state, more than half of forest cover was recorded open forest while about 28 percent forest cover was categorized as dense forest. The proportion of high dense forest was reported 17.83 percent as against 13.86 percent at national average. About two fifth forest cover of India was categorized as dense forest (Table 5).

Table 5 : Category of Forests in Uttar Pradesh and India

Category of Forests	Uttar Pradesh	India
High Dense Forests	2617	98158
Dense Forests	4069	308318
Open Forest	7993	301797
Total Forests	14679	708273

Source: Deptt. of forests, Govt. of Uttar Pradesh

There has been significant change in the high dense forest cover in the state over the period of 2011 to 2017. The significant proportion of open forest cover has shifted to dense and high dense forest cover in 2017. Overall, the forest cover has significantly increased over the period of 2011 to 2017 (Table 6).

Table 6: Aforestation in Uttar Pradesh

Year	Geographical Area	High Dense Forest	Dense Forest	Open Forest	Total
2011	240928	1626	4559	8153	14338
2013	240928	1623	4550	8176	14349
2015	240928	2195	4060	8206	14461
2017	240928	2617	4069	7993	14679

Source: Deptt. of forests, Govt. of Uttar Pradesh

The reserve forests constituted 69.62 percent in 1950-51 which increased to 72.78 percent in 2016-17 while non-classified forests accounted for 19.36 percent in 2016-17. Overall, forest cover has sharply declined over the period due to shifting of forests to newly created state of Uttarakhand (table 7).

Table 7 : Forest Area in Uttar Pradesh(Area in K.m²)

Year	Reserve Forests	Conserve Forests	Mon-Classified Forests	Total Forests	Out of Control of forests Deptt.	Grand Total
1950-51	21,057	2,822	842	24,721	5,524	30,245
1960-61	24,506	1,911	8,752	35,169	6,133	41,302
1970-71	32,847	113	8,016	40,976	8,556	49,532
1980-81	34,823	172	5,845	40,840	10,614	51,454
1990-91	36,356	1,498	3,193	41,047	41,577	82,624
2000-01*	11,078	2,425	3,323	16,826	61	16,887
2001-02	11,176	2,529	3,169	16,874	82	16,956
2002-03	11,185	2,540	3,180	16,905	88	16,993
2003-04	11,305	1,980	3,620	16,905	86	16,991
2004-05	11,509	1,838	3,449	16,796	82	16,878
2005-06	11,609	1,434	3,411	16,454	87	16,541
2006-07	11,660	1,419	3,408	16,487	87	16,574
2007-08	11,660	1,420	3,409	16,489	94	16,583
2008-09	11,687	1,176	3,664	16,527	94	16,621
2009-10	11,688	1,179	3,663	16,530	90	16,620
2011-12	11,701	1,177	3,606	16,484	83	16,567
2012-13	12,071	1,157	3,271	16,499	82	16,581
2013-14	12,071	1,157	3,272	16,500	82	16,582
2014-15	12,072	1,158	3,276	16,506	80	16,586
2015-16	12,126	1,223	3,228	16,577	85	16,662
2016-17	12,128	1,225	3,226	16,579	85	16,663

Source: Dept. of forests, Govt. of Uttar Pradesh

There has been decline in the share of income from forests against the gross state income over the period of 2013-14 to 2016-17.

Forest income at current prices recorded 1.14 percent in 2016-17 in the state while it was reported 1.40 percent in 2013-14 (Table 8).

Table 8: Revenue from Forests in Uttar Pradesh

Year	2011-12 Prices (Rs. Crores)			Current Prices (Rs. Crores)		
	Grass State Income	Forest Income	Percentage	Grass State Income	Forest Income	Percentage
2013-14	802069.69	12106.84	1.51	940356.43	13123.93	1.40
2014-15	834432.36	12255.28	1.47	1011789.68	14378.65	1.42
2015-16	901644.91	12321.65	1.37	1119862.19	13179.77	1.18
2016-17	966618.58	12352.01	1.28	1232566.22	14052.05	1.14

Source: Deptt. of forests, Govt. of Uttar Pradesh

There has been an increase of 234.09 percent in forest revenue in the state over the period of 1994-95 to 2016-17. The non-plan expenditure accounted for 41.49 percent in total expenditure while plan expenditure accounted for 58.51 percent (Table 9).

Table 9 : Forest Revenue and Expenditure in Uttar Pradesh (Rs. Lakh)

Year	Total Revenue	Non -Plan Expenditure	Plan Expenditure	Total Expenditure
1994-95	7,760.01	5,062.51	8,099.04	13,161.55
1995-96	10,454.61	6,718.80	9,802.32	16,521.12
1996-97	10,013.65	6,609.09	12,029.70	18,638.79
1997-98	10,798.43	11,443.40	10,367.60	21,811.00
1998-99	11,845.33	12,783.88	12,553.97	25,337.85
1999-00	15,315.43	14,379.71	12,170.96	26,550.67
2000-01+	12,710.07	12,720.41	10,935.51	23,655.92
2001-02	7,183.88	9397.71	8,195.91	17,593.62
2002-03	8,573.90	10,114.13	6,006.51	16,120.64

2003-04	6,599.52	11,052.41	5,349.61	16,402.02
2004-05	10,740.88	12,366.23	6,468.81	18,835.04
2005-06	16,197.99	13,653.39	13,486.72	27,140.11
2006-07	20,540.35	16,263.91	17,613.49	33,877.40
2007-08	29,467.89	17,528.95	23,546.70	41,075.65
2008-09	26,848.68	21,702.04	29,557.01	51,259.05
2009-10	27,290.50	29,461.17	20,895.59	50,356.76
2010-11	28,032.59	33,597.20	13,129.62	46,726.82
2011-12	28,496.82	33,900.65	15,064.00	48,964.65
2012-13	33,131.05	40,326.33	18,814.00	59,140.33
2013-14	35,508.73	46,630.52	25,709.00	72,339.52
2014-15	41,292.25	47,029.05	32,522.00	79,551.05
2015-16	62,939.95	49,986.80	36,076.00	86,062.80
2016-17	25,926.16	51,856.67	73,127.00	124,983.67

Source: Deptt. of forests, Govt. of Uttar Pradesh

Out of total forest revenue in 2016-17, revenue from timber wood accounted for 56.51 percent. Tourism, tendu leaves and penalty also accounted significant share in forest revenue. There has been fluctuating trend in the revenue received from different sources over the period of 2014-15 to 2016-17 (Table 10).

Table 10: Revenue From different Sources in Uttar Pradesh

Source	2014-15	2015-16	2016-17
Timber Wood	20724.09	14447.04	14651.48
Firewood	36.46	25.22	15.93
Bamboo	40.72	22.87	17.31
Tendu Leaves	1082.61	598.44	500.75
Grazing Grass	124.37	68.65	84.16
Nursery Sale	515.14	458.49	660.59
Penalty	1630.67	1324.73	1346.26
Tourism	183.56	191.89	186.07
Miscellaneous	16954.63	45802.62	8463.62
Total	41292.25	62939.95	25,926.16

Source: Deptt. of forests, Govt. of Uttar Pradesh

The sale of forest produce in the state has shown an increase of 7.64 percent over the period of 2014-15 to 2016-17. The production of bamboo, herbs, honey and resin, and skins and horns have shown significant increase in production while production of tendu leaves, Bhabhar grass fish and grazing grass has decreased over the period of 2014-15 to 2016-17 (Table 11).

Table 11: Production and Sales of Forests Produce in Uttar Pradesh

Particular	Production			Sales (Rs. Lakh)		
	2014-15	2015-16	2016-17	2014-15	2015-16	2016-17
Tendu Leaves (MT)	185659	175158	179901	2849.92	3937.13	7792.40
Bamboo (Kauri)	25446	28780	51789	17.26	22.95	47.64
Bhabhar Grass (MT)	639	1040	622	42776.00	2.15	5.15
Medicinal Herbs (Qt.)	3481	5555	7471	44.08	25.23	36.63
Skin and Horns (Qt.)	102	95	125	0.27	0.25	0.26
Honey/Mom (Qt.)	433	269	388	34.14	9.12	14.65
Gond(Qt.)	1500	0	0	18264.00	0.00	0.00
Fish(Qt.)	2839	4427	2745	311.65	60.97	42.26
Grazing(Qt.)	10973	5958	2092	14.92	12.66	7.35
Bent (Qt.)	4980	1934	0	43.76	13.88	0.00
Misc				87.32	206.70	665.16
Total				3406.92	4291.04	8611.50
Grand Total				25497.09	23340.11	27445.31

Source: Deptt. of forests, Govt. of Uttar Pradesh

Conclusion:

Natural resource, which is vital for food, livelihood and environmental security, are under intense pressure. The challenges of their conservation and sustainable use remain enormous. Circumstances warrant integration of environmental issues with strategies of poverty alleviation. It is now widely accepted that future of food, livelihood and environmental security depend upon the attention paid to the management of natural resources viz. land, water, forest and biodiversity. In this context, natural resources involve concurrent attention to conservation, sustainable use and equitable sharing of benefits. In fact, development activities must not be allowed to result in severe depletion of natural resources and degradation of the environment. One of the top priorities of the Third World countries specially developing ones is to create sustainable livelihoods on a large scale. Even in the poorest countries, the capacity of agriculture to absorb additional labour is rapidly diminishing, with the modernization, unplanned development, colonization and accelerated economic growth, which have adversely affected the natural resources and consequently massive destruction in India. This loss of natural assets now acts as a major brake on the ability of economies to respond to the ever increasing needs of their population and its sustenance. The second and equally important priority is to bring the forests, biodiversity, wildlife, river, land and ground water back to the ancient glory i.e. conservation, protection, effective management as well as sustainable development. The third priority and a goal for developing countries like India is to accelerate the rate of growth of the economy, to create and nurture the spread of sustainable livelihoods and to regenerate the resource base. The priority focus for economic policy has to be on creative the basis for rapid expansion of sustainable livelihoods and measures for environmental management. This requires fundamental changes in consumption patterns and production systems.

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An Overview of Employment Opportunities For Educated Youth in Coming Years

Ms. S Sai Tejaswini

Abstract

India is expected to become the 4th largest economy by 2025, contributing about 5.5 percent to 6 percent to the world GDP, only after the United States, China and Japan. While most of these countries face the risk of an ageing workforce, India is expected to have a very favourable demographic dividend as youth comprise of 27.5 percent of our population. There are huge scope for educated youth for getting decent employment in our country. The article discuss the possible areas and opportunities for self-employment detailing various schemes announced by Government of India. The energy and passion of the youth if utilised properly, can bring huge positive change to the society and progress to the nation. The need of the hour is to create adequate awareness among the youth and motivate them to become job providers than job seekers.

Keywords : Educated Youth, Employment Opportunities, Aging Workforce, Awareness.

Introduction

Youth is a more fluid category than a fixed age-group. 'Youth' is often indicated as a person between the age where he/she leaves formal education, and the age at which he/she finds his/her first employment. In the National Youth Policy-2003, 'youth' was defined a person of age between 13-35 years, but in the 2014 Policy Document, the youth age-group is defined as 15-29 years with a view to have a more focused approach. (National Youth Policy 2014). India is expected to become the 4th largest economy by 2025, contributing about 5.5 percent to 6 percent to the world GDP, only after the United States, China and Japan. While most of these countries face the risk of an ageing workforce, India is expected to have a very favourable demographic dividend as youth

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comprise of 27.5 percent of our population. There are huge scope for educated youth for getting decent employment in our country.

Self-employment

Self-employment is the art of working for oneself rather than accepting the job given by the employer. Compared to employment the self-employment has advantages like (1) you are your own boss (2) can earn more money and even spend less (3) enjoy variety by learning, adopting, updating skills (4) procure any equipment you need independently (5) No co-worker drama / issues (6) scope for innovation and be independent (7) no retirement age and whatever was earned becomes your asset for next generation. It is a different life style altogether and hence more and more youth prefer to start self-employment than seeking employment. Government of India, State Governments and financial institutions encourage self-employment and there are many new initiatives which are customer friendly. There are good arguments on both sides of the employed/self-employed fence. One has to weigh up his/her choice, a lot will depend on your circumstances, such as your attitude to risk, your faith in your own ability and even your personal relationships and family situation. Then a decision should be taken and same should be adopted. The following paragraphs will throw more light on the possible avenues.

New Employment Avenues

1. Farmers Producers Organisation (FPOs)

More than 86 percent of farmers in our country belongs to small and marginal category. They do not have bargaining power and they are unorganised resulting in distress sale of produce and even leading to suicide of farmers. The solution to the problem is aggregation of farmers to Farmers Producers Organisation (FPOs) which will facilitate them easy access to inputs, technology, credit, and more importantly the market for better price realisation. Formation of FPOs will enhance economic strength and market linkages for doubling farmer's income. Government of India has announced a Central sector project for promotion of 10,000 new Farmers Producers Organisation (FPOs) all over the country with a budgetary provision of Rs 6,865 crore. Already there are about 8500 FPOs functioning in our country. All FPOs require

chief Executive Officer (CEO). Degree holders in management will well suit the position. The FPO promotion is to be done through Small farmers Agribusiness Consortium (SFAC), National Cooperative Development Corporation (NCDC) and National Bank for Agriculture and Rural Development (NABARD) in our country. They will empanel knowledge partners i.e., Cluster Based Business Organizations (CBBOs) for field work of formation and handholding FPOs with the concept of "one district one product". They could be approached for further assistance and advice.

2. Food Processing

According to an 'Assocham Grand Thornton study', the Indian food processing sector has the potential to attract 33 billion USD in investment and generate employment for 9 million persons by 2024 (Prabodh Krishna 2018). Demographic Changes have played a crucial role, India's current population is nearly 1.3 billion, up from 670 million in 1980. The pace of growth is slowing, but the country's age structure promises continued gains for some time. The median age is rising but is still relatively low – just 27.9 years in 2016. About 33.5 per cent of India's population is urban and nearly 61 per cent is under the age of 35. Government of India projects that there would be 400-500 million people in the work force before 2025, and with women empowerment the figure might increase to 600 or 700 million. India remains a growing market for consumer-ready food products. With a sharp rise in mobile penetration across India, online and e-commerce retail opportunities have opened up and afforded options to consumers on payment mechanisms as well as conveniences for time and cost savings. Ministry of Food Processing Industries (MoFPI), in partnership with the State/ UT Governments, has launched an all India Centrally Sponsored PM Formalisation of Micro food processing Enterprises Scheme (PM FME Scheme) for providing financial, technical and business support for upgradation of existing micro food processing enterprises. Detailed guidelines of the scheme may be viewed at Ministry's website (www.mofpi.nic.in). Individual entrepreneurs and other stake holders may contact the State Nodal Agencies of their respective State / UT regarding the roll out of scheme and contact points at the district level. This pose a great scope for our youth to seek self-employment in food processing sector.

3. Skill Development

Youth have to equip themselves with required skill for their employability. The country needs certain skill sets to meet the demand and it varies from state to state. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. The overall idea was to boost employability of youth corresponding to the industrial demand. The objectives of the scheme are to create an ecosystem for the youth to make informed choices on the available skilling avenues; provide support to youth for skill training and certification and to promote sustainable Skill Centres for greater participation of private sector. The handholding and mentoring shall be provided by institutions such as Directorate General of Training (DGT), National Skill Development Corporation (NSDC), Sector Skill Councils (SSCs), National Institute for Entrepreneurship and Small Business Development (NIESBUD), and Indian Institute of Entrepreneurship (IIE). Student Helpline number is 880005555 and details can be obtained in www.pmkvyofficial.org

4. Prime Minister's, Rozgar Yojana (PMRY)

The Prime Minister's, Rozgar Yojana (PMRY) is a flagship programme of Government of India and has been designed to provide employment to educated unemployed youth by setting up of micro enterprises by the educated unemployed poor. It relates to the setting up of the self-employment ventures for industries, services and business. All economically viable activities including agriculture and allied activities but excluding direct agricultural operations like raising crop, purchase of manure etc. The District Industries Centre (DIC) /Small Industries Service Institute (SISI) for metropolitan cities or NGOs, Industries Associations or other agencies will identify and forward the applications to the District Level Committee/Metropolitan City Committees to be set up by the Ministry of Industry, Government of India. After scrutiny by the committee, applications will be sponsored to banks for loan assistance. Subsidy eligible is 15 % of the project cost, subject to a

ceiling of Rs. 7,500 per borrower. Borrowers will not be required to give collateral security under Industry Sector projects with the cost upto Rs.2.00 lakhs and upto Rs.1.00 lakh for business and service sectors (RBI 2002).

5. Micro, Small and Medium Enterprise (MSME)

An enterprise shall be classified as a micro, small or medium enterprise on the basis of the following criteria, namely (i) **a micro enterprise**, where the investment in plant and machinery or equipment does not exceed Rs 1.0 crore and turnover does not exceed Rs 5.0 crore; (ii) **a small enterprise**, where the investment in plant and machinery or equipment does not exceed Rs 10 crore and turnover does not exceed Rs 50 crore fifty crore rupees; and (iii) **a medium enterprise**, where the investment in plant and machinery or equipment does not exceed Rs 50 crore and turnover does not exceed Rs 250 crore. An enterprise for the purpose of this process will be known as Udyam and its Registration Process will be known as 'Udyam Registration'. A permanent registration number will be given after registration. After completion of the process of registration, a certificate will be issued online, with a dynamic QR Code and there will be no need for renewal of Registration. Any person who intends to establish a micro, small or medium enterprise may file Udyam Registration online in the Udyam Registration portal (<https://udyamregistration.gov.in>), based on self-declaration with no requirement to upload documents, papers, certificates or proof. Single window systems at Champions Control Rooms and at District Industries Centres will help the interested persons.

Government of India and SIDBI set up the Credit Guarantee Fund Trust for Micro and Small Enterprises (CGTMSE), which extends helping hand to entrepreneurs who are having bankable business ideas but lack collateral security and / or third party guarantee to access credit from banks. It provides guarantee to enable them access credit leading to setting up viable micro and small enterprises, transforming them from job seekers to job providers and meaningfully contribute in nation building.

6. Start-up Icosystem

Agriculture and allied sectors like animal husbandry, fisheries horticulture etc has huge scope in our country. These sectors have inherent problems and field level issues including input supply, farm mechanisation and marketing etc., These problems are opportunity for the youth to come out solutions with technology and such interventions are called "start-up". In other words, prototype ideas which can become a venture in future if commercialised. Banks and other stake holders encourage start-ups and there are many success stories in this field. Unlike in the past, youth today are well-informed and ready to take initiatives with IT skills. Hence there is huge employment opportunity here under start up ecosystem. Promotion of agri start up in our country will lead to a win-win situation i.e., on one side it generates employment potential for the energetic and enthusiastic younger generation and on other side it is addressing the vital issues and problems faced by our farmers.

7. Other Jobs

Banks i.e., Public sector commercial banks, Regional Rural banks, Cooperative banks recruit clerks and officers every year. The interested persons should register in www.ibps.in website and every year there would be two exams each for officers and clerks in these banks. Similarly NABARD (www.nabard.org), Reserve Bank of India (www.rbi.org.in), SIDBI (www.sidbi.in) also come out with advertisement for direct recruits annually. Staff Selection Commission (www.ssc.nic.in) regularly conduct exams for recruiting officers and staff. Further there are huge number of private organisations who need man power every year.

Conclusion

Though getting decent job by the educated youth is a challenge there is huge scope for getting the same in our country. The energy and passion of the youth if utilised properly, can bring huge positive change to the society and progress to the nation. Youth are the creative digital innovators in their communities and participate as active citizens, eager to positively contribute to sustainable development. This section of the population need to be harnessed, motivated, skilled and streamlined properly to bring rapid progress

for a country. The need of the hour is to create adequate awareness among the youth and motivate them to become job providers that job seekers.

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Migrant Workers During COVID- 19 Pandemic in Uttar Pradesh: Review of State's Welfare Measure

Mr. Shailendra Kumar

Abstract

Migration is universal phenomenon and India is no exception of it. Uttar Pradesh, Odisha and Bihar are the biggest source states, followed by Madhya Pradesh, Punjab, Rajasthan, Uttarakhand, Jammu and Kashmir and West Bengal. The major destination states are Delhi, Maharashtra, Tamil Nadu, Gujarat, Andhra Pradesh and Kerala. Seasonal migrants dominate the low-paying, hazardous and informal market jobs in key sectors in urban destinations, such as construction, hotel, textile, manufacturing, transportation, services, domestic work etc. In view of the global crises, Government of India declared a complete lockdown in the country which has left a deep impact upon the labourers, migrant workers and all those marginalized communities who struggle hard for their survival. With the lockdown and sealing of borders, withdrawal of transport services and closure of all economic and business activities, the panic situation emerged among migrants and poor. This proved to be a nightmare for large number of migrant workers, who lost their livelihoods overnight and became homeless. The immediate challenges faced by these migrant workers were related to food, shelter, loss of wages, fear of getting infected and anxiety. As a result, thousands of them started fleeing from various cities to their native places. Many migrants lost their lives either due to hardship on the way due to hunger, fatigue and accident. In view of the reducing the vulnerability of migrant workers, Government initiated economic assistance and relief to the migrants in distress. Against this backdrop, the present paper highlights the welfare measures and policy initiatives for migrant workers in India and particularly in Uttar Pradesh.

Keywords: Migration, Migrant Workers, Covid-19 Pandemic, Welfare Measures, Atamnirbhar Bharat, Reverse Work Migration

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Introduction:

Migration and urbanization are an integral part of economic development and societal transformation while our experience shows that it cannot be stopped. The rising contribution of cities to India's GDP would not be possible without migration and migrant workers. People migrate on account of economic, social, political, marital, educational and religious reasons. The migrants come from the most marginalized and impoverished sections of society including Scheduled Castes, Scheduled Tribes and OBCs. Substantial flows of labor migrants relocate from Uttar Pradesh to Maharashtra, Delhi, West Bengal, Haryana, Gujarat, and other states across northern and central India. A significant proportion of the migrants are employed in the unorganized sector like construction industry, brick kilns or as rickshaw pullers, etc due to the lack of education and skills. Seasonal migrants dominate the low-paying, hazardous and informal market jobs in key sectors in urban destinations, such as construction, hotel, textile, manufacturing, transportation, services, domestic work etc. A large number of migrants find work as unskilled labourers since they enter the job market at a very early age and remain stuck in the most unskilled, poorly paid and hazardous jobs for their whole work-life span.

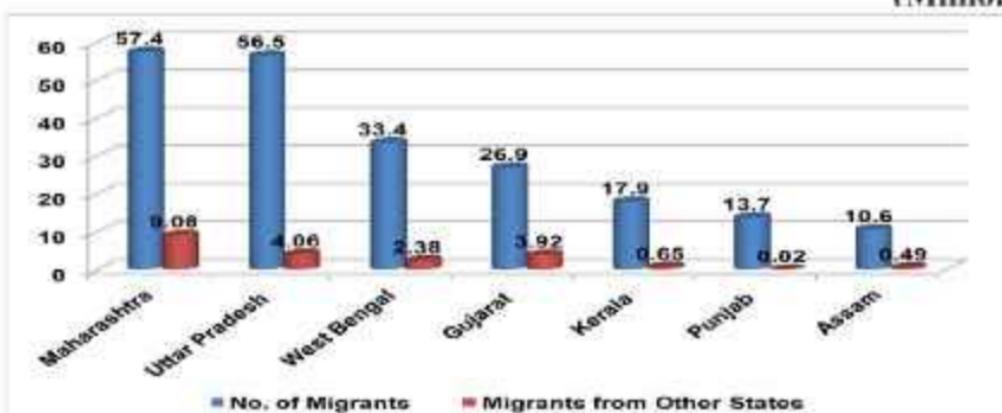
Migration is the movement of people away from their usual place of residence, across either internal (within country) or international (across countries) borders. As per the Census, 2011, India had 45.6 crore migrants in 2011 (38 percent of the population) compared to 31.5 crore migrants in 2001 (31 percent of the population). Between 2001 and 2011, while population grew by 18 percent, the number of migrants increased by 45 percent. In 2011, 99 percent of total migration was internal and immigrants (international migrants) comprised just one percent. In India, internal migration accounts for a large population. The constraints faced by migrants are many such as lack of formal residency rights; lack of identity proof; lack of political representation; inadequate housing; low-paid, insecure or hazardous work; extreme vulnerability of women and children to trafficking and sex exploitation; exclusion from state-provided services such as health and education and discrimination

based on ethnicity, religion, class or gender. Most internal migrants are denied of their basic rights. Yet internal migration is given very low priority by the government in policy and practice, partly due to a serious knowledge gap on its extent, nature and magnitude (UNESCO, 2013). About 30 per cent of internal migrants in India belong to the youth category in the age group of 15-29 years (Rajan, 2013). Child migrants are estimated at approximately 15 million (Daniel, 2011; Smita, 2011). The intensity of migration is expected to increase in the future as a response to economic crises, political instability and global environment change (Deshingkar and Sandi, 2012). Estimates indicate that by 2050, 200 million people worldwide may become permanently displaced due to environmental factors such as sea level rise, floods, more intense droughts, and other climate driven changes (Myers, 2002). In such a scenario, migration should be seen as an appropriate and manageable adaptation strategy to cope with environmental, socio-economic and political stress (UNESCO, 2011; Foresight, 2011). Working hours can stretch as much as 16 hours a day (Joshi and Khandelwal, 2009; Guerin et. al. 2007). Typically, workers are tied to the contractor through an advance payment adjusted against wages and living costs at the brick-kiln, rendering them —bonded for the duration of the season (PCLRA, 2012; Joshi and Khandelwal, 2009). This bondage could be mild, with the ability to leave the site temporarily during a production season (Guerin et. al., 2007) or, at the other extreme, workers and families remain tied to the same brick-kiln for years, with periodic adjustment of previous advances (Majumder, 2015; John, 2014). Poor access to healthcare and treatment facilities among migrants is a major issue (MoHUPA, 2017). Among women and child migrants, maternal and child health indicators can remain poor due to early marriages, early pregnancies, giving birth in the absence of a trained birth attendant, frequent childbirth, poor health after successive childbirths with little spacing, no exclusive breastfeeding for the first six months, and no complementary feeding thereafter (Borhade, 2012).

The number of migrants was reported 45.58 crores in 2011. Maharashtra, Uttar Pradesh, West Bengal Gujarat, and Kerala accounted a major share in migrants. Migrants from other states accounted for more than 10 percent. Out of total migrants people in Delhi, migrants from Uttar Pradesh accounted for 45 percent while out of total migrants, 11.91 percent migrants had moved to one state from another state. The migrants from other states constituted 15.82 percent in Maharashtra and 14.57 percent in Gujarat (Chart1). About 39.37 crores migrants moved within the states (Yadav, 2019).

Chart 1 : State-wise Migration in India

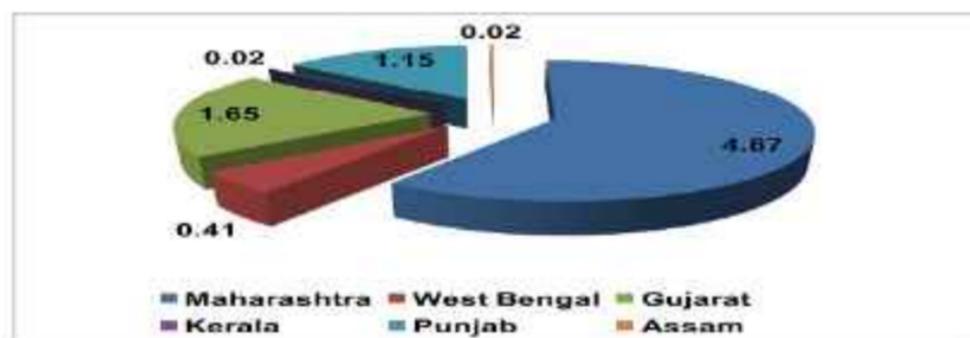
(Million)



Source: Census, 2011

Out of total migrants in Uttar Pradesh, a significant number of migrants in the state were from Maharashtra, Gujarat, Punjab and West Bengal while quite number of people from Nepal, north eastern states and southern states also live in the state (Chart 2).

Chart 2 : State-wise Migrants From Uttar Pradesh



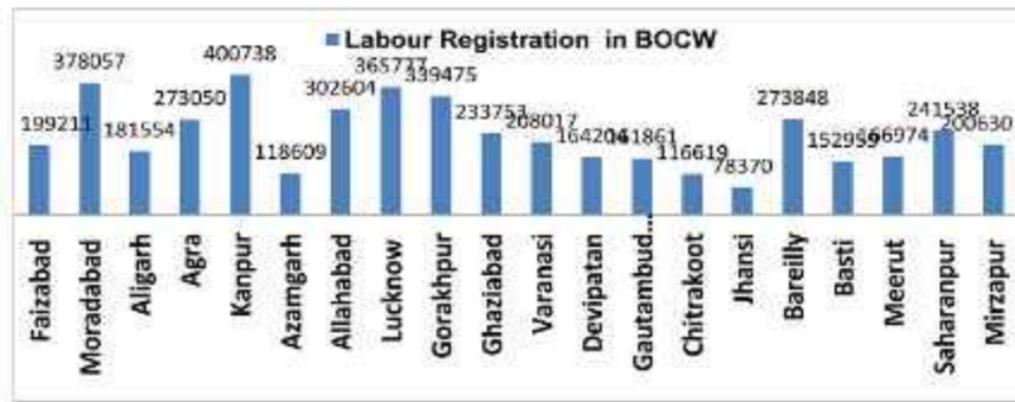
Source: Census, 2011

Migration in India and Its socio-economic Implications:

The internal migration in India accounts for a large population. Internal migrants are generally excluded from the economic, cultural, social and political life of society and are often treated as second-class citizens. Migration of labour is an important factor affecting the course of socio-economic development in India. Rural-urban migration has also historically played a significant role in the urbanization process. At the same time, the economic, social and political marginalization of these migrant workers has been an area of concern. According to Census 2011, there were 454 million migrants in India. Marriage and other family related migration, accounted for 74.7 percent of all migration in 2011, however, the share of marriage is diminishing while the share of other family related migration is growing. India does not have a national policy on internal migration. Such a policy would address among other issues domicile requirements, portability of benefits within and across states etc. In the absence of a coherent policy, millions of Indians are migrating from one destination to another either permanently or for short duration within a year. While a large proportion of individuals migrate within their state of residence, others move across state boundaries. There are large variations in inter and intra state migrants across the districts of India. Their motives for migration are varied: including movement from place of birth, marriage, in pursuit of education, seeking work opportunities etc. While women primarily move on account of marriage, men are more likely to migrate for work. In the last decade of 2001-11, on an average 1.5 million men and 0.3 million women moved every year. At the same time, there are many who migrate for short periods without changing their place of residence. They are overwhelmingly from rural India. They stay away from their homes on account of work for short periods of time during the course of the year. It is estimated that about 10 million rural households stay away from home for more than 15 days but less than 6 months in a year. Among those who work in the primary sector and undertake seasonal migration, nearly 36 percent work in construction sector and 15 percent work in the secondary sector

As per information available from Uttar Pradesh, Building and other Construction Workers Welfare Board, Government of Uttar Pradesh., 45.56 lakh workers were registered under the Act. The number of registered labours was recorded to be high in Allahabad division followed by Kanpur, Moradabad, Lucknow, Gorakhpur, Bareilly and Agra divisions. It was recorded to be low in Jhansi, Chitrakoot and Azamgarh divisions (Chart 3).

Chart 3 : Division-wise Labour Registration



Source: BoCW Board, Deptt. of Labour Welfare, Government of Uttar Pradesh

Five states, namely, Uttar Pradesh, Rajasthan, Maharashtra, Andhra Pradesh and Tamil Nadu account for half of construction employment in 1999-2000. In 2011-12, Uttar Pradesh, Rajasthan, Madhya Pradesh, Bihar, and Tamil Nadu were the top states accounting for 55 percent of total construction employment. Construction work constitutes a major area of work for short-term and distress migrants. There are about 50 million building and other construction workers as per the estimates of the NSSO, 2011-12. Two principal legislations concerning the building and other construction workers are (1) the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; and (2) the Building and Other Construction Workers Welfare Cess Act, 1996. As per these, building and other construction workers are required to be registered with state-level Construction Workers Welfare Boards. Minimum safety standards and conditions of employment for construction workers have also been prescribed.

The Building and Other Construction Workers Welfare Cess Act, 1996 mandates a cess (at 1 percent of the cost of construction incurred against the construction of building / project of more than Rs. 10 lakh) which is pooled into a fund, managed at the state level by the Construction Worker Welfare Boards, to be used for the provisioning of social security and related services for construction workers. The social security benefits involve medical assistance and accident cover, pension, maternity benefits, educational assistance for children of workers, assistance to family members in case of death (by accident at worksite or even in case of natural death), funeral assistance, and in some states, marriage assistance for children of workers. However, the funds under this head are very sparingly used, except in a few states. Based on information provided by the Ministry of Labour and Employment, Government of India, it is seen that an average of 15 percent of funds was utilized by states in 2013. In only seven states/ Union Territories, constituting 35 percent of the 22 million registered workers, viz., Kerala, Chhattisgarh, Tamil Nadu, Madhya Pradesh, Puducherry, Arunachal Pradesh and Sikkim, the share of spending to collections was more than 10 percent, in twenty other states/ UTs, constituting 59 percent of registered workers, it was less than 10 percent, at an average of 3 percent and in eight states, with 6 percent of registered workers, there was no spending. The highest cess utilization was reported by the state of Kerala followed by Chhattisgarh. By 2015, the situation had improved somewhat, with some of the zero spending states undertaking some expenditure, but the overall spending as a share of collection remained low, rising from 15 percent to 21 percent of collections. The total amount of The total amount of cess collected as on March, 2017 was reported Rs. 32632.96 crore in India. Major states who significantly contributed in cess were reported to be Maharashtra, Uttar Pradesh, Karnataka, Delhi, Tamil Nadu, Rajasthan Madhya Pradesh, Gujarat, Kerala and Andhra Pradesh. However, amount of cess transferred to BoCWWBs was recorded to be low in the state of Gujarat, Kerala and Uttar Pradesh as against amount of cess collected during the period of 1996 to 2017. The amount of expenditure was also recorded to be low in many states as against amount of cess collected (Singh, et. al. 2020).

Exodus of Migrant Workers:

Government of India declared a complete lockdown in the country which has left a deep impact on the labourers, migrant workers and all those marginalized communities who struggle hard for their survival. The nationwide lockdown was announced on midnight of 24th March, 2020 in order to protect India from the spread of COVID - 19. This resulted in a new crisis while the lockdown tremendously affected business and economy. The migrant workers started leaving the cities for their family while food and safety captured mass media attention. The civil society organizations in collaborations with corporate houses, private entities and local governments initiated to provide relief in terms of shelter, food and essential commodities to the poor, marginalized and migrants workers. Migrant workers and workers in informal sector are likely to be badly hit (ILO, 2020). The exodus of migrants leaving the cities for their family, food and safety captured mass media attention and elicited a slew of responses from the State (Indo Global Services Society, 2020). As migrant labourers from different parts of India trekked back hundreds of kilometres carrying their scanty belongings and dragging their hungry and thirsty children in the scorching heat of the plains of India to reach home in central or eastern parts of the country after the sudden announcement by the government of a complete lockdown of the country amid the spectre of corona virus, questions were raised as to whether this ordeal could have been avoided through adequate arrangements of food and safe shelter for the workers at the places of their stay in the host cities and places of work (Samaddar, 2020). The fear of loss of livelihood sparked into the mass exodus of millions of these migrant labourers in some parts of country, who started on a long 'barefoot' journey with their families, in the absence of the transportation facilities, to their native places (Bindra and Sharma, 2020). Since the lockdown was announced, over 350 government orders detailing relief measures have been issued by the central and state governments. Several state governments have announced some relief measures for migrant workers such as shelters and provision of cooked meals at feeding centres. However these were temporary measures to sustain for a period of 21 days. Even the central government's announcement

of aid to construction workers from the cess collected by Labour Welfare Boards means nothing to the millions of stranded migrants who are not registered. After 3 long months of distress, a large number of migrant workers (estimated to be about 2 crore) have reached their homes. As lockdown is being gradually opened, and economic activities are being re-started, several states (Punjab, Karnataka, Tamil Nadu, Gujarat in particular) have started appealing for their return, with promises of higher wages and better amenities. It is therefore important that major states from where migrant workers are 'sourced' take urgent steps to create appropriate policy framework for decent and safe living and working conditions for these men and women (PRIYA, 2020). It is to be noted many states failed to extend support to the stranded migrants workers and they were struck at borders for long time in absence of prompt transport facilities and delayed administrative decision due to political differences among ruling and opposition parties as well as lack of coordination among the stakeholders. More than 200 migrant workers were killed in road accidents, lack of food, water, medical care, shelter, extreme fatigue. A Public Interest Litigation (PIL) was filed in Supreme Court and Court itself issued orders to extend support and relief immediately to the migrant workers in distress. The issue of unspent amount of cess in tune of Rs. 45000/ crores was also raised in Supreme Court while labour associations and trade unions appealed that the unspent amount of cess may be well utilized by the state for the welfare measures including transportation, food, shelter and other relief to the migrant workers in distress.

Migrant Workers, Covid-19 and State's Welfare Measures:

Indian Railways transported nearly 62.8lakh migrant workers on board through more than 4594 Shramik Special Trains from May 1st to June 26, 2020. Uttar Pradesh and Bihar accounted for 73 percent of trains ferrying migrants back received 1723 and 1688 Shramik Special Trains. West Bengal had 282 such trains. It is estimated that about 100 million migrants workers travelled during the lockdown from stranded places to their native places. About 60 percent opted for special trains while about 40 percent transported by road transport and even more than one lakh migrants travelled

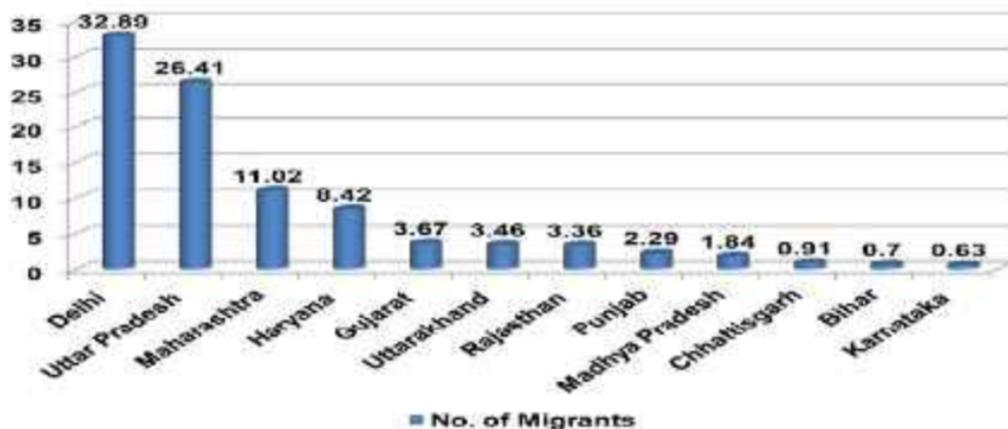
by their own transport facility including bicycles , motor cycles and even by foot (Hindustan Times, June 27,2020). Uttar Pradesh has been in forefront of bringing back to stranded workers and students across the country. About 10,000/students brought back from Kota, Rajasthan, 5 lakh workers from Delhi, 3.5 lakh workers through trains and other means of transportation, 2.5 lakh workers brought back by 184 special trains while one lakh workers brought back by other means . As on May11,2020, 28 special trains with ferrying 27,334 workers reached Gorakhpur while 22 trains and 11 trains , respectively, reached Lucknow and Prayagraj (Economic Times, May 11,2020). . Shri Tushar Mehta, learned Solicitor General, submitted to Supreme Court , that by Shramik Special Trains approximately 57.22 lakh migrants were shifted to various destinations located in Uttar Pradesh, Bihar, Jharkhand, Odisha, Madhya Pradesh etc. It is further stated in the affidavit that nearly 80 percent of the trains were bound for Uttar Pradesh and Bihar and balance trains headed towards Eastern India (Supreme Court of India, 2020).

It is to be noted that many states such as Tamil Nadu, Karnataka, Punjab, Haryana and Gujarat are appealing returnee migrant workers to join their left over work. The private companies and contractors engaged in real estate are luring to migrant labours through proving air tickets , special AC coaches of luxurious buses and accommodation facility at the work sites . A large number of migrant workers are retuning back as many states failed to provide them employment during the COVID-19 as per their choice and wages. Thus, the stress migration cannot be stopped by political announcements and launching of new programmes and schemes. The distress migrant workers cannot wait for normalization of life and restoration of economy as there is no deadline for the end of COVID-19.

As per information available from UNICEF, Lucknow by April 30th, 2020, 11.25lakh people were identified who returned back to state of Uttar Pradesh. They were mainly from Delhi, various districts of Uttar Pradesh (majority of them were from Noida, Ghaziabad, Meerut, Aligarh, Agra and Saharanpur), Maharashtra, Haryana, Gujarat, Uttarakhand, Rajasthan, Punjab, Madhya Pradesh

and Chhattisgarh (Chart 4). About 2.04 million labours were registered under Social Welfare Deptt. , Government of Uttar Pradesh. Rs. 2030 million was to be distributed to the Deptt for fund transfer into accounts of migrant workers. About 32.79 persons received ration against 31.55 million ration card holders. There were 9145 shelter homes across the state. Out of the total shelter homes established, 5348 shelter homes were at village level, 2553 shelter homes at block level, and 1192 shelter homes were set up at district level. These shelter homes had capacity of 0.71 million persons for stay while 0.11 million migrants were provided accommodation in these shelter homes during the lockdown. About 3850 community kitchens were established to provide meals / food to stranded migrants and other needy persons. Out of total community kitchen 1964 community kitchens were managed by NGOs, corporate houses and businessmen (UNICEF, April 30th, 2020).

Chart 4 :State-wise No of Returnee Migrants in Uttar Pradesh



Source: UNICEF, Lucknow, April 30, 2020

Relief and Rehabilitation:

On May 12, the Prime Minister, Mr. Narendra Modi, announced a special economic package of Rs 20 lakh crore (equivalent to 10 percent of India's GDP) with the aim of making the country independent against the tough competition in the global supply chain and to help in empowering the poor, labourers, migrants who have been adversely affected by COVID. There are five pillars of Atmanirbhar Bharat (Self Reliant India) viz. economy,

infrastructure, system, vibrant demography and demand special economic and comprehensive package. It is time to become vocal for our "local" products and make them global. There has been focus on land, labour, liquidity and laws. Central Government has consistently extended generous support to states in this hour of need. Government devolved of taxes Rs 46,038 crores in April besides revenue deficit grants to states Rs 12,390 crores as SDRF funds in first week of April, 2020. Rs. 1.70 lakh crore relief packages under Pradhan Mantri Garib Kalyan Yojana was provided for the poor to help them fight the battle

The Prime Minister Garib Kalyan Yojana has been launched in 116 districts in India and 31 districts of Uttar Pradesh have been included under the scheme. The districts where more than 25000/migrant workers have returned have been selected under the scheme. Most the districts covered under the scheme in the state are from eastern region while Hardoi, Sitapur, Lakhimpur Rai Bareilly and Fatehpur are from central region while Jalaun has been selected from Bundel Khand. By March and May end, 2020, Sidharthnagar Prayagraj, Bahraich, Gonda, Mahrajganj, Balrampur, Jaunpur, Hardoi, Azamgarh, Basti, and Gorakhpur had a major influx of migrant labours. In order to mitigate the effect of the lockdown on the vulnerable groups, Government of India on March 26, 2020, announced a Rs. 1.70 lakh crore package under the Pradhan Mantri Gareeb Kalyan Yojana. It has within its ambit health workers, farmers, MGNREGA workers, economically vulnerable categories, especially women, elderly and unorganized-sector workers, Jan Dhan account holders and Ujjwala beneficiaries. The scheme entails an additional 5 kg of wheat or rice and one kg of preferred pulses every month to about 80 crore beneficiaries for the next three months. Central Government also gave an order to the state governments to use Building and Construction Workers Welfare Fund of Rs.52000 crores to provide relief to Construction Workers through direct benefit transfer (DHNS, 2020). The RBI also joined later with a sharp cut of interest rate along with a series of unconventional measures to lend to besieged businesses (Bloomberg Quint, 2020). Looking at the gravity of the situation, many states, i.e. Delhi, Uttar Pradesh, Rajasthan, Bihar, and Karnataka arranged special busses to

drop these workers and their families to either state borders or to their districts (Bohra, 2020; NDTV, 2020). This massive migration led to the chaotic situation on national highways, bus stops and railway stations and raised misunderstandings between states

There are more than 6 crore construction workers in India, out of which only 3.5 crore are registered with different Building and Other Construction Workers (BoCW) Boards across different states in the country (Jonathan, 2020). Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 is the primary policy framework that regulates employment and conditions of service of BoCW and to provide for their safety. For the purposes of its implementation cess is being levied and collected at the rate of one percent of the cost of construction by the State Governments under the Building and Other Construction Workers' Welfare Cess Act, 1996. During the last 24 years, state governments across India have managed to accumulate more than Rs. 45,400 crore. However, only 10 out of 30 States and UT's have specifically announced cash transfers for construction workers to facilitate some liquid cash urgently required for their survival during the lockdown. It is to be noted that a large chunk of cess amount has not been utilized by the concerned states for welfare of building and other construction workers and their families. These cash transfers range from Rs 5,000 in Delhi to Rs 1,000 in Uttar Pradesh, Haryana, Tamil Nadu, and Rajasthan for a period of one month and vary in the dispersal times. They are mostly to be done through Direct Bank Transfers. About 23 states have ensured provision of rations for underprivileged sections of society which may or may not directly benefit construction workers while 20 states have announced social security measures such as pension release, cash transfers to BPL families etc., for 2 months, with varying amounts. These measures are mainly aimed at registered unorganized sector workers (Indo Global Service Society, 2020).

As on September 30, 2018, there were about 3.2 crores registered construction workers of which the highest number of workers were in Uttar Pradesh at 42 lakh followed by 31 lakh in West Bengal, 30 lakh in Madhya Pradesh, 39 lakh in Tamil Nadu, and

22.5 lakh in Odisha.. As per advisory issued by Central Government as many as 18 states transferred ranging from Rs. 1000/ to Rs. 5000/ to the bank accounts of construction workers. These states disbursed a total of Rs. 2250/ crores as one time cash benefit directly into the accounts of about 1.8 crores registered construction workers in distress (Financial Express, April 8, 2020).

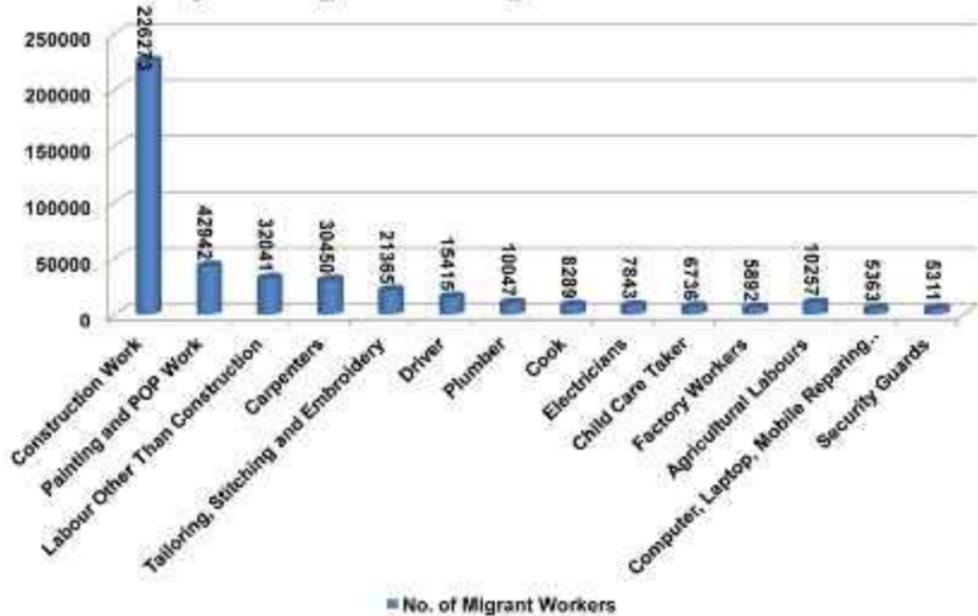
Ministry of Labour and Employment, Government of India, issues advisory for launching of Mission Mode Project for Building and Other Construction Workers (BoCW) in July, 2020 . The construction workers constitute one of the largest categories of workers in the unorganised sector. As per NSSO, 2011-12, about 5 crore workers are engaged in the construction activities in the country. However, available estimates of population of BoCW indicate towards a figure of 4.5 to 5.5 crore such workers who are engaged in construction activities in public as well as in private sector. Unfortunately, it has been observed that out of the 5 crore estimated construction workers, only 3.48 crore workers have been registered with BoCW Boards while only 2.57 crore BoCW are found to be 'live' registered workers as on March 31, 2020. Only 1.8 crore beneficiaries could avail financial assistance through Direct Benefit Transfer during the COVID-19 pandemic. As per information available cumulative cess collected as on March 31, 2020 was reported Rs.61, 049 crores while cumulative expenditure till March 31, 2020 was recorded Rs.22, 167 crores. Expenditure during Covid-19 (till June 15, 2020 was reported Rs.4905 crores. Thus, cess fund balance available with all SWBs was found Rs.38, 000 crores. The Mission Mode Project for Building and Other Construction Workers has been designed with five-fold objectives, so that all the construction workers are registered as beneficiaries to avail the entitled benefits without any hassles. The new social security measures for the workers of unorganised sector such as Prime Minister Shram Yogi Maan Dhan for lifelong pension, Prime Minister Jeevan Jyoti Bima Yojana for life insurance coverage, Prime Minister Suraksha Bima Yojana for accidental insurance, Prime Minister Jan Arogya Yojana / Ayushman Bharat for family health insurance are to be targeted to BoCW and their family members/dependents. The premium in those schemes needs to be paid from the cess fund. Each State Welfare Board may strive to provide

comprehensive social security to their all registered construction workers in terms of pension, life and disability cover, and health benefits.

Skill Mapping of Migrant Workers:

As per information available from the government of Uttar Pradesh, 23.56 lakh workers who returned to Uttar Pradesh by June 4, 2020 were assessed skill mapping. Out of total assessed workers, 77.21 percent workers expressed their desire to stay back and work in the state while 22.79 percent workers intended to leave the state for job after the locked down situation and normalisation of COVID pandemic (Chart 5). Out of total assessed workers for skill mapping, construction workers, painting, PoP, work, labour other than construction, carpenters, tailoring, stitching and embroidery, drivers, plumbers, agriculture labours and cooks were in significant number while 70.75 percent workers were unskilled (Srivastava, 2020).

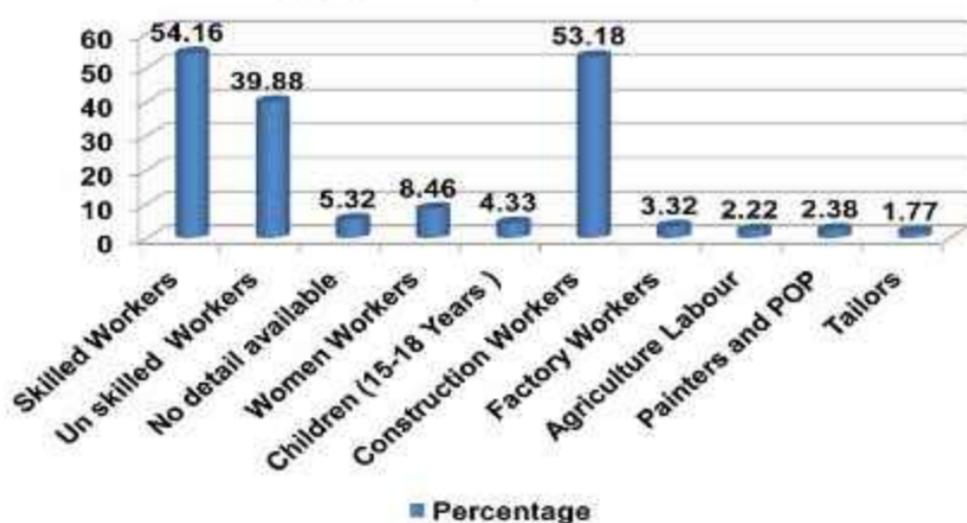
Chart5: Major Categories of Migrant Workers in Uttar Pradesh



Source: The Print, 15th July, 2020

As per information available by July 16, 2020, 37.61 lakh migrant workers returned to state. Out of 37.61 migrant workers, 62.14 percent workers were categorized as skill workers while about 15 lakh workers were unskilled workers. About 2 lakh workers could not mention about their details of job profile (Banerjee, 2020). The state has planned for 93 categories / trades for assessing skill mapping of migrant workers. About 3.18 lakh workers were women, however, more than 20 lakh workers were construction workers. The agriculture labours, painters and PoP work, tailors, e-commerce, call centres, information technology sector employees and child care takers were found in significant number (Chart 6).

Chart 6: Skill Mapping of Migrant Workers in Uttar Pradesh



Source; Banerjee K Parashar (2020)

Besides, skill mapping of migrant workers in the state, government has ventured upon the task of launching State Commission for Migrant Labours to look into the rights of migrant workers, including provisions such as social security, unemployment allowance and re-employment assistance. Chief Minister said that other states would not be allowed to hire workers from Uttar Pradesh without the permission of the Commission. "This is being done to save the migrant workers from exploitation in other states". "Any state hiring them back in future will have to provide an insurance cover to ensure their social security." The state level policy for migrant workers is also being prepared. State government also

Gated Foundation for migration support in the state. For the purpose, state government has empanelled Project Concern International and its collaborative partners for skill mapping and extending technical support for implementation of welfare measures for migrant workers. Besides, Tata Trusts has launched a development action project in partnership with civil society organizations in the state, covering more than 10 districts of eastern and central region where the return migrant workers are high. It is to be noted that Tata Trusts has already implementing action project on migration in both source and destination districts such as Bahraich, Sravasti, and Ghaziabad in the state. The major concern is to get registered construction workers/ labours and facilitate them for availing the benefits under social security and welfare schemes of BoCW Board as well as Unorganized Workers' Social Security Act, 2008. The state government is equally concerned that children of migrant workers get enrolled in formal education system without hassle besides the provision of education of children of construction workers in residential schools (Vihan Schools) under BoCW Board in selected 12 districts of the state. The government is also willing to expand the coverage of such schools besides, their strengthening and improving the quality of services.

The Central Government is planning to give unemployment benefits to a section of organized workers who may lose their jobs due to the coronavirus pandemic. The government's 'Atal Beema Vyakti Kalyan Yojana', which provides unemployment insurance to workers who have subscribed to the Employees' State Insurance scheme, will cover such workers during the pandemic. Ministry of Labour and Employment, Government of India is looking to extend the scheme and allow workers to avail of unemployment insurance if they are impacted by coronavirus. Ministry of Labour and Employment, Government of India has issued an advisory to employers of public and private establishments to extend their coordination by not terminating their employees, particularly casual and contractual workers from their job or reduce their wages. It advises to provide paid leaves if necessary and consider employees on duty in case of a lock down. Chief Minister of Uttar Pradesh urged Chief Ministers of Maharashtra, Uttarakhand and Haryana to arrange

food and lodging for citizens of Uttar Pradesh living in their states. The state of Uttar Pradesh will bear the cost of the arrangements. The state appointed nodal officers on March 28, 2020 to coordinate with many state governments where a large number of people of Uttar Pradesh were staying. The government relaxed in house rent from migrant labourers / workers for one month in Noida while the government had arrange on March 28, 2020 for 1,000 buses to ferry migrant labourers who were stranded on the border districts owing to a countrywide lockdown. The state also exempted temporarily from certain labour laws. The provisions would apply to all existing and new businesses and factories. All factories and manufacturing establishments will be exempted from existing labour laws for three years under the new ordinance The Bonded Labour System (Abolition) Act, 1976, Building and Other Construction Workers Act, 1996, Section 5 of Payment of Wages Act, 1936 and Workmen Compensation Act, 1923. Labour laws provisions related to women and child will continue to exist. All labor laws related to labor unions, settling work disputes, regulations for working conditions, contracts, among others were suspended for three years in state under the new ordinance. This included Minimum Wages Act, Maternity Benefit Act, Equal Remuneration Act, Trade Unions Act, Industrial Employment Act, Industrial Disputes Act, and Factories Act.

The Chief Minister of state has also instructed the officials that insurance should also be available to the migrant workers at the state level so that their lives can be secured and a scheme should be prepared so that they can get job security. The Chief Minister also instructed to send a proposal to the Central Government for construction of housing under the Rs 20 lakh crore economic package announced by Prime Minister Narendra Modi. In this package, a plan to give a house for rent will also be included. This will make housing available to the needy at a lower rent. In Uttar Pradesh, nearly 30 lakh migrant workers returned. 31 districts of Uttar Pradesh have more than 25,000 returnee migrant workers. These include 5 aspirational districts. The Government of Uttar Pradesh envisaged a unique initiative "Atma Nirbhar Uttar Pradesh Rojgar Abhiyan" which dovetails programs of Government of India and the State government while creating partnerships with Industry and other organizations.

This campaign is intensely focused towards providing employment, promote local entrepreneurship and create partnership with Industrial associations and other organizations to provide employment opportunities (The Hindu, June 25, 2020). Atma Nirbhar Uttar Pradesh Rojgar Abhiyan aims to create employment and entrepreneurial opportunities for migrants who returned to state. As many as 31 districts off the state have more than 25,000 returnee migrant workers. This programme also aims to promote local entrepreneurship and create partnership with industrial associations and other organizations to provide employment opportunities. It will benefit workers and labourers in 31 districts of the state and they will get employment opportunities near their home. Under this campaign, various development works like Prime Minister Awas Yojana, Prime Minister Sadak Yojana, construction of toilets, expressway, tree plantation etc. will be carried out. This will not only improve the infrastructure of the villages but will also play an important role in the overall development of rural India. The state government signed memorandum of understanding (MoUs) with four industry chambers for collectively providing employment to more than 1.1 million migrant labourers, who have returned to the state due to lockdown and COVID pandemic. The MoUs have been signed with Indian Industries Association, FICCI, Laghu Udyog Bharati and National Real Estate Development Council. The government will share the migrants' database with the industry associations, so that they could be absorbed in different industrial, real estate and manufacturing units depending upon their vocational skills and experience, especially micro, small and medium enterprises (Rawat, 2020) . Chief Minister said that “till now, these people were contributing towards the development of other states, now we will harness their skills for building a new Uttar Pradesh”. Apart from jobs, the government intends to provide apprenticeship and training to the migrants, apart from making provisions for their social security, such as insurance. “Under the Rs 20 trillion economic stimulus package announced by the Centre, the finance minister has provided a package of Rs 3 trillion for the MSME sector. Taking the agenda forward, we have already organised an online loan mela, which benefitted 57,000 units.”

Conclusion:

The COVID-19 pandemic has devastated the whole economy, social fabric and the life of poor, migrants and marginalized workers. Though the migrant workers have returned to their native place, it is a daunting task to provide them suitable jobs as a large chunk of labourers and migrant workers are unskilled. The state government is no doubt striving for creating suitable business and policy environment for migrant workers, however, job opportunities are limited while agriculture sector has already absorbed for additional employment and employment avenues under MNREGA are overexploited, hence, state is looking towards MSME sector for large employment opportunities for migrant workers. In view of the increasing employment opportunities for them, skill up gradation is called for holistic development and empowerment of the migrant labourers and their dependents, multiple approaches and multi-pronged strategies are required. The effective implementation of social security and social welfare schemes beside effective enforcement of BoCW Act and Unorganized Workers' Social Security Act is imperative.

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A Comparative Analysis of Investment Pattern and the Demographic Variables with Special Reference to Hospitality Employees of Coastal Karnataka

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Abstract

Every human being has to work to earn money to meet their needs or to fulfil their needs. Out of the earnings a portion they spent for their needs and at another portion they save for future requirements. This savings then they invest to get extra return. The basic purpose of investment is for better future out of their earnings. Investment is that part of money which is invested with an aim to earn future returns. The objective of the study is finding association of investment pattern with the demographic and socio-economic characteristics of hospitality employees' in the coastal Karnataka. the study reveals that majority (46.50 per cent) of the hospitality employees invest their hard earned money in "No Risk Investment Pattern" (NRVP) that is either in bank, post office or pf. according to the study, different demographic factors such as marital status, age, employment position and employment status do not have significant impact or relationship on investment behaviour of hospitality employees' in the coastal Karnataka.

Key words: Earnings, Savings, Future Returns, Investment Pattern and Hospitality Employees.

Introduction

Every human being has to work to earn money to meet their needs or to fulfil their needs. Out of the earnings a portion they spent for their needs and at another portion they save for future requirements. This savings then they invest to get extra return. The basic purpose of investment is for better future out of their earnings. Investment is that part of money which is invested with an aim to earn

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future returns. The returns may be in the name of interest, dividend or profit derived. There are different types of investment such as fixed deposits, post office saving schemes, P P F. bond, stocks, real estate etc. they invest with an aim to get appreciation in capital, wealth creation, retirement purpose and education and marriage of children and so on. In the past, were investing, mostly in gold, jewellery, ornaments etc. Presently, the attitude of investors towards investment has been changed and they are more educated as well as aware about investment avenues. They are now investing in post office saving schemes, fixed deposits, real estate, mutual funds apart from gold and silver. The income and education level has been increased & they are taking investment decisions independently. Some investment avenues are risky, less risky and some are risk free. The investors choose investment avenue according to their want, risk and attitude capacity and accepted return. But there are many factors like marital status, education, and age etc. which affect investment decision. This study tells about the relation of different factors and investment decision or pattern of hospitality employees'.

Review of Literature

Jayalakshmi S and Dr K P Saraswathy Amma (2019), in their article "A study on investor's attitude towards systematic investment plan in mutual funds - Kozhikode city Kerala state", studied to find the impact of various demographic factors on investor's attitude towards systematic investment in mutual funds. The study shows that majority of the respondents presents positive attitude towards systematic investment plan in mutual funds. Demographic factors like age, gender, income and education have significantly influence the investor's attitude towards systematic investment plan in mutual funds.

Dr Vivek Mittal and Nidhi Aggarwal (2017), in their research paper "Investment behaviour of working women --- A study of Ludhiana district in Punjab", examined the attentiveness of women towards investments, the perception of working women while investment, investment preferences of working women and to study the factors that affects the decision of investments with respect to age and income.

Raghavendra Prasad U (2016), in his article "A study on investors' perception and attitude towards investment in Indian stock market with special reference to Chittoor district", analysed investors' perception and attitude towards stock market investment. The study finds that most of the investors are moderately aware about the derivatives instruments. Majority of the investors felt that rate of return, safety of investment and capital appreciation are very important motives of their investment. Liquidity, tax benefits and maturity period are considered to be moderately important. There is no significant difference between investors' investment objectives and investors' gender, age and occupation (except for gender and maturity period as objective).

Priya Kansal and Neha Zaidi (2015), in their research article "Investment Behaviour of Women in India", an attempt was made to trace the key factors that influence investment behaviour and ways these key factors impact investment decision-making processes among women. The study reveals that, different demographic factors such as age, marital status and number of dependents do not have significant impact on investment behaviour of women. The most important criteria that are considered while investing is long term growth. Moreover, for modern women investors risk is not a very important consideration while making investment decisions.

Jothilingam K and Dr K V Kannan (2013), in their article "Investors attitude towards investment avenues – A study in Namakkal District", focused on the investors in Namakkal district towards making investments and to assess the investors' attitude towards the investment avenues. The study observed that investors prefer less-risky investment avenues like gold, mutual funds and bank deposits. This could probably be because of their tendency to avoid high risks. However, if the high risk investment avenues are designed with higher returns in an organised manner, the investors would come forward to prefer those avenues.

Statement of the Problem

This study aims at understanding the attitude of hospitality employees' investment pattern in the coastal Karnataka by considering the demographic variables. Further the study will make an attempt to

find the present investment pattern based on risk factor in the study area..

Need for the Study

Many research studies have been conducted in the area of investments and savings habits of individuals and their preference for investment products based on the risk, return and demographic attributes as well as comparisons of investment pattern with various variables. Further most of the studies concentrated on employees of other sectors but not service sector – Hospitality Industry. Therefore an attempt is made to fill this research gap and an attempt is made to fulfil the need for a study on the investment pattern of hospitality employees' of coastal Karnataka.

Objectives of the Study

The objective of the study is finding association of investment pattern with the demographic and socio-economic characteristics of hospitality employees' in the coastal Karnataka.

Research Methodology Research Design

The study is of exploratory nature and is meant to find the association of investment pattern of hospitality employees' in the coastal Karnataka from the four main sub sectors boarding and lodging, restaurants, travel agencies & home stay.

Source of Data

To achieve the objectives, this study has used both primary and secondary data. The secondary data and information have been collected from various sources like, journals, magazines and publications etc. Primary data has been collected through structured questionnaire from the hospitality employees of boarding and lodging, restaurants, travel agencies & home stay in the Coastal Karnataka, comprising Dakshina Kannada, Udupi and Uttara Kannada Districts. The study is carried in the month of January & February 2020.

Sample Design and Size

This study is concentrated on four prominent sub sectors of the hospitality industry, boarding and lodging, restaurants, travel agencies & home stay in the Coastal Karnataka, comprising Dakshina Kannada, Udupi and Uttara Kannada Districts on the basis

of random technique. The sample size for this analysis is 200 employees from the study area. The research was made by the survey in accordance to the convenience of the employees and request was made to them to fill up the questionnaire with correct and unbiased information. So the sample type is convenient sampling.

Tools for Data Analysis

Data Analysis is done through basic statistical methods. The relevant data are presented in appropriate tables and percentages in this paper. The study is analysed and tested with Chi- square test by formulated hypothesis.

Hypothesis

There is significant association between the investment pattern and demographic and socio- economic characteristics of the respondents.

Limitations of the Study

This study is based on the data furnished by the hospitality service employees and on the observations. An element of personal bias may affect the data to some extent. Further, the results of this study may be applicable only to areas similar to that of the study area. With due awareness of these limitations, an attempt is made “A comparative analysis of investment pattern and the demographic variables with special reference to hospitality employees' of coastal Karnataka”.

Variables

The study identified that investment pattern based on risk factor comprises No Risk Investment Pattern (NRVP), Moderate Risk Investment Pattern (MRVP) & High Risk Investment Pattern(HRVP) is the dependent variable and it depends on demographic and socio-economic characteristics of the respondents are independent variables in this study.

Respondents' Perception of Investment Pattern Based on Risk Factor

The study considered three different investment patterns based on the risk component of the investment from the perception of hospitality employees.

They are:

1. No Risk Investment Pattern (NRVP): If the investments held by the respondents consist of bank deposits; provident fund schemes & Postal deposits are No Risk Investment Pattern (NRVP) according to the respondent.
2. Moderate Risk Investment Pattern (MRVP): If the investments held by the respondents consist of life insurance policies and mutual funds schemes are Moderate Risk Investment Pattern (MRVP) according to the respondent.
3. High Risk Investment Pattern (HRVP): If the investments held by the respondents consist of deposits with company, capital market investments, gold, business investments and real estate's investments are High Risk Investment Pattern (HRVP) according to the respondent.

Data Analysis and Interpretation

Table 1: Present Investment Pattern Based on Risk Factor of the Respondents

Investment pattern based on risk factor	No. of respondents	Percentage
No Risk Investment Pattern (NRVP)	93	46.50
Moderate Risk Investment Pattern (MRVP)	76	38.00
High Risk Investment Pattern (HRVP)	31	15.50
Total	200	100.00

Source: Field Survey

The Study reveals that majority (46.50 percent) of the hospitality employees invest their hard earned money in No Risk Investment Pattern (NRVP) that is either in bank, post office or PF. 38 per cent of the respondents preferred in moderate risk investment plans and only 15.50 per cent of the employees invested in high risk investments.

Analysis of Investment Pattern of Respondents

Investment patterns based on the risk component of the investment varies from the demographic and socio-economic characteristics of the investors. To find out their association study

important demographic and socio-economic characteristics of the investors with the Investment patterns based on the risk component in the following chi square tests (Level of Significance is at 5 percent):

Table 2: Analysis of Respondents' Investment Pattern Based on the Place of Residence

Place of residence	Investment pattern			Total
	NRVP	MRVP	HRVP	
Dakshina Kannada	42	35	03	80
Udupi	25	20	15	60
Uttara Kannada	26	21	13	60
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and place of residence.

Test statistics	Chi-square test
Computed value	14.3236
Table value	9.488
Degree of freedom	04
Decision	is to be rejected
Conclusion	Significant relationship/ dependent

Source: Calculated data

Table 3: Analysis of Respondents' Investment Pattern Based on the Gender

Gender	Investment pattern			Total
	NRVP	MRVP	HRVP	
Male	46	66	27	139
Female	47	10	04	61
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and gender.

Test statistics	Chi-square test
Computed value	32.9308
Table value	5.99
Degree of freedom	08
Decision	H_0 is to be rejected
Conclusion	Significant relationship/ dependent

Source : Calculated data

Table 4: Analysis of Respondents' Investment Pattern Based on the Marital Status

Marital status	Investment pattern			Total
	NRVP	MRVP	HRVP	
Married	59	45	22	126
Unmarried	34	31	09	74
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and marital status.

Test statistics	Chi-square test
Computed value	1.3203
Table value	5.99
Degree of freedom	08
Decision	H_0 is to be accepted
Conclusion	No significant relationship/ dependent

Source: Calculated data

Table 5: Analysis of Respondents' Investment Pattern based on the Age

Age (in years)	Investment pattern			Total
	NRVP	MRVP	HRVP	
20 – 30	43	41	13	97
30 – 40	19	16	09	44
40 – 50	15	10	06	31
50 - 60	09	06	02	17
60 and above	07	03	01	11
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and age.

Test statistics	Chi-square test
Computed value	3.9199
Table value	5.99
Degree of freedom	08
Decision	H_0 is to be accepted
Conclusion	No significant relationship/ dependent

*Source: Calculated data***Table 6: Analysis of Respondents' Investment Pattern based on the Education Level**

Education level	Investment pattern			Total
	NRVP	MRVP	HRVP	
Below graduation	64	47	01	112
Graduate (Non-professional)	22	17	07	46
Graduate (Professional)	06	07	09	22
Post-graduation and above	01	05	14	20
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and education level.

Test statistics	Chi-square test
Computed value	76.3974
Table value	12.59
Degree of freedom	06
Decision	H_0 is to be rejected
Conclusion	Significant relationship/ dependent

Source: Calculated data

Table 7: Analysis of Respondents' Investment Pattern based on the Experience

Year of experience (currently working unit)	Investment pattern			Total
	NRVP	MRVP	HRVP	
Below 2 years	53	21	03	77
3 to 4 years	24	35	10	69
5 to 6 years	10	18	13	41
7 years & above	06	02	05	13
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and experience.

Test statistics	Chi-square test
Computed value	40.17
Table value	12.59
Degree of freedom	06
Decision	H_0 is to be rejected
Conclusion	Significant relationship/ dependent

Source: Calculated data

Table 8: Analysis of Respondents' Investment Pattern based on the Income

Income (per annum)	Investment pattern			Total
	NRVP	MRVP	HRVP	
Less than ` 1 lac	28	26	09	63
` 1 lac to ` 2 lac	52	36	10	98
` 2 lac to ` 3 lac	12	12	07	31
` 3 lac to ` 4 lac	01	02	03	06
` 4 lac & above	00	00	02	02
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and income.

Test statistics	Chi-square test
Computed value	40.17
Table value	12.59
Degree of freedom	08
Decision	H_0 is to be rejected
Conclusion	Significant relationship/ dependent

*Source: Calculated data***Table 9: Analysis of Respondents' Investment Pattern based on the Employment Position**

Employment position	Investment pattern			Total
	NRVP	MRVP	HRVP	
Managerial Employee	73	51	25	149
Non Managerial Employee	20	25	06	51
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and position

Test statistics	Chi-square test
Computed value	3.5858
Table value	5.99
Degree of freedom	02
Decision	H_0 is to be accepted
Conclusion	No significant relationship/ dependent

Source: Calculated data

Table 10: Analysis of Respondents' Investment Pattern Based on the Employment Sub- sector

Sub-Sector employment	Investment pattern			Total
	NRVP	MRVP	HRVP	
Boarding and lodging	40	23	05	68
Restaurants	41	30	07	78
Travel agencies	09	19	13	41
Home stay	03	04	06	13
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and Sub - Sector wise employment.

Test statistics	Chi-square test
Computed value	38.493
Table value	12.59
Degree of freedom	06
Decision	H_0 is to be rejected
Conclusion	Significant relationship/ dependent

Source: Calculated data

Table 11: Analysis of Respondents' Investment Pattern Based on the Employment Status

Employment status	Investment pattern			Total
	NRVP	MRVP	HRVP	
Permanent employee	55	45	17	117
Contact employee	38	31	14	83
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and employment status.

Test statistics	Chi-square test
Computed value	0.2008
Table value	5.99
Degree of freedom	02
Decision	H_0 is to be accepted
Conclusion	No significant relationship/ independent

*Source: Calculated data***Table 12: Analysis of Respondents' Investment Pattern Based on the System of Residence**

System of resident	Investment pattern			Total
	NRVP	MRVP	HRVP	
Own	45	25	19	89
Rented	48	51	12	111
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and employment status.

Test statistics	Chi-square test
Computed value	8.2575
Table value	5.99
Degree of freedom	02
Decision	H_0 is to be rejected
Conclusion	Significant relationship/ independent

Calculated data

Table 13: Analysis of Respondents' Investment Pattern Based on the Number of Members in House

Number of members in house including respondent	Investment pattern			Total
	NRVP	MRVP	HRVP	
1 - 2	03	01	08	12
2 - 4	20	18	11	49
5 - 6	30	23	08	61
7 and above	40	34	04	78
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and number of members in house.

Test statistics	Chi-square test
Computed value	32.902
Table value	12.59
Degree of freedom	06
Decision	H_0 is to be rejected
Conclusion	Significant relationship/ independent

Source : Calculated data

Table 14: Analysis of Respondents' Investment Pattern Based on the Number of Earning Members in House

Number of earning members in house including respondent	Investment pattern			Total
	NRVP	MRVP	HRVP	
1	72	53	01	126
2	20	18	19	57
3	01	04	06	11
4 and above	00	01	05	06
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and number of earning members in house.

Test statistics	Chi-square test
Computed value	69.293
Table value	12.59
Degree of freedom	06
Decision	H_0 is to be rejected
Conclusion	Significant relationship/ dependent

*Source : Calculated data***Table 15: Analysis of Respondents' Investment Pattern Based on the Number of Children**

Number of children	Investment Pattern			Total
	NRVP	MRVP	HRVP	
0	01	02	04	07
1	07	08	11	26
2	68	56	14	137
3 and above	17	10	03	30
Total	93	76	31	200

Source: Field Survey

H_0 : There is no significant association between the investment pattern and number of children.

Test statistics	Chi-square test
Computed value	28.6659
Table value	12.59
Degree of freedom	06
Decision	H_0 is to be rejected
Conclusion	Significant relationship/ dependent

Source : Calculated data

Interpretation of the Data

Analysis of respondents investment pattern by finding their association on the important demographic and socio-economic characteristics of the investors based on the risk component with the help of chi square tests (level of significance is at 5 per cent) reveals that there exists a significant relationship based on the place of residence, gender, education level, experience, income, employment sub-sector wise, system of resident, number of members' in house, number of earning members in house & number of children of the respondents in the study area. In short, respondents' investment pattern and place of residence, gender, education level, experience, income, employment sub-sector wise, system of resident, number of members' in house, number of earning members in house and number of children are dependent on each other. Whereas in case of marital status, age, employment position & employment status there is no significant relationship with the investment pattern. In short, respondents' investment pattern and marital status, age, employment position and employment status are independent on each other.

Conclusion

According to the study, different demographic factors such as marital status, age, employment position and employment status do not have significant impact or relationship on investment behaviour of hospitality employees' in the Coastal Karnataka. The majority (46.50 per cent) of the hospitality employees invest their hard earned

money in “No Risk Investment Pattern” (NRVP) that is either in bank, post office or PF. This indicates that the most important criteria that is considered while investing is safety of the savings.

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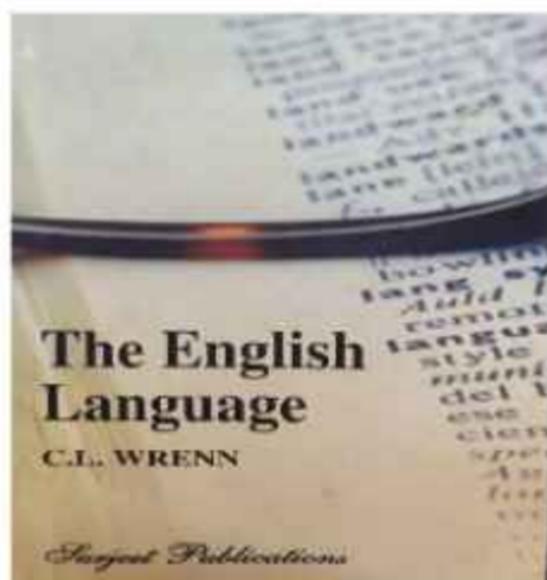
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The English Language Book Review



Book Details :

Author : C L Wrenn

Publisher : Surjith, Publications: Delhi, 2015(Reprint)

Price : Rs.125

Pages : 236

ISBN : 978-81-229-0446-8

By : Prof. Balakrishna H

“Language is the expression of human personality in words, whether written or spoken. It is the universal medium alike for conveying the common facts and feelings of everyday life and philosophers' searching for truth and all that lives between.”

This is how Charles Leslie Wrenn (1895-1969), who was a Professor of Anglo-Saxon at the University of Oxford, starts the discussion in the very first line of his book “The English Language”. It was published in 1949. It is considered to be the best book available even now, that traces the evolution of English language over a period of 1300 years. The book, in its 236 pages, tries to capture the

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historicity, evolution and the rationality for the conventions of English language in a nut-shell.

A lengthy introduction of 32 pages, provides a strong foundation to the history of this European *Lingua Franca* and traces the origin to multi-languages of Europe. The beauty of this book is that the author provides ample examples from various literary texts in support to his argument which actually help the reader to have the clarity of the concepts. He classifies the evolution of English in to various categories : the Old English Period (from the earliest writings till about 1100 CE), the Middle English Period (1100 CE -1400 CE), Transitional Period (1450 CE-1550 CE), Early Modern Period (1550 CE-1700 CE) and Modern Period (1700 CE- till 1945). Accordingly he provides the empirical support also. While referring to the transitional period in the 14th century, Mr. C. L. Wrenn observes,

“It was only with the growth of London as the centre of commercial, political, legal and ecclesiastical life towards the end of this century that there began to emerge the dialect of educated Londoners as a widespread medium of written expression which was to become then later the literary English we know.” (pg. 26)

He presents the argument convincingly, tracing the social, political, cultural, economic and religious factors that contributed or necessitated the evolution of the language to the present status.

Within the VIII chapters he renders the outline and elaborates the evolution and “Standardization” of various components of English language such as Vocabulary, Spelling, Pronunciation, Homophones, Homonyms, Archaisms, Dictionaries, Syntax, word-orders, Intonation, Rhetoric etc. He discusses even the influence of translation of Bible in to English. Likewise, he mentions about the role of great literary figures such as Chaucer, Shakespeare, John Milton, Dryden, Dr. Johnson, the first Lexicographer, and also the later writers in shaping the language in to what we use today worldwide. It is beyond any doubt that Prof. C L Wrenn was a visionary in his own right, for he has thought about the American influence on English also way back in 1940s. Interestingly there is a brief discussion on the methods of studying English language in the

last chapter. In this chapter he reveals the idea, "Each word has its history" (pg. 207). Thus he gives a clue to the readers to know the general character and idiom of the English to enhance our appreciation and understanding of English language and English Literature. The suggestions like this, which are many in this book actually motivate the readers to explore the history of English language for themselves because the writer has already given the relevant background information to work it out independently. He has mentioned, as well, a few titles which would guide the interested readers to arrive at the standard meaning, usages and pronunciation by referring those books. The last five pages of the last chapter focus on the 'English Language Studies in the Past' which is again a brilliant note by a great research scholar who wants to ensure that the interested readers or scholars take up the job of continuing the study of English Language.

Actually the digital world has contributed many new words and concepts in to English and many Indian words like 'Masala', 'Chutney' have also been included in the latest Standard English Dictionaries. It is really the time to take stock of the things about the conventions of English language now. The research work presented by Prof. Wrenn in this book will surely guide the research aspirants in this regard also. Unfortunately this book has not been brought in to the limelight in the academia, which would have shed light on many misconceptions about English language in the Indian scenario.

All in all, it is really a remarkable book that traces the different strands of history of English language and rationalizes the social, political, economic and cultural influences in the evolution of the language. At the same time this is a book with the forethought to serve the demands of a research scholar in any part of the world without compromising with the authenticity and references required for its credibility. It's a 'must read' book for both professional and interested students of language too.
