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SR. NO .	PARTICULAR		PAGE NO.
1	<b>THE IMPACT OF EMPLOYER-EMPLOYEE EXCHANGE ON SOCIAL AND ECONOMICS EXCHANGE: A STUDY OF OUTSOURCING INDUSTRY IN SRI LANKA</b> Sivalogathan.V, Xiaobo Wu	[PDF]	1-16
2	<b>SIR WALTER SCOTT: A DUSTY EXHUMER OF CHRONICLES IN THE LIGHT OF HIS ART OF NARRATION</b> Dr. Sheeba Azhar, Dr. Syed Abid Ali	[PDF]	17-24
3	<b>A DIALOGUE ON LIS RESEARCH ISSUES BETWEEN PROF. SRIMURUGAN.A AND SARAVANAN.T: A SIMULATION</b> Dr. Saravanan.T	[PDF]	25-32
4	<b>AN INSIGHT INTO THE WINDMILL INDUSTRY (WITH SPECIAL REFERENCE TO COIMBATORE AND TIRUPUR DISTRICTS)</b> Antony Kerlin Vinoliya.A, Dr. K. Malar Mathi	[PDF]	33-45
5	<b>INSURANCE INDUSTRY IN INDIA - PROSPECTS AND CHALLENGES</b> Swadesh Kumar Dash, Dr. Tushar Kanti Pany	[PDF]	46-64
6	<b>WOMEN AND HUMAN RIGHTS</b> Dr. Iqbal Singh, Ms. Payal Lamba	[PDF]	65-73
7	<b>STOCK MARKET AND ECONOMIC GROWTH – AN EMPIRICAL STUDY</b> Ms. Neena Sharma	[PDF]	74-78
8	<b>MAHATMA GANDHI AN APPROACH FOR DEMOCRACY IN INDIA</b> Dr. Braham Parkash	[PDF]	79-84
9	<b>EFFECTS OF EXERCISE ON PHYSICAL VARIABLES OF UNIVERSITY LEVEL FOOTBALL PLAYERS AT LOW AND HIGH ALTITUDE</b> Dr. Usha Rani, Dr. Parveen Kumar, Ranbir Singh	[PDF]	85-90
10	<b>THE PARIVRAJAKA MAHARAJA</b> Dr. Moirangthem Pramod	[PDF]	91-99
11	<b>HUMAN RIGHTS AND CHILD LABOUR</b> Dr. Meenu Kapur, Ms. Payal Lamba	[PDF]	100-108
12	<b>INDO-US RELATIONS: MAJOR ISSUES</b> Shalini Sharma, Dr. Sushila Jain	[PDF]	109-112

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## THE IMPACT OF EMPLOYER-EMPLOYEE EXCHANGE ON SOCIAL AND ECONOMICS EXCHANGE: A STUDY OF OUTSOURCING INDUSTRY IN SRI LANKA

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### ABSTRACT

*The employer–employee productive relationship identified as exchange relationship in the organization. The exchange determines the employee work outcomes which are greatly influenced by the Perceived Organizational Support (POS) and Organizational Commitment (OC). This paper mainly focused to evaluate the nature of productive exchange and the impact on the employee social and economics exchange in the outsourcing industry in Sri Lanka. The questionnaire survey method was used among 200 Information Communication Technology (ICT) professionals. The results indicate that POS establishes significant positive relationship with Social exchange and negative relationship with Economic Exchange consecutively. Both distinguished relationships facilitated by the moderator Organizational commitment. The researcher identified that the employer- employee relationship becomes absolutely paramount for business process outsourcing organization ever since the human capital becomes the most critical success factor because the business solutions tailor made for a delivery organization are brain born babies of their employees.*

**KEYWORDS:** *Perceived organizational support, Organizational commitment, Employer–employee exchange, Social exchange and Economic exchange.*

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### 1. INTRODUCTION

Sri Lanka plays a major role in outsourcing business in today's context. There are over 300 IT and BPO companies. Earnings from exports of IT-BPO sector have shown a steady upward trend during the past decade, Sri Lanka is clearly emerging as a global sourcing destination in the region. IT-BPO exports have reached an estimated \$ 275 million in 2006. The industry has set a target of \$ 2 billion in export revenue from IT-BPO sector by 2012. Developing ICT and professional services off shoring opportunities should be a high priority for development-oriented countries such as Sri Lanka. Sri Lanka moving up the ranking highlights the improving strengths as an outsourcing destination. IT/BPO and Knowledge Service industry is targeted to grow to become a billion dollar industry by 2015. (SLASSCOM)

The Global Services Location Index (GSLI), analyses and ranks top 50 countries worldwide as the best destinations for providing outsourcing services, including IT services and support, contact centres, and back-office support. Sri Lanka ranked number 21 in the index in 2011. The report positively stated that Sri Lanka has promoted the ranks assisted by low costs compared to the rest of the destinations. The combination of high people skills, favourable business environment and low cost enables India, China and Malaysia to be in the top three slots.

As the global economy begins to bounce back, we will have a tremendous opportunity to a share of the global IT/BPO market in the outsourcing business the critical success factors are very much standardized across the industry. The core success factors have been productive exchange, quality of deliverables, delivery maturity, client delight and Innovation. However, employee productive exchange is a dynamic human factor, which directly affects the business performance significantly unless it managed with dedication and focus. Due to severe competition in the outsourcing industry the companies are challenged to maintain the retain ability of their employees in a consistent manner.

The outsourcing industry in Sri Lanka continues to be one of the key drivers of economic growth. As per Central Bank of Sri Lanka, the outsourcing industry is growing about 23% per annum, work force to be increase from 5,000 in 2004 to 50,000 in 2012 and yield per employee to be increase from US\$ 20 in 2004 to US\$ 40 in 2012. Sri Lanka is emerging as a global IT-BPO destination of choice in number of key focus domains. Global Services Magazine ranked Sri Lanka is among top 20 'Emerging Cities'. This is mainly due to the very competent labour pool among the IT workforce, 43% of people have a degree or higher qualification in IT; around 84% have more than a year's experience.

In this study, the research question was that "Due to what factor this highest attrition rate was cause?" and "why 'employer- employee productive exchanges are not working well specially in the outsourcing industry?"". Therefore the objective of this study to be

- ✓ To find out the existing Employer- Employee productive exchange of professional employees of outsourcing companies in Sri Lanka.
- ✓ To identify and determine the factors that influence productive exchange in order to gain better outcome.

Hence the purpose of the research is to identify the nature of productive exchange that exist in the delivery of organization, demarcate the factors that influence the work outcomes.

## 2. LITERATURE

### NATURE OF THE EXCHANGE – SOCIAL AND ECONOMIC EXCHANGE PROCESS

Social exchange and equity theories posit that people continually seek a balance in what they "invest" in a relationship (time, skills, effort) and what they receive in return (appreciation, pay, recognition) for these inputs (Adams 1965; Carrell and Dittrich 1978). Further, people determine how equitable a reward is after comparing their inputs and outcomes with those of their co-workers. A balance between inputs and outputs, in comparison to others, strengthens social bonds between the parties and enhances relationship longevity; however, a lack of reciprocity can lead to a range of



negative consequences including greater cognitive dissonance, psychological distress, and eventually reduced well-being (Blau and Boal 1989; Walster and Berscheid 1978).

Particularly the inducements-contributions framework (March and Simon 1958) and Barnard's (1938) theory of organizational equilibrium, argue that the very existence of an organization is dependent on achieving a state of equilibrium between the inducements offered by the organization and the contributions expected by employees. Indeed, much of the contemporary literature on voluntary employee turnover is ground in the inducements-contributions theory and suggests that the ability to attract and retain a sufficiently qualified workforce relies heavily on the balance of the exchange between employer and employee (Allen, Shore, and Griffeth, 2003).

Economic exchanges do not imply long-term or open-ended and diffuse obligations, but rather emphasis is on economic agreements such as pay for performance. Thus, employee expectations about the duration of the exchange, as long-term and open-ended (social exchange) or narrowly defined financial obligations without long-term implications (economic exchange), is a critical distinction between these two forms of exchange. A final distinction is the emphasis on financial as compared with socio-emotional aspects of exchange. Both the commitment and the psychological contracts literatures have focused on social and economic exchange as explanatory mechanisms for linking these constructs with other variables (Aselage & Eisenberger, 2003) but have not explicitly measured employee perceptions of social and economic exchanges or examined their impact on the employment relationship (Coyle-Shapiro & Conway, 2004).

In the context of psychological contract, mutuality describes the degree to which the two parties agree on their interpretations of promises and commitments each party has made and accepted. Reciprocity refers to the degree of agreement about the reciprocal exchange, given that commitments or contributions made by one party obligate the other to provide an appropriate return. When individuals engage in economic exchanges, the value of goods and services is explicit.

Both psychological contract and organization commitment literatures have emphasized the importance of employee perceptions of the exchange relationship with the organizations. Rousseau (1995) has helped popularized the notions of psychological contracts in which the employee perceives that the organizations is obliged to him or her in various ways and that he or she has certain obligation in return. (Eisenberger, Fasolo, and Davis La, Maestro, 1990; Eisenberger, Hutchison and Sowa, 1986) proposed that the commitment is best conceptualised as a social exchange relationship in which perceived value or 'perceived organizational support' represent the employer side of exchange.

The major distinctions between social and economic exchange relationships that have been emphasized in the literature and that provided guidance in this study are as follows. First, trust is viewed as the basis for the relationship underlying social exchanges (Blau, 1964), while economic exchanges are impersonal so that trust is not emphasized. Second, investment in the relationship is critical to social exchange (Eisenberger et al., 1986; Rousseau, 1995) but is not an aspect of economic exchange. In fact, investment and trust are intertwined in exchange relationships. Specifically, in social exchanges, both parties invest in the other party with some inherent risk that the investment will not be repaid, requiring trust (Blau, 1964; Cotterell, Eisenberger, & Speicher, 1992; Eisenberger, Cotterell, & Marvel, 1987). Third, social exchanges require a long-term orientation, since the exchange is ongoing and based on feelings of obligation (Blau, 1964).

Perceived organizational support is defined as "the extent to which employees perceive that their contributions are valued by their organization and that the firm cares about their well-being" (Eisenberger et al., 1986). Essentially, social exchange theory applied in the work context argues that employees are willing to exchange their effort and time for various rewards offered them by the organization (Blau, 1964).

However, social exchange differs from economic exchange in that the parties involved are willing to act now in hopes of future, unspecified reciprocation (Gouldner, 1960). Additionally, whereas economic exchange theories (Rousseau and Parks, 1993) argue that employees are willing to exchange their work performance for pay, and social exchange theory posits that employees are willing to exchange work performance for additional factors that are less tangible such as feeling valued and supported.

Organizational Support Theory (OST: Eisenberger, Huntington, Hutchinson, & Sowa, 1986; Rhoades & Eisenberger, 2002; Shore & Shore, 1995) holds that in order to meet socio emotional needs and to assess the benefits of increased work effort, employees form a general perception concerning the extent to which the organization values their contributions and cares about their well-being. Such perceived organizational support would increase employees' felt obligation to help the organization reach its objectives, their affective commitment to the organization, and their expectation that improved performance would be rewarded. Behavioural outcomes of perceived organizational support would include increases in-role and extra-role performance and decreases in stress and withdrawal behaviours such as absenteeism and turnover. Rhoades and Eisenberger (2002) indicated that three general categories of favourable treatment received by employees (fairness of treatment, supervisors support, and rewards and job conditions) are positively related to perceived organizational support, which, in turn, is associated with outcomes favoured by employees (increased job satisfaction, positive mood, and reduced stress) and the organization (increased affective commitment and performance and reduced turnover).

## **ORGANIZATIONAL COMMITMENT**

Organizational commitment is the employee's psychological attachment to the organization. It is an attitude which can be contrast with other work and related employee attitude. Beyond this general sense, Organizational scientists have developed many definitions of organizational commitment, and numerous scales to measure them. The personal commitment lies at the heart of the employer-employee relationship and refers to a set of unwritten agreements about what one party expects to give and receive from the other (Robinson 1996; Robinson and Morrison 2000). An individual's perceptions of their reciprocal obligations are often generated very early in the employer-employee relationship and can cover a range of issues including promotional opportunities, training and development, and the level of decision-making responsibility that the employee will receive (Turnley and Feldman 2000).

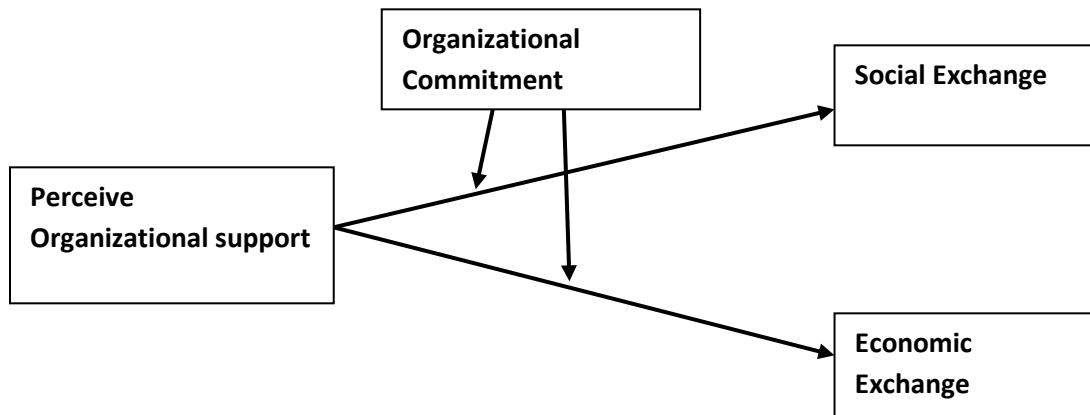
According to Meyer and Allen's (1991) three-component model of commitment, which characterize an employee's commitment to the organization: Affective Commitment: is defined as the employee's positive emotional attachment to the organization. An employee who is affectively committed strongly identifies with the goals of the organization and desires to remain a part of the organization. Continuance Commitment: The individual commits to the organization because he or she perceives high costs of losing organizational membership (Becker's 1960 "side bet theory"), including

economic costs (such as pension accruals) and social costs (friendship ties with co-workers) that would be incurred. And Normative Commitment: The individual commits to and remains with an organization because of feelings of obligation. These feelings may derive from many sources.

Social exchange theory (Blau, 1964) suggests that positive perceptions about the employment relationship will lead to beneficial work behaviours through the process of obligatory reciprocation. The concept of the commitment is close to the concept involvement and identification. It can be argued that commitment can be viewed as an attitude or proximity towards the organization which links or attach identity of the employee often to the organization.

The literature constructively discusses the strategic subject's areas which are required for this research in a standardized manner. While the contracts virtually exists in distinguished dimensions the incorporated literature illustrates that the exchange, depending whether it is social or economic tend to have relationship with superior work performance, organizational citizenship behaviour, relative absenteeism and relative lateness.





**FIGURE: 3.1 ILLUSTRATE THE CONCEPTUAL FRAME WORK**

The above conceptual diagram was developed based on the existing literature incorporated in this research study. It is constructively argued that perceived organizational support is linked to organizational an exchange process via organizational commitment as a moderator. Further the exchange process is resulted either with the social or economic exchange in turns influence the work related outcome of employees.

**HYPOTHESIS<sub>1</sub>:** Higher POS is positively correlated to social exchange process by mediating organizational commitment.

**HYPOTHESIS<sub>2</sub>:** Lower POS is negatively correlated to economic exchange by mediating organizational commitment.

### 3. RESEARCH METHODOLOGY

Large number of small players primarily dominates outsourcing industry in Sri Lanka. The study was limited to few selected players in the outsourcing organization located in Colombo city. The study has carried out used stratified sampling approach within the 200 hundred selected samples in five organizations. The sample was included the male and female distribution rate as per the organization proportionate. Data gathered using a quantitative technique method by standard questionnaire. The sample is realistic and purposeful. It is comprised of employees from all functional areas such as delivery, process, HR, finance, training, IT, and administration.

The researcher meaningfully used the likert scale to measure the deviation of answers. All variables were measured using a 7-point scale from 1 (strongly disagree) to 7 (strongly agree). Further the researcher used regression analysis, ANOVA analysis, and Correlation analysis to analysis the variables. The study used the Descriptive mean analysis, standard deviation and standard error analysis to validate the reliability of the data.

### 4. ANALYSIS

#### DESCRIPTIVE STATISTICS

The study was received 144 out of 200 usable questionnaires and the response rate was 72%. The average mean age range is in between 26-31. Averagely 60% of the employees have the first degree and 20% each a piece have master level or diploma level qualification. It is highlighted 1 out of 5

employees either have a master level qualification such as MBA, MSc. However 1 employee out of 5 also is identified with Diploma or Advanced Diploma level qualification.

The selected sample comprised of 48.2 % Male and 50% Female employees. It is evident that 42% of the females' employees are employed in the Junior- Middle level layer. However only 28% male segment is only belongs to Junior – Middle level segments and 14% of the male segments belong to senior or higher role. This displays a very clear disparity in the male and female employment distribution.

Further 70.1% of the employees are demarcated in the permanent cadre. 29.99% of the employees are identified either in the probation or contract status. It is evident that 54% of the employees were in the 6 -12 month tenure, 17% are being in the 12-60 months tenure, 5% of the employees praised with greater than 60 months, and 24% of the employees belongs to less than 6 months tenure.

**TABLE: 1-DESCRIPTIVE STATISTICS, MODEL SUMMARY, ANOVA, REGRESSION ANALYSIS OF INDEPENDENT, DEPENDENT AND MODERATE VARIABLES**

Variables	Mean	Std. Dev	Social Exchange		Economic Exchange	
			M1	M2	M3	M4
Perceived Organizational Support	4.84	1.04	a	a	a	a
Social Exchange	4.69	0.97	b	b		
Economic Exchange	4.63	0.73			b	b
Organizational Commitment	5.05	0.83		a		a
R			0.550	0.670	0.263	0.263
R <sup>2</sup>			0.302	0.449	0.069	0.069
Adjusted R <sup>2</sup>			0.297	0.441	0.063	0.056
Std.Error of the estimate			0.814	0.726	0.706	0.709
Durbin-Watson			2.099	2.112	1.934	1.934
ANOVA						
Regression			0.000*	0.000*	0.001*	0.005*
F			61.43	57.35	10.57	5.25

a. Predictors: (Constant), Perceived Organizational Support, Organizational Commitment

b. Dependent Variable: Social Exchange , Economic Exchange

\* Significant at 0.05 level.

Study analysed the overall means of independent, depended variables and the attributes. It is highlighted the perceived organizational support represent the maximum mean scale 7 among the rest. The social exchange and organization commitment were consecutively the highest scale 6.67

and 6.75. The second highest average mean is recorded by organizational commitment 5.05, followed by the third highest average means is in the perceived organizational support 4.84. The above analysis justifies the validity and the reliability of the data. The average mean analysis, highest and lowest mean scale justify that the employees were able to concisely select or distinguish the individualistic answers easily incorporated in the questionnaire and constitute the reliability.

### **PERCEIVED ORGANIZATIONAL SUPPORT AND SOCIAL EXCHANGE (M1)**

The perceived organizational support was analysed using three dimensional frame work model which include the support from the organization, recognition for employee innovative ideas, and employee attitude towards origination brand equity. The employee attitude indicates the highest mean value of 5.12 while the factor support from the organization shows the lowest mean value of 4.68. All means values have low standard error and low standard deviation. Overall perceived organizational support was calculated by averaging these values of attributes and the mean value of 4.84.

The study has evaluated the social exchange by using three factors such as trust exchange, non monetary rewards and job satisfaction. Overall social exchange was calculated by averaging these values of attributes. The social exchange of the sample indicates the mean value of 4.69. Validity of these mean values is emphasized by low standard deviation and low standard of error means.

The research identified perceived organizational support illustrates a positive relationship with social exchange. The model summary explains  $R^2$  30.2% of total variation observed in the dependent variable of social exchange. The analysis of variance (ANOVA) of the model was highly significant at 0.01 level. The regression analyses explain independent variable perceived organizational support has 51.2% positive impact on the depended variable social exchange. The coefficient demonstrates the marginal impact of an independent variable.

### **POS, ORGANIZATIONAL COMMITMENT AND SOCIAL EXCHANGE (M2)**

The model summary explains  $R^2$  44.9% of total variation observed in the dependent variable social exchange. This indicates when organizational commitment plays moderator role 14.7 % increased sensitive variation can be expected. This justify organizational commitment plays a facilitation role with the independent variable. The analysis of variance (ANOVA) of the model was highly significant at the 0.01 level. The regression analysis explains independent variable perceived organizational support has 33.8% positive impact on the depended variable social exchange. However, moderator variable organizational commitment plays a very significant role by placing 49.7% positive impact on the depended variable. This shows that the organizational commitment plays a facilitation role with the independent variable and holding the domination to a greater degree

This study compared and contrast perceived organizational support, organizational commitment and Social exchange to determine how the relationship distribution varies across distinguished male and female segments. The Male Vs Female analysis doesn't indicate significance variation on the total variation. The social exchange doesn't significantly depend on gender. The analysis of variance (ANOVA) of the model was highly significant at the 0.01 level. The Female segment coefficient analysis indicates that perceived organizational support shows relatively positive relationship of 27% with social exchange. The Male segment coefficient analysis indicates that perceived organizational support shows positive relationship of 15.2% with social exchange. The Female segments indicates

perceived organizational support is relatively high 12% compared with male segment, the possible root cause is females generally seek better opportunities, the public relation has been comparatively less compared with male. Coefficient analysis indicates that female segment shows very high positive relationship with social exchange and it is 7% high compared to male segment. The Female segments shows relatively higher deviation compare with male segment. It is possibly due to female takes longer period of time to build commitment and it is very consistent.

The study compared and contrast perceived organizational support, organizational commitment and social exchange to determine how the relationship distribution varies across distinguished permanent and other categories of employees. The permanent Vs Other employees analysis indicates 46% variation is the depended variable. Permanent Vs Others analysis indicates decreasing positive variance 41% on the depended variable. However it is 5% less compared to the other segments, the other type of employees shows inferior social exchange compared to permanent employee. This is due to they are in the early stage or short term of their employment trying to build the social exchange with their organization. The Permanent employees disclose relatively better social exchange than the other type of employees. This is evident that social exchange is built only in the long term basis and approach. The analysis of variance (ANOVA) of the model was highly significant at the 0.01 level. Coefficient analysis indicates that perceived organizational support shows positive relationship 38.9% with social exchange, Coefficient analysis indicates that perceived organizational support shows very inferior 7.7% positive relationship with social in the probation or contract employees. Probation or contract employees not long lasting consistently, they disclose very lower perceived organizational support. It is evident that perceived organizational support is not built in short term. Permanent employee segment indicates, that they disclose perceived organizational support very significant compared with probation or contract segment. It is evident that perceived organizational support can be only build in longer term perspective.

Coefficient analysis indicates that Organizational commitment shows significant variation on the dependent variable 4.3%. Coefficient analysis indicates that organizational commitment shows significant variation on the dependent variable. It discloses 65% with social exchange. Probationary or contract type segments illustrate greater degree of commitment to the organization than the permanent employees since they wanted to achieve a better and stable position in the current organization, hence they keep higher energy and maintain higher organizational commitment would results in the future. Permanent employee segment shows less organizational commitments compared with the probation and other type of employee segment. May be, they have already achieved stable position in their job role.

### **PERCEIVED ORGANIZATIONAL SUPPORT AND ECONOMIC EXCHANGE (M3)**

The study has evaluated the economic exchange by using three attributes such as monetary rewards of the employee received, job security and job stability. Overall economic exchange was calculated by averaging these three values of economic exchange attributes. Economic exchange of the sample indicates a mean value of 4.63. Validity of these mean values is emphasized by low standard deviation and low standard of error means.

The researcher identified that the perceived organizational support illustrates a negative relationship with Economic Exchange. The relationship is identified through model summary, ANOVA Analysis and the Regression Analysis. The model (M3) summary explains  $R^2$  is 6.9% of the total variation

observed in the dependent variable of economic exchange. So it measures the precision of the model and data gathered. The analysis of variance (ANOVA) of the model is highly significant at the level of 0.05. The regression analysis explains independent variable perceived organizational support has 18.4 % positive impact on the depended variable economic exchange.

#### **POS, OC AND ECONOMIC EXCHANGE (M4)**

The model summary explains  $R^2$  6.9 % total variation observed in the dependent variable of economic exchange. The analysis of variance (ANOVA) of the model is highly significant. The regression analyses explain independent variable perceived organizational support has 18.4 % positive impact on the depended variable economic exchange. However it can be argued while the moderator variables involve perceived organizational support leads to almost a negative relationship 0.2%. This is due to the fact that the average overall mean value is very high 5.05 compared with economic exchange 4.63 which is low having considered. It should be highlighted that the negative relationship between the perceived organizational support and the economic exchange has been coated by the positivity.

The study compared and contrast perceived organizational support, organizational commitment and economic exchange to determine how the relationship distribution varies across distinguished male and female categories of employees. The Male segment analysis indicates significance variation 32% on the depended variable economic exchange and Female segment analysis indicates less significance variance 9% on the depended variable economic exchange. Male segment do disclose relatively significant relationship economic exchange. Males show that primarily much more favourable attitude to monetary rewards than the female segment. Possibly go greater whenever an economic opportunity is presented. Female segment disclose very less significant relationship with the economic exchange compared with male segment, it is evident that females employees are not showing primarily favourable attitude towards monetary aspects as seek stable opportunities inside.

The analysis of variance (ANOVA) of the model was highly significant EP (0.01) the analysis of variance (ANOVA) of the model was not highly significant. Male segment coefficient analysis indicates that perceived organizational support shows very less significant relationship (7.5%) with economic exchange compared with females. Female segment coefficient analysis indicates that perceived organizational support shows relatively high relationship (27%) with economic exchange. Male distribution indicates lower perceived organizational support is negatively core related with economic exchange possibly compared with female segments, the possible root cause is males generally seek better opportunities outside or inside, the public relation has been high for female segment indicates perceived organizational support shows negative core relation with economic exchange, however comparative to male 20% increased exchange is identified due to less public relation and out opportunities.

Coefficient analysis indicates that male segments shows Economic exchange has 25% significant relationship with organizational commitment and female segments shows very less significant on Economic exchange only 8%. Male distribution and shows significant negative relationship on Economic exchange, it is evident that organizational commitment disclose more dominant while evolving with the independent variable perceived organizational support. Female distribution shows very low significant negative relationship on Economic exchange, it is evident that organizational



commitment disclose very less dominant while evolving with the independent variable perceived organizational support.

This analysis explores interesting results that Permanent Segments analysis indicates very less significance variation 1.8% on the depended variable economic exchange and the other segments shows very high significant 38% compared with the permanent segment. Permanent employee segments are very liable with the economic needs hence they are less bound in terms of exchange. Other segment of employees are greatly motivated by the economic terms for joining, developing their career due to this factor economic exchange is high.

The analysis of variance (ANOVA) of the model was highly significant EP (0.01). Permanent segment indicates very less 4.1% significant between perceived organizational support and Economic Exchange, Other segment indicates very high significant relationship between perceived organizational support and Economic Exchange. Permanent Segment indicates very less perceived organizational support exchange with Economic exchange possibly due continuously seeking monetary based opportunities either outside or inside other segment of employees are greatly motivated by the economic terms for joining; developing their career due to this factor economic exchange is high.

Permanent segments organizational commitment shows very less significant exchange between perceived organizational support and economic exchange 7.8% Other Segments coefficient analysis indicates that organizational commitment shows very less significant relationship with perceived organizational support and Economic exchange. Permanent indicates that organization Commitment less influenced the economic exchange with perceived organizational support. This is possibly due to permanent segment already enjoyed the monetary exchange with commitment being optimum and now they are moving towards comfort zone, Other Segments indicates that organization Commitment less influenced the economic exchange with perceived organizational support. This is possibly due to the other segment joined the organization fresh or possibly still in the early days hence not identify the other economic opportunities.

## 5. CONCLUSIONS

The perceived organizational support values represent the overall mean value 4.80. This reveals that the perceived organizational support exists at a greater degree in BPO sector. Social exchange represent the average mean value of 4.68, it indicates the Social exchange also remains at relatively significant level. When perceived organizational support and Social exchange are correlated 30.2% of variation is identified in the dependant variable of Social exchange. The positive relationship is identified by executing the regression analysis and remains at 51.2%.

However when organizational commitment act as a moderator in between perceived organizational support and social exchange, 44% variation is identified in the depended variable of Social exchange. Perceived organizational support, organizational commitment has positive relationship with Social Exchange however perceived organizational support and organizational commitment impose consecutively 33.8 % and 49.7%.

Economic Exchange represent the average mean value of 4.62, it indicates the Social Exchange also remains at relatively significant level. When perceived organizational support and Economic Exchange are correlated 69% of variation is identified in the dependent variable - Economic

exchange. The economic exchange is identified with positive relationship 18.4% by executing the regression analysis. However when organizational commitment act as a moderator in between perceived organizational support and economic exchange 6.9% variation is identified in the depended variable of economic exchange. Perceived organizational support, organizational commitment has negative relationship with economic exchange however due to the highest organizational commitment the relationship is hidden, not brought to the surface and remains at 2%.

The study indicates that the Employer – Employee productive exchange is a measurable, quantifiable, subjective and existing reality. The outsourcing industry in Sri Lanka illustrates significant exchange process. The outsourcing industries exchange process can be very concisely demarcated as social exchange and economic exchange. The degree of social and economic exchanges shows clear disparity in between the gender, nature of employment and the length of service in the organization. The degree of disparity is either positively or negatively induced by the moderator organizational commitment based on the positive or negative relationship the depended work out come has with the depended variable – social and economic exchange. Perceived organizational support remains highly significant in the non permanent segment than the permanent segment.

Exchange process illustrates clear disparity among educational level, gender, experience, and tenure and employee tier. It can be argued that the exchange process can be subjectively quantified and measured by establishing human resource accounting system enabling the employees to have the Individual Exchange Index (IEI), possibly this can be utilized to determine the productivity and ROIs. This subject area creates room for future research. Even though BPO companies understand and use productive exchange in a constructive manner, they are not using the exchange as a business strategy to generate profits due to greater degree of risk imposed by the environmental factors.

Social Exchange is built on a long term perspective and trust determines the baseline and highly significant in the non permanent segments; possibly they wanted to develop themselves as informal group to eliminate the risk factor on their job role. Social exchange process remains high among the employees who have the correct combinations of managerial and technical knowledge. Does technical knowledge facilitate social exchange is interesting subject area for future research. Social exchange being very strong among the female employee compared with male workers in the BPO sector. Social exchange generate optimum productivity, however it is amazing to identify very less number of female employees are holding managerial position in the BPO sector due to the Asian culture.

Economic exchange has been very high in the male employee segment; they are greatly influenced by this exchange possibly due to exploring more opportunities available in the business environment and increasing people network compared with the female segment. Economic exchange should be quantifiably measured, used as the basis to determine the succession and contingency planning in the BPO sector to overcome the volatile dynamism in the waving workers.

Perceived organizational support generates positive relationship with the social exchange, the relationship is very negatively enhanced while the moderator organizational commitment involves. Organizational commitment is comparatively very high among the contract and external employees than the permanent employees. However BPO organizations are not prepared to use those most to

generate higher productivity due to numerous risk factors. Due to the increased organizational commitment prevailing in the outsourcing industry, the economic exchange is destabilized. Organizational commitment greatly influences the social exchange process than the economic exchange process. Perceived organizational support to create the Economic Exchange in a productive manner the organizational commitment is an absolute requirement; organizational commitment plays a strategic dominant role as a subset of perceived organizational support.

Even though the productive exchanges have received relatively less significance focus or limited attention in the BPO Companies, they are strategic important elements or facts on the employment exchange or relationship. Those are the baseline to decide whether retaining an employee is worth or profitable business for an organization in the long run. Possibly the research will help the organization may make strategic decision which may not violate the productive exchange, often with correct understanding and awareness. Work force layoffs, reducing work force, use of contract workers provide distinguished insight to workers about the type of psychological contract they have with their organization. Researchers wish to see BPO organization focus comprehensively to revise the employees' base who feels that their existing psychological contracts need re-visiting. Based on this research, it is clear that the employer-employee exchange and the employee work outcome is a strategic important organizational phenomenon among the BPO sector in Sri Lanka which provide the correct basis for understanding the bond between their employees and organization.

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## SIR WALTER SCOTT: A DUSTY EXHUMER OF CHRONICLES IN THE LIGHT OF HIS ART OF NARRATION

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### ABSTRACT

*Sir Walter Scott is without doubt the most widely acclaimed novelist of his day and has been one of the most influential literary figures from 1814 to the present. Scott is considered as “the father of the historical novel”. The historical novel is the most complicated form of novels because it consists of history. All of us know that history is based upon facts and novel is born out of imagination which comprises of so many elements of observation and experience. It is evident that the historical novel is of a very intricate nature. No doubt the historical novel which presents the historical atmosphere in an attractive manner, and has the historical quality to make the reader visualize all the events through the wordy descriptions, will be considered as successful. A novelist has to use his imagination in order to present the historical scene in a beautiful manner. The right uses of the words, appropriate combinations of different expressions are the essential requirements of a proper historical novel. It is the duty of the historical novelist to make his readers feel that they are actually living in the days and among the people described. In fact it is the mastery of language and art of atmosphere building on the part of the historical novelist that creates a clear-cut distinction between historical novels and history. For the creation of atmosphere a novelist has to keep an eye on his words, language and narration. Walter Scott attaches great importance to the art of narration and says that “The interest becomes lost in a minute description of events not affecting the progress of tale.” Present paper is an effort to probe into the mechanics of novel writing by Scott, in respect of the narrative techniques employed by him as a historical novelist.*

**KEYWORDS:** *Walter Scott, Exhumer, Narration, Historical, Soliloquy.*

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### INTRODUCTION

“Oh what a tangled web we weave,  
When first we practise to deceive!”<sup>1</sup>

Sir Walter Scott is the first historical novelist in English literature. The historical novel is the most complicated form of novel because it consists of history. All of us know that history is based upon facts and novel is born out of imagination which consists of so many elements of observation and experience. It is evident that the historical novel is of a very intricate nature. No doubt the historical novel which presents the historical atmosphere in an attractive manner, and has the historical quality to make the reader visualize all the events through the wordy descriptions, will be considered as successful. A novelist has to use his imagination in order to present the historical scene in a beautiful manner.

The right uses of the words, appropriate combinations of different expressions are the essential requirements of a proper historical novel. It is the duty of the historical novelist to make his readers feel that they are actually living in the days and among the people described. In fact it is the mastery of language and art of atmosphere building on the part of the historical novelist that creates a clear-cut distinction between historical novels and history. For the creation of atmosphere a novelist has to keep an eye on his words, language and narration. Walter Scott attaches great importance to the art of narration and says that "The interest becomes lost in a minute description of events not affecting the progress of tale."<sup>2</sup>

The narrative technique of dialogue is used effectively by Scott, as he regards it as an important vehicle for presenting the various types of events and traits of character. For Scott dialogue is the supreme means for the revelation of characters and unfolding of events. The action is contrived simply to give the characters an opportunity to speak out. They put all of themselves into what they say. Scott knows that his main strength lies in the artistic depiction of dialogue as he shows in an ironic imaginary dialogue between Dick Tinto, a painter, and himself at the beginning of the *Bride of Lammer Moor*.

"Your characters," he said, "my dear Pattieson, make too much use of the gob box; they patter too much (an elegant phraseology which Dick had learned while painting the scenes of an itinerant company of players); there is nothing in whole pages but mere chat and dialogue." "The ancient philosopher," said I in reply, "was wont to say, 'Speak, that I may know thee'; and how is it possible for an author to introduce his personae dramatis to his readers in a more interesting and effectual manner than by the dialogue in which each is represented as supporting his own appropriate character?"<sup>3</sup>

Though Scott has defended himself here yet in an anonymous review of his own novels he criticizes this excessive use of dialogue and insists that

"The practice especially pushed to the extent we have noticed, is the principal cause of the flimsiness and incoherent texture of which his great admirers are compelled to complain."<sup>4</sup>

Due to the lack of a proper and coherent plot, Scott has to make an excessive use of the dialogue technique in his novels. In his *Guy Mannering* he presents three strata of the dialogue, from the simple yet eloquent speech of the gypsy to the humorous realism of the conversation between two characters and the sympathetic kind of dialogues.

David Daiches has paid tribute to Scott in the matter of dialogue construction. He says that "Scott's novel lives by its dialogue, the magnificent pedantic monologues of Old buck, the racy Scots speech of Edie Ochiltree, the chattering of gossips in the post offices are the examples."<sup>5</sup> Thus no action, in

these early novels of Scott comes to life until somebody talks about it. It is also to be noticed that the dialogue is at its best when it is in the speech of humble people. Scott could make them live by simply opening their mouths.

The narrative technique of soliloquy is used by Scott, on few occasions, in his novels. It informs the reader about the inner feelings of the characters. For instance, Scott has used this technique in *Fortunes of Nigel*. Nigel delivers a significant soliloquy on his status and actions.

"She is right, and has taught me a lesson I will profit by. I have been, through my whole life, one who leant upon others for that assistance, which it is more truly noble to derive from my own exertions. Whatever of good or bad has befallen me, has arisen out of the agency of others, not from my own. Nigel Olifaunt, from this moment, shall owe his safety, success, and honour, to his own exertions. I will write it down in my tablets, in her very words,—"The wise man is his own best assistant."<sup>6</sup>

This soliloquy reveals the inner feelings of Nigel and also indicates the growth in his character from a passive to an active hero. It can be noticed that the use of soliloquy gives a dramatic style to Scott's novels. Another example can be cited from *The Bride of Lammer Moor*. Towards the end of the novel, in the belief that Wolf's crag has caught fire, Edger goes to watch the final ruin of his only remaining property. Instinctively he is disgusted at the attitude of the boys from the village who also run to watch the spectacle. He says to himself:

"And these are the sons of my father's vassals" he said, of a men bound, both by law and gratitude, to follow our steps through battle, and fire and flood; and now the destructions of their Leigh Lord's house in but a holiday sight to them."<sup>7</sup>

Scott has used the technique of soliloquy to present the inner feelings of the characters. It also helps to reveal the inner traits of his characters. Thus the technique of soliloquy helps in making Scott's novels lively and dramatic.

Scott has utilized the epistolary technique in his novels. Scott inherited this technique from Fielding and Richardson. He used this technique profusely in one of his most important novels *Red gauntlet*. The first thirteen chapters of the novel are epistolary, consisting of a series of letters exchanged between Darsie, on his itinerary through the Scottish countryside and Alan, Edinburgh. These chapters are headed "Letter I", Letter II and so on. After Letter XIII, Scott changes his method of presentation to Chapter I entitled "Narrative, and continues this method in chapter II; he then introduces for Chapters III to IX, "the journal of Darsie Latimer". Chapter X through XVI are headed "Narrative of Alan Fiar Ford". Chapters XVII through XX "Narrative of Darsie Latimer, and Chapters XXI through XXIII "Narrative of Alan Fiar Ford". The final chapter in the novel after the action has closed is entitled "Conclusions by Doctor Dryasdust, in a letter to the Author of *Waverley*". Because of this kind of structure, Earnest Baker regards this novel as "irregular, easy going almost haphazard as any of Scott's novels."<sup>8</sup>

It is evident from Baker's comments that Scott failed to employ with success the epistolary technique and for this reason he did not use it in any others of his novels. In *The Heart of Midlothian* he has included the letters of Jeanie Deans and Davie Deans but they are not contributive to any development of theme.

Scott excels in the art of scene description. The pictorial quality of his novels is evident from his mode of describing the scenes. Scott gives an objective description of the landscape in his novels. In other words his scene depictions are more reader-conscious and less self-conscious. He has a taste to admire the picturesque and at the same time cannot refrain from describing the natural beauty of “wild scenes”. In *Guy Mannering* and *The Pirate* Scott describes the desolate country. In *The Pirate* he evokes the ruggedness of the Shetlands but he also feels obligatory to point out that only a particular type of weather produces:

“That variety of light and shade which often gives life to a bare and enclosed scene, for the time at least, a species of charm approaching to the varieties of a cultivated and planned country.”<sup>9</sup>

Scott is capable of creating conformity between the natural scenes and the condition of their inhabitants. In *The Heart of Midlothian* when Jeanie Deans sees the fertile, well populated country round the Thames for the first time on her way to Windsor, Scott calls the scenery “unrivalled”. So it is in terms of the prosperity it brings to the farmers and the comforts of its inhabitants that Scott sympathises with Jeanie’s reaction to this luxuriance:

“it is braw rich feeding here for the cows, and they have a fine breed o’ cattle here.....but I think just as well to look at the craigs of Arthur’s seat, and the sea coming in ayont them, as at a ‘thae muckle trees.”<sup>10</sup>

The most illuminating example of Scott’s mastery, as a painter of the scenes, can be quoted from *The Monastery*. He describes his own Border country:

“The mountains, as they would have been called in England.....rose abruptly over the little glen, here presenting the grey face of a rock, from which the turf had been peeled by the torrents, and their displaying patches of woods and copse which had escaped the waste of the cattle and the sheep of the feuars, and which, feathering naturally up the beds of empty torrents, or occupying the concave recesses of the bank, gave at once beauty and variety to the landscape. Above these scattered woods rose the hill in barren, but purple majesty; the dark rich hue particularly in autumn, contrasting beautifully with the thickets of oak and birch, the mountains ashes and thorns, the alders and quivering aspens, which chequered and varied the descent, and less with the dark green and velvet turf, which composed the level part of the narrow glen.”<sup>11</sup>

The interesting and beautiful language shows Scott’s adherence to the Romantic period, to which he belonged. The description is highly informative. He also emphasizes the loneliness of the scene.

“But the extreme solitude pressed on the heart; the traveller felt that uncertainty whither he was going, or in what so wild a path was to terminate, which at times strikes more on the imagination than the grand features of a show scene when you know the exact distance of the inn where your dinner in best poke, and at the moment of preparing.”<sup>12</sup>

Agnus and Calder have also appreciated Scott for his great skill in the depiction of scenes.

“In fact to the roles of the historian and entertainer, Scott added that of the travel writer, using the jargon of the day to do the job performed by coloured photographs in a modern travel agent’s brochure.”<sup>13</sup>

Thus Scott's greatness as an excelled painter of scenes and landscapes is evident from the various scenes of his novels. These scenes are full of visual, auditory and tactile images and provide empirical characteristics to his novels.

As far as the mode of narration is concerned, Scott has a cavalier attitude which sometimes mars the artistic quality of his works. In spite of the admitted necessity of paying some attention to the plot Scott thinks, in the last analysis, that to have a tightly fitted narrative structure is in no way an absolute requirement for a successful novel because in his opinion human life itself is not coherent and lacks sequence.

Scott's comments indicate that he was satisfied with the way in which he constructed his novel and preferred spontaneous development of the narrative to restricting it in the bounds of plot. David Daiches has also pointed out that "Scott was never the obsessed artist but the happy writer."<sup>14</sup> Sometimes he begins right in the middle as is the case in *The Heart of Midlothian*, and *Old Mortality*. The kind of narrative structure presented in *The Heart of Midlothian* can be termed as loose structure. It was more congenial to his temperament. The reason for this trend can be traced in the particular characteristics of the romantic age to which he belonged. It seems that the romantic assertion for the spontaneous expression of feelings had developed in him a casual attitude towards plot and he preferred to make his novels lively and attractive through the artistry of dialogues and realistic presentation of the characters.

Scott's language is reflective of the culture and environment of his characters. Scott used Scottish language for his Scottish characters and made English ones speak in their own native language. Graham Tulloch appreciates this device by Scott and says that

"Despite his popular reputation as the great romancer Scott was, as has long been recognized, in many ways a realistic writer. His presentation of Scots dialect conforms with this. So far as we can now tell it reflects the actual socio-linguistic situation in Scott's own time."<sup>15</sup>

Scott makes use of the Scottish language in order to present his characters and situations in a true and natural manner. David Murison has paid a great tribute to Scott for his art in creating the speeches for his characters and says that:

"Just as he created a whole gallery of characters of all kinds and conditions, excelled only by Shakespeare and the Scottish ones the most memorable, so he rings the changes in their speech in all sorts of subtle ways."<sup>16</sup>

Murison's comments can be verified by the example of *The Antiquary*. *The Fortunes of Nigel* is another novel which illustrates the switching about from Scotch to English. The wandering Willie's tale in *Redguntlet* is an acute example of the use of Scottish language. The language of the tale is a racy late eighteenth century Scotch. This tale being an oral tale put in the mouth of a wandering minstrel is filled by a deliberate conflation of dialects but when Scott speaks in his own person in the novel, he uses standard English except for an occasional Scottish of which he seems to be unaware because his aim was to present his novels to an English audience. His English characters speak in standard English. The example is the language of *Waverley* and many other great historical figures like the Duke of Argyle in *Heart of Midlothian* and Richard I in *The Talisman*.

Professor Ernest Weekly considers that of all individual writers next to Shakespeare whose formative influence on English is beyond all comparison, Scott has contributed most of the English



vocabulary. Thus it is certainly clear that whatever the faults of Scott's style there is no question of the richness of his language, which after all reflects the sheer bulk of his work. Its great sweep and range and the extraordinary variety of its content itself is a proof of the vitality he imparted to the words he used and in so many cases effectively recreated.<sup>17</sup>

According to an estimation made by David Murison "among Scott's 30'000 word vocabulary are included 3,000 words are used only in Scotland or having meaning peculiar to Scotland and belonging to the remains of old Scots language."<sup>18</sup>

Thus it can be inferred from a thorough study of the use of languages by Scott that he provides us with four models of narrative; firstly ordinary English narrative with a few Scotch words, secondly the recorded eighteenth century Scottish speech narrative as in Wandering Willie's tale, thirdly the written Scots of uneducated Scotsmen like that of Davie Deans in *The Heart of Midlothian* and fourthly only barely explored language of the written narrative of an older educated who speaks Scotch informally, in a mixture of Scotch and English. The depiction of these four varieties of language is contributive of his versatility of themes in various novels. Thus Scott makes his characters speak in their own native tongues.

As far as the matter of objectivity is concerned, Scott's personality never intrudes into his novel. In the matter of description Scott only states the period or the year of the theme of the novel. The social, moral and political aspects of society are revealed through the interaction of characters and through the objective narration of the events. Throughout his novels he observes the principles of negative capability and negates his own personality in depicting the events and people of his novels. Hence he is the best example of T.S.Eliot's term of catalyst."<sup>19</sup>

## CONCLUSION

There is no doubt at all of Scott's tremendous popularity with the broad reading public nearly 1900, nor of his secure position with the critics for as long or nearly as long. Scott however not only attracted other novelist and held them; he also created a new literary genre and has long been recognised, in another critical common place, as "the father of historical novel". Saintsbury calls attention to "the singular and miraculous fashion in which Sir Walter taking a kind of writing which had.....been tried, or at least tried at, for more than two thousand years, and which had never yet been got to run smoothly on its own and, by one stroke effected what the efforts of those to millenniums had been bungling and balking themselves over"<sup>20</sup> The manner in which Scott brought to sudden and complete fruition a type which had been but feebly foreshadowed for so long assures his continued consideration as a figure of prime importance in the history of the novel.

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## A DIALOGUE ON LIS RESEARCH ISSUES BETWEEN PROF. SRIMURUGAN.A AND SARAVANAN.T: A SIMULATION

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### ABSTRACT

*In any discipline research plays a vital role as it acts as the backbone for the decision makers, who are in the need of certain solutions for their problems. The LIS discipline researchers are able to conduct the research in multiple dimensions as they have more scope to carry out the research in different tracks rather than other disciplines. Some of the consequences that are related to the research have been presented here in a dialogue manner as happened between Saravanan, T and Prof. Srimurugan, A, who was the Head & Librarian, Department of Library & Information Science, Madurai Kamaraj University, Tamilnadu. This paper encompasses a few research aspects related to objectives, hypotheses, statistical methods, packages, theoretical design, EDA etc.*

**KEYWORDS:** Social Science; LIS; Research; statistics; experimental designs.

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### INTRODUCTION

Awareness on any issues, which are related to the research are compulsory one for the LIS researchers, so as they can conduct a good research in the right track. Information explosion greatly helps the LIS researchers to conduct the research in various aspects with advanced IT tools offered by the modern digital era. The skills that are required for the modern LIS professionals to conduct the research have been briefly discussed here. The issues that are related with the quality of the research are given towards a dialogue format in order to enable the readers for better capture. Author of this paper has raised some of the research questions and they were clarified by his teacher Professor Emeritus Srimurugan, A the former Head & Librarian, Department of Library & Information Science, Madurai Kamaraj University, Tamilnadu. The conversation between them gives some valuable tips for the LIS or any researchers, who are keen to conduct the successful research with the required quality.

Saravanan, T: Good morning Teacher. It's my pleasure to meet you again.

Prof. Srimurugan, A: Good morning Saravanan! Nice to see you. Are you fine? How are your academic activities moving?

Saravanan, T: Teacher! I am fine and hope that you are well. The activities are on their tracks.

Prof. Srimurugan, A: Good. Let me know the purpose of your visit.

Saravanan, T: Sure sir. I have some questions related to the social sciences research. Could you please clear up them?

Prof. Srimurugan, A: Definitely. Move ahead.

Saravanan, T: Teacher! Can researches be conducted without clearly identifying the Objectives?

Prof. Srimurugan, A: No. The objectives of any research must be clear and should not be vague, as they help the researchers to formulate a good structure by which the further designs would be possible. Structure your objectives carefully before start the research.

Saravanan, T: Teacher, in many researches, I have observed that the researchers were applied the simple percentages only for the study. Is it accepted?

Prof. Srimurugan, A: Better you may recall the statement of W.G.Miller<sup>(2011)</sup>. “There is not much point in simply reporting a frequency or percentage if there is no indication of whether or not the observed value(s) are greater than one would expect due to random sampling variability. The statistical test should be applied to determine whether percentages are greater than those expected by chance.”

Saravanan, T: Teacher, Is it possible to conduct the research without formulating the hypotheses?

Prof. Srimurugan, A: Hypotheses are must to test the validity of researchers' assumption. We gather sample data and determine the difference between the hypothesized value and the actual value of the sample mean, and judge whether the difference is significant. The smaller the difference, the greater the likelihood that our hypothesized value for mean is correct. However, recall the statement of Richard I Levin and David S Rubin<sup>(2009)</sup> - - “In hypothesis testing as in most significant real-life decisions, clear-cut solutions are the exceptions, not the rule. The bottom line in hypothesis testing is when we ask ourselves (and then decide) whether a population like we think this one is would be likely to produce a sample like the one we are looking at.”

Further W.G.Miller<sup>(2011)</sup> also has insisted that the editors of the journals would not accept research without clear specification of hypotheses and alternative hypotheses, the sample size, the method of sampling, the error rates and the appropriate test of the hypotheses.

Saravanan, T: Teacher, Could you please explain the role of statistics in the research?

Prof. Srimurugan, A: Don't forget that the statistical methods always help us to make inferences about the population towards the observed sample. Further the status of the hypotheses whether accepted or rejected could be identified when we applying the appropriate statistical methods. Hence making conclusions without adequate statistical tools would not give a right output.

Saravanan, T: Teacher, How can I perform the data analysis by incorporating the modern technology?

Prof. Srimurugan, A: Data analysis by using the statistical packages has proliferated in tandem with the rapid progress of computer hardware. Modern technology offers many packages to the social scientists to carry out the analysis and it enables them to accomplish their research task without much burdens.

Dr. Saravanan, T: Teacher, Could you please give me the necessity of the statistical packages, which are familiar at international level?

Prof. Srimurugan, A: Why not? Many sophisticated packages are available in the market, which may satisfy your requirements. Remember that except a few tools majority of the packages are fee based versions. Remember that the some of the packages always require the programming knowledge of the researcher, who is interested to analyze the data with the packages. Hence you are expected to have adequate programming skills (if the package needs) as well as strong base in the statistics part to work in any statistical packages. Keep it in your mind that poor skills in the said areas may lead you to make wrong analysis/misinterpretation and wrong inferences, which will spoil your entire research.

Saravanan, T: Teacher, Could you please explain the role of theory and experimental design in multivariate analysis?

Prof. Srimurugan, A: Dear student, just imagine the task, which is before you that may help to solve a jigsaw puzzle. Please recall the Lipseys' <sup>(1990)</sup> statement -- "Theory orientation may have its greatest advantage in the domain of practical research design. The puzzle helps to match the pictures and suggests what are the additional we required to complete it. Like that theory offers a fundamental base in formulating any research design, analysis, interpretation, etc. The social scientists must structure a well defined theory to carry out the research in right track.

Saravanan, T: Teacher, What are the possibilities do the social scientists have to analyze the multivariate data?

Prof. Srimurugan, A: Dear student, I suggest you to go through the statement of Cattell <sup>(1998a)</sup> and Nunnally <sup>(1991)</sup> -- "Researchers can concurrently examine common and specific variance components of large, multiple variable data sets, which better affords the opportunity to model complex causality, measurement error, and the effects of mediating variables." The hierarchically nested variance components allow the researcher to better examine correlated and uncorrelated multilevel data <sup>(1992)</sup>.

Saravanan, T: Teacher, What do you mean by the level of measurements?

Prof. Srimurugan, A: The quality of rating may be a critical one to the success of any research. The characteristics of the object must be evaluated by using the rating scales. The object which you want to rate may be a person or thing or a process etc. The levels are usually measured as nominal, ordinal and scale.

Saravanan, T: Teacher, What are the procedures I have to consider while analyzing the data?

Prof. Srimurugan, A: Dear student, you must approach the data with flexibility and exercise your own judgment rather than follow the mathematically prescribed rules<sup>6</sup>. Data analysis should advance two primary scientific goals; identifying patterns of regularity in the social or natural world, and communicating about these patterns in a way that is accessible to people who are interested. Researchers should be concerned with these goals rather than asking the question as what you have raised now. Every researcher is expected to analyze and interpret the data properly.

Saravanan, T: Teacher, What about the graphical displays in the research? Are they a must for the research?

Prof. Srimurugan, A: Yes, the graphical items are a must as they reveal the information, which is difficult to observe from large data sets. Remember the statement of Tukey <sup>(1969)</sup> -- "Plot and eyes"



is the most diverse channel to the human mind. Further, Anscombe<sup>(1973)</sup> has said that how simple graphical summaries can show trends that are lost in quantitative summaries of data. It is the duty of the every researcher to identify the required graphical items for their study.

Saravanan, T: Teacher, What are the factors I have to consider to determine the sample size when using MANOVA?

Prof. Srimurugan, A: Dear student, you have to consider five factors<sup>(2000)</sup> while using MANOVA. They are; a) Type I error b) Type II error c) number of cells d) number of outcome variables 5) size of the effect of interest.

Saravanan, T: Teacher, Could you please explain the Type I and Type II error?

Prof. Srimurugan, A : Dear student, you may recall the statement of W.G. Miller<sup>(2007)</sup>--“The researcher must learn about the relationship between a dependent variables standard deviations and the errors of inference for samples of various size. They should, of course be equally concerned about accepting a null hypothesis when, in fact, in the population sampled they should reject the null hypothesis.

Saravanan, T: Teacher, Can I adopt the time series analysis in LIS research?

Prof. Srimurugan, A: Yes, a time series analysis is a set of repeated observation of a variable on some entity where the number of repetitions is relatively large. The time series data may include year, month, week and day. This study can be applicable in LIS research to predict the authors’ collaborations, documents growth etc. Remember that the time series analysis requires large size of data.

Saravanan, T: Teacher, Could you please explain the multidimensional scaling (MDS)?

Prof. Srimurugan, A: Among the various models MDS is one of the techniques that can be adopted in LIS research to shape the research that adds more strength to ensure its quality. Recall the statement which was given by Mark L Davison and Stephen G Sireli<sup>(2000)</sup> -- “MDS is a versatile technique for understanding and displaying the structure of multivariate data.”

Saravanan, T: Teacher, How can I handle the problems concerning with missing data?

Prof. Srimurugan, A: Dear student, while processing the data the missing data should get more attention from the researcher. Take care to identify the data which is missing in your analysis otherwise that will affect the estimation and inferential process adversely. It must be a primary concern of your research to examine the missing data that enables you to select the required action.

Saravanan, T: Teacher, Do the available packages provide the facilities to handle the missing data problem?

Prof. Srimurugan, A: Yes, the standard packages are all containing the provision to solve the problems, which are related with the missing data. However the count of numeric digits which have been used in the designing section to identify the missing data may differ from package to package as they have its own pre defined formats.

Saravanan, T: Teacher, Could you please explain the role of ethics in Research?

Prof. Srimurugan, A: Dear Student, you should know that ethics always helps to regulate our professional behaviors. Here, I would like to recall the words of Robert, M. Davison<sup>(2005)</sup>--“The authors should have an ethical obligation to ensure that they do make a significant intellectual contribution to any joint publication. Each one must be able to defend his/her actions in any situation by means of ethical principles and reasoning.” He has discussed about the ethical issues under various headings of which the research and publication play an important role.

Saravanan, T: Teacher, What are the suggestions you would like to give for the welfare of LIS researchers?

Prof. Srimurugan, A: The researchers, who are in the LIS sector must realize their role as well as the importance of the research so as they can come forward to sharpen the research with the new ideas and innovative concepts. They must update their skills in various levels to compete with the researchers of other disciplines. Many sophisticated statistical methods are available here to strengthen the research and they must be utilized properly by the researcher. The LIS researcher should adopt the different kinds of statistical methods so as they can avoid the repeated analysis procedures. Developing our skills in the research as well as in statistical packages are also essential things in LIS discipline. LIS professionals should not always depend on the statistical experts to process the research. They must stand by their own legs. Modern LIS professionals are expected to possess adequate capacity not only in the information organization sector but in the track of research also. You should not forget that the research is the first and foremost tool in any decision making process.

Dear student, I hope that you have captured enough details.

Saravanan, T: Certainly Teacher! I have learnt enough from your desk to refresh my knowledge. It will help the LIS researchers also, to ensure the quality of our research in various dimensions. Let me owe my sincere thanks for the wonderful time, I spent at your cabin for clarifying the research related doubts.

Prof. Srimurugan, A: As a teacher it's my duty and pleasure to help the students like you. Don't forget that the duty of the teacher is not taking the decisions, but make the students to take the right decisions. Here, our responsibilities are to create the Librarians, and the Teachers with the adequate skills. However, keep it in your mind that research plays a vital role in both the fields.

Saravanan, T: Thank you teacher. With your kind permission shall I make a move now?

Prof. Srimurugan, A: Sure. You are always welcome to the door steps of my cabin that will be opened anytime for you people all.

Wish you all the best.

## CONCLUSION

A research was conducted by the researchers of Melbourne Institute of Applied Economics and Social Research, University of Melbourne to rank the higher education system of various countries. Of the 50 countries, India's higher education system has been ranked at the 48<sup>th</sup> place. The overall score of the country is lowest because there is no one area where it has performed well (Source: IASLIC Newsletter, June 2012). It would be the responsibility of the researchers to take care of their researches in terms of quality and originality. Of course, this paper is not concentrated on any

advanced users, who are well in their research. It aims to explore a few basics of the research requirements for those who are in the stage of beginning in their research. Because lack of skills in research always lead the researchers to commit major/minor mistakes while framing objectives, hypotheses, choosing appropriate statistical tools, and making inferences etc. Roger stern et.al <sup>(2002)</sup> stated that “It is a good idea to make some mistakes. Some users are “naturals” at making mistakes, but, if you are not, then make some deliberate errors.” I do think, mistakes enable the authors to take more care so as they would not commit mistakes again in some other research. LIS researchers can shape their research as good with the help of available sophisticated tools. Still, I do receive various journals’ editorial boards suggestions, comments etc., for my papers. Some time the editors’/referees’ expectations were fulfilled by my reply and they did give me a slot in their publications, whereas some time they didn’t. However, other rooms may welcome us. Remember that the product, which has the value in the market, would be definitely approached by the consumers. The important thing is under any circumstances the research should not slip from its own track. Think about the new experimental designs and step forward with innovative ideas. It would be always better to stay away from the piracy. LIS researchers should not compromise in their research in order to ensure the quality of research.

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**AN INSIGHT INTO THE WINDMILL INDUSTRY (WITH SPECIAL REFERENCE TO  
COIMBATORE AND TIRUPUR DISTRICTS)**

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**ABSTRACT**

*Wind energy is one of the leading renewable energy resources that are not exhausted over time. It is a good resource for the reason that it can not only produces little or no polluting emissions, but also can help to meet the growing energy demand. Today India is the world's fifth largest producer of wind power after Denmark, Germany, Spain and the USA. Tamil Nadu is considered as a seventh destination among wind power potential areas of the country. The study is conducted in the Coimbatore and Tirupur districts of Tamil Nadu, where there has been an increase in windmills from 2002 onwards. The study intends to analyze the windmill industry in Coimbatore and Tirupur district and understand the factors influencing the performance of windmills. Further the trend projection of the average power generation of TNEB and Private WEGs in Coimbatore and Tirupur Districts up to the year 2015 is done to identify the power generation potential in the two districts. The survey is conducted among a sample of 75 wind mill investors using an Interview Schedule.*

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**INTRODUCTION**

The scientific research reports on climate change suggest that carbon dioxide emissions and other greenhouse gases could increase the average temperature and result in global warming. It also indicates that those gases can affect ecosystems, weather patterns, water resources, and even cause the extreme climate. At the same time global energy demand is growing, while the conventional fossil fuels, such as coal, oil and natural gas, are in the situation of decreasing. Taking all these factors into consideration we can arrive the conclusion that searching and using renewable energy is imperative under the situation. Nowadays many countries have done much work on the goal achieving the sustainable supply, they are actively promoting the usage of renewable energy and getting the greatest benefit from energy.

Wind energy is one of the leading renewable energy resources that are not exhausted over time. It is a good resource for the reason that it can not only produces little or no polluting emissions, but also can help to meet the growing energy demand. Over the last decade ,the use of wind energy has



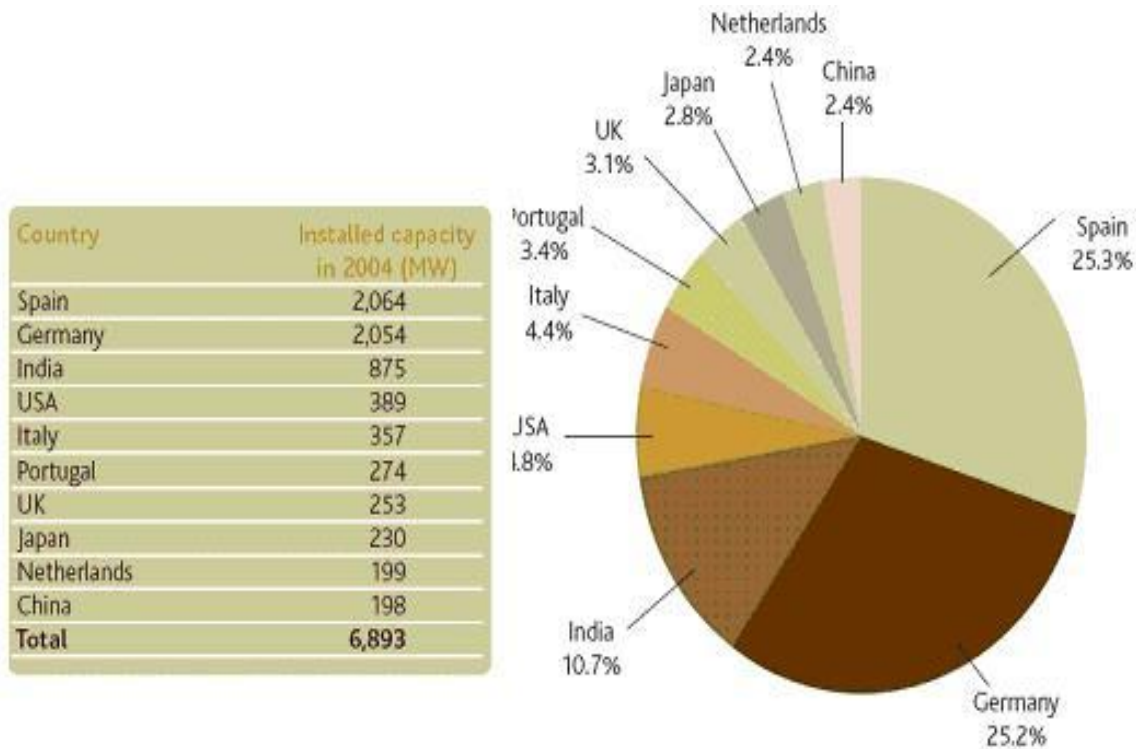
increased remarkably. Currently there are more than 20,000 wind turbines installed world-wide that provide electricity generation. Wind energy and its advanced conversion technologies have become more and more mature; it is able to compete with the traditional energy and has a bright future in the energy market. The Global Wind Energy Council is forecasting that "the global wind market will grow by over 155% to reach 240 GW of total installed capacity by 2012".

### THE MARKETS OF WIND POWER

As wind technology has matured, the wind energy global market has been growing rapidly. By the end of 2004, the capacity of wind energy installed globally had reached the level of almost 48,000 MW. Europe accounts for 72% of the total installed capacity and other countries are taking their steps to develop the large-scale commercial markets. In the world, more than 50 countries now contribute to the global total wind market, and many people have been employed by the industry, the number is estimated to be 90-100,000 worldwide. There are 8-10 primary countries which take up the most part of the wind energy market; they are Denmark, Germany, India, Italy, Netherlands, Spain, the United Kingdom, and the United States.

Europe is the leader in the wind energy market; it has been growing during the past 6 years. Within Europe, Spain became the new market leader, with 2,064 MW of capacity installed during 2004. It was closely followed by Germany, with 2,054 MW. Germany still has the largest cumulative capacity both in Europe and global, with a total of 16,649 MW by the end of the year. And recently, the European Wind Energy Association has revised its wind capacity projections in 2010 which is from  $4 \times 10^4$  MW to  $6 \times 10^4$  MW.

In the United States, American market experienced a reduction of the global growth rate during 2004. Now, its total capacity has reached 6,750 MW. Canada, with one of the largest wind resources in the world, is looking increasingly promising as a market. A total of 444 MW had been reached by the end of 2004, and many large projects are progressing fast. In Asia, the Indian market has revived strongly in the late 1990s. During 2004, almost 900 MW was installed, the third largest country market, taking the total up to 3,000 MW. Japan also registered an improved performance in 2004, reaching a total of 991 MW, whilst China moved up to 769 MW. In Africa, both Egypt and Morocco have shown what is possible with national planning and the backing of European developers. Morocco already gets 2% of its electricity from a 50 MW wind farm and tenders exist for another 200 MW, Egypt is continuing to develop sites along the Red Sea coast with the support of German, Japanese and Danish aid agencies.

**FIG 1: TOP TEN WIND POWER MARKETS 2004: ANNUAL MW INSTALLED****INDIA'S WIND POWER GROWTH IN A DECADE**

In India the past decade has seen a spectacular progress in wind electricity generation, with significant investments by private players. Gross wind power potential in the country has been estimated at over 45,000 MW, based on the areas having wind power density of 200 Watts per square meter or more and assuming land availability in potential areas at 1% and land requirement at 12 hectares per MW. State-wise details of Gross Wind Power Potential in the country is given as follows-

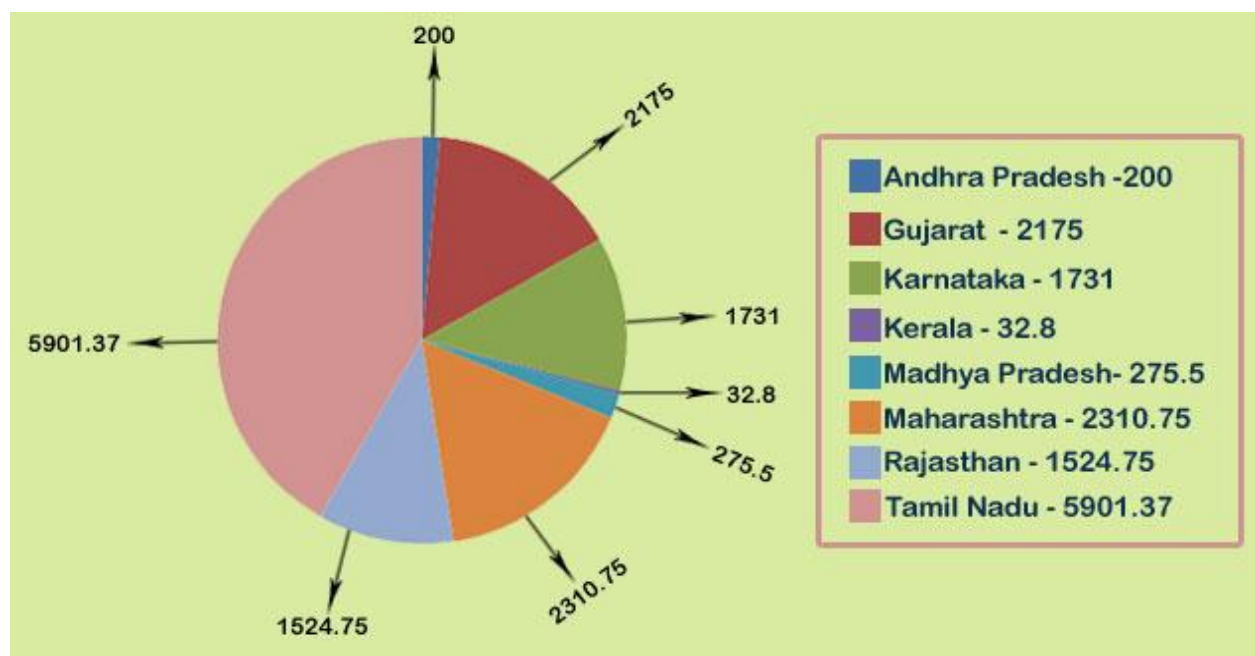
S.No.	States	Gross Potential
1.	Andhra Pradesh	8275
2.	Gujarat	9675
3.	Karnataka	6620
4.	Kerala	875
5.	Madhya Pradesh	5500
6.	Maharashtra	3650
7.	Orissa	1700

8.	Rajasthan	5400
9.	Tamil Nadu	<b>3050*</b>
10.	West Bengal	450
	<b>Total</b>	<b>45195</b>

\* Recently revised by State Government to 5200 MW

Further the Wind power installed capacity as on 31.03.2010 is shown in Fig 2.

**FIG 2: WIND POWER INSTALLED CAPACITY AS ON 31.03.2010**



Source:[http://www.indianwindpower.com/installed\\_wind\\_capacity.php](http://www.indianwindpower.com/installed_wind_capacity.php)

Today India is the world's fifth largest producer of wind power after Denmark, Germany, Spain and the USA. In India, Tamil Nadu is one of the emerging producers of wind energy with 'Aralvaimozhi', the Muppandal wind farm.

### NEED OF THE STUDY

In Tamil Nadu till 2002, only Aralvaimozhi, the Muppandal wind farm is considered as the perfect place for planting wind farm. But from 2002 onwards, the number of wind turbines in other districts began to increase. The power generated by TNEB and private WEG's is not sufficient to meet the day to day consumption. Hence, with the presence of Western Ghats and the 25kms long Palakkad gap, Coimbatore and Tirupur districts are turning out to be a hotspot for installation of wind turbines to generate wind energy. This measure would further aid the numerous industries functioning in Coimbatore and Tirupur districts to meet their energy requirements. Hence it is essential to study the performance of windmills to understand the existing scenario.

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## OBJECTIVES OF THE STUDY

- To analyze the windmill industry in Coimbatore and Tirupur district.
- To understand the factors influencing the performance of windmills.
- To determine the motivating factors for installation of windmills.
- To project the average power generation of TNEB and Private WEGs in Coimbatore and Tirupur Districts up to the year 2015.

## REVIEW OF LITERATURE

- ❖ Bhattacharya. S. C., Jana. C., (2009) explain that promoting renewable energy in India has assumed great importance in recent years in view of high growth rate of energy consumption, high share of coal in domestic energy demand, heavy dependence on imports for meeting demands for petroleum fuels and volatility of world oil market. A number of renewable energy technologies (RETs) are now well established in the country. The technology that has achieved the most dramatic growth rate and success is wind energy; India ranks fourth in the world in terms of total installed capacity. India hosts the world's largest small gasifier program and second largest biogas program. After many years of slow growth, demand for solar water heaters appears to be gaining momentum. Small hydro has been growing in India at a slow but steady pace. Installation of some of the technologies appears to have slowed down in recent years; these include improved cooking stoves (ICSs) and solar photovoltaic (PV) systems. In spite of many successes, the overall growth of renewable energy in India has remained rather slow. A number of factors are likely to boost the future prospects of renewable energy in the country; these include global pressure and voluntary targets for greenhouse gas emission reduction, a possible future oil crisis, intensification of rural electrification program, and import of hydropower from neighboring countries.
- ❖ Carolin Mabel. M., Fernandez. E., (2008) said that in India, the wind power generation has gained a high level of attention and acceptability compared to other renewable energy technologies. New technological developments in wind power design have contributed for the significant advances in wind energy penetration and to get optimum power from available wind. The yearly percentage increase in wind energy installation is highest for India and now ranks fourth in the world with an installed capacity of 6018 MW.
- ❖ Joanna I. Lewis, Ryan H. Wiser (2007) through their article examines the importance of national and sub-national policies in supporting the development of successful global wind turbine manufacturing companies. We explore the motivations behind establishing a local wind power industry, and the paths that different countries have taken to develop indigenous large wind turbine manufacturing industries within their borders. This is done through a cross-country comparison of the policy support mechanisms that have been employed to directly and indirectly promote wind technology manufacturing in 12 countries. We find that in many instances there is a clear relationship between a manufacturer's success in its home country market and its eventual success in the global wind power market. Whether new wind turbine manufacturing entrants are able to succeed will likely depend in part on the utilization of their turbines in their own domestic market, which in turn will be influenced by the annual size and stability of that market.

Consequently, policies that support a sizable, stable market for wind power, in conjunction with policies that specifically provide incentives for wind power technology to be manufactured locally, are most likely to result in the establishment of an internationally competitive wind industry.

- ❖ Peacock. A. D., Jenkins. D., Ahadzi. M., Berry. A., Turan. S., (2008) points out that the micro-scale wind turbine industry is expanding in the UK with institutional support and UK legislation encouraging the development of numerous companies with a profusion of design options. The application of micro wind turbines in urban environment is encouraged in the UK via a grant scheme which provides a proportion of the initial capital costs. This development is predicated on the assumption that micro wind turbines have the potential to reduce built environment CO<sub>2</sub> emissions. Current methods of estimating the wind speed are reported to over predict by approximately 2.0 m/s. The energy yields of a range of typical micro wind turbines (in the 0.4–2.5 kW size range) were estimated here using two wind speed datasets sited within 1 km of each other recorded with a temporal precision of 10 min. The annual energy yield of a 1.5 kW turbine was found to be 277 kWh and 2541 kWh for the two sites analyzed indicating the problem with the current method of yield estimation. Between 33 and 55% of the electricity generated would be exported dependant on the dwelling's electrical demand. For the high yield site, the simple economic payback of this turbine was found to be 26.8 years i.e. beyond the likely life time of the turbine with CO<sub>2</sub> savings of 1093 kg CO<sub>2</sub>. The research suggests that this technology does represent a possible route for reducing CO<sub>2</sub> emissions but this is unlikely to be realized unless an adequate method is found for more accurately predicting energy yield at a specific site.
- ❖ Zhen Yu Zhao, Ji Hu, Jian Zuo (2009) states that a reliable supply of energy is essential to maintain and to improve human being's living conditions. Compared to the conventional coal-fired approach, renewable energy (RE) helps to mitigate the impacts of greenhouse gas emissions to a large extent. As a newly developed sector with large resource potential and good commercial prospects, China's wind power industry is exceeding expectations. By 2008, installed capacity of wind power in China totaled over 12 GW, making China the fourth largest wind market in the world. However, China has to admit the gap with foreign leading countries, mainly in technical R&D for large-scale wind turbine generation units. This paper attempts to formulate an analytical model for studying and assessing factors that have significant impacts on the local industry. An improved dynamic Diamond Model is developed to help the international community to understand the status quo of the Chinese wind power industry. In order to build a stronger wind power industry, the elements identified in the model need to be strengthened.

## RESEARCH METHODOLOGY

The study is conducted in the Coimbatore and Tirupur districts of Tamil Nadu, where there has been an increase in windmills from 2002 onwards. The regions with high wind power production in the two districts include Chittipalayam, Kethanoor, Gudimangalam, Poolavadi, Murungappatti, Sunkaramudaku, KongalNagaram, Gomangalam and Anthiur. The study makes use of both primary and secondary data. The primary data was collected from wind mill investors using an Interview Schedule. The population size of the respondents (i.e., wind mill investors) is 125 of which 60% was taken as sample. Hence the sample size is 75. The sampling method used for selection of the sample size is simple random sampling.



**ANALYSIS AND INTERPRETATION**

The types of industry to which the 75 companies selected for the study belong to is given in Table 1:

**TABLE 1: NUMBER OF WINDMILLS UNDER EACH TYPE OF INDUSTRY**

Type of Industry	No of Windmills			Total
	1	2	3	
Textiles	20	13	4	37
Electrical	13	8	4	25
Manufacturer	7	6	0	13
<b>Total</b>	<b>40</b>	<b>27</b>	<b>8</b>	<b>75</b>

From the above table it is inferred that textiles industry owners have invested more in windmill business while comparing with that of other class of electrical and manufacturing industries. The main reason for installation of windmill is the availability of electricity at a subsidized rate. Further the preferred model of windmill for installation is given in table 2.

**TABLE 2: PREFERRED MODEL OF WINDMILLS INSTALLED BY THE INDUSTRIES IN COIMBATORE AND TIRUPUR DISTRICTS**

Model of Windmills	Type of Industry			Total
	Textiles	Electrical	Manufacturer	
Suzlon 600	7	7	4	18
Suzlon 1250	9	5	5	19
Wincon 250	6	6	1	13
Emercon 600	4	1	1	6
NEPC India 225	2	1	0	3
NEPC India 250	4	2	0	6
NEG Micron 750	2	2	2	6
Vetas RRB	3	1	0	4
<b>Total</b>	<b>37</b>	<b>25</b>	<b>13</b>	<b>75</b>

The above table shows that windmill owners prefer Suzlon's models namely Suzlon 600 and Suzlon 1250 more than other models of windmill. The model is preferred more because Suzlon is the pioneer in this field and their first move into this business has been their competitive advantage.

It is also found that windmill owners are of the opinion that the percentage of affordability of windmills in Coimbatore and Tirupur districts is lesser while comparing to other wind energy circle in southern region, as this circle is having only 7 months of wind pass. Hence 45.3% of the

respondents find windmill installation affordable and 54.7% of the respondents find it not affordable in the two districts taken for the study. Further, the payback period of loan for different industries ranges from 4 to 8 years. The maximum period for repayment of loan ranges from 5 to 7 years. The percentage of loan sanctioned by the banks is 40% of the total initial cost of the project. At present Government is paying 6 to 7.5 rupees per unit of electricity to the windmill owners and therefore about 80% of the respondents are satisfied with the price. When we consider the various factors affecting the performance of windmills, 'Location of Windmill' is ranked as the highest influencing factor. This can be noted from table 3 showing Weighted Average.

**TABLE 3: FACTORS INFLUENCING PERFORMANCE OF WINDMILLS IN COIMBATORE AND TIRUPUR DISTRICTS**

Factors	Most Influence	More Influence	Average Influence	Less Influence	No Influence	WA	Rank
Wind Speed	41	34	0	0	0	4.55	2
Air Density	39	35	1	0	0	4.51	5
Type of Wind mill	40	31	4	0	0	4.48	7
Blade Length	37	38	0	0	0	4.49	6
Blade Shape	39	36	0	0	0	4.52	4
Tower Height	12	17	26	20	0	3.28	10
Tower Design	0	4	23	30	18	2.17	11
Type of Generator	36	31	8	0	0	4.37	8
Employee Efficiency	40	35	0	0	0	4.53	3
Proper Maintenance	37	38	0	0	0	4.49	6
Technology	40	35	0	0	0	4.53	3
<b>Location of Windmill</b>	<b>46</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4.61</b>	<b>1</b>
Theft of copper cables	36	30	9	0	0	4.36	9

WA – Weighted Average

It was found that about 23 out of the 75 windmill companies had their windmills installed in Pollachi

area because the region is more wind prone. The windmill owners were found to be influenced by several motivational factors, of which the 'tax benefit' is ranked as the highest motivating factor (See Table 4).

**TABLE 4: MOTIVATING FACTOR FOR INSTALLING THE WINDMILLS**

Motivating Factors	Rank					Weighted Average	Preferred Factor
	1	2	3	4	5		
Profit	39	11	9	6	10	3.84	2
Cost Reduction in Company	6	9	43	9	8	2.95	3
Tax Benefits	16	42	9	7	1	3.87	1
Service for Nation	5	3	7	13	47	1.75	5
Government Subsidies	9	10	7	40	9	2.60	4

The trend projection of average generation of power by TNEB till 2015, is estimated by taking 2004 as the base year for time series analysis. The projection shows the increase in power generation (See Table 5).

**TABLE 5: TREND PROJECTION OF AVERAGE POWER GENERATION OF TNEB IN COIMBATORE AND TIRUPUR DISTRICTS (2004 – 2015)**

Year	Average Generation Y	X= Year-Mid Year	X <sup>2</sup>	XY	Y = a+bx (Units)
2004	1537137	-2.5	5.06	-3842842.5	212810
2005	1057023	-1.5	2.25	-1585534.5	404307
2006	408650	-0.5	0.25	-204325	595804
2007	216030	0.5	0.25	108015	787300
2008	505745	1.5	2.25	758617.5	978797
2009	424730	2.5	6.25	1061825	1170294
2010	-	3.5	-	-	1361791
2011	-	4.5	-	-	1553288
2012	-	5.5	-	-	1744784
2013	-	6.5	-	-	1936281
2014	-	7.5	-	-	2127778
2015	-	8.5	-	-	<b>2319275</b>

<b>Total</b>	<b>4149315</b>		<b>16.31</b>	<b>3123313</b>	
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Similarly, the trend projection is done to estimate the average generation of power by private Wind Energy Generators (WEGs) in Coimbatore and Tirupur districts. 2004 is taken as the base year and using time series, the power generation is found to increase to 2877473523 units by the year 2015 (See Table 6).

**TABLE 6: TREND PROJECTION OF AVERAGE POWER GENERATION OF PRIVATE WEG'S IN COIMBATORE AND TIRUPUR DISTRICTS (2004 – 2015)**

Year	Average Generation Y	X= Year-Mid Year	X <sup>2</sup>	XY	Y = a+bx (Units)
2004	751399203	-2.5	5.06	-1878498008	911005740
2005	121245661	-1.5	2.25	-181868491	1089775538
2006	1936080432	-0.5	0.25	-968040216	1268545336
2007	2522075127	0.5	0.25	1261037564	1447315134
2008	2631597894	1.5	2.25	394739684	1626084933
2009	294283092	2.5	6.25	735707730	1804854732
2010	-	3.5	-	-	1983624531
2011	-	4.5	-	-	2162394329
2012	-	5.5	-	-	2341164127
2013	-	6.5	-	-	2519933926
2014	-	7.5	-	-	2698703724
2015	-	8.5	-	-	<b>2877473523</b>
<b>Total</b>	<b>8147581409</b>		<b>16.31</b>	<b>2915735419</b>	

Comparing both the trend projections we find that private WEGs would contribute more power than that of TNEB.

#### FINDINGS AND SUGGESTIONS OF THE STUDY

- It is found that textiles industry owners have invested more in windmill business while compared to the other two classes of owners. Most of the companies have installed windmills only in the year 2005, 2006 and 2007.
- It is identified that under Coimbatore and Tirupur districts wind circle, more number of wind mills has been installed in Pollachi area followed by Dharapuram, Coimbatore and Palladam while comparing with other areas in this circle.

- Windmill industry in Coimbatore and Tirupur region has recorded a considerable growth during the year 2007, 2008 and 2009.
- It is identified that there will be considerable increase in power generation for both TNEB and private WEGs of Coimbatore and Tirupur districts during the year 2015.
- It is analyzed that the private Wind Electric Generators play a crucial role in our power sector for power generation than TNEB in Coimbatore and Tirupur districts.

The following suggestions can be given based on the study-

- More number of wind mills must be installed in Coimbatore and Tirupur districts so as to meet the increasing and future power needs of the region.
- Financial institutions must increase the amount of loan sanctioned for wind mill projects as only 40% of the project amount is sanctioned at present.
- Tamil Nadu is considered as a seventh destination among wind power potential areas of the country. Hence the centre and state governments must promote more number of investments in these sectors.
- FDIs can also be encouraged in this sector with proper regulations to speed up the wind power generation process. Overall, this renewable source of energy requires better attention to enhance its production and efficiency in meeting out the energy needs of Industry and public at large.

## CONCLUSION

Within the field of regenerative power generation, wind power has high commercial status when compared to conventionally generated power. The other types of regenerative power generation which have begun playing increasingly important roles, such as solar energy, hydroelectrics, biomass, biogas and geothermics will, flanking wind power, also help in contributing reductions. Tamil Nadu is filled with the needed amount of raw material for the production of electricity using wind and so the Government must focus on encouraging more companies to invest in windmills. Further investigation can be carried out to identify windmill installation feasibility in various districts of the state. These measures would help in meeting out the current gap in electricity supply and demand, in the state.

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**INSURANCE INDUSTRY IN INDIA - PROSPECTS AND CHALLENGES****Swadesh Kumar Dash\* ; Dr. Tushar Kanti Pany\*\***

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**ABSTRACT**

*Indian economy and industry has undergone significant transformation since 1991- moving away from state controlled to a competitive market economy. The most remarkable of this transformation has been noted in the financial sector, particularly, in the Indian Insurance Industry which has opened up to all competitors- integrating financial services to the global economy. IRDA was established in 1999 to protect the interest of policyholders for promoting and ensuring orderly growth of the insurance industry and for matters connected therewith and also to amend the Insurance Act 1938, LIC Act 1956 and G.I. Business Act 1972. Under IRDA Act, 1999, Indian Insurance company means, any insurer being a company which is formed and registered under the companies Act, 1956, in which the aggregate holding of equity shares by a foreign company do not exceed 26% paid up equity capital of such Indian Insurance company and whose sole purpose is to carry on life or general or re-insurance business. Enhancement of this 26% to 49% is at higher level discussion stage. FDI cannot be viewed from the financial perspective alone. It brings experience sharing, technology up gradation, specialized skills, better operational efficiency, improved perceptions by reinsurance companies, and faster evolution of industry. Since Indian Insurance market is getting integrated into Global Insurance Industry, we must analyze and understand the prospects of Insurance business in India in the light of following trends as described and in tabular forms.*

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**INTRODUCTION****THE INDIAN ECONOMY**

1. Against the backdrop of adverse macro-economic factors, the Indian economy measured in terms of Gross Domestic Product (GDP) registered a growth rate of 6.5 per cent in 2011-12, which is the lowest annual growth rate of last decade. Further, this growth rate also happened to be lower than even that of year 2008-09, the year when the financial crisis began. In that year, the Indian economy grew at 6.7 per cent. The hardening of interest rate, moderation in demand (both domestic and external), slowdown in consumption expenditure, especially in interest rate sensitive commodities, subdued business confidence and global economic uncertainty collectively contributed to the weakening of the Indian economy. While the slowdown in the economy remained across the board, the industrial sector appeared to be the worst hit. The sector reported a meagre growth rate of 2.6 per cent during 2011-12, as compared to 6.8 percent in the previous year. With this, the sector grew at an average growth rate of 6.3 per cent in the last five years (2007-08 to 2011-12). The slowdown in industrial production appeared to be almost across all sub-sectors.

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2. The agricultural sector too grew at a substantially lower rate of 2.8 per cent in 2011-12, as compared to 7.0 per cent achieved in the previous year.
3. The services sector continued to grow at a faster rate in 2011-12. It witnessed a growth of 8.5 per cent (previous year 9.2 per cent). Amongst the various service sectors, the growth rate in the “financing, insurance, real estate and business” services stood at 9.6 per cent in 2011-12, as compared to 10.4 per cent of previous year. The average annual growth rate of this segment continued to be in double digit (10.7 per cent) during the period of past five years, viz. 2007-08 to 2011-12. The share, in terms of real GDP, of the services sector in the Indian economy continued to rise consistently. The share went up further to 66.8 per cent in 2011-12 (65.5 per cent in 2010-11), because of better performance of this sector in absolute as well as in relative (to agricultural and industrial sector) sense. Within the services sectors, the “financing, insurance, real estate and business” remains the largest component with 17.9 per cent share in the Indian economy. The same has increased gradually over the last few years, viz. 2007-08 (16.1 per cent), 2008-09 (16.9 per cent), 2009-10 (17.1 per cent) and 2010-11 (17.4 per cent).

## GLOBAL ECONOMIC ENVIRONMENT

1. According to the latest World Economic Outlook (WEO) published by the International Monetary Fund (IMF), the world economy is projected to grow at the rate of 3.5 percent in the year 2012, which is lower when compared to the 5.3 per cent and 4.0 per cent growth achieved during 2010 and 2011 respectively. The slowdown in the global economy, which started in the advanced economies, mainly of Europe, has spread to major emerging economies too including China, India and Brazil.
2. As per projections of the IMF, the euro area would continue to reel under recession in 2012 as a result of the sovereign debt crisis, problems in the banking sector and fiscal consolidation efforts of various governments. Due to recession in the European economy, the advanced economies as a group are expected to grow only at the rate of 1.5 per cent in 2012 and 2 per cent in 2013. Similarly, the real GDP growth in the emerging and developing economies is projected to slow down from 6.25 per cent in 2011 to 5.75 per cent in 2012.
3. Many policy initiatives are needed to ensure recovery of the global economy, says the IMF Report. In the short term, these include efforts to address the euro area crisis, a temperate approach to fiscal restraint in response to weaker activity, continuation of accommodative monetary policies and ample liquidity to the financial sector. In the long term, the most important policy initiatives include fundamental reforms in the financial sector, progress with fiscal consolidation including ambitious reform of entitlement programs, and structural reforms to boost potential output.
4. Many of the emerging & developing economies have had an unusually good run over the past decade, supported by rapid credit growth or high commodity prices. Though credit growth is a manifestation of financial deepening, it cannot continue to expand at its present pace without raising serious concerns about the quality of bank lending. Similarly, commodity prices cannot continue to grow at the elevated pace other than exhibiting short-term spikes related to geopolitical tensions. The key near-term challenge for emerging and developing economies is how to appropriately calibrate macroeconomic policies to address the significant downside risks from advanced economies while keeping in check overheating pressures from strong activity, high credit growth, volatile capital

flows, still elevated commodity prices, and renewed risks to inflation and fiscal positions from energy prices.

## **WORLD INSURANCE MARKETS**

1. As per the World Insurance Report, published by the reinsurance major “Swiss Re”, the global direct premium during 2011 dropped by 0.8 per cent against a surge at 2.7 per cent growth witnessed in the previous year. Globally, life insurance premium accounted for 57 per cent of total insurance premium. This share is higher in advanced economies than in the emerging markets. During 2011, global life insurance premium dropped by 2.7 per cent to USD 2627 billion. The premium volume fell in Western Europe, China and India, whereas, it rose in Middle East and Latin America.

2. On the other hand, the premium in non-life insurance business grew by 1.9 per cent. Latin America reported remarkably high growth. The Report mentions that the year 2011 witnessed exceptionally high catastrophe losses in Japan, Australia, and the United States, while European countries generally enjoyed low catastrophe claims. In 2011, total economic losses to Society due to disasters (both insured and uninsured) reached an estimated USD 370 billion, compared to USD 226 billion in 2010. The earthquake in Japan, the country’s worst on record in terms of magnitude, alone accounted for 57 percent of global economic losses. The insured losses from natural catastrophes appeared to be to the tune of USD 110 billion.

3. The analysis and growth experience of the insurance industry in most countries indicate that the deepening and widening of the insurance services are positively correlated to the degree of competition and the number of firms in the market. In a closed and restricted market environment, the growth of insurance services slows down. The countries which have followed the open and liberalized policy have experienced quantum jump in the insurance services.

4. Another trend is that the growth was by and large higher in those countries where relatively less controls were imposed on insurance industries. Regulations and Controls if persuaded and imposed beyond a point may prove to be inhibitive and counterproductive.

## **INDIAN INSURANCE SECTOR**

1. After opening up of Insurance sectors, the capital requirements for starting a general or life insurance company is equity paid-up capital of Rs.100 crore and for starting a reinsurance company it is Rs.200 crore. The solvency margin requirement shall be highest of the following (a) Rs.50 crore (Rs.100 crore for reinsurer); or (b) a sum equivalent to 25% of the premium income; or (c) a sum equivalent to 30% of net incurred claims.

2. As at end-September 2012, there are fifty-two insurance companies operating in India; of which twenty four are in the life insurance business and twenty-seven are in non-life insurance business. In addition, General Insurance Corporation (GIC) is the sole national reinsurer. The life insurance industry recorded a premium income of `2, 87,072 crore during 2011-12 as against 2,91,639 crore in the previous financial year, registering a negative growth of 1.57 per cent. While private sector insurers posted 4.52 per cent decline (11.08 per cent growth in previous year) in their premium income, Life Insurance Corporation (LIC), the fully state owned insurance company, recorded 0.29 per cent decline (9.35 per cent growth in previous year), in its total premium underwritten. While the renewal premium accounted for 60.31 per cent (56.66 per cent in 2010-11) of the total premium received by the life insurers, first year premium contributed the remaining

39.69 per cent (43.34 per cent in 2010-11). During 2011-12, the growth in renewal premium was 4.77 per cent (6.23 per cent in 2010-11). First year premium registered a decline of 9.85 per cent in comparison to growth of 15.02 per cent during 2010-11.

3. In the non-life segment, the insurers underwrote gross direct premium of ₹52,876 crore in India for the year 2011-12 as against ₹42,576 crore in 2010-11, registering a growth of 24.19 per cent as against an increase of 22.98 per cent recorded in the previous year. The public sector insurers exhibited growth in 2011-12 at 21.50 per cent; as against the previous year's growth rate of 21.84 per cent. The private sector general insurers registered a growth of 28.06 per cent, which is higher than 24.67 per cent achieved during the previous year.

### **PENETRATION AND DENSITY**

1. The potential and performance of the insurance sector is universally assessed with reference to two parameters, viz., insurance penetration and insurance density. These two are often used to determine the level of development of the insurance sector in a country. Insurance penetration is defined as the ratio of premium underwritten in a given year to the Gross Domestic Product (GDP). The insurance penetration in India, which surged consistently till 2009-10, has slipped since 2010-11 on account of slowdown in life insurance premium as compared to the growth rate of the Indian economy. Life insurance penetration had consistently gone up from 2.15 per cent in 2001 to 4.60 in 2009, before slipping to 4.40 per cent in 2010 and further slipping to 3.40 per cent in 2011.

2. However, penetration of the non-life insurance sector in the country has remained near constant in the range of 0.55-0.75 per cent over the last 10 years (0.71 per cent in 2010 and 0.70 in 2011).

3. Insurance density is defined as the ratio of premium underwritten in a given year to the total population (measured in USD for convenience of comparison) (Per capita premium). India has reported consistent increase in insurance density every year since the sector was opened up for private competition in the year 2000. However, for the first time in 2011, there was a fall in insurance density. The life insurance density in India has gone up from USD 9.1 in 2001 to USD 49.0 in 2011 though it reached the peak of USD 55.7 in 2010. The Insurance density of non-life sector reached the peak of USD 10.0 in 2011 from its level of USD 2.4 in 2001.

### **MICRO INSURANCE**

1. The IRDA regulations impose obligations on insurers towards the rural population - to sell a specified percentage of policies and underwrite specified percentage of gross premium underwritten for life and non-life insurance companies respectively; and cover a specified number of lives/assets belonging to people below poverty line or those pursuing certain traditional occupations.

2. In the life insurance business of the micro insurance, the Individual New Business premium in the year stood at ₹115.68 crore for 46.20 lakh new policies, the group business premium amounted to ₹109.82 crore covering 1.02 crore of lives. LIC contributed most of the business procured in this portfolio by garnering ₹106.03 crore of individual premium from 38.26 lakh lives and ₹98.32 crore of group premium underwriting 94.44 lakh lives.

### **REVISION IN MOTOR THIRD PARTY PREMIUM RATES**

Till the end of year 2006, the general insurance business in India was tariff-based which was being administered by the erstwhile Tariff Advisory Committee (TAC). The TAC vide its circular no

TAC/7/06 dated 4<sup>th</sup> December 2006 decided and the rates, terms, conditions & regulations applicable to fire, engineering, motor, workmen's compensation and other classes of business which were under tariffs were withdrawn from 1st January 2007. The motor TP premium rates which were set effective from 1st January, 2007 were not revised by the Authority till the end of year 2010-11. Due to the huge operating losses in this segment, the Authority notified the revised premium rates for motor third party insurance cover with effect from 25th April, 2011 only to the tune of 10 per cent in respect of two wheelers and private cars; and 68.5 per cent in respect of the commercial vehicles.

### **REINSURANCE**

The proposed amendments to the regulations include incorporating additional definitions / modifying existing definitions, retentions being linked to quality of risk, expanding the scope of reinsurance programs to include Alternative Risk transfer (ART) techniques, pools etc., prescribing additional disclosures, prescribing changes to the retention levels of 1999-2000, and prescribing additional returns, to be filed with the Authority, filing of insurer's reinsurance treaty duly approved by the Board, amongst others.

### **HEALTH INSURANCE**

Health Insurance continues to be one of the most rapidly growing sectors in the Indian insurance industry. The growth of health insurance industry lies mainly in better customer orientation in terms of servicing the customers, standardization of procedures and definitions across the industry. Standardization provides simple yet innovative products, better understanding of the terms by the public, less complaints and easy penetration in the market. IRDA has also taken up key initiatives including constitution of the Health Insurance Forum, standardizing of claims formats and other documents. With the objective to track the business progress of health insurance industry as also to regulate the health insurance industry in India, IRDA has formulated IRDA (Health Insurance) Regulations, 2012, which are presently in the advanced stage of discussions for notification.

### **AMALGAMATION OF INSURANCE COMPANIES**

The Insurance Act, 1938 lays down the framework for amalgamation of life insurance companies, but no such provision for non-life insurance companies, this anomaly is proposed to be rectified in the Insurance Amendment Bill, 2008, to address the statutory/regulatory gap with respect to the non-life insurance companies. Pending the amendment, the Authority has laid down the framework for amalgamation of non-life insurance companies through notification of the necessary regulations in this regard. While laying down the regulatory framework, the Authority has been guided by the need for protection of the policyholders' interests.

### **SOLVENCY MARGIN**

Solvency margin is an index to measure the financial soundness of an insurer to meet the contracted liabilities in his books with the resources available to him. Authorities were disturbed by such catastrophes that cause immense damage to the financial interests of the policy holders who put their savings at the disposal of insurance companies through various forms of insurance contracts. Actuaries developed the concept of solvency and regulators impose on insurers the need for compulsory prudence of business practice to ensure public confidence. The details of the regulator prescribed solvency index varied from country to country but the central idea was to ensure that the



insurer do not over-promise the policy holders but at the same time live up to their reasonable expectation of a return on their savings through insurance. IRDA regulation

### INDIAN INSURANCE IN THE GLOBAL SCENARIO

1. In the life insurance business, India ranked 10<sup>th</sup> among the 156 countries, for which the data is published by Swiss Re. During 2011-12, the life insurance premium in India declined by 8.5 per cent (inflation adjusted). During the same period, the global life insurance premium declined by 2.7 per cent. The share of Indian life insurance sector in global life insurance market stood at 2.30 per cent during 2011, as against 2.54 per cent in 2010.

2. The non-life insurance sector witnessed a significant growth of 13.5 per cent during 2011-12. Its performance is far better when compared to global non-life premium, which expanded by a meager 1.8 per cent during the same period. The share of Indian non-life insurance premium in global non-life insurance premium increased slightly from 0.57 per cent in 2010-11 to 0.62 per cent in the year 2011-12. India stood at 19<sup>th</sup> rank in global non-life premium income.

<b>REGISTERED INSURERS IN INDIA (As on 30<sup>th</sup> September, 2012)</b>			
<b>Type of business</b>	<b>Public Sector</b>	<b>Private Sector</b>	<b>Total</b>
Life Insurance	1	23	24
General Insurance	6	21	27
Reinsurance	1	0	1
<b>Total</b>	<b>8</b>	<b>44</b>	<b>52</b>

\*Includes specialized insurance companies - ECGC and AIC.  
\*\* Includes four Standalone Health Insurance Companies – Star Health & Allied Insurance Co., Apollo Munich Health Insurance Co., Max Bupa Health Insurance Co., and Religare Health Insurance Co.

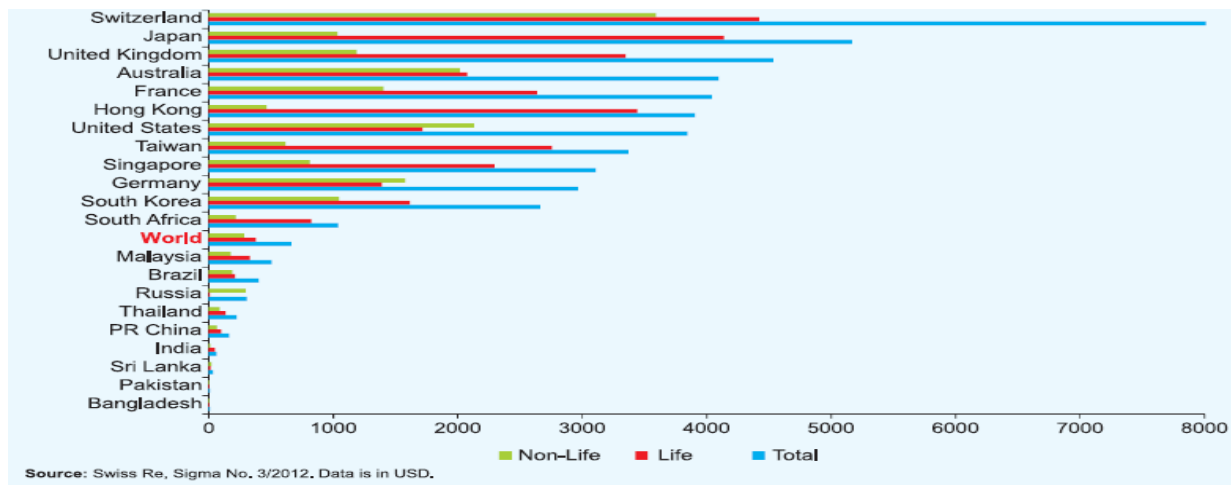
TABLE.1

<b>REAL GROWTH IN PREMIUM DURING 2011*</b>			
<b>(In per cent)</b>			
<b>Regions/Countries</b>	<b>Life</b>	<b>Non-Life</b>	<b>Total</b>
Advanced countries	-2.3	0.5	-1.1
Emerging markets	-5.1	9.1	1.3
Asia	0.5	7.0	2.2
India**	-8.5	13.5	-5.5
World	-2.7	1.9	-0.8

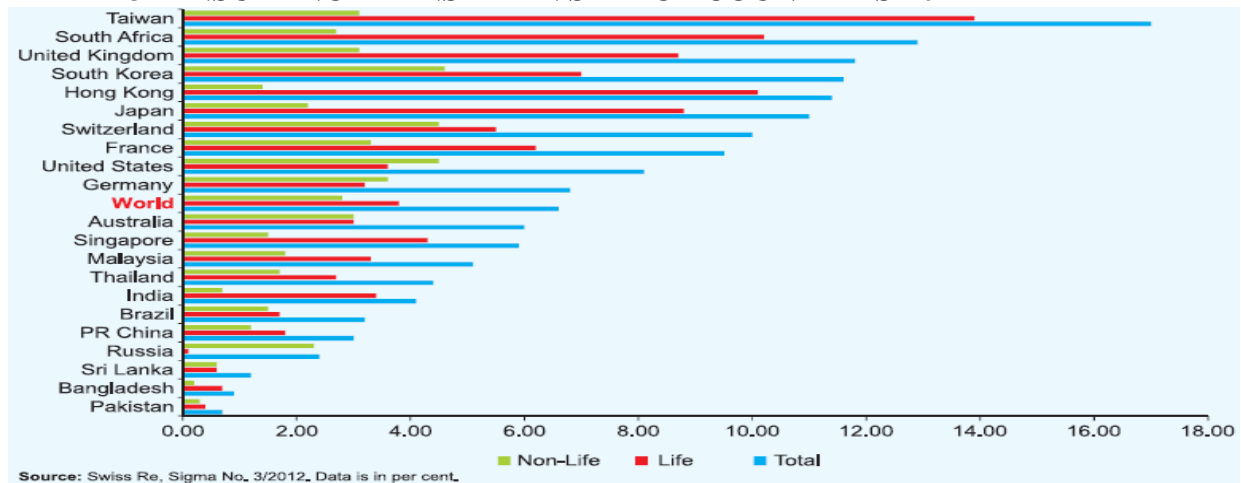
Source: Swiss Re, Sigma No. 3/2012.

Note: \* calendar year \*\* financial year 2011-12.

TABLE- 2



Source: Swiss Re, Sigma No. 3/2012. Data is in USD.  
**TABLE 3 – INSURANCE DENSITY IN SELECT COUNTRIES-2011**



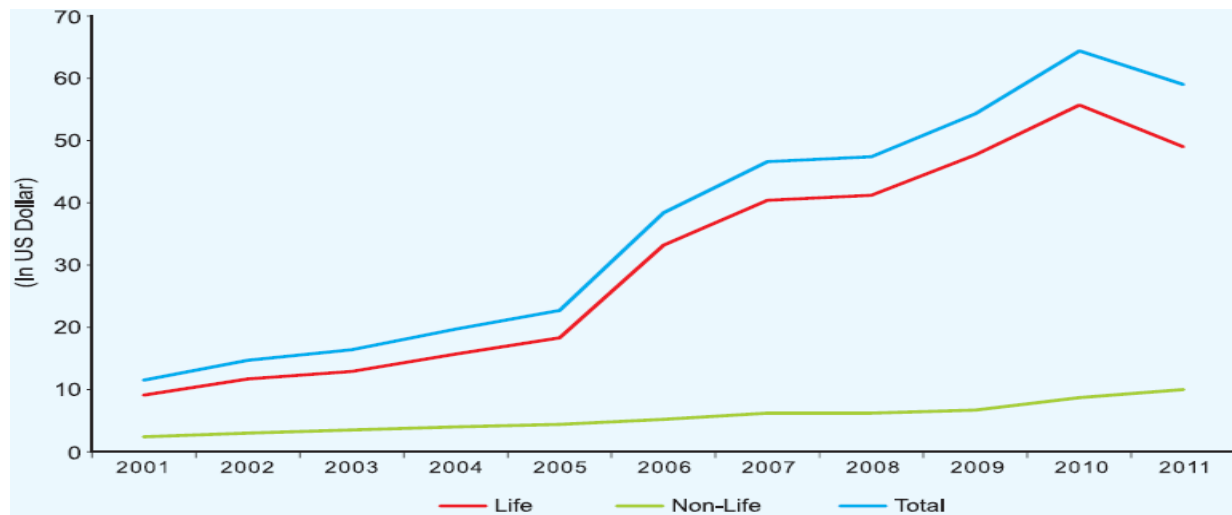
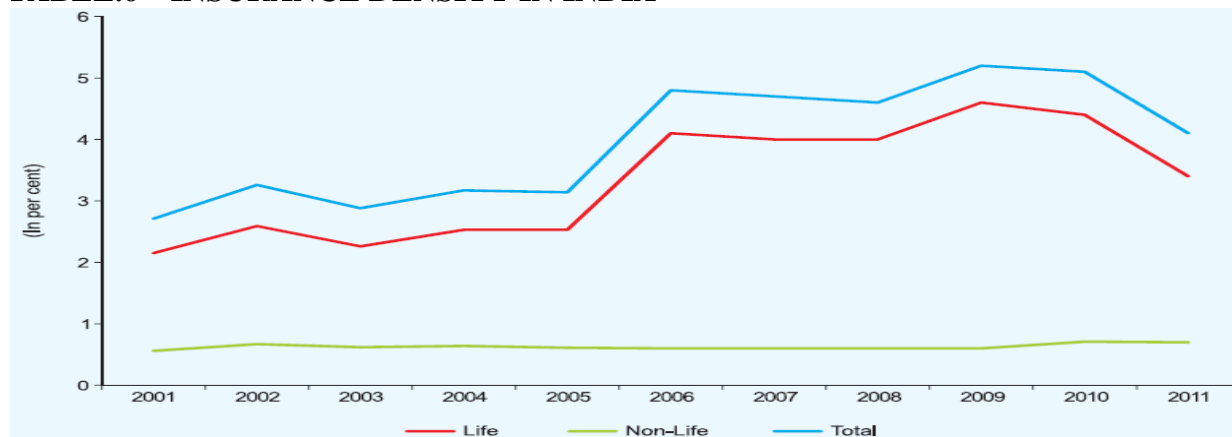
Source: Swiss Re, Sigma No. 3/2012. Data is in per cent.  
**TABLE.4 – INSURANCE PENETRATION IN SELECT COUNTRIES-2011**

Year	Life		Non-Life		Industry	
	Density (USD)	Penetration (percentage)	Density (USD)	Penetration (percentage)	Density (USD)	Penetration (percentage)
2001	9.1	2.15	2.4	0.56	11.5	2.71
2002	11.7	2.59	3.0	0.67	14.7	3.26
2003	12.9	2.26	3.5	0.62	16.4	2.88
2004	15.7	2.53	4.0	0.64	19.7	3.17
2005	18.3	2.53	4.4	0.61	22.7	3.14
2006	33.2	4.10	5.2	0.60	38.4	4.80
2007	40.4	4.00	6.2	0.60	46.6	4.70
2008	41.2	4.00	6.2	0.60	47.4	4.60
2009	47.7	4.60	6.7	0.60	54.3	5.20
2010	55.7	4.40	8.7	0.71	64.4	5.10
2011	49.0	3.40	10.0	0.70	59.0	4.10

1. Insurance density is measured as ratio of premium (in US Dollar) to total population.
2. Insurance penetration is measured as ratio of premium (in US Dollars) to GDP (in US Dollars).
3. The data of Insurance penetration is available with rounding off to one digit after decimal from 2006.

Source: Swiss Re, Various Issues.

**TABLE.5 - INSURANCE PENETRATION AND DENSITY IN INDIA**

**TABLE.6 – INSURANCE DENSITY IN INDIA****TABLE 7 – INSURANCE PENETRATION IN INDIA****RELATIONSHIP BETWEEN INSURANCE PENETRATION AND PER CAPITA GDP**

The ratio of insurance density to the insurance penetration is simply the per capita GDP, an indicator of per person economic activity of the economy. The per capita GDP is often regarded as a good proxy for the standard of living of the people in the economy and is often used to compare the relative standard of living between the economies.

There are several studies [Carter and Dickinson (1992), Enz (2000), Kamiya (2012), Sastry (2011), Sinha et al (2012), Zheng et al (2008), etc.], which have attempted to examine the nature of inter-relationship between the insurance penetration and the per capita GDP. These studies have revealed that a positive relationship holds between insurance penetration and per capita GDP. Insurance penetration normally increases with the increase in the per capita GDP. The relationship between the two could be linear or non-linear (curvilinear). A simple linear relationship will mean that the income elasticity of demand for insurance is a constant. In case, the relation is curvilinear, the elasticity would no more be a constant and would change with the level of per capita GDP and would be dictated by the mathematical form of the non-linearity (such as, exponential, logistic etc.). The studies of Carter and Dickinson (1992) and Enz (2000) indicated that the relationship between

the insurance penetration and per capita GDP can be explained with an S-curve (a non-linear form). They demonstrated that the insurance penetration cannot go on increasing with the same pace forever with income per capita. The study of Enz (2000) proposed a logistic curve, which tracks an S-curve appropriately. Enz (2000) analyzed the insurance penetration by plotting it with the per capita GDP for select countries both for the life and non-life segments, separately. It revealed that there exists a level of per capita GDP at which the income elasticity of demand for insurance reaches to the maximum level for both segments (life and non-life) of insurance. Subsequent to this point of maxima, the insurance penetration starts decelerating (increasing at a slower rate) with the increase of per capita GDP. The study also attempted to identify the countries, which are consistently above or below the S-curve, and indicated that these deviations are on account of other factors (for example, socio-demographic and cultural characteristics), which are largely country-specific, which affect the insurance business of these specific countries.

### **INDIAN SCENARIO (IN DIFFERENT STATES)**

1. The scatter plot of S-curve in the study of Enz (2000) reveals that insurance penetration in India lies well above the point of the estimated S-curve. Accordingly, given the assumptions of model in Enz (2000), it is indicated that the insurance penetration in India is higher than what the S-curve suggests. It is interesting to note that there exist other prominent factors (other than the per capita GDP), which influence the growth of Indian insurance business positively. These factors could be demand driven (such as, socio-demographic characteristics of prospect/policyholders, risk appetite, etc.) or, supply driven (such as, quality of distribution channel, product innovation, etc.) or combination of both. While the presence of other factors (other than per capita GDP) is evident in case of India, it is expected that these would vary across various states and union territories of India. Treating these states and union territories as independent economies, the insurance penetration as well as insurance density of individual states and union territories can be computed using their respective Premium underwritten, GDP and Population.

### **2. DATA DESCRIPTIONS AND LIMITATIONS**

The state-wise computed data of insurance penetration and insurance density is provided. It has been computed annually for the period 2006-07 to 2011-12. The premium figures pertain only to the individual new business first year premium of life insurance.

The insurance penetration stands at 0.78 per cent in 2011-12, while the insurance penetration of total life insurance is 3.47 per cent. The insurance penetration of total life insurance penetration is 3.40 per cent in 2011-12 as per the Swiss Re estimates.

The state-wise data on Gross Domestic Product and per capita Net Domestic Product have been taken from the Central Statistical Organization (CSO). While CSO publishes both the Gross Domestic Product (GDP) and Net Domestic Product (NDP) for various states/UTs, it publishes only Per Capita Net Domestic Product and not the Per Capita Gross Domestic Product. In accordance with the definition of the insurance penetration, the GDP is used for the computation of insurance penetration of various states and union territories. Further, it is taken at the current prices in order to be compatible with the premium figures.

For the scatter plot between insurance penetration and the per capita GDP, the per capita NDP (at current prices) is used, as the per capita GDP is not available. Although, the per capita GDP can be

computed by the formula  $[\text{per capita GDP} = (\text{per capita NDP}) * (\text{GDP}) / \text{NDP}]$  for various states / UTs, the same is not applied and rather the per capita NDP, as available directly, is used as a proxy for the per capita GDP. It may be mentioned that the per capita NDP for majority of states (including All India figure) lies between the range of 85 to 90 per cent of the per capita GDP consistently. Accordingly, by taking the per capita NDP for the scatter plot, the purpose of examining the nature of relationship between the insurance penetration and per capita GDP is well served.

The state-wise data on population is available through Census 2001 and Census 2011. These are used to estimate the state wise population data for various years (2006-07 to 2011-12) using the Compound Average Growth Rate (CAGR) of the respective states and union territories with application of simple interpolations.

3. India is a large country with 35 states/UTs with varying levels of per capita GDP, insurance penetration and insurance density. The per capita NDP of India stood at 60,972 in 2011-12. The same, however, varied significantly across the states and UTs ranging from a low of `24,681 (for Bihar) to a high of 1,92,652 (for Goa) and 1,75,812 (for Delhi). In the present context, 3 UTs viz. Dadra & Nagra Haveli, Daman & Diu and Lakshadweep have not been considered because of their meagre figures.

#### 4. SCATTER PLOT

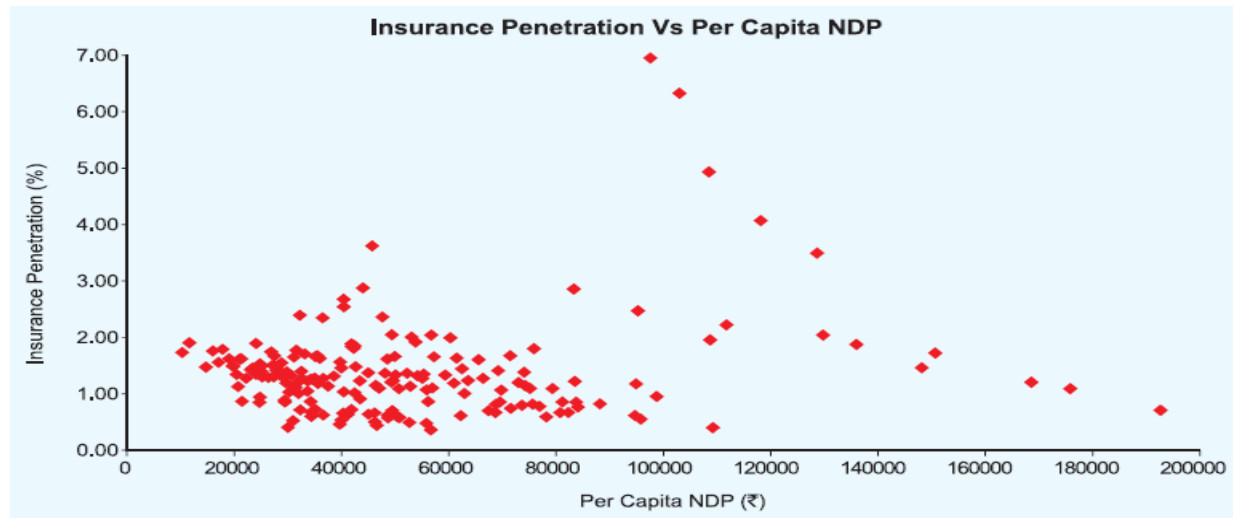
The scatter plot of insurance penetration versus the per capita NDP of all the states and union territories for available years (viz. 2006-07 to 2011-12) is given in the Chart. From the scatter diagram, it is clearly seen that there exists a positive relationship between insurance penetration and per capita NDP (as a proxy for per capita GDP) in the Indian context as well, in line with other studies. However, from the chart it is observed that many of the points deviate significantly and are likely to depart from the straight line (if a linear relationship is established). Thus, the chart reveals that there is a presence of other factors also, which appear to be influencing insurance penetration at least for some of the states / union territories.

#### 5. ANALYSIS

The study of Sinha et al (2012) identified the per capita number of agents and the per capita number of insurance offices (both are supply driven), as two other influencing factors, apart from per capita GDP, which explained together large section of data. The above study also carried out a multiple linear regression analysis to (i) identify statistically significant factors influencing the insurance penetration and density, (ii) to identify the outlier states/UTs, which are deviating from the estimated straight line statistically significantly and, (iii) to classify the states/UTs, which have under-insurance, over insurance and adequate insurance given the assumptions of the model.

In case of life insurance, given the high importance of per capita number of agents in the country, it is imperative to identify the states and UTs, which are at the extreme ends of under-insurance and over-insurance. That is, there are few states, which have a low premium figure, despite the fact that relatively higher agents have been deployed by the various insurance companies therein. In contrast, few states are capable of underwriting good insurance business despite relatively low agents deployed therein. This poses questions on the allocation of insurance agents by the insurers in various parts of the country.

There could be possibility of inappropriate (inadequate or more than adequate) deployment of agents in particular region(s). Thus, the insurers need to analyze the mis-allocation, if any, in the distribution of agents, offices etc. and optimize it, subject to constraints. This may facilitate in increasing the business volumes, and thus, pushing up both insurance penetration and insurance density of the country.



**TABLE.8**

6. The insurance density of life insurance sector had gone up from USD 9.1 in 2001 to USD 49.0 in 2011 while reaching the peak at USD 55.7 in 2010. Similarly, life insurance penetration surged from 2.15 per cent in 2001 to 4.60 per cent in 2009, before slipping to 4.40 per cent in 2010 and further slipping to 3.40 per cent in 2011.

7. Over the last 10 years, the penetration of nonlife insurance sector in the country remained steady within the narrow range of 0.56-0.71 per cent. However, its density has gone up from USD 2.4 in 2001 to USD 10.0 in 2011.



## APPRAISAL OF INDIAN INSURANCE MARKET

## MARKET SHARE OF LIFE INSURERS

<b>MARKET SHARE : LIFE INSURERS</b>		
<b>Insurer</b>	<b>2010-11</b>	<b>2011-12</b>
<b>Regular Premium</b>		
LIC	56.71	64.58
Private Sector	43.29	35.42
<b>Total</b>	<b>100.00</b>	<b>100.00</b>
<b>Single Premium</b>		
LIC	81.26	80.58
Private Sector	18.74	19.42
<b>Total</b>	<b>100.00</b>	<b>100.00</b>
<b>First Year Premium</b>		
LIC	68.84	71.85
Private Sector	31.16	28.15
<b>Total</b>	<b>100.00</b>	<b>100.00</b>
<b>Renewal Premium</b>		
LIC	70.48	69.91
Private Sector	29.52	30.09
<b>Total</b>	<b>100.00</b>	<b>100.00</b>
<b>Total Premium</b>		
LIC	69.77	70.68
Private Sector	30.23	29.32
<b>Total</b>	<b>100.00</b>	<b>100.00</b>

TABLE.9

<b>NUMBER OF LIFE INSURANCE OFFICES*</b>						
<b>(As on 31<sup>st</sup> March)</b>						
<b>Insurer</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
Private	3072	6391	8785	8768	8175	7712
LIC	2301	2522	3030	3250	3371	3455
<b>Industry</b>	<b>5373</b>	<b>8913</b>	<b>11815</b>	<b>12018</b>	<b>11546</b>	<b>11167</b>

TABLE.10

<b>GROSS DIRECT PREMIUM INCOME IN INDIA OF NON-LIFE INSURERS</b>		
(₹ crore)		
<b>Insurer</b>	<b>2010-11</b>	<b>2011-12</b>
Public Sector	25151.85 (21.84)	30560.74 (21.50)
Private Sector	17424.63 (24.67)	22315.03 (28.07)
<b>Total</b>	<b>42576.47</b> <b>(22.98)</b>	<b>52875.77</b> <b>(24.19)</b>

**Note:** Figures in brackets indicate growth in per cent over previous year.

TABLE.11

<b>PREMIUM (WITHIN INDIA) UNDERWRITTEN BY NON-LIFE INSURERS - SEGMENT WISE</b>		
(₹ crore)		
<b>Segment</b>	<b>2010-11</b>	<b>2011-12</b>
Fire	4555 (10.70)	5430 (10.27)
Marine	2519 (5.92)	2875 (5.44)
Motor	18173 (42.68)	24239 (45.84)
Health*	9943.93 (23.35)	11777 (22.27)
Others	7386 (17.35)	8556 (16.18)
<b>Total Premium</b>	<b>42576</b> <b>(100.00)</b>	<b>52876</b> <b>(100.00)</b>

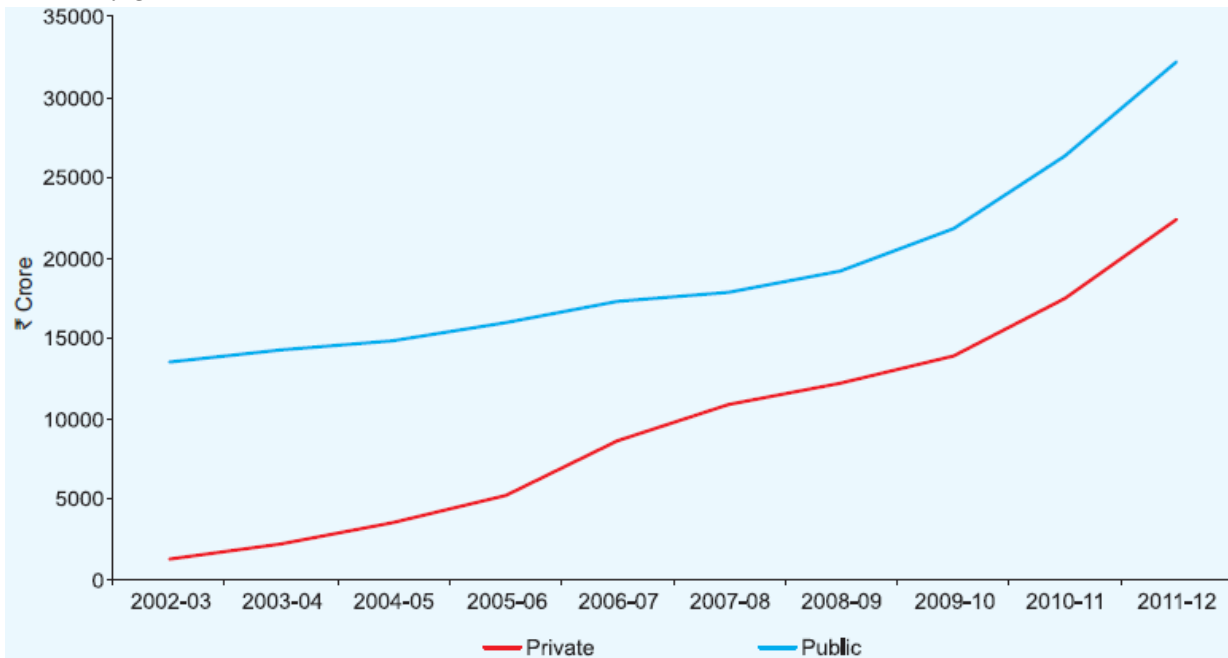
\* Excluding Standalone Health Private.  
**Note :** Figures in brackets indicate the share (in per cent) of respective segment.

TABLE.12

## NUMBER OF NON-LIFE INSURANCE OFFICES (As on 31<sup>st</sup> March)

Insurer	2011	2012
Public Sector*	4911	5354
Private Sector	1749	1696
<b>Total</b>	<b>6660</b>	<b>7050</b>

**TABLE.13**



\* Excluding AIC, ECGC and Standalone Health Private.

## GROSS DIRECT PREMIUM OF NON-LIFE INSURERS\* (WITHIN & OUTSIDE INDIA)

**TABLE.14**

### CONCLUSIONS

1. In India, limit of 26% in foreign insurance shareholding has not arrested development of joint ventures with insurers of good reputation in global market. Global financial scenario is highly volatile with all socio economic models ranging from Corporate Capitalist Democracy of USA to Liberalized Communist model of China. In this scenario, we should protect our newly restructured insurance market from aggressive assaults from financially powerful groups.

2. Investment regulations for insurers are liberalized to a reasonable extent keeping adequate controls on the exposure of insurer's fund to the unapproved investment in general stock market. But politically oriented investment, if they are taking place under pressure may cause problems for PSUs.
3. In the Insurance business, the new players are handicapped due to lack of data. The premium depends on the data of risk frequency of car accidents, burglary, fire or death. The new insurers are selling fresh policies that promise to challenge some of the basic paradigms of the state owned insurance monopoly. There is a tendency to target the business of existing companies rather than expanding the market by offering better service or other advantages.
4. New insurers can profitably focus on the retail segment, especially in general insurance. At present personal insurance including health, householders, shopkeepers, accident and professional indemnity coverage constitute 15% of Indian General Insurance premium. New entrants can enhance this figure.
5. Life Insurance potential can be examined by Insurers in details from three angles i.e. in terms of insurable population, savings and consumption expenditure. In India, less than 30% of total insurable populations have been insured. Joint efforts need to be made by all insurers to extend the coverage. Besides a wide range of product, there is need to focus on Single Premium, Retirement and pension plan, Health insurance, Children's plan. 46% of total household savings are in guaranteed return plan like NSC, PPF etc. There is need to convert to LI plans with regard to protection element, long term capital appreciation and dual tax benefits at investment and maturity. Less than 50% of total policies sold are in conventional plans; product mix is a good challenge.
6. Providing insurance cover to lower strata of society through various schemes, micro insurance need urgent attention.
7. E-Commerce and market conducts are two important areas which will strengthen the relationship between companies, consumers and regulators.
8. In most of the countries, Insurance industries have not been allowed to operate in a free and competitive environment and are saddled with avoidable restrictions. The market forces should be allowed to operate and determine as to which are the best products and optimum price in the interest of the consumers. Similarly most of the decisions relating to investment of funds, marketing of products, placement of reinsurance business should be left to marketing forces. The objective behind regulations is to ensure financial strength of the companies so that the interest of the policy holders are protected, the objective could efficiently be achieved through macro level policies and management. These companies may also be encouraged to observe self discipline and code of conduct. For instance, strict compliance to maintain solvency margin will itself ensure healthy financial strength. The method of disclosure norms may be extensively used and enforced. The objective of protecting the interest of the consumers may well be achieved through these macro management policies without any need to resort to regulate micro level activities of the companies.
9. There is no doubt at all that the Govt. monopoly over the insurance business had to end. There is crying need for better service more innovation and a comprehensive insurance cover. The obvious changes in the insurance markets are there for all to see new brands, new products, fresh advertising, and smart agents- all adding up to the excitement. Innovation of products, services, speed and

adoption of technology and professionalism and above all operation cost (management+procurement cost) will decide the future fate of insurance industry.

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## WOMEN AND HUMAN RIGHTS

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### ABSTRACT

*Human rights phenomenon is not new, even though it attracted the attention of politicians, thinkers, subject experts and even of laymen only after the events of World War II. From time to time different means and methods were devised and adopted accordingly. Ultimately, these means and methods provided the required background for the laws at national and international level relating to human rights. Human rights are those rights which are inherent in human existence and belong to all human persons irrespective of gender, race, caste, ethnicity, religion etc. Women's rights are more important than any other human rights because it is women who bear most of the family and community. They grow most of the developing world's food, market most of its produce, fetch most of its water, collect most of its fuel, feed most of its animals and weed out most of its field. It has been observed that the human right of the women is being violated in many fields. Certain recommendations to prevent crimes against women have been given in the paper like Establishment of special courts to deal cases of crime against women. Attempts should be made to prevent delay in investigations of crimes like rape, dowry deaths etc. Legal literacy be given to women to make them aware of their rights. Legal aid should be made available to women in distress. Women NGOs should be involved in all matters affecting women rights.*

**KEYWORDS:** *Human Rights, Amnesty International, Gender violence, Legal Literacy.*

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### INTRODUCTION

Human rights phenomenon is not new, even though it attracted the attention of politicians, thinkers, subject experts and even of laymen only after the events of World War II. During the period of II World War devastating impact was seen on humanity. From time to time different means and methods were devised and adopted accordingly. Ultimately, these means and methods provided the required background for the laws at national and international level relating to human rights.

History shows that most of the people have been struggling from times immemorial to live in harmony with each other while remaining others have been struggling to live in disharmony. Two most important things which are required to live are our piece of land and the time to live in the



space. Along with both these factors adequate material means which could be transformed in a time scale for productive purpose are also required.

The utilisation of space is not possible without the availability of labour. It may be possible that labour of one's own self might is not exploited. Exploitation for space or utilisation of space in the long run gave birth to the question of right, i.e. right to space. This ownership rights become the cause of struggle among human beings. The subject-matter of the struggle was and is today that to what extent the space should belong to whom. Ultimately, the concept of humanism was developed. In this process only the issue of human rights emerged. The fact of realisation started to get importance that biologically all people are the same. Not only this, their feelings, expectations are also basically the same and fundamentally all human beings belong to one race and originated from the same parents.

If we go into the historical facts we find that the very concept of human rights was very much there in some forms or others in different 'religious' texts. If we take the example of India the concept of human rights was there in the Vedas Mahabharata describes about the importance of freedom of individual in a state.

### **MEANING OF HUMAN RIGHTS**

Human rights are those rights which are inherent in human existence and belong to all human persons irrespective of gender, race, caste, ethnicity, religion etc. According to the Oxford Companion to philosophy, "In their strongest sense, rights are justified claims to the protection of persons important interests. Human rights are not the gift or bounty of any political superior. The laws are meant to reaffirm and recognize human rights and to provide the mechanism for their enforcement. The upholding of rights is essential for maintaining human dignity."

The United States in 1978 defined Human Rights in a Policy Document as follows:

"Freedom from arbitrary arrest and imprisonment; torture; unfair trial; cruel and unusual punishment; and invasion of privacy. Rights to food, shelter, health care, education and freedom of thought, speech, assembly, religion, press, movement and participation in Government."

In India, the protection of Human Rights Act 1993 defined Human Rights as "The rights relating to liberty, equality and dignity of the Individual guaranteed by the International Covenants."

Why is that Women's rights are more important than any other human rights ? Because it is women who bear most of the family and community. They grow most of the developing world's food, market most of its produce, fetch most of its water, collect most of its fuel, feed most of its animals and weed out most of its fields.

They work outside home, they cook the meals, clean its compounds, wash its clothes, shop for its needs and look after its old and its ill. And they bear and care children. These are the multiple burdens of womanhood almost everywhere in the world.

In the declaration on the elimination of violence against women article 3 says "women are entitled to the equal enjoyment and protection of all human rights and fundamental freedoms in the political, economic, social, cultural and civil fields. These rights include :

1. The right to life

2. Equality
3. Liberty and security of the person.
4. To be free from all forms of discrimination
5. To the highest standard attainable of physical and mental health.
6. To just and favourable conditions of work.
7. Not to be subjected to torture or other cruel inhuman or degrading treatment or punishment."

### **HUMAN RIGHTS FOR WOMEN**

The gender violence is a universal phenomenon which takes form across culture, race and class. We view violence against women as any action, policy or attitude which in any way is a violation of women rights. On that basis, we view violence against women carried out by any individual, group, institution or society as a human rights violations.

It has been observed that the human right of the women is being violated in many fields. So, the objects to find out and make some mechanisms and systems; and develop new strategies to empower women who are creative and equal partners in the future transformation of our societies; and whose contributions to give birth to human being is significant and greater than men.

She plays a role of mother, sister and daughter. She started human and social life. The women are mistresses of our society. They are life partners and co-travellers of man in the creation of life and progress of the society. They represent half the population of the mankind. They are part of the society and nation. They are part of the development is not possible. A family is not happy and strong until the women impart the role of mother, housewife or daughter are empowered. They give birth to human being/beings facing many problems, hardships and difficulties, and nature and educate them. They can bring love, peace and affection among the human beings by their powers which have been given to them by the God. God dwells there where women are respected. They are not weaker sex of the society. Women can bring any change in the society and country for the protection, welfare, happy and goodwill of the human beings, country and society. Apart from the role they play in the development of human beings, society and country, they do play an important role in spiritual side with great efforts and endeavours. The importance of women's role in the development process and to improve the status of women were recognised internationally in 1975, as International Women's Year. The year focused on the three-fold objective of equality, development and peace.

- 1\* Article 1 of the Universal Declaration of Human Rights (UDHR), adopted by the UN in 1948, states that : "All human beings are born free and equal in dignity and right." In Article 2 it states that "everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language." However, these words proved, for women, to provide a false hope even when subsequent treaties were approved, such as the International Covenants on Civil and Political Rights (1966) and on Social, Economic, and Cultural Rights (1966), which were intended to translate the UDHR into international human rights law.

- 2\*\* There are over-twenty-three (23) main U.N. Conventions relating to Human Rights in general and five (5) special rights of women. These are :
1. Convention on the Elimination of all forms of discrimination against women.
  2. Convention on political rights of women.
  3. Convention on the consent of marriage, minimum age of marriage and registration of marriages.
  4. Convention on the nationality of married women, and
  5. Convention on the recovery abroad of maintenance.
- 3\*\*\* The Women's Convention, now popularly called the women's human rights treaty, has been ratified or acceded to by 163 nations and has become a formidable weapon in the struggle for world-wide implementation of women's human rights. Women's groups around the world are using the principles set forth in the convention to promote women's rights observance through court cases; as the basis for advocacy in changing national laws and policies; and for highlighting abrogation of women's human rights before international committees.
- 4\*\*\*\* Government agents and private actors still discriminate against them and either carried out or tactly condoned violence against them.

### LEGAL PROVISIONS

The Preamble of the Indian Constitution gives equality of status and opportunity. Article 14 provides for equality in general and Article 15 (1) prohibits discrimination on special grounds i.e. of sex, Art 15(3) embodies the exception which permits the state to make special provisions for women. The 73rd and 74th Amendment in the Indian Constitution provides for reservation of seats of women in election to Panchayats and Municipalities. Article 23 prohibits trafficking in human beings. Dasi "system has been held to be trafficking by the Supreme Court. Similarly Article 39 (a), (b), (c) and Article 42 and 44 of the Constitution provides provisions for the benefit of women. Article 44 gains importance in achieving the goals of gender justice. Article 15-A (e) in the chapter on fundamental duties makes it obligatory, inter alia, to renounce the practices derogatory to the dignity of women.

Realising this inequality, the united Nations passed various instruments with a focus on women's emancipation, maintaining and enhancing the dignity of women. Some of the important instrument are Article 29 (1) of the Universal Declaration of Human Rights 1948 which speaks of the duties of individual essential for the free and full development of personality of every individual, Declaration on the Elimination of Discrimination against Women 1967, The Declaration of Mexico on Equality of Women and Peace 1975, Convention on the Elimination of All forms of Discrimination against Women 1979, Convention on the Suppression of Traffic in Persons and of the Prostitution of 1949, Convention on the Political Rights of Women 1952, Convention concerning Equal Remuneration for Men and Women Workers 1955, Convention concerning Discrimination in respect of Employment and Occupation 1958. India being a signatory of the Conventions and Declaration of United Nations incorporated various provisions relating to equality and dignity of women in her legal framework.

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## **VIOLATION OF WOMEN'S HUMAN RIGHTS**

The human rights of women differ against cultures and societies. We envision a society where we can act on our own behalf with dignity and freedom, recognizing that we have both the right and obligation to develop our full potential and to support the development of others. It has been observed that women are human beings like men; and women's rights are human rights and feminism cannot be delinked from human rights. Feminism is an advocacy for human rights.

The violence of the rights of women is a human rights violation of her body and her right as a person. The United Nations has developed a declaration on the elimination of violence against women. In that declaration, the General Assembly proclaimed that : "Violence against women both violates and impairs or nullifies the enjoyment by women of human standing failure to protect and promote those rights and freedoms in relation to violence against women.

Violence against women is defined in the Declaration as:

Any act of gender based violence that results in, or is likely to result in, physical sexual or psychological harm to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

Violation can be studied in different heads which are elaborated below:

### **CRIME AGAINST WOMEN PRISONERS**

Until recently the idea that torture occurs in the United States was unheard of. But Amnesty International and other human rights organisations have reported on torture in United States prisons and jails.

Responding to the growing proportions of the problem, in March 1999 Amnesty International published a report, 'USA : Not Part of My Sentence: Violations of the Human Rights of Women in Custody,' accompanying it with an international campaign.

Women of colour are disproportionately represented in United States prisons and jails. Over 46 per cent of the women in prison in California, for example, are African-American and over 30 per cent are Latin. Although a greater number of European-American women than women of colour are arrested, African-American women are eight times more likely than white women to be sent to prison.

Many women in prisons are victims of rape and other sexual misconduct by staff. When an officer's conduct violates institutional rules (for example, prohibiting any staff-inmate sexual contact), or criminal laws (rape and other sexual assault), the victim often makes no complaint because she fears retaliation. This is a realistic fear.

### **DOMESTIC VIOLENCE**

With increase in the number of cases relating to violence against women a new terminology was coined that is domestic violence. As this type of violence is increasing day by day there were pressures and protests against it. Generally complaints can be registered only after an offence has been committed. To meet this challenge of violence the Criminal Acts were amended in 1983 and 1986 to create special categories of offences dealing with cruelty to wives. The first amendment introduced a new section "cruelty to wives" under section 498-A of IPC. Denial of food, insistence

on perverse sexual conduct etc. were held to be examples of domestic violence for registering cases under IPC.

### **SATI**

Sati or self immolation by a widow on the pyre of the dead body of her husband is an another act which is violative of human dignity. It is manifestation of the barbaric attitude of man in violation of the human rights of a woman. The practice has the social and religious sanctions.

Incident of Sati of Roop Kanwar in Deorala Rajasthan caused furore amongst various sections of the society. This led to widespread protests demanding legislative protection in matters relating to the practice of Sati. The first legislation against the practice of Sati was promulgated in 1827. The important component of Sati Prevention the Act 1987 was establishment of special courts for trying offences under this category.

### **DOWRY**

Dakshina, originally a token having its origin in the sublime sentiments of parents and relatives of a bride in a marriage gained all characteristics of a market transaction where women were killed, burned or thrown out of their house. With increase in cases of dowry deaths or bride burning or suicide it became a unique form of violence experienced by women in India. To curb the evil of dowry Dowry Prohibition Act 1961 was passed. In this Act, dowry was defined as any property or valuable security given or agreed to be given directly or indirectly by one party in the marriage to other party. By the amendment, a new section 304-B on dowry murder was introduced in IPC.

### **INDECENT REPRESENTATION**

Derogatory depiction of women whether in print or electronic media is rampant. In the existing Statutes vide Sec. 292, 293 and 294 of IPC which deal with obscenity. However, the concept of obscenity was based on the 19th century notion which considered anything concerning sex as dirty and obscene. The Act 1986 this Act prohibits indecent representation of women through advertisements or in publications, writings, paintings figures or in any other manner. Sec. 509 of IPC also deals with intention to insulting the modesty of any women and prescribed punishment for the same.

### **FEMALE FOETICIDE**

Girls are discriminated right from the beginning, even before they are born. India, unfortunately, is one of the countries where female foeticide is on the rise. This can be one of the most glaring example of violation of human rights and striking at the roots of the concept of dignity of women or elimination of discrimination.

The Parliament realising the consequences and implications of such pre-natal diagnostic techniques and its abuse passed the Pre-Natal Diagnostics Technique (Regulation and Prevention of Misuse) Act 1994 which came into effect only In 1996.

### **RAPE**

Women are tortured, imprisoned and killed for raising their voices against brutal governments and for defending women's rights. Government-perpetrated, gender-based violence against women in custody includes rape (a form of torture) and other forms of cruel, inhuman and degrading

punishments such as flogging or stoning to death. Amnesty International has reported for many years that women in custody are at risk of rape and other sexual torture and ill-treatment.

Rape, threats of rape, and sexual humiliation are often used to elicit information or a confession during interrogation, or to humiliate and intimidate women, thus weakening their resistance to interrogation, and to punish them for their activism or for perceived transgressions of social roles and mores. Often, police and jailers rape women in their custody because they know they can get away with it. Rape and sexual abuse by state agents continue to be a global problem.

### **HOW TO ENSURE WOMEN RIGHTS**

The Legal Services Authorities Act is one of the most important pieces of social legislation that Parliament adopted in the 40th anniversary year of Indian Independence. The government both at the centre and in the states instituted expert Committees on legal aid to make recommendation for evolving proper schemes and policies for legal services, delivery to the women and poor among them the report of the expert Committee on legal aid titled "Procedural Justice to the People" submitted to the Union Government in May 1973 provided the foundational guidelines for later development of approaches, strategies and programmes in the matter of legal aid, In 1977 through the Constitution (Forty-second Amendment Act) Parliament inserted Article 39-A as a Directive principles of state policy which reads, "Equal justice and free legal aid".

Certain recommendations to prevent crimes against women are given below:

1. Establishment of special courts to deal cases of crime against women.
2. Setting up a time limit for the disposal of cases against women.
3. Attempts should be made to prevent delay in investigations of crimes like rape, dowry deaths etc.
4. Compensatory Board be established on the lines suggested by the Supreme Court for the victims of rape.
5. Gender sensitization to ensure equality and removing discriminatory practices should be brought about in society.
6. Legal literacy be given to women to make them aware of their rights.
7. The police should avoid seeking conciliation between assailants and victims.
8. Law relating to sexual harassment of women at work place should be enacted.
9. Legal aid should be made available to women in distress.
10. Women NGOs should be involved in all matters affecting women rights.

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**STOCK MARKET AND ECONOMIC GROWTH – AN EMPIRICAL STUDY****Ms. Neena Sharma\***

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**ABSTRACT**

*Stock market in the process of economic development has been well recognized today. In the 1980's developing countries have started liberalizing their financial markets giving considerable importance to the development of stock market. However, in India stock market remained a dormant part of the financial system until the initiation of the structural adjustment programme in 1991. The structured adjustment programme implemented in a gradualist pattern consisted of comprehensive fiscal, financial and external sector reforms. As part of it capital market reforms were launched in 1992.*

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**INTRODUCTION**

The role of stock market in the process of economic development has been well recognized today. In the 1980's developing countries have started liberalizing their financial markets giving considerable importance to the development of stock market. However, in India stock market remained a dormant part of the financial system until the initiation of the structural adjustment programme in 1991. The structured adjustment programme implemented in a gradualist pattern consisted of comprehensive fiscal, financial and external sector reforms. As part of it capital market reforms were launched in 1992. The process of reforms has led to a pace of growth of the stock market unparalleled in the history of any country. Stock market in India has grown exponentially as measured in terms of investors participation, amount raised from the market, number of stock exchange and other intermediaries, number of listed stocks, trading volumes and turnover on the stock exchanges. Along with these physical changes, there has also been a change in the perception about stock market and its role in the country's economic development. The securities market operates through two interdependent segments - the primary market or the new issue market and the secondary market or the stock market. The primary market provides the channel for the sale of new securities while the secondary market deals in securities previously issued. The price signals which subsume all information about the issuer and his business including associated risk, generated in the stock market help the primary market in the allocation of funds. Stock markets also enable investors to adjust their holdings of securities to change in their assessment about risk and return and to sale securities to cash to meet liquidity needs. It essentially comprises of the stock exchange which provide a platform for trading of securities and a host of intermediaries who assist in trading of securities and clearing and settlement of trades.

**LITERATURE REVIEW**

Robinson (1952), concluded that the economic growth creates a demand for various types of financial services to which the financial system responds.

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McKinnon (1973) provided the evidences that liberalization of financial markets allows financial deepening which reflects an increasing use of financial intermediation by savers and investors and the monetization of the economy, which allows efficient flow of resources among people, and institutions over time.

The study of Stiglitz (1994) provided the evidence that when the stock price is determined by publicly available information then it help investors make better investment decisions.

Benchivenga et al (1996) emphasized that there is positive role of liquidity provided by stock exchanges on the size of new real asset investments through common stock financing.

Pagano et, al, (1998) conclude that because of trading externalities in the market and the deliberate behavior of listing companies, the size of the stock market is critical in explaining its own development.

Zang and Chul Kim (2007) also carry out a panel data test to establish the direction of causality between financial development and economic growth using a sample of fourteen countries.

## INDICATORS OF STOCK MARKET DEVELOPMENT

**SIZE:** The ratio of the total value of all the listed shares in a stock market to gross Domestic Product, called the Market Capitalization Ratio (MCAP) is used to measure stock market size.

**LIQUIDITY:** Liquidity shows the level of activity in the stock market, and is the ratio of stock markets total value traded to GDP.

**EFFICIENCY:** It is the ratio of the value of total shares traded to market capitalization. It measures the activity or liquidity of stock market relative to its size.

## 1.STOCK MARKET SIZE AND ECONOMIC GROWTH

Growth equation-  $\text{Log GDP} = a + b_1 \text{GDGCF} + b_2 \text{FGCE} + b_3 \text{EXIM} + b_4 \text{INFLN} + b_5 \text{M3GDP} + b_6 \text{MCAP} + b_7 \text{TIME}$

**TABLE 1**

Regressors	Parameter Estimate	t-statistic	P value
INTERCEPT	5.77	44.82	.00
GDGCF	0.17	0.21	0.76
FGCE	-0.07	-0.32	0.83
EXIM	0.36	2.21	0.07
M3GDP	0.14	2080	0.03
INFLATION	-0.0006	-2.70	0.03
MCAP	0.0004	1.32	0.24
TIME	-6.52	-0.41	0.69
R=0.99	Adj. R <sup>2</sup> =0.98	D-W stat=2.9	F- Ratio= 150.61

Computed from the variables specified.

## 2. STOCK MARKET EFFICIENCY AND ECONOMIC GROWTH GROWTH EQUATION

$\text{LogGDP} = a + b_1 \text{GDGCF} + b_2 \text{FGCE} + b_3 \text{EXIM} + b_4 \text{INFLN} + b_5 \text{M3GDP} + b_6 \text{TOR} + b_7 \text{TIME}$

TABLE- 2

Regression	Parameter Estimate	t-statistic	P value
INTERCEPT	5.68	78.7	0.00
GDCF	0.09	0.54	0.60
FGCE	0.44	0.86	0.42
EXIM	0.39	3.29	0.02
M3GDP	0.14	3.50	0.01
INFLATION	-0.002	-1.24	0.26
TOR	-0.001	2.12	0.08
TIME	-5.5	-2.49	0.05
R <sup>2</sup> =0.99	Adj.R <sup>2</sup> =0.99	D-W stat=2.8	F-ratio= 213.06

Computed from the variable specified.

### 3. STOCK MARKET LIQUIDITY AND ECONOMIC GROWTH GROWTH EQUATION

$$\text{LogGDP} = a + b_1\text{GDCF} + b_2\text{FGCE} + b_3\text{EXIM} + b_4\text{M3GDP} + b_5\text{INFLN} + b_6\text{VTR} + b_7\text{TIME}$$

TABLE-3

Regression	Parameter Estimate	t-statistic	P value
INTERCEPT	5.7	58.22	0.00
GDCF	0.04	0.19	0.85
FGCE	0.56	0.88	0.41
EXIM	0.49	3.60	0.01
M3GDP	0.09	2.17	0.08
INFLATION	-0.005	-2.00	0.04
VTR	-0.0006	1.28	0.25
TIME	-3.33	-1.6	0.15
R <sup>2</sup> =0.99	Adj.R <sup>2</sup> =0.98	D-W stat=2.6	F-ratio=148.6

Computed from the variables specified

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**MAHATMA GANDHI AN APPROACH FOR DEMOCRACY IN INDIA****Dr. Braham Parkash\***

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**ABSTRACT**

*Mahatma Gandhi was an ardent believer in the theory and democracy His belief was based on his own conception of democracy which was quite different from classical concept of democracy of the west. His innate love of equality, unflinching support of individual freedom, and his consistent plea for bringing about a just order through the brotherhood of man that recognized no barriers of sex, religion, language and culture testify to his faith in democracy of his conception. It is true that Gandhi was not a system builder as palto or Aristotle. Gandhi's ideas on democracy are to be found in his speeches and writings, though they do not appear to be systematically developed in the sense that he carried ideas to a logical conclusion. Gandhi expressed his views on democracy in response to questions put to him by his friends and well- wishers, depending upon his own study. Observations of life experiences and experiments.*

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**INTRODUCTIONS**

It may here that the Gandhian model of democracy was conceived by him at two levels evolving from a grass root level. At one level he conceived of an ideal polity where there would not be any state or government to regulate the right of the individual. This form of polity was termed by him as Village Swaraj or Ram Rajya. The other level of polity was conceived at the sub-ideal level which would have a government that would permit maximum freedom to individuals. There two forms of polity evolved from one in to the other involving a movement from the lower to higher form of democracy.

If one analyses Gandhian thought, one finds that he lays stress on the essence and spirit of democracy. "Democracy must in essence mean the art and science of mobilizing the entire physical, economic and spiritual resources of all the various Sections of the people in the service of the common good of all" Gandhi was deeply uneasy with the modern state. It was abstracted from society, centralized, bureaucratic, obsessed with homogeneity, and suffused with the spirit of violence. He thought that since all the prevailing forms of government took the modern state for granted and represented different ways of organizing it, they were inherently incapable of tackling its structural defects." For Gandhi a society based on Swaraj, a 'true democracy' as he called it, was the only morally acceptable alternative to the modern state. It was shasanmukta, or (free of domination and coercion ), and institutionalized and lokshakti or people's power. People here were and knew themselves to be the soul source of political power and government their affairs themselves. Swaraj involved not just the periodic accountability of government but the daily exercise



of popular power, not just the enjoyment of civil and political rights but the constantly confirmed consciousness of being in charge of one's destiny not just liberty but power."

## DEMOCRACY IN INDIA

Gandhi believed that a democracy, which served the welfare of all, would be marked by minimum state intervention in social life. He criticized parliamentary. However this system was certainly an advance over monarchy and oligarchy. He remarked, "I do not believe in any government is better than capricious rule." So he, accepted parliamentary Swaraj as an immediate goal and point in the struggle for Swaraj. In 1924, he said, "Parliament is indeed barren. I do not imagine that its nature can change India I live, however, in the hope that our Parliament will only remain barren and not give birth to wicked son. I cannot abandon practical considerations. The ideal is one only namely Ramrajya.....I am suggesting many ways to ensure that the voice of Parliament is really the voice of the people, and not the hired voters. With the end in view I am searching for a device which will enable us to listen to the voice of the entire people. All systems are bound to be defective. We are looking for a system which will yield maximum benefit of India."

Although in the Hind - Swaraj, Gandhi was bitterly hostile to the patterns of functioning of the British Parliament, he prescribed for India a parliamentary government based on universal suffrage. His conception of Swaraj inculcated a government based on the consent of the people. This consent of the people was to be ascertained by the largest number of adult population. He wrote: "By Swaraj, I mean the government of India by the consent of the people as ascertained by the vote of the largest number of the adult population, male or female, native born or domiciled who have contributed by manual labour to the state and who have taken the trouble of having their names registered as voters."

He felt that for the success of a democratic government it was essential that the representatives should be given only general instructions and should not be subjected to detailed dependence on the electorate. It would not be possible for the legislature to operate if the representatives were compelled to consult the constituencies on all issues. It can be said that he upheld the 'Mandate' and not the 'delegate' theory for the representative.

Gandhi wanted India to evolve "True Democracy" and laid six conditions for its realization in India.

1. Satyagraha expressed through Charkha;
2. Growth of Village Industries;
3. Primary education through Handicrafts;
4. Removal of Untouchability;
5. Communal Harmony; and
6. Non - violent Organization of labour

Gandhi also advised the Indians not to copy the western model. He remarked that one nation suited in one condition was not necessarily good enough of another differently suited. Accordingly, he suggested evolving a decentralized people's democracy on non - violent lines at the lower levels.

Gandhi declared: " The end to be sought is human happiness combined with full mental and Moral growth. I use the adjective moral as synonymous with spiritual. This end be achieved under decentralization. Centralization as a system is inconsistent with a non - violent structure of society." His opposition to centralization was based on a fundamental ground. He held: "Centralization can not be defended without adequate force." According to him centralization leads to the concentration of power in the hands of a few and that in its turn, robs the people of its supreme authority in the matter of determination of public issues . Not only that, in an over - centralized state man loses his human dignity and becomes a cog in the wheel of the vast and impersonal state machines. Man becomes de- personalized. That is why he stood for thorough decentralization of political power and economic production. He wanted to give a new direction to politics and for that he went to the roots. According to Gandhi, India cannot be imagined without its village. To think of a developed India with its undeveloped village is a ridiculous idea for him. There fore, he championed the cause of an enriched village life. He propagated for making the villages self - sufficient and self- reliant. He maintained," Every village of India will almost be a self - supporting, Self - contained unit."

He stood for the improvement of villages and for success of democracy; democracy should originate from the grass root level.

He believed that power to be effective and genuine from the standpoint of the masses, must lie with the people which could only be possible in small communities of villages. "Society based on non - violence can only consist of groups settled in villages in which Voluntary Cooperation is the condition of dignified and peaceful existence." He projected the state as the servant of the people ; it had the duty to carry out the will of the people. He was for the prevention of exploitation of any kind of the rural people. " Exploiting of village is itself organized violence. If we want Swaraj to be built on non - violence, we shall have to give village their proper place." Hence, he cried for village Swaraj, Panchayati Raj or democracy from below.

According to him," True democracy cannot be worked by twenty men sitting at the centre. It has to be worked from below by the people of every village."

He advocated that in democracy the independence must begin at the bottom. It means that at grass - root level people must be independent in making their policies and implementing them without any rigid and strict control from the above. Thus, every Village, to him, could become a republic having the institution of panchayat with sufficient authority and powers. It means every village had to be self sustained and capable of managing its own affairs and even to the extent of defending itself against the whole. Ultimately, it would be the individual who to be the unit .He clarified that it did not exclude dependence on and willing help and cooperation from the neighbors or from the world too. It would be free and voluntary play of mutual forces. Thus, he wanted India to evolve a decentralized structure of power based on the effective reconstruction of self - reliant and self - sufficient village. The village organization was to be based on the principle of constructive social and economic efforts, sacrifice and the abnegation of illegitimate self interest.

Similarly, he had also pointed out that the political structure of Independent India was to be not a pyramid with the apex sustained by the bottom. In the Panchayat Raj the toiling labourer and the rich capitalist had to be treated as equal. There was to be solidarist spirit of mutual independence and harmonious co- operation. The communal tensions which were spreading to the rural areas from the towns had to be eliminated. The self - sustained village were to manage their own affairs. They were

not to rely on the help of a central army for defense. They should morally develop themselves to the extent even of strength of perishing the attempt of self- defense.

He dreamed of village Swaraj where village have its own government in from of panchayat which would be independent in all spheres of administration. "The government of the village will be conducted by a panchayat of five persons annually elected by the adult villagers, male and female, possessing minimum prescribed qualifications. These will have all the authority and jurisdiction required. Since there will be no system of punishment in the accepted sense, this panchayat will be the legislature, judiciary and executive combined to operate for its year of office." In essence, the panchayat of every village republic was a key unit for decentralization of legislative, executive and judicial power. Every village with its characteristics of self - rule and self - sufficiency was supposed to represent the values of a true democracy, wherein authority and power were shared and exercised by different functionaries. The individual would have complete freedom to shape his destiny according to his wishes. His thoughts and actions would be pervaded by the spirit of non - violence in an atmosphere of all constructive actions in such a village republic. Gandhi argued that in such a setting it was possible to secure "Perfect democracy" based upon individual freedom. The individual is the architect of his own government .The law of non - violence rules him and his government. For the law government every village is that he will suffer death in defense of his and his village's honour.

The only way, according to Gandhi, to emancipate the nation from its age - long torture and frustration was to make the village of India self sufficient and self - reliant through the decentralized structure of village republics. Thus alone could the villagers also develop their intellectual power and could acquire the social -economic consciousness necessary or the contemplate non - violent society of the future. Thus, according to Gandhi, decentralization was a technique for revolutionizing the psychology of the people for building a more perfect society.

This deep attachment to the concept of decentralization indicates the radical and fundamental nature of Gandhi 's theory of democracy because he wants to begin the reform at bottom.

According to him, the common masses have to feel thrill of participation in the exercise of power thus alone can the universal will of the people a reality.

Gandhi not only gave his ideas through Speeches and writings but he was a man who developed a model of 'exemplary, life by making his own life - including its most intimate aspects - a museum of national learning. He converted already widely discussed dilemmas of Indian social structure in to charismatic symbols: he labeled the vast masses of untouchables as Harijans (Sons of God ) and launched a powerful movement to ameliorate their oppression, which became a plank for the national movement. He championed the cause of women and spoke of their liberation almost in the style of feminism. He made the symbolism of Hindu - Muslim unity a general plank of social solidarity. He made the indigenous homespun cloth (Khadi) emblematic of all who would aspire to be nationalists, a symbolism that still continues to prevail among political cadres. He developed a comprehensive programme of constructive work in the village, and among tribes and dalits. He rarefied traditional concepts of sacrifice and austere living into minimum qualifications for nationalist workers. He ordered the educated middle classes to go into villages and serve the people. He transformed the whole appeal and draw of individual prayer into a routine institution of the nation during which his solutions for problems of politics were highlighted and diffused.

Gandhi turned the symbolism of a pacifist, saintly India to a militant organizational style, indeed the well - knit organizational drive of the Congress, with a programme of action and a powerful identity and discipline. This enabled him to include in the Congress all streams of ideological thought and all important social interests. It gave rise to a high tolerance of ambiguity in the concerns of the national movement, allowed dissent to become part of the overall consensual style of the Congress, and imbued the Congress with great flexibility and freedom to maneuver . By providing an overriding symbolism - that had the sanction of tradition and had passed the test of functionality -he built bridges all over. Gandhi had the great gift of transforming dimensions of time (the bridging of several centuries) into concrete dimensions of space (bridging the gap between the city and the village) and penetrating both with an idiom of modernization that had indigenous meaning, simplicity of communication and great organizational as well as personal potency. He constantly reinterpreted traditional concepts of authority, social obligation and self - realization, and furnished them with meaning that proved functional in the development of national consensus and political identity above all, he wielded tremendous personal authority - the Congress high command and the vast band of Gandhi workers - by resolving tensions and cleavages in the government through definitive solutions and formulae that could not be effectively challenged even by other popular heroes of the movement.

## **CONCLUSION**

Gandhi made prominent a certain consensual style in India tradition by grafting and reinterpreting this aspect in the context of modern politics and giving it an ideological colour by invoking labels such as ' non - violent struggle' and 'Peaceful disobedience' waged by a 'Servant of the people' even he was combating a powerful enemy. As for his own rank and life in the Congress, he emphasized the great virtue of discipline in the maintenance of political potency; he accommodated men of diverse capacities and intellectual background, and always valued the cohesion and discipline of the movement above any ideological or doctrinal considerations, or even considerations of personal pride. He even symbolized and made functional the Indians tolerance of humiliation and deprivation, and turned these into programmatic plans of ' Civil disobedience' and mass imprisonment at the hands of the colonial power. All this enabled him to build distinctive structure of political organization. It was the latter that ultimately succeeded in gaining power from the alien rules and provided the nation with a framework of political authority.

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## EFFECTS OF EXERCISE ON PHYSICAL VARIABLES OF UNIVERSITY LEVEL FOOTBALL PLAYERS AT LOW AND HIGH ALTITUDE

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### ABSTRACT

*The data was conducted to find out the difference in physical fitness variables between high and low altitude of football players. The sample consisted of 100 players of football players out of which 50 players were from high altitude (Kashmir) and 50 were from low altitude (Punjab). To collect data of the subjects AAPHER Youth Physical Fitness Test was used. Data was analysed through t-ratio test. The analysis of variance and application of test show that the mean gains made by the Punjab state subjects were significantly higher than those of Kashmir subjects in pull ups (arms and shoulder girdle strength); bent knee sit-ups (abdominal strength); standing broad jump (explosive strength); shuttle run (agility); bridge up test (spine flexibility). However, the mean gains by both the groups were not found statistically significant in 50 meter dash (speed) and Cooper's 12 minute run and walk (cardio-respiratory endurance).*

**KEYWORDS:** *Body is the temple of soul and to reach harmony of the body, mind and sprit. The body must be physically sound. (Aristotle).*

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### INTRODUCTION

This Greek Philosopher Aristotle had a great sense of physical fitness. The statement is more appropriate for the modern people than the primitive because of scientific developments, the man is moving towards more sedentary life and fast losing their health effluence and globalization had made a different life style for common man in general and sports person in particular.

The striving after sports performance, top class performance in particular, ought to be achieved according to what it means to man as a whole, for his development and his maturing. This is a field of direct confrontation with the animate and inanimate environment, a chance to gain extensive and deep reaching experiences, a field of self realization and maturing. Man can here ascertain for himself in direct physical, but not moral combat, what really he is capable of; he can learn how difficulties may be overcome and goals achieved, by appropriate preparation and corresponding



effort. The endeavor to achieve performance at any level, leads to recognition of ones own possibilities and limitations and so through a correct evaluation to a healthy, vigorous, but not unrealistic self aspiration. Sports training and performance is best achieved by community with others.

The purpose of the present study was to compare the university level football players of low and high altitude in selected physical variables.

### OBJECTIVE

- To determine the difference in Physical fitness variables i.e. Speed between male football players at low and high altitude.
- To determine the difference in Physical fitness variables i.e. strength between male football players at low and high altitude.
- To determine the difference in Physical fitness variables i.e. Endurance between male football players at low and high altitude.
- To determine the difference in Physical fitness variables i.e. Flexibility between male football players at low and high altitude.
- To determine the difference in Physical fitness variables i.e. Agility between male football players at low and high altitude.

### HYPOTHESES

- There exist no significant differences between speed between male football players at low and high altitude.
- There exist no significant differences Strength between male football players at low and high altitude.
- There exist no significant differences endurance between male football players at low and high altitude.
- There exist no significant differences flexibility between male football players at low and high altitude.
- There exist no significant differences agility between male football players at low and high altitude.

### METHODOLOGY

**SAMPLE OF THE STUDY:** The sample of the study comprised of 100 male football players out of which 50 were from high altitude (Kashmir) and 50 from low altitude (Punjab).

**TOOLS:** AAPHER Youth Physical Fitness Test was used.

**STATISTICAL ANALYSIS:** t-test was applied to find out the significance of difference between means. The level of significance was kept at.05 level of confidence.

**SELECTION OF VARIABLES**

A feasibility analysis as to which of the variables could be taken up for the investigation, keeping in view the availability of equipment acceptability to the subject and the legitimate time that could be devoted for tests and to keep the entire study unitary and integrated was made in consultation with experts.

With the above criterion in mind the following physical fitness variables were selected because they directly related to the total fitness of an individual.

**PHYSICAL FITNESS VARIABLES**

1. Speed, 2. Strength, 3. Power, 4. Agility, 5. Flexibility

**STATISTICAL ANALYSIS**

**TABLE NO 1 MEAN, STANDARD DEVIATION AND T VALUE OF PUNJAB (LOW ALTITUDE) AND KASHMIR (HIGH ALTITUDE) FOOTBALL PLAYERS OF VARIABLE SPEED**

S. No	Group	N	Mean	Std. Deviation	Std. Error mean	Std. Error difference	t value
1	Low Altitude	50	7.15	.327	.032	.533	10.80
2	High Altitude	50	7.67	.368	0.036		

\*Significant at 5% level of confidence  $t > 1.98$  (df = 98)

The table No.1 depicted the mean and standard deviation values of Punjab and Kashmir university level football players for the variable speed, the mean score of Punjab was found to be 7.15 and S.D = .327 respectively, and the mean of the J&K was found to be 7.67 and S.D= .368 respectively. Calculated t- value was found to be 10.8, which was found to be significant at 0.05 level of confidence.

**TABLE NO 2 MEAN, STANDARD DEVIATION AND T VALUE OF PUNJAB (LOW ALTITUDE) AND KASHMIR (HIGH ALTITUDE) FOOTBALL PLAYERS VARIABLE ARMS AND SHOULDER GIRDLE STRENGTH**

S. No	Group	N	Mean	Std. Deviation	Std. Error mean	Std. Error difference	t value
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1	Low Altitude	50	8.45	1.52	.151	.155	8.338
2	High Altitude	50	7.14	.32	.032		

\*Significant at 5% level of confidence  $t > 1.98$  (df = 98)

The result shows the mean and standard deviation values of Punjab and Kashmir university level football players for the variable strength, the mean score of Punjab was found to be 8.45 and S.D = 1.52 respectively, and the mean of the J&K was found to be 7.14 and S.D=.32 respectively. Calculated t value was found to be 8.33 which was found to be significant at 0.05 level of confidence.

**TABLE NO 3**  
**MEAN, STANDARD DEVIATION AND T VALUE OF PUNJAB (LOW ALTITUDE) AND KASHMIR (HIGH ALTITUDE) FOOTBALL PLAYERS OF VARIABLE ABDOMINAL STRENGTH**

S. No	Group	N	Mean	Std. Deviation	Std. Error mean	Std. Error difference	t value
1	Low Altitude	50	31.240	5.07	.507	.601	9.46
2	High Altitude	50	24.980	4.24	.424		

\*Significant at 5% level of confidence  $t > 1.98$  (df = 98)

The results of table no. 3 reveals that the mean and standard deviation values of Punjab and Kashmir university level football players for the variable abdominal strength, the mean of the score of Punjab was found to be 31.24 and S.D = 5.07 respectively, and the mean of the J&K was found to be 24.98 and S.D= 4.24 respectively. Calculated t value was found to be 9.46, which was found to be significant at 0.05 level of confidence.

**TABLE NO 4 MEAN, STANDARD DEVIATION AND T VALUE OF PUNJAB (LOW ALTITUDE) AND KASHMIR (HIGH ALTITUDE) FOOTBALL PLAYERS OF VARIABLE SHUTTLE RUN**

S. No	Group	N	Mean	Std. Deviation	Std. Error mean	Std. Error difference	t value
1	Low Altitude	50	10.01	.60	.06	.130	11.577
2	High Altitude	50	11.53	1.15	.115		

\*Significant at 5% level of confidence  $t > 1.98$  (df = 98)

A glance at the result depicted the mean and standard deviation values of Punjab and Kashmir university level football players for the variable agility, the mean of the score of Punjab was found to be 10.01 and S.D = .60 respectively, and the mean of the J&K was found to be 11.53 and S.D= 1.15 respectively. Calculated t value was found to be 11.577 which was not found to be significant

**TABLE NO. 5 MEAN, STANDARD DEVIATION AND T VALUE OF PUNJAB (LOW ALTITUDE) AND KASHMIR (HIGH ALTITUDE) FOOTBALL PLAYERS OF VARIABLE SPINE FLEXIBILITY**

S. No	Group	N	Mean	Std. Deviation	Std. Error mean	Std. Error difference	t value
1	Low Altitude	50	109.07	10	1.062	1.193	10.20
2	High Altitude	50	96.89	5.44	.5443		

\*Significant at 5% level of confidence  $t > 1.98$  (df = 98)

A glance at the result depicted the mean and standard deviation values of Punjab and Kashmir university level football players for the variable spine flexibility, the mean score of Punjab was found to be 109.07 and S.D = 10 respectively, and the mean of the J&K was found to be 96.89 and S.D= 5.44 respectively. Calculated 't' value was found to be 10.20 which was not found to be significant.

## CONCLUSION

Quantitative measurements for each of the subjects were taken in selected variables using standard techniques. The mean difference of each of the variable were analyzed by the analysis of variance. The Scheffes test was used whenever variance was found to be statistically significant.

The analysis of variance and application of test show that the mean gains made by the Punjab state subjects were significantly higher than those of Kashmir subjects in pull ups (arms and shoulder girdle strength); bent knee sit-ups (abdominal strength); standing broad jump (explosive strength); shuttle run (agility); bridge up test (spine flexibility). However, the mean gains by both the groups were not found statistically significant in 50 meter dash (speed) and Cooper's 12 minute run and walk (cardio-respiratory endurance).

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**INTRODUCTION**

The Allahabad stone pillar inscription of Samudragupta of the Gupta dynasty refers to the reduction of 'all the forest kingdoms to servitude' in line 21 after the graphic description of Samudragupta's conquest of a large number of rulers of Dakṣiṇāpatha and Āryavarta. The sarva āṭavikarājaya of this inscription have generally been identified with the Bundelkhand and Baghelkhand region of central India by scholars.<sup>1</sup> The term has further been equated with the 18<sup>th</sup> forest kingdoms referred to in the Khoh-copper plated inscription of Mahārāja Sakshobha dated Gupta Samvat 209.<sup>2</sup> If we are to believe Harishena, the author of the Allahabad pillar inscription, all the forest kingdoms were completely overpowered and forced to oblige the supremacy of the Gupta emperor. If the explanation of lines 22-23 may also be applied to the forest kingdoms along with that of various tribes and bordering kingdoms, it becomes clear that the rulers of these kingdoms were permitted to retain their independence on acceptance of suzerainty of Samudragupta. The question of the identity of these āvīrājyas would have been a complex problem for the scholars, had a number of copper plate inscription belonging to the two houses, the Parivrājakas of Dāhala and the kings of Uchchakalpa from the central India been not known to us. The two sets of inscriptions attributed one each to these two families throw some welcome light on the history of these forest kingdoms and their relations with the imperial Guptas. Though we have several references to the forest kingdoms in works like the Arthaśāstra of Kauilya and Bihatsahita of Varāhamihira, the details of their existence and history would have remained unknown but for their inscriptions, that form the only specific source of information about these ruling houses. A brief survey of the same is not only a desideratum but also a must to sketch the complete picture of the political history of northern India during the 6<sup>th</sup> and 7<sup>th</sup> Century A.D.

To study the history of the ruling Parivrājaka family, we have to depend solely on seven copper plate inscriptions and a stone pillar inscription, which were discovered from various places in the erstwhile Jaso and Nagod in Madhya Pradesh. Eight inscriptions of this family have been so far discovered, of this, six were of Mahārāja Hastin's time and the remaining two were of Mahārāja Sakshobha's period. They are as follows:

**1. KHOH COPPER PLATE INSCRIPTION OF THE MAHĀRĀJA HASTIN, THE YEAR 156**

The inscription was discovered in 1852, by Col. Ellis, Political Agent at Nagaudh. It was brought to the knowledge of scholars in 1858 in Mr. Thomas's edition of Prinsep's essays, Vol. I, by H.H.Wilson. A.Cunningham published it again in 1879<sup>3</sup> and later J.F.Fleet<sup>4</sup> published it from the hand copy made by Cunningham. The objective of the inscription is to record the grant of a village Vasuntarashaika to Gopasvāmin and other Brahmans by Mahārāja Hastin. It gives us the genealogy of this ruling family. The inscription also mentions that it was issued in the year 156 of the enjoyment of sovereignty by the Gupta king.



## 2. KHOH COPPER PLATE INSCRIPTION OF THE MAHĀRĀJA HASTIN, THE YEAR 163

The inscription was brought to notice along with the above mentioned inscription by Cunningham<sup>5</sup> and later Fleet<sup>6</sup> published it. It records the grant made by Mahārāja Hastin, of the agrāhāra of Korparika to certain Brahmans. The inscription mentions the year 163 in the enjoyment of sovereignty by the Gupta king.

## 3. JABALPUR COPPER PLATE INSCRIPTION OF THE MAHĀRĀJA HASTIN, THE YEAR 163

The inscription is engraved on two copper plates. R.B. Pandey brought it to notice of scholars for the first time in *Epigraphia Indica*.<sup>7</sup> The inscription is issued with the objective to record the grant of a village to a number of Brahmans in the Gupta year 170. It also supply us the genealogy of the Parivrājaka kings.

## 4. MAJHGAWAN COPPER PLATE INSCRIPTION OF THE MAHĀRĀJA HASTIN, THE YEAR 191

The inscription was discovered in the year 1870, while ploughing a field at the village of Majhgawan about 3 miles south-west of Uchchahar in Madhya Pradesh. It was first published in 1879 by A. Cunningham.<sup>8</sup> Later, Fleet published it in 1888.<sup>9</sup> The inscription gives us the genealogy of this ruling family. It is issued to record the grant made by Mahārāja Hastin at the request of a certain person named Mahādevideva in the enjoyment of sovereignty by the Gupta kings.

## 5. AVAGRAMA COPPER PLATE INSCRIPTION OF THE MAHĀRĀJA HASTIN, THE YEAR 198

The inscription is brought to the notice of scholars by K.N. Dikshit.<sup>10</sup> The plate records the grant of a village by Mahārāja Hastin in the year 198 to several Brahmans of the Parāśara gotra and Madhyandina-śākhā.

## 6. BHUMARA STONE PILLAR INSCRIPTION OF THE MAHĀRĀJA HASTIN AND ŚARVANĀTHA

Bhumara is a small village about 9 mile to the north-west of Uchahara. The inscription was first published by A.Cunningham in 1879,<sup>11</sup> later by J.F.Fleet.<sup>12</sup> Interestingly it gives us the names of Mahārāja Hastin of the Parivrājaka family and Mahārāja Śarvanātha of the Uchchakapas. Fleet take the village Ambalode mentioned in it to be the boundary line. It is generally agreed to be a family stone as suggested by D.C.Sircar.<sup>13</sup>

## 7. BETUL COPPER PLATE INSCRIPTION OF THE MAHĀRĀJA SAKSHOBHA, THE YEAR 199

The inscription was found in the possession of a person named Sahib Lal Singh. The inscription is engraved in two copper plates. Hira Lal came to know of the inscription and published it for the first time in 1905-06.<sup>14</sup> The objection of the inscription is to record the grant of half of the village Prastaravataka and quarter of Dvāravāika in the province of Tripuri by the Maharaja Sakshobha to the Brahman Bhānusrvāmin of the Bhāradvāja gotra. He is said to have defeated eighteen forest kingdoms.

## 8 KHOH COPPER PLATE INSCRIPTION OF THE MAHĀRĀA SĀMĀKSHOBHA, THE YEAR 209

The inscription was published for the first time by A.Cunningham in 1879<sup>15</sup> and later by J.F.Fleet.<sup>16</sup> The object of it is to record the grant made by Mahārāja Sakshobha, at the request of a certain person named Chhodugomin of the village of Opani to a temple of the goddess Pishapuri apparently some local form of Lakshmī, the wife of Vishu. It mentions Mahārāja Hastin as governing the kingdom of abhālā. The importance of this inscription is that the genealogy of this ruling family starts from Suśarman.

These inscriptions give us the full genealogy of this ruling family of six rulers, of these we have no records of the first four rulers. Whatever we know about this family is from the inscriptions of last two rulers, Mahārāja Hastin and Mahārāja Sakshobha.

The term Parivrājaka literally means a wandering religious mendicant, an ascetic. We do not know as to how the family acquired the appellation 'Parivrājaka'. J.F.Fleet<sup>17</sup> while translating line 3 of the khoh copper plate of Sakshobha, used the expression 'born in the family of the kingly ascetics Suśarman' for Sakshobha. This has led most of the scholars to infer that the family belonged to a line of ascetics. However, it has been pointed out by Professor Ashvini Agrawal<sup>18</sup> that Suśarman was a distant ancestor of Hastin and Sakshobha, in the same manner as Pushyabhūti, was the founder of the line of Harshavardhana. None of the other Parivrājaka inscriptions refer to his name. He is described as a learned person who knew the whole truth, the fourteen sections of science, who was a great sage equal to Kapila, who knew all the first principles.<sup>19</sup> This is more of a general description than factual. It is possible that the word mahaiśha in the inscription has been used for sage Kapila, knower of all the tattvas i.e. elements with whom Suśarman has been equated. In any case the information confirms that Parivrājakas were Brahmans of Bhāradvāja gotra and as Brahmans they may have been wandering ascetics at some remote time in the past, which became their appellation with the passage of time. It may be noted here that the king of Pishapura is named as Mahendragiri in the Allahabad pillar inscription of Samudragupta. Fleet had pointed out the girioradri ending names belonging to ascetic's only.<sup>20</sup> Yet, we find numerous examples of rulers having giri ending names. Likewise, it is not necessary to look for a clan of wandering ascetics in the name of Parivrājakas.

Like several other Brahmana families of the period,<sup>21</sup> they too seem to have risen to power and carved out a kingdom for themselves. As pointed out by Fleet<sup>22</sup> himself nṛpati-Parivrājaka may be taken as equivalent of rājaiśhi the 'royal sage'. It may also refer to some remote tradition in the family where the kings abdicated throne in the last quarter of their lives accordingly to the law of four stages of life (āśramas) and became wandering ascetics, which is the literal meaning of the term.

The progenitor of the Parivrājaka family was the royal ascetic Mahārāja Suśarman. He is mentioned as such in the khoh copper plate inscription of the Mahārāja Sāmākshobha of the Gupta Śāmvat 209 and Betul plates of Sāmākshobha, the year 199. He seems to belong to the Bhāradvāja gotra as mentioned in the inscriptions and lived like a sage though he was a king, for this he has been compared with the great sage Kapila.<sup>23</sup> Born in his family was Mahārāja Devāḍhya, whose son was Mahārāja Prabhañjana from whom was born Mahārāja Dāmodara. We do not have any details of the first four kings. We can tentatively calculate the year of the first four rulers by assigning 20 years to each ruler from the first known date 156 of Mahārāja Hastin, which is given in Gupta era.

Tentatively assigning twenty years, Suśarman might have ruled from Gupta era c. 76 till 96; Mahārāja Devādhyā can be assigned between Gupta era c. 96 – 116; for Mahārāja Prabhañjana, Gupta era c. 116-136; and for Mahārāja Dāmodara, Gupta era c. 136-156. By this assignment we can probably traced the beginning of their rule somewhere in c. 76 that corresponds to 395 CE.

The term Gupta-nṛīpa-rājya bhuktau, i.e., ‘ in the enjoyment of sovereignty by the Guptas’, is mentioned in the Khoh copper plate inscription of the Mahārāja Hastin, year 156; Khoh copper plate inscription of the Mahārāja Hastin, year 163; Majhgawam copper plate inscription of the Mahārāja Hastin, year 191 and Khoh copper plate inscription of the Mahārāja Samkshobha, year 209. But in none of these inscriptions the name of the Gupta ruler or rulers is mentioned. The term has been variously interpreted by several scholars in the past. Prof. H.H.Wilson translated it as “ in the year of the occupation of the kingdom by the Gupta kings” thus taking the dates to be calculated from the time of the Gupta occupation of the Parivrājaka territory.<sup>24</sup> Dr. Hall translated it as “ in the year 156 of the extinction of the sovereignty of the Gupta kings” thus taking these inscription to the post Gupta period.<sup>25</sup> Fleet translated it as “ in the enjoyment of sovereignty by the Gupta kings.”<sup>26</sup> From this P.L.Gupta,<sup>27</sup> expresses that mere mention of the phrase Gupta-nṛīpa-rājya for the era used in the records does not show their subordination to the Guptas. He further says that they were in all probability feudatories of the Guptas, earlier. Even after establishing their own independent kingdom they continued to use the Gupta era. In support of his statement, he gives the example that we now use the Christian era even after the independence from the British domination. V.C.Pandey<sup>28</sup> is of the view that the use of the Gupta era in the inscriptions only proves the existence of an old style of dating. He comes to this conclusion from the point that they had not mentioned the names of their overlord. Although no individual Gupta emperor is named, explicit mention of the prevalence of the rule of the Gupta kings in the grants indirectly points to the sovereignty of the Guptas over the Parivrājaka kings. This point can also be supplemented from the political titles of the Parivrājaka kings as Mahārāja. Since the term Mahārāja was usually applied to the feudatory chiefs owing allegiance to an overlord in this period. Thus there should not have any doubt of the Parivrājaka kings being feudatories of the Guptas. It is well known fact that the Gupta empire started to decline from the early sixth century CE. The Gupta hold over the feudatory Parivrājaka was probably very feeble, interfering in no way with the latter’s internal administration. This is evident from the Parivrājaka inscriptions, as they did not bother to mention the name of their Gupta overlords. This might have paved the way for the rise of Brahmana feudatories like the Parivrājakas, who were the descendents of the ‘kingly ascetic’ to perform administrative function almost independently. This would show that the Parivrājaka owned only nominal allegiance to the Guptas. However, there appears to be something amiss in all these view. The use of the term Bhuktau has not been properly interpreted by any scholars. H.H.Wilson had suggested to amend this reading to Muktau or Mukte, without any reason.<sup>29</sup> It is simply untenable as shown by Fleet. Hall had taken it in the sense of ‘possession’ or ‘fruition’ as a thing of the past.<sup>30</sup> Fleet, though made detailed comments on the meaning of this term but failed to use it in his translation of the term.<sup>31</sup> Bhukti is a well-known term during the Gupta period denoting an administrative unit equal to modern ‘province’ or ‘state’. Several clay sealings belonging to the governors or official of various provinces, such as Tirabhukti, have been known and the term is also frequently used in the Gupta inscription.<sup>32</sup> Again, our attention has been drawn by Prof. A.Agrawal to an expression in lines 23-24 of the Allahabad inscription where in Daivaputrashahis and Śakas, Murundas etc. are referred to as applying to Samudargupta for the charters bearing the Garuḍa seal assuring their self-rule in their own viśayas and bhuktis.<sup>33</sup> In the

light of these references the term may be taken to mean that the Parivrājakas were reduced to the status of governors ruling over their own territories under the supremacy of the imperial Guptas. In other words they had become the feudatories of the Gupta rulers and openly acknowledged this fact. Or a step further they considered their possessions only a province of the Gupta empire as the term ‘Guptanṛipa rājya bhuktau’ may imply. Either of these derivations would exactly fit with the claim of Samudragupta that all the āṭavika kingdoms were reduced to servitude, as pointed above. There should not be any doubt of Mahārāja Hastin being a feudatory of Budhagupta though the former was probably independent for all practical purposes.

Mahārāja Hastin, the fifth descendent of the Parivrājaka family, is the only king of this line of which we are able to obtain some historical information. He is the son of Mahārāja Dāmodara. He is said to have donated thousands of cows, gold pieces, elephants, horses and pieces of land. He had given in grant many lands to the Brahman families, which is a sign of his charitable disposition. He has been credited with numerous victories, achievements in hundreds of battles. It is not sure who were the adversaries he is said to have defeated in hundreds of battle. K.C.Jain is of the view that he must have helped the Guptas in their fight against the Hūas, which was recorded in the posthumous inscription of Goparāja of Eran, dated in 510-11CE. This inscription is silent about the result of the battle. He further states, “it is not unlikely that Bhānugupta freed Eran from the yoke of Toramāa, for the Gupta sovereignty was acknowledged by Parivrājaka Mahārāja, who ruled in the adjoining province from 510 AD to at least 528 AD.”<sup>34</sup> V.V.Mirashi<sup>35</sup> suggests that the Mahārāja Hastin ousted Indrabala II, son of Udayāna of the Mahakośala king, from the Mekala region. But we are not able to find any convincing evidence in support of this event, so it is difficult to come to a definite conclusion, without any new evidence. In the Khoh copper plate inscription of the Mahārāja Sakshobha, year 208-9, Hastin is said to have ruled over the inherited kingdom of ābhala (later āhala) together with the region included in the eighteen ‘aavi-rājyas’ i.e., forest kingdom. V.S.Agrawala has identified the limits of the ‘aavi-rājyas’ from the river Chambal in the west and Son in the east.<sup>36</sup> It is difficult to identified satisfactorily who these forest kingdoms were but it is reasonable to suppose that most of them lay in the Vindhya region.

Mahārāja Hastin’s first known date is Gupta Savat 156. He ruled for an unusual long period of 42 years, since his last known date is 198 year. The dates have been undoubtedly referred to the Gupta era. It means he was contemporary at least three Gupta kings viz. Budhagupta, Vainyagupta and Bhānugupta and possible also of Narasihagupta. The first of these being a powerful ruler, there should be no doubt that Hastin was a feudatory of Budhagupta, especially when we know that a copper plate from Sankarapur in Sidhi district dated year 168 of Budhagupta’s rule has been discovered. From the wording of Hastin’s inscription also his feudatory status is clearly reflected. Śarvanātha, the Uchchakalpa king had recorded his rule from 191 to 214 year, which is undoubtedly referred to the Gupta era. From the dates of both the rulers, it can be established that they had a parallel years. Not only this, a joint record has been issued, the Bhumara pillar inscription. From these points, it can be established that Śarvanātha was a contemporary ruler of Mahārāja Hastin and Śarvanātha’s kingdom was contiguous to that of Hastin, as is indicated by the Bhumara pillar inscription.

He made over several villages to the Brahmans in order to increase his own religious merit and built a ladder leading to heaven. He not only made grants to Brahmans but also to dozen vedic scholars with identical aim. His devotion for Lord Śiva, stands out beyond ever the shadow of a

doubt. In his Bhumara stone pillar inscription, he is mentioned as meditating on the feet of the lord Mahādeva. The opening invocation to the same deity in Majhgawam copper plate further attests the facts.

Five silver coins of Raa Hastin are lying in the Indian museum, Kolkota, P.T.Banerjee<sup>37</sup> attributed these coins to the Mahārāja Hastin of Parivrājaka family of central India on palaeographic considerations. E.J.Rapson<sup>38</sup> was not fully convinced, but he attributed these coins to Mahārāja Hastin. Following their footsteps, R.D.Banerji<sup>39</sup> and B.P.Sinha<sup>40</sup> also assigned the coins to the Mahārāja Hastin of Parivrājaka dynasty. P.L.Gupta<sup>41</sup> while visiting the Prince of Wales museum has encountered a specimen of these coins. These specimens of coins were also found from different places, i.e., from Kanauj,<sup>42</sup> Rajasthan<sup>43</sup> and somewhere in Surashtra.<sup>44</sup> Rejecting Banerjee's assigning of these coins to the Mahārāja Hastin of Parivrājaka, Gupta states that the palaeographic character of the coins cannot be put anywhere earlier than the eighth century CE. He goes along with the suggestion of Dasharath Sharma,<sup>45</sup> attributing these coins to Vatsarāja, the Pratihāra ruler who, according to the Kuvalayamāla of Udyotana Suri who wrote in c. 779 CE, had the title of Raṇa Hastin. This is quite plausible, since no feudatories of the Guptas had dared to assume the imperial right of issuing coins in their own name.

Mahārāja Sakshobha, the last known king of Parivrājakas, succeeded his father Mahārāja Hastin somewhere in the Gupta Savat 198 and 199, since we have the last known date of Mahārāja Hastin in the Gupta Savat 198, corresponding to 517 CE from the Navagrama grant and the first known date of Mahārāja Sakshobha in the Gupta Samvat 199, from the Betul copper plate inscription. Two more copper plate grants of his time have been brought to the knowledge of historians. He is said to have inherited all the territory of his father including the eighteen forest kingdoms.<sup>46</sup> Following his father's foot step, he also made land grants for the purpose of increasing the religious merit of his parents and of himself. He appears to have been an ideal Hindu ruler who was constantly engaged in establishing the law of caste and Āśramas. Departing from the religious leaning of his father, whose grants opened with salutation to Śiva-Mahādeva, his Khoh grant opened with the invocation of the god, Vāsudeva. Till the last known date of their rule, the Parivrājaka Mahārāja recognized the sovereignty of the Gupta empire. We fail to get any evidence of the Parivrājaka after Samkshobha's last known date of the Gupta era 209 i.e., 528 CE. It is generally believed that the Parivrājaka dynasty came to an end with the end of Mahārāja Samkshobha's rule. It is also possible that they lost their status as a political entity with the decline of the Guptas and rise of the Aulikaras in central India.

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18. Explained to me in a personal discussion. He has kindly provided me with a copy of the draft of his forthcoming publication on the subject.
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## HUMAN RIGHTS AND CHILD LABOUR

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### INTRODUCTION

The term "human right" is a dynamic concept and it endeavors to adapt itself to the needs of the countries and their people. These rights include fundamental rights and natural rights. The protection of human personality and of its fundamental rights is the ultimate purpose of all the national and international laws. The right to live is not restricted to mere animal existence, it means something more than just physical survival. The right to 'live' is not confined to the protection of any facility or limb through which life is enjoyed but it also includes the right to live with human dignity, and all that which goes with it.

In modern history, Raja Rammohan Roy can be considered as the father of India's human rights movement. He was the first to oppose all discriminations and evil practices against women. He raised his voice against polygamy and sati (widow burning) at two levels. First, he approached the British rulers directly to legally ban such practices, and second, he mobilized the masses in favour of such a ban. He published "Modern Encroachments on the Ancient Rights of Females" according to the Hindu Law of Inheritance in 1822 and established Brahma Samaj in 1828. The Brahma Samaj was against sacrifice and emphasized love of mankind, irrespective of colour, race or creed. As a result of his efforts, Lord William Bentinck, the then Governor-General of India, passed Regulation XVII on December 1829, which declared practice of 'sati' illegal and punishable. Thus began the human rights movement in India in the 1820s. The formation of Brahma Samaj led to the growth of an organized social movement, which gave importance to many modern-day human rights ideals.

Keshav Chandra Sen, following Rammohan Roy, took up issues such as women's education and intercaste marriage, and began campaign against child marriage. Sen started a fortnightly journal called the Indian Mirror (which later became the first Indian daily in India) to propagate these ideals. Jyotiba Phule took up the untouchable issue and began an organized crusade against untouchability. He formed Satya Shodak Samaj in 1873 to liberate the depressed castes and to create awareness among them. The Theosophical Society was established in the 1870s and preached universal brotherhood of Human beings irrespective of caste, creed and race. The effects of these various nineteenth century movements were reflected in the Indian national Congress in the twentieth century. The Indian National Congress, to certain extent, can be considered as one of the largest human rights movements. The Nehru Committee, appointed in 1928, made recommendations that include the following : personal liberty and inviolability of dwelling place and property; freedom of conscience and of profession and practice of religion; right of free expression of opinion; right to

free elementary education; and, equal treatment of all citizens by law of the land. In the constitution of India some of these ideals were reflected especially in the chapters as Fundamentals Rights and the Directive Principles of State Policy. Human rights are inscribed in the hearts of people; they were there long before lawmakers drafted their first proclamation.

The theme of "All Human Rights for all" highlights the universality, indivisibility and the interrelationship of all human rights, above all it recognizes the inalterable nature of human rights for human existence.

Respecting human rights should be considered as our responsibility towards each fellow human being. At the same time, we cannot over-emphasise only the right and ignore duties. The rights of the children imply corresponding duties of the parents; the rights of women implies corresponding duties of the men towards women folk; we should perceive them. If everybody does his duty, the question of rights will not arise at all. The education of human rights should be undertaken in this manner.

In Paris, on December 10, 1948, the UN adopted the Universal Declaration of Human Rights (UDHR). The declaration proclaims that human beings are born free and are equal in dignity and rights. Its articles cover a wide range of rudimentary/ basic rights including the, right to be presumed innocent until proven guilty, the right of freedom of speech and the principle that no one shall be subjected to slavery, torture or arbitrary arrest, detention or exile.

India, in recent years saw some remarkable decisions by Courts, the National Human Rights Commission (NHRC) and the Central Government itself. The people also got themselves organized, anywhere from a handful of individuals to more systematic organizations, which are continuing to address a range of human rights issues, special political and economic. A large number of network of various human rights groups have emerged in India, are fighting for the common cause in different parts of India.

The people living in the remotest parts of India i.e. the rural, tribals and other marginalized sections of our society have always been deprived of their basic human rights. These people are not even aware of what their basic human rights are. In a developing nation like India over 340 million people live below the poverty line and are trapped in a vicious cycle in which they remain because they are not able to acknowledge their basic human rights. In history and ancient scriptures, references to the basic Human Right can easily be noticed though they were not referred to as rights. Modern Historians credit the origin of human rights to MAGNA CARTA A.D. 1521. The term Human Rights was introduced in the United States Declaration of Independence in 1776 and thereafter in the bill of rights in US constitution. The French Revolution gave birth to the Declaration of Rights of Man and Citizen in 1789. In 1929, the Institute of International Law, New York, USA, prepared a Declaration of Human Rights and Duties. In 1945, the Inter-American Conference passed a resolution seeking establishment of an International Forum for the furtherance of Human Rights of Mankind.

In India, the protection of Human Rights Act 1993 defined Human Rights 'the rights relating to liberty, equality and dignity of the Individual guaranteed by the Indian Constitution. The scope of Human Rights concept is expanding day by day. Broadly, they fall into categories of:

- a) Civil and Political Rights

- b) Economic, Social and Cultural Rights and
- c) Group Rights.

### **HUMAN RIGHTS FOR CHILDREN**

Child is a word of common gender denoting male and female in the early stage of life. Human life is divided into various stages. In the ancient India, life was divided into four divisions viz. Brahmacharya, Grahastha, Vanaprastha and Sanyasa. Brahmacharya had four sub divisions viz, infancy, early childhood, childhood and youth. Definition of child in various laws differ. In the following laws a person upto fourteen years is defined as a child.

1. Constitution of India (Article 24 and 45)
2. Factories Act 1948.
3. Child Labour Prohibition Act 1986.
4. Apprentice Act 1951.

According to Juvenile Justice Act 1986, "Juvenile means a boy who has not attained the age of sixteen years or a girl who has not attained the age or eighteen years." (Sec. 2h).

Universal Declaration of Human Rights was adopted and proclaimed on 10 December 1948 by the General Assembly of the United Nations. All human beings are born with equal and inalienable rights and fundamental freedoms. Thirty articles of Universal Declaration of Human Rights Cover all rights from conception to death of human beings. As such Universal Declaration of Human Rights are applicable to children also.

Declaration of the Rights of the child was adopted twenty four years prior of Universal Declaration of Human Rights. As the child, by reason of his physical and mental immaturity, needs special safeguards and care including appropriate legal protection before as well as after birth. The Rights of Child were incorporated in Geneva Declaration of Rights of Child in 1924. After adoption of Universal Declaration of the Human Rights, the General Assembly of the United Nations adopted Declaration of the Rights of the Child on November 20, 1959. The Assembly called upon parents, society, voluntary organization, and Government to recognize these rights and progressively strive for their observance by legislative and other measures.

### **RIGHTS OF THE CHILD**

According to the UN Declaration, a child has to be given 10 basic rights as follows:

1. The child shall be brought up in a spirit of understanding friendship, peace and universal brotherhood and shall not be exposed to racial, religious or other forms of discriminations.
2. The child shall be protected against all forms of neglect, cruelty, exploitation and traffic and shall not be permitted to be employed before appropriate age.
3. The child shall, in all circumstances, be among the first to receive protection and relief.
4. The child is entitled to free and compulsory elementary education and such an education as in his best interest and for which parents are to be responsible.

5. The child is entitled to grow up in an atmosphere of affection and moral and material security, with public authorities taking care of children without families or other support.
6. The physically, mentally or socially handicapped child shall be entitled for special treatment, education and proper care.
7. The child shall have rights to adequate nutrition, housing, recreation and medical services, including special health care and protection and pre-natal care for mother.
8. The child shall be entitled to a name and nationality.
9. The child shall enjoy special protection to be able to develop in every way in conditions of freedom and dignity.
10. All children irrespective of their race, colour, sex or creed of their parents shall be entitled to these rights.

It would not be difficult to find wide gap between the promise and performance. The Director of United Nations Children's Funds (UNICEF) himself confessed in 1982 that children of the world were really suffering with 40000 children quietly dying each day and 100 million children widely going to sleep hungry at night. The conditions in India is no less grim.

The year 1979 was designated as International year of the Child (IYC). A logo designed by Erik Terichau of Denmark was officially approved which depicts two embracing figures encircled by UN Laurel Leaves and which symbolises the relationship between adult and child. On 21<sup>st</sup> December, 1976, the General Assembly of the United Nations passed a resolution declaring 1979 as International Year for Child (IYC) with a view to creating awareness among the people. This was started by many governments, organization and individuals. It was reckoned that 350 million children were still beyond the reach of even minimum of essential services in the fields of health, nutrition, education and recreation. UN emphasized that all attempts need be made to meet the basic needs of children. November 14, Jawaharlal Nehru's birthday was declared as Universal Children's day.

The Convention of the Rights of the Child (CRC) drafted by the UN commission on Human Rights and adopted by the General Assembly of the United Nations on November 20, 1989 is a set of International standards and measures meant for protecting and promoting the well being of children in society. In 1993, 159 countries either signed the convention or became State Parties to it by ratification, accession or succession, the goal being that by the end of 1995 all countries of the world would have ratified the Convention. The CRC recognizes the exceptional vulnerability of children and proclaims that childhood is entitled to special care and assistance. It is guided by the principle of a "1<sup>st</sup> call for children", which means, that the essential needs of children should be given highest priority in the allocation of resources at all times.

In general there are 4 categories of basic rights and the CRC draws attention to these 4 categories i.e. civil, political, social, economic and cultural rights of every child. These are:

### **RIGHTS TO SURVIVAL**

That includes the right to life, the highest attainable standard of health, nutrition and adequate standard of living. It also includes the right to name and nationality.

## RIGHTS TO PROTECTION

That includes freedom from all forms of exploitation, abuses, inhuman or degrading treatment and negligence including the right to special protection in situation of emergency and armed conflicts.

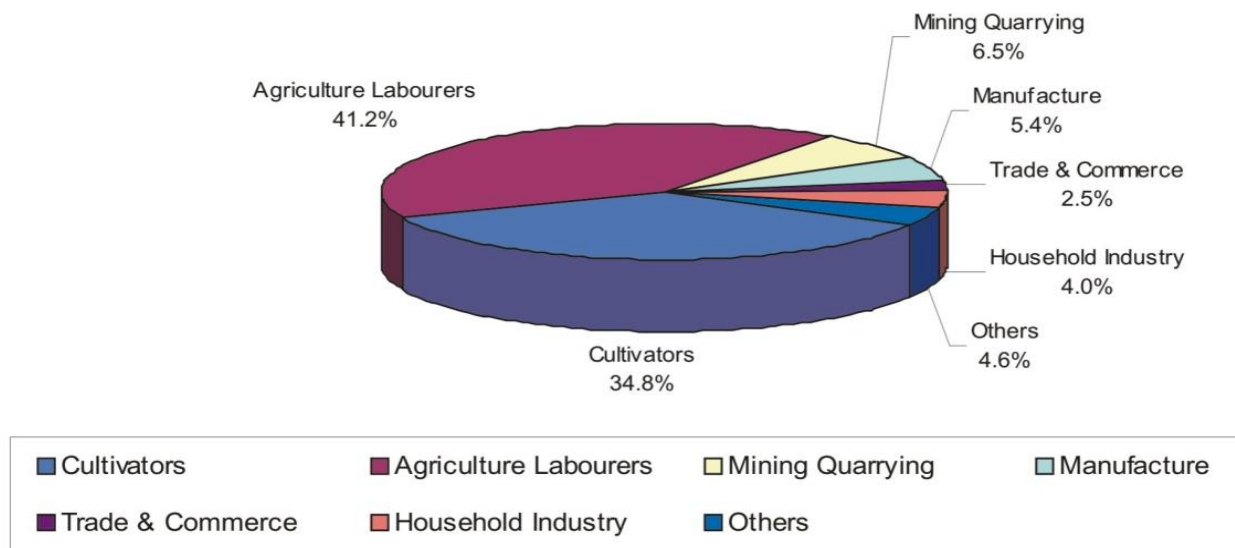
## RIGHTS TO DEVELOPMENT

That consists of the rights to education, support for early childhood, development and care, social security and right to leisure, recreation and cultural activities.

## RIGHTS TO PARTICIPATION

That includes respect for the views of the child, freedom of expression, access to appropriate information and freedom of thought, consensus and religion. Violence Against Children : Child Labour And Abuse.

There are at least three types of child labour. First, there is domestic labour, which is non-monetary; girl children, in this case, do most of the domestic work. Second, there is monetary labour, which is non - domestic. Here, children are employed as wage labourers in organized and unorganized sectors, both in rural and urban areas. Third, there is bonded labour, where children are pledged by their parents. Most of the child labourers are employed primarily in agricultural sector as workers. Besides, they also work in industries including leather factories, hosiery units, carpet factories, glass factories, textile units and plastics industries. Some work as servants in private homes. Worse, some work as bonded labourers and sex workers. According to UNDP Position paper on Child labour, India accounts for the largest number of child workers in the world.



As per labour ministry a total of 1,26,66,377 children were working in various sectors including agriculture. An estimated 1,85,595 children are employed as domestic help and in small roadside eateries while most child domestic workers are trafficked by placement agencies operating in poor states like Orissa, Jharkhand, Uttar Pradesh and Bihar.



## **CONSTITUTION AND CHILD LABOUR**

The following articles of the Indian Constitution prohibit child labour. Article 23 says, "traffic in human beings and beggar and other similar forms of forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with law". Article 39 (f) states that "children are given opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity and that childhood and youth are protected against exploitation and against moral and material abandonment".

### **CHILD LABOUR (PROHIBITION AND REGULATION) ACT, 1986**

The child labour (Prohibition and Regulation) Act was passed in December, 1986. This Act repealed the Employment of Children's Act, 1938, Schedules A and B. All rules made in this Act were in addition to the Factories Act, 1948, the Plantation Labour Act, 1951 and the employment of children in hazardous jobs and to regulate the conditions of work for children in other jobs of non-hazardous nature.

The Act bans the employment of children, who have not completed his fourteenth year of age, in occupations connected with:

1. Transport of passengers, goods or mail by railways.
2. Cylinder picking, clearing of an ash pit or building operation of the railway premises.
3. Work in catering establishment at a railway station.
4. Work relating to the construction of a railway station or when any work is done in close proximity to or between the railway lines.
5. Work at port authority within the limits of the any port.

It also bans the entry of children in the following processes' Beedi making, carpet weaving; cement manufacturing including bagging of cement; cloth printing, dyeing and weaving; manufacture of matches, explosive and fireworks; mica cutting and spitting; shellac manufacturing; soap manufacture; tanning; wool-cleaning; building and construction industry.

The 1986 Act provides for more stringent penalties for violation of the Act. It provides that whoever employs a child in contravention of Section 3, that is, in prohibited employment, shall be punished with imprisonment of not less than 3 months but which extends to one year or with fine which shall not be less than Rs. 10,000 but which – extends to Rs. 20,000 or both. For other violations, that is violation of regulatory provisions, the punishment laid down is imprisonment of one month or imposition of fine up to Rs. 10,000 or both. It also provides that any person, besides a police officer or an inspector, can file a complaint regarding commission of offences. These complaints have to be filed with a court not inferior to that of a Metropolitan Magistrate or a 1<sup>st</sup> class Magistrate.

The proposal to make the use of child labour a cognizable offence is praiseworthy but the past record of law enforcement shows that the guilty are generally let off. The proposal to provide equal wages to children has been viewed with skepticism. Above all, the government has opted for a go slow mid conservative approach in its proposed amendments by not prohibiting child labour in hazardous industries in family-based and government aided and recognized schools. It is therefore

not surprising that the Cabinet approval of these amendments in 1994 failed to evoke any great elation amongst the crusaders for abolition of child labour. Moreover, legislation by itself cannot bring about radical transformation in the prevalence of child labour.

In October 2006, the government amended the 23 year old Child Labour Act, bringing two more categories – children working as domestic helps and those employed in road-side eateries, hotels, restaurants, teashops, spas and other recreation centres – under the prohibited occupations, thus enforcing a complete ban on employment of children.

## CONCLUSION

Childhood is a period of learning playing and involvement in arts. Involvement in labour leads to physical and emotional problems. In spite of all these laws, children continue to work in prohibited occupations and there is very little regulations of child labour in non prohibited areas employment. One of the major reasons appears to be ineffective implementation of child labour laws in our country. Over the year there has been a shift in the employment of children from the organized sector into the unorganized sector. Three years since a complete ban on child labour in the country, more than one crore children are still working in various areas and worse, the government has no data on enforcement of the ban during 2009. Another significant reason responsible for lack of enforcement of child labour is the prevailing attitudes and perceptions of the parents of working children, employees, law makers and society at large. It is widely believed that there is nothing wrong in employing children, it is fact helps to alleviate the poverty of the child's family and helps impart skills to children for their future lives. Previously only the stone quarries, zari factories, industries and brick kilns, were the culprits. But now, the child labour too is being flouted behind every other door as children working as domestic help and in roadside eateries have also come under the purview of Child Labour Act.

The officials responsible for enforcement of child labour Act are doing whatever is possible. But generally these inspections are over worked and understaffed. As per the information obtained, the authorities have carried out only 36, 430 inspection across the country between October 2006 and April 2008. Of then 1700 cases detected and only 138 prosecutions have been filed. This depicts the overburdened administrative machinery.

## SUGGESTIONS

Govt. of India is conscious about the evil of Child Labour. Hence a three pronged National Policy on Child Labour has been announced in Aug. 1987. The action plan of this policy has been set out under the following headings :

1. Legislative Action Plan.
2. The focusing of general development programmes for benefiting child labour wherever possible.
3. Project-based plan of action in areas of high concentration of child labour engaged in wage and quasi-wage employment.

The State and Central Government departments are to review the situation in order to ensure that child labour is not employed in prohibited occupations and in non-prohibited employments and for regulating the period of work or overtime or of weekly holidays and days of rest are enforced in all

establishments. National Development Programs have an impact on child labour, so it was decided to focus general development programmes for the benefit of child workers in areas such as education, health, nutrition. Non-formal education centres for child labour are to be set up with the involvement of voluntary agencies and Panchayati Raj Institutions. Non-formal education centres are expected to play all important role in enrolling; and retaining working children, particularly girls. Part time and vocational courses will also be imparted at these centres. Incentives and assistance will be given to child labour belonging to disadvantaged classes like SC/ST families whose children work for wage and quasi-wage employment. Media is the most effective means of communication and it shall be made to play its role correctly and powerfully on this important and sensitive issue. Increasing the role of the NGOs, media and a proactive judiciary, to a great extent has made it sure that these regulations are adhered to and carried out.

Therefore, if child labour is to be successfully eliminated, enrollment of children in school and attempting to retain a much larger proportion of children from primary to middle school stage should be important planks of the strategy. This also implies the need to conform to the constitutional guarantee provided in 1950 for education for all children up to the age of fourteen. This should become a major goal of the country's school education strategy. Short cuts and quick fixes would be wasteful in resources and time.

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## INDO-US RELATIONS: MAJOR ISSUES

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### ABSTRACT

*The United States and India are enjoying increasing close relations. This represents a transformation of the two countries past relationship which was characterized by suspicion and distrust. The Cooperation between India and the US is multiple both at the bilateral and at the global level. Since the Cold War culmination, Indo-US bilateral relationship has been on the track to reinforce Strategic ties. Both countries want to enhance cooperation through strategic partnership and Defense collaboration. India and the US signed strategic partnership in 2000 and therefore the US set-aside its sanctions against India. India signed 'Next Steps in Strategic Partnership' [NSSP] with the US in 2004 and both countries started strategic dialogue in 2009. Both the nations signed a 'New Framework for Defense Relationship' in 2005 and '123 Civil Nuclear Agreement' in 2008. The present paper intends to look into the Indo- US strategic cooperation and points out the improvement in Indo-US strategic relations in 21st century.*

**KEYWORDS:** *Cold War, Strategic Partnership, 21st Century, Nuclear Trade, Nonproliferation Treaty.*

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### INTRODUCTION

India and the USA happen to be the two largest democracies in the world and yet in the 20th century the relationship between them failed to be very smooth and warm. "Despite the similarity of domestic political setup and dedication to liberal democratic values," observed B. R.Nanda, "Indo-American relations have remained without warmth ever since the independence of India.

Right from the beginning of their relations in late 1940s, both India and America got engaged in attempts to establish friendly and cooperative and yet, except for some useful trade and economic links, the political relations during 1947-99 continued to experience frequent ups and downs, mostly „downs“ and even show downs.

This unique situation in the indo-us relations of the twentieth century was due to the existence of differences and certain hindering factors along with some important and valuable positive and help in factors.

#### **1. Major Issues between India and America-**

**Kashmir Issue** - In 1948 the Kashmir issue caused first strains on Indo us relations.it was under the influence of Lord Mountbatten and the British and American delegations at the UN that India decided to refer the Kashmir issue to the UN. However in the discussions over

Kashmir in the United Nations the American and western attitude appeared to be favorable to Pakistan. In fact by this time, the USA had started thinking in terms of possible Pakistan's acceptance of the American military alliance. Lack of US understanding of the Indian stand on Kashmir created a big gap between India and the USA.

***Indo-China war and relations with America*** - America readily came out to help India during this crisis and the Kennedy administration took immediate steps to ship small arms to India and assured India of American air support for defending the skies of India. Nehru firmly declared that India would appreciate and accept help from all countries but at the same time would never compromise her non-alignment. As such America decided to provide only a Limited aid to India. The American pre-occupation with the Cuban missile crisis and her new desire to enter into some sort of detente with the (erstwhile) USSR also prevented a rapid and big growth of Indo us relations in post 1962 period.

However, even in such ideal atmosphere, Indo-US relations continue to suffer because of certain negative developments. It was under American pressure that India had to open negotiations with Pakistan over Kashmir issue. In May 1963, America refused to provide help for establishment of public sector Bokaro steel plant in India. In November 1963, The Assassination of President Kennedy, along with the help of two developments reduced the chances of any big improvement in Indo-US relations.

***Bangladesh war and Indo- US relations-*** the lowest point in Indo us relations came in 1971 when India first signed the Treaty of peace, friendship and cooperation with the Soviet Union and then got involved in the Bangladesh war. The Americans reacted very strongly against the Indo-Soviet Treaty and regarded it as a definite tilt in Indian Foreign Policy towards the (erstwhile) USSR. In the 1971 Indo Pak war, America took up a totally Pro- Pakistan is stand. It strongly criticized India for interfering in the internal affairs of Pakistan. Nixon administration even tried to use „gunboat diplomacy“ for pressurizing India, when it was dispatched the US 7th fleet to the Bay of Bengal area. It ordered the complete stoppage of economic assistance and supply of defense equipment to India. The American criticism and opposition to India's policy towards helping the Liberation of Bangladesh brought Indo- US relations to the lowest ebb.

***The Thaw of the Seventies-*** On May 18, 1974, India conducted her first peaceful nuclear explosion and entered the nuclear club. The Indian (PNE) peaceful nuclear explosion was very strongly criticized by the US leaders. America became suspicious of the Indian Nuclear policy. It felt that the Indian PNE would encourage some other countries (like Pakistan) to go nuclear and would give rise to a nuclear arms race in Asia. India, however asserted her right to develop nuclear Technology for peaceful purposes.

***The Economic Liberalization*** -The economic liberalization adopted by PM Narsimha Rao Congress (I) government in India, which came into power in June 1991, received good US

appreciation. India also started accepting fully the new realities of international system. These changes and due to the increased need for US aid and help for reviving and strengthening Indian economic development.

***India's nuclear weapons and the USA*** – In May, 1998, India under BJP government conducted five nuclear tests (Pokhran II) and announced that it was a nuclear weapon state. the

USA reacted very strongly. It condemned these nuclear tests and came out with the decision to impose economic sanctions against India. Indo-US relations developed a sort of hiatus. The USA decided to increase pressure on India in favor of signing the CTBT unconditionally and refused to accept India's status as a nuclear weapon state (NWS). When Pakistan also conducted its nuclear Tests, the US got alarmed and wanted that both India and Pakistan should sign and ratify CTBT without delay and without conditions, halt production of missile material and participate constructively in fissile material control talks, accept IAEA safeguards on all nuclear facilities, not to deploy or test missile systems, not to share nuclear and missile Technologies with other countries, and to agree upon a framework to reduce bilateral tension, including over Kashmir, a flash point.

***Fight against terror-*** On 11th September, 2001, the US suffered a terrible loss of life, prosperity and Prestige when the terrorists were in a position to hit the Twin Towers of World Trade Centre (WTC) as well as the Pentagon (USdefence HQ) by hijacking and hitting civilian passenger loaded aero planes against these targets. This was a highly inhuman and dirtiest face of international terrorism. India decided to give desired support and cooperation to the USA in the fight against terrorism. In the last week of September 2001, the USA announced the end of post-pokhran sections against India and Pakistan. High level contacts between Indian and American officials and leaders became regular and these begin giving a positive look and health in the bilateral relations.

On 13th December 2001, when the terrorist attacked Indian Parliament, the USA strongly condemned it and termed it as attack on Freedom and democracy. It supported the Indian policy and efforts against terrorism. It imposed a ban on Pakistan based terrorist outfits as Lashkar-e-Taiba and Jaish-e- Mohammed. It also called upon Pakistan to take steps for eliminating the activities of these outfits.

In April 2002, the USA came forward to accept some of India's security needs and announced the willingness to sell high Technology Radars to India. After that terrorist strikes of 11th September and 13 December 2001, India and the USA felt closer and in agreement to work together for eliminating the threat of terrorism.

The United States and India are neither really friends nor foes. The relationship between both the countries has constantly fluctuated, starting from the neutral NAM stand of India to the separate paths during the Cold war and eventually to the present times of strategic convergence. In the 21st century, India is significant for U.S. geopolitics and global strategies. This growing relationship between both the democratic countries can be viewed as “One of the Defining Partnerships of the 21st Century”.



The IAEA Board of Governors approved the safeguards agreement on August 1, 2008, and the 45-state Nuclear Suppliers Group next had to approve a policy allowing nuclear cooperation with India. U.S. President Bush can then make the necessary certifications and seek final approval by the U.S. Congress. There were objections from Pakistan, Iran, Ireland, Norway, Switzerland, and Austria at the IAEA meeting.

The Indo-US nuclear deal has been the logical conclusion of a vision for US-India relations as framed by President Bush and Prime Minister Singh. It is an opportune moment for India to step out of the South Asia cocoon, onto the high-table as a major power, and shape the emerging Asian security architecture.

## 2. CONCLUSION

That is why; we can say that the entire Cold-War era, the relationship between the two countries Witnessed up and down. The two countries had divergent views on paramount global questions. Furthermore, India and US approach on many regional problems of South Asia, Middle East and South-East Asia, in particular on fundamentally different. Indo-US relations have always been Influenced by India's security concerns and the US's geo-strategic interests. The clash of strategic interest between the two countries that began from Second World War continued throughout more than of 40 years of Cold-War. Many steps were taken to get better the bilateral relationship between India and the US. Two ideologies i.e. Communist and Capitalist during the Cold-War era also left their shadow on the Indo-US bilateral relationship. The relationship between the two countries was seen through their relative supportive nations.

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