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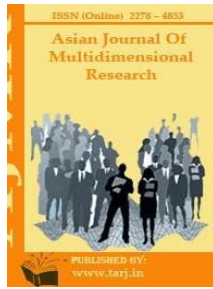
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VISION

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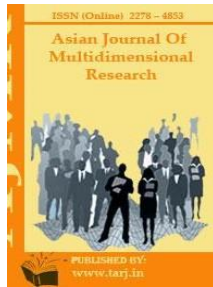
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REDUCING RISK IN INVESTMENTS - THE ROLE OF DIVERSIFICATION

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ABSTRACT

Investment is one of the essential elements for the development of any economy. Savings and investments determine the rate of capital formation. There are various factors that influence savers in committing money in the form of investments. Risk and return are the most important among them. Every rational investor attempts to minimise the investment risk and maximise the returns. Thus, risk minimisation is an important goal of any investor. Recognising this imperative objective, the present paper attempts to help the academics in general and the investors in particular to understand the role of diversification in minimising investment risk. The paper primarily intended to explain diversification in a simplified form.

KEYWORDS: *Risk, Diversification.*

1. INTRODUCTION

Investment is the employment of funds with the aim of achieving additional income or growth in value. It is a financial activity. It involves long-term commitment of resources or allocation of monetary resources to assets that are expected to yield some gain or positive return over a given period of time. Gain/income from investments may be in the form of interest/dividend, premiums, the appreciation of the value of their principal and/or other benefits. To an economist, investment means the net additions to the economy's capital stock, which consists of goods and services that are used in the production of other goods and services. In this sense, it forms new and productive capital. Hence, in short, investments are very essential element in the financial system of an economy.

2. INVESTMENT AVENUES

Investments can be made in various kinds of avenues. The major among them are the following;

CORPORATE SECURITIES

They include equity or ownership shares, preference shares, debentures/bonds etc.

DEPOSITS

Deposits can be made in companies and non-corporate entities. Bank deposits like fixed deposits savings bank accounts, recurring deposits offer opportunities of making investments.

MUTUAL FUNDS

Investment in the units of mutual funds constitutes another important avenue. It provides an opportunity to access the capital market even with smaller amount of savings and limited knowledge about the market characteristics.

GOVERNMENT-OFFERED AVENUES

Government mobilises investments through its various avenues such as Treasury Bills and other government securities, post-office schemes like Savings Account, Kisan Vikas Patra etc also help an investor to park his/her savings.

PROVIDENT AND PENSION FUNDS

Various categories of provident funds and pension funds also offer investment avenues.

OTHERS

Other avenues include insurance products, derivative instruments, real estate, gold, silver, diamonds, antiques etc.

3. INVESTMENT OBJECTIVE OF A RATIONAL INVESTOR

A rational/prudent investor always aims to maximise his return and minimise the risk. Thus, risk assumes a key role in the investment decisions. Every rational investor attempts to minimise and, thereby, manage the risk through diversification

RETURN

Return is the expected income/gain from an investment. It comprises of dividend/interest and capital appreciation i.e. the gain due to the difference between sale price and purchase price of the investment.

Expected return from an investment can be ascertained by the formula:

- ◆ In a certain environment

$$\text{Expected Return} = \text{Expected Dividend or interest} + (-) \text{Capital gain (or loss)} \quad (1)$$

$$\text{Capital gain (loss)} = \text{Sale Price} - \text{Purchase Price} \quad (2)$$

- ◆ In an uncertain environment

$$\text{Expected Return} = \sum_{i=1}^n P_i X_i \quad (3)$$

Where

P_i = Probability for an event i

x_i = Expected return if the event i occurs

RISK

Risk is the probability that actual returns realised from an investment may be different from the expected return. It is the possibility of a variation in the return expected from an investment. The longer the maturity period, the larger is the risk and vice versa. The lower the credit worthiness of the borrower/acceptor of the investment, the higher is the risk. Among the corporate securities, equity shares/ownership securities have higher risk compared to debt securities. Because, for the company, neither the payment of dividend nor the repayment of the principal amount to equity shareholders are mandatory. While the interest payment to debt security-holders and repayment of their principal on their maturity become compulsory.

SAFETY

Safety of an investment means certainty of return of capital without loss of money or time. Hence, investment in securities like Treasury Bills is considered to be safe. However, such safe securities offer only a lesser rate of return.

LIQUIDITY

Liquidity of an investment means easy marketability without any loss of money/time. Normally, the securities of companies with high net-worth financial soundness, favourable market-demand etc enjoy ready market for purchase and sale. It ensures the investor that the investment can be converted into cash at any point of time without loss of money/time.

4. RISK- THE COMPONENTS AND MEASUREMENT

Risk is the possibility of variation of the actual return from the expected return. The factors, which cause variations in the return from an investment, are of two types

- a. External factors
- b) Internal factors

EXTERNAL FACTORS

External factors may affect a large number (market-wide) of securities simultaneously. For example, depression in the economy, war, earthquake etc. They are uncontrollable. Risk caused by external factors is called systematic risk. It is measured by Beta value. Higher the beta of an investment greater is the systematic risk and vice versa. Market always offers a risk premium for bearing systematic risk.

INTERNAL FACTORS

Internal factors affect only a particular company/a set of companies. For example, financial leverage in the capital structure or inefficient production method followed and consequent fall in production and sales. Such factors are internal to such companies and can be controlled, to a great extent, by the management. Risk caused by such factors is known as unsystematic risk. Market will not compensate for bearing unsystematic risk, as it is not caused by the market factors.

Hence the total risk of an investment is the sum of systematic risk and unsystematic risk. Total risk is measured by standard deviation (σ) and variance (σ^2)

5. RISK MINIMISATION THROUGH DIVERSIFICATION

There is no reward for bearing unsystematic risk. However, in a particular security both systematic and unsystematic risk is present. Then the combined risk (total risk as measured by standard deviation or variance) will be high. In order to reduce the total risk of the investment, more than one security are selected. Investment in more than one asset with the primary objective of risk reduction is known as diversification.

Principle of diversification states that spreading an investment across a number of assets will eliminate some, but not all, of the risk. Diversification reduces diversifiable risks i.e. unsystematic risks. Thus, unsystematic risk is essentially reduced/eliminated. So a portfolio with well-diversified assets has almost no unsystematic risk.

5.1 HOW DIVERSIFICATION OPERATES

Instead of investing in a single security, for diversification, a group of securities are held together as an investment. Such a group is called as a portfolio. However, constructing a portfolio with similar type of securities will not help to reduce the overall risk.

In order to select securities for constructing a diversified-portfolio correlation coefficient between the securities is considered. (Correlation coefficient is the standardised measure of covariance of the returns two securities of two securities. Covariance measures the interactive risk of the securities i.e., the risk of a security relative to the other's in a portfolio of securities. It measured by Cov_{XY} where x and y are two securities. Correlation is ascertained by standardising the covariance by their individual standard deviations. Hence correlation between two securities X and Y (r) is

$$r = \frac{Cov_{xy}}{\sigma_x \sigma_y} \quad (4)$$

where

σ_x denotes risk(standard deviation) of security X and

σ_y denotes the risk of security Y

Correlation coefficient measures how the returns of two securities move together. Correlation value lies between +1 and -1. A correlation value of +1 denotes that the securities' returns will move exactly in the same direction, i.e. in the future if return of the first security increases the second one's also will increase and vice versa. By combining securities having perfect positive correlation (+1), risk cannot be reduced. Because the returns of both the securities move together (either up or down).

A correlation coefficient of -1 denotes that returns of the securities are inversely related i.e. for instance, if there is an increase in the return of first security, the return of the second security will decrease and vice versa. Negatively correlated securities help an investor to minimise/reduce his investment risk. A combination of such securities can reduce the risk even to zero. However, perfectly negatively correlated securities difficult to find out in real life.

Securities with zero correlation imply that they are independent and not correlated at all. Combining securities with zero correlation also will reduce the overall risk.

Proof;

Risk of a portfolio consisting of (say) two securities is expressed as σ_p^2

$$\sigma_p^2 = x_1^2 \sigma_1^2 + x_2^2 \sigma_2^2 + 2x_1 x_2 (r_{12} \sigma_1 \sigma_2) \quad (5)$$

Where

σ_p^2 = portfolio risk

x_1 = proportion of funds invested in first security

x_2 = proportion of invested in second security

r_{12} = Correlation coefficient between the returns of first and second securities

σ_1^2 = variance of first security

σ_2^2 = variance of second security

σ_1 = standard deviation of first security

σ_2 = standard deviation of second security

Say there are two securities, security1 has risk (σ) 50%, security2 has a risk of (σ) 30%. Suppose that an investor constructs a portfolio with an investment of 40% of his funds in security1 and 60% in security2. Then Total risk of the investment is shown below;

$$\sigma_1 = 50\%, \sigma_2 = 30\%, x_1 = 0.4, x_2 = 0.6$$

CASE I : WHEN SECURITIES ARE POSITIVELY CORRELATED (SAY +1)

$$\sigma_p^2 = x_1^2 \sigma_1^2 + x_2^2 \sigma_2^2 + 2x_1 x_2 (r_{12} \sigma_1 \sigma_2)$$

$$= 0.4^2 \times 50^2 + 0.6^2 \times 30^2 + 2 \times 0.4 \times 0.6 \times 1 \times 50 \times 30$$

$$= 400 + 324 + 120 = 1444$$

$$\sigma = \sqrt{1444} = 38\%$$

It shows that the portfolio risk cannot be reduced when securities with positive correlation are combined in the portfolio.

CASE II : WHEN SECURITIES ARE NEGATIVELY CORRELATED (SAY - 1)

$$\sigma_p^2 = 0.4^2 \times 50^2 + 0.6^2 \times 30^2 + 2 \times 0.4 \times 0.6 \times -1 \times 50 \times 30$$

$$= 400 + 324 - 720$$

$$= 724 - 720 = 4\%$$

Thus with negatively correlated securities, risk can be reduced substantially. The example shows that risk has been reduced to 2%

CASE III: WHEN SECURITIES ARE UNCORRELATED I.E. R =0

$$\begin{aligned}\sigma_p^2 &= 0.4^2 \times 50^2 + 0.6^2 \times 30^2 + 2 \times 0.4 \times 0.6 \times (-1) \times 50 \times 30 \\ &= 724\end{aligned}$$

$$\sigma_p = 27\%$$

Thus, risk has been reduced, though by limited extent.

In short by combining securities with negative correlation, it is possible to reduce risk in an investment. Thus diversification minimises total risk of an investment. Identifying securities with negatively correlated returns is important.

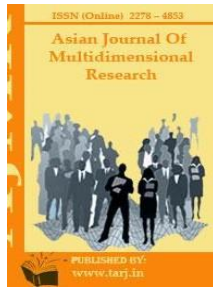
6. CONCLUSION

Investment is the employment of funds with the aim of achieving additional income or growth in value. An investor is particularly bothered about minimising the risk of investments. The total risk is minimised by reduce diversifiable risk

Diversification helps to minimise the risk of an investment by combining securities with negatively correlated returns. This not only helps the investor to spread his investment risk but to systematise his investment process as well.

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CHILD LABOUR IN INDIA: AN ABUSE TO HUMAN RIGHT

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ABSTRACT

Child labour is the result of various socio-economic, religious and traditional ills existed in the society. Poverty, illiteracy, lack of social and economic security, slavery, migration, religious and traditional attitudes and approaches of society at large etc. factors are responsible for engaging children as labour in society. Child labour is not only a socio economic problem, it is an abuse to democracy and democratic values those are observed in matured democratic nation like us. Child labour is not simply violation of Acts and Laws, It is a violation of fundamental human rights accepted universally. Certainly it is way of exploitation of poor, illiterate, needy and excluded section of society.

KEYWORDS: *Child Labour, Economic Activity, Socio-Economic Problem, Bonded Labour, Rehabilitation, Mainstreaming.*

1. INTRODUCTION

Child labour is the practice of having children engaged in economic activity, on part or time basis. This practice deprives children of their childhood and is harmful to their physical and mental development. The child labour problem is not unique to India. It is a worldwide problem.

According to International Labour Organization, child labour is the work that deprives children of their childhood, their potential and their dignity and that is harmful to physical and mental development.¹ UNICEF suggests that, the child labour activities are those, if between 5 to 11 years of age, he or she did at least one hour of economic activity a day or at least 28 hours of domestic work in a week and in case of children between 12 to 14 years of age, he or she did at least 14 hours of economic activity or at least 42 hours of economic activity and domestic work per week.²

Office of the India's Census 2001 defines child labour as participation of a child less than 17 years of age in any economically productive activity with or without compensation, wage or profit. Such participation could be physical or mental or both. This work includes part time help or unpaid work on the farm, family enterprise or in any other economic activity such as cultivation of field and milk production for sale or domestic consumption. Child labour include

main worker who work 6 months or more per year and marginal worker those who work at any time during the year for less than 6 months in a year.³

Bonded child labour is a unique problem in India. It is a system of forced or partially forced labour under which the child or usually child's parent enter into an agreement, oral or written with a creditor. Child is engaged in a work to repay the loan of that creditor. It is a form of slavery. Bonded child labour system is still existed especially in rural part of India.⁵

India is a country having second largest population in the world, after China. Many economist and social scientist believe that population of this country is an invaluable asset to us with which we are confidently and proudly marching towards superpower nation in the world. Inborn and glaring intelligence, hardworking ability, strong fighting spirit and daring to take risk, technological innovations and applications, deep faith in unity and democratic values, majority of working age group of people etc. are the significant characteristics of today's Indian population. This would certainly help us to bring our ambitious dream in to existence in near future. However the real and important question before us is that, are we taking into consideration the severe problem of child labour that is existed in this country since the ages?

Recently published report of The National Commission for Protection of Child Right (2014)⁵, clearly reveals that, there are 3,53,89,898 (2.93% of total population of India) children are below the age group of 18, who are engaged as workers in various sectors all over India. This statistic is an abusive and threatening to us, especially on the background of ambitious dream of building our country as superpower nation. Unless we tackle this serious problem very wisely and carefully, it will be an uphill task for us to build our nation as superpower in true sense.

This article has focused on present situation of child labour in India along with the constitutional measures available in this regard. This article has also attempted to focus on causes and effects of child labour in India and attempted to suggest some remedies for preventing and eliminating the same.

2. REVIEW OF LITERATURE

Report of UNICEF (2009)⁶, stated that, India is the real home of child labours in the world. India and African countries have been engaging highest numbers of child labours below the age of 14 years since many decades. International Labour Organization (ILO) in its report (2007) mentioned that, 70% of total child labour is deployed in agriculture and related activities throughout the world. According to the report issued by the U.S.Department of Labour (2011)⁸, there are 74 countries including India where child labours are employed in critical working conditions. This report also stated that, India is producing 23 kinds of goods with the help of child labours. Annual Report of National Human Right Commission (1999-2000)⁹, reveal that, 'Bonded Child Labour' system prevails in India Since many decades. It is a kind of forced labour where children below the age of 14 are engaged with oral or written agreement for repayment loan taken by their parents from land lords or business man. According to this report immense poverty, lack of education and unawareness of socio-economic developments among illiterate people especially in rural part of the country are the major causes held for the incidence of child labour. According to the report of National Sample Survey Organization (2005)¹⁰, reveal that, child labour incidence rate in India is the highest among Muslim Indian, followed by Dalits and Tribal Communities in India. There are many constitutional provisions specifically provides the protection for the rights against exploitation of children in India. Article 21, Article 23, Article

24, Article 45 deals with in this regard. Hon'ble Supreme Court of India (1996)¹¹ have given certain direction on the issue of elimination of child labour. The main features of this judgment are, survey for identification of working children, withdrawals of children working in hazardous industry and insuring their education in appropriate institutions. This judgment has also directed to pay compensation of Rs 20,000/- per child to be paid by offending employers for welfare of those child labours. Hon'ble Supreme Court of India also directed State Government of that respective state either to provide employment opportunity to adult member of the child so withdrawn from work or to pay Rs 5000/- p.m. towards the Welfare Fund created for such child labours.

3. PRESENT STATUS OF CHILD LABOUR

GLOBAL SCENARIO OF CHILD LABOUR

As stated earlier, Child labour is a global problem. International Labour Organization reported that, there were 259.64 million children engaged child labour in all over the world and majority of them were from African countries. According to this report, out of total child labours, 60% of them were engaged in agriculture and related activities.¹²

INDIAN SCENARIO OF CHILD LABOUR

The report of UNICEF reveals that, India with its larger population, has the highest number of child labours in the world. National Census Report (2011)¹³ admitted this fact by stating that, total number of child labours in the age group of 5 to 14 were found 82,28,481 in India and majority of them were engaged in agriculture and related activities.

Following is the census wise data of child labour found in India¹⁴

TABLE NO. 1 – CENSUS WISE POPULATION AND CHILD LABOURS IN THE AGE GROUP OF 5 TO 14, IN INDIA

Sr.No	Census year	Total Population*	Child labours**	Percentage
1	1991	84,63,83,986	1,12,85,349	1.33%
2	2001	1,02,64,43,540	1,26,66,377	1.23%
3	2011	1,21,05,69,573	82,28,481	0.68%

Sources: * Census of India 1991, 2001, 2011, Govt. India

** National Commission for protection of child rights Report 2014, Govt.India.

Above table 1 reveals that, according to Census 1991, existence of child labour in India was found 1,12,85,349 which were 1.33% of total population of India. Census 2001 reveals 1,26,66,377 child labours, which were 1.23% of total population of India. Census 2011, further reveals 82,28,481 child labour were found, which were 0.68% of total population of India. This data shows that rate of child labour is considerably decreasing from decade to decade. However number of child labours in India till year 2011 was quite significant.

TABLE NO. 2 STATEWISE DISTRIBUTION OF CHILD LABOURS IN INDIA CENSUS-2011

Sr.No	Major States in India	Child Labours	Percentage	Rank
1	Uttar Pradesh	18,50,566	22.49	1
2	Bihar	9,12,879	11.00	2
3	Maharashtra	6,73,260	8.18	3

4	Rajasthan	5,69,996	6.68	4
5	Madhya Pradesh	5,32,032	6.47	5
6	West Bengal	4,61,974	5.61	6
7	Gujarat	4,08,932	4.97	7
8	Karnataka	3,86,032	4.67	8
9	Andhra Pradesh	3,15,107	3.83	9
10	Telangana	3,07,371	3.70	10
11	Other States & Union Territories in India	18,10,332	22.00	
	Total	82,28,481	100	

Source: National Commission for Protection of child Rights Report 2014

Table No. 2 reveals that, according to Census 2011, Uttarpradesh is the unfortunate single largest state producing 22.49% child labours in India, followed by Bihar 11%, Maharashtra 8.18%, Rajasthan 6.68% Madhya Pradesh 6.47% West Bengal 5.61%, Gujarat 4.97%, Karnataka 4.67%, Andhra Pradesh 3.83% Telangana 3.70% and rest of the States and Union Territories having 22% of total child labour In India.

TABLE NO. 3 : AGE GROUP WISE DISTRIBUTION OF CHILD LABOUR IN INDIA

Sr. No.	Age group of child labours	Child Labouras		Total Child Labour	Percentage
		Main worker	Marginal worker		
1	5 Years to 9 Years	11,08,808	10,66,910	21,27,718	6%
2	10 years to 14 years	32,44,439	28,08,324	60,52,763	17%
3	15 years to 19 years	1,77,03,310	94,58,107	2,71,61,417	77%
	Total	2,20,56,557	1,33,33,341	3,53,89,898	

Source: National Commission for Protection of Child Rights Report 2014

Table No. 3 Shows that during the period of schooling age (05 to 19), 6% child labours are observed in age group of 5 to 9 years, 17% child labours are observed in age group of 10 to 14 years and remaining 77% child labours are observed in the age group of 15 to 19 years. It clearly indicates that majority of children (77%) remained out of their school and could not take secondary and higher secondary level of education.

4. SCOPE AND SIGNIFICANCE OF STUDY

Healthy Children are the important asset of any society. The future of that society and the nation as whole is entirely depending up on those children. These children have to play a definite and concrete role in the process of the development of the nation, in future as responsible citizens. Healthy childhood, conducive atmosphere and joyful education make them healthy, wise and responsible citizens. Many children in the society however are forced by their socio- economic and traditional conditions to engage labours work, which prevent them from their healthy childhood and joyful basic education. Their premature engagement in hard and forceful labour work, though supplement their family income, it badly affects on their physical and mental health. It also affects adversely on their all round development as human being.

Child labour is the result of various socio-economic, religious and traditional ills existed in the society. Poverty, illiteracy, lack of social and economic security, slavery, migration, religious and traditional attitudes and approaches of society at large etc. factors are responsible for engaging children as labour in society.

Though there are clear provisions in the Constitution of India and many Laws and Acts have come in to existence to prevent child labour in this country, it is evident that problem of child labour is existed to a greater extent. This problem is found in rural, semi urban as well as in urban area of this country. It is found in agriculture sector, in industrial sector as well as in service sector too. Detection of child labours, taking efforts for their rehabilitation and bringing them in to mainstream of healthy and responsible citizens are equally important. Along with enacting various Acts and Laws introduced by the States for preventing the child labour, serious implantation and observance of them is a matter of study.

5. OBJECTIVES OF RESEARCH STUDY

1. To study the demographic profile of child labours in India
2. To study the Constitutional and Legislative Provisions prohibiting child labour problems in India
3. To study the success rate of rehabilitating and mainstreaming child labours in selected states in India
4. To study the causes and effects of child labour

6. RESEARCH METHODOLOGY USED FOR STUDY

A study of child labours in India is conducted with the help of purely secondary data. Period of research study is limited ie from the year 1991 to 2012. Data is collected and analyzed with simple statistical tools and techniques like average, percentage etc and presented in tabular form.

7. CHILD LABOUR AND CONSTITUTIONAL PROVISIONS IN INDIA¹⁵

There are specific provisions against forced labour and child labour in the Constitution of India. These provisions protect the right against exploitation of children in India. These are as under.

- 1. ARTICLE 21:** This Article deals with protection of life and personal liberty. According to this provision, no person shall be deprived off his life or personal liberty. Except according to procedure established by law. This Article also protect the right to education, right to health to all the citizens of India, which make their life more healthy, more meaningful and more purposeful.
- 2. ARTICLE 23:** According to this article, traffic in human beings and beggar and similar forms of forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with law.
- 3. ARTICLE 24:** According to this article, no child below the age of fourteen years shall be employed to work in any factory or mine or engaged in any other hazardous employment.
- 4. ARTICLE 45:** This Article deals with provision for free and compulsory education for children. According to this provision, state shall endeavour to provide free and compulsory education for all children until they complete the age of fourteen years.

8. CHILD LABOUR AND POLICY OF GOVERNMENT¹⁶

The National Policy on Child Labour has been declared in August 1987. It contains Action Plan for tackling the problem of child labour. This policy deals with-

LEGISLATIVE ACTION PLAN

Central and State Governments have enacted following major Acts and Law to prevent child labour in India.

FACTORIES ACT OF 1948: This Act prohibits the employment of children below the age of 14 years in any factory. This Law also placed rules on who, when, and how long can pre adults aged 15 to 18 years can be employed in any factory.

THE MINES ACT OF 1952: This Act prohibits the employment of children below 18 years of age in a mine

THE CHILD LABOUR (PROHIBITION AND REGULATION) ACT OF 1986: This Act prohibits the employment of children below of 14 years in hazardous occupations identified in a list of by the law. The list was expanded in 2006 and again in 2008.

THE JUVENILE JUSTICE (CARE AND PROTECTION) OF CHILDREN ACT OF 2000: This law prohibits the employment of children in any hazardous employment or in bondedlabour.

THE RIGHT OF CHILDREN TO FREE AND COMPULSORY EDUCATION ACT OF 2009: This law mandates free and compulsory education to all children aged 6 to 14 years. This Law also mandates reservation of 25% seats in every private schools for children from disadvantaged group and physically challenged children.

IDENTIFICATION AND RESCUE OF CHILD LABOURS

Under the National Policy on Child Labour 1987, Ministry of Women and Child Development, takes initiative for identification of child labour employed and rescued them from hazardous and forced employment. Special programmes are arranged, effective advertisements are made to create awareness among people so as to prevent the child labour and restitution of their fundamental rights. Responsible employers are prosecuted under the provisions of existing Criminal Acts and convicted employers are punished with fine and imprisonment.

TABLE NO. 4: IDENTIFICATION, RESCUE AND PROSECUTION AGAINST EMPLOYERS. UNDER CHILD LABOUR (PROHIBITION AND REGULATION) ACT 1986

Year	Inspections	Violations	Prosecution	Convictions	Percentage of prosecution to volition	Percentage of conviction to prosecution
2009	3,28,077	8709	5633	1489	65%	26.43%
2010	2,55,176	11,182	4570	1536	41%	33.61%
2011	1,50,771	14,411	6011	976	42%	16.23%
2012	1,64,453	12,019	5018	1144	42%	22.79%
2013	1,74,994	8859	346	1041	39%	29.86%
Total	10,73,471	55,180	24718	6186	45%	25.02%

Source : Ministry of Labour, Govt. Of India reproduced in https://en.wikipedia.org/wiki/child_labour_in_India.

Table No. 4 Reveals the data with regards to identification of incidence of child labours, violation of Child Labour (Prohibition and Regulation) Act 1986, prosecution registered under this Act and convicted employers engaging child labour in their enterprises. This data further reveals that in the year 2009, 5633 (65%) suspected employers were prosecuted under the above Act and out of them, 1489 (26.43%) employers are convicted. In the year 2010, 4570 (41%) suspected employers were prosecuted and out of them 1536 (33.61%) were convicted. In the year 2011, 6011 (42%) suspected employers were prosecuted and 976 (16.23%) were convicted. In the year 2012, 5018(42%) suspected employers were prosecuted and 1144 (22.79%) were convicted. During the year 2013. 3486 (39%) suspected employers were prosecuted and 1041 (29.86%) were convicted. In total during the year 2009 to 2013, 24718 (45%) suspected employers were prosecuted and out of them 6186 (25.2%) employers were convicted under this Act.

REPATRIATION AND REHABILITATION OF CHILD LABOURS

Government takes necessary further action for repatriation and rehabilitation of identified and rescued child labours. Especially in case of migrant child labours and the child labours in marginalized communities are brought in to mainstream of good citizens providing them food, shelter, formal education, prevocational training etc. These children are brought under various income and employment generation schemes.

TABLE NO.5 REPATRIATION, REHABILITATION AND MAINSTREAMING OF CHILD LABOUR IDENTIFIED (CENSUS 2011)

Sr. No	State Name	No. of children Identified	No. of children	
			Mainstreamed	Percentage
1	Uttar Pradesh	18,50,566	40,564	2.19%
2	Bihar	9,12,879	20,835	2.28%
3	Maharashtra	6,73,260	8,860	1.31%
4	Rajasthan	5,69,996	5,175	0.90%
5	Madhya Pradesh	5,32,032	22,633	4.25%
6	West Bengal	4,61,974	10,573	2.28%
7	Gujarat	4,08,932	1,178	0.28%
8	Karnataka	3,86,032	4,503	1.16%
9	Andhra Pradesh	3,15,107	21042	3.38%
10	Telangana	3,07,371		
11	Orissa	92,087	23,505	25.52%

Source: Census of India 2011, Govt.of India and Report of National child labour project scheme 2012

Table No. 5 Clearly reveals that the proportion of rehabilitated and mainstreamed child labours to the identified child labour are very disappointing one. Above table of leading states engaging most of the child labours indicates that only the Orissa state with 25.52% rate of rehabilitation and mainstreaming have shown considerable progress. All other states have shown their rate of rehabilitation between 0.28% to 4.25% Gujarat and Rajasthan states have failed totally in rehabilitating and mainstreaming of child labours with 0.28% and 0.90% rate respectively.

9. MAJOR OBSERVATION AND FINDINGS WITH REGARDS TO CHILD LABOUR IN INDIA

There are 259.64 million children are engaged as child labour throughout the world.

There are as many as 3, 53, 89,898 (2.93% of total population of India) children below the age group of 18 years those are engaged as child labour, depriving of them from their secondary and higher secondary schools throughout India.

Majority of child labours (60%) is engaged in agriculture and allied sector.

Especially in rural part of India, bonded labour system (forced labour) are still found, where children below the age of 14 years are engaged forcefully to repay the loan taken by their parents.

Immense poverty and lack of education are the most important reasons found and held responsible for high incidence of child labour.

Rate of child labour about to total population is sliding down consistently especially from 1991 to 2011. However efforts taken by the Government of respective State and Non Government Agencies in this regard are very negligible and non considerable.

Uttar Pradesh is the single largest state having child labour population with 22.49 of total child labours found in India (Census 2011)

Uttar Pradesh, Bihar, Maharashtra, Rajasthan, Madhya Pradesh, West Bengal, Gujarat, Karnataka, Andhra Pradesh and Telangana are the top 10 states engaging 78% of total child labour and remaining 26 States and Union Territories have been engaging 22% of total child labours in India.

Age group wise survey of child labours (Census 2011) reveal that, there are 6% child labours belongs to age group of 5 to 9 years age group and 17% are belongs to 10 to 15 years, 77% are belongs to 15 to 19 years of their age group. Altogether 353,89,898 schooling children in the age group of 5 to 19 are found while working throughout India.

So far as violation of the child labour (Prohibition and Regulation) Act 1986 is concerned, from the year 2009 to 2013, altogether 24718 (45%) of total suspected employers were prosecuted under this Act and out of these 6186 (25.02%) employers were convicted under the trial.

Rate of prosecution to the identified child labour incidence are very low ie 45% and rate of conviction to the prosecution is further lower ie 25% this is the most worried fact in prohibition and elimination of child labour movement.

Uttar Pradesh is the leading state in engagement of child labour in India of which rate of rehabilitation and mainstreaming is only 2.19%

Gujarat State has failed in rehabilitating and mainstreaming attempts with 0.28% rate of success. It means, out of 4,08,932 child labour incidence, only 1178 children were rehabilitated and mainstreamed.

Orissa is the most successful State with 25.52% success rate, in rehabilitating and mainstreaming its child labours.

Child labour incidence rate in India is the highest among Muslim followed by Dalit and Tribal Communities respectively

Though there are strong constitutional provisions and enactments are made for preventing and rehabilitating child labours, it is experienced that execution of them are not effective and serious to the required extent. Adequate awareness about these provisions among people and extreme apathy in implementation of these Acts and Laws on the part of Government Officials is held responsible to this situation.

10. CAUSES AND REMEDIES FOR ERADICATION OF CHILD LABOUR

EXISTENCE OF IMMENSE POVERTY

Even after 70 years of independence, there is fearful existence of immense poverty which is the root cause of the child labour in rural as well as urban part of the country. Due to shortage of adequate income source, many families push their children below the age of 14, to earn money in support of family income.

Hon'ble Supreme Court of India, while delivering the judgment, have directed respective State Government to provide employment opportunity to adult member of that family or to pay certain amount towards Welfare Fund created for such child labour.

10.2 . LACK OF ADEQUATE AND GOOD QUALITY OF EDUCATION

Many socially and economically poor families could not provide adequate and good quality education for their children. It causes hurdles in personality development process of child and there by divert towards laboring.

Free and compulsory qualitative education with moral values should be provided to every child. Adequate attempts are to be made to enhance their skills and competencies at appropriate level. For this purpose more NCPL schools at taluka levels are to be started throughout the country

LACK OF ADEQUATE AND EFFECTIVE AWARENESS MECHANISM

Lack of adequate and effective mechanism for making awareness in eradication of child labour is another important cause held responsible for this problem.

It is experienced that Government Offices are not taking keen interest in executing awareness programs. Along with Government Offices, Non Government Agencies should be asked to establish, support and guide properly for organizing and executing awareness programs in this regard.

LACK OF RESEARCH ACTIVITIES

Even at district level, adequate research activities are not undertaken so as to eliminate child labour totally.

At every district level, under the leadership of District Collector, research activities are to be undertaken. Colleges and Universities are to be asked to contribute in these activities seriously.

LACK OF FINANCIAL SUPPORT TO THE FAMILIES OF CHILD LABOUR

There is no strong and assured financial support or easy access to credit at affordable rate of interest is available to socially and economically poor families in India. Special and positive attempts are to be made at government level, to establish separate nationalized bank on financial

Institution for making easy finance with lower rate of interest. Finance is to be made without security if possible for productive purposes only.

LACK OF FEAR OF LEGISLATIVE MEASURES

Though there are many Acts and Laws existed for prevention of child labour, implementation and execution of them are not up to the mark. Many times offenders are managed with the money. There is no fear of legislative measures in the minds of offender employers.

Existing Acts and Laws should be amended with the provision of heavy punishment in the form of fine and rigorous imprisonment for longer period. Engaging children below the age of 14 should be treated as crime against the nation.

PUBLIC PARTICIPATION IS NOT UP TO THE MARK

Eradication of child labour problem is to be treated as national duty of every good citizen of India. Due to many reasons, public is not participated adequately in this movement.

Government Offices, Non Government Agencies, Schools and Universities are asked to take active participation in eradication of child labour problem. They are also asked to avail active participation of domestic public for this purpose.

11. CONCLUSION

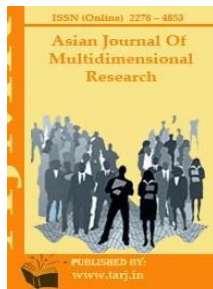
A child is an invaluable asset of any society. Future of any country entirely depends up on how children are brought up as responsible citizens. Child labour problem prevent these children from getting basic education and highly detrimental to their health which leads to hamper intellectual and physical growth. It also deprives their joyful child hood.

Child labour is not only a socio economic problem, It is an abuse to democracy and democratic values those are observed in matured democratic nation like us. Child labour is not simply violation of Acts and Laws, It is a violation of fundamental human rights accepted universally. Certainly it is way of exploitation of poor, illiterate, needy and excluded section of society. By tradition Muslim, Dalits and Tribal Communities are the more sufferers for many different reasons. Central and State Governments, Non Government Agencies like Universities, Colleges, Research Institutions and interested individual researcher should seriously probe in to socio-economic and cultural matters those are responsible for causing child labours and take serious and concrete efforts to eradicate the same. At individual, institutional and government level awareness programmers in eradication of child labour must be organized. This present program of eradication of child labour must be converted into mass movement. Of course offence of engaging children below the age of 14, engaging into hazardous and vulnerable jobs or encouragement to such act must be treated as crime against nation and must be punished with severity. Aim of our nation should be superpower nation without the existence of child labour.

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COMPARISON OF SELECTED LINEAR MEASUREMENTS OF URBAN SCHOOL BOYS IN RELATION TO THEIR SOCIO ECONOMIC STATUS

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ABSTRACT

Linear measurements and the socio-economic status of participants is necessary to take into consideration so that talent selection among the participants for a particular activity could be achieved properly. In the present investigation study was conducted upon selected linear measurements of urban school boys in relation to their socioeconomic status. The study was conducted upon 50 candidates of various SES group in district Ambala. Height of boys of high socio-economic status group is more than those of the middle and low socio-economic status group. High and middle boys group possesses the statistically similar height. It is clear that linear measurements such as height and leg length of urban high socio-economic status group boys was more than those of middle and low socio-economic status groups. These differences in the body size possibly occur in the urban areas due to balanced diet, better living standard, tension or stress free environment and proper care of health habits.

INTRODUCTION

Performance in sports depends upon certain factors- physique and body composition being one of the most important. Athletes for certain games are selected naturally on the basis of their body characters. Hirata (1979) has suggested that the selection of Olympic athletes based on their morphological measures (weight, height, ponderal index and age) should be done two years prior to the Olympic games and probables thus selected may be put to best training for winning their respective events. Thus the best available training efforts of a country if coupled with proper selection of athletes may be undoubtedly expected to improve its national athletic performance levels.

Garay et.al. (1974) after an intensive study of anthropometric measurements of Olympic Athletes concluded that top level performance in particular events demands particular size of the body and shape, other aspects being similar. They established strong relationship between the structure of an athlete and specific task (event in which he excelled) clear physical proto type exists for optimal performance at Olympic level.

STUDY AREA AND METHODOLOGY

In the present investigation an attempt has been made during April 2009 to 2 June 2010 to study the selected linear measurements of urban school boys in relation to their socioeconomic status. The study was conducted upon 50 candidates of various SES group in district Ambala. For measuring linear measurements were measured by anthropometric rod. Different socioeconomic status group were divided on the basis of test using common socio-economic status scale (P.G.Aaron, M.G. Marihal and R.N.Maltesha). The height was measured distance from the vertex to the horizontal ground, the subject standing straight against an upright straight wall with heels and back touching wall. The leg length was measured by distance between the anterior superior iliac spine and the standing surface was measured with the anthropometric rod.

RESULTS

TABLE 1 COMPARISON OF HEIGHT OF URBAN SCHOOL BOYS AMONG VARIOUS SES GROUP

Sr.No.	Variables	Means	S.D	SED	T-Test
1	HIGH SES	167.89	9.62	1.433	1.066
	MIDDLE SES	167.41	7.84		
2	HIGH SES	167.89	9.62	1.476	2.327*
	LOW SES	164.45	8.42		
3	MIDDLE SES	167.41	7.84	1.328	3.737**
	LOW SES	164.45	8.42		

*significant at 5% level $P=2.03$

**significant at 15 level $P=2.72$

The table 1 indicates that the mean scores of height of Low socio Economic status is found to be smaller than those of High socio economic status and Middle socio economic status groups. The T value between High SES & Low SES, Middle SES & Low SES are found to be significant at 1% level.

The difference in mean scores of Height between High SES & Middle SES group is however, not found to be significant. It is clear that Middle SES group students are taller than that of Low SES group students whereas; middle and high SES group students have almost statistically similar heights.

TABLE 2 COMPARISON OF LEG LENGTH OF URBAN SCHOOL BOYS AMONG VARIOUS SES GROUP

Sr.No.	Variables	Means	S.D	SED	T-Test
1	HIGH SES	99.84	5.97	0.946	0.039
	MIDDLE SES	99.81	5.61		
2	HIGH SES	99.84	5.97	1.476	2.327*
	LOW SES	96.56	6.66		
3	MIDDLE SES	99.81	5.61	1.328	3.737**
	LOW SES	96.56	6.66		

* significant at 5% level $P=2.03$

** significant at 1% level $P=2.72$

The table 2 shows the scores and mean scores of leg length of different groups of socio economic status groups. The mean score between high SES & Low SES, Middle SES & Low SES group are found to be significant at 1% level.

The difference in mean score of High SES & Middle SES group is however, not found to be significant. The mean score of leg length of middle SES group is more than that of the low SES group, whereas; High SES and Middle SES groups have statistically similar values of leg length.

DISCUSSION

Height of boys of high socio-economic status group is more than those of the middle and low socio-economic status group. High and middle boys group possesses the statistically similar height.

Leg length of boys of high socio-economic status group is more than those of middle and low socio-economic status group, whereas the high and middle socio-economic status groups have the similar value of leg length.

It is clear that linear measurements such as height and leg length of urban high socio-economic status group boys was more than those of middle and low socio-economic status groups. These differences in the body size possibly occur in the urban areas due to balanced diet, better living standard, tension or stress free environment and proper care of health habits. Due to these facilities, growth and development of the children in the family of high socio-economic status group occur smoothly and which are not possibly available in other group families.

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E-COMMERCE AND DRUGS

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ABSTRACT

E-commerce is buying and selling goods and services over the Internet. By the help of the flexibility offered by computer networks and the availability of the Internet, E-commerce develops on traditional commerce. E-commerce creates new opportunities for performing profitable activities online. It endorses collaboration between different groups: businesses sharing information to improve customer relations; companies working together to design and build new products/services; or multinational company sharing information for a major marketing campaign. Marketing, retailers, banks, insurance, government, training, online publishing, travel industries are some of the main recipients of e-commerce. In recent years Internet pharmacies have become an increasingly more popular component of the pharmaceutical supply chain as alternatives to the conventional bricks-and-mortar pharmacies. Drugstore.com and CVS.com also enter, refill and sell new drugs and vitamins and other health and beauty products online. www.drugstore.com, www.cvs.com. Amazon.com provides access to books music CDs, electronics, software, toys, video games, prescription drugs, and much more electronically. There are a number of active differences between Internet pharmacies and conventional pharmacies. Since Internet pharmacies can potentially operate anonymously through the Internet, they have the potential of presenting consumers with safety risks (some of which could be potentially life threatening) compared to conventional pharmacies. In view of this, the safety concerns related to Internet pharmacies can be reduced to the same level as those related to conventional pharmacies by making Internet purchases through authorized internet pharmacies. Research shows that online shopping of drugs is disrupting the classic method of supply chain but it can be controlled by calculating the demand of the medicines market & the distribute /split it via online (buying through internet) & offline (buying through stores) channels so that both get fair chance. The Government should control the amount of business that would be able to do in a particular time period also no harm in buying medicine lines if the process of buying runs smoothly but in a balanced manner.

KEYWORDS: Internet pharmacies, e-commerce, traditional pharmacies, controlled expansion

INTRODUCTION

With the introduction of computer and technology every aspect of our life has experienced a massive change. Computer and technology has made everything better as well as easy which has transformed our life in the last decade itself. Now a days, it is impossible to think about a life without technology. Like any other field, the pharmaceutical industry has also undergone a huge change in the last few years. With everything becoming internet based and ecommerce shopping on the rise, even pharmaceutical industry has transformed into an ecommerce platform. India's e-commerce market is set to hit \$76 billion by 2021 from \$13.6 billion in 2014, according to e-Tailing India. However, as business model changes have become more frequent and delivery more complex, increasing innovation in promotion, pricing, sale, and even distribution channels will be seen going forward. Commercial ecosystem is evolving with innovative startups snatching the mass market of India and taking opportunity in solving some of the big challenges faced by the country. For example, BigBasket & MyGrahak for delivering groceries at home, Portea Medical with home medical care, Housing.com for realty based challenges.

People now a days do not find enough time to go and shop for medicines and drugs from the pharmacies and hence there is the advent of the ecommerce pharmaceutical stores which deliver the drugs to your doorstep. So without facing any kind of hassle you will get the product at your house be it in bulk or otherwise. E-pharmacies, the popular name of online sellers of drugs, are a new phenomenon in this country but the growing success graph of E-pharmacies is being opposed by the chemists in India. So the study is related to critically analyze the issue and the impact of e-pharmacies on consumers and chemists.

The followings are the business uses of the Online Pharmacies. These services and competences are a core part of a successful e-commerce program. They are either parts of a Pharmavalue chain or are included as supporting activities of Pharmaceutical Marketing:

- Buying and selling Drugs and related services
- Providing services to Patients
- Collaborating with other Pharma Companies
- Gathering information (on competitors, and so forth)
- Providing Pharma Onlineseller support
- Publishing and distributing information about the drugs
- Providing software update and patches

LIST OF FEW RECOMMENDED ONLINE PHARMACIES

TABLE NO. 1: RECOMMENDED ONLINE PHARMACIES

Name	Web Site Address	Membership Type
Aetna Rx Home Delivery	www.aetna.com/aetnarxhomedelivery	Membership Required
Allcare Specialty Pharmacy, LLC	www.allcarepharmacy.com	Open to all
AmeriPharm,	www.medvantrx.com	Open to all

IncdbaMedVantx Pharmacy Services		
AssuredRx, LLC	www.assuredrx.com	Membership Required
BI-LO, LLC	www.bi-lo.com www.winndixie.com	Open to all
Arrow Pharmacy Holdings, LLC dba Arrow Pharmacy and Nutrition Center	www.Familymeds.com	Open to all
BioPlus Specialty Pharmacy Services	www.bioplusrx.com www.bioplus.pharmacy www.bioplusspecialty.pharmacy	Open to all
Brawley Pharmacy, Incdba Valley Medical Pharmacy	www.drugsdepot.com	Open to all
BriovaRx, LLC	www.briovarx.com	Open to all
Caremark.com	www.caremark.com www.cvs.pharmacy www.cvscaremark.pharmacy www.caremark.pharmacy	Membership Required
Curant, Inc	www.curanthealth.com	Open to all
Diplomat Pharmacy, Incdba Diplomat Specialty Pharmacy	www.diplomat.is	Open to all
Direct Pharmacy Source, Inc	www.directpharmacysource.com	Open to all
DrugSource, Inc	www.drugsourceinc.com www.drugsourceinc.pharmacy	Open to all

India is both a hub for pharmaceuticals production and market for pharmaceuticals so there seems to be tough competition in providing medicines through various means like internet. Recently government formed a sub committee to review online sales of medicines. India's huge population and healthcare needs make the e-pharmacies to expand greatly.

OBJECTIVES

1. To focus on specific risks or benefits related to E-commerce as well as related to specific stakeholders viz. Consumers, Physicians, Governments and Pharmaceutical manufacturers by analyzing all the risks and benefits for all of them.
2. To evaluate the feasibility of Internet Pharmacies as an E-commerce corporate model, combining the risks and benefits relate to all investors including competitors of E-commerce.
3. Critically analyze the issue and the impact of e-pharmacies on consumers and chemists.

IMPACT OF E-PHARMACIES ON CONSUMERS AND CHEMISTS

Medicine unlike any normal product is potential threat to life and hence its sale and purchase is regulated by the Government. Usually most of the medicine are sold on recommendation of

doctors made via proper prescription. The pharmacist play an important role in guaranteeing the right medicine is delivered to the customer. These pharmacist are trained professionals. A recent phenomenon of e-pharmacies have developed in India where in patient can purchase drugs online. E-pharmacies refers to the online sale of drugs. Traditionally a product move from Producer to C&F agent to Wholesaler to Retailer to customer. In between transportation and agency are also involved. In e-commerce stakeholders in supply chain management are reduced, products are delivered to customer directly by manufacturer or C & F agent through courier and margins of wholesaler and retailers are shared with customer.

Certain risks attached to such purchase includes:

1. The on line Pharma companies are respondent of not employing trained pharmacists. This may lead to delivery of incorrect medicine.
2. On line drug store do not process the prescription. Thus many drugs which are supposed to be taken under Physicians recommendation only are getting distributed casually.
3. Unregulated use of medicine may create drug resistance among the pathogens which then will mandate for stronger medication. That may have its own side effects.
4. Finally brick and mortar operators i.e. those companies that possesses buildings, production facilities, or store for operations have suspect that e-pharmacies are not obeying with many of the regulations which they have to follow which is creating uneven and adverse condition for doing business.
5. E-pharmacies can start price wars that chemists cannot compete.
6. Chemists are easily regulated and need to invest in store maintenance and pharmacists. E-pharmacies are not transparent.
7. There is no clean regulation and this could lead to malpractice.
8. Chemists allege violation of Indian laws such as Drug and Cosmetics Act, 1940, Drugs and Cosmetics Rules 1945, Pharmacy Act 1948 and Indian Medical Act 1956. But e-commerce is governed under Information Technology Act, 2000.
9. Online sellers are subverting regulatory provisions.
10. Indi`s regulatory mechanism is not effective like in developed countries and hence it is unprepared for this form of sale and alarm about e-pharmacies.
11. There is also possibility that online pharmacy may produce fake license which promote chances of selling counterfeit substandard, or adulterated drugs which will risk patient.

But with proper modernization of laws and Governments` strong rules and regulatory mechanism, e-pharmacy will benefit society. The following is the likely impact of e-pharmacies on consumers and chemists:

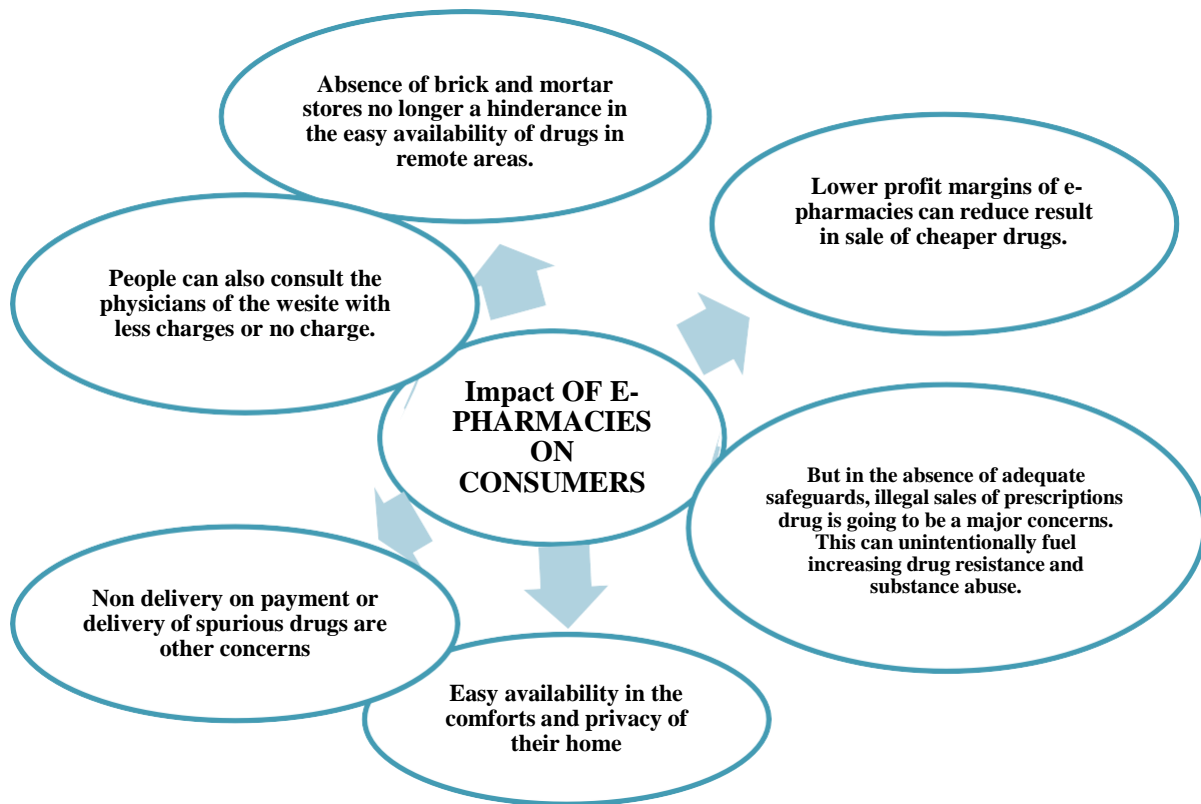


FIGURE NO.1: IMPACT OF E-PHARMACIES ON CONSUMERS

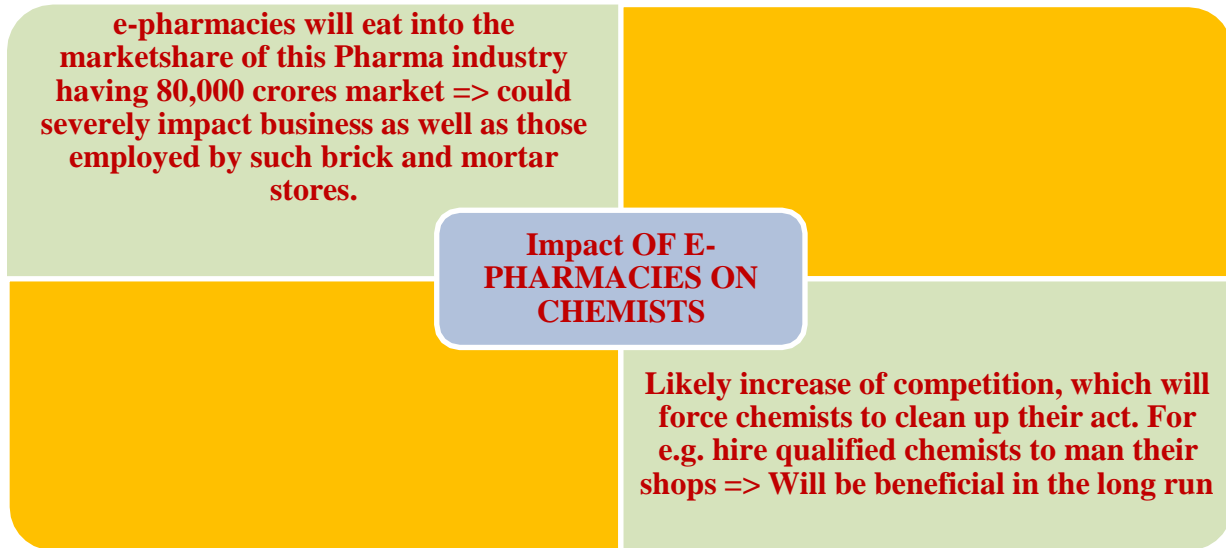


FIGURE NO.2: IMPACT OF E-PHARMACIES ON CHEMISTS

Despite the negative impact on chemists in the short run, e-pharmacies will have a largely positive impact on the customers as well as chemists in the long run. However, given the dangers listed above, it is advisable that the government immediately amends the Drugs and Cosmetics Act, 1940 to ensure that e-pharmacies are adequately regulated. These problems are serious from

point of view of both business and health. State govt. like that in Maharashtra has already invaded the premises of major E-retailer in cases related to sale of prescription drug over internet without examining the prescription. There is need for the Drug Authority to come up with strong regulation to prevent any threat in future.

IMPACT OF SELLING OF DRUGS THROUGH APP OF PHARMACY ON YOUR SMARTPHONE ON CHEMISTS AND CUSTOMERS

In terms of marketing aspects, Internet pharmacies have been found to meet the needs of the four Ps, i.e. product, price, promotion and place (Kotler, 2000). The most significant of these is the increased access by US consumers to affordable medicine which has been shown to be potentially life-saving (Gowrisankaran and Town, 2005). Internet pharmacies also fit into the hypothesis of the wheel of retailing (Hollander, 1960; Kotler, 2000) as low-price entrants, generally providing a low level of service, coupled with the ability to provide higher levels of service if necessary.

A new phenomena in country however with increasing use of smart phones having internet access and growing popularity of online buying this section emerged but this has some issues are as follows:

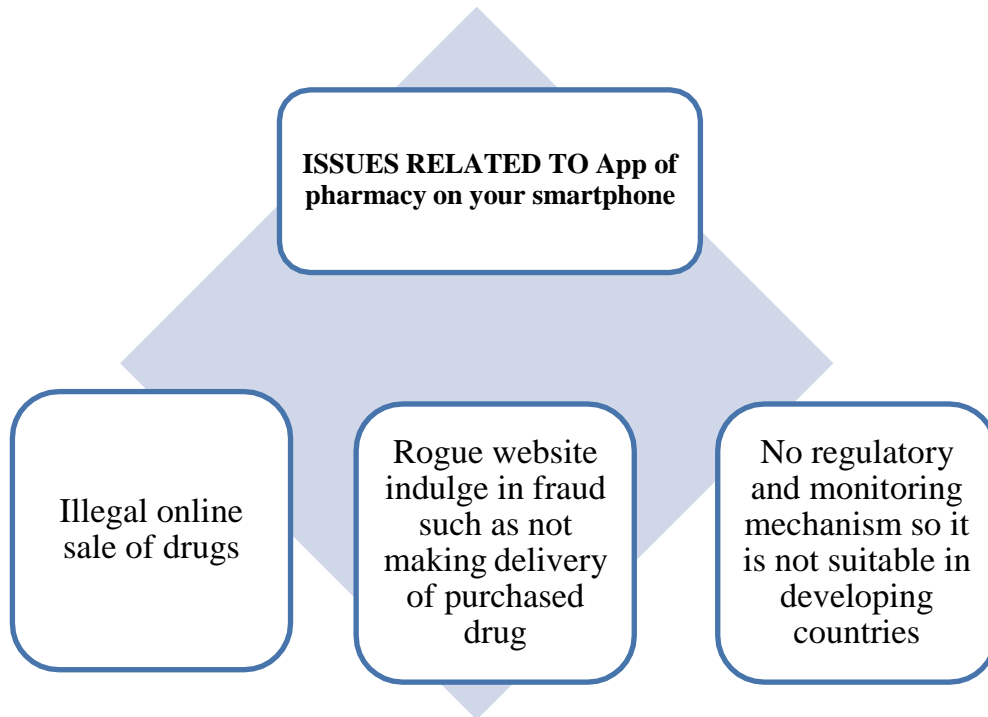


FIGURE NO.3: ISSUES RELATED TO APP OF PHARMACY ON YOUR SMARTPHONE

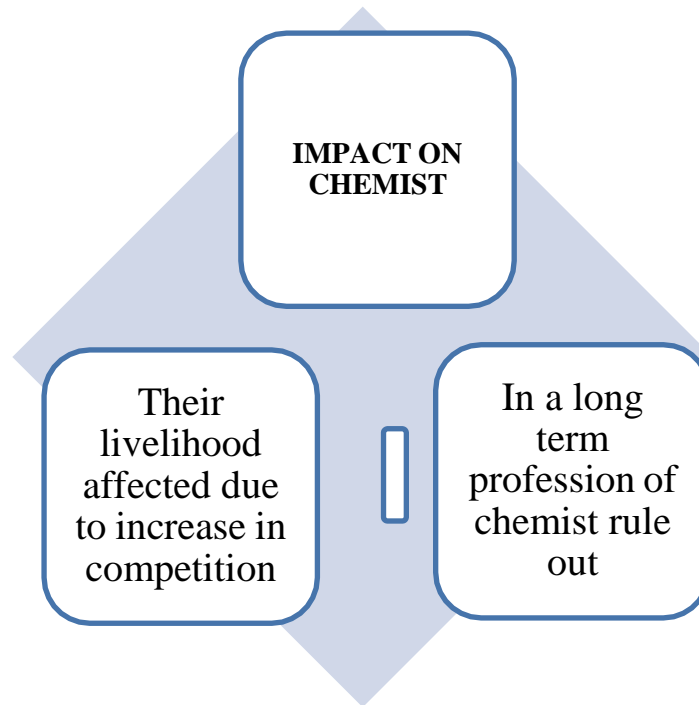


FIGURE NO.4: IMPACT OF HAVING AN APP OF PHARMACY ON CUSTOMERS' SMARTPHONE ON CHEMISTS

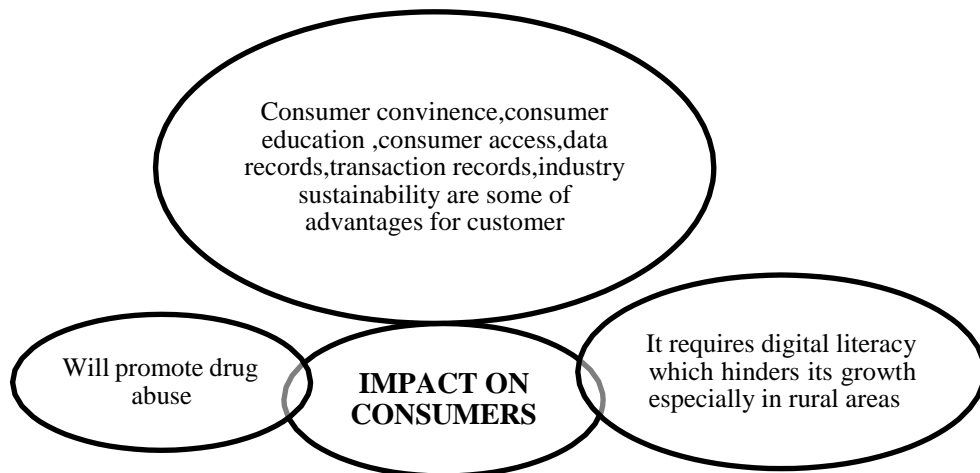


FIGURE NO. 5: IMPACT OF HAVING AN APP OF PHARMACY ON CUSTOMERS' SMARTPHONE

The concern is to regulate and monitor online sale of medicine. Ultimately, it is health of ordinary Indian and their access to affordable medicine that should be basic criteria.

In the contemporary era of growing online business and big million day promotion and sale of Flipkart and other e-trading platforms, e-pharmacies represent a new phenomenon in the country. This refers to selling drugs and medicines through online empowering platforms.

But e-pharmacies are being opposed by the chemists. The reason for the opposition:

1. Loss of business for the pharmacy shop owners.
2. Government is already providing free of cost medicines to the shop owners in the states like Rajasthan are facing loss of business, e-pharmacies will further multiple the problem.
3. There are many scheduled drugs which could only be sold on prescription, will be available without any control or check from e-pharmacies.
4. E-pharmacies are have enormous reserves/assets, so they could offer deep discounts.

Other issues associated with e-pharmacies:

1. In India only those people can open medical shop who Bachelors pharma degrees, whereas e-pharmacies will not have that. E-pharmacies will serve only as platform.
2. OTC (Over the counter) sale of medicines will increase which may include few lifesaving drugs as well. This may increase use of non-prescribed medicine i.e. OTC drugs e.g. Paracetamol, Crocin and many antibiotics etc. which could further increase resistance against antibiotics and diseases like MDR- Tuberculosis.
3. As they aid only as platform, sellers could sell tranquillizers and drugs in concealed system.
4. Disease details are individual, these would be available to e-pharmacies who could misuse that.
5. Authentication of physician online is not clear.
6. Vulnerability of exchange of expiry medicines from websites to prevent their loss.
7. Transportation of medicines which are temperature sensitive will be tough.
8. No check on minors in cart of medicines.
9. Some are legitimate website for e-pharmacy while some are not. No way to get to know about it, which would let to supply illegal and harmful medicines.
10. Loss of livelihood of many chemists.
11. Not accessible to wider poor population who in fact requires the discounted amount.
12. The step would pose serious challenges to regular chemists, especially those who are working in Tier 1 & tier 2 cities, where courier services have already penetrated well. Their profit margins would go down as it happened in case of other consumer good after Flipkart, Amazon, etc. however, chemists working in semi-urban and rural areas wouldn't get much affected very soon. Most of the chemists would rather end up using B2C model of these e-commerce websites.

However there could be some positive impression of e-pharmacies.

TABLE NO.2: POSITIVE IMPRESSION OF E-PHARMACIES

Sr. No.	Positive impression of e-pharmacies
1.	Ease of purchasing medicines from home 24*7
2.	Availability is ensured every time, which is not always true for shopkeepers at different places
3.	Since medicines cost have deep margins, e-pharmacies can offer discounts.

Generally the pharmacy stores are located just outside the hospitals and people directly go these shops after consulting doctors. The medicines prescribed by the doctor from the particular hospital are generally available in the pharmacy near to that hospital. Hence not much business will be lost from these shops.

In total e-pharmacies propose an average of settling casual supply of medicines. Increase in rivalry will reduce the prices also and more offers in general. However appropriate legal agenda, secrecy defense and IMA rules should be outlined before its introduction.

As far as Lifesaving drugs are concerned, there are few positive points which can be considered as merits of e-pharmacies.

1. Lifesaving drugs, which are becoming unaffordable to the common people, will be available for cheap price.
2. Will be available at one's doorsteps.
3. Can be accessible easily, especially rare drugs which are not available in local markets.
4. Privacy can be maintained.

Some negatives are also associated with e-pharmacies:

1. Sale of medicines without duly checking the physician's prescription by a qualified and certified pharmacist is violation of standing rules.
2. There is no regulatory body to monitor the e-sale of medicines.
3. Easy access to drugs without physician's prescription may lead to misuse as well as overuse of life saving drugs.
4. Poor people are likely to buy the 'cheap medicines' available online even at the cost of quality.

As this is a very serious matter affecting the life of the citizens, the government has to take a decision after reviewing the significances of the problems judiciously. Additional, in this electronic era, absolute ban on e-sale of medicine isn't sensible. The government can also take into account the measures taken in other countries in this respect.

AIOCD PROTEST AGAINST ON LINE MEDICINE SELLING

1. AIOCD give advice to central government to form committee to check and balance online selling as legal, follow the procedure but if legal online are not legally authorized, authentication site, license certified for selling the medicine but chemist are professional expert and government qualification certified license which would be leagle.
2. Online selling site may be fake for business financial profit united states of medicine administration has given advise to the consumer to be careful because illegal duplicate medicine which would harm the people health that very serious issue.
3. Chemist holds a qualified degree and also expects a doctor who is expert and handle some small issues, but in online not directly conversation between the customer and chemist may be wrong delivery of medicine.
4. Growing over more competition between both seller huge loss of chemist demanding with government intervention follow the legal procedure and complete ban online selling.

RESEARCH METHODOLOGY

This is a feasibility study to analyze the risks and benefits of Internet pharmacies as they relate to the various stakeholders, viz. Consumers, physicians, Governments and Pharmaceutical manufacturersthrough exploratory research, examining the Indian Internet pharmacy model. This research was conducted using many articles and readingsavailable in journals and periodicals, and posted on various websites. Primary data is collected by the research tool Questionnaire. The research also focused on topics related to the risks and benefits of Internet pharmacies relating to the following stakeholders of Indian Internet Pharmacies.

The research allowed the analysis of Online Pharmacies to be evaluated according to the four areas: functioning, marketing, financial and healthcare considerations.

DATA ANALYSIS

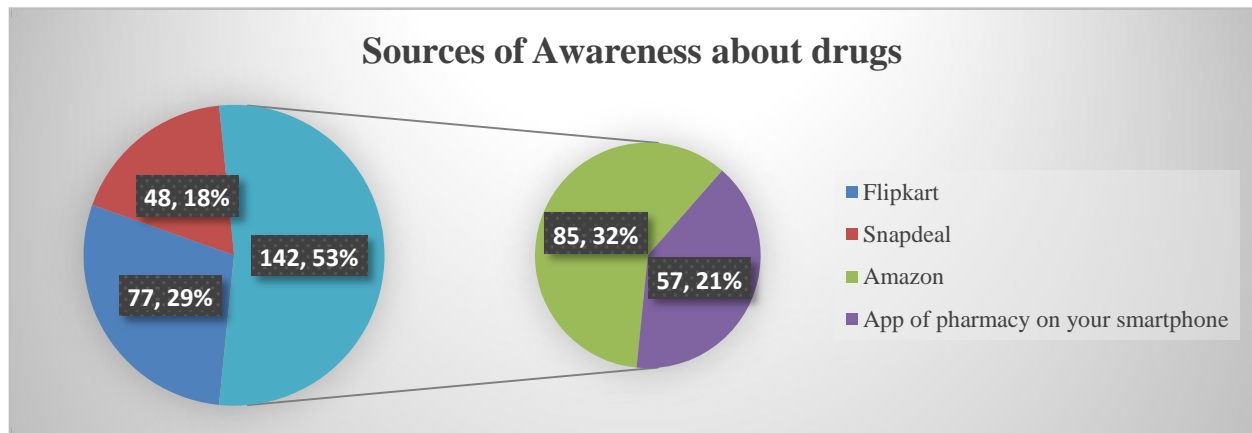
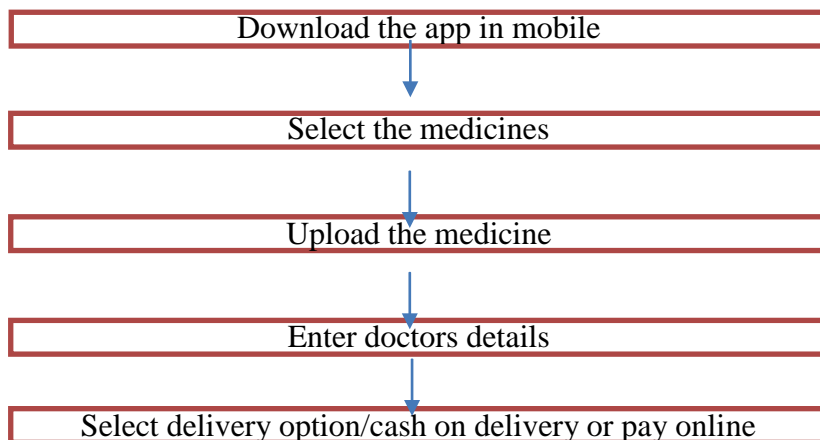


CHART NO.1: SOURCES OF AWARENESS ABOUT DRUGS



FLOW CHART FOR GENERAL SEQUENCE OF BUYING ONLINE DRUGS

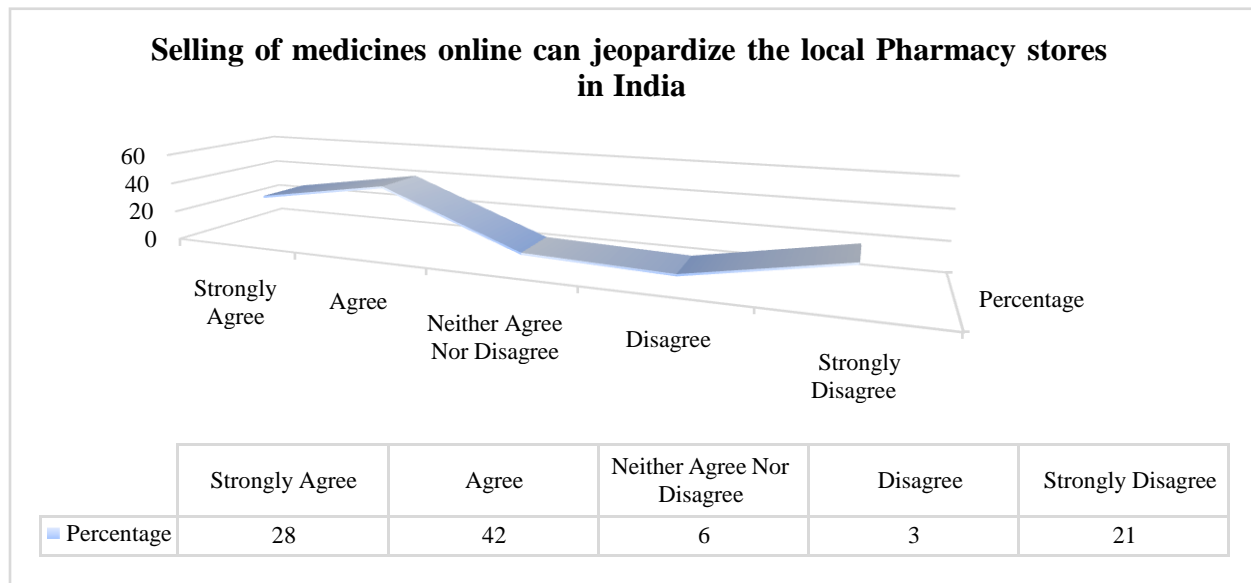


CHART NO.2: SELLING OF MEDICINES ONLINE CAN JEOPARDIZE THE LOCAL PHARMACY STORES IN INDIA

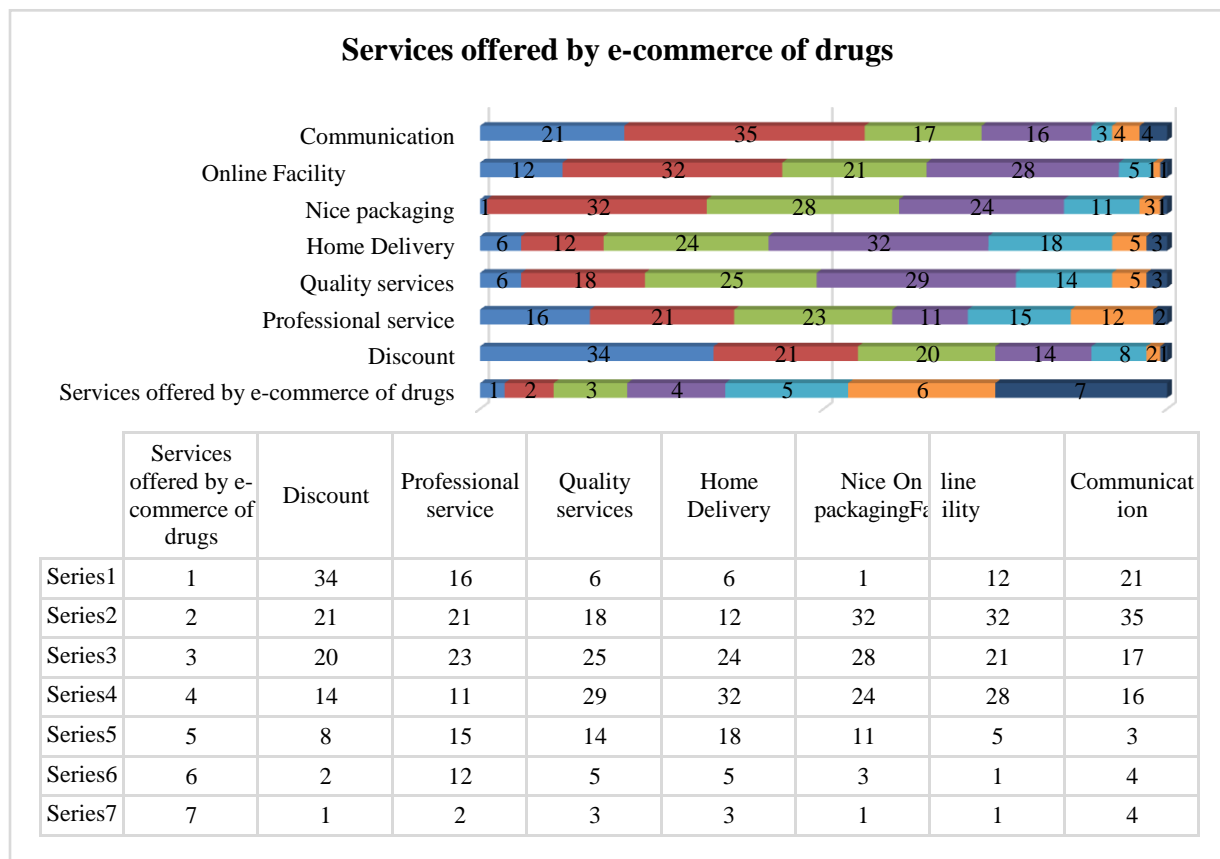


CHART NO.3: SERVICES OFFERED BY E-COMMERCE OF DRUGS

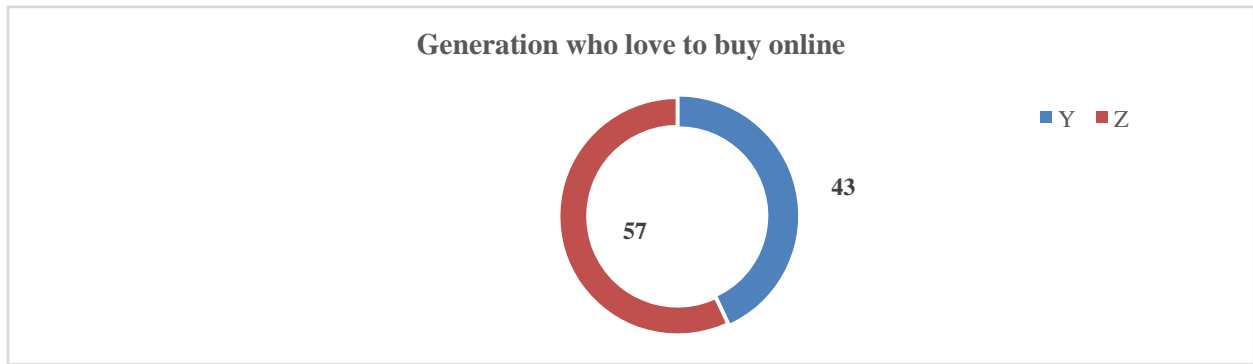


CHART NO.4: GENERATION WHO LOVE TO BUY ONLINE

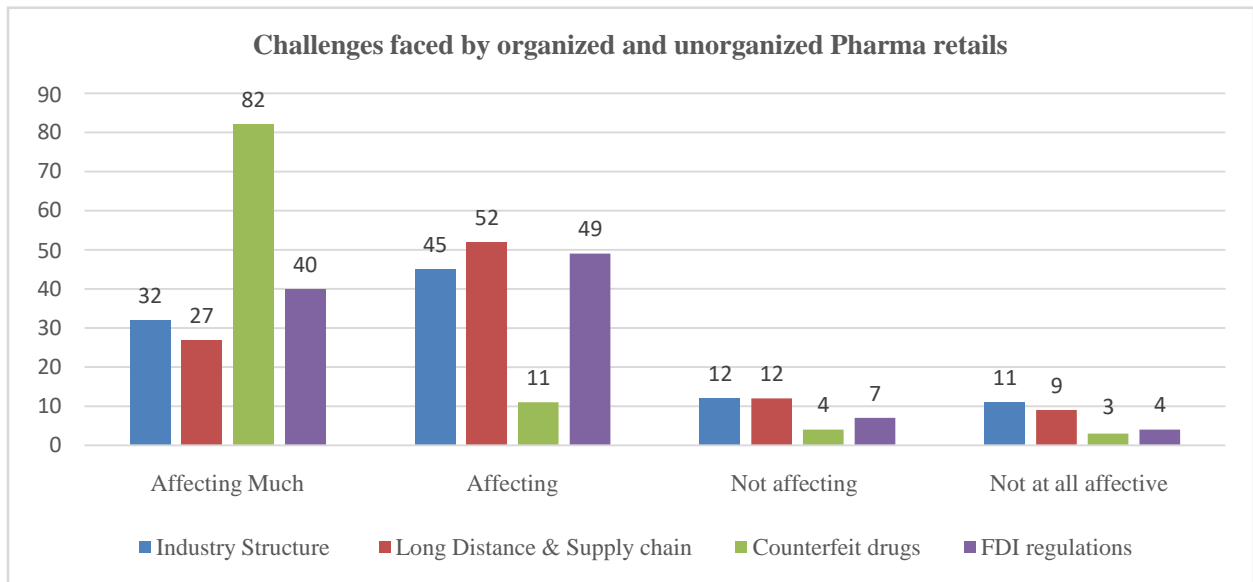


CHART NO.5: CHALLENGES FACED BY ORGANIZED AND UNORGANIZED PHARMA RETAILS

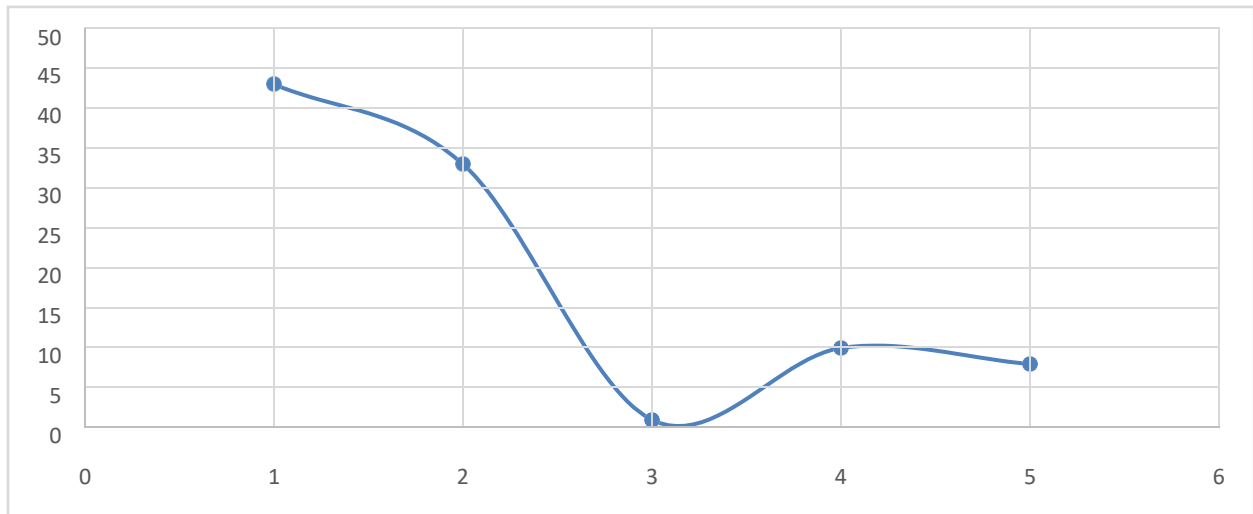


CHART NO.6: VERIFICATION OF THE STATEMENT: Though Pharmacy associations have the capability to regulate the flow of the medicines still counterfeiting of medicines are all around and other negative issues in India.

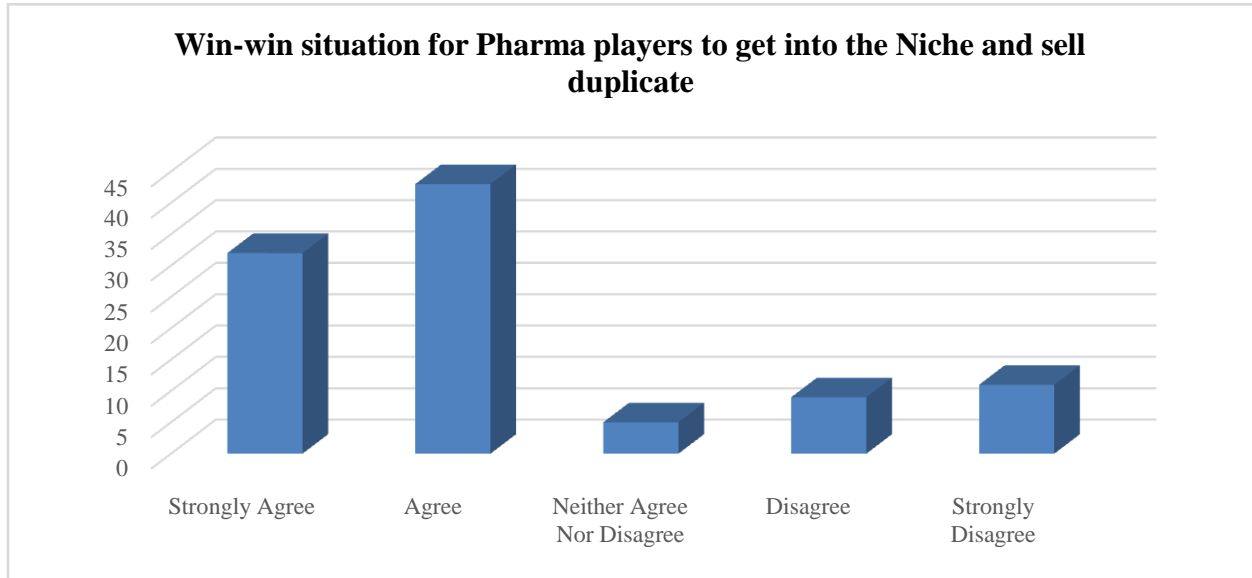


CHART NO.6:VERIFICATION OF THE STATEMENT: A win-win situation for Pharma players to get into the Niche and sell duplicate, fabricated, fraud life- saving drugs for ONLY for Profit

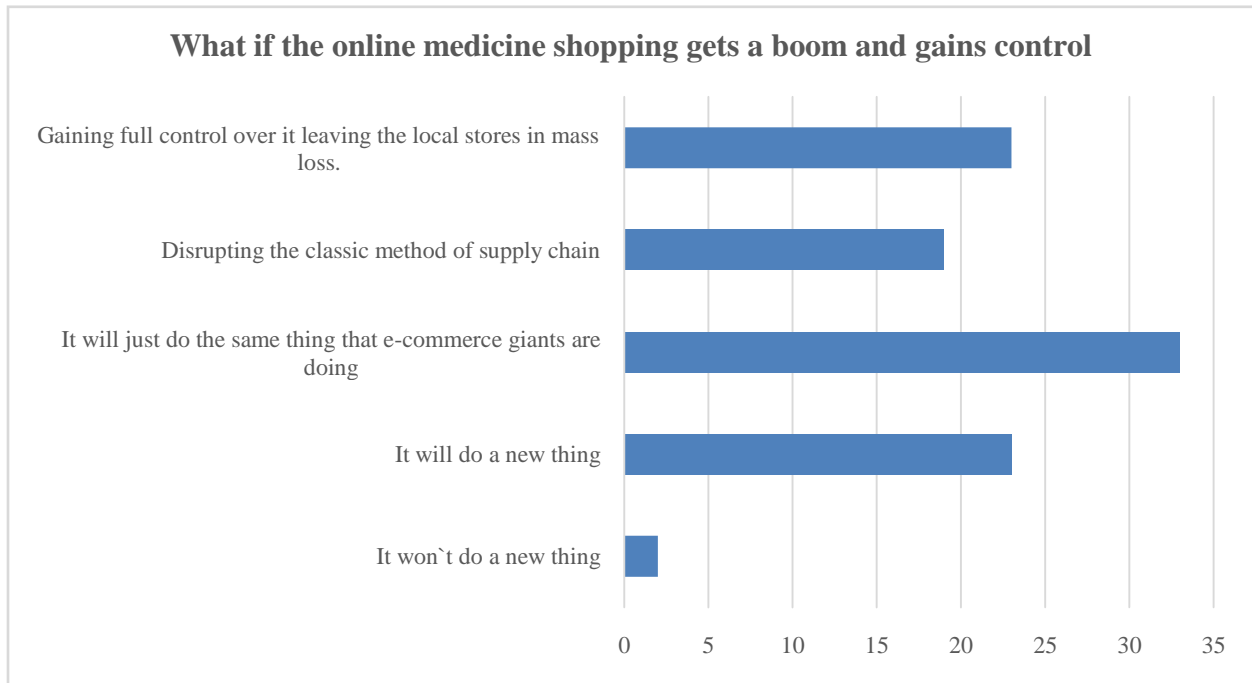


CHART NO.7: SITUATIONAL ANALYSIS WHEN IF THE ONLINE MEDICINE SHOPPING GETS A BOOM AND GAINS CONTROL

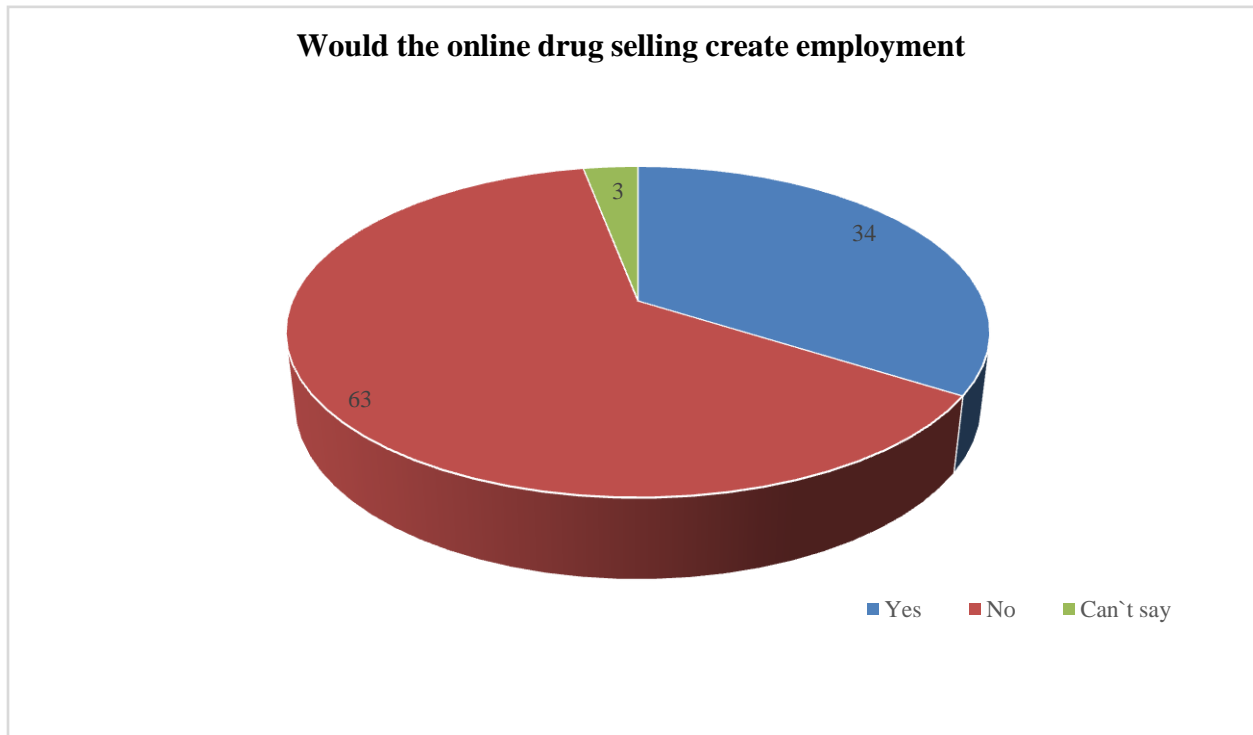


CHART NO.8: WOULD THE ONLINE DRUG SELLING CREATE EMPLOYMENT

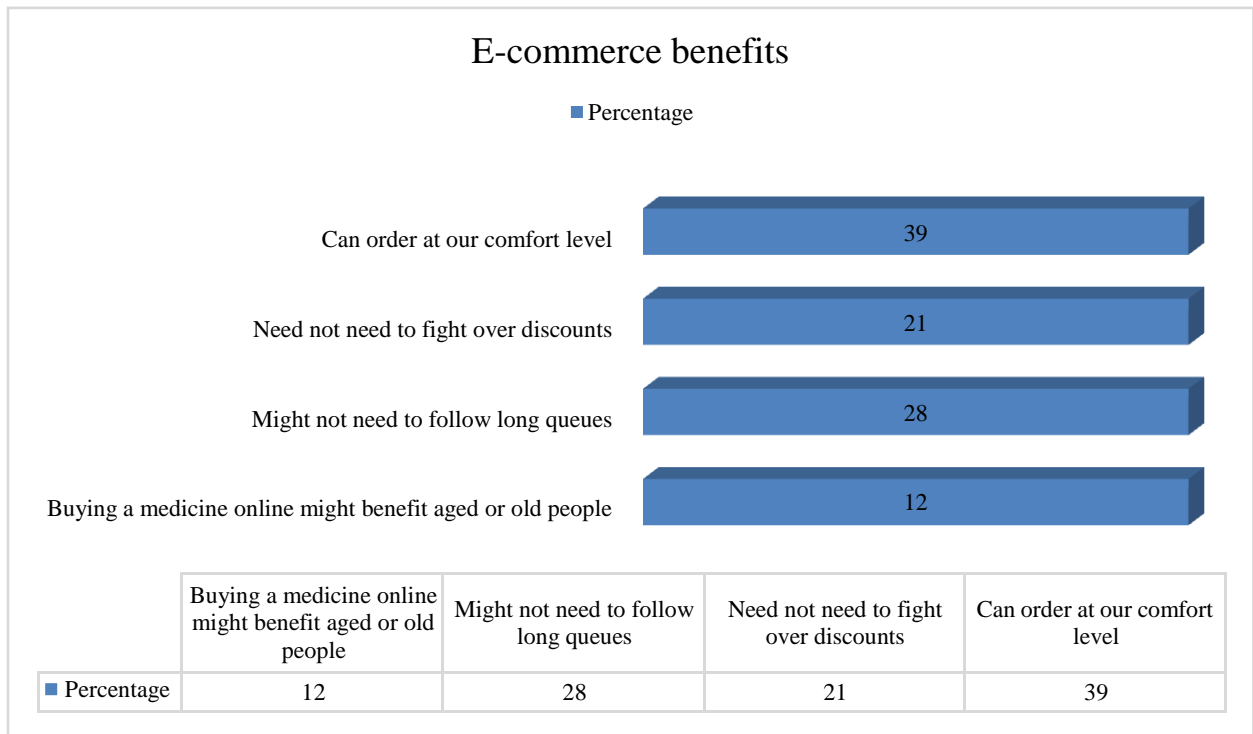


CHART NO.9: E-COMMERCE BENEFITS



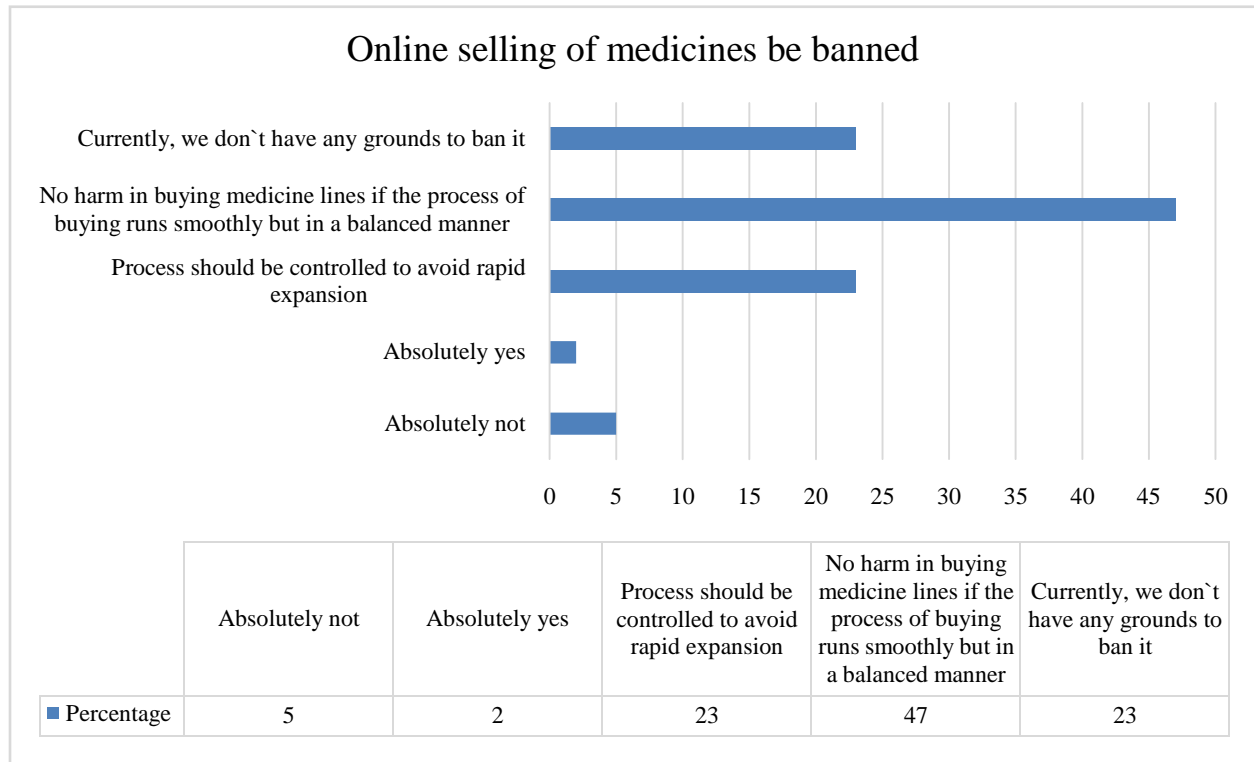


CHART NO.10: ONLINE SELLING OF MEDICINES BE BANNED

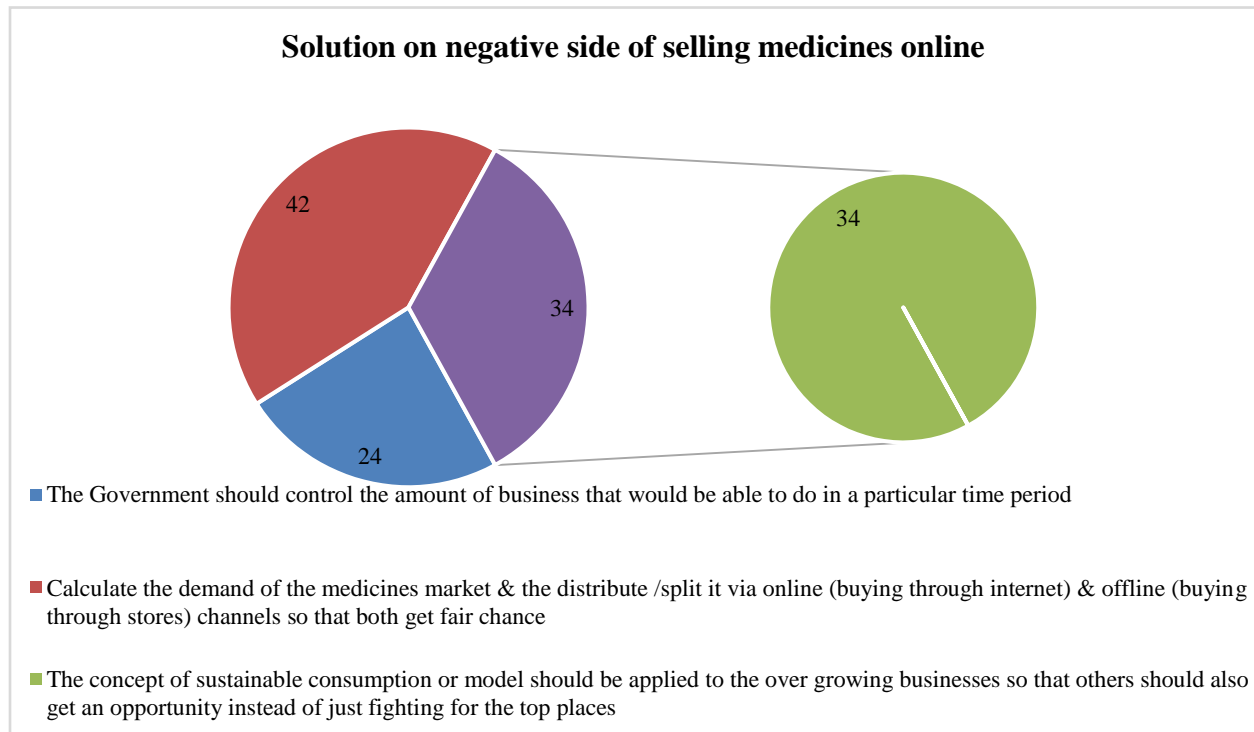


CHART NO.11: SOLUTION ON NEGATIVE SIDE OF SELLING MEDICINES ONLINE



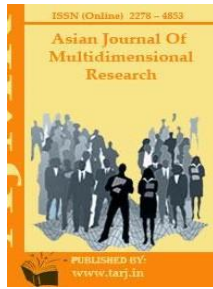
CONCLUSION

There were a number of functioning differences between online pharmacies and conventional pharmacies. Since Online Pharmacies can potentially operate anonymously through the Internet, they have the potential of presenting consumers with safety risks(as far as buying of life saving drugs are concerned) compared to the analysis shows that online pharmacies are operated according to all of the legislation, regulations, standards of practice and policies. In view of this, the safety concerns related to Internet pharmacies can be reduced to the same level as those related to conventional pharmacies by making Internet purchases online pharmacies. Conversely, caution should be observed by consumers with respect to non-accredited Internet pharmacies.

Online and offline both the platforms for availability of medicines are very important health issue maintain legal procedure, authenticity transparency in customer purchasing process today digital India more online centric work are rampant, it's better for consumer if maintain transparency.

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THE FUTURE OF MEDIATION IN INDIA

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ABSTRACT

Mediation, as used in law, is a form of alternative dispute resolution (ADR), a way of resolving disputes between two or more parties with concrete effects. Typically, a third party, the mediator, assists the parties to negotiate a settlement. Disputants may mediate disputes in a variety of domains, such as commercial, legal, diplomatic, workplace, community and family matters. The term "mediation" broadly refers to any instance in which a third party helps others reach agreement. More specifically, mediation has a structure, timetable and dynamics that "ordinary" negotiation lacks.

INTRODUCTION

Mediation, as used in law, is a form of alternative dispute resolution (ADR), a way of resolving disputes between two or more parties with concrete effects. Typically, a third party, the mediator, assists the parties to negotiate a settlement. Disputants may mediate disputes in a variety of domains, such as commercial, legal, diplomatic, workplace, community and family matters.

The term "mediation" broadly refers to any instance in which a third party helps others reach agreement. More specifically, mediation has a structure, timetable and dynamics that "ordinary" negotiation lacks. The process is private and confidential, possibly enforced by law. Participation is typically voluntary. The mediator acts as a neutral third party and facilitates rather than directs the process.

Mediators use various techniques to open, or improve, dialogue between disputants, aiming to help the parties reach an agreement. Much depends on the mediator's skill and training. As the practice gained popularity, training programs, certifications and licensing followed, producing trained, professional mediators committed to the discipline.¹

Mediation is not something new to India. Centuries before the British arrived, India had utilized a system called the Panchayat system, whereby respected village elders assisted in resolving community disputes. Such traditional mediation continues to be utilized even today in villages. Also, in pre-British India, mediation was popular among businessmen.

Impartial and respected businessmen called Mahajans were requested by business association members to resolve disputes using an informal procedure, which combined mediation and arbitration.

Another form of early dispute resolution, used by one tribe to this day, is the use of panchas, or wise persons to resolve tribal disputes. Here, disputing members of a tribe meet with a pancha to present their grievances and to attempt to work out a settlement. If that is unsuccessful, the dispute is submitted to a public forum attended by all interested members of the tribe. After considering the claims, defenses, and interests of the tribe in great detail, the pancha again attempts to settle the dispute. If settlement is not possible, the pancha renders a decision that is binding upon the parties. The pancha's decision is made in accordance with the tribal law as well as the long-range interests of the tribe in maintaining harmony and prosperity. All proceedings are oral; no record is made of the proceedings or the outcome. Despite the lack of legal authority or sanctions, such mediation processes were regularly used and commonly accepted by Indian disputants.²

A UNIQUE MEDIATION QUALITY FOR THE FUTURE: "SCALABILITY"

When I note the –scalability of mediation, I mean one thing, which is that mediation is the only leading dispute resolution process (consider adjudication, administrative hearing, arbitration, mediation) where –some measure of assistance can be offered. We can offer you 20 minutes or 2 hours or 2 days of mediation . . . it is "scalable."

By contrast, if you are a court or agency and need to meet –due process standards, one cannot offer –some measure of due process. And in arbitration, with the same adversarial model and disputants waiving their appeal rights, the stakes are often even greater. Severely expedited arbitration hearings are receiving harsh scrutiny in the marketplace these days. In contrast, with mediation, people don't complain when they come to a voluntary settlement.

In contrast to the process requirements, time demands and stress of due process and arbitration hearings, mediation is rather remarkably flexible. This was brought home to me recently when I taught an advanced mediation course and I had –court facilitators that mediated with families for about 20 minutes on average; court-connected parenting mediators who mediated for about 2 hours on average; private sector mediators who would deal with all issues in a divorce and meet with couples on average 8-10 hours, and –settlement judges who would meet with just the attorneys (clients in hall) for 15-30 minutes –mediating a result in anticipation of a scheduled trial the following week.

This and other experiences have come to make me realize that mediation is the one process where we can offer –some measure of negotiation assistance – So, a community or court mediator may say: –We'd love to provide 10 to 20 hours of mediation, really whatever it takes for you to reach your best agreement, but, in our program, unfortunately, we can only offer an hour . . . so why don't we get going and see what the best is that we can do in an hour . . . In part, this is a reminder of the underfunded nature of court, agency and community mediation programs. Perhaps even more important for the future, note this remarkable time flexibility ("scalability") of the mediation process.³

The scalability and flexibility of mediation is also important in that assumptions about available mediation resources has a powerful impact on mediator style and strategy. Simply put, the shorter the presumed available time for mediation, the more directive the mediator and mediation

program tend to be (to get the job done). If we have more time, or think about mediation time in different ways (for example more capably using the internet), we may also find that we as mediators can be less directive and more facilitative in helping disputants lead their own problem-solving.

THE ADAPTABILITY OF MEDIATION SERVICES

In thinking about the future, we would be remiss to not consider the remarkable flexibility of the mediation process and our ability to adapt mediation to new contexts in new and creative ways.

As an illustration, highly effective mass casualty claim mediation programs were developed in a short amount of time in response to hurricanes Katrina, Rita and Ike. This is now a working model and we can expect bigger and better –mass disaster mediation programs in the future.

Somewhat similarly, with the housing and economic crisis, we have the emergence of —foreclosure mediation programs. These programs are already established in approximately 20 states and the just completed U.S. Mayors Conference has called for foreclosure mediation in every state!

In these situations, because of the caseloads, cost and delay that would be involved, traditional legal and adversarial processes simply will not work. What is needed is a measure of (sufficient) facilitative help and mediation has provided the answer.

As another example, we see the recent development of –Marital Mediation. Recognizing that conflict also exists even when couples decide to stay married, there is now a vibrant new service in the marketplace to provide couples with assistance in reaching and memorializing their agreements. And I would guess that mediation for ongoing "non-traditional" relationships can not be far behind. Through commonsense and increasing awareness, mediation is spreading to nearly every nook and cranny of life.⁴

COMMUNICATION IN THE FUTURE

Thanks for bearing with me to this point. If you have not jumped out of the boat yet, please do prepare to now get at least a little wet as we plunge over the edge. I try to wrap my head around future communication and mediation issues on a daily basis, yet I consistently fail and underestimate how much things are changing. So, I warn you that there is immediate and meaningful risk that we will now blow some of your mental circuits with the rest of this paper. You are hereby duly warned and advised to not continue.

You renegade! Come brothers and sisters into the future with me. Remarkably and paradoxically, as we now look back, it was courts and agencies, driven by efficiency and economy concerns, that have driven dispute resolution online. This began with online due process filings, motions and orders. The there was the swift move to —the paperless courthouse." Discovery in now done online except by online judicial order. Hearings are now fast-tracked by asynchronous online video. The reasons for requiring warm bodies to be brought down the courthouse are becoming fewer and fewer. Excess courtrooms are being used for daycare and jail cells.

Mediation has also changed, sometimes overnight. I remember that the way that I mediate divorce changed overnight with the emergence of an online state child support guideline center complete with child support calculator and —what if abilities participants can easily use. Now, my first mission is to assist clients to find this location and work through their own calculations. And there is now a rather remarkable online parenting plan center, including all of the statutes,

regulations, information about developmentally appropriate parenting, model parenting plan provisions (a shared knowledge base of what has worked for others) and more. Overnight, the way that one reasonably and best mediates divorce changed.

Even today, without even thinking much about it, we commonly attach important documents to emails (draft provisions and agreements) for participants and attorney review. Many of us already use the Word feature called –track changes, which is as effective a –one text document technology as I can imagine. By using of email, attachments and track changes, we are all "online mediators" as we assist participants and advisers to be actively involved in the drafting process. And with Skype, we can discuss all these documents from the far reaches of the earth, with multiple participants, for free! Today!

There is also increasing recognition of the value of "asynchronous communication." Easier to understand perhaps is –synchronous communication, such as an in-person interview or phone call. Asynchronous communication (think email or leaving a voice message that you can edit) means that the listener or viewer is not present in real time so, bottom line, we don't have to necessarily get our communication perfect the first time. We can edit our asynchronous messages until they are as good as they can be. We can re-record our voice message. We can size and crop our photo. We can tweak our texts and instant messages until they are as perfect as we can make them, and then hit the send button when —we are at our best.

And Asynchrony and electronic communications may be what allows courts, agencies, private and community mediation to move beyond tense and expensive —single sit crisis mediation hearings to more capable discussions over time.

For example, many participants in mediation really do not need their attorney there with them for 8 or 10 or 12 hours in a single day. If we can more wisely structure our mediation efforts, integrating both face-to-face dialogue and electronic communications, we can offer far better mediation and dispute resolution services at a far lower cost. My sense is that mediation will in time become as much an asynchronous process as a synchronous process and we will be freed from continuing worship of the single-sit mediation. Our goal should perhaps be to flexibly and capably integrate face-to-face and electronic communications to provide best overall negotiation support.⁵

Also fascinating is how email addresses have become the most ubiquitous way of communicating. A person is far more likely to have an email address than a street address. Just ask any homeless person. Even the poorest of the poor will generally have a free yahoo or hotmail or gmail account. They can use library and other public web access to check their email, complete web information and to even have voice and video communication with the far reaches of the earth for free. So, in terms of communication with the masses, what used to be –the digital divide has become our —least common denominator for communicating with adults in our society.

In sum, meditative dispute resolution is about to take off in part because of the costs, delay and stresses of litigation; in part because of the risk and controversy over institutionalized arbitration; in part because of the empowering qualities of mediation (voluntary, complete decision-making, confidential); all supported by such qualities as scalability, adaptability, asynchrony and nearly all of us now being "on the same computer." These forces may combine to result in an explosion

of mediation opportunities and also in the transformation of mediation communication and services.

MEDIATION IN YOUR POCKET

Unbelievably, all of the communication options we have discussed above are already available to many dispute resolution users, surely —power users (lawyers, judges, arbitrators, mediators). Even more remarkably, it is all now available in our pockets and purses.

While I don't want to get behind any particular product, and the marketplace is coming along quickly on new generations of "smartphones," let's use the iPhone as an example of how mediation services may come to be delivered in the future. The iPhone. OMG! If someone described the capacities of the iPhone to you 10 years ago, they would have been put away for sure.

So, all of those communication modalities we have talked about so far: text, image, audio, video, are now right in your pocket. Synchronous and asynchronous too. Of course. Phone, email, web, music, camera, photos, weather, calculator, instant message, calendar, notes, maps, timers, compass, skype, video, twitter revolutions and all . . . EVERYTHING and expanding. If all this ever gets scary, just do the —Around Me App on the iPhone and the phone will tell you what is around you (it can see better than you). And if you lose the phone, you can now go to your "cloud web site" and have the phone tell you exactly where it is.

Further, whereas a phone number used to be to a physical place, a phone number is now, most commonly, to a person (more accurately their pocket or purse). This —personalization of phone numbers will surely change how we mediate. It already has. We can now text the client to see if this is a good time to talk. Or we can text and say we have just sent an email with an attachment and links for them to review. And all this is happening 365/24/7 on a global basis.⁶

Richard Susskind, lead technology consultant to the UK Courts, has described a number of the changes that are taking place in his recent book: *The End of Lawyers?: Rethinking the Nature of Legal Services* (2009), A review of Susskind's book describes:

—a world in which, at least in part, legal services are commoditized, IT renders conventional legal advice redundant, clients and lawyers are collaborators under the one virtual roof, disputes are dominated by technology if not avoided in the first place, and online systems and services compete with lawyers in providing access to the law and to justice.

So, the first challenge is for face-to-face practitioners and processes to most capably integrate online and other electronic communication technologies. They all fit in your pocket for gosh sakes. There is also a different world when we mediate exclusively online. In some of these circumstances, it even becomes a bit challenging to think in —geographic terms in terms of jurisdiction, law, even professional licensing. If we are professionals operating online, in one place, but serving people in other states and countries, where are we practicing? We may be moving to new concepts beyond traditional concepts of geographic jurisdiction to a new world of —Trusted Online Communities (TOCs) and —Digital Identities to create trust and agreed-upon, predictable dispute resolution processes where a part of the ethos of the community may well include accountability for resolving conflicts.⁷

Again, perhaps most mind-boggling is that all of the technologies described are already here today. The only barriers to growth and development are our own creative limitations. While we

may look with nostalgia at early romantic notions of face-to-face (synchronous) mediation, there have been some real problems with this model. Let's start with cost and access. In many cases, the proper comparison for online mediation is not this romanticized idyllic mediation (as much time as it takes), but, more likely, no available or affordable mediation services at all. The online environment is going to allow us to bring quality mediation assistance to the far reaches of our society and the globe. The online environment can bring mediation to people and situations that have never been able to access or afford any meaningful dispute resolution process.

ADDITIONAL LIKELY TRENDS: EMISSARY MEDIATION, EDUCATION & EMPOWERMENT; REAL TIME INVOLVEMENT

As dispute resolution moves more and more online, content submission (be it text, image, audio and/or video) will be more and more user driven (asynchronous, convenient, edited at best, generated without taxi meter running). Missing will be the mediator's acute ability to note non-verbal indications of acceptability and resistance. The thing that is admittedly hard to do mediating online is what I call —simultaneous problem-solving.¶ The communication systems just are not responsive and flexible enough for us to intervene effectively in real time. For describing process and sharing information with everyone, synchronous communication is great. But, when it comes to the heavy negotiation lifting, my sense is that mediators will more and more come to serve as —emissaries¶ of well-considered offers and responses. Think Henry Kissinger and shuttle diplomacy. Their will be less simultaneous problem-solving and more asynchronous problem-solving. I would not be surprised if online mediation increasingly has the mediator more proactively acting as diplomat and emissary.⁸

The online environment also uniquely offers us the ability to educate and empower participants about how to best participate in mediation (everything from technical suggestions to observations about communication options, suggestions for effective negotiation, etc.) In fact, why settle for an ordinary education when the online environment allows us to do things for large numbers at the highest possible level. The online environment also can serve as a base for —emergency¶ services as well as links to resources and shared situation-solution knowledge bases (what has worked for others in similar situations).

With all of these communication opportunities and mediation as the best concept since sliced bread, how can we not see the future of mediation as bright? Soon we will have world class conflict resolution and mediation education and access to every desktop, laptop and smartphone. The online environment allows us to bring mediation to every pocket and purse. We are all now connected.

And just to be sure that all circuits are fully blown, our communication options may get to be so good that mediators will come to be part of live conflict situations so that disputing ex-spouses may come to text a parenting mediator for real time help, or a construction mediator may help a contractor and sub-contractor resolve a matter by taking a shared tour of the construction while looking at and talking into their smart phones. For more on this topic of real time conflict involvement⁹

Mediation is not something new to India. Centuries before the British arrived, India had utilized a system called the Panchayat system, whereby respected village elders assisted in resolving community disputes. Such traditional mediation continues to be utilized even today in villages. Also, in pre-British India, mediation was popular among businessmen. Impartial and respected

businessmen called Mahajans were requested by business association members to resolve disputes using an informal procedure, which combined mediation and arbitration. Another form of early dispute resolution, used by one tribe to this day, is the use of panchas, or wise persons to resolve tribal disputes. Here, disputing members of a tribe meet with a pancha to present their grievances and to attempt to work out a settlement. If that is unsuccessful, the dispute is submitted to a public forum attended by all interested members of the tribe. After considering the claims, defenses, and interests of the tribe in great detail, the pancha again attempts to settle the dispute. If settlement is not possible, the pancha renders a decision that is binding upon the parties. The pancha's decision is made in accordance with the tribal law as well as the long-range interests of the tribe in maintaining harmony and prosperity. All proceedings are oral; no record is made of the proceedings or the outcome. Despite the lack of legal authority or sanctions, such mediation processes were regularly used and commonly accepted by Indian disputants. Mediation bears a striking resemblance, in some respects, to the ancient dispute resolution processes. In mediation the parties are encouraged to participate directly in the process.

MEDIATION: ITS ORIGIN AND GROWTH IN INDIA

Mediation is no panacea, no magic solution to overcome the institutional challenges of national court systems. Similar to other alternative dispute resolution techniques, however, it does offer a cluster of features that differ from the formal judicial systems of Europe that have had global influence over the primary ways in which legal conflicts are resolved. In this regard, mediation both builds and diversifies the capacity for resolving conflicts in society. With many qualifications and exceptions, European-style courts are state institutions, conducting public, formal proceedings, that presuppose literacy, posture the parties in a conflictual, legal position-based, backward-looking fact finding processes that result in binary, win-lose remedies, subsequently enforced through social control over the losing party. In contrast, mediation and other clusters of consensual dispute resolution techniques, except for arbitration are private, informal, oral, more collaborative, facilitative, future-looking, interest-based processes that bring parties to a calibrated, multi-dimensional, win-win remedy that is more durable because of the parties consent in the outcome. Importantly, litigants may participate in lok adalat without paying a fee, thereby making it accessible to parties with limited financial resources. Historically, lok adalat has been used primarily in personal injury cases and other injury claims involving insurance companies. Parties have the right to decide whether to submit their dispute to lok adalat. Because lok adalat has resulted in the disposition of a measurable number of disputes and is considered to be an effective and affordable alternative to trial, it will continue to be an important dispute resolution tool. The development of mediation in India holds enormous promise. In particular, the neutralizing communication skills and powerful bargaining strategies of facilitated negotiation can strengthen the system's capacity to bring justice to the society. Despite the demonstrable value of these techniques, however, several large obstacles block the path to mediation in India. Exposure to these facilitated negotiation processes, though spreading rapidly, remains limited. II.

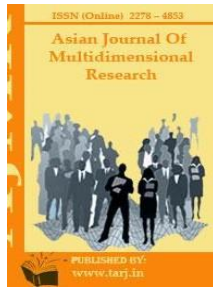
After the enactment of the Arbitration & Conciliation Act, 1996, even though conciliation was given statutory recognition for the first time in India, the awareness of such an option was very limited to lawyers and litigants. The term —conciliation‖ even though considered synonymous and used interchangeably with —mediation‖ in most countries, was given a slight difference in the statute. The concept of mediation and conciliation was made familiar or given official court recognition only in 1996 and by the amendment of the Civil Procedure Code (CPC) in 1999 by

inserting Section 89. The statutory language of the Arbitration and Conciliation Act, 1996 and of Section 89 of the Civil Procedure Code, demonstrates clearly the existence of differing definitions and meanings for "conciliation" and "mediation". Generally both mediation and conciliation is the assistance of disputants by an impartial third party in resolving disputes by mutual agreement. However, a conciliator can be a pro-active and interventionist, because of his statutory power "to make proposals for settlement of the dispute" and to formulate and reformulate the terms of the settlement agreement. The definition of "conciliator" in the statute is consistent with Rules for Conciliation promulgated by the United Nations Commission on International Trade Law (UNCITRAL). B. C. COURTS In 1994-95, the Indian Supreme Court initiated an Indo-US exchange of information between high-ranking members of the judiciary. As part of this effort, former Indian Supreme Court Chief Justice A.M. Ahmadi met with US Supreme Court Justices Ruth Bader Ginsburg and Antonin Scalia. Another integral member of the US team was then Chief Judge J. Clifford Wallace, of the 9th US Circuit Court of Appeals. In 1996, Ahmadi formed a national study team to examine case management and dispute resolution as part of a joint project with the United States. This Indo-US study group suggested procedural reforms, including legislative changes that authorized the use of mediation. New procedural provisions eventually were enacted in 2002, providing for case management and the mandatory reference of cases to alternative dispute resolution, including mediation (Code of Civil Procedure Section 89). Even though the Arbitration & Conciliation Act, 1996 was enacted to give impetus to conciliation and giving statutory recognition to conciliated settlements, giving the same status of a court decree for its execution, no real effort was taken by the courts or by the lawyers to utilize the provisions and encourage the litigants to choose the method. Even though some mediation training and familiarization programs were conducted it did not create the real effect. The amendment of the CPC referring pending court matters to ADR was not welcomed by a group of lawyers and the amendment was challenged. The modalities to be formulated for effective implementation of Sec. 89 also came under scrutiny. For this purpose, a Committee headed by former Judge of the Supreme Court and Chairman of the Law Commission of India, Justice M. Jagannadha Rao, was constituted to ensure that the amendments become effective and result in quick dispensation of justice. The Committee filed its report and it was accepted and the Hon'ble Supreme Court of India has pronounced a landmark decision —Salem Advocate Bar Association, Tamil Nadu v. Union of India (2005), where it held that reference to mediation, conciliation and arbitration are mandatory for court matters. This judgment of the Supreme Court of India will be the real turning point for the development of mediation in India. But the growth of mediation should be carefully moulded so that the system gains the faith and recognition of the litigants.¹⁰

CONCLUSION

In the United States, lawyers and the local and state bar associations, as well as the American Bar Association and the Federal Bar Association, were as enthusiastic as the judges in their promotion and utilization of mediation. American lawyers understood that the legal system was overloaded and on the point of collapse from the courts being wrongly utilized for disputes that could be better and more efficiently handled by mediation and other ADR procedures. By the mid-1980's, lawyers and State Bar Associations had professionalized mediation in the US, by developing mediator training standards, by providing lawyer training in mediation and by prescribing ethical standards for lawyers when acting as mediators and when acting as advocates in mediation. As a result, trained lawyer mediators made mediation a substantial part of their law

practice. By responding positively and emphatically to incorporate mediation as a welcome and useful ADR tool in the American legal system, lawyers have not lost business to mediation, but have rather become ensconced as mediators and as the gatekeepers for mediation in the US legal systems. In the US, although lawyers initially felt threatened by mediation and resisted it as an unwanted change in the status quo, the lawyers quickly realized that mediation was just another tool in their lawyer tool bag. In India, while judges have been quick to recognize increased use of mediation as a helpful mechanism for reducing case backlogs and delays, Indian lawyers have not rushed to embrace mediation. As with American lawyers in the early 1980's, Indian lawyers are conservative. They do not like change and are reluctant to expose their clients to the uncertain risks of an unknown ADR process. Also, understandably, Indian lawyers view mediation as potentially depriving them of income by settling cases prematurely and thereby obviating legal fees that would otherwise be earned. The same has been true for American lawyers during the growth of mediation in the US over the last twenty (20) years. In the first place, by their early acceptance and use of mediation, lawyers became not only the best trained and most qualified mediators (incorporating their mediator work into their law practices), but the lawyers who did not become mediators became the gatekeepers for mediation, selecting over 80% of the cases that are mediated and choosing the mediators for such cases. Private litigants, too, may harbor anxiety about mediation as an alternative to the court system. Fearful of exploitation, distrustful of private proceedings, comforted by the familiarity of the court system, insecure about making decisions about their own interests, or interested in vexatious litigation or in delaying the case for economic reasons, some litigants may prefer the lawyer-dominated, public, formal, and evaluative judicial process. These impressions are inaccurate for a variety of reasons. First, mediation will not frustrate the preferences of such litigants; indeed, their right to trial will be preserved. An effective mediation process can quickly allay these fears. Litigants involved in the process are much less likely to be exploited. They will quickly understand that the mediator has no power or social control over them or their resolution of the dispute. Second, effective facilitators will gain their trust over time. Third, if the parties still feel the need for an evaluation of the legal issues, the mediation can be accordingly designed to deliver that service. At times, litigants can better save face with members of their family, community, or organization, if they can cast responsibility for the result on a neutral third party, and for this group, a strong evaluative process may be appropriate. Surveys of litigants find that mediation receives the highest satisfaction ratings of any dispute resolution process¹¹

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IN COUNTRY INDIA ROLE OF AGRICULTURE SECTOR OF SMALL AND MARGINAL LAND OWNERS FARMERS OF THE ROOT OF FOOD CONSUMPTION WITH THE BUSINESS CHAIN OF CORPORATE ECONOMY

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ABSTRACT

According to India govt. agriculture census from year 1995 of 80.3% population agriculture operation of holding farmer have 36.0 % land and Year 2001 operation of holding farmer population to 81.3% of land 38.9%, in year 2010-11 of operation holding farmer 91.63 % have about 53% agriculture land and 84.50% have only 44% agriculture land. By the Source : CSO and Economic Survey 2009-10, Decreasing Share of Agriculture in GDP of India , Year Share of Agriculture (GDP %) 1950-51 -56.5 % ,1970-71 -45.9 % , 1990-91 -34.0 % , 2000-2001- 24.7% ,2006-07 -19.55% ,2007-08 -18.51% ,2008-09- 16.4% ,2009-10- 15.7 % . have not fully utilize, comparison develop country about 50% utilize comparison develop country with marginal and small land farmer. Its have useful the poverty remove and beyond the poverty level of some increase of income level per capita of the business chain , that effected to purchase power of corporate economy on root of BUSINESS CHAIN consumption power. Before liberalization policy India corporate sector have standard level influence by purchasing power by agriculture sector due to common principle /Idea of GDP size, have give strength corporate economy. Also good role to year 2000 for corporate economy. Overall in general Idea INDIA agriculture sector per hectare productivity If, according INDIA govt. census 2010-11, The target group , 84.50% agriculture land farmer have 44% agriculture land fully utilize (generally some few % except, poor group , just beyond poverty line) , Its also automatic increase the country India that level, group eating consumption standard level nutrition. Its give the business chain of consumption power exchange food diversity of different region of INDIA . After then its income raise have influences as purchase power.

KEYWORDS: Business Chain, Target, Promote, Influence, Purchasing Power.

INTRODUCTION

Agriculture sector in INDIA the progressive status have shown below in common after year 1950.

By the Source : CSO and Economic Survey 2009-10, Decreasing Share of Agriculture in GDP of India , Year Share of Agriculture (GDP %) 1950-51 -56.5 % , 1970-71 -45.9 % , 1990-91 -34.0 % , 2000-2001- 24.7% , 2006-07 -19.55% , 2007-08 - 18.51% , 2008-09- 16.4% , 2009-10- 15.7 %.

In India still divide, Five major categories of land holding are: marginal (below 1 ha), small (1-2 ha), semi-medium (2-4 ha), medium (4-10 ha), large (10ha and above). 1980-81, the total numbers (millions) of these holdings in India were:- marginal (50.12), small (16.1), semi-medium (12.5), medium (8.1) and large (2.2). Fragmentation of land holdings is continuing unabated.

According to Agricultural Census Division, Ministry of Agriculture, New, About 50 percent of all operational holdings in 1980 were less than one hectare in size which had increased to 62.3% in 2000-1. About 19 percent fell in the one-to-two hectare range, 16 percent in the two-to-four hectare range which reduced to 11.8% in 2000-1, and 11 percent in the four-to-ten hectare range which had also reduced to 5.5% in 2000-1.

India total agriculture land from 1981 to 2011 about 60 %.

Below the table of INDIA govt. census show the 1995 to 2001 of India cultivation area of land holding with population ratio.

Table-1
Distribution of Operational Holdings - All India

Category of Holdings	No of Operational Holdings		Area Operated		Average Size of Operational Holdings	
	1995-96		1995-96		1995-96	
	2000-01*	2000-01*	2000-01*	2000-01*	2000-01*	2000-01*
1	2	3	4	5	6	7
Marginal (Less than 1 hectare)	71179 (61.6)	75408 (62.3)	28121 (17.2)	29814 (18.7)	0.40	0.40
Small (1.0 to 2.0 hectares)	21643 (18.7)	22695 (19.0)	30722 (18.8)	32139 (20.2)	1.42	1.42
Semi-Medium (2.0 to 4.0 hectares)	14261 (12.3)	14021 (11.8)	38953 (23.8)	38193 (24.0)	2.73	2.72
Medium (4.0 to 10.0 hectares)	7092 (6.1)	6577 (5.5)	41398 (25.3)	38217 (24.0)	5.84	5.81
Large (10.0 hectares and above)	1404 (1.2)	1230 (1.0)	24163 (14.8)	21072 (13.2)	17.21	17.12
All Holdings	115580 (100.0)	119231 (100.0)	163357 (100.0)	159436 (100.0)	1.41	1.33

- The number and area of operational holdings by size-classes, percentage distribution in Agriculture Censuses 2000-01 and 1995-96 for all social groups may be respectively.

TABLE 2: NUMBER OF HOLDINGS, OPERATED AREA AND AVERAGE SIZE OF HOLDINGS – ALL SOCIAL GROUPS

Sl. No	Size Groups	Number of Holdings (in '000)						
		1970-71	1976-77	1980-81	1985-86	1990-91	1995-96	2000-01*
1	Marginal	36200	44523	50122	56147	63389	71179	75390
2	Small	13432	14728	16072	17922	20092	21643	22687
3	Semi-Medium	10681	11666	12455	13252	13923	14261	14014
4	Medium	7932	8212	8068	7916	7580	7092	6573
5	Large	2766	2440	2166	1918	1654	1404	1230
	All Sizes	71011	81569	88883	97155	106637	115580	119894

Sl. No	Size Groups	Operated Area (in '000 ha)						
		1970-71	1976-77	1980-81	1985-86	1990-91	1995-96	2000-01*
1	Marginal	14599	17509	19735	22042	24894	28121	29807
2	Small	19282	20905	23169	25708	28827	30722	32128
3	Semi-Medium	29999	32428	34645	36666	38375	38953	38174
4	Medium	48234	49628	48543	47144	44752	41398	38194
5	Large	50064	42873	37705	33002	28659	24160	21092
	All Sizes	162138	163343	163797	164562	165507	163355	159394

AGRICULTURAL CENSUS, 2005 – 06**TABLE: NUMBER AND AREA OF HOLDING BY SIZE CLASS**

ALL INDIA

SOCIAL GROUP

: ALL SOCIAL
GROUPS

GENDER : TOTAL

NUMBER
IN ABSOLUTE
UNITSAREA IN
ABSOLUTE
HECTARES

Sl. No.	Size of Holding (in ha.)	Individual Holdings		Joint Holdings		Sub-Total (Individual + Joint)		Institutional Holdings		Total Holdings	
		Number	Area	Number	Area	Number	Area	Number	Area	Number	Area
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1	Below 0.5	50244893	11617512	7314599	1847966	57559492	13465479	115569	20561	57675061	13486040

2	0.5 1.0	- 223835 64	159701 37	360043 3	25440 06	259839 97	185141 43	35314	2578 7	260193 11	185399 30
3	1.0 2.0	- 209138 53	288514 86	298248 0	42023 87	238963 33	330538 74	33294	4691 6	239296 27	331007 90
4	2.0 3.0	- 836991 1	196913 85	129692 5	31390 52	966683 6	228304 37	17224	4147 5	968406 0	228719 12
5	3.0 4.0	- 373989 1	126089 28	693441	23832 71	443333 2	149921 99	9728	3358 2	444306 0	150257 80
6	4.0 5.0	- 215869 8	942281 4	410875	18270 97	256957 3	112499 10	7245	3224 9	257681 8	112821 60
7	5.0 7.5	- 225962 4	134386 90	469437	28462 47	272906 1	162849 37	9277	5695 9	273833 8	163418 95
8	7.5 10.0	- 848522	715200 5	205762	17566 05	105428 4	890860 9	5900	5073 6	106018 4	895934 5
9	10.0 20.0	- 675194	868881 8	210858	28153 12	886052	115041 30	10201	1419 82	896253	116461 12
10	20.0 & Above	117470	355253 8	69958	22726 50	187428	582518 9	12097	1243 830	199525	706901 9
11	All Classes	111711 620	130994 314	172547 68	25634 592	128966 388	156628 906	25584 9	1694 077	129222 237	158322 983

Note: Total May not Tally Due to Rounding off
Negligible

Neg:-

Note: Total May not Tally Due to Rounding off

AGRICULTURAL CENSUS, 2010 - 11

TABLE: NUMBER AND AREA OF HOLDING BY SIZE CLASS

All India

SOCIAL GROUP : ALL SOCIAL
GROUPS

GENDER
: TOTAL

NUMBER IN ABSOLUTE UNITS

AREA IN
ABSOLUTE
HECTARES

Sl.No.	Size of Holding (in ha.)	Individual Holdings		Joint Holdings		Sub-Total (Individual + Joint)		Institutional Holdings		Total Holdings	
		Number	Area	Number	Area	Number	Area	Number	Area	Number	Area
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1	Below 0.5	56135473	13324535	8439423	2096239	64574896	15420775	103958	20439	64678854	15441213
2	0.5 - 1.0	23989777	17535271	4123279	2907278	28113056	20442549	34069	24502	28147125	20467051
3	1.0 - 2.0	21353767	30406982	3392358	4790301	24746125	35197283	33025	46779	24779150	35244061
4	2.0 - 3.0	8190094	19631078	1441587	3492208	9631681	23123287	17043	41026	9648724	23164313
5	3.0 - 4.0	3493594	11952370	743784	2555739	4237378	14508109	9450	32367	4246828	14540476
6	4.0 - 5.0	1989259	8794997	434852	1936308	2424111	10731305	6900	30573	2431011	10761878
7	5.0 - 7.5	2026913	12203405	474791	2870155	2501704	15073560	9078	55605	2510782	15129165
8	7.5 - 10.0	7221119	6131169	205786	1760051	927897	7891220	5327	45645	933224	7936865
9	10.0 - 20.0	5897443	7666963	200392	2698251	790136	10365214	8894	123569	799030	10488783
10	20.0 & above	1015835	3206735	61326	2089905	162909	5296640	10824	1121409	173733	6418049
11	All Classes	118592315	130853505	19517578	27196436	138109893	158049941	238568	1541914	138348461	159591855

That total cultivators in rural areas have declined from 40% in 2001 to 33% in 2011. According to year 2007 the whole INDIA house hold size have 4.8.

India, which four are of agricultural importance: alluvial soils, black soils, red soils and lateritic soils.

The alluvial soil . It covers nearly 45 per cent of the total land of the country most important of agriculture purpose , Black soil cover -16.6 per cent, red soil cover -10.6% , Laterite and Lateritic Soils--7.54%,(Total of four major-79.74%)

According to year 2007 whole INDIA household size have 4.8.

#In INDIA till now ,cereal yield productivity during year 2011 -15 per hectare 2,962 K.G but U.S.A 7,340,U.K -6,630, CHINA-5,891 in common avg. with error country INDIA have low productivity about 50% for that comparison develop country. And the percentage of agricultural labourers has increased from 19% in 1951 to 30% in 2011. It needs to be remembered that over 600 million Indians dependent on agriculture are not farmers. So, if we add the number of cultivators and agricultural labourers, it would be around 263 million or 22% of the population (1.2 billion).

In 2010, only about 35% of total agricultural land in India was reliably irrigated.^[2] India's irrigation covered crop area was about 22.6 million hectares in 1951, and it increased to a potential of 90 mha at the end of 1995, inclusive of canals and groundwater wells.^[27] However, the potential irrigation relies of reliable supply of electricity for water pumps and maintenance, and the net irrigated land has been considerably short. According to 2001/2002 Agriculture census, only 58.1 million hectares of land was actually irrigated in India.^[28] The total arable land in India is 160 million hectares (395 million acres). According to the World Bank, only about 35% of total agricultural land in India was reliably irrigated in 2010.^[2]

Still, Out of the total 143 million hectare of cultivated land, 85 million hectare is rain-fed.

Most of the small and marginal farmers do not get credit as only 27 per cent get from formal sources and around 22 per cent of the farmers depend on the exploitative informal credit system.

The Government takes 14 to 15 months to pay compensation for natural calamities. According to a report prepared by the Confederation of Indian Farmers Association, only 10 per cent of the farmers are benefitted by the minimum support price.

Despite this, more than 60 per cent of the Indian labour force is still dependent on agriculture. India, poverty headcount ratio in , avg. year 1981-1986 have to 52.6 % , 1986-90 to 50%, 1991-95 to 46.1 % , 1996-00 to, 2001 -05 to 38.4%, 2006-10 to 31.4% , 2011-15 to 21.3%..

Also In India GDP, share basis ,also the agriculture reforms have the help remove of basic poverty to help with others supportive.

Note the India GDP from -year 81 to 2011 have 81--196,883,474,523, 82- 204, 234, 366, 470, 83-222, 090, 283, 347, 84-215,878,233,651, 85-236,589,100,981, 1986- 253,352,444,883 , 87-283,926,977,522, 88-301,790,951,204, 89- 301,233,728,793, 90-- 326,608,014,285 , 1991- 274,842,161,318,1992- , 293,262,722,482 , 93- 284,194,018,792 , 94-333,014,993,710,95- 366,600,193,391,1996-- 399,787,263,893, 1997- 423,160,799,041,1998- 428,740,690,380,1999-466,866,720,521,2000-,2001-1,708,458,876,830,2002- 523, 968, 381, 477,2003-618,356,467,437,2004-721,584,805,205,2005-834,214,699,568,2006-- 949, 116, 769, 619 , 2007 - 1,238,699,170,078,2008 - 1,224,097,069,460, 2009- 1,365,371,474,049, 2010- 1,708,458,876,830,2011-1,835,814,449,585,2012-1,831,781,515,472,year2013-1, 861, 801, 615, 478,2014 - 2,048,517,438,874

INDIA, urban areas in 2011-12 at all India level), has declined from 37.2 per cent in 2004-05 to 21.9 per cent in 2011-12. In absolute terms, the number of poor declined from 407.1 million (40.71 crore) in 2004-05 to 269.3 million (26.93 crore) in 2011-12 with an average annual decline of 2.2 percentage points during 2004-05 to 2011-12.

#According world bank , Poverty incidence began to decline steadily in the mid-1970s, which roughly coincided with a rise in growth in GDP and agriculture.

Also the important the eating consumption power of, medium, large farmer have about, saturation state.

Also on condition integrate size group effort to export of foreign with special of dry fruit, fruit, pulse , vegetable oil e.t.c , that benefit of GDP per capita..

Also in case of more productivity to protect of devaluation of money have to balance the rate of food.

According to India govt. agriculture census from year 1995 of 80.3% population agriculture operation of holding farmer have 36.0 % land and Year 2001 operation of holding farmer population to 81.3% of land 38.9%, in year 2010-11 of operation holding farmer 91.63 % have about 53% agriculture land and 84.50% have only 44% agriculture land.

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Overall in general Idea INDIA agriculture sector per hectare productivity have not fully utilize , comparison develop country about 50% utilize comparison develop country with marginal and small land farmer.

Its have useful the poverty remove and beyond the poverty level of some increase of income level per capita of the business chain , that effected to purchase power of corporate economy on root of BUSINESS CHAIN consumption power. Before liberalization policy India corporate sector have standard level influence by purchasing power by agriculture sector due to common principle /Idea of GDP size , have give strength corporate economy . Also good role to year 2000 for corporate economy.

If, according INDIA govt. census 2010-11, The target group , 84.50% agriculture land farmer have 44% agriculture land fully utilize (generally some few % except , poor group, just beyond poverty line), Its also automatic increase the country India that level , group eating consumption standard level nutrition. Its give the business chain of consumption power exchange food diversity of different region of INDIA. After then its income raise have influences as purchase power.

For that the target groups of land owner have in strong mechanism have self business chain that have not possible intervene by the beyond the group of agriculture land.

(Note- Also the important the eating consumption power of semi-medium ,medium , large farmer have on about , saturation state)

The year 2009-10 have GDP by integrate agriculture 15.7 %, if the consider 44% agriculture land in full utilization case for common Idea with possible to 6.9% of total GDP amount produce with competition .That firstly benefit of the 84.5% group with house hold size (In common with out some few % job , its groups have poor with just beyond poor group income) of that range sufficient nutrition food consumption . After then food diversity consumption business chain with take consumption of self foodin common idea with error possible 3 % to 5% like GDP produce that have basis increase consumption power after then 2nd term business chain start of customer purchase power. That influence the corporate economy.

According world bank, Poverty incidence began to decline steadily in the mid-1970s, which roughly coincided with a rise in growth in GDP and agriculture.

Also on condition integrate size group effort to export of foreign with special of dry fruit, fruit, pulse , vegetable oil e.t.c , that benefit of GDP per capita of that group to share of basis of G.D.P with some error of rest group consumption power (due to automatic high income high purchase power).

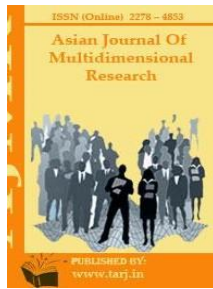
CONCLUSION

Therefore according year 2010-11 target group of 84.50% have only 44% agriculture land if full utilize condition have the possible on the time that influences the corporate economy.

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FACTORS INFLUENCING „WORK DISCRETION“ OF CORPORATE ENTREPRENEURSHIP: AN EMPIRICAL STUDY

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ABSTRACT

Corporate entrepreneurship as the art of creating innovative ideas within a corporation and materializing them to make profit. You have to use the knowledge and creativity that exists within a person to generate money-making ideas. The main purpose of this empirical study is to identify the factors influencing work discretion of corporate entrepreneurship. Data were collected from samples that considered of 400 middle level managers respectively. For middle level managers conducted by 12 Manufacturing Companies in Chennai. Middle-level managers' are linked to successful corporate entrepreneurship. The findings showed that multiple regression analysis have significant regression coefficient as judged from their t-values. This indicates that respondents are ready to consider the factors while work discretion in manufacturing company.

INTRODUCTION

Corporate entrepreneurship embodies risk taking, pro-activeness, and radical product innovations. The corporate entrepreneurship activities can improve organizational growth and profitability and, depending on the company's competitive environment, their impact may increase over time (Stevenson and Jarillo, 1986). Covin and Slevin (1991) describe that corporate entrepreneurship involves extending the firm's domain of competence and corresponding opportunity set through internally generated new resources combinations. Corporate entrepreneurship is an essential activity practiced by organizations in order to survive in the long term (Chittipeddi and Wallett, 1991).

Zahra (1993, 1995) explains corporate entrepreneurship as the sum of a company's innovation, renewal, and venturing efforts. Innovation involves creating and introducing products,

production process, and organizational systems. Renewal means revitalizing the company operations by changing the scope of its business, its competitive approaches or both. It also means building or acquiring new capabilities and then creatively leveraging them to add value of shareholders. Venturing means that the firm will enter new businesses by expanding operations in existing or new markets.

Barringer and Bluedorn (1999) state that in light of the dynamism and complexity of today's environments, entrepreneurial attitudes and behaviours are necessary for firms of all sizes to prosper and flourish. In their view, corporate entrepreneurship refers not only to the creation of new business ventures, but also to other innovative activities and orientations such as development of new products, services, technologies, administrative techniques, and/or strategies (Antoncic and Hisrich, 2001). Important elements in corporate entrepreneurship, both in terms of activities and orientations include new ventures, new businesses, product/service innovativeness, process innovativeness, self-renewal, risk-taking, proactiveness, and competitive aggressiveness (Kuratko, 2002). Corporate entrepreneurship represents a set of behaviours requiring organizational sanctions and resource commitments for the purpose of developing different types of value-creating innovations (Antoncic and Hisrich, 2003).

Intermediate managers should have access to the environment that supports controlled risk-taking when failure and entrepreneurship activities are possible.

REVIEW OF LITERATURE

The concept of corporate entrepreneurship has been evolving for the last three decades. Researchers have suggested that the pursuit of corporate entrepreneurship requires established companies to strike a balance between engaging in activities that make use of existing knowledge, while at the same time challenging themselves to embark upon new adventures, seeking new knowledge and opportunities to rejuvenate themselves (Floyd and Woolridge, 1999). The perspective of entrepreneurship as a continuum is evident in Covin and Slevin's (1989) distinction between conservative (risk averse, non-innovative, and reactive) firms and entrepreneurial (risk taking, innovative, and proactive) firms. Environmental uncertainty, turbulence, and heterogeneity lead to operational challenges for organizations. To cope with the challenges of developing and nurturing both today's and tomorrow's core competencies, firms increasingly rely on effective use of corporate entrepreneurship (Covin and Miles, 1999).

High performance work systems are said to be ensuring superior employee output through the system's set of human resource management practices selecting, developing, and retaining workforce comprising of individuals this possess superior abilities, and motivating these individuals to apply their superior abilities in their work related activities; and whose work-related activities result in these organizations achieving superior organizational performance and sustainable competitive advantage (Becker and Huselid 1998; Delery 1998; Wright and Boswell, 2002). Way (2002) defines high performance work system as a group of interconnected human resource practices that aid in eliciting superior employee outputs. defines staffing, compensation, flexible job assignments, teamwork, training, and communication as the practices of high performance work system.

Emotional intelligence is a set of competencies, which direct and control one's feelings towards work and performance at work. These set of competencies are the ability of the individual to control and manage his or her moods and impulses on the job (Mayer and Salovey, 1993).

Knowing one's emotions and feelings as they occur, and tuning one's self to the changed situation, requires emotional competency, emotional maturity, and emotional sensitivity that are demanded a on the job. In a work situation, performance of the employees depends on working with group of people with different ideas, suggestions, and opinions. Effective use of emotional intelligence gives better team harmony (Ashforth et al, 1995). Leaders need high emotional intelligence because they represent the organization to the customers, they interact with the highest number of people within and outside the organization, and they set the tone for employee morale (Mayer and Salovey, 1997).

Contributions from the academician, finally shortlisted three dimensions to represent entrepreneurial orientation, which are used in our study on explained below. The individual dimensions of entrepreneurial orientation are classified as innovation, risk-taking, and proactiveness. Innovativeness, refers to willingness to support creativity and experimentation in introducing new products/services besides novelty, technological leadership, and R&D in developing new processes. Secondly, risk taking means tendency to take bold actions such as venturing into unknown new markets, committing a large portion of resources to venture with uncertain outcomes, and/or borrowing heavily. Lastly, proactiveness is defined as an opportunity-seeking, forward-looking perspective involving introducing new products or services ahead of the competition and acting in anticipation of future demand to create change and shape the environment. A successful entrepreneur in establishing his business does not only depend on his role but also on his orientation toward the organization itself; thus, entrepreneurial orientation is an important part since it can assist an individual to adapt to his working environment. Final conclusion that can be drawn from the literature is, that the strategic decisions of the leaders that integrate these three dimensions, are the key impetus to generate growth.

Creativity scholars have created a vast body of literature regarding a large number of contextual and individual factors, which can enable or inhibit the generation of creative ideas (Runco and Pritkzer, 2011; Mumford, 2012). According to in-depth discussions made by scholars, creativity is considered as the ability to think up and design new inventions, produce works of art, solve problems in new ways, or develop an idea based on an original, novel, or unconventional approach. The academicians stress the need to have creativity inhibited in the minds of employees to face stiff challenges from the external forces and to manufacture products at lesser cost. To conclude, creativity, as a strategic asset, acts as a base for competitive advantage, is and a source for firm growth (Weinzimmer, Michel, and Franczak 2011).

Organizational learning is a concept for which many definitions have been given. Researchers have adopted different views on this concept, which cover a wide area of research. One of the first definitions given to organizational learning is that of Argyris and Schn, 1978. The concept of organizational learning capability (Dibella et al., 1996; Goh and Richards, 1997; Hult and Ferrell, 1997; Yeung, et al., 1999; Jérez-Gómez, et al., 2005) seems to stress the importance of the facilitating factors for organizational learning or the organizational propensity to learn. Ang and Joseph (1996) contrast organizational learning and learning organization in terms of process versus structure. Organizational learning may be defined as a change in cognition or a change in behavior (Easterby-Smith et al., 2000) learning needs to be explored as a social and psychological process (Stiofán Deburca, 2000).

RESEARCH OBJECTIVE

1. To empirically find out the influence of high performance work system, emotional intelligence, entrepreneurial orientation, organizational learning capability and creativity on corporate entrepreneurship.

RESEARCH METHODOLOGY

SAMPLE AND DATA COLLECTION

The target respondents of the study are middle level managers working in manufacturing industries in Chennai, capital of Tamil Nadu state. Industrial Development Corporation was approached to obtain the list of manufacturing companies adopting ISO 14001 /TS 16949 and employ a minimum of 500 staffs. These two conditions were used as implementation of ISO 14001/TS 16949 require the need for more middle level executives and in companies of 500 employees, number of middle level executives would be more. From the list of top 50 companies (based on turnover) 12 companies were randomly selected. By using proportionate random sampling Gellatly et al., (2006), were shortlisted from a population of Kidder and Judd (1986), middle level managers working in those 12 companies.

A structured questionnaire was developed to elicit opinion from the sample respondents instruments developed by Hornsby et al., (2002).

A pilot study was conducted to check the reliability. The cronbach alpha (alpha=0) value exceeded the cut-off value suggested by Hair et al., (2007), (0.6) and hence the questionnaire was accepted.

MEASUREMENT

CORPORATE ENTREPRENEURSHIP

Corporate entrepreneurship is the dependent variable. Corporate Entrepreneurship Assessment Instrument (CEAI) developed by Hornsby et al., (2002) was used in this study. It consists of 48 items in five dimensions. They are management support measured by 19 items, reward/reinforcement (6 items), work discretion (10 items), time availability (6 items), and organizational boundaries (7 items). The questionnaire five point Likert type scale with Strongly Agree to Strongly Disagree.

HIGH PERFORMANCE WORK SYSTEM

High performance work system (HPWS) is one of the independent variables. Numerous studies have shown that various authors developed scales to measure High performance work system. Snell and Dean (1992), Delery and Doty (1996) and Becker and Huselid (1998) have proposed various dimensions to measure high performance work system. After careful study the researcher has chosen six dimensions from these three instruments. For example, employee empowerment, reward practices, job security and performance appraisal were taken from Snell and Dean (1992), internal career opportunities was taken from Delery and Doty (1996) and information sharing was taken from Becker and Huselid (1998). Employee empowerment has been measured by 4 items, reward practices (8 items), job security (3 items), performance appraisal (4 items), internal career opportunities (4 items) and information sharing (5 items).

EMOTIONAL INTELLIGENCE

Emotional intelligence (EI) is another independent variable. The researcher used Wong and Law Emotional Intelligence Scale in this study. Emotional Intelligence scale has four dimensions namely, self-emotion measured by 4 items, other emotion (4 items), use of emotion (4 items) and regulation of emotion (4 items).

ENTREPRENEURIAL ORIENTATION

Entrepreneurial orientation (EO) is the last independent variable. The entrepreneurial orientation scale of Covin and Slevin (1986) has been adopted in his study. The scale consists of three dimensions. They are innovativeness, (3 items), proactiveness (3 items) and risk-taking (3 items).

ORGANIZATIONAL LEARNING CAPABILITY

Organizational learning capability (OLC) is the mediating variable. With a view to choose a suitable scale to measure organizational learning capability, studies that used this variable were examined. The researcher found that Chiva et al., (2007) have used the instrument designed by Algre and Chiva (2007) in their works. The reliability scores were good and consistent in all the studies, and hence its robustness was established. Obviously, this scale was used in this study. This instrument has five dimensions learning, experimentation, external environment, dialogue, and participative decision-making. The dimensions are measured by learning (2 items), experimentation (2 items), external environment (3 items), dialogue (3 items), and participative decision- making (4 items).

CREATIVITY

Creativity is the mediating variable. Zhou and George’s (2001) scale is found to be the most widely used instrument by academicians and practioners. This scale has 10 items. The questionnaire five point Likert type scale with Strongly Agree to Strongly Disagree.

ANALYSIS AND RESULTS

**TABLE 1. MULTIPLE REGRESSION ANALYSIS FOR WORK DISCRETION
MODEL SUMMARY**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	F	Sig.
1	.430(a)	.185	.147	2.394	4.806	0.001**

COEFFICIENTS (A)

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	13.502	1.772		7.622	.000
Reward Practices	.103	.043	.130	2.402	.017*
Employee Empowerment	.154	.114	.088	2.343	.008**
Job Security	-.052	.099	-.037	-2.527	.021*
Performance Appraisal	.110	.156	.047	.706	.481



Internal Career opportunities	-.201	.149	-.104	-1.351	.178
Information Sharing	.062	.106	.046	.580	.562
Self-Emotion	.065	.134	.029	.485	.628
Other's Emotion	-.014	.148	-.006	-.097	.923
Use of Emotions	.212	.111	.129	1.905	.058
Regulation of Emotion	.304	.094	.232	3.244	.001**
Innovation	-.008	.143	-.004	-.059	.953
Proactiveness	-.158	.145	-.069	-1.092	.276
Risk Taking	.108	.106	.066	1.016	.310
Overall Creativity	.018	.054	.018	.327	.744
Learning	.152	.112	.086	1.340	.178
Experimentation	-.310	.122	-.178	-2.535	.012*
External Environment	-.206	.118	-.114	-1.749	.081*
Dialogue	.339	.100	.214	3.400	.001**
Participative Decision-Making	.224	.110	.115	2.034	.043*

Note: Denotes significant at 1% level

a. Dependent variable: Work discretion

Table 1 shows respondent's work discretion which is analyzed through Multiple Regression. Multiple regression analysis is carried out by treating work discretion as dependent variable and 19 predictor variables.

The measure of strength of association in the regression analysis is given by co-efficient of regression determination denoted by adjusted R^2 . The adjusted R^2 value is 0.147, which implies that 14.7 percent of the variation are explained by the independent variable used in this study. ANOVA is used check the significance of adjusted R^2 . The F value obtained is (4.806; $p < 0.001$) and hence, it is ascertained that there is a significant relationship between the dependent variable (work discretion) and 19 predictors variables in the model.

The coefficients for each of the variables indicate the amount of change one could expect in Work Discretion given a one-unit change in the value of that variable, given that all other variables in the model are held constant. To compare the strengths of coefficients of predictor variables refer to the column of Beta coefficients, also known as standardized regression coefficients. The beta coefficients are used to compare the relative strength of the various predictors within the model. Because the beta coefficients are all measured in standard deviations, instead of the units of the variables, they can be compared to one another.

In other words, the beta coefficients are the coefficients that if the outcome and predictor variables were all transformed to standard scores, also called z-scores, before running the regression. In this regression Regulation of Emotion has the largest Beta coefficients, 0.232 and Job Security has the smallest Beta, -.037. One standard deviation increase in leads to a 0.232 standard deviation increase in Emotional Intelligence, in turn, leads to a -.037 standard deviation decrease in High Performance Work System with the other variables in the model held constant.

In interpreting this output, it should be remembered that the difference between the regular coefficients and the standardized coefficients is the units of measurement. For regression, to describes the raw coefficient for Employee Empowerment, we can say that a one unit increase

reward practices would yield a 15.4 unit increase in the predicted Work Discretion. However, for the standardized coefficient (Beta) a one standard deviation increase in Employee Empowerment would yield a 0.88 standard deviation increase in the Work Discretion.

Results of the multiple regression analysis shown in table 4.14 explain that, factors like reward practices ($t= 2.402$), employee empowerment ($t= 2.343$), job security ($t= -2.527$), regulation of emotion ($t= 3.244$), experimentation ($t= -2.535$), external environment ($t= -1.749$) dialogue ($t= 3.400$) and participative decision-making ($t= 2.034$) have significant regression coefficient as judged from their t-values. This indicates that respondents are ready to consider the factors while work discretion in manufacturing company.

DISCUSSION

The results of multiple regression analysis performed for predicting work discretion offers new vistas to the corporate entrepreneurship literature. Among the five criterion variables, organizational learning capability and high performance work system have shown significant regression coefficients. Organizational learning capability is considered a key indicator of a firm's productivity and potential to grow (Jerez-Gomez et al., 2005) and it is a process adopted by organizations to change/modify the existing procedures, policies, rules, research practices etc., to sustain and improve the efficiency or performance (Algre and Chiva, 2008). Hence the dimensions like learning (encouraging the mentality of staff to expose themselves to latest trends), experimentation (willingness to test novel ideas against criticism and consideration of new processes), external environment (the factors which lie outside the sphere of a firm has got a direct link with the generation of new methods) and participative decision-making (the extent to which employees can influence the decision) have influenced the dependent variable, work discretion. This outcome reflects the findings reported by Tannenbaum (1997), Yeung et al., (1999) and Babuji and Crorsan (2004).

A fascinating finding in this study is, among these four dimensions of organizational learning capability, experimentation has got the highest beta value (0.230, $P<0.001$) which highlights its importance in measuring work discretion. Besides, experimentation is the most widely supported dimension in organizational learning capability literature (Hedberg, 1981; Nevis et al., 1995) and our result also supports this theoretical perspective.

To fulfill the tasks mentioned above, employees should be embedded with legitimate power and should have the right to act in his own judgment (Taeggia and Hedily, 1976), which is the fundamental ideology of work discretion. Hence, these dimension of organizational learning capability have influence it.

As mentioned earlier, reward practices ($B=0.88$), employee empowerment ($B=0.130$), and job security ($B=0.037$) have significantly affected work discretion, with employee empowerment has got a stronger effect. (For achieving organizational goals) adopt employee's tend to adapt methods that adopt to the working environment, for achieving organizational goals, for which freedom is essential. Existing literature emphasis that autonomous employees are empowered to formulate entrepreneurial solutions to address the challenges (Pinchot, 1985; Morris et al., 2008) and our study also corroborates this argument. Empowerment provides employees the responsibility and legitimate power to decide about their job responsibilities and function autonomously in dealing with the work-related issues in a short span of time.

Our current research provides an important step towards understanding the critically of ‘reward practices’ that spur middle managers to foster entrepreneurial mindset. Reward practices reinforce the behavior of the employees (Scheepers et al., 1997) which helps to handle work discretion effectively and assist in accomplishing an organization’s goal of inculcating entrepreneurial attitude. Additionally, to act independently based on his judgment, an employee should believe that there is no threaten for his job position. Hence, ‘job security’ also influenced work discretion.

MANAGERIAL IMPLICATIONS

(i) Managers should distinguish the differences among the various levels of achievers, and reward them accordingly. Management needs to highlight significant achievements and encourage a pursuit of challenging tasks. Regulation of rewards policy according to the culture of the organization will strengthen the entrepreneurial trait of workers.

(ii) Making the employees to believe that their job is secured, irrespective of failure or incompleteness of innovative projects initiated by them. Adopting the policy of participative decision making will increase the employees’ involvement and commitment level in reaching organizational goals.

(iii) Organizations should give autonomy to the executives to delegate works to supervisors and decide upon the course of action to complete an innovative project. They should have the authority to reallocate works, reframe time limits, and refix the outcome expected.

SCOPE FOR FUTURE STUDY AND CONCLUSION

In summary, our study provides empirical evidence that high performance work system, organizational learning capability, emotional intelligence, entrepreneurial orientation and creativity enhance corporate entrepreneurship. The results emerge from this study shows that corporate entrepreneurship capability can be nurtured if employees perceive that top management is supporting the innovative process, by providing autonomy in a flexible organization structure.

As radical innovation becomes key to organizational performance, firms must pamper creative people and treat idea generation as the key performance indicator. Ensuring quick internal career growth opportunities along with adequate rewards/recognition would pave way for better corporate entrepreneurship initiatives. Emotionally intelligent middle managers with proactiveness and aggressiveness would successfully implement corporate entrepreneurship programs and they need to guide supervisors to acquire new knowledge. Establishing a conducive environment to learn and to conduct experiments will certainly encourage employees to support the corporate entrepreneurship policy. Employees will experience a sense of satisfaction in their job, owing to the firms’ readiness to initiate and consistently implement corporate entrepreneurship activities. Needless to say that creation of sustainable entrepreneurship affects firm performance.

To conclude, corporate entrepreneurship is considered globally as a critical driver of sustainable growth and it is imperative that Indian companies should understand the forces that drive corporate entrepreneurship to have competitive advantage.

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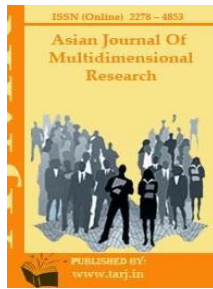
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NBDT- THE HIDDEN TREASURE IN NEW ZEALAND FOR INDIAN NBFCs

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ABSTRACT

The principal objective of this paper is to enunciate the opportunities in New Zealand financial system for the Indian NBFCs and the reasons behind the same. A stable and strong government in the running in both New Zealand and India provides scope for NBFCs to set up businesses in this pacific island nation in the form of NBDTs. They are or non bank deposit taking entities in New Zealand that offer debt securities to the public and carry on the business of borrowing and lending money or providing financial services or both. A vast Indian community along with other Asian population which is ever increasing at a rapid pace in New Zealand provides an excellent platform for NBFCs to become NBDTs and start their venture in this island nation that is on the verge of signing a Free Trade Agreement with India.

KEYWORDS: *NBDT- Non-bank deposit takers, NBFC-Non Banking Financial Company.*

INTRODUCTION

With the dawn of a new and solid central regime in India, the outlook about Indians and Indian companies in the global business world is quite optimistic. Although this perception about our firms were already there towards the late 90s when many Indian entrepreneurs started investing in the Gulf , the US and the U.K, it is now that most of the world leaders are wooing the Indian community to invest and start businesses either invidually or on joint venture terms. Perhaps the charismatic and energetic leadership of the current prime minister has a lot to do with this as it was well evident from the grand reception that he and his contingent received from the various countries he visited in the last 12 months.

It is against this backdrop that the NBFCs should try to span their wings to reach out and conquer new markets beyond the Indian borders. Besides that the decision by RBI to approve payments banks to function in India will certainly pose some threat and competition to the existing NBFCs.

The way ahead for our NBFCs as mentioned above is to look for new pastures across the globe and cement their presence before someone else does. And such an opportunity lies in the vastly under-tapped New Zealand financial market in the name of NBDT or Non-bank Deposit Taker.

NON-BANK DEPOSIT TAKERS

NBDTs or non bank deposit takers are entities in New Zealand that offer debt securities to the public and carry on the business of borrowing and lending money or providing financial services or both. The Reserve Bank of New Zealand regulates non-bank deposit takers (NBDTs) in New Zealand for the purposes of promoting the maintenance of a sound and efficient financial system and avoiding significant damage to the financial system that could result from the failure of an NBDT. The modus operandi of NBDTs in NZ is almost in line with its Indian counterpart – NBFCs where the latter is also engaged in the business of loans and advances, acquisition of shares/stocks/bonds/debentures/securities issued by Government or local authority or other marketable securities of a like nature, leasing, hire purchase, insurance business and chit business. In December 2005, the then government of New Zealand agreed that the Reserve Bank should be the sole prudential regulator of the New Zealand financial system, including the NBDT sector. The regulatory framework anticipated for NBDTs would give the Reserve Bank the role of licensing NBDTs, and developing and enforcing minimum prudential and governance requirements. The prudential regulation of NBDTs is carried out under the Non-Bank Deposit Takers Act 2013 and associated regulations.

NBDT LICENSING

The Non-bank Deposit Takers Act 2013 (the NBDT Act) came into force on 1 May 2014. From this date, all Non-bank Deposit Takers (NBDTs) will need to be licensed. A one-year transition period will enable existing NBDTs to meet the new licensing rules. As part of the licensing process, the Reserve Bank will assess an applicant's ability to comply with the requirements of the NBDT Act. The Bank will also assess the suitability of directors and senior officers of the applicant. NBDTs wishing to obtain a licence must apply to the Reserve Bank. They will need to complete an application form and provide specific information. All directors and senior officers of the applicant will need to provide a suitability notice. Application forms, templates and guidance materials are provided in the official website of Reserve Bank of New Zealand.

APPLYING FOR A LICENSE

NBDT license applicants will need to submit an NBDT license application form to the Bank and a suitability notice for each director and senior officer, or proposed director and senior officer, of the applicant. The applicant will also need to provide financial information and, in certain circumstances, information about its controllers.

Anyone wanting to carry on the activities of an NBDT, as defined in section 5 of the NBDT Act, needs to obtain a license before providing these activities, unless they benefit from the transitional provisions described below. An NBDT is defined in section 5 of the NBDT Act, and includes:

1. Persons offering debt securities to the public in New Zealand who also carry on the business of borrowing and lending money or providing financial services, or both;

2. Persons who were previously an NBDT, or were a deposit taker as defined by section 157C of the Reserve Bank of New Zealand Act 1999, and who still have debt securities that were issued to the public in New Zealand that remain unpaid; and

3. Persons declared by regulations to be NBDTs.

CONDITIONS OF LICENSE

Section 18(2) of the Non-bank Deposit Takers Act 2013 (‘the Act’) enables the Reserve Bank to impose conditions on a license at the time it is granted. The Reserve Bank has identified general conditions of license that will apply to all licensed NBDTs. Additional license conditions may be imposed on specific entities if appropriate.

The general conditions address some matters relating to suitability notices. The general conditions are set out below:

- A new director or senior officer must not be appointed to the NBDT without the NBDT first submitting a suitability notice to the Reserve Bank in respect of that person. The suitability notice must comply with section 15 of the Act. The appointment may not proceed unless: i. the suitability notice does not raise a suitability concern; or ii. if the suitability notice states that the person named in it does raise one or more suitability concerns, the Reserve Bank issues a notice of non-objection in respect of that person.
- The NBDT must ensure that no person continues to occupy a senior officer position with the NBDT if: i. the person raises a suitability concern after appointment as a senior officer of the NBDT, and ii. the Reserve Bank has informed the NBDT that it does not intend to give a notice of non-objection in respect of that person.

Entities that wish to commence non-bank deposit taking business must obtain an NBDT license before taking deposits. Prospective NBDTs will normally need to provide the Bank with the same information required from existing NBDTs (where relevant), and may request additional information where appropriate. Prospective NBDTs are encouraged to contact the Bank to discuss their plans prior to developing an application. Where an application is received from a prospective NBDT, the Bank will normally notify the applicant of their final decision within three months of receiving full information on all relevant criteria, although this will vary depending on the complexity of the application.

NEW ZEALAND

New Zealand (Maori: Aotearoa) is an island country in the southwestern Pacific Ocean. The country geographically comprises two main landmasses – that of the North Island, or Te Ika-a-Māui, and the South Island, or Te Waipounamu – and numerous smaller islands. New Zealand is situated some 1,500 kilometres (900 mi) east of Australia across the Tasman Sea and roughly 1,000 kilometers (600 mi) south of the Pacific island areas of New Caledonia, Fiji, and Tonga. Because of its remoteness, it was one of the last lands to be settled by humans. During its long isolation, New Zealand developed a distinctive biodiversity of animal, fungal and plant life. The country's varied topography and its sharp mountain peaks, such as the Southern Alps, owe much to the tectonic uplift of land and volcanic eruptions. New Zealand's capital city is Wellington, while its most populous city is Auckland.



Polynesians settled New Zealand in 1250–1300 CE and developed a distinctive Māori culture. Abel Tasman, a Dutch explorer, was the first European to sight New Zealand in 1642. In 1840, representatives of the British Crown and Māori Chiefs signed the Treaty of Waitangi, making New Zealand a British colony. Today, the majority of New Zealand's population of 4.5 million is of European descent; the indigenous Māori are the largest minority, followed by Asians and Pacific Islanders. Reflecting this, New Zealand's culture is mainly derived from Māori and early British settlers, with recent broadening arising from increased immigration. The official languages are English, Māori and New Zealand Sign Language, with English predominant. The country's economy was historically dominated by the export of wool, but exports of dairy products, meat, and wine, along with tourism, are more significant today.

Nationally, legislative authority is vested in an elected, unicameral Parliament, while executive political power is exercised by the Cabinet, led by the Prime Minister, who is currently John Key. Queen Elizabeth II is the country's head of state and is represented by a Governor-General. In addition, New Zealand is organised into 11 regional councils and 67 territorial authorities for local government purposes.

INVESTING IN NEW ZEALAND

Investors with the capital, entrepreneurial track record and international connections that can make a real difference to New Zealand economy are wanted now. Along with the inbuilt business advantages of a fertile land and a well-educated, flexible workforce, Indian entrepreneurs will find a Government actively promoting growth and innovation with a range of business and migrant-friendly policies. Getting money into New Zealand - or out - is easy and there are very few restrictions on what one can or can't invest in. Plus, the tax situation in New Zealand is positive for investors. Forbes has ranked New Zealand as the third best country for business, thanks to a transparent and stable business climate that encourages entrepreneurship.

New Zealand has an open economy that works on free market principles. Over the last 25 years NZ economy has gone from being one of the most regulated in the OECD to one of the least regulated. Fertile soil and excellent growing conditions coupled with sophisticated farming methods and advanced agricultural technology provide the ideal environment for pastoral, forestry and horticulture activities. Agricultural commodities account for around half of all goods exports, and New Zealand is one of the top five dairy exporters in the world. New Zealand has a very export-driven competitive economy with exports accounting for about 30% of GDP. Complementing NZ's highly efficient agricultural sector are sizable manufacturing and service sectors and growing high-tech capabilities. NZ have a low-inflation environment, with monetary policy managed by an independent central bank, the Reserve Bank, charged with maintaining price stability. They have a long-standing flexible exchange rate. There are no exchange controls or restrictions on bringing in or repatriating funds.

FACTORS THAT MAY AID INDIAN NBFCS IN NEW ZEALAND

1. Strong and growing Indian community in NZ which is around 4 per cent of the total population of NZ.
2. India is New Zealand's 15th-largest bilateral trading partner.
3. Limited number of banks of Indian origin.
4. Limited number of existing NBDTs in New Zealand.

5. Flourishing Indian businesses in the retail, agriculture and service sector.
6. Steady inflow of students from India to New Zealand.
7. Rapid and steady migration of Indians to New Zealand.
8. Investment friendly business visas promoted by New Zealand government.
9. Abundant supply of energetic, educated and young workforce of both Indian and kiwi origins.
10. Last but not the least the negotiations for New Zealand – India FTA is underway.

CONCLUSION

The Tata's, Mittal's, Adani's and the like have all showed remarkable success by investing all around the world in various sectors. Perhaps it is time for Muthoot's, Shriram's, Jindal's and other giants of Indian financial sector to start thinking about sowing their talents and funds in other lucrative economies especially in New Zealand with a sturdy Indiandiaspora. The individual and unorganised money and gold loan lenders thriving in New Zealand, a steady rate of international money transfer in and out of New Zealand, strong housing loan sector and a vast untapped market for financial assets are some of the major contributing factors to be captured by Indian NBFCs.

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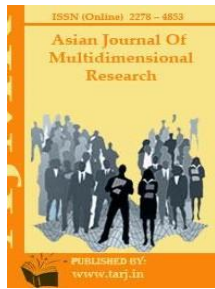
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**EUROPE COUNTRY, UNITED STATE OF AMERICA
CONTEMPORARY GLOBALIZED SOCIETY INDIVIDUAL PEOPLES
OF STANDARD LEVEL BUSINESS DOING ALSO A FACTOR JOINIF
INDIVIDUAL PEOPLES AND GROUPS CONCEPT OF SUFFICIENT
NUMBER LAWYER (UG /PG DEGREE/EDUCATION)**

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ABSTRACT

Europe country, united state of America individual peoples standard level business doing also a factor work of, join individual peoples lawyer (UG /PG DGREE) and group concept sufficient number lawyer with combination of N.G.O human right/protest by assemble. Its have to understand by complete development system of individual peoples to standard level businessman to top level category, its category on the political natural philosophy of group of peoples/society, religion, language, caste ethnic race. Its have the philosophy of best human resources skill in civil /political right sector give the best result, its have to seen practical aspects of the worldwide all sector. That lawyer U.G/P.G degree and N.G.O for protest assemble invade the civil and political right. Its increas the work capability, speed and accuracy of work.

KEYWORDS: *Individual, Group, Human Resources, Best, Skill, If Increase, Practical, Human Resources.*

INTRODUCTION

Its have understand to do the business a complete development system of work follow without it not complete success. Also a important philosophy , of best human resources skill in civil /political right sector give the best result theoretical perspective of constitution of country and U.N human right agenda,declaration ,covenant law to promote of derive group ,deprive caste ,religion to focus on education concerned of human resources .Its have on implementation of if and possibility concept.Itshave to take of philosophy of better skill of human resources of likedevelopment of individual and group. Its also understand the group of political natural philosophy of peoples/society, religion, language, caste ethnic race.

Europe country, united state of America individual peoples standard level business doing also a factor work of, join individual peoples lawyer(UG /PG DGREE) and group concept sufficient number lawyer with combination of N.G.O human right/protest by assemble.

Its have to understand by complete development system of individual peoples to standard level businessman to top level category , its development system category on the political, group of people /society, religion, language, caste ethnic race.

Its have the philosophy of best human resources skill in civil /political right sector give the best result, its have to seen practical aspects of the worldwide all sector. That lawyer U.G/P.G degree and N.G.O for protest assemble invade the civil and political right .Its increase the work capability, speed and accuracy of work.

Its have hereby use the theoretical aspects of the contemporary Europe and U.S.A , on implementation of if and possibility concept.

Its have to understand by complete development system of individual peoples standard businessman to top level category after the have possible to understand many factors have involve and make a complete system of any peoples of standard businessman to top level if you break complete system you have failure.

There for if in Europe and united state of America country also have involve global company business holder of people also have involve simple job earning people but option of individual any people to have reach the top level to follow the model of business. The lawyer is key point of fighting with Europe country and united state of america of other powerful groups of people. Firstly have to understand of self develop of business of key point of lawyer ,after then with involve of a sufficient number of people a individual lawyer have to operate. If any people of promote business other people political problem arise by powerful people/ group of lobbying of people then fight of key point of lawyer with n.g.o of human right of protest assemble. In the country of that group of peoples of powerful lobbying which groups of peoples have not sufficient number of lawyers with N.G.O of human right of protest assemble have no more possible to increase individual business if other powerful group of peoples of lobbying have problem arise . Lawyers have done two type work first human right consider and second to the involve of business run any other group have disturb for that.

Its have to understand of humans resources have the combine of lawyer of other peoples. In the problem of group fight of basics problem have evolve after then have to legally organize N.G.O for peoples of protest assemble to fight other powerful groups of people create complex problem in the absence of legally protest of assemble of people. Also have that concept of political party in that matter but have its more easy option/absence of political party option of some group of peoples in complex problem of peoples and some groups have not solve by that underlie by political party.

(Note –lawyer means not only court practice but key point of business important aspect, therefore itshave done in more skilled way in political meaning other then peoples.)

CONCLUSION

Therefore Europe country , united state of America individual peoples business also a factor work of join individual lawyer(UG /PG DGREE/EDUCATION) and group concept sufficient number lawyer with combination of N.G.O human right/protest by assemble.

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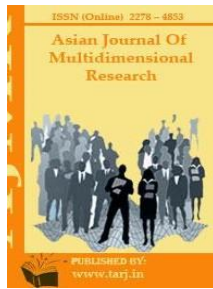
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www.economistinsights.com/.../gti%20final%20report%205.4.11.pdf

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2. The global talent competitiveness index 2014 report "growing talent today and tomorrow by inseed the business school for the world, europe campus boulevard de constance 77305 fontainebleaufrance tel: +33 1 60 72 40 00, <http://global-indices.insead.edu/gtci/gtci-2014-report.cfm>



3. Insead the business school for the world, europecampusboulevard de constance 77305 fontainebleaufrancetel: +33 1 60 72 40 00, of global innovation index 2014 (gii) report particular web url- <http://global-indices.insead.edu/gii/>
4. Heidrick& struggles international, inc. (nasdaq:hsii) is the leadership advisory firm web-<http://www.globaltalentindex.com>, of talent/skills reports particular topic url---<http://weknowglobaltalent.com/gti/window/gti/>
5. Hays,recruting experts world wide (web- <http://www.hays-index.com/>), in partnership with oxford economics, of hays global skills index 2014, particular topic url <http://www.hays-index.com/countries/> and hays global skills index 2014 report- <http://www.hays-index.com/archive/>
6. International center for peace and development (<http://www.icpd.org/>) of employment trends in the 21st century, particular web –<http://www.icpd.org/employment/empltrends21century.htm>
7. Oecd forum - organisation for economic co-operation and ...development , oecd2, rue andré pascal75775 pariscedex 16france tel.: +33 1 45 24 82 00
(www.oecd.org) , particualr url-www.oecd.org/g20/meetings/toronto/g20-skills-strategy.pdf
8. Unesco, unesco headquarters is established in paris (web-<http://www.unesco.org>) , report on skills gaps; background paper ,particular report web url-<http://unesdoc.unesco.org/images/0021/002178/217874e.pdf>
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(<https://www.oxfordeconomics.com/media/default/thought%20leadership/global-talent-2021.pdf>
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<http://public.deloitte.com/media/human-capital/main-dashboard.html>

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SOME DESIGN CONSIDERATION OF SINGLE STAGE DRAWING OF CYLINDRICAL CUP USING ALTAIR HYPERWORKS

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ABSTRACT

HyperForm is the module of Altair Hyperworks used for formability analysis and prediction various defects like wrinkles, spring-back and thinning occurred in sheet metal drawing process. A sheet metal drawing process is widely used in industry for producing seamless cup formed parts in automobile, aircraft and household applications. During the product design and tool design designer are still adapts trial and error method to decide blank shape, blank size, draw tool and process parameters. Computer aided engineering (CAE) plays very significant role in the decision making of various parameters of sheet metal forming processes and it helps to designer during product design as well tool design stage to decide optimum and accurate process parameters. The use of CAE software such as HyperForm during product design and tool design stage minimizes the tool trial time and cost. This paper describes the study of effect of die parameter such as die radius and process parameters such as blank holding force for different thicknesses on defects like wrinkles and thinning during sheet metal single stage drawing of cylindrical cup. Altair HyperForm CAE tool is used for this investigation as a virtual tool and the results are compared with actual production of component by designing and developing tool for drawing of sheet metal. The study reveals that the die radius influences on defects like wrinkles. The result of Altair HyperForm well matches with the actual produced products.

KEYWORDS: *Formability, Wrinkles, % Thinning, Deep Drawing.*

INTRODUCTION

Metal forming are the main methods of manufacturing in this process the material shape is formed by applying force to the piece. Metal forming is used for achieving complex shape products and, improving the strength of the material. In this method, thin sheets of metal are shaped by applying pressure through dies.

Sheet metal forming is very important for metals because nearly 50% of metals are produced in sheet metals. Sheet metal forming is done by many ways such as shearing and blanking, bending stretching, spinning and deep drawing. Those methods are widely used for producing various products in different places of industry. The parts manufactured by sheet metal forming are widely used in automotive and aircraft industries.

Deep drawing is one of the most important sheet metal forming processes. A 2-D part is shaped into a 3-D part by deep drawing. According to the definition in DIN 8584, —deep drawing is the tensile-compressive forming of a sheet blank to a hollow body open on one side or the forming of a pre-drawn hollow shape into another with a smaller cross-section without an intentional change in the sheet thickness. |

In the deep drawing process, flat sheet of metal (called blank) is placed over the die, and with the help of the punch, blank is pressed into the die cavity. Blank holder applies pressure to the blank in the flange region during the deep drawing process (3). In manufacturing processes the main goal is to obtain defect free end product. Recently, there are two main approaches to achieve these goals. One of them is the application of knowledge-based expert systems, which are generally based on simplified plasticity theory and empirical technological rules. There are a great number of papers dealing with the use of knowledge-based systems both in sheet and metal forming. However, the exclusively knowledge based solutions have certain disadvantages; they usually cannot provide an enough accurate solution to the problem since systems are generally based on simple technological rules with limited validity. Therefore knowledge based systems cannot predict for example the material flow, and usually cannot provide the accurate stress and strain distribution inside the component.

The first step of manufacturing is the designing process, which enormously affects the whole manufacturing process. The designer must have knowledge about possible problems and their solutions during production.

Many researchers have been completed in various manufacturing processes because of the knowledge needed to achieve better quality product. This work represents the initial stages of application and utilization finite element analysis (FEA) for Deep drawing process as in manufacturing domain. Use of FEA at early design stage of tool design for deep drawing helps to predict defects and save time and trial cost after manufacturing tool.

In the previous research work, the researchers considered different process parameters and concluded that, the defect such as wrinkles does not depend on die radius and fracture limit slightly increases with die radius and punch radius [3].

This paper aims at

1) To study the effect of die radius and blank holding force for different thicknesses on the defects like wrinkles and thinning during sheet metal single stage drawing of cylindrical cup.

- 2) To optimize tool parameter (die radius) and process parameter (blank holding force) to reduce wrinkles and thinning for different sheet thicknesses..
- 3) To conduct virtual experiments using FEA and compare the results with component produced at actual for different parameters.

PROCESS METHODOLOGY

COMPONENT DRAWING

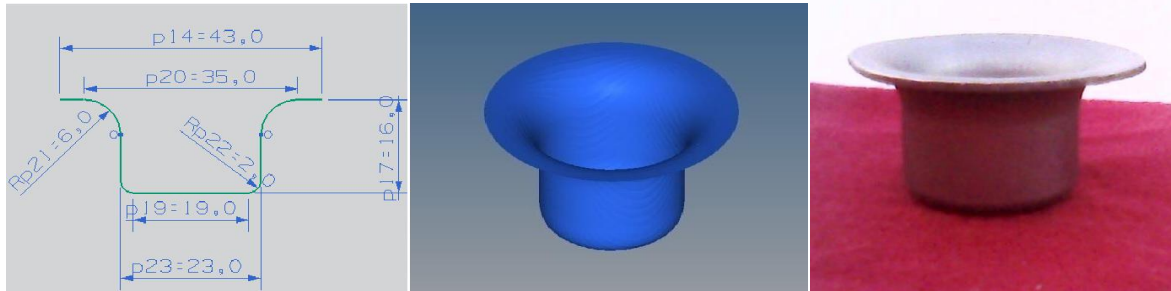


FIGURE 1: COMPONENT DETAILS AND DRAWING - SOLID MODEL AND ACTUAL COMPONENT

MATERIAL

The material of the component is CRCA (Cold Rolled Closed Annealing) Drawn Quality (DQ) Steel and Thicknesses of the material considered as 0.5 mm, 0.75mm, and 1 mm.

Material Properties	Value
n value	0.22
r value	1.6
Hardness (HRB)	40

Remark: The checked parameters of given sample conforms to —Dl grade as per IS 513-1994

The sheet metal drawn component mostly found wrinkles (Fig.3.3.a) and thinning (Fig3.3.b), these defects mostly depend on different parameters. These parameters are divided as process parameters and tool parameters as listed below

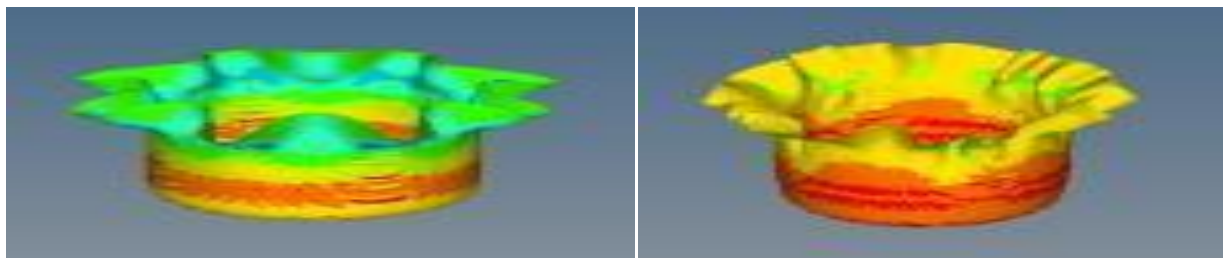


FIG 2.A

FIG 2B

FIGURE 2: DEFECTS IN COMPONENT

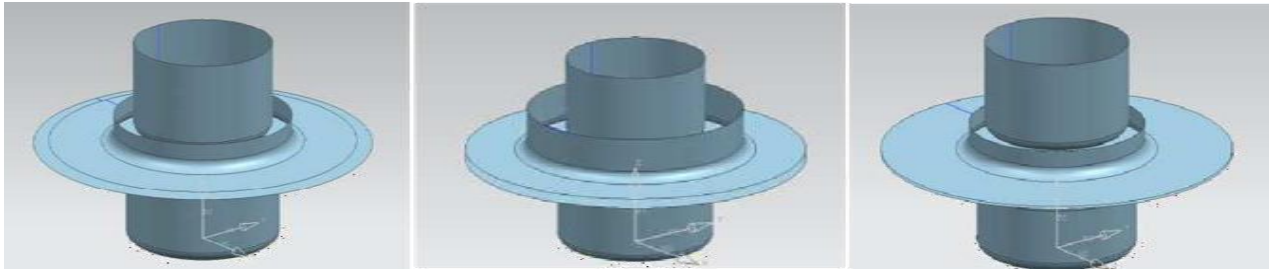
VIRTUAL EXPERIMENT

For study consider process parameters are 1) Die entry radius i.e. 2mm, 4mm, 6mm. 2)Blank holding force i.e. 1000N, 1200N, 1400N of different blank thickness i.e. 0.5mm, 0.75mm, 1mm. This parameter considering for simulation experiment.

DIE SET DIMENSION

All the dimension of Die set component are shown in fig.

FIG 3: (A) SHEET MODEL OF DIE SET DR2 (B) SHEET MODEL OF DIE SET DR4 (C) SHEET MODEL DIE SET DR6



Blank development Developed in FEA Process

The solid model of the components is modeled using a CAD Unigraphics and exported this model in IGES forma.

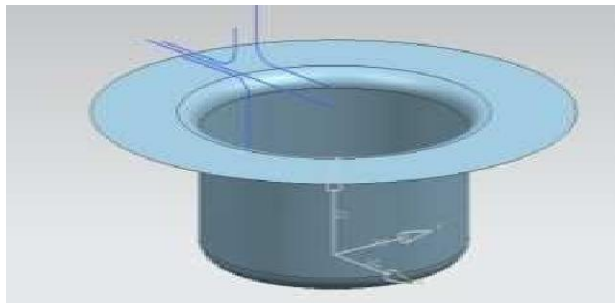


FIGURE 4: SOLID MODEL COMPONENT

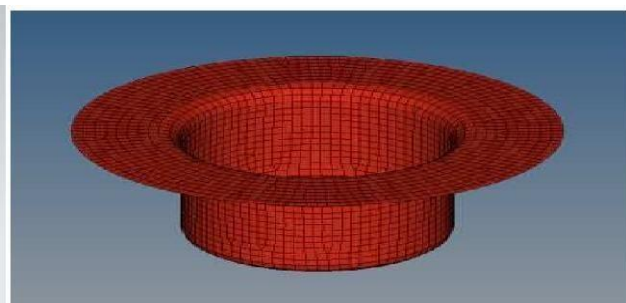


FIGURE 5: MESH COMPONENT

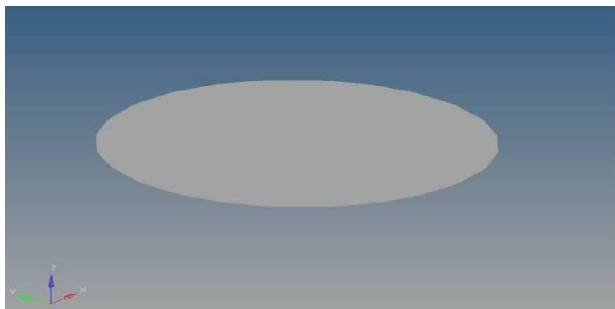


FIGURE 6 : BLANK DEVELOPMENT

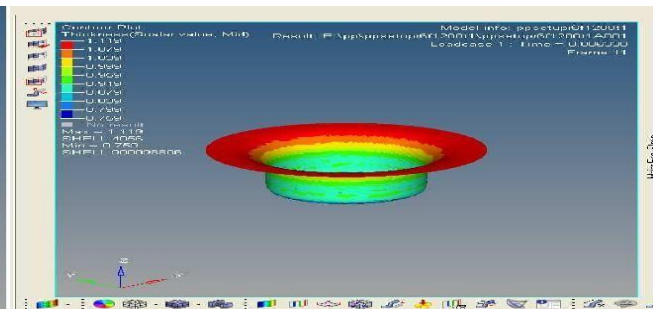


FIGURE 7: %THINNIN

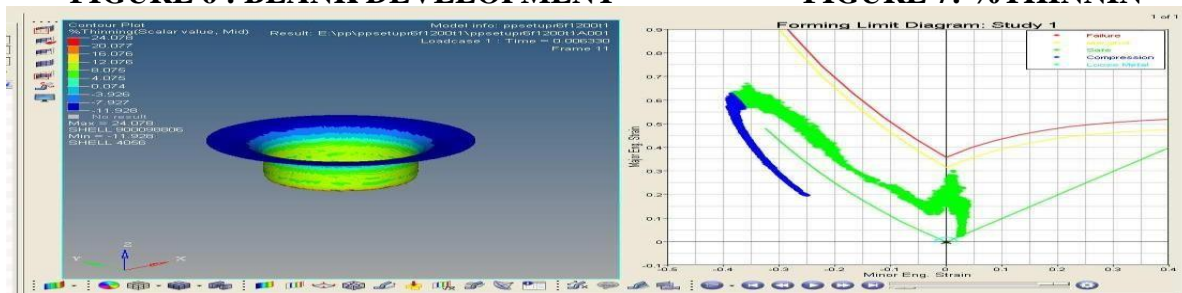


FIGURE 8: FORMABILITY ANALYSIS

AUTO PROCESS

Auto process has two major steps: Setup and Detail.

In setup select analysis type, and specify the essential input parameters for the analysis, in the fields that are available in dialog. The blank and tools of forming process have fields to fill in different values for each of these. After providing required data click Auto Position button to automatically adjust the position of tools. Apply button saves the current tool and blank settings, generate the load curves and input the files for RADIOSS solver. After the process is defined, it can verify that tool motion is correctly defined by reviewing animation control. In Detail review the setup and make modifications to input data. In Auto process, position the die, punch, binder, and blank by selecting Double Action Draw. Select input for draw beads, constraints, draw direction and motion type. Verify that the file type is source column next to Blank1, Die, Punch and Binder is HF. Click on Auto position button. Review Blank, Die, punch and binder parameters. Apply the parameters and review the animation control. Animation control field makes it possible to verify that motion is setup correctly. Save the file and Run the analysis.

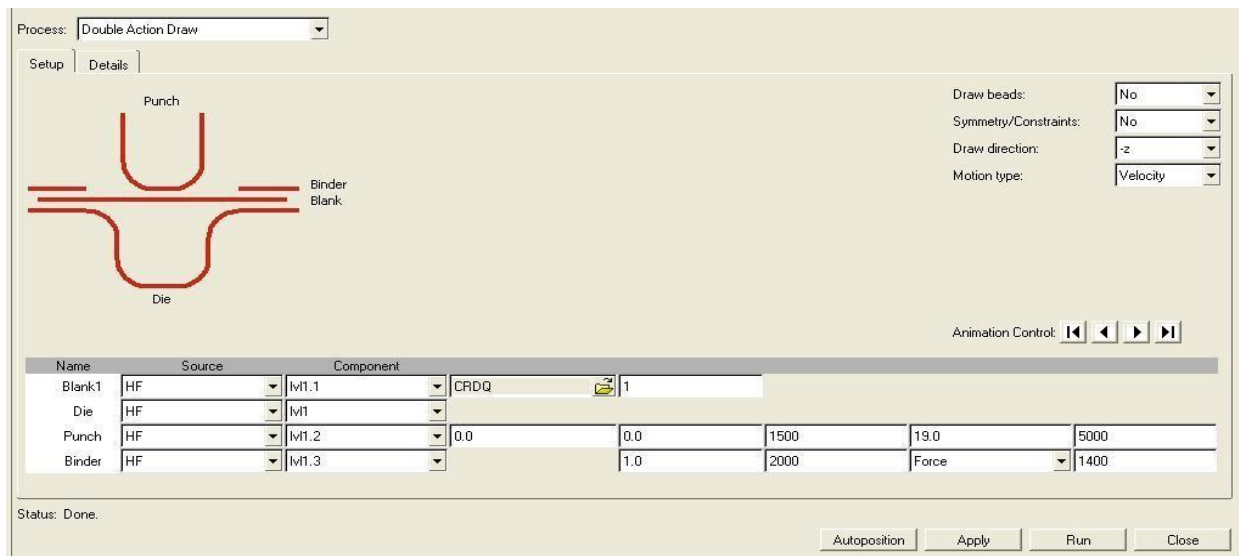


FIGURE 9: AUTO PROCESS SETUP

TAGUCHI DESIGN

TABLE NO. 9: PROCESS PARAMETERS AND THEIR LEVELS

Process parameter	Levels and Their range		
	1	2	3
Die entry radius (mm)	2	4	6
BHF (N)	1000	1200	1400
Blank thickness (mm)	0.5	0.75	1

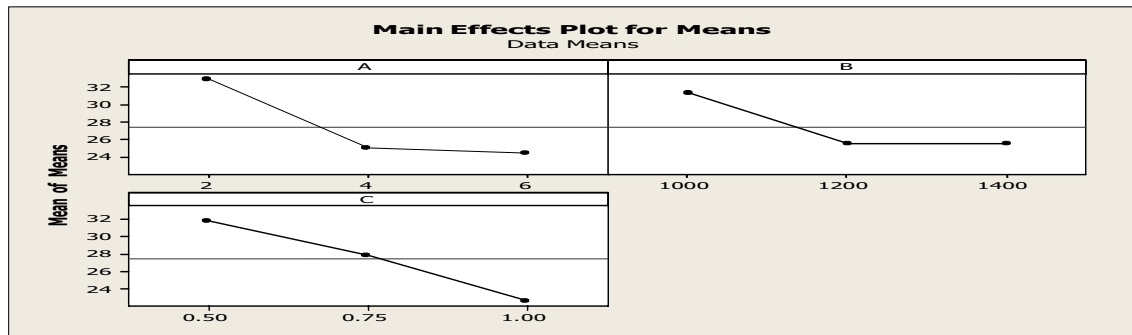


FIGURE10: MAIN EFFECTS PLOT FOR MEANS

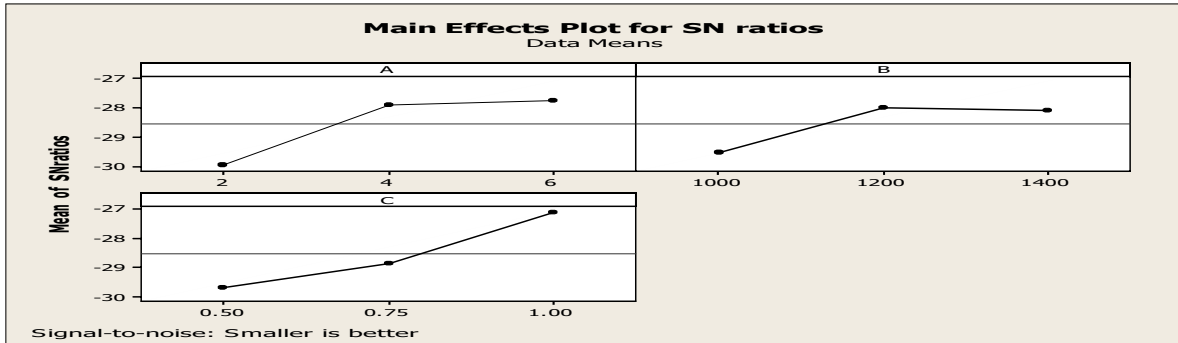


FIGURE 11: MAIN EFFECTS PLOT FOR SN RATIOS



FIGURE 12: CUT PIECES OF DRAWN COMPONENT

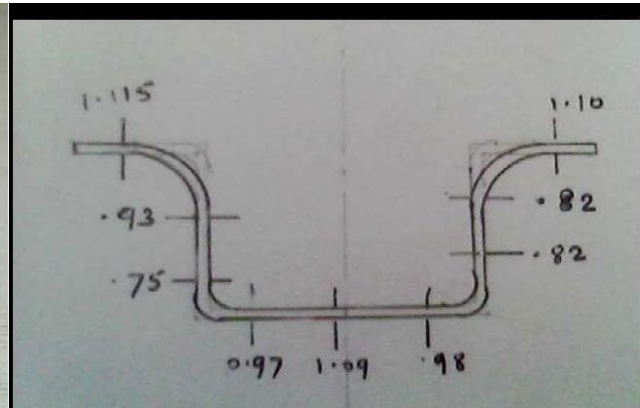


FIGURE 13: MEASURING THINNING % OF CUT PIECE

RESULTS & DISCUSSIONS

Result of virtual experiments, on different process parameter i.e. Different Die entry radius and BHF at different blank thickness by software are as follows.

INFLUENCE OF PROCESS PARAMETERS ON THINNING %

A) DIE ENTRY RADIUS

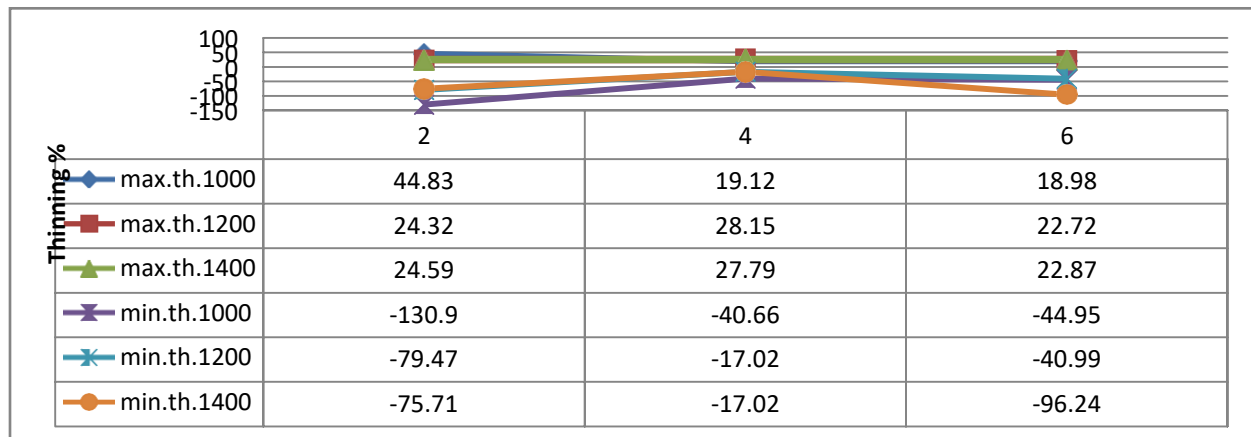


FIGURE 14 EFFECT OF DIE ENTRY RADIUS ON THINNING % AT DIFFERENT BHF OF BLANK THICKNESS 1 MM

From figure 12, it is found that maximum thinning % on Die entry radius 2, with BHF 1200 N and minimum on Die entry radius 4, with BHF1000 N at blank thickness 1 mm & that minimum thinning % on Die entry radius 2, with BHF 1000 N and maximum on Die entry radius 6, with BHF1400 N at blank thickness 1 mm. But for better result consider minimum maximum thinning % and maximum minimum thinning % so better value of thinning % are 21.93 and -11.9. So it is concluded that when die entry radius increase, then maximum thinning % reduce up to Dr 4, and again increases up to Dr 6 and minimum thinning % increases up to Dr 6 at blank thickness 1 mm.

B) BLANK HOLDING FORCE

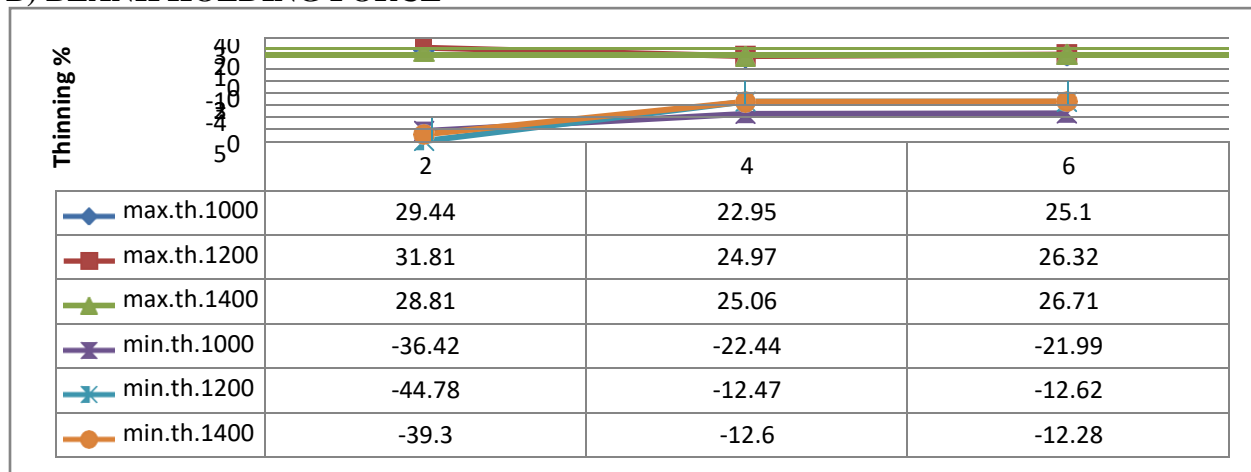


FIGURE 15: EFFECT OF BHF ON THINNING % AT DIFFERENT DIE ENTRY RADIUS OF BLANK THICKNESS 1 MM

From figure 13, it is found that maximum thinning % on BHF 1200 N, with Die entry radius 2 and minimum on BHF1200 N Die, with entry radius 4 at blank thickness 1 mm & minimum thinning % on BHF 1000 N, with Die entry radius 2 and maximum on BHF1400 N, with Die entry radius 6 at blank thickness 1 mm. But for better result consider minimum maximum thinning % and maximum minimum thinning % so better value of thinning % are 21.93 and -11.9, and a) when BHF increases, then maximum thinning % increases up to 1200 N and again

reduces up to 1400 N & minimum thinning % continue increases up to 1400 N, at Die entry radii 2 with blank thickness 1mm b) When BHF increases, then both maximum thinning % & minimum thinning % are increase up to 1400 N, at Die entry radii 4 with blank thickness 1 mm. c) When BHF increases, then maximum thinning % increases up to 1200 N and again reduces up to 1400 N & minimum thinning % decreases up to 1200 N, and increases up to 1400 N, at Die entry radii 6 with blank thickness 1

COMPARISON OF FEA RESULT AND ACTUAL RESULT

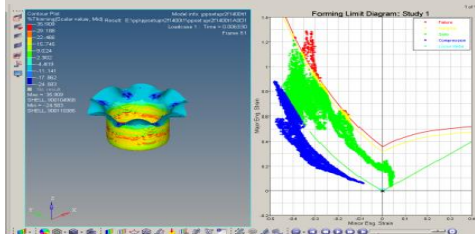

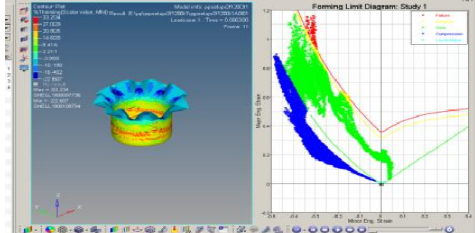

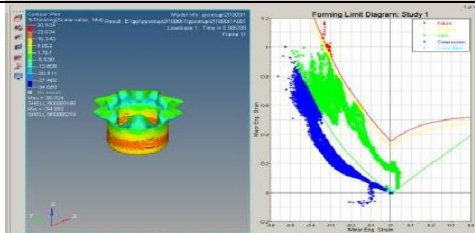

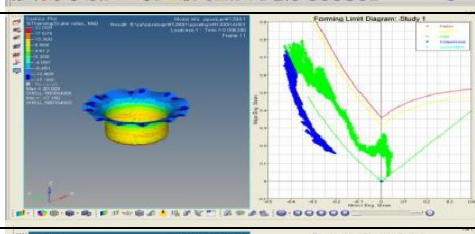

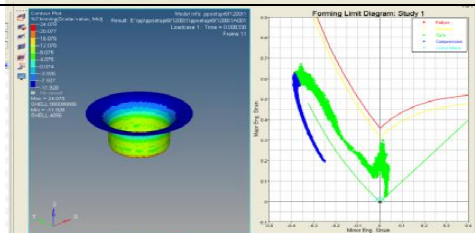

Parameters	Software component	Actual component
Die entry radius 2mm,BHF 1000N, Blank thickness 1mm		
Die entry radius 2mm,BHF 1200N, Blank thickness 1mm		
Die entry radius 2mm,BHF 1400N, Blank thickness 1mm		
Die entry radius 4mm,BHF 1200N, Blank thickness 1mm		
Die entry radius 6mm,BHF 1200N, Blank thickness 1mm		

FIGURE 17.COMPARISONS OF SOFTWARE COMPONENT AND ACTUAL COMPONENT

CONCLUSIONS

It is a finite element analysis based simulation has been done using Altair Hyper Form for the single stage drawing processes. The effect of parameters on the wrinkles, thinning and formability quality characteristics of Single stage drawing process has been done.

- 1) The virtual and actual experiment shows that, the wrinkles and thinning can be controlled by optimizing the die radius and blank holding force.
- 2) As the die radius increases the defect like wrinkles in combination with thinning reduces for optimized value of blank holding force for different sheet thicknesses.
- 3) The Altair's Hyper Form simulation software is used for virtual experiment and found to easy tool for sheet metal formability analysis. The actual experiment result confirms the result simulated using Altair Hyper form. From the simulation performed it is concluded that, defects wrinkles and thinning % can be control by varying die entry radius, blank thickness, and blank holding force.

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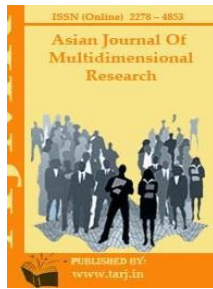
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NATURE OF FEMALE CRIMINALITY IN INDIA: AN OVERVIEW

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Himachal Pradesh, INDIA

ABSTRACT

Today women have scaled a new height in every aspect of life. Now role of women has changed from wife/mother to a manager. They indulge in all sorts of crimes. The changing social norms and values and the cultured patterns in the complexity of life are largely responsible for this change. It is a crucial problem because it has impact on family, upbringing of children and overall fabric of society. When a crime is committed by a female it has its repercussions on herself, husband, children, family, relatives, neighbours and on the society at large. Today, women are fast indulging in all sorts of crimes with the aid of latest techniques. In this type of crime an individual violates the rules of conduct in society. Most of the women accepted this disapproved business as main or subsidiary source of income. In cities one may find prostitutes loitering in bus-station, cinema theatre, railway station, park and other public places. It is not at all easy to hook them under the provisions of the Immoral Traffic (Prevention) Act. Estimates of the United Nations state that 1 to 4 million people are trafficked worldwide each year. Trafficking in women and children is an operation which is worth more than \$ 10 billion annually. According to estimates by the United States Government, trafficking involving one million people is going on across international borders every year. India along with Thailand and the Philippines has 1.3 million children in its sex-trade centres.

KEYWORDS: *Adultery, Pornography, Prostitution, Criminality, Obscenity*

INTRODUCTION

Female criminality is indeed a serious socio-legal problem. In many places women criminals plays a passive role in the game and leaves it to her male companion to bear the punishment. Women criminals involving in crimes like dacoity, robbery, theft, kidnapping and abduction, pick pocketing, chain or watch snatching, cheating counterfeiting and drug trafficking are nowadays operating with crime syndicates in bigger cities and towns. Females are now being

found not only robbing banks single handedly, but also committing assorted armed robberies, muggings, loan-shirking operations exertion, murders and a wide variety of other aggressive, violence-oriented crimes. Today, women are fast indulging in all sorts of crimes with the aid of latest techniques.

NATURE OF FEMALE CRIME IN INDIA

(I) Victim – involved offences

(i) Aggression

- Murder
- Attempt to murder
- Kidnapping and abduction
- Selling/buying minors for the purpose of prostitution

(ii) Transgression

- Thefts
- Pick-Pocketing
- Shop-lifting/cheating

(II) Non-Victim Offences

(i) Vices

- Immorality
- Vagrancy
- Illicit trading of liquor

(1) PROSTITUTION

Trafficking of women and children for the commercial sexual exploitation is one of the most inhuman issues existing in our society. Internal trafficking of women and children for the purpose of sexual exploitation, domestic, servitude, bonded labour and indentured servitude is highly widespread across the country, either because their husbands deserted them or have had broken marriages and are through coercion and deception or due to traditional compulsions like Devadasis.

Prostitution has been opposed by our society since its beginning for reasons that are not far to seek. Prostitution is an affront to our sense of decency, it creates a nuisance, it spreads venereal disease and it has an adverse effect on children and young persons. A large number of women are driven to prostitution. Poverty, uncivilized customs, lack of education, broken homes, sexual frustration and unhealthy social environment are the reasons for the growth of prostitution in our society. In this type of crime an individual violates the rules of conduct in society. Most of the women accepted this disapproved business as main or subsidiary source of income. In cities one may find prostitutes loitering in bus-station, cinema theatre, railway station, park and other public places. It is not at all easy to hook them under the provisions of the Immoral Traffic (Prevention) Act.

In India, prostitution (the exchange of sexual services for money) is legal, But a number of related activities, including soliciting in a public place, kerb crawling owning or managing a brothel, prostitution in a hotel, pimping and pandering are crimes. Prostitution is legal only if carried out in private residence of a prostitute or others. Estimates of the United Nations state that 1 to 4 million people are trafficked worldwide each year. Trafficking in women and children is an operation which is worth more than \$ 10 billion annually. According to estimates by the United States Government, trafficking involving one million people is going on across international borders every year. India along with Thailand and the Philippines has 1.3 million children in its sex-trade centres. According to an ILO estimate 15 percent of the country's estimated 2.3 million prostitutes were children. While the U.N. reported that an estimated 40 percent were below 18 years of age. Sixty percent of prostitute women in Bombay's red-light district areas are infected with STDs and AIDS. More than half of Bombay's 1,00,000 prostitutes are infected with HIV.

Nowadays —Clandestine Prostitution is constantly increasing wherein maid servants, mistresses and women labourers indulge in illegal sex for earning additional income. They make themselves available in lonely houses, hotels, lodges and desolate places. Male prostitution is increasingly visible in India. Fees are discussed over the phone. They are also found in Delhi's emerging gay night life scene, with several one nighters at various middle-class night clubs in the city.

(2) INFANTICIDE

Infanticide may mostly be committed by unmarried, poverty-stricken, helpless mothers or mentally weak women and the methods applied may be suffocation, strangulation, infliction of wounds and fractures of the skull.

Modern versions of infanticide are not restricted to unwed mothers, and often include married women who use more devious means to get rid of an unwanted burden. In the Indian culture, there is a preference for male children. Daughters are often regarded as temporary members of their families and a drain on its wealth. There is an expression in India that **“bringing up a daughter is like watering a neighbor's plant” (Anderson & Moore, 1993)**. When a young child is murdered the most frequent perpetrator is a victim's parent or stepparent. Infanticide is nowadays a criminal offence in India but it is an under reported crime. There were around 100 male and female infanticides reported in India in 2010. In rural and poverty stricken areas, lack of education, economic resources and access to health care are factors that lead to the murder of infant girls. Maternal filicide is defined as child murder by the mother. Infanticide is child murder in the first year of life. The term neonaticide is described as murder of an infant within the first 24 hours of life. Almost all neonaticide are committed by mothers. Although government programs and human rights organizations strike to put an end to practices of abortion. With education, financial incentives and threat of punishment, female infanticide continues. Mother is the greatest one-word poem on earth and motherhood the foundation of love and affection. Words lose their meanings when horrendous instances of mother committing offences that affect the life of their children or newly born babies are found. In most of the cases of infanticide the real intention was to hide the shame of an illegitimate birth.

(3) ABORTION

Abortion is an act of giving untimely birth to offspring, premature delivery, miscarriage, the procuring of premature delivery so as to destroy offspring. To cause an abortion is unlawful,

unless it is done in good faith for the purpose of saving the life of the mother. In India, female feticide has assumed a serious problem which is largely affecting male-female ratio. The mothers who commit the feticide may be single mother, married women with families who do not want another girl child or child and wives pregnant as a result of an extra-marital affair or rape. Many of them know that what they are doing is wrong and that it may have very serious consequences. Abortion is an issue overshadowed and shrugged with glaring questions of morality, infanticide suicide, ethics, religious beliefs and women's rights. To what amplitude, abortion should be permitted, encouraged, restricted or repressed is a social issue that has effectively divided theologians, philosophers, legislators and general mass. College students who become pregnant and give birth are much less likely to complete their education than their peers. Employed single women who become pregnant face an interruption of their jobs and careers.

(4) MURDER

It is the general belief that women are incapable of committing serious and violent crimes as they do not have the courage and physical strength. Murder is becoming more frequent among women criminals. In women, extreme cruelty can exist behind their passive calm behaviour and they can stoop down to kill their victims in cold blood without a tremor. A large proportion of female offenders commit it as a result of domestic quarrels. Murder is the unlawful way of killing a human by another human being whoever causes death by doing an act with the intention of causing such bodily injury as is likely to cause death, or with the knowledge that he/she is likely by such act to cause death, commits the offence of murder.

The place for committing murder is either in bed room, kitchen or in the backyard of the house (Rani, 1983). And the victim is mostly the person living closer to them (Pollak, 1950; Smith 1962; Smart, 1976; Wolfgang, 1958; West, 1962; Ahuja, 1970 and Rani, 1983). While committing murders women concentrate mostly on persons who lived close to them. Pollak also observed that female offenders concentrated on victims such as children, husbands, family members and lovers, who are close to them. The victim-offender relationship is more meaningful in female homicide because the social environment of Indian women is very limited. Any severe interpersonal conflict or any emotional tension which hampers her life and frustrates her, may ultimately arouse her and lead her to this extreme step.

(5) ADULTERY

Adultery in matrimonial Jurisprudence is voluntary sexual intercourse between a married person and a person of opposite sex, the two persons not being married to each other. The word 'Adultery' has been described in the Hindu Marriage Act, 1955 and the Special Marriage Act, 1954 as 'Voluntary Sexual Intercourse with any person other than his or her spouse after the marriage. According to the matrimonial laws adultery is a matrimonial offence. The matrimonial offence of adultery is different from a criminal offence, because adultery committed by a woman is taken into consideration and is a ground for divorce under clause (i) of sec. 13(1) of the Hindu Marriage Act, 1955. Whereas it is also a ground for judicial separation under sec. 10 of the Act. The wronged spouse may seek a decree for judicial separation in the hope of adjustment or reconciliation.

Although, women under the Indian Penal Code cannot be punished for the offence of adultery because of peculiar status enjoyed by woman under Indian set-up, it cannot be denied that women also play important role without whose involvement it cannot be committed. So far as,



India is concerned the law imposes punishment on men alone even though women fully consented to it or even lured him as an abettor. A married woman alone has been given a blank cheque of open exemption to indulge in free sex with as many men as she likes and yet not be punishable as an abettor and on the contrary men will be punishable under all circumstances.

(6) OBSCENITY

The obscene materials which include nudity and other vulgar articles corrupt the mind of a person which are basically related with women. Earlier women were respected highly and treated as Goddess by the society. Women were given due respect but with the passage of time the situation has been drastically change in an unsatisfactory way and now women were time and again targeted. The Information Technology Act, 2000 prohibit publishing or transmitting of any material in the electronic form that is lascivious or appeals to the prurient interest (a shameful or morbid interest in nudity, sex or excretion, and including itching, morbid or lascivious longing, of desire, curiosity or propensity or lewd). It also prohibits any material in the electronic form that tends to deprave and corrupt persons who are likely, having regard to all relevant circumstance to read, see or hear the matter contained or embodied in it. The process of buying and selling women for sex is routine. They are trained to be sexual, about the eroticization of domination and subordination. About 83.5% of the images available on the Internet are pornographic. No age verification, no credit card required, all it takes is just a couple of clicks on the mouse. Sex sells nowhere better than online. Women are generally shown as a party to obscene acts, pictures etc.

Carter, Angela beliefs that –Pornographers are the enemies of women only because our contemporary ideology of pornography does not encompass the possibility of change as if we were the slaves of history and not its makers. Pornography is a satire on human pretensions. And Lawrence D.H says that —Pornography is the attempt to insult sex, to do dirt on it.

(7) THEFT AND SHOPLIFTING

These offences are called as property offences which include theft, pick-pocketing, purse-chain snatching, shoplifting and cheating. The incidence of crime involving property is more common in urban areas. In India, women commit pick-pocketing in groups or alone. Crowded areas and means of public transport such as bus, trains, vessels etc. provide them opportunities to commit the offence with ease. The women criminals of India show the same trend as in other countries where most female offenders are arrested for theft. They have more opportunities than men to come into contact with shopping areas and such other places where thefts are easy to commit.

Otto Pollak described shoplifting as —one of the most specifically female types of crime. Pollak felt that the development of the modern department store and self-service stores contributed to the growth of the traditional female property offence. Kawale(1982) found that the crimes committed by women are pickpocketing, dacoity with arms, theft and forcible theft. They belong to such group or communities where they operate equally with men to commit crimes mostly involving force and trickery. The professional shoplifters usually work in pairs and steal objects of value and her most commonly stolen objects are dry goods, lingerie, cheap jewellery or other objects which can be easily hidden and carried away. The shoplifters may use special apparatus or clothing to hide their loot. They also carry shopping bags and big purses, so they are in a position to steal without being caught. Females are now being found not only robbing banks single-handedly, but also committing assorted armed robberies, muggings, loan-shirking



operations, exertion, etc. A high rate of property offenders may engage in robbery one day, burglary the next motor theft the day after. These women should be treated different from traditional criminals.

(8) TERRORISM

Females involved in terrorism have shifted from supported functions to achieve operational roles in murder, robbery, kidnapping, assassination and hijacking. Use of women terrorists reflects their importance in carrying out successfully the operations. At least, they can easily avoid police suspicion and can access the target with the chance of success. Women are used by terroristic groups and gangs for various activities. Thus, terrorism has acquired new dimensions which need to be checked effectively. In this connection, a mere reference to Rajiv Gandhi assassination would be sufficient. Sometimes terrorist outfit have groups of women terrorists. One violent offence that is increasingly becoming associated with women is terrorism. Terrorism can be political or criminal, national, international or transnational. It is generally viewed that guntoting, bomb planting, hijacking of aeroplanes, trains, and other means of public transportation etc. are the ingredients of terrorism.

(9) DRUG ABUSE

Women become increasingly involved in all forms of drug-related problems and are thus likely to suffer far worse consequences than men. Drug use is associated with a wide range of major diseases, including several types of concerns and heart and lung diseases. The women who use alcohol, heroin, cannabis etc. also are faced increased risk of infertility, pregnancy complications, premature births, low-birth weight infants, still births and infant death.

Despite the fact that men substantially outnumbers women in the abuse of illicit drugs, there are indications of use of drugs among teenagers shows a major significant increase in frequency among girls than boys. Female addicts are thought to have experienced more general disorganisation and economic insecurity in their early family life than male addicts. In this type of crime an individual is arrested for NDPS Act(Narcotic drugs and psychotropic substances Act,1985) offence. Most of the women accepted this disapproved business as a main or subsidiary source of income. They did it either independently or with the assistance of their family members, friends or neighbours or playing the role of accomplice. They carried out the business in their homes or near their residential area.

Today more than 4 million women in the country use drugs. Drug abuse is a serious continuing illness. There are no easy cures. Almost half of all women between the age groups of 15-44 years have used drugs at least once in their life. Of these women, nearly 2 million have used cocaine and more than 6 million have used marijuana within the past year. Most women drug abusers use more than one drug. Women who use drugs have low self-esteem, little self-confidence and feel powerless.

(10) MATRIMONIAL OFFENCES

Marriage is a basic social and legal institution. The marriage of two persons brings a lot of changes in their socio-economic and legal status. Due to rapid growth and development of society and as a result of Liberalization, Post-modernization and globalisation, the stability of institution of marriage has weakened. The new concepts like live-in a relationship, gay and lesbian marriages have eroded the traditional concept of marriage. At the same time, matrimonial

offences are rising high in the country. In Indian society, a woman has to adjust with all members of the family, whatever her marital status may be. This is particularly so in joint families. Lack of adjustment with present members of the family either brings about aggression or depression which accumulates and may result in violent outbursts. When the family does not help to adjust to the environment, a woman loses the most important means of psychological support and the most effective agent for socialization. Double burden of work and household responsibilities, official indifference, the increasing rate of family breakdown, the alcoholism of husbands, the psychological trauma of divorce and financial difficulties etc. all contribute to the incidents of female criminality.

Generally marital offences are committed by male members of the family. However, of late, the female members have been found to be involved in such offences. For example, cruelty is committed not only by the husband but by wife also. Domestic quarrels, discord and violence often take place between the spouses on many matters serious as well as trivial.

The women abuse their children, husband and parents. Spousal abuse is a serious problem that is not just faced by women, there are a growing number of men who are at the receiving end of harassment and face physical and psychological abuse at the hands of their wives. Women in many cases ask another man- their brother, father, friend or hired goons to assault their husbands. Imagine the plight of unmarried girl, whose life and future prospects are ruined due to arrest and detention frequent visits to Courts, the suffering of old aged persons, who went to jail, the pain of married sisters, and other in-laws, falsely implicated, who never lived with the victim of 498A and 304B IPC. The another type of abuse is called as parent abuse which involves elderly people who live with and depend upon their adult children and who are psychologically or physically mistreated by them.

The concept of protection of women against cruelties and tortures have brought a situation where all protective legislations are being enacted for the benefit and protection of women only and the male persons are left at lurch and at the mercy of the women who can use and misuse the legislations to suit their objects and ends.

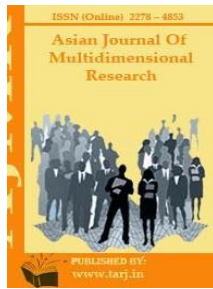
CONCLUSION

Although, women under the Indian Penal Code cannot be punished for the offence of adultery because of peculiar status enjoyed by woman under Indian set-up, it cannot be denied that women also play important role without whose involvement it cannot be committed. It is highly discriminatory to hold only the man guilty of the offence without making the adulterous women liable for her infidelity. there must be a misuse clause added to the Domestic Violence Act and the law must be gender neutral so that women cannot falsely accuse their husbands. Mother is the greatest one-word poem on earth and motherhood the foundation of love and affection. Words lose their meanings when horrendous instances of mother committing offences that affect the life of their children or newly born babies are found. Prostitution has been opposed by our society since its beginning for reasons that are not far to seek. Most of the women accepted this disapproved business as main or subsidiary source of income. In cities one may find prostitutes loitering in bus-station, cinema theatre, railway station, park and other public places. It is not at all easy to hook them under the provisions of the Immoral Traffic (Prevention) Act. Women play very important role in the society and their involvement in crime will affect the upbringing of their family and the society at large.

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HIGHER EDUCATION IN PUNJAB AND HIMACHAL PRADESH: A COMPARITIVE STUDY

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ABSTRACT

Higher education institutions situated at Punjab and Himachal Pradesh are operating under adverse conditions like overcrowding, lack of infrastructural facilities, financial cuts, lack of autonomy, absence of professional management and stakeholders support. No attempt is made for developing competitiveness, strategic alliances, human resource capacity, international cooperation, cultural awareness and education exports. Though stakeholders understand that benefits of GATS include academic qualitative improvement, strengthening of research, innovation in curriculum, diversity of programs and revenue generation, it is feared may lead to commercialization, brain drain and loss of cultural identity. Punjab is still first choice of Himachali students as it is perceived as ahead of Himachal in terms of discipline-wise specialized universities, number of private aided/unaided colleges and infrastructure availability. In terms of ownership structure, Punjab and Himachal colleges are dominated by private unaided colleges and government colleges respectively. Both states are facing problem of financial crunch, high student-staff ratio, high rate of dropouts and unbalanced educational development. In both States, rich students shift from educationally backward districts to other districts for pursuing higher education. Disparities in terms of education facilities to socially unprivileged section of society are also regularly increasing. These problems of unbalanced growth and increasing disparities have increased manifold after opening up of private universities/colleges in a few educationally developed districts only.

KEYWORDS: *Infrastructural Facilities, Commercialization, Disparities*

INTRODUCTION

Though Governments are spending tax payers resources on education but its benefit are enjoyed by the most affluent families only. Rich enjoy heavily subsidized education and poor citizens are denied their right indirectly. Growth of cash-rich disciplines is evident due to opening up of private universities in large numbers and socially desirable disciplines are surviving at the mercy of Government grants. Huge quality gaps are prevalent among institutions situated at urban and rural areas. Affiliating system has become a barrier in growth of qualitative institutions and indirectly promoting non-qualitative private universities working for commercial motives. Financial resource crunch and increasing competition are forcing higher education institutions to shift its focus from research/learning to commercial/marketing initiatives.

COMPARISON OF HIGHER EDUCATION INDICATORS SITUATED AT PUNJAB AND HIMACHAL PRADESH

	Punjab			Himachal		
	Total	Male	Female	Total	Male	Female
Total State population, Lakhs	277.4	146.4	131.0	68.6	34.8	33.8
Literacy rate	75.8%	80.4%	62.5%	82.8%	89.5%	73.5%
Pop.in 18-23 age group (lakhs),Share to total state pop.(%)	34.2 (12.3%)	18.5 (12.6%)	15.7 (12%)	7.8 (11.4%)	4 (11.5%)	3.8 (11.3%)
Share of state 18-23 pop. to All-India 18-23	2.4	2.5	2.3	0.6%	0.5%	0.6%
Sex ratio	895			972		
Gross Enrollment Ratio	19.4	23.6	14.5	26	25.9	26
Share of Graduates and above in total state population	7.4	7	7.8	7%	7.4%	6.7%

Source: Census 2011; All India Survey of Higher Education, MHRD 2011; Status of Education and Vocational Training in India, NSSO 66th Round,2010.

Punjab's total population is 4 times more than Himachal Pradesh's population, resultantly; share of Punjab state 18-23 population to All-India 18-23 age group is more than Himachal Pradesh. As Punjab has more youth eligible for higher education than Himachal Pradesh, share of Graduates and above in total state population of Punjab is slightly better than of Himachal Pradesh. However, Gross Enrollment Ratio, Literacy rate and sex ratio of Himachal Pradesh is significantly better than Punjab.

	Punjab	Himachal
State Public University	7	4
Institutions of National Importance	4	2
State Private University	3	11
Private Deemed University	1	0

Central University	1	1
Government Deemed University	1	0
Total	17	18

Source: Census 2011; All India Survey of Higher Education, MHRD 2011; Status of Education and Vocational Training in India, NSSO 66th Round, 2010.

Punjab and Himachal Pradesh have 2.7% and 2.9% of all universities in the country. Himachal is ahead of Punjab in terms of number of Universities. Annual Statistics of Higher Education in States and U.T.s (2013) ranks Himachal Pradesh and Punjab 13th and 16th respectively. As per list of UGC, during 2013-14, Punjab and Himachal Pradesh have 19 and 21 universities respectively.

TABLE 3		
Comparison of Universities by Specialization (2011)		
	Punjab	Himachal
General	5	11
Technical	5	3
Veterinary	1	0
Agriculture	1	2
Law	1	0
Medical	1	0
Others	3	2
Total	17	18

Source: Census 2011; All India Survey of Higher Education, MHRD 2011; Status of Education and Vocational Training in India, NSSO 66th Round, 2010

The break-up of number of Universities in Punjab and Himachal Pradesh on the basis of specialization reflects that Punjab is performing better.

TABLE 4				
Comparison of Colleges and Stand alone Institutions-Number of Institutions and enrollment				
	Punjab		Himachal	
	Colleges	Stand alone Institutions	Colleges	Stand alone Institutions
Total no. of Colleges/Institutions	956	290	297	75
Colleges per Lakh Population (18-23 years)	29	-	38	-
Average Enrollment per College/Institutions	724	751	535	265

Source: Census 2011; All India Survey of Higher Education, MHRD 2011; Status of Education and Vocational Training in India, NSSO 66th Round, 2010

Although Punjab's total population is 4 times more than Himachal Pradesh's population, but total no. of Colleges/Institutions are 3.3 times more only. Both Punjab and Himachal Pradesh have high concentration of 29 and 38 colleges per lakh of population as compared to all India

average of 23 colleges per lakh of population. In terms of Average enrolment per college, Punjab (724) is higher and Himachal Pradesh (535) is lesser than all India average of 700. Himachal Pradesh is believed to be in a better position to serve students than Punjab as its average enrollment per college/institutions is less. Annual Statistics Of Higher Education in States and U.Ts. (2013) ranks Punjab and Himachal Pradesh 12th and 18th respectively. Punjab and Himachal Pradesh have 2.9% and 0.9% of all colleges in India.

Type of Management	Punjab			Himachal		
	Share of colleges	Share of Enrollments	Average Enrollment Per College	Share of colleges	Share of Enrollments	Average Enrollment Per College
Private Aided	6.9%	10.5%	1100	7.3%	6%	440
Private Unaided	72.8%	49.5%	492	45.7%	16.1%	188
Government	20.3%	40%	1430	47%	78%	887

Source: Census 2011; All India Survey of Higher Education, MHRD 2011; Status of Education and Vocational Training in India, NSSO 66th Round, 2010

Out of total colleges in the Punjab and Himachal Pradesh, 95% and 93% respectively are affiliated to Universities and remaining are constituent/University colleges/off campus. In terms of ownership structure, Punjab colleges are dominated by the private unaided colleges, forming 72.8% of all colleges in the state, followed by 20.3% owned by Government and 6.9% that are private aided. Himachal Pradesh colleges are dominated by the Government colleges, forming 47% of all colleges in the state, followed by 45.7% owned by Private unaided and 7.3% that are private unaided.

	Punjab			Himachal		
	Male	Female	Total	Male	Female	Total
Ph.D.	892	1020	1912	445	231	676
M.Phil.	140	292	432	125	217	342
Post Graduate	44054	34626	78680	9982	11229	21211
Under Graduate	286928	167240	454168	83460	81887	165347
PG Diploma	4066	967	5033	852	811	1663
Diploma	74542	13871	88413	9583	3395	12978
Certificate	1037	644	1681	538	636	1174
Integrated	502	257	759	195	34	229
Total	412161	218917	631078	105180	98440	203620

Source: Census 2011; All India Survey of Higher Education, MHRD 2011; Status of Education and Vocational Training in India, NSSO 66th Round, 2010

The state-wise enrolment through regular mode at various level at Punjab and Himachal Pradesh is 5.68 lakhs and 1.83 lakhs respectively. The share of enrollment at Punjab and Himachal Pradesh at Under-graduate level and Post Graduate level is 72%, 81.2% and 12.5%, 10.4% respectively.

Comparison of Total Enrollment in Colleges				
	Art, Science, Commerce and Home Science College			
	Punjab		Himachal	
2000-2001	163239	---	71060	---
2007-2008	186188	14.0%	64121	-9.7%
2008-2009	171486	-7.8%	71475	11.4%
2009-2010	153796	-10.3%	78742	10.1%
2010-2011	182069	18.3%	86919	10.3%

Source: Statistical Abstract of Punjab, various issues and Select Socio-economic statistics of Himachal Pradesh, 2012.

The total enrollment in Arts, Science, Commerce and Home Science colleges of Punjab in 2000-01 was 1,63,239 and in 2010-11 there were increment of 18.3% i.e. 1,82,069 students enrolled in colleges. In Himachal Pradesh there were 71,060 students enrolled in 2000-01 and in 2010-11 there were 86919 students enrolled in these colleges.

Comparison of total number of Teachers in Colleges				
	Art, Science, Commerce and Home Science College			
	Punjab		Himachal	
2000-2001	7225	---	1739	---
2007-2008	7425	2.8%	1601	-7.9%
2008-2009	7776	4.7%	1500	-6.3%
2009-2010	7314	-5.9%	1891	26.1%
2010-2011	7664	4.8%	2008	6.2%
2011-2012			1938	-3.5%
2012-2013			2007	3.56%

Source: Statistical Abstract of Punjab, various issues and Select Socio-economic statistics of Himachal Pradesh, 2012.

The number of teachers in Punjab colleges was 7225 in 2000 - 01 which was incremented to 7776 in 2008 - 09 but in 2009 - 10 there were decrement of 5.9% teachers recruitment but finally in 2010 - 11 there were 7664 teachers. In Himachal Pradesh there were 1739 teachers in their colleges in 2000 - 01 but in 2008 -09 there were decremented to 1500 but significantly in 2009 - 10 there were increment of 26.1% of teachers and finally by 2010 - 11 there were 2008 teachers in their colleges.

Comparison of Post Wise Share of Teaching Staff		
	Punjab	Himachal
Professor and Equivalent	9%	13%

Readers and Associate Professor	10%	13%
Lecturer/ Assistant Professor	77%	71%
Demonstrator	4%	3%

Source: All India Survey of Higher Education, MHRD 2011; Status of Education and Vocational Training in India.

In term of the point-wise share of teaching staff at Punjab and Himachal Pradesh, 77% and 71% of teaching staff are at the level of Lecturer/ Assistant Professor respectively.

TABLE 10						
Comparison of Students, Faculty and Staff- Gender Wise						
	Punjab			Himachal		
	Male	Female	Total	Male	Female	Total
Share of population	52.8%	47.2%	100%	50.7%	49.3%	100%
Share of Enrollment	65.3%	37.7%	100%	51.7%	48.3%	100%
Share of teaching staff	61%	39%	100%	61%	39%	100%
Share of non-teaching staff	77%	23%	100%	79.8%	20.2%	100%

Source: Census 2011; All India Survey of Higher Education, MHRD 2011; Status of Education and Vocational Training in India, NSSO 66th Round, 2010

In terms of representation of various genders in the teaching and non-teaching staff, both at Punjab and Himachal Pradesh, females are significantly under represented.

TABLE 11												
Comparison of Students, Faculty and Staff- Category Wise												
	General		S.C		S.T		OBC		Muslims		Other minority	
	Pb.	HP	Pb.	HP	Pb.	HP	Pb.	HP	Pb.	HP	P b.	HP
Share of population	48.1 %	52.6 %	36.70 %	28.4 %	0.1	5.3	14 %	9.8 %	1.2 %	2.2 %		1.75 %
Share of Enrollment	82.9 %	72%	10.7 %	12.8 %	0.3 %	4.5 %	4.8 %	8.9 %	1.3 %	0.2 %		1.6 %
Share of teaching staff	93.5 %	87.1 %	4.3%	6.3 %	0.2 %	2.3 %	1.8 %	2.7 %	0.2 %	0.1 %		1.5 %
Share of non-teaching staff	78.5 %	66.9 %	16.9 %	17.9 %	0.3 %	7%	4.1 %	7.7 %	0.2 %	0.2 %		0.3 %

Source: Census 2011; And India Human Development Report 2011, All India Survey of Higher Education, MHRD 2011; Status of Education and Vocational Training in India, NSSO 66th Round, 2010

In terms of representation of various social groups in the students, faculty and staff, both in Punjab and Himachal Pradesh, SC/ST/OBC/minorities are significantly under-represented. The entire group shows a back log in terms of representation.

TABLE 12**Budgeted Expenditure (%) on Education and Gross State Domestic Product (GSDP) of Punjab and Himachal Pradesh.**

Year	State	Education and Training	Budget (Revenue) to GSDP	to	Education Deptt. (Rev.) to GSDP	Education and Other Deptt. To GSDP
2004-05	Punjab	13.25	23.08		2.83	3.06
	Himachal	19.51	31.44	36.2%	5.66	6.13
2005-06	Punjab	13.86	18.72		2.25	2.60
	Himachal	19.59	25.27	35.0%	4.51	4.95
2006-07	Punjab	12.45	17.88		2.01	2.23
	Himachal	19.53	24.74	38.4%	4.40	4.83
2007-08	Punjab	11.75	16.97		12.96	2.20
	Himachal	19.10	24.53	44.5%	21.39	5.25
2010-11	Punjab	15.10	14.57	51.75%	12.71	2.20
	Himachal	22.23	22.11		19.91	4.91
2011-12	Punjab	15.65	13.66	61.12%	13.48	2.14
	Himachal	24.31	22.01		20.99	5.35

Source: Analysis of Budgeted Expenditure on Education, MHRD, New Delhi (Various issues)

In financial year 2004 – 05 the total share of education and training budget of Punjab state was 13.25% which was 47.2% less than the 19.51% budget of the Himachal Pradesh state. In period of 2004 – 07 the share of education department budget was decremented for both states HP i.e. 5.66% to 4.40% and Punjab state i.e. 2.84% to 2.01% respectively but in the financial year 2007 – 08 in Himachal Pradesh state budget the share was 21.39% and for Punjab state it was 12.96%.

TABLE 13**Capital Expenditure (%) on Education to total budget (Capital Account) Punjab and Himachal Pradesh.**

Year	State	% of Capital Expenditure on Education to Total Capital Expenditure Outside Revenue Account
2003-04	Punjab	0.00
	Himachal	0.12
2004-05	Punjab	0.13
	Himachal	0.33
2005-06	Punjab	0.04
	Himachal	0.16
2006-07	Punjab	0.19
	Himachal	6.51
2007-08	Punjab	2.16
	Himachal	6.56
2008-09	Punjab	6.18
	Himachal	22.07
2009-10	Punjab	3.37
	Himachal	8.45

2010-11	Punjab	5.16	66.27%
	Himachal	8.58	
2011-12	Punjab	6.32	-58.23%
	Himachal	2.64	

Source: Analysis of Budgeted Expenditure on Education, MHRD, New Delhi (Various issues).

During 2003–04 share of capital expenditure on education in Himachal Pradesh was 0.12% whereas there was no as such record available for Punjab. In the financial year 2004–05 it was 0.13% for the Panjab while for the Himachal Pradesh it was 153.6% more i.e. 0.33% and finally in the financial year 2011–12 the share of Himachal Pradesh was 2.64% and of Punjab was 6.32%.

TABLE 14			
Total Expenditure (%) on University and other Higher Education Institutes (Revenue Account)			
Year	State	%age to Total Exp. On Education	
2003-04	Punjab	11.99	-31.6%
	Himachal	8.19	
2004-05	Punjab	9.14	-33.4%
	Himachal	6.08	
2005-06	Punjab	10.09	-37.4%
	Himachal	6.31	
2006-07	Punjab	8.57	-29.8%
	Himachal	6.01	
2007-08	Punjab	9.31	-28.6%
	Himachal	6.64	
2008-09	Punjab	14.50	-14.20%
	Himachal	12.44	
2011-12 (B.E.)	Punjab	9.30	-31.29%
	Himachal	6.39	

Source: Analysis of Budgeted Expenditure on Education, MHRD, New Delhi (Various issues)

During 2003-04 the share of expenditure of Punjab on universities and other higher educational institutes was 11.99% as compared to the 31.6% more than the Himachal Pradesh government i.e. 8.19% In the financial years 2005 – 09 the share of expenditure by the Punjab government dropped down from 10.09% to 8.06% while reverse was in the case of Himachal Pradesh government where share was incremented i.e. 6.31% to 6.97%.

TABLE 15			
Budgeted Expenditure (%) on General Education of the Education Departments according to Heads of Charges (Revenue Account)			
Year	State	%age to Total Exp. On Education	
2003-04	Punjab	0.46	147.8%
	Himachal	1.14	
2004-05	Punjab	0.48	-8.3%
	Himachal	0.44	
2005-06	Punjab	0.56	-33.9%

	Himachal	0.37	
2006-07	Punjab	0.48	-14.5%
	Himachal	0.41	
2007-08	Punjab	0.49	-22.4%
	Himachal	0.38	
2008-09	Punjab	0.45	-11.11%
	Himachal	0.40	
2011-12(B.E)	Punjab	0.55	-40%
	Himachal	0.33	

Source: Analysis of Budgeted Expenditure on Education, MHRD, New Delhi (Various Issues).

The budget expenditure on general education by the Himachal Pradesh in financial year 2003-04 was 1.14% it was 147.8% more than the budget expenditure of Punjab i.e. 0.46% but after that in rest of the financial year it dropped down tremendously and the budget expenditure of the Himachal Pradesh was 0.48% to 0.31% whereas for the Punjab it was almost stagnant i.e. between 0.48% to 0.56%.

TABLE 16		
Budgeted Expenditure (%) on Education Department (Capital Account)		
Year	State	%age of Education Capital Expenditure on total Capital Expenditure
2003-04	Punjab	0.002
	Himachal	0.12
2004-05	Punjab	0.00
	Himachal	0.33
2005-06	Punjab	0.04
	Himachal	0.16
2006-07	Punjab	0.19
	Himachal	6.51
2007-08	Punjab	2.16
	Himachal	6.56
2008-09	Punjab	2.83
	Himachal	13.29
2011-12(B.E)	Punjab	17.50
	Himachal	16.01

Source: Analysis of Budgeted Expenditure on Education, MHRD, New Delhi (Various Issues).

The budget expenditure of Punjab on education was very negligible in financial year 2003 – 04 i.e. 0.002% which was in the state of no allocation in year 2004-05 but after that in the financial year 2011-12 it incremented to 17.50% whereas in the budget of the Himachal Pradesh the allocation of budget expenditure for the education was 0.12% in financial year 2003-04 which incremented to 16.01% in 2011-12.

TABLE 17					
Plan and Non-Plan Public Expenditure on Higher Education					
Year	Plan		Non-Plan		Total
	Punjab	Himachal	Punjab	Himachal	
2003-04	0.03	0.10	99.97	99.00	100.00

2004-05	0.27	0.16	99.73	99.84	100.00
2005-06	0.05	0.18	99.95	99.82	100.00
2006-07	0.05	0.17	99.95	99.83	100.00
2007-08	0.07	0.15	99.93	99.85	100.00
2008-09	0.59	0.16	99.40	99.84	100.00
2009-10	0	0	100	100	100.00
2010-11 (R.E)	3.80	19.25	96.2	80.74	100.00

Source: Analysis of Budgeted Expenditure on Education, MHRD, New Delhi (Various Issues).

The planned public expenditure on higher education of Punjab was 0.03% in the year 2003-04 which increased significantly to 3.80% in 2010-11. The planned public expenditure on higher education of Himachal Pradesh was 0.10% in financial year 2003-04 which was incremented to 19.25% in 2010-11.

SUMMARY

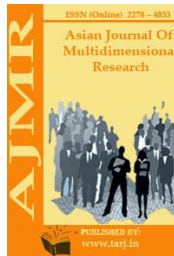
Though Punjab performs quite well on the economic front, its performance on the educational front is comparatively shocking. Though Punjab has greater number of universities than Himachal Pradesh, it significantly behind Himachal in terms of percentage of enrollment in higher education and sex ratio. But both the states fare quite badly with respect to the enrollment of the SC/ST/OBC candidates and minorities. The state of affairs in Punjab is very critical as majority of the higher education institutions belong to the private sector. The state run institutions are again on back foot in Punjab as they do not get enough budgetary support from the government while Himachal Pradesh is way ahead from Punjab in terms of budgetary support. Himachal Pradesh has to work mainly in the sector of professional training while Punjab needs a total overhaul of the higher education policy and to set its priorities on the right track.

Punjab ranks first in per capita income, is the tenth among Indian States in terms of literacy, is a socio-economic inconsistency. Faced with a severe resource crunch, the state government has recently been extending wide space for the entry of the private sector into higher education, more so in the professional field. As much as 71 % for college/university education, and 66 % for professional institutions budget goes towards disbursement of salaries. The paradoxical situation exists in higher education sector as on one hand, there is low GER and on other hand, the seats are vacant. For example, there were 40,000 seats sanctioned in State's engineering colleges for 35,000 students who cleared 10+2 exam every year in non-medical stream. At B.Tech. and M. Tech level, 19305 out of 39960, 1657 out of 3836 were vacant during session 2011-12 respectively. The composition of colleges in terms of ownership is dominated by Private Unaided Colleges (72.8%) followed by Government (20.3%). Further, 49.5% of students are enrolled in Private Unaided colleges in the State. Most of the engineering colleges are run by the private sector and medical colleges by government. The study of district-wise percentage of educational institutes reveals that maximum percentage of colleges out of total number of colleges in State is located at Ludiana (15.13%), and Jalandhar (10.08%). The minimum percentage of colleges out of total number of colleges in State is located at Faridkot (1.26%), Mansa(1.68%) , Fatehgarh Sahib (2.52%) and Tarantaran(2.52%). In terms of Gender, gender disparity is indicated as 65.3% are male students and 34.7% are female students. Further, Male-female ratio in faculty and non-teaching staff is 61:39 and 77:23 respectively. Scheduled Caste students account for about one-tenth of all students in colleges/universities, whereas the Scheduled Caste population around one-third of the total.

Himachal Pradesh ranks 13th among all States and Union Territories in India on the basis of total number of Universities, 3rd in terms of Private Universities in any state in India and 18th in terms of total college in any state in India. It has 21 Universities, out of the total 16 units set up so far, 10 have come up in Solan district, which accounts for just 9 per cent of the state's population. In fact, three universities have been set up in one panchayat. The paradoxical situation exists as regard to student enrollment. As during the session 2012-13, 55% of the sanctioned seats of private universities remained vacant. Out of 11,592 seats, only 5,329 were filled. In 2012-13, 55 per cent of the sanctioned seats of private Universities remained vacant. The composition of colleges in terms of ownership is dominated by government colleges (47%) followed by private unaided (45.7%). Further, 78% of students are enrolled in government colleges in the State. The state-wise enrollment data depicts, 81.2% students are enrolled at Under Graduate level, 6.4% at Diploma and 10.4 % at Post Graduate level. In terms of Gender, gender disparity is indicated as 51.7% are male students and 48.3% are female students. Further, Male- female ratio in faculty and non-teaching staff is 61:39 and 80:20 respectively. Shimla, Mandi, Kullu, Kangra and Solan are five educationally rich districts of Himachal having 68% and 70% of government and private teachers, 68% of number of private educational institutions and 78% of private students. Kinnaur and Lahaul and Spiti are educationally backward districts of State having 0.94 % of students and 3.72 % of teachers in government colleges.

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UNIVERSALITY IN THE PLAYS OF JAMES BALDWIN AND LORRAINE HANSBERRY

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ABSTRACT

The paper discusses about the works of two distinguished Negro dramatists Lorraine Hansberry and James Baldwin who captured the predicament of their oppressed class, their ephemeral significance, their alienation from their surroundings and their solitude, anguish and despair on human plane but in their own ways. Whereas James Baldwin restricted his vision to Negroes and offered love not revolt as the ultimate cure of human maladies on terms of co-existence, Lorraine Hansberry chose antique and conventional myths to attack popular beliefs and exposed them with a change corresponding to her own ideology. Hansberry offered that the oppressed ones must take any possible route to be victorious over life and that is why, her plays had a predominant set of pattern of the strengthening of the will through suffering, despair, temporary defeat, guilt and the triumphant emergence of enlarged vision and courage. However, both Lorraine Hansberry and James Baldwin agreed that man was not directed in terms of romantic aspirations to transcend and destroy all the limitations of all human being. It was, on the other hand, directed against all odds that inspired to lessen the man's capacity for functioning with the greatest chance for happiness in face of all the limitations. It was, primarily, a protest against an excess of sufferings and injustice. It had its first concern as the protection of the basic rights of the individual against violence, segregation and subjugation. Both of them envisioned the unity. Both of them were driven by the fundamental humanity which led them to move from nihilism to positive humanism.

KEYWORDS: *Negro Drama, Chaos, Universal, Humanity, Experience, American, Civilization, Problems, Existence.*

INTRODUCTION

For the Negro dramatists, the problem was to achieve balance to exercise restraint and to impose the discipline of art upon a powerful upsurge of an instinctive emotion. Ralph Ellison, Richard Wright and other showed signs of strain and their artistic form is shattered by shrill invective and

uncontrollable passions of revolt. It was only Lorraine Hansberry and James Baldwin who could achieve this restraint. The two stalwarts projected well their ideas through their literary works. Both believed in the absolute freedom of the Negro but also accepted its reservations and limitations through the medium of art. In short, both reflected in their works, concerned over the plight of the Negro and therefore, considerable force as propaganda and at the same time, having greater pretensions to be considered as good literature.

The elements of birth, love, pain, self, death had been Considered as the universals and every human experience such universals. They are, in fact, what we mean by universal values in literature and consciousness. Baldwin also admitted this fact, "that every life moved full circle..... towards revelation". And Baldwin being a human being himself, underwent the same revelation but with a difference. Being a Negro, he had to experience the universal pain much more as compared to the universal love and others with the effect that he had to developed counter-strategies to overcome this pain the strain which was built on the prejudices and racial discrimination inherent in American History. Out of this began the struggle of the Negro. The Negro could not experience the universals as such for the power, after all, was conferred upon the individual and excluding him from the community of men.

Just as others Negroes fought their way upward, James Baldwin, being a representative of his race, also showed a sense of courage during the course of his struggle. He underwent the life cycle revealing himself in the due course-moving from acceptance of the situation provided by the whites, a sense of resignation, quest for identity, finding the roots down to the South, identification with the church, self, city and race - finally, identifying with the power of love-a commitment to self knowledge and a refusal to accept the myths established to denounce terror and fear.

The Whites dominated blacks so much and debarred them from the participation in the main institutions of society that the Negroes were left open to anxiety losing their individuality. To avoid such chaos and splintered personalities, they adopted the technique of 'endurance' -in other words, to adapt to the situation. But their situation became worse, for submerging their individuality meant death and destruction. The outcome was the realisation to discover and assert their identity. As a sort of self therapy, Baldwin, first, emphasized of getting rid of any kind of fear and destroying the myths established by the whites which could block his opportunity for achieving his identity. He remarked, " The possibility of liberation which is always real is also painful since it involves such an overhauling of all that gave us our identity. The Negro will emerge out of this present struggle..... will not dependent, in any way at all, or any of the many props and crutches which help forms our identity now. We will need every ounce of moral stamina we can find. For everything is changing, from our notion of politics to our notion of ourselves and we are certain, as we begin history's strangest metamorphosis, to under the torment of being forced to surrender far more than we ever realized we had accepted".⁸

Baldwin in his attempt to achieve identity found that it could be achieved in spiritual communion with others, leaving it aside as a private battle. This made him able to identifying with other Negroes pertinent to the fact that he also underwent the same degradation and exploitations as other Negroes. The oppression he overcame and the strength he gained from the battle - makes a perfect sense that he strongly identifies with Black Americans. He also became fully aware that the solution lies not fleeing from the situation but facing and changing it.

The Negro has to live, embody and enact within the Afro-American culture which runs counter to his personality as a human being. He must cope with these twin cultures for Africa was his past and

America is his present. Knowing Africa meant, to Baldwin, knowing one's origins but these origins only help us that "we later become"⁹ otherwise it has become an estranged land.

The Black community becomes a powerful entity in the need of discovering and coming to grips with the past as well as utilizing that history as a bridge to the vast and unlimited expanses of selfhood. Being an American Negro, he was very much rooted in Harlem, New York whether he goes to France and other parts of the Europe. He concluded that America was his home and he can not leave it.

When in Paris, Baldwin witnessed the experiences of other minority cultures; his philosophy gained a human perspective. In the rage and frustration of oppression, he realised that he could easily identify with those who are in the same condition of suffering and exploitation. It was here that he had the feeling that life is struggle and one has to struggle to survive.

It was this willingness of James Baldwin to commit himself to and commune with other individual which incapacitates his works. He realised that he must interpret how his experience relates to the human experience of white people so that they understand it. The culminating effect was his works which constituted magnificent assertion of oneness of the human spirit.

It is noticeable that the Blacks alone have the virtue of retaining a vision of a society constructed on the principles of justice and equality. This seems to explain why Baldwin is committed to the task of exhortations. He thought that all of them must preserves this dream, that vision and those standards of moral and spiritual values if they are to achieve co-existence in order to survive. Through love and only through love will this redemption is possible. When the positive connection is made in the form of love, the world opens up and blooms. So, all love is better and should be nurtured leaving aside priorities, hostile and contradicting experiences. That is why he denounced Christianity and blamed it as hypocritical for it, no longer, preached love which has as its foundation. He was drawn towards the Islam movement by the strong influence of its leader, Elijah Mohammed thinking that the Islam religion is built on the pillars of love and fraternity but, here, he observed that the advocates of this religion preached the doctrine of hate rather than the love. That is why; his flirtation with the black Muslims was short lived, as one reads the middle section of 'The Fire Next Time'. The fact was that Baldwin have never been able to hate the white man. His conscience did not permit him so. His philosophy is addressed to both blacks and whites. Blacks must realize love especially familial love for this only has made him survive the hostilities-the strong bonds of affection. Their love, then, must extend to their community and then, towards the mankind. For whites, the realisation of the power of love is equivocal for the America could be on the verge of a bloody and merciless civil war.

Baldwin was better known as a novelist under lining black experience until and unless his maturity as a writer led him to write dramas. That is why; Baldwin's philosophy finds a worthy mention in all his plays.

To begin with *Blues for Mr. Charlie* which is based on the murder of Emmet Till, a young Negro boy by two white men. The play, in itself, is about the murderer's trial and the events preceding, poses questions for whites to answer. It is duty of white audience to understand himself for the corrosive fires of exploitation and degradation burning within the hearts of the afflicted will destroy them one day. It is high time that whites should put their hands off their power and assert equality, justice and fraternity. He, through, his title, professes his faith in the final triumph of the Negro cause and the impending doors of the whites to the guilt of atrocities per perpetrated upon the blacks. The play suggests a movement in which Negroes, themselves declare for 'action'. But as



long as the incorrigible and corrupt nature of liberalism is identified and corrosiveness of racism is there, the success of the movement is doubted. Baldwin meant to say that the repression of violence by a force that perpetuates injustice is worse. The violence of terrified people is worse than the violence of brave men. America should, courageously, analyse these dangerous battle lines drawn on segregation and discrimination and the resulting the consequences and make efforts to create a humane and egalitarian atmosphere.

Thus, exploitation and the resultant revenge on the part of the powerless is sure to cause the battles. Also the true meaning of religion must be felt for it could lead to darkness instead of light.

Another play about religious disillusion was *Amen Corner*. The play is about Sister Margaret who had evaded her living and entered the Church to get saved from the consequences of racial discrimination- a track which many Negroes followed. Not only this , she had also created a Church which is removed from the reality of life- a place in which one can hide from commitment to the struggle which full living entails. Her values are so distorted and her fears of the resurrected husband, Luke, are so powerful that in spite of hearing that he is sick and needs care, she reacts by refusing to postpone a trip to Philadelphia.

Luke, her dying husband, however represents sensual life from which Margaret has retreated. He holds that man is not creating to be safe, to nibble timidly at the edges of life but to struggle and face things which hurt.

Margaret's final awareness come later than that of her son and is in part of result of his action-that it is not the Church and the religion are wrong but that she has distorted the meaning of both. She realises that loving is not dangerous and foolish but provides warmth and happiness and makes up for the risk and the pain and that life is to be lived as fully as possible.

Thus, Baldwin, like numerous others, finds a source of strength in the true exercise of religion and in the Father, a sense of direction and a source of healing which is universal in nature.

Like Baldwin, Lorraine Hansberry also succeeded in exploring those issues which are so common among mankind. In her effort, to create the universal, she advocated that one "must pay very great attention to the specific".¹⁰ Being black herself, she had to experience the oppression at the hands of the white-dominated society; but her affluent background made her to undergo only tints-bits of it unlike majority of Negroes. However, she was mesmerized by the kaleidoscope of black experience and being educated and aware, advocated the struggle for survival on the part of the Negroes by any means-violent or non-violent, legal or illegal.

The dual reality of being black and female made her philosophy to extend to human terms breaking the specifics of culture, ethnicity and gender. As a result, she could easily recognise and capture various issues which grew out of human kind's misery. What was wonderful about her art was that she exercised a restraint on the ideas to be expressed by discipline of art. She was equally careful about the characterisation, plot and other elements of the drama to create a refined work of art.

As pointed out earlier, Hansberry was interested in creating those issues which were universal in nature. Being in touch with the black experience, she found a novel way to create the specific and to reach the general. She adopted an art approach-use of folk art and tradition which had been, for centuries, both a sword and shield not only for the Negro but of all the oppressed races of the world. She tackled and twisted every aspect of folk-art- from knowledge, belief, customs to their songs, music and dance. Her aim was two fold-to add something fresh and vital to the American art and secondly, to produce upon the condition and status of the representative of the oppressed class - a

human being.

Although, the elements of art like music, language etc., had been taken over and assimilating in the American culture by earlier dramatists, credit goes to Hansberry by creating particularized characters within the broad context of humanity by exploiting the beliefs, customs, traditions of the folk heritage and evolving techniques for survival offer by them.

A Raisin In The Sun is her first play of which one is tempted to say "Everyone knows it". The play is a celebration not of endurance or sheer survival but possibility and hope. The story is about a besieged Negro family attempting to find a better house to live in. They find it in White's neighborhood and one of its representatives tries to buy them off. After many vicissitudes, comes the act of defiance which ends the play on the note of hope.

The play reflects, clearly, the mood and strategies of a civil-rights movement for which the desegregation of housing along with the desegregation of education, transportation and all public services was a major objective. The play also identifies the new commitments, new resources and a source of energy. It also affords to question the meaning of such myths and realities as established by history and the determination of the blacks to break them.

The birth and the development of sense of dignity and pride within the Younger family during the process are enhanced by their African friend, Asagai, who through his African tales and traditions, reminds of the African fiery and dignified spirit. The Younger family makes a double affirmation—first, of their identity as Americans rejecting the temptations of revival of African nationalism and then, of their dignity as human beings. Lena, the head of the family remarks, "Son, I come from five generations of people who was slaves and share croppers—but ain't nobody in my family never let nobody pay'em no money that was a way of telling us we was'n't fit to walk the earth. We ain't never been that poor. We ain't never been that dead inside".

The similar universal element is found in Hansberry's next play *The Sign in Sidney Brustein's Window*. Miss. Hansberry transcends the immediate and local to give an integrated picture of the complex problem of contemporary civilization. She did not restrict her play to blacks or whites but described about men and women caught in the ocean of conflicting and uncertain values.

At its heart, is a concern for commitment in all its guises—political, racial, sexual and an awareness of betrayal as a central motif of human existence? Pressed together in a single Greenwich Village apartment, we find different characters belonging to different ethnic and social backgrounds. At the centre of the play is Sydney Brustein, histrionic, a performer. Each one of them articulate and debate over the meaning of existence, the possibility of action, the virtue of flawed faith versus cynical despair depicting the personal philosophy of life of each one. Each character is recoiled from a moral life by an experience of rejection or an ambition which places the self at the center. Thus, here, performance is evasion. It is a play which urges commitment less at the level of political action which is, merely, one aspect of experience.

Sydney Brustein diagnosis this universal ailment of moral purpose but is confident that the final solution of the historical problem will be the triumphant one. He also realises that any meaningful change he can bring about in society must also include a change himself. "All he (man) needs is a little more time..... And he will be all right, donche think, Alt? Time and alternatives, like today". We are shown where such interpretations of experience may lead as Gloria commits suicide, the logic of her own life, her rejection by her black lover and her casual uninvolvedness of those around her leading to self destruction. The play begins with the debate on the issues and ends with the

commitment to enact thereby showing us a ray of optimism. The richness of the Jewish heritage provokes Sidney to fight the evils of his time.

Lorraine Hansberry wrote other works like *Les Blancs*, partially constructed by her husband Robert Nemiroff. The play was set in colonial Africa. Hansberry exploited the rich and varied old African myths, folk tales and religious ceremony to teach us what Africa teaches to Americans. Tshembe, in spite of knowing the necessity of a revolution in Africa, comes home uncommitted and uninitiated. Hansberry takes help of the supernatural to awaken the inner conscious of Tshembe to fight for his people. A supernatural woman appears again and again before Tshembe wordlessly urging him to fight for his people. Many African animals and the symbols attached it are also witnessed to indicate the forth coming resultant action of Tshembe, the hero. Tshembe becomes the prototype of human resilience who thinks that working against the system is essential for the human survival. All circumstances direct and eventually, make up for Tshembe, a revolutionist for the recovery and restoration of mankind.

The Drinking Gourd, a television play about the peculiar institutions of slavery was another work engaging the realities of black experiences. Here, Hansberry, by exploiting certain universal values like ambition, shows how it can result in dual consequences-it can cost human lives but can also be a strong cause for the restoration and renewal of mankind. It is a story about Hiram whose ambition had made him thriving master of the Sweet Plantation. His son, Everett, is driven by a more strong ambition-to be an aristocratic gentleman mistaken with the meaning of exploiting others and asserting himself to be a master. That is why, his ambition clashes with that of Hannibal, his slave who desires to raise his head against the exploitation and to secure a recognizable position in the scheme of things resulting in his blindness. Here, Hansberry employed folk in the form of symbolical names allotted to her characters in order of their specific traits. She, to a much extent, was able to portray Southern thought and culture to scrupulous details to heighten the disastrous effects of the slavery. Amidst such exploitation, tension and turmoil, the source of strength to the black slaves have been their music and their soul-rending and soul- strengthening especially the spirituals.

Thus, Hansberry through the reflection of southern regional culture of the slaves, emphasized that the blacks are, generally, singing, cheerful people who are burdened by the opportunity to entertain their masters and mistresses in order to get saved from their cruelties. But the climax scene of putting out of Hannibal's eyes reveals the hideous reality of the institutions of slavery and the recognition of the fact that it must be abolished for it involves immense hatred, violence and a bitter struggle for power.

Her last play *What Use Are Flowers?* Is a post-nuclear play which symbolizes the necessity of regeneration of mankind? The play has the pangs of absurdist philosophy that life is uncertain and unsafe but due to her highly optimistic nature, Hansberry believed in the strong aspects of human resilience that humanity has the strength, capacity and courage to redeem, to recover and to find a meaning in life.

Thus, Hansberry's philosophy was about depressing questions about life but she conceived its answered replacing persistence, endurance with struggle, despair with hope, death with life and destruction with rejuvenation.

Thus, the element of thought played a dominant role in the plays of James Baldwin & Lorraine Hansberry. Their plays intended to give utterance to a definite thought which made them well-formed, well-structured and thought -provoking plays. Both proved to be committed writers -

committed to the cause of improving upon the established order. Their success lies in the key that both transcend the particular to transform it to identifiable human experience lending them the frame of universality. This quality makes them most universal playwrights of their times. If one undergoes their works in totality, one can easily comprehend various solutions to outlive the devastating human maladies of the so-called human civilization.

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