

## Remaking of MEOs Identity: An Analysis

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### ABSTRACT

The paper revolves around the issue of bargaining power. It is highlighted with the example of Meos of Mewar that the process of making of more Muslim identity of the poor, backward strata of Muslims i.e. of Meos is nothing but gaining of bargaining power by elitist Muslims. The going on process is continue even more dangerous today which was initiated mostly in 1920's. How Hindu cadres were engaged in reconversion of Meos with the help of princely Hindu states of Alwar and Bharatpur in the leadership of Swami Shardhanand and Meos were taught about their glorious Hindu past. With the passage of time, Hindu efforts in the region proved to be short-lived but Islamic one i.e. Tablighi Jamaat still continues in its practice and they have been successful in their mission to a great extent. The process of Islamisation has affected the Meos identity at different levels. The paper successfully highlights how the Meo identity has shaped as Muslim identity with the passage of time. It is also pointed out that Indian Muslim identity has reshaped with the passage of time due to some factors. The author asserts that the assertion of religious identity in the process of democratisation and modernisation should be seen as a method by which deprived communities in a backward society seek to obtain a greater share of power, government jobs and economic resources.

### Keywords:

Meos, backward strata, religious identity, Mewar

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### INTRODUCTION

Mewar is a geographical region situated amid the cities of Delhi, Agra and Jaipur. The community which is considered real and original native of the region is called Meo. The Meos identity is multi-dimensional. It has various aspects—religious, social, lingual, literary, economic, political. The religious identity of Meos is a living example of Hindu-Muslim brotherhood. Most of Meos belonged to Rajput families who have embraced Islam four centuries ago. A lot of Hindu customs are still practiced by them, as mentioned in the following lines.

*"Nipje jodha markhna,sau  
baatan ki baat,*

*Dilli kandhe dhaal  
jaun,deeng dhara mewat.  
Mayad jhoom pe Mito,huyo  
hameed shaheed,  
Sannu baaki man gayi, holi,  
rakhi, eid."*<sup>1</sup>

The tradition of tolerance has been a hallmark of the Meo community since ancient times. Historian-activist Kunwar Mohammad Ashraf wrote repeatedly that inter-community living within the local system of governance formed an alternative to the growing number of communal conflicts taking place elsewhere in India. These traditions of tolerance and of living together had been in existence for centuries. This was, however, no idyllic world of harmonious inter-community living since battle. Conflicts and feuds accompanied by violence were very much a part of it. But these were generally not fought along the lines of religious division and could, for instance, involve alliances of Meo pals and Jat khaps on either side. Further, through a complex process of institution building, norms were worked out on how incessant conflicts were to be conducted and resolved. Traditions of tolerance and the local level management of difference were, however, shattered by the growth of communal politics in the 1930's and 1940's and the partition related violence unleashed a holocaust in the in the form of communal bloodbath. Mewar was the area where Maulana

<sup>1</sup> Deshranj Verma (2015), 'Lord Sannu Mewati ke Dohon Men Mewar-Gaurav' in Musi Khan Balot & P.S.Saharia (eds.) *Mewar ka Itihas aur Sanskriti*, Alwar: Mewar Sahitya Akademi, pp.136-141.

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# COMPARATIVE STUDY OF OPTIMIZED LOAD BALANCING MODELS USING FOG-CLOUD NETWORKS

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**Abstract-** Fog computing helps in storing data near to end users and it is taken as the modified level of cloud computing. There are many cloud platforms where we can store the data but because of some limitations, lots of data could not be processed on time. Apart from that, there are various challenges in terms of load balancing over cloud which we need to handle very carefully so that there is no congestion, less energy consumption and minimum delay in processing. With the help of optimized load balancing models and algorithms, we can increase the productivity of fog-cloud networks. The main objective of this study is to compare the results of load balancing algorithms which creates warehouse of data at very fast access rate to the mobile users. At present scenario, this can be easily done using fog computing in very accessible way. It is an interface between end users and cloud layer and provides higher data access and retrieval services to the end users. This paper includes architecture of cloud computing and its attributes which is necessary to concentrate on the interplay and coordination in between fog and cloud layer. This paper also focuses on some important parameters which are considered in minimizing load over fog-cloud and try to improve the data access rate.

**Keywords:** Fog-Cloud computing, optimization, delay in power or energy consumption, workload distribution.

## 1. INTRODUCTION

The main motive of Digital India concept is basically in the field of services used in electronic, online products, online manufacturing and online job opportunities. Based on this we have large amount of data on daily basis. For this purpose, there is a need of data storage. Now we find a suitable platform for data storage i.e. Cloud. In general, Cloud Computing is basically a new generation technique where we can share our data over one platform. As per the requirements of the users, the technology is growing fast. This most popular archetype of cloud computing is imploring many vendors which increases its demand. According to National Institute of Science and Technology (NIST) [1] Cloud Computing is a model for enabling convenient, on-demand network access to a shared pool of configurable computing resources. It includes various parameters like data related to network, data based on server, data storage, applications, and different cloud services that can be remotely provisioned. The flow related with



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## Microbial Mediated Soil Carbon Sequestration and Mitigation of Green House Gases

**Pooja Arora\* and Smita Chaudhry**  
Institute of Environmental Studies, India

ISSN 2639-8590  


**Abstract**  
Anthropogenic development activities have resulted in rapid global climate change. The effects of increasing surface temperatures are evident from unprecedented loss in plant and animal species. However, microbial life has not been well documented in context of climate change. The present review has been done to understand the basic processes that soil microbial communities carry out in context of climate change such as microbial mediated soil carbon sequestration and mitigation of greenhouse gases. Soil microbes play a crucial role in decomposition of organic matter and soil respiration processes that are fundamental in sequestering carbon in the soil and CO<sub>2</sub> emissions from the soil. The processes of other important greenhouse gases such as methane and nitrous oxide are also mitigated by microbial activity. The mitigation of methane is brought about by its oxidation by methanotrophic bacteria while that of nitrous oxide is achieved by nitrifying and denitrifying bacteria along with nitrification to nitrate and nitrate leaching in soil. Hence, an understanding of the role of soil microbes as both contributors and reactive components of climate change is much needed to clarify their roles whether they can be used to mitigate the processes of GHGs or acceleration of climate disaster at the microscopic level and even at the global scale.

**Keywords:** Soil microbes, Carbon sequestration, Climate change, Mitigation, Greenhouse gases, Carbon dioxide, Methane, Nitrous oxide

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## Urban Dynamics of Gurugram City over the Period 1990-2017: A Geospatial Approach

Suman Chauhan, Ph.D. and Sunil Kumar

### Abstract

*As a response to the challenges of the rapid pace of urbanization and lack of reliable data for environmental and urban planning, especially in the developing countries, this paper evaluates Land Use / Land Cover change (LULCC) and urban spatial change, from 1990 to 2017, in the Gurugram city, Haryana, using Landsat satellite images and field observations. This study applied supervised classification-maximum likelihood algorithm in ERDAS imagine 15.0 to detect Land Use / Land Cover changes and urban growth observed in Gurugram city, using multispectral satellite data obtained from Landsat 5, Landsat 7, Landsat 5 and Landsat 8 for the years 1990, 2000, 2010 and 2017 respectively. The results reveal that dramatic growth of built-up areas has led to a significant decrease in agricultural lands, from 1990 to 2017. The relative entropy values have shown that the Gurugram city has experienced increasing urban growth.*

### 1. INTRODUCTION

Most of the Indian cities have developed through expansion of the earliest urban cores encroaching into the adjoining rural or suburban areas. With one third of the country's population already living in the expanded urban areas, the trend of urban growth is haphazard along urban-rural fringe areas or suburban areas in most Indian cities (Farooq and Ahmad, 2008). The outer spread of cities is accompanied by many environmental problems, for example, changes in land use patterns, fragmentation of wildlife habitats, discharge of polluted runoff water into streams and surface water bodies and pollution of groundwater resources, etc. Increase in urban growth results increases in land consumption, often agricultural, for housing construction and multi-story buildings for industries.

Land Use / Land Cover (LULC) change is an important field in global environmental change research. Inventory and monitoring of land-use / land-cover changes are indispensable aspects for further understanding of change, mechanism and modelling the impact of change on the environment and associated ecosystems at different scales (Turner et al., 1995; William et al., 1994). Remote sensed data is a valuable data source from which land use / land cover changes can be extracted efficiently. In the past two decades,

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*Sunil Kumar; Research Scholar, Department of Geography, Kurukshetra University, Kurukshetra*

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### Assessing the Entrepreneurial Orientation: A Study of Kurukshetra University

Simmi Vashishtha  
*Assistant Professor, University School of Management, Kurukshetra University Kurukshetra*

**Abstract:** Recent researches on entrepreneurship have focal point on entrepreneurs that assesses their personality traits and characteristics along with entrepreneurial outcome. However, few studies were conducted to understand the entrepreneurial orientation among would be entrepreneurs. The study has assessed entrepreneurial orientation of regular course university students and those who have gone through master start-up class. The analysis of 121 respondents reveals that the students were high on attitudinal aspects on all the four constructs i.e. goal accomplishment, innovativeness, self-esteem and personal control. It is submitted that if efforts are done in the direction of creating awareness regarding being enterprising by authorities and Govt., the energy of the youth can be channelized to become entrepreneurs; thus contributing to better economic growth.

**Key words:** - EAO, attitudinal characteristics and master start-up class.

#### I. Introduction

In recent years, entrepreneur, entrepreneurship and intrapreneurship has gained wide popularity around the globe. Entrepreneur is prime mover of economic activity in any nation. The entrepreneur acts as a catalytic agent and uses insightful searching, careful planning and judgment while carrying out the entrepreneurial process. Entrepreneurship is not only potentially lucrative but it also provides people with challenges and

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In recent years, entrepreneur, entrepreneurship and intrapreneurship has gained wide popularity around the globe. Entrepreneur is prime mover of economic activity in any nation. The entrepreneur acts as a catalytic agent and uses insightful searching, careful planning and judgment while carrying out the entrepreneurial process. Entrepreneurship is not only potentially lucrative but it also provides people with challenges and opportunities to maximize their power and autonomy (Heilman & Chen, 2003). Cantillon introduced the word entrepreneurship which means "to undertake". He originated the theory of the entrepreneur as a risk taker, characterizing the entrepreneur as one who is self-employed, has the foresight and willingness to assume risk and take the necessary actions to make a profit or bear a loss and thus contributes to the market economy. Robert C. Ronstadt views "Entrepreneurship as the dynamic process of creating incremental wealth. This wealth is created by individuals who assume risks in terms of equity, time or career commitment of providing value for some product or service. The product or service itself may or may not be new or unique but value must somehow be infused by the entrepreneur by securing and allocating the necessary skills and resources".

### II. Literature Review

Koh (1996) reported the main psychological characteristics associated with entrepreneurship as need for achievement, locus of control, propensity to take risk, tolerance of ambiguity, self-confidence and innovativeness. Thomas and Mueller (2000) defines entrepreneur as a configuration of psychological traits, attributes and values of an individual motivated to initiate a business venture reporting that entrepreneurs reflect the dominant values of the respective national culture and the same has definite effect on entrepreneurship. Authors further asserted that the study of entrepreneurship should be expanded to international markets to investigate the conditions and characteristics that encourage entrepreneurial activity in various countries and regions. Robinson et al. (1991) introduced attitudinal scale to predict entrepreneurial activity. Authors developed the Entrepreneurial Attitude Orientation (EAO) scale to measure entrepreneurial attitudes based on the constructs of innovation, personal control and self esteem. Achievement in business refers to concrete results associated with the start of a business; personal control of business outcomes relates to one's perception of control or influence over his or her business; innovation in business relates to acting on business activities in novel ways and perceived self esteem in business relates to self-confidence with regard to one's business affairs. Knight and Nadel (1986) & Weiss and Knight (1980) view self-esteem as an inherent characteristic of individuals that is relatively stable across situations. An individual high in self-esteem is more likely to express high levels of confidence about his/her own ability to be successful in a new business venture. Lumpkin & Dess (1996) explored the constructs of entrepreneurial orientation (EO) and defined a firm's entrepreneurial orientation as its propensity to act autonomously, innovate, take risks and act proactively when confronted with market opportunities. Authors further concluded that it is a process construct and concerns the methods,



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### EASE OF DOING BUSINESS (EODB): AN ANALYTICAL INVESTIGATION

VISHAL GARG ; SIMMI VASHISHTHA

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#### Current Issue



## EASE OF DOING BUSINESS (EODB): AN ANALYTICAL INVESTIGATION

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### AUTHORS' CONTRIBUTIONS

This work was carried out in collaboration between both authors. Both authors read and approved the final manuscript.

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### ABSTRACT

India aims to be five trillion-dollar economy by 2024-25. A favourable ecosystem is essential for the growth and development of a nation. The government has taken up a series of reforms with a view to improve doing business climate in India. The basic plan of the paper is to review the current scenario of ease of doing business in India and comparative study of BRICS nations on ease of doing business parameters using secondary data. The study reported that there has been a significant improvement in the World Bank's ease of doing business ranking of India from 133<sup>rd</sup> position in 2009 to 63<sup>rd</sup> position in 2019. In comparison with New Zealand, which is the top performing economy in ease of doing business ranking, India lags behind on four parameters viz. starting a business, registering property, paying taxes, enforcing contracts. Among the BRICS nations, the most preferred destination for doing business in year 2020 is Russian Federation with overall doing business ranking of 28 whereas the least preferred nation is Brazil with rank of 124. The government needs to undertake reforms focussing on more flexible labour laws, enhancing the access to low-cost capital, uninterrupted power supply, easy entry and exit to businesses so that the ranking of country can be further improved.

**Keywords:** Ease of doing business; ecosystem; parameters; BRICS nations; reforms.

### 1. INTRODUCTION

From the past few decades, entrepreneurship has been a topic of heightened interest for both developed and developing economies. For the developed economies, it is a means of reviving the stagnant economy and of coping with the unemployment problems whereas for developing economies, it acts as an engine of economic progress, job creation and social adjustment [1]. Entrepreneurs are treated as drivers of economic prosperity through the development of ideas and their promotion into business ventures [2].

The development of entrepreneurship is not a mechanized process. An appropriate and suitable business environment is a pre-requisite for the same. The creation of entrepreneurs depends upon the business policies, procedures and regulatory measures of the country. This is the reason why topic of 'Ease of Doing Business' has captured attention of researchers, corporates, and government officials for some considerable time.

A favourable business environment attracts investment not only from within the country but also globally. EODB is recognised as a cross-border

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Article


### Liquidity infusion under Atmanirbhar Bharat scheme: A strategy to revive Indian power discoms

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Authors:

 **Kamaljit Singh**  **Simmi Vashishtha**

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## LIQUIDITY INFUSION UNDER ATMANIRBHAR BHARAT SCHEME: A STRATEGY TO REVIVE INDIAN POWER DISCOMS

As a first tranche measure to fight the economic disruption of the lock-down and part of the strategy to revive India's battered economy, a liquidity infusion for the power distribution companies was announced under the Atmanirbhar Bharat (self-reliant India) scheme. The present study aims to discuss the overdue, outstanding, and disputed amounts of the sixty-one power discoms from April 2020 to September 2020. The author pointed out that the amounts due by the discoms to generator companies have risen to Rs. 94,000 crores while the Indian government will provide only a total liquidity infusion of Rs. 90,000 crores for the needy electricity distribution companies. The payments owed by electricity utilities have risen to Rs. 1.24 lakh crore, which is more than 20 percent higher than for the same period last year. Subsequently, the debts of the discoms to generating companies are growing, making discoms unsustainable as unpaid power producers threaten to stop electricity supply to states.

JEL: H74; M20; O21

*Keywords:* power distribution utilities; liquidity infusion; UDAY scheme; Atmanirbhar Bharat

India will provide a cumulative liquidity injection of Rs. 90,000 Crores (on 13/05/2020, one crore was equal to \$ 132,707) for indebted power distribution companies (discoms) as part of India's strategy to rekindling India's battered economy. Being implemented as a first tranche measure to tackle the economic disruption of the coronavirus lock-down as announced by Union Finance Minister Nirmala Sitharaman on May 13, 2020, this has exacerbated already precarious power debt financing (Singh, 2020; Singh and Vashishtha, 2020). These Rs. 90000 crores will help cover transparent unpaid dues claimed by state-owned financial institutions. The liquidity injection for the discoms will run like this. The Covid-19 outbreak and then the lock-down in March, April, and May enormously reduced demand for electricity (Senthikumar et al., 2020). The decline in power usage has been so steep that power demand is projected to decrease by 1 percent for the entire year 2020-21, the first time in nearly 36 years.

The State-owned Power Finance Corporation (PFC) and Rural Electrification Corporation (REC) will raise approximately Rs. 90,000 crores from the market to provide further liquidity to the discoms (Rout et al., 2021). The state governments will be acting as a guarantor. This one-time cash injection would be used to pay for electricity generation firms in the central public sector, transmission utilities, independent

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## FINANCIAL PERFORMANCE OF YES BANK- A RELOOK AT THE DECADE BEFORE THE RBI'S RESCUE PLAN

Dr. Amita\*  
Mr. Sumit Bodla\*\*  
Dr. B. S. Bodla\*\*\*

### ABSTRACT

YES BANK is a private sector bank which came in to existence in the year 2004. This bank became one of India's fastest growing banks within ten years of its establishment. From 2010-2015, YES BANK lived the 'Version 2.0' phase during which the focus was on expanding the Retail Banking capabilities by drawing upon the Wholesale Banking franchise through a B2B2C approach for client acquisition and business generation. The bank had a market share of close to 1% in the Indian Banking industry in year 2015 when it planned, steady growth rate to garner a 2.5% market share in India over the next 5 years. However, it ran into trouble following the central bank's asset quality reviews in 2017 and 2018, which led to a sharp increase in its impaired loans ratio and uncovered significant governance lapses that led to a complete change of management. The bank subsequently struggled to address its capitalisation issues. The present paper is an attempt to analyse its performance for a period of ten years from 2011 to 2020, that is before and around one year after the RBI restructuring plan. The study applied ratio analysis method to comment on the performance. The results indicated the bank was doing very well in so far various performance parameters are concerned except NPAs. The bank faced the crisis only and only on account of loans to the firms with very poor credit standing.

### INTRODUCTION TO YES BANK

YES BANK Limited which is a private sector bank came was inception in 2004. After the death of Mr. Ashok Kapur, one of the founders of the YES BANK, Mr. Rana Kapoor became the Managing Director and Chief Executive Officer of the bank. With the passage of time, this bank has grown into a 'Full Service Commercial Bank' providing a complete range of products, services and technology driven digital offerings, catering to corporate, MSME & retail customers.

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Disclaimer: The views expressed in this paper are personal of the authors and the concerned organisations namely GMN College, Ambala Cantt., Macquarie Global Services & KU, Kurukshetra, respectively have no role or concern to this paper & its conclusions

The Bank is engaged in providing banking services, including corporate and institutional banking, financial markets, investment banking, corporate finance, branch banking, business and transaction banking, and wealth management. YES BANK received the Financial Insights Innovation Award 2012 for Innovation in payments. The 1st phase of YES BANK's lifecycle from 2004-2010 was characterized by 'entrepreneurship' and involved building strong capabilities in the wholesale banking segment with a comprehensive product suite, which leveraged the 'Knowledge Banking' approach while building a strong human capital team on the 'Owner-Manager-Partner' philosophy. By 2010, YES BANK was recognized as one of India's fastest growing banks in the previous 5 years and emerged as the Largest 'Small' Bank in our country, India. From 2010-2015, YES BANK lived the 'Version 2.0' phase during which the focus was on expanding the Retail Banking capabilities by drawing upon the Wholesale Banking franchise through a B2B2C approach for client acquisition and business generation. YES BANK had a Market Share of close to 1% in the Indian Banking industry in year 2015 and it had planned, steady growth rate to garner a 2.5% Market Share in India over the next 5 years.

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## Skill Development Initiatives in India: An Exploratory Study with Special Reference to Pradhan Mantri Kaushal Vikas Yojana

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**Abstract**  
Skill development is imperative for socio-economic development of a country. Skill development ecosystem in India encompasses the broad policy and structural framework that govern the skill development activities at state and central level. Under skill India campaign about 20 Central Ministries/ Departments including Ministry of Skill Development and entrepreneurship are involved in the implementation of more than 40 schemes for various skill development programs. The push for a policy-backed skill development initiative is a significant step towards realizing the potential of the workforce by enhancing its employability. The present paper is an attempt to understand the framework and the progress of the most ambitious skill development scheme i.e., Pradhan Mantri Kaushal Vikas Yojana.

**Keywords(s):** Skill Development, PMKVY, Demographic Dividend.

Date of Submission: 01-02-2021 Date of Acceptance: 16-02-2021

### I. Introduction

The Union Cabinet had approved India's largest Skill Certification Scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), on 20 March, 2015. The Scheme was subsequently launched on 15 July, 2015, on the

## **Skill Development Initiatives in India: An Exploratory Study with Special Reference to Pradhan Mantri Kaushal Vikas Yojana**

**Dr. Ajay Solkhe, Dipika**

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The Union Cabinet had approved India's largest Skill Certification Scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), on 20 March, 2015. The Scheme was subsequently launched on 15 July, 2015, on the occasion of World Youth Skills Day by Honourable Prime Minister, Shri Narendra Modi. PMKVY is implemented by National Skills Development Corporation (NSDC) under the guidance of the Ministry of Skill Development and Entrepreneurship (MSDE). With a vision of a "Skilled India", MSDE aims to skill India on a large scale with speed and high standards. PMKVY is the flagship scheme that is driving towards greater realisation of this vision. Owing to its successful first year of implementation, the Union Cabinet has approved the Scheme for another four years (2016-2020) to impart skilling to 10 million youth of the country, stress on high-skill development not only for the benefit of business firms in form of higher profits and for employees in form of higher wages but also helpful to the national policy makers in developing countries for boosting competitiveness on global basis (Ashton & Green, 1996). Policy which stimulates economic growth has impact for creating new avenues for occupation leading to employability of the nation's manpower. The benefits of a fostering economy are often accounted by the growing number of well-paid jobs in a nation (Balakrishnan & Senthilkumar, 2020). Delivery of skilled manpower declined from 7.58 points in 2005 to 5.75 points in 2014 then puts on India 48th position out of 60 countries surveyed in IMD world talent ranking. More than 12 million youth between 15 years to 29 years of age are expected to enter India's labour force every year in the next two decades and Government's recent skill gap analysis reveals that by 2022, another 109 million skilled workers will be needed in the 24 key sectors of the economy. At present, only 2.3 percent of India's workforce has received some formal skill training leading to acquire job specific occupational skills.

### **II. Literature Review**

Saini (2015) assessed skill capacity of Indian workforce through general education and vocational training level which was found to be extremely low i.e., around 38% of the workforce are not even literate, 25% are having below primary or up-to primary level of education and remaining 36% has an education level of middle and higher level whereas only 10% of the workforce is vocationally trained (with 2% formal and 8% informal training). Demand & supply mismatch, low educational attainment and placement-linked challenges are some reasons for the failure of skill development mission. Labour market reforms are required to overcome challenges such as mismatch between theory and practice, low quality of skills assimilated, the mismatch between demand and supply of skilled labour force, low level of in-house training, low cooperation from students and employees due to lack of incentives and lack of qualified teachers. (Cabral and Das, 2019)

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Nat. Volatiles & Essent. Oils, 2021; 8(6): 754-781

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**A Review On Toxicological Hazards Of P-Phenylenediamines: A Primary Ingredient Of Hair Dye And Potential Biomarker-Based Risk Assessment**

Sunil Kumar<sup>ab</sup>, Sangeeta Yadav<sup>bc</sup>, Veena Vishwakarma<sup>d</sup>, Bharti Yadav<sup>d</sup>, Ranjan Gupta<sup>d</sup>, Neeraj Aggarwal<sup>d</sup> and Anita Yadav<sup>a\*</sup>

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Abstract

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Article in International Journal of Pharmaceutical Sciences and Research · October 2021  
DOI: 10.26907/2474-2991.2021.10.15568

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#### Micro Loan from Non-Institutional Sources: Causes and Consequences

Dr. Sunil Kumar  
Page No. : 696-709

**ABSTRACT**

Money is a kind of economic unit, which has universally been recognized and accepted as a fundamental medium of exchange as well as transaction. In society also, it serves numerous functions such as formation of social class, fulfillment of wants and many more. The people earn and avail small or large amount of money from many institutional and non-institutional sources to fulfill their needs. Thus, keeping in view the above facts, this article is an attempt to examine the socio-economic background of 40 persons who availed loan from non-institutional micro lender providers; their difficulties in repaying the loan installments; and a sociological examination of challenges associated with opening an account with an institutional bank. Further, the paper will determine the respondents needs and requirements for availing microcredit, as well as the quantum of interest rate they are bound to pay in lieu of loans. It will also analyse whether they suffer any penalties in case the loan amount or installments are not paid on time. Apart from this, efforts are made to track how demonetization and COVID-19 lockdown affected their working style. The results of the study reveal that as compared to institutional sources, the people do seek short term loans from the non-institutional sources due to their easy access and less complexities in spite of on higher rates of interests.

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## Micro Loan from Non-Institutional Sources: Causes and Consequences

*Dr. Sunil Kumar*

**Page No. :** 696-709

### ABSTRACT

Money is a kind of economic unit, which has universally been recognized and accepted as a fundamental medium of exchange as well as transaction. In society also, it serves numerous functions such as formation of social class, fulfillment of wants and many more. The people earn and avail small or large amount of money from many institutional and non-institutional sources to fulfill their needs. Thus, keeping in view the above facts, this article is an attempt to examine the socio-economic background of 60 persons who availed loans from non-institutional micro credit providers; their difficulties in repaying the loan installments; and a sociological examination of challenges associated with opening an account with an institutional bank. Further, the paper will determine the respondents needs and requirements for availing microcredit, as well as the quantum of interest rate they are bound to pay in lieu of loans. It will also analyse whether they suffer any penalties in case the loan amount or installments are not paid on time. Apart from this, efforts are made to track how demonetization and COVID-19 lockdown affected their working style. The results of the study reveal that as compared to institutional sources, the people do seek short term loans from the non- institutional sources due to their easy access and less complexities in spite of on higher rates of interests.

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## The Evolution and Development of Probation System as A Correctional Measure in India

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Assistant Professor

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### Abstract

The Probation is a modern method of community-based rehabilitation and treatment of offenders of some particular types having its deep concern in the broader socio-cultural fabrics of the reformation as well as the modern criminal policy of the state. It gained momentum from refutation of the traditional punitive-repressive approach and acceptance of humanitarian & practical consideration in the field of criminology & penology. Thus, the present paper is an attempt to know about the evolution and development the probation system in India. The development of probationary system outside India has also been taken into account. The paper highlights the legislative journey of the probation from ancient time to the enactment of the Probation of Offenders Act, 1958. The paper which analyses the objects and approaches of probation system, is based on secondary sources of information such as texts, journals, bare acts and judicial precedents.

### Keywords

Criminal, Imprisonment, Jurisprudence, Probation, Reformation.

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### Introduction

In the earlier period of history of mankind punishments were most irrational. The primitive homogeneous societies believed that every offender has an enemy to the group or the tribe and hence he must be annihilated by being put to death or exile. The emergence of heterogeneous societies called 'gens' or 'clans brought about a radical change in reaction to

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### सार

इस शोध पत्र के माध्यम से शोधार्थी विमुक्त व घुमंतू जाति के लोगों को विकास की मुख्य धारा में सम्मिलित न करने के परिणाम स्वरूप हुए नुकसान और उनकी विभिन्न समस्याओं की ओर ध्यान आकर्षित कर इन्हें समाज के मुख्यधारा में लाने के लिए सुझाव प्रस्तुत करते हैं। क्योंकि विमुक्त व घुमंतू समाज प्रारम्भ से ही विकास के विभिन्न कार्यक्रमों का लाभ लेने से वंचित रहा है। यह शोध पत्र घुमंतू व विमुक्त जनजाति के लोगों की आर्थिक, सामाजिक, राजनीतिक, पिछड़ेपन की समस्याओं पर केंद्रित है। इसका शीर्षक शोध पत्र को पूर्ण रूप से न्याय संगत करता है, साथ ही इस समाज के लोगों को विभिन्न संदर्भों में बहिष्कृत किया गया है उसका भी विस्तृत वर्णन किया गया है। इस शोध पत्र के लेखन में अनुसंधान की विश्लेषणात्मक एवं सैद्धांतिक पद्धति का प्रयोग किया गया है और विमुक्त व घुमंतू जाति के लोगों की समस्याओं का उनके अनुरूप विश्लेषण कर निष्कर्ष पर पहुंचने के साथ-साथ उचित सुझाव प्रस्तुत किये गए हैं।

### भूमिका

भारत एक ऐसा प्रजातान्त्रिक देश है, इसमें सामाजिक, सांस्कृतिक विभिन्नताएं होते हुए भी मानवीय मूल्य उदहारणीय है। ऐसा भी कह सकते हैं की अनेकता में एकता का सूत्र मुख्य रूप से मानवीय मूल्यों पर आधारित है। भारतीय संविधान सभी नागरिकों के मानव अधिकारों की सुरक्षा आश्वस्त करता है और समाज के सभी वर्गों के समान विकास के लिए एक समान मंच की रचना करता है। संविधान के अन्दर अनुसूचित जाति, जनजाति, पिछड़ी जाति, अल्पसंख्यक इत्यादि के उत्थान के लिए विशेष प्रावधान किये गए हैं। हालाँकि इन सभी वर्गीकरण के बावजूद कुछ ऐसे समाजिक वर्ग हैं जिन्हें ऊपर लिखित समूहों में कोई स्थान नहीं मिल पाया जबकि समाज में इनकी अलग ही घुमंतू व विमुक्त जातियों के रूप में पहचान है। भारत में ये जातियाँ भिन्न-भिन्न सामाजिक वर्गों में पाई जाती है। भारत का



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## Cultural Constraints and Daughters' Role in Caring Old Age Parents: A Study of Jind District of Haryana

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Kurukshetra, Haryana, India

<sup>2</sup>PhD Research Scholar, Department of Sociology, Kurukshetra University,  
Kurukshetra, Haryana, India

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### Abstract

This study focuses on the integration of macro and micro approaches. Macrostructure i.e. culture and micro-level behaviour i.e. daughters' role is analyzed in term of how cultural constraint prohibited the married daughters in performing their responsibilities towards their old age parents on the one hand, and simultaneously how married daughter are reshaping the cultural norms by the act of balancing between their parents' home and in-laws' home. The main objective of this research is to analyze the role of married daughters in taking care of their old age parents. Life approach 146 old age parents are interviewed. It is

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Dr. Vijender Singh<sup>1</sup>, Sonam<sup>2</sup>

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### Keywords

Old age parents, Son-in-law, In-laws, Daughter(s), Married daughter(s).

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### Introduction

Ageing is a natural phenomenon and it is the responsibility of the society to take care of its old age members by some institutional arrangements. In western societies, there are some formal arrangements for old age care but, in Indian society, it is a familial affair and informal and moral responsibility of the children and grandchildren, particularly, of the son and grandsons. In the era of Modernity, where research on feminism has become a fashion in Social Sciences

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ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN TELECOM SECTOR: A  
COMPARATIVE STUDY

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ABSTRACT

The aim of this paper is to explain the concept of organizational citizenship behavior and its importance in the telecom sector with a comparison of public and private perspective. It also focuses on how to improve it and how to develop a plan to obtain continual OCB as well through formal system and informal environmental setting in the workplace. Organizational citizenship behaviors (OCB) describe actions in which employees are willing to go above and beyond their prescribed role requirements in a productive manner. Many of the studies have shown that OCB is positively related to indicators of individual, unit, and organizational performance. The data was collected through a survey method and total 600 questionnaires were distributed but 448 complete questionnaires were received from the employees of Bharti Airtel, Vodafone idea, Jio infocomm and BSNI. In the present research, the data was processed with Statistical Softwares like MS Excel and IBM SPSS Statistics 20. Descriptive research design has been used for the present research study. Researchers used Mean, Standard Deviation and ANOVA. The reliability of Organization Citizenship Behavior Scale has determined by using Cronbach's Coefficient. Result found that there is no significant difference between the production of employees towards OCB in the public and private telecom sector. This research is important for any businesses which want to create competence and organizational effectiveness. This paper will also discuss the implications of the OCB and try to find out how to improve OCB in the businesses to reach organizational effectiveness in the Telecom sector.

**Keywords:** OCB- Organization Citizenship Behavior, HRD- Human Resource Development, Telecom Sector

INTRODUCTION

**Organizational Citizenship Behavior (OCB):**  
Organizational Citizenship Behavior (OCB) is defined as employee's behavior supporting the social and psychological foundation of the organization. OCB include; job satisfaction, employee engagement, organizational commitment, motivation and the level of trust between an employee and employers. OCB is not essential to the organization but it provides silent benefits to the organization. Employees with OCB help their co-workers, new employees and subordinates which creates a sense of belongingness. Organizational citizenship is that form of employee's behavior which does not demand any formal reward but it produces higher effectiveness with higher productivity. OCB creates that type of behavior under which an employee gives preferences on maintaining and retaining good relationships with the leader. Employees focusing on work commitment and loyalty to the organization. In industrial and organizational psychology, organizational citizenship behavior (OCB) is an employee's voluntary commitment within an organization or company. The leader expects respect to their employees whereas employees expect respect and self of belongingness with their employers. This dynamic relationship between the leader and the employee is the reflection of collectivism and forms the basic components of OCB. Management should understand organizational citizenship behavior (OCB) for maintenance of organizations, social systems and employee roles. Positive OCBs have many advantages such as less time consuming supervision. Management should understand the various dimensions of positive OCB so





## Kanpur Philosophers

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फिल्म संगीत में गुज़ल शैली को बढ़ावा देने में संगीतकार मदन मोहन जी का योगदान

ज्ञान-विज्ञान विमुक्तये

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Editor-in-Chief

## फिल्म संगीत में संगीत निर्देशकों एवं शास्त्रीय संगीत के कलाकारों का योगदान

**Dr. Aarti Sheokand**

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फिल्म संगीत को आधुनिक युग में सर्वाधिक लोकप्रिय माना जाता है। जिसकी प्रभावशाली धुनें एवं साहित्य संगीत से अनभिज्ञ होठों को भी गुनगुनाने पर बाध्य कर देती है।

फिल्म संगीत में कई महान संगीत निर्देशकों व गायकों ने शास्त्रीय संगीत का प्रयोग कर न केवल कला-कुशलता का परिचय दिया अपितु शास्त्रीय संगीत के विभिन्न रागों का गीतों में प्रयोग कर रागदारी संगीत को जनसाधारण की शास्त्रीय संगीत के प्रति उदासीन व कुंठित सोच से भी उन्हें बाहर निकालने में उनकी सहायता की। पिछले लगभग 8 दशकों से फिल्मों में शास्त्रीय संगीत का प्रयोग करते हुए अनेक रागों का जो सुंदर प्रयोग किया गया वास्तव में देखा जाये तो अन्य किसी माध्यम द्वारा जनसाधारण में इतने रागों को प्रचारित करना व लोकप्रिय बनाना सम्भव नहीं हो सकता था। फिल्मी गीतों में यमन, भूपाली, बिहाग, नंद, बागेश्री, बसन्त, बहार, मल्हार, दरबारी, किरवाणी, चारुकेशी, तोड़ी, मधुवन्ती, भैरवी, भैरव, हमीर, केदार, कामोद, गौड मल्हार, हंस ध्वनि, सारंग, भीमप्लासी, मियाँ की मल्हार, अहीर भैरव, मालकौंस, जैजैवन्ती, पटदीप, सोहनी, नट भैरव इत्यादि अनेक रागों के अत्यन्त सुंदर एवं भावपूर्ण प्रयोग ने जनमानस के कर्णपटल पर रागदारी संगीत की अमिट छाप छोड़ी है।

संगीत निर्देशकों ने अपने गीतों के लिए नाट्य संगीत, जात्रा संगीत, लोक संगीत, कव्वाली, गज़ल, तुमरी, छोटा ख्याल व भजन इत्यादि को प्रेरणा स्रोत व आधार बनाया। अधिकतर फिल्में अध्यात्म व पौराणिक कथाओं पर आधारित रही उनमें रागदारी संगीत के प्रयोग के लिए पर्याप्त गुंजाइश थी। गीतों के साथ हारमोनियम, तबला, सारंगी व विभिन्न वाद्य यंत्रों का प्रयोग हुआ।

फिल्म संगीत जगत में संगीत निर्देशकों पर दृष्टिपात करें तो देखेंगे कि वे शास्त्रीय संगीत में कुशल थे। उन्होंने पाश्चात्य संगीत का भी प्रयोग किया। उन्होंने गायन की तकनीकों एवं विभिन्न वाद्य यंत्रों के गुण स्वभाव के अनुसार उनका प्रयोग भली भांति किया। सर्वप्रथम 1931 में मूक फिल्म में पार्श्व संगीत व फिल्म में भावों की सजीवता के लिए विभिन्न वाद्य यंत्रों का प्रयोग किया। धीरे-धीरे सारंगी, तबला, सितार, रबाब, जलतरंग, हारमोनियम, वॉयलिन, शहनाई, बांसुरी, आर्गन, क्लेरेनेट, सेक्सोफोन, गिटार, प्यानो, ड्रम, डोलक, पखावज, बँजो, मेंडोलिन, बीन, बेला बहार, संतूर और आजकल सिंथेसाइजर की-बोर्ड, ऑक्टोपैड का प्रयोग होने लगा।

फिल्म संगीत में शास्त्रीय संगीत के कई दिग्गज कलाकारों ने भी संगीत रचा तथा फिल्मी गीतों को अपनी आवाज से नवाजा। वहीं दूसरी ओर महान वादकों ने अपने वादन से गीतों में चार चाँद लगाए।



# Kanpur Philosophers

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## AVAILABILITY OF GROUNDWATER RESOURCES FROM DIFFERENT SOURCES IN BHIWANI DISTRICT, HARYANA

ANJU GUPTA<sup>1</sup> AND JITENDER KUMAR<sup>2</sup>

### ABSTRACT

*Water is the main element that affects the not only human being but also vegetation; animals etc. and plays a main role in the growth of any nation. It is used in all sectors of life i.e. agriculture, industry and household. Fast growing population, leads to rapid urbanization, industrialization and high agriculture intensity which have ultimately increased pressure on this valuable resource. Groundwater is the most precious natural resource of the earth and is of great importance in every facet of human life. It is the largest source of fresh water and is most widely distributed resource on the earth. Unlike any other mineral resource, it gets its annual replenishment mainly from precipitation and different sources like canal seepage, return from water applied for agriculture fields, seepage from ponds and water harvesting structure. Therefore it is very important to know about the availability of groundwater resources of an area.*

**Keywords:** *Water, Human being, Ground water, Industrilization, Replenishment.*

### INTRODUCTION

Groundwater assessment has been made quantitatively by hydraulic budget method. It is a quantitative measure of the balance between the total

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## ELECTROMECHANICAL COUPLING COEFFICIENTS FOR BULK WAVES IN POROUS PIEZOELECTRIC MATERIALS OF TETRAGONAL CLASS

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### Abstract

The porous piezoelectric materials having crystal symmetry of type 4 and 4mm, are selected for study in this paper. The expressions of electromechanical coupling constants and velocities of waves propagating are obtained in closed form for these crystal classes in one and two dimensional cases. It is found that effects of electro-elastic interaction are different in different crystal classes for different planes of propagation. The effects of propagation direction, piezoelectricity and porosity on the phase velocities and electromechanical coupling coefficients are studied numerically. Crystals Barium Titanate is considered for numerical computation purpose.

**Keywords:** electromechanical, porous piezoelectric materials, tetragonal, wave velocity.

### 1. Introduction

The electromechanical coupling characteristics of piezoelectric materials, which lead to mechanical deformations under an electric field and electrical polarization under mechanical loads, make them suitable for a variety of electromechanical devices used for data collection, cooling systems, vibration and noise suppression, energy harvesting, telecommunication and sensor networks.

Wave propagation in a piezoelectric medium has been extensively investigated in connection with the generation and transmission of disturbances in electro-acoustic devices such as transducers and resonators. Both, theoretical and experimental studies on wave propagation in piezoelectric materials attract the attention of scientists and engineers. Kyame [1] studied the wave propagation in piezoelectric materials by taking quasi-static electric field approximation into account. A detailed survey of wave propagation in piezoelectric materials belonging to different crystal classes can be found in the texts [2-3]. Three waves viz. quasi P, quasi  $S_1$  and quasi  $S_2$  propagate in anisotropic piezoelectric materials. The effects of direction of propagation, crystal symmetry and poling direction on the phase velocities and slowness of stiffened waves and unstiffened waves have been described therein. The propagation of waves at large distances from a source of disturbance in an infinite piezoelectric medium of hexagonal symmetry was investigated by Rao [4]. Auld [5] and Every [6] presented a short survey related to wave propagation and resonance phenomena in piezoelectric materials.

A series of papers [7-9] relating to analytical and numerical modelling based on finite element method was presented to study the effects of porosity on the elastic, piezoelectric and dielectric constants of porous piezoelectric materials. Gomez and Montero [10-12] obtained constitutive equations and equations of motion for porous piezoelectric materials with one phase piezoelectric. Vashishth and Gupta [13] established the constitutive equations and equations of motion for porous piezoelectric materials and studied the wave propagation in



Research Paper

## An Assessment of Institutional Framework and Key Skill Development Initiatives for MSMEs in India

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### ABSTRACT

The Micro, Small and Medium Enterprises (MSME) sector has emerged as a highly vibrant and dynamic sector of the Indian economy over the last five decades. It contributes significantly in the economic and social development of the country by fostering entrepreneurship and generating largest employment opportunities at comparatively lower capital cost, next only to agriculture. In India, the MSME sector is a major job creator. A skill gap study has been conducted by NSDF over 2010-2014, which indicates that there is an additional net incremental requirement of 109.73 million skilled manpower by 2022 in twenty-four key sectors. The present paper attempts to review the institutional framework for MSME sector in India along with highlighting various skill development initiatives undertaken by government.

**KEYWORD(S):** Micro, small & medium enterprises (MSME), Skill Development, Institution

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### 1. INTRODUCTION

The Micro, Small and Medium Enterprises (MSME) sector has emerged as a highly vibrant and dynamic sector of the Indian economy over the last five decades. It contributes significantly in the economic and social development of the country by fostering entrepreneurship and generating largest employment opportunities at comparatively lower capital cost, next only to agriculture. MSMEs are complementary to large industries as ancillary units and this sector contributes significantly in the inclusive industrial development of the country. The MSMEs are widening their domain across sectors of the economy, producing diverse range of products and services to meet demands of domestic as well as global markets. In India, the MSME sector is a major job creator. The informal or unorganized sector also plays a role in job creation particularly for poor and marginalized communities (Anup, 2015). According to the former Prime Minister Dr. Manmohan Singh, "The key to our success in employment lies in the success of manufacturing in the small-scale sector". The Micro, Small & Medium Enterprises (MSMEs) have been contributing significantly to the expansion of entrepreneurial endeavors through business innovations.

Table 1. MSME classification among manufacturing and service sector  
 Revised Classification applicable w.e.f 1st July 2020

	Manufacturing Sector and Service Sector (No distinction)	
	Investment in Plant & Machinery	Turnover Limits
Micro Enterprise	Less than 1 Cr. core	Less than 5 Cr. core
Small Enterprise	Less than 10 Cr. core	Less than 40 Cr. core
Medium Enterprise	Less than 20 Cr. core	Less than 100 Cr. core

Source: Ministry of MSME, Govt of India.

#### 1.1 MSME - The Backbone of Indian Economy

The MSMEs in India are playing a crucial role by providing large employment opportunities at comparatively lower capital cost than large industries as well as through industrialization of rural & backward areas, inter alia, reducing regional imbalances, assuring more equitable distribution of national income and wealth.

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## Diversity and Inclusion: An Analysis of Current Status, Dimensions and Methodology through Systematic Review of Literature

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### Authors' contributions

This work was carried out in collaboration amongst both authors. Author Poonam designed the study, performed the statistical analysis, wrote the protocol and the first draft of the manuscript. Author AS reviewed and managed the analyses of the study. Both authors read and approved the final manuscript.

Systematic Review Article

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### ABSTRACT

Here researchers systematically analysed the literature and endowed new insights into most sought-after concepts in modern HR domain i.e., diversity and inclusion with reference to India and the world as well. An attempt has been made to examine the current status of diversity and inclusion simultaneously investigating the recent patterns along with progressions in the contemporary HR literature. The present study has been pursued with two objectives: firstly, to explore facets of diversity and inclusion from past literature and figure out emerging perspectives and dilemmas such as acceptance and readiness towards LGBT, disability, race and ethnicity dimensions, secondly to systematically identify the Indian and global studies about inclusion of employees at workplace considering gender, disabilities, sexual orientation, cultural context and geographical contexts. On the basis of pre-determined selection criteria, forty most relevant papers on diversity and inclusion published between 2003 and 2020 in various research journals has been identified to derive meaningful conclusions.

**Keywords:** Equality, diversity and inclusion, LGBT; disability; sexual orientation; discrimination; gender and systematic literature review.

### 1. INTRODUCTION

Globalization today requires increased personal contact than at any point in history. Since people now live and work on almost every continent, they have become an integral part of the global

competitive economy [1]. Adhering to these societal demographic shifts, the workforce includes an increased number of women, minorities, the differently abled, ethnic and international groups, intergenerational workers, and various cultures. Recently, several

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## REINVENTING FINANCIAL INCLUSIVENESS IN THE DIGITAL ERA: AN INVESTIGATION INTO MUDRA YOJNA

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### Abstract

The tangible impact is seen regarding financing access to micro-enterprises sector in India through last-mile financiers viz- banks, regional rural banks, microfinance institutions, and non-banking financial companies in terms of extending credit to micro-enterprises. The study assessed the overall impact of MUDRA yojana and analyzed the disbursements made to MUDRA Udeemy's revealing that cumulative disbursements under PMMY during five years since 2015 stood at 12.30 lakh crore benefiting 24.48 crore loan accounts. Out of this, 68% of the loan accounts were sanctioned to women beneficiaries and 51% to social categories. During FY 2019-20, the total sanctions under PMMY have grown to Rs.3.37 lakh crore, exceeding the target set at Rs.3.25 lakh crore and benefiting 6.22 crore beneficiaries. In Conclusion, MUDRA scheme generates significant and ripple effect on the employment generation and subsequently on the social development.

### Keywords:

Financial Inclusion, Pradhan Mantri Mudra Yojana, MUDRA

### 1. INTRODUCTION

The Vision of MUDRA is to be an integrated financial and support services provider par excellence benchmarked with global best practices and standards for the bottom of the pyramid universe for their comprehensive economic and social development. It is commendable that the Government has focused on improving the growth potential/ trend growth rate through reforms instead of settling for a short-term cyclical push using monetary and fiscal policies. Among others, it has initiated reforms such as the Ujwal Discom Assurance Yojana (UDAY) in the power sector [2] - [6], fast-tracked recapitalization of banks, implemented the Insolvency and Bankruptcy Code (IBC) and Goods and Services Tax (GST), and focused on improving formalization and inclusiveness through its digitalization drive. Micro Units Developments and Refinance Agency (MUDRA) is a scheme which was launched by the Indian Prime Minister on 8 April 2015 for promoting the small-medium Enterprises by providing fund facilities at the micro-level [7] [8].

MUDRA is formed as a wholly owned subsidiary of the Small Industrial Development Bank of India (SIDBI). Pradhan Mantri Mudra Yojana (PMMY) is open and available from all bank branches across the country. The Mission of MUDRA is "To create an inclusive, sustainable, and value-based entrepreneurial culture, in collaboration with our partner institution in achieving economic success and financial security". There are close to 51 million MSME units in the country which employ about 117 million people across various sectors, constituting 40% of the workforce [9]. The MSME share to the total non-agricultural Gross Domestic Product (GDP) is about 37% and they also contribute to 43% of exports. The MSME sector remains significantly under-penetrated on the

organized lending front. As per MSME Pulse report published by Trans-union CIBIL and SIDBI, 2018 out of the 51 million MSME units, only 5 million units have access to formal credit [10] [11].

In India, despite having a vast banking network, there are many micro-units that are outside the formal banking sector. The status reveals that from three years of Pradhan Mantri Mudra Yojana - Funding the unfunded to NSSO Survey, 2013 there are 5.77 crores small business/ micro-units, mostly individual proprietorship or "Own Account Enterprises" (OAE), and majority-owned by people belonging to Scheduled Caste, Scheduled Tribe or Other Backward Classes (OBCs). Out of these, only less than 5% have access to formal credit institutions and the rest need to rely upon informal sources for funding their business (friends, relatives, or money lenders). The purpose of the launch of PMMY was to bring these segments under the formal credit channel, as part of the financial inclusion process.

The objective of PMMY is the development of the micro-enterprise sector in the country by providing financial support in the form of refinancing, to achieve the goal of "Funding the Unfunded." The yojana aims to develop an entrepreneurial ecosystem and aims to create significant social impact by generating employment and providing opportunities to the aspiring youth, women, and weaker sections of the society to justify the term demographic dividend.

### 2. REVIEW OF LITERATURE

Mahajan [12] assessed the impact of MUDRA on Indian Small-Business owners and self-employed people as small enterprises employ 12 crore people and asserted that millions of low-income earning group persons aspire to set up small businesses but are unable to start due to credit limitations since banks do not find them eligible for credit loan due to collateral issues and other problems. The author appreciated the scheme launched by govt since the scheme has brought small and micro-entrepreneurs in the mainstream of the economy.

Mani [13] analyzed the level of financial inclusion in North India. Broad parameters of financial inclusion were identified through detailed literature review, namely, banking, borrowing, and insurance in the educated sections of the society. The foremost reason for the low levels of financial inclusion, as revealed by the study, is lack of awareness. The populace has a highly negative perception of ease and availability of banking services, loans, and insurance. The study delivered valuable inputs to policymakers and bankers as it highlights the fact that government schemes related to financial inclusion may be implemented more effectively by creating greater levels of awareness.

Gupta [14] in his study performed an in-depth analysis of MUDRA bank as an initiative to financial inclusion to uplift the

## Impact of Organisational Commitment on Employee Productivity During Covid-19: Evidence from Afghanistan And India

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### ABSTRACT

The paper examines the impact of COVID-19 on competitiveness and how organizational commitment and productivity have changed as a result of changes in processes, practices, or regulations. This paper analyses how employees fared during COVID in two countries, namely Afghanistan and India and the impact on organizational commitment and productivity. The research paper is based on secondary data and conceptual analysis of COVID-19 conditions or how this covetous environment affects their competitors, work environment, or fight for their rights. Moreover, the authors delved into how human capital management lead to organizational efficiency. Factors like (1) workplace safety, (2) targeted recruitment, (3) self-managed decision-making teams and decentralization, and (4) pay policy were all investigated. Employee engagement is widely assumed to influence organizational commitment, employee productivity, employee dedication, and, most importantly, it will generate comparative advantages for organizations. The primary goal of this research was to discover how people work efficiently and effectively with commitment and dedication during COVID-19.

### ARTICLE INFO

**Keywords:** Employee productivity, organizational commitment, Covid-19, Afghanistan, India.

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**ADJOURNMENTS ENDLESSLY ADJOURNING SERENE STREAM OF JUSTICE:  
TOWARDS THE REGIME OF 'NO ADJOURNMENT'**

**By :— Dr. Shallu Aggarwal, B.A. (Hons.) (Medalist), LL.M., Ph.D., Assistant  
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The pendency of cases in all the high courts across the country has witnessed an increase of around 29% between 2018 and February, 2020.<sup>1</sup> There is a disconnect between law as an effective tool to social change and this pendency. The time taken for disposal of cases through court processes is an important indicator for determining the efficiency of the judicial system, which in turn affects the country's investment climate. One of the major causes for long delays in adjudication of cases is the menace of avoidable 'adjournments'. Remarkably, over one-half of the judicial resources are wasted on account of adjournments alone.<sup>2</sup> Frequent adjournments on mere asking and for any reason whatsoever

1. "Justice Awaited", *The Times of India, Chandigarh*, March 15, 2020, p. 5, the recent Report of Parliamentary Standing Committee on Personnel, Public Grievances, Law and Justice, tabled in Parliament on 6<sup>th</sup> March reveals that the pendency has increased from 34.27 lakh cases in 2018 to 45.62 lakh cases which is an increase of 10 lakh.

2. Arun Mohan, "*Justice, Courts and Delays*", Vol. 2, 2009, p. 1736 (Universal Law Publishers, Delhi).

are a disastrous dimension of our judicial process. In fact, the problem of adjournments is all-pervasive in the sense that in every case, the adjournment shows its effect.

**STATUTORY PROVISION:**

Order XVII, Rule 1 of the Code of Civil Procedure, 1908<sup>3</sup> grants power to Civil Court to grant time and adjourn hearing.

(i) Original Rule 1 as provided in the Code: Pre-amendment Position

Order XVII, Rule 1 as it originally existed in the Code read as follows:

"(1) The Court may, if sufficient cause is shown, at any stage of the suit, grant time to the parties or to any of them, and may from time to time adjourn the hearing of the suit.

(2) In every such case, the Court shall fix a day for the further hearing of the suit, and may make such order as it thinks fit with respect to the costs occasioned by the adjournment."

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3. Hereinafter referred to as the Code.



## Virtual access to courtroom and live streaming of judicial proceedings in India: Constitutional perspective and emerging judicial trends

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### Abstract

Indian legal system subscribes to the principle of open justice in which citizens have a right to know about and to follow court proceedings. Live-streaming will allow real time access to courtroom proceedings to litigants and to every member of the society. The issue is this whether there should be live dissemination of proceedings of the Court proceedings with the aid of Information and Communications Technology (ICT). Therefore, live or online transmission of court proceedings with the aid of ICT enabled tools will sub-serve the cause of access to justice. After consultation with Hon<sup>ble</sup> Judges of the Supreme Court and the High Courts, the Advisory Council of the National Mission of Justice Delivery and Legal Reforms decided in its meeting held on 26<sup>th</sup> August, 2014 to initiate audio video recording on an experimental basis in the Courts in India. With respect to the Virtual Access to Courtroom and Live Streaming of Judicial Proceedings in India, on 12<sup>th</sup> February, 2020, first in its history, the Calcutta High Court allowed live streaming of proceedings *live* on YouTube. On 11<sup>th</sup> September, 2020, in its 103<sup>rd</sup> report of the parliamentary panel stated that live-streaming will help reinforcing public faith in the judicial system. From 26<sup>th</sup> October, 2020, the Gujarat High Court also streamed proceedings of cases on YouTube live. On 9<sup>th</sup> April, 2021, Justice Dr. Dhananjaya Y Chandrachud inaugurated Judgments & Orders portal and e-filing 3.0 modules. Therefore, at this point, we have to discuss the Concept of open courts, Comparative Law, Indian Jurisprudence, Technology and Open Court, Model Guidelines for broadcasting of the proceedings of the Supreme Court of India, Present Position and some recent Landmark Judgments with respect to the Virtual Access to Courtroom and Live Streaming of Judicial Proceedings in India will be referred for brief analysis in this research work.

**Keywords:** Indian legal system, open courts, virtual access live-streaming, access to courtroom proceedings, information and communications technology (ICT), comparative law, Indian jurisprudence, technology and open court, ICT in Indian courts, judicial proceedings, the 'supreme court of India TV' and 'high court TV' etc

### Introduction

Virtual Access to Courtroom and Live-streaming of court proceedings will allow real access to courtroom proceedings to litigants and to every member of the society. The issue is whether there should be live broadcasting of proceedings of the Court. This would enable litigants and society to have wide access to judicial proceedings. It is pertinent here to mention that the cases of constitutional and national importance have a significant impact on the social fabric. After consultation with Hon<sup>ble</sup> Judges of the Supreme Court and the High Courts, the Advisory Council of the National Mission of Justice Delivery and Legal Reforms decided in its meeting held on 26<sup>th</sup> August, 2014 to initiate audio video recording on an experimental basis in the Courts in India. In, this meeting it was noted that audio video recording of Court proceedings was proposed in the Policy and Action Plan Document for Phase II for the e-Courts Mission Mode Project. Rules for live streaming of Court proceedings are very essential so that a e-committee of the Supreme Court of India was constituted under chairmanship of Justice Dr. D Y Chandrachud, Judge, Supreme Court of India to ensure e-courts project and also to ensure that the dignity and majesty of the Court is preserved and at the same time to address the concerns of privacy and confidentiality of the litigants or witnesses.

At this point, we have to discuss the Concept of open courts, Comparative Law, Indian Jurisprudence, Technology and Open Court, Model Guidelines for broadcasting of the

proceedings of the Supreme Court of India, Present Position and some recent Landmark Judgments with respect to the Virtual Access to Courtroom and Live Streaming of Judicial Proceedings in India will be referred for brief analysis in this research work.

### Concept of open courts

Open justice/open court is an entrenched principle of common law system. The Court must be open both in the physical and metaphorical sense except for in-camera proceedings such as cases involving women/child sexual abuse or matrimonial proceedings/marital privacy. Every citizen has a right to be acquainted with the course of judicial proceedings. Therefore, an open court proceeding make sure that the judicial process is subject to analysis by general public and the public analysis is very essential for maintaining transparency and answerability.

In 18<sup>th</sup> century, the idea of open justice was propounded by

### Jeremy Bentham

"...the doors of all public establishments ought to be, thrown wide open to the body of the curious at large- the great open committee of the tribunal of the world.

Bentham in his Draught of Code for the Organization of the Judicial Establishment" codified the principle of open justice as:

Article XVIII- Judicial proceedings, from the first step to the last inclusive, shall, in all cases but the secret ones



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## The appointment of ad-hoc judges in high courts under article 224a of the constitution of India: Emerging judicial trends

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### Abstract

As per the National Judicial Data Grid ('NJDG'), total 5766867 cases are pending in different High Courts in the country. Keeping the view on this huge pendency, the Supreme Court of India decided to activate a dormant provision of the Constitution of India under Article 224A. Article 224A of the Constitution of India provides for the appointment of ad-hoc Judges to deal with the unprecedented situation arising from the backlog of cases pending in different High Courts throughout the country. There is difference in the manner of appointment of permanent and additional Judges, and ad hoc judges in the High Court under Article 217 & Article 224 of the Constitution of India. As the MoP has been framed under an administrative discussion is not law declared by the Supreme Court of India while the judicial pronouncements of the Supreme Court are law declared under Article 141 of the Constitution of India in absence of Constitutional provisions on the concept. At this point, we have to discuss the historical perspective of the concept, Constituent Assembly Debates, Constitutional Provisions, Law Commission of India Reports, Memorandum of Procedure, Collegium System and some recent Landmark Judgments with respect to the appointment of ad-hoc Judges in different High Courts will be referred for brief analysis in this research work.

**Keywords:** constitution of India, constitutional provisions, national judicial data grid ('NJDG'), high courts, appointment of ad-hoc judges, backlog of cases, constituent assembly debates, law commission of india, memorandum of procedure (mop), collegium system & landmark judgments etc

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### Introduction

As per the data available on the website of the National Judicial Data Grid ('NJDG') as visited on 30<sup>th</sup> April, 2021 total 5766867 cases are pending in different High Courts in the country. Keeping the view on this huge pendency, on 20<sup>th</sup> April, 2021, a full bench of the Supreme Court of India headed by the then Chief Justice of India S.A. Bobde along with Justice Sanjay Kishan Kaul and Justice Surya Kant decided to activate a dormant provision of the Constitution of India under Article 224A in *Lok Prahari through its General Secretary S.N. Shukla IAS (Retd.) v. Union of India and Others*. The bench focused on Article 224A which provides for the appointment of ad-hoc Judges to deal with the unprecedented situation arising from the backlog of cases pending in different High Courts which has now crossed the figure of 57 lakhs. The bench also discussed that any Constitution has to be dynamic, and thus, even if the intent behind including the provision was slightly different, nothing prevents it from being utilized to sub-serve an endeavour to solve an existing problem of backlog of cases in different High Courts throughout the country. At this point, we have to discuss the historical perspective of the concept, Constituent Assembly Debates, Constitutional Provisions, Law Commission of India Reports, Memorandum of Procedure, Collegium System and some recent Landmark Judgments with respect to the appointment of ad-hoc Judges in different High Courts will be referred for brief analysis in this research work.

### Historical Perspective

The provision for appointment of ad hoc judges under Article 224 was removed by the Constitution (7<sup>th</sup> Amendment) Act, 1956. The objective of that Act clarifies

that this was done as the provision for recalling retired judges for a short period had been found to be neither adequate nor satisfactory. It was sought to be replaced by the current Article 224, making provisions for appointment of additional judges to clear off arrears and for the appointment of acting judges in temporary vacancies. It appears to have been a legislative re-think as the provision for the appointment of ad-hoc judges was reintroduced vide Article 224A by the Constitution (15<sup>th</sup> Amendment) Act, 1963 and for that the Lok Sabha debates did not specifically refer to the philosophy behind the reintroduction, but this can be extrapolated from the purpose behind introducing ad-hoc appointments in the Supreme Court of India. The debates reflected two points of view, i.e. a worry about a possible 'demon of patronage' and on the other hand views being expressed that it was possibly better to call back a retired judge instead of appointing a member of the Bar for a few months. The amendments seeking to restrict the term of ad-hoc judges to three months was however, negated, while inserting this provision in the Constitution.

Article 224A makes the provisions for the appointment of ad-hoc Judges to the High Court and some similar provisions under Article 127 for ad-hoc Judges and for *sittings of retired Judges* under Article 128 which are available with regard to the Supreme Court of India. Speaking on Draft Constitution, Dr. B. R. Ambedkar said, "A similar Article has been passed with regard to the Supreme Court. However, as the debate has taken place and certain Members have asked me certain definite questions, I am here to reply to him. My friend Mr. Kamath said that he did not know whether there was any precedent in any other country for Article 200. I am sure he has not read the Draft Constitution, because the footnote itself says that a similar



## Right to religion and dignity for women in India: Constitutional and judicial articulation

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### Abstract

As we know that a man is not complete without women because both men and women are two sides of the same coin and these are complementary to each other as well as women are the integral part of our society. Susan B Anthony, succinctly puts, "Men, their rights and nothing more; women, their rights and nothing less." The societal attitudes too centre and revolve around the patriarchal mindset thereby derogating the status of women in the social and religious milieu. The framers of Indian Constitution has made a conscious effort to provide the women with adequate level of protection which would uplift and strengthen their position in society and their intention and effort apparently reflect in many articles of our constitution. The Constitutional framers by granting Fundamental Rights under Article 14, 15, 16, 17 and 25 have tried to convert the equality of women from de jure to de facto. But some orthodox people in the society are not able to digest this liberty and equality for women. In *Indian Young Lawyers Association and others v. State of Kerala and others*, the writ petition preferred under Article 32 of the Constitution seeks issuance of directions to ensure entry of female devotees between the age group of 10 to 50 years to the Lord Ayyappa Temple at Sabarimala (Kerala) which has been denied to them on the basis of certain custom and usage. Petition is pending before the Supreme Court of India which likely to be decided in near future with an advantageous verdict. At this juncture, we have to take a view along with the Historical Perspective, Constituent Assembly Debates, the Constitution of India and some recent Judicial Articulations for epigrammatic examination in this research work.

**Keywords:** patriarchal mindset, orthodox people, liberty and equality, status of women, & judicial articulations etc

### Introduction

On 20<sup>th</sup> July 1942, Babasaheb Dr. B. R. Ambedkar said, "I measure the progress of a community by the degree of progress which women have achieved and when I see this assembly, I feel both convinced and happy that we have progressed." As we know that a man is not complete without women because both men and women are two sides of the same coin and these are complementary to each other as well as women are the integral part of our society. The framers of Indian Constitution has made a conscious effort to provide the women with adequate level of protection which would uplift and strengthen their position in society and their intention and effort apparently reflect in many articles of our constitution. The Constitutional framers by granting Fundamental Rights under Article 14, 15, 16, 17 and 25 have tried to convert the equality of women from de jure to de facto. But some orthodox people in the society are not able to digest this liberty and equality for women. They are not in favour of religious liberty and dignity for women because of their cheap mentality. Certain dogmas and exclusionary practices and rituals have resulted in incongruities between the true essence of religion or faith and its practice that has come to be permeated with patriarchal prejudices. Sometimes, in the name of essential and integral facet of the faith, such practices are zealously propagated. In *Indian Young Lawyers Association and others v. State of Kerala and others*, the writ petition preferred under Article 32 of the Constitution seeks issuance of directions to ensure entry of female devotees between the age group of 10 to 50 years to the Lord Ayyappa Temple at Sabarimala (Kerala) which has been denied to them on the basis of certain custom and usage.

At this juncture, we have to take a view along with the Historical Perspective, Constituent Assembly Debates, the

Constitution of India and some recent Judicial Articulations for epigrammatic examination in this research work.

### Constituent Assembly Debates

In this regard, reference may be made to the debates of the Constituent Assembly on this issue. Draft Article 9 which corresponds to Article 15 of the Constitution, is extracted for ready reference:

"9. Prohibition of discrimination on grounds of religion, race, caste or sex - the State shall not discriminate against any citizen on grounds only of religion, race, caste, sex or any of them (1) In particular, no citizen shall, on grounds only of religion, race, caste, sex or any of them, be subject to any disability, liability, restriction or condition with regard to - (a) access to shops, public restaurants, hotels and places of public entertainments, or (b) the use of wells, tanks, roads and places of public resort maintained wholly or partly out of the revenues of the State or dedicated to the use of the general public. (2) Nothing in this article shall prevent the State from making any special provision for women and children."<sup>[1]</sup>

Professor K.T. Shah proposed Amendment No. 293 for substitution of sub-clauses (a) & (b) as follows:

"any place of public use or resort, maintained wholly or partly out of the revenues of the State, or in any way aided, recognized, encouraged or protected by the State, or place dedicated to the use of general public like schools, colleges, libraries, temples, hospitals, hotels and restaurants, places of public entertainment, recreation or amusement, like theatres and cinema-houses or concert-halls; public parks, gardens or museums; roads, wells, tanks or canals; bridges, posts and telegraphs, railways, tramways and bus services; and the like."<sup>[2]</sup>



## Boothwise counting and post-poll violence are challenges to the Indian democracy: Constitutional perspective and judicial approach

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### Abstract

Presently, in Indian democracy voter may get fear while voting to xyz Candidate because in mass there vote secrecy may leak out due to booth wise counting system. Earlier, it was not so in mixed counting system under ballot system. Earlier, it was the violence at the time of polling of votes and now it is in form of post-poll violence. Investment of money at booth level is also very common feature which plays the important role for post-poll violence. This is the main reason for post-poll violence. Incidences are always happening in our country after every election counting at almost all levels. Therefore, the concept of "Booth Wise Counting System" and "Hypocrisy of Booth Management" is needed to deep analyze for sake of true democracy. By this present system of the booth wise counting and post-poll violence incidents, the main object of the Preamble is threatened and gross violation of Fundamental Duties occurred. For the promotion of the slogan 'Save Democracy' really, it needs to stop booth wise counting on the name of booth management that means the process of election should be free and fair as per the constitutional provisions. Hence, we have to discuss the purpose and definition of the democracy, the provisions of the Constitution of India, the Representation of People Act, 1951, the Conduct of Elections Rules, 1961, the Law Commission of India Report, 2015 and some recent Judicial Approach for brief analysis in this research work.

**Keywords:** democracy, booth wise counting, hypocrisy of booth management, cluster counting system and totaliser etc

### Introduction

Presently, in Indian democracy voter may get fear while voting to xyz Candidate because in mass there vote secrecy may leak out due to booth wise counting system. Earlier, it was not so in mixed counting system under ballot system. Now through booth wise counting system, booths are managed through "Hypocrisy of Booth Management" in favour of their political bosses by their influential workers as well as *mafias*. Assume if this phenomenon works just 40% then this may make big impact on results of polls. For example particular booth/village belongs to particular caste/religion people; they may choose to vote in mass to only one candidate/party out of total. Then other candidates/parties may become revengeful towards that booth/village people because booth wise population is limited hence it is very easy to guess who had voted and who had not voted to particular candidate. Investment of money at booth level is also very common feature which plays the important role for post-poll violence. There is a big gap between have and have not hence it is very easy to influence the voters by creating greed and fear on the mind of voters and this greed & fear both are not good for democracy. This is the main reason for post-poll violence. Incidences are always happening in our country after every election counting at almost all levels. Actually, these are disadvantages of booth wise counting system therefore; it may be analysis properly with the help of FIRs/Complaints registered after every election counting. Is it fault of people who had voted for sake of democracy? Why voter should get vandalized after exercising their right to vote? Therefore, the concept of "Booth Wise Counting System" and "Hypocrisy of Booth Management" is needed

to deep analyze for sake of true democracy.

At this juncture, we have to discuss the purpose and definition of the democracy, the provisions of the Constitution of India, the Representation of People Act, 1951, the Conduct of Elections Rules, 1961, the Law Commission of India Report, 2015 and some recent Judicial Approach for brief analysis in this research work.

### Purpose and definition of the democracy

Babasaheb Dr. B.R. Ambedkar emphasized on purpose of the Democracy as:

"Today what is the purpose of the democracy? *The purpose of modern democracy is not so much to put a curb on an autocratic King but to bring about the welfare of the people.* That is a distinct change in the purpose of democracy. You will therefore see that in the title which I have given to my subject, I have deliberately used the words "conditions precedent for the success of modern democracy."<sup>[1]</sup>

### Democracy Defined

Democracy has been defined by various people, writers of political science and philosophers, sociologists and so on. Among them the first modern attempt to give a clear picture of democracy by Walter Bagehot<sup>[2]</sup>. According to him:

"Democracy is government by discussion."

According to Abraham Lincoln<sup>[3]</sup>:

"Democracy is a government of the people, by the people, and for the people."

Babasaheb Dr. B.R. Ambedkar,<sup>[4]</sup> while speaking on "Conditions Precedent for the Successful Working of Democracy" defined Democracy as:

"Democracy is a form and a method of government whereby



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## Constitutional interpretations for meritorious reserved candidate (MRC) in India: Emerging judicial trends

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### Abstract

Articles 14 -18 provides about 'Right to Equality' under Part-III as one of the Fundamental Right. Now, question arises whether a candidate belonging to the Scheduled Caste or any other reserved category is entitled to be selected for selection for admissions and for public employment in the open competition or not. It is also well accepted that if such candidates belonging to reserved categories are entitled to be selected on the basis of their own merit, their selection cannot be counted against the quota reserved for the categories for vertical reservation that they belong. In the present research work, we are concerned with issue of admissions in different courses in educational institutions and the procedure to be followed in case of a Meritorious Reserved Candidate (MRC). We are also concerned with the same issue of MRC in public employment under the State. There are so many judicial decisions by the Supreme Court of India in this regard, such as; *Indra Sawhney v. Union of India* (1992), *Union of India v. Ramesh Ram & Ors* (2010), *Samata Aandolan Samiti v. Union of India* (2013), *Vikas Sankhala v. Vikas Kumar Agarwal* (2017), *Tripurari Sharan and Anr. v. Ranjit Kumar Yadav* (2018), *Pradeep Singh Dehal v. State of Himachal Pradesh & Ors.* (2019) and *Saurav Yadav & Ors. v. State of Uttar Pradesh & Ors.* (2020). Therefore, to meet out the requirements of the research work we have to discuss apprehensiveness of Dr. B.R. Ambedkar about repressive society, report of second Backward Classes Commission (Mandal Commission), Concept of Meritorious Reserved Candidate (MRC), Meritorious Reserved Candidate & Constitutional Provisions, MRC & certain Exceptions, some recent Judicial Interpretations on MRC and after that we have to conclude finally this research work.

**Keywords:** meritorious reserved candidate (MRC), public employment educational institutions, open or general category, reserved category, SC/ST/OBC, age relaxation, fee concession, constitutional provisions, & judicial interpretations etc

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### Introduction

Articles 14 -18 provides about '*Right to Equality*' under Part-III as one of the Fundamental Right. Article 14 enjoins upon the state not to deny to any person 'equality before the law' within the territory of India. Article 15 provides that the state shall not discriminate against any citizen on the grounds only of religion, race, caste, sex, place of birth or any of them. Article 16 provides about equality of opportunity in the matter of public employment and also declares that no citizen shall be discriminated in the said matter of public employment on the grounds only of religion, race, caste, sex, descent, place of birth, residence or any of them. Now, question arises whether a candidate belonging to the Scheduled Caste or any other reserved category is entitled to be selected for selection for admissions and for public employment in the open competition or not. There is well settled principle that candidates belonging to any of the vertical reservation categories are entitled to be selected in 'Open or General Category'. It is also well accepted that if such candidates belonging to reserved categories are entitled to be selected on the basis of their own merit, their selection cannot be counted against the quota reserved for the categories for vertical reservation that they belong. There are so many judicial decisions by the Supreme Court of India in this regard, such as; *Indra Sawhney v. Union of India* (1992,

*Union of India v. Ramesh Ram & Ors* (2010), *Samata Aandolan Samiti v. Union of India* (2013), *Vikas Sankhala v. Vikas Kumar Agarwal* (2017), *Tripurari Sharan and Anr. v. Ranjit Kumar Yadav* (2018), *Pradeep Singh Dehal v. State of Himachal Pradesh & Ors.* (2019) and *Saurav Yadav & Ors. v. State of Uttar Pradesh & Ors.* (2020).

In the present research work, we are concerned with issue of admissions in different courses in educational institutions and the procedure to be followed in case of a Meritorious Reserved Candidate (MRC). We are also concerned with the same issue of MRC in public employment under the State. Therefore, to meet out the requirements of the research work we have to discuss apprehensiveness of Dr. B.R. Ambedkar about repressive society, report of second Backward Classes Commission (Mandal Commission), Concept of Meritorious Reserved Candidate (MRC), Meritorious Reserved Candidate & Constitutional Provisions, MRC & certain Exceptions, some recent Judicial Interpretations on MRC and after that we have to conclude finally this research work.

### Apprehensiveness of DR. B.R. Ambedkar about repressive society

Babasaheb, Dr. B.R. Ambedkar, who had very shocking experiences with tyrannical elements in the society. Therefore, he said,





## Daughters equal right in the coparcenary property in India: Legislative and judicial perspectives

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### Abstract

The Constitution of India provides the equal rights for both men and women in all respect even in property also because it was the real intention of the framers of our Constitution and specifically *Dr. B. R. Ambedkar* worked a lot in this regard. In 2020, the rights of daughter to be a coparcener in Mitakshara coparcenary has been given equal to that of a son by the Supreme Court of India. The codification of Hindu law and particularly women's rights were taken care of, and attempts were made to remove the anomalies and unscrupulous practices by the steps taken under able leadership of India's 1<sup>st</sup> Law Minister Babasaheb Dr. Bhimrao Ramji Ambedkar from 11<sup>th</sup> April 1947 to 27<sup>th</sup> September, 1951. After the independence, necessity was felt by Babasaheb Dr. Bhimrao Ramji Ambedkar to give the Constitutional imperatives to bring about equality of status and later on it was codified as the Hindu Succession Act, 1956 which has been amended from time to time till the Hindu Succession (Amendment) Act, 2005. Section 6 of the Hindu Succession Act, 1956 as amended by Hindu Succession (Amendment) Act, 2005 interpreted by the full bench of Supreme Court of India in *Vineeta Sharma v. Rakesh sharma & ors.*, (2020). Therefore, in this paper we have to discuss pre-constitutional position of traditional and religious values with historical perspective of the concept, the Hindu Code Bill, post-constitutional position, the Hindu Succession Act, 1956, the Hindu Succession (Amendment) Act, 2005, Outcome of amplification of daughter's rights and some judicial interpretations with respect to Daughters Equal Right in the Coparcenary Property will be discussed for brief analysis in this research work.

**Keywords:** Codification, Post-Constitutional Position, Hindu Code Bill, Hindu Law, Succession, Women's Rights, Equal Rights Of Daughter, Coparcener, Mitakshara Coparcenary, Coparcenary Property, Conflicting Judgments Etc

### Introduction

At a snail's pace, necessity was felt to codify the Hindu law and particularly women's rights to remove the anomalies and unscrupulous practices by the steps taken under able leadership of India's 1<sup>st</sup> Law Minister Babasaheb Dr. Bhimrao Ramji Ambedkar from 11<sup>th</sup> April 1947<sup>[1]</sup> to 27<sup>th</sup> September, 1951<sup>[2]</sup>. After the independence, Babasaheb Dr. Bhimrao Ramji Ambedkar provided the Constitutional imperatives to bring about equality of status and later on it was codified as the Hindu Succession Act, 1956 which has been amended from time to time till the Hindu Succession (Amendment) Act, 2005 in which the rights of daughter as coparcener has been given equal to that of a son in Mitakshara coparcenary. Section 6 of the Hindu Succession Act, 1956 as amended by Hindu Succession (Amendment) Act, 2005 interpreted by the full bench<sup>[3]</sup> of Supreme Court of India in *Vineeta Sharma v. Rakesh sharma & ors.*, (2020). Therefore, we have to discuss pre-constitutional position of traditional and religious values with historical perspective of the concept, the Hindu Code Bill, post-constitutional position, the Hindu Succession Act, 1956, the Hindu Succession (Amendment) Act, 2005, Outcome of amplification of daughter's rights and some judicial interpretations with respect to Daughters Equal Right in the Coparcenary Property will be discussed for brief analysis in this research work.

### The Hindu Code Bill

Chief architect of our Indian Constitution, Dr. B. R. Ambedkar introduced the Hindu Code Bill in the House on 11<sup>th</sup> April 1947. Its sole purpose was to change, under Law, some of the basic frame work of the Indians giving Hindus a

uniform law regulating their social and religious life and ensuring, among other things, the right to divorce and women's right to property and order of succession to the property<sup>[4]</sup>. The Hindu Law was not uniform for all Hindus and as such codification was the only<sup>[5]</sup> solution and the necessity as it aimed at consolidation of the Hindu Society. The Important points which were taken by Dr. Ambedkar in the Hindu Code Bill<sup>[6]</sup> are as: (I) Right to property by birth and (II) Right to equal share for daughter.

The Rau Committee has pointed out about the Shastras and Smritis and one-fourth share of a daughter out of her father's property as prescribed in these Smritis. On this point of Smritis Dr. Ambedkar said that "once I counted 137 Smritis and I do not know why our ancient Brahmmins were so occupied in writing Smritis and why they did not spend their time doing something else." Dr. Ambedkar wanted to get the Hindu Code Bill passed in the Assembly and it was selected from their answer against their answer to Shri Biswanath Das in which he said, "I care more for the Hindu Code Bill than for my election."<sup>[7]</sup>

On Hindu Code Bill some other members also supported Dr. Ambedkar's attempts. Shri Gokulbhai Daulatram Bhatt said, "H.S. Gaur had remarked that it will only be Avtar who might come someday and bring forth this code. Shri Gaud is perhaps sitting at Nagpur now and he must have been gratified to learn that the Avtar manifested himself at last that the Hindu Code Bill has arrived."<sup>[8]</sup> Smt. Renuka Ray said, "let us have the tyranny of the Brahmanical society for the next thousand years."<sup>[9]</sup> Kumari Padmaja Naidu<sup>[10]</sup> said, "Dr. Ambedkar takes his place in the long line of social legislators who throughout the ages have laboured diligently, always in the face of opposition, often in the face



## Constitutional protections against caste based discrimination in India: Emerging judicial trends

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### Abstract

Equality of status and promotion of fraternity assuring the dignity of the individual are the basic pillars of the preambular concept of Indian Constitution but castism, sectional & religious diversities and parochialism are disintegrating the people in India. Earlier, Indian society was based on four varnas and later on caste system developed by which the concept of untouchability evolved. During the process of framing of the Indian Constitution, Babasaheb Dr. B. R. Ambedkar made the provision under Indian Constitution for abolition of untouchability. In this modern age the outward appearance of untouchability has been changed from physical untouchability into psychological untouchability. There are so many castes in Backward Classes which are also subjected of discrimination either by physical untouchability or psychological untouchability. Article 17 abolished 'Untouchability' and forbids its practice in any form and made it an offence punishable in accordance with law. Later on, the Parliament Untouchability (offences) Act 1955 and amended the Untouchability (offences) Act 1955 which was renamed as the Protection of Civil Rights Act, 1955. After that the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989 has been passed. The execution of the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989 is not proper because the victims are pressurized socially to withdraw the cases. Later on the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989 was accordingly amended in 2015 and 2018 due to some erred judicial decisions. Now, the issue is again under consideration due to the Apex Court Judgment dated 05<sup>th</sup> November, 2020. So, we have to discuss caste based discriminations, its historical perspective, constituent assembly debates, constitutional perspective, statutory provisions for protections against caste based discriminations and emerging judicial trends in India for the purpose of this research work.

**Keywords:** discrimination, untouchability, physical untouchability, psychological untouchability & inequalities etc

### Introduction

Equality of status and promotion of fraternity assuring the dignity of the individual are the basic pillars of the preambular concept of Indian Constitution but castism, sectional & religious diversities and parochialism are disintegrating the people in India. Iniquitous conditions, inequalities and discrimination in social and economic life of the people are creating disturbances in the development of the country. Without equality of status and of opportunity, the dignity of the individual cannot be maintained at all. "Untouchability" stands an impediment in the way for establishing an egalitarian social order in Republic Bharat. "Untouchability" is like a bane and blot on civilized society. Article 17 of the Constitution of India abolishes "Untouchability" and its practice in any form is forbidden by law and shall be an offence punishable in accordance with law. In exercise of the power in second part of Article 17 and Article 35 (a) (ii), the Untouchability (Offences) Act, 1955 was made which was renamed in 1976 as "Protection of Civil Rights Act." Later on the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989 was passed and accordingly amended in 2015 and 2018 due to some erred judicial decisions. Now, the issue is again under consideration due to the Apex Court Judgment dated 05<sup>th</sup> November, 2020.

So, we have to discuss caste based discriminations, its historical perspective, constituent assembly debates, constitutional perspective, statutory provisions for protections against caste based discriminations and emerging judicial trends in India for the purpose of this

research work.

### Historical Perspective

Indian orthodox caste-ridden society is not treating the people of deprived groups equally. They are always disregarded by upper caste peoples and they are denied essential human rights. "Chaturvarnya system" is base caste-ridden Hindu society and *Brahmans*, *Kshatriyas*, *Vaishyas* and *Sudras* are its four pillars on which it is embedded. Further, it is based on thousands of castes and sub-castes which is not found anywhere in the world except in India. The status of every individuals is predetermined on the basis of caste in which he born and it cannot be altered even by the potential and ability acclaimed by the individual. Numerous social reformers like *Mahatma Jyotiba Phule*, *Savitribai Phule*, *Usman Seikh*, *Fatima Seikh*, *Chattrapati Sahuji Maharaj* and *Periar E.V. Ramaswami Naiker* have worked against the 'caste system' and 'untouchability' but this monster is alive till today in modern India. Babasaheb Dr. B. R. Ambedkar provided Constitutional Guarantees and protections for civil liberties for individuals through Constitution of India.

Even after these Constitutional Guarantees in India, certain examples are available in Independent India which tell us totally different situations regarding dignified peoples of deprived classes namely Babu Jagjivan Ram<sup>[1]</sup>, Shri *Jagannath Pahadia*<sup>[2]</sup>, Central Minister's son<sup>[3]</sup>, Sweeper Dalit Women<sup>[4]</sup>, Judges of High Court<sup>[5]</sup>, Officer in Delhi<sup>[6]</sup> and Mass Murders<sup>[7]</sup>

Gang Rapes Case<sup>[8]</sup> are some examples of this caste-ridden

## **E- Hearings in Indian Courts: Issues and Perspectives**

**Dr. Sushila Devi Chauhan**<sup>\*</sup>

**Dr. Promila**<sup>\*\*</sup>

**Ms. Babita**<sup>\*\*\*</sup>

### **Abstract**

For maintaining public faith and trust in the judicial system the courts must be open for public at the time of hearing. If we are talking about the on line hearing the concept of open court can be achieved by live streaming of the court proceedings. Due to outbreak of COVID-19 pandemic Indian judiciary continued the hearing only in urgent matters. Before the pandemic also Indian judiciary has started the use of ICT in the court proceedings with a view to fight against pendency of cases. It is the need of the hour we should use more and more ICT tools to keep pace with the time. But it is not ripe time to completely switch off to the online hearings. Thus, present research paper discussed worldwide trend to use of technological tools for the speedy trial with special reference to COVID-19.

**Key word:** Virtual Courts, Technology, Pandemic, E-Courts, Online Hearing, Video Conferencing.

### **Introduction**

Nowadays when whole world has become a close-knit family due to transgress of technology in every sphere of life, Courts cannot be left into isolation otherwise the whole system would become redundant. Hence infusion of modern processes by virtue of introduction of ICT (Information and Communication Technology) tools in functioning of Courts is call of day. Almost all European countries, USA, China, Singapore and Australia, in particular, are some of the countries which have been flag bearers in the introduction of technology to the court functioning. The encouraging results of technology infusion are there for all to see. Due to adoption of technological tools in Courts, not only the manual efforts have decreased substantially but also the efficiency of adjudication rate has increased exponentially. So, with passage of time, the indispensability of use of ICT tools in Court functioning is being recognized day after day. In Asia, after China and Singapore, India has been harbinger of change the way Courts function.

Who could have imagined that an influenza like virus Covid-19 would impact the whole world so adversely? No one could anticipate that a tiny virus would bring the whole globe at a standstill, literally stopping every kind of commercial or economic activity and even movement of human race. It is at such times; the technological infusion shows how important it was to embrace the change when everything worked fine. Whatever may be the situation, access to justice delivery

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ORIGINAL ARTICLE

***In Vitro* analysis of Different extracts of *Carica papaya* (leaves) and their Phytochemical constituents, Antibacterial activity and Antioxidant activity**

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ABSTRACT

The bioactive compound of leaves extracts of *Carica papaya* was extracted using water (Hot aqueous) and organic solvents (methanol and acetone) were investigated for antibacterial activity against some human pathogenic bacteria using the agar diffusion method and antioxidant activity by DPPH method. The aqueous extracts of the leaves extracts did not show significant activity, but the organic extracts had significant activity with the methanol and acetone extracts demonstrating the highest activity against the test bacteria. In antioxidant activity by DPPH assay showed that of our different plant extracts were not produced a significant data regarding DPPH method. Screening of natural extracts is a focused intensive study that aims to find active principles sorted from plant resources both safe and environmental friendly. The present study was aimed to evaluate the antibacterial activity and antioxidant activity of direct crude extracts of *Carica papaya* leaves and these extracts directly can be used as natural alternative preventives to control various food poisoning diseases and preserve food stuff avoiding healthy hazards of chemically antimicrobial agent applications.

**Key words:** Antimicrobial activity, *Carica papaya*, antioxidant, pathogenic organisms, phytochemical analysis, MICs.

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## **Socio-Economic Characteristics and Use of Information Sources by the Farmers of Kurukshetra District, Haryana: A Survey**

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### **Abstracts**

The study has highlighted the socio-economic characteristics and use of information sources by the farmers in nine villages of Kurukshetra district. It is revealed that 86.5 percent farmers had their self-ownership cultivated lands and 44.2 percent of them had the 3-4 acres land. Among all 71.2 percent farmers belongs to general category. 28.8 percent farmers had farming experience of more than 30 years and annual saving Rs. 50 thousand to 1 lac from agriculture. Farmers were contacted to the Department of Agriculture and Block Panchayat office each 26.9 percent for their needs of agriculture information. All farmers were communicating in Hindi with other farmers, friends and family members, and fertilizer vendors (96.2%) for their information needs. More than fifty percent farmers (51.9%) were verbally communicating with anyone in farmer fairs, rallies, and 28.9 percent with government officials and agricultural experts regarding information. More than 80 percent farmers were facing constraints of distance and difficulty in reaching researchers, and excessive bureaucratic procedures, poor government management and policies. Majority of farmers (65.4%) faced lack of funds and high cost of obtaining information. 71.2 percent farmers felt that information is very important in agriculture areas while 82.7 percent farmers were fully satisfied from verbal communication sources.

# A CONCEPTUAL STUDY OF THE DETERMINANTS OF ORGANIZATIONAL CITIZENSHIP BEHAVIOUR

MEENAKSHI AHLAWAT    AJAY SUNEJA    AVNIKA CHAWLA

*Employees' attitude and behaviour affects the performance of the organization immensely. Managers are keen to know about such behaviours that can be beneficial for the success of the organization. One such set of behaviours that can improve organizational effectiveness and efficiency is called organizational citizenship behaviours (OCBs) are, those set of behaviours that are performed voluntarily and engagement in such behaviours does not lead to any rewards or sanctions but; increases the overall efficiency of an organization. The interest in the domain of OCB has grown rapidly among scholars. Though there are ample studies on OCB and the factors that affect it, they have varied viewpoints. Moreover, there are various other factors that may have a significant effect on OCB but the literature on such factors is very scarce. There lacks a comprehensive study on OCB and its determinants. The present paper is an effort in this direction and makes a sincere attempt in providing a conceptual framework, so as to lay a firm ground for future researchers to study the various determinants of OCB and their potential impact.*

## INTRODUCTION

In such a dynamic environment that is full of uncertainty, depending merely on a well described boundary makes the organization very fragile. No organization can anticipate the environmental changes and neither can they control human variability completely, in order to survive and succeed. Rather than controlling them, they must encourage employees to execute their defined roles at their own will and discretion.

Katz (1964) opined, that solely relying upon the blueprints of prescribed behaviour can make the organization vulnerable and that, any organization needs several patterns of behaviour from its members. One such patterns of behaviour is carrying activities innovatively and spontaneously in achieving organizational objectives. This pattern of behaviour is even more vital for the success of the service sector. Employees in the service sector can make or break the organization completely. Their adaptability

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### A Study of Labour Welfare Measures in Co-Operative Sugar Mills of Haryana

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#### Abstract

In the industrial production of the country, employees play a significant role. Organizations must therefore secure employee cooperation so that production increases and higher benefits are achieved. Employees will be satisfied if they receive a sufficient amount of welfare services because it develops a sense of deep satisfaction for the management. The prominent objectives of the present study were to know the socio-economic profile of the workers and to know the awareness level of workers about the welfare measures. The descriptive research design was used and the data were collected with the help of a structured interview schedule. The sample size for this study is 200 workers of the sugar mills of Haryana. The data were analyzed and interpreted with the help of SPSS 21. The major findings of the study were that majority of the respondents were males. And most of the respondents were educated up to 10<sup>th</sup> to 12<sup>th</sup>. The awareness level of respondents indicates that the majority of the respondents were aware of the welfare measures.

**Keywords:** Labour, LabourWelfareMeasures,Awareness Level, Socioeconomic Status.

#### Introduction

The word "welfare" has many meanings such as good health, happiness, well being, prosperity and betterment of human resources, the concept of well-being was a whole concept comprising the individual's mental, physical, moral, emotional and well-being. The social idea of welfare involves the welfare of people, their families

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### Juvenile Delinquency in India: A study

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#### Abstract

Juvenile delinquency refers to the antisocial behaviour of children under the age of 18 years. The term juvenile delinquency refers to the socially disapproved behaviour because in this stage a lot of physiological and psychological changes happen in the body of the individuals living in the society. Due to these changes some of the children fail to balance their life and behaviour and there is a fair chance to engage in antisocial activities. Therefore the present attempt is an effort to study the incidence of crime committed by the juvenile delinquents, their family background and educational status in different states of India and particular in Haryana in the year of 2014 to 2016. The researchers have used the secondary data from the report of Crime Bureau of India, 2016. The result of the study indicates that the highest rate of crime was found in Delhi and lowest rate of crime was found in Meghalaya state. The Haryana state was on the ninth position in the crime committed by the juveniles. The result of the study further found that majority of the juveniles were educated and living with their parents and guardians. Only a few of them were homeless, which shows that our socialization pattern is not upto the mark. It is a matter of great debate and discussion which has forced the society members to think where we are lacking in giving proper socialization to them. In nutshell, our educational institutions and family environment should be peaceful, happy, and prosperous to provide healthy socialization to the juveniles. Majority of the juvenile delinquents were literate and living with their parents. Only few respondents were living with their guardian and homeless.

**Keywords:** Juvenile Delinquency, Antisocial Activities, Behaviour, Globalization, Urbanization, Industrialization

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#### I. Introduction

The dictionary meaning of Juvenile is a young person or a child. Delinquency is failure in or omission of duty or faith or crime. Thus juvenile delinquency indicates any failure in or omission of duty or faith or crime on the part of a young or a child. The word juvenile has been derived from the Latin term Juvenis which means young. The juvenile delinquency is a legal term that was first defined in 1889. The term juvenile delinquency refers to the socially disapproved behaviour because in this stage a lot of changes happen in the behaviour of the

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# HUMAN RESOURCE PRACTICES AND HUMAN CAPITAL: EVIDENCE FROM INDIAN MANUFACTURING SECTOR


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## Media Education in Haryana: An Analysis

ASHOK KUMAR<sup>1</sup>, AJAY KUMAR<sup>2</sup> AND NAVEEN KUMAR<sup>3</sup>

### ABSTRACT

Media education witnessed expansion, innovation and an improving phase during the last 100 years in India. Presently 900 media institutions offer the diverse programme in journalism education in India. Journalism education in Haryana is transforming rapidly like in other parts of the country. Around 60 media institutions offer media education in Haryana, India. Media education is in its 43rd year in the state. Most of the state, central, and private universities, government, government-aided, and self-financing colleges offer courses in journalism. For the present study, 59 media educators from 12 universities and 20 different colleges were covered in the survey. The Head of the Department and senior faculty members were interviewed. This study finds that media education has expanded across the length and breadth of the state. It has been producing a quality human resource for the industry but despite all the expansion, poor infrastructure, an inadequate number of teachers, insufficient laboratory facilities, and industry-academic gap poses a big challenge to media educators and the institutions in the state. Coordination among media educators and professionals is required to uplift the standard of media education in the state.

**Key words:** Media education, Curriculum, Infrastructure, Laboratories, Haryana.

### Introduction

The idea of improving the quality of journalism by giving the journalist a college or university education was born in the United States in the second half of the nineteenth century (Weaver, 2003). It was started in India in 1920 when activist Annie Besant started first journalism course at Adyar University. Today, 900 colleges and institutes offer Mass Communication and Journalism programmes in India. Most of the institutes are located in National Capital Region (NCR) counting nearly 150, followed by Bengaluru and Kolkata as cities and Maharashtra as a state (Dutta, 2020). NCR has contributed to the expansion of the media industry and education in Haryana.

Media education in Haryana is in its nascent stage. It is witnessing expansion, innovation and an improving phase. Today, 10 state universities, one central university, and 19 private universities offer media courses and about 25 Government aided and self-financed colleges offer media education in the state. Like in other states, growth in media education is quantitative rather than qualitative (Gangwar,

2020).

Journalism education in India expanded as the media industry expanded in the country. During the financial year 2020, the Indian media and entertainment sector registered a revenue growth of 9% at ₹ 1.8 trillion ("Indian Media Industry Report", 2021). Media platforms such as newspapers, television channels, radio stations etc. have expanded their horizon in Haryana. A big area of Haryana has come under the national capital region. This has facilitated the growth of Gurugram, Faridabad, Panipat and Hisar.

There is an enormous rise in employment opportunities for young media professionals. To cater to rising demand, media courses have been introduced in different colleges and universities in Haryana. Today, diverse courses related to media education are available at various educational institutions.

### Journalism in Haryana: An overview

The year 1884 marked the beginning of journalism in Haryana and Jain Prakash was the first newspaper that started getting published under the editorship of Jialal Jain from November 14, 1884

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