

ISSUE 1



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Abbhayas

A Symbiosis College of Arts and Commerce
Journal of Student Research



ABBHYAS

A Symbiosis College of Arts and Commerce
Journal of Student Research

Abhyas

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Abbhyaas

A Note from the Editors

Abbhyaas is a student research journal, founded by the Symbiosis College of Arts and Commerce, Pune, with the purpose of encouraging and promoting research initiatives amongst students of undergraduate and postgraduate levels and steer them towards academic publications. Conceived in the year 2021, Abbhyaas aims to be a multidisciplinary, yearly journal, catering to students' papers from across disciplines ranging from Humanities to Commerce. In the current scenario of higher education, where skills to undertake research and showcase critical and innovative thinking are increasingly recognized as essential skills in successful knowledge-building, an endeavour towards inculcating research interests amongst students, pursuing undergraduate and postgraduate studies, seem more than relevant and worthwhile. Reading, critical thinking and application are necessary stages in any academic engagement and it is important that students seeking degrees in higher education are able to evolve in themselves an interest towards undertaking research-based academic endeavours. Abbhyaas intends to generate such kinds of interests amongst students with research potentials. It seeks to provide them with an academic space to publish their undergraduate and postgraduate research, which would enable them, in future, to gravitate towards more serious research and academic publications.

Abbhyaas 2021-2022 is the first issue of the journal which offers an interesting assortment of research articles from varied disciplines of Humanities and Commerce. While a few articles examine, through myriad lenses, the impact of the Covid 19 pandemic on business, entrepreneurship and social behaviour, there are others which critically engage with Literary studies, studies in Economics, Political Science and Queer studies. The way to the final moment of the journal's publication has been exciting as well as challenging. Exactly a year ago, we began with inviting article-abstracts from students, and then, post a preliminary selection process, students were encouraged and guided into writing the papers. Here, our teacher-mentors stood by the team with their commendable patience and diligence through the entire rigorous steps of plagiarism-check, internal review and external review. Subject experts, from across disciplines, were engaged during the review process of the papers, which enabled student-writers to receive valuable comments and inputs, assimilate them in their writing, and thereby, enhance the quality of their work. Few of this issue's articles have originated from previous successful Honours projects undertaken by the students of the college, whereas some have been responses to the journal's general call for papers.

For Abbhyaas, the journey ahead seems bright and full of possibilities. With the completion of the first issue, and the positive responses that it has received from students and their teacher-mentors, we are now even more hopeful about the issues to come. In future, we look forward to an even more diverse range of topics, inter-disciplinary and cross-disciplinary, and thus, engage,

more fruitfully and meaningfully with the domain of academic writing.

Principal, Dr. Hrishikesh Soman and Vice-Principal, Dr. Tessy Thadathil have been a constant support and motivation since the inception of Abbhyas and we would like to extend our gratitude to them in this regard. We would also like to thank all faculty-members, who have encouraged and guided students throughout the processes of review, till the journal could achieve its desired shape. Our copy-editor, too, deserves a mention here, for her prompt copy-editing help.

We hope that Abbhyas will have a successful journey here onward and it will continue to add significantly to the academic pursuits of our dear students!

'A Word of Welcome' : An Inquiry into Ethics in Literature through Derek Attridge and Toni Morrison

Nandini Varma

Abstract

Does literature as a work of art have an ethical dimension? This paper aims to understand our ethical responsibility as readers and writers by drawing a connection between Derek Attridge's idea of hospitality in literature and Toni Morrison's idea of goodness in the literary imagination. Acknowledging the difference between the two theses, I argue that they find a common ground in the question: What does it mean to welcome the other? In other words, the central ethical statement lies in the relating of oneself to the other and allowing us to challenge ourselves to step away from a familiar realm of thought and feeling. For Attridge, this means that one needs to let in that, which is not known to them: the surprising, strange, and unfamiliar; the other that is not even imagined as encounterable. In discussing so, he does not limit his ambit of 'the other' to the other humans alone, such as in the case of Levinas. Rather, he carries forward Derrida's idea of the other, one that opens itself to the human and non-human, all that is not the self. I explore this through two texts by Toni Morrison, *Beloved* and *The Bluest Eye*.

Keywords: ethics, hospitality, rightness, other/stranger, goodness.

Introductory Questions of 'Literature as Art' & Ethics in Such Literature

I want to begin by understanding what really constitutes 'literature as a work of art' if we were to consider the framework created by Derek Attridge. In *Singularity of Literature*, Attridge offers an explanation by looking at literature under this lens through its 'difference from other kinds of writing (and other kinds of reading)', such as a historical or autobiographical account, a political manifesto, scientific facts etc. He argues that this difference cannot be defined. It is in this non-definability that Attridge situates the essence of literature, in what he calls its singular quality that makes it distinct, and that it has not been possible to define this characteristic, he writes, is a 'necessary failure'.

Attridge's claim is, therefore, based on the position of literature as something that is non-instrumental i.e., in approaching the act of writing and reading without being consciously 'in the service of' a predictable political, or other such end (Attridge: 2018). In other words, literature does not claim to solve any problems or save any lives. Having said that, Attridge insists, that that does not mean it is not effective. It is indeed, 'even if its effects are not predictable enough to serve a political or moral program' (Attridge 2004: 4).

Where does the question of ethics lie if literature does not concern itself with morality as its end goal? Before I return to this, in the exploration of what is and is not literature according to Attridge,

is a question that inevitably lurks around which I must get to. If we consider literature to be different from a historical, autobiographical, or political account, or a scientific fact-based writing, are we inquiring into it by suspending the context, and if we are to do so, is it any different from a formalist reading of the text as proposed by the Russian formalists or the new critics of the 1940s America? One way in which I believe Attridge attempts to answer this question is by looking at form not just as text in its fixedness – text as object – but to understand form as always ‘moving’ (2018: 7-8). Form as movement comes into being with each reading of the text. In other words, form cannot escape a reader’s ‘idioculture’, i.e., the singular experience and cultural context of an individual reader, and it comes alive, always shifting, with the reading of the text, in a way that the reader experiences text’s literariness anew with each rereading. However, for the form to happen, the readers must allow themselves to enter the literary work ‘with care and attention’ (2018: 7), following the text without a presupposed or an already imagined assumption of the work. When the reader does so, it is in this moment that the text has a transformational power that answers the question: did it shift something inside you? The effect or transformation that occurs as a result of this, not through some knowledge of facts earlier unknown, but by undergoing an experience of reading such that the reader is no longer the same as they were before, is the effect of literature’s literariness and it is here that Attridge locates the ethical responsibility of the reader. This shift in one’s mental or affective state where the self is displaced can, therefore, only occur if the readers are willing to open their doors for unpredictable otherness to be welcomed in; ‘welcome’, *l'accueil* in French, meaning to allow into one’s home a stranger, to make possible an encounter with the strange.

What about the ethical responsibility of a writer then? Perhaps the closest answer to this can be found in the creative process of the writer. Attridge believes that the responsibility during this process lies in the writer resisting their ‘mind’s inclination toward repetition, its tendency to process any novelty it encounters in terms of the familiar’ (2004: 18). Therefore, when a writer’s creative mind is challenged with an encounter with the unfamiliar, it is in letting the unfamiliar in, by opening the door for it, without judgment, and offering one’s hospitality towards it. This strangeness or unfamiliarity is what Attridge refers to as ‘the other’. The other or stranger is not a friend or enemy that is known when it comes knocking at your door, but one that exists even beyond the horizon of knowledge and one that comes into existence only in relation to the self.

It is important to note here that this ‘otherness’ that Attridge writes about must not be confused with ‘marginal’. For Attridge, the terms ‘excluded’ and ‘marginalised’ are in fact misleading because they bring with them a knowledge of the other, and not only does the self encounter it with that knowledge, but it also makes a deliberate decision to let it remain there. Attridge’s other, on the other hand, is not yet known, it is unencountered, ‘until by a creative act it is brought into the field of the same’ (2004: 31). It is all that displaces the self, that ‘beckons or commands from the fringes of one’s mental sphere’ while in the engagement of the writing or reading of the text. I want to explain this in more depth through the works of Toni Morrison.

Morrison's *Beloved* and *The Bluest Eye*

In the first chapter of *The Bluest Eye* after the startling primer that begins, 'Here is the house. It is green and white. It has a red door.... Here is the house it is green and white it has a red door.... Here is the house it is green and white it has a red door...', Toni Morrison reveals the story. Although in metaphoric clues, what will become the main event in the story is, therefore, barely a secret from the reader. She writes, 'Pecola was having her father's baby... marigolds did not grow.... If we planted the right seeds...they would blossom.... What is clear now is that of all that hope, fear, lust, love and grief, nothing remains but Pecola and the unyielding earth' (Morrison 1999: 4). In this decision, therefore, is an indication that the rest of the novel is written or to be read in a way that one can 'prob[e] the limits' of what knowledge one already possesses and work towards a creative labour that would define the novel's literariness. In Derrida's words, 'the remainder of what remains, when thematics are exhausted' is literature in a text. By exhausting thematics one does not mean getting rid of the context completely, but rather tracing what forms have given birth to what meanings.

While I point to the rest of the novel, I also do not mean to ignore the primer itself. To go back to the Aristotelian model would be going too far back. But even if we think about the novels of the time when Morrison is writing – Capote, Baldwin – right from the primer, *The Bluest Eye* challenges the way novels are read and can be read, in ways that one did not even imagine possible, not even Morrison herself before she encountered it, as it lay outside the horizon 'provided by the culture for thinking, understanding, imagining, feeling, perceiving' (Attridge 2004: 19). On reading it, the habitual framework of thought is displaced in the reader so that, in addition to experiencing surprise or wonder when they first encounter it, they may say 'That's it!', a sense or pleasure of rightness, a pleasure that what unfolds before them was 'known' to them 'while not being known', as though a gap has been filled in their understanding of culture (Attridge 2015: 71, 154).

To illustrate through another instance, the first time we know the narrator's name is when her mother addresses her vomit as such, 'She is not talking to me. She is talking to the puke, but she is calling it my name: Claudia' (Morrison 1999: 7). Claudia's mother is angry with her sickness that increases her labour, as if there wasn't enough for her already. This response is a very unusual thing to think at first as care is an immediate and a natural attribute attached to a mother. Yet when this moment arrives in the text – addressing the puke as Claudia – one hasn't quite imagined it, yet one knows no reason to find it out of place, as though no other words, no other arrangements of them, and no other response would be more accurate than this.

Even if one were to think of the other as 'the other person', and not a broader category that Attridge leaves open for the other, we need to look no further than the central character of the book, Pecola, whom we know through the voice of Claudia. What makes a character like Pecola so singular is that when one encounters her – the writer or the reader – she is so singularly, distinguishingly the other in a way that she fails to exist within the limited mode of thought about

the other, and when encountered becomes known to the self that encounters it in this moment, where this self is now different from the original self. That is to say, that when the other as the person already othered is written about, the ethical responsibility of the writer is to bring the difference of the other into the frame, and for the reader to leave behind the assumption of the other, to 'refashion the existing norms whereby we understand persons as a category' (2004: 33), and therefore to open the door for their singularity to be allowed into one's realm of thought with the 'readiness' that each time one encounters that other person, the other is no longer what they were before and always changing and becoming.

The real tragedy is that Toni Morrison is often read and continues to be read as a writer who writes about race, when the real ingenuity of Morrison is in creating everything else. It is in bringing characters from Pecola in *The Bluest Eye* through the eyes of Claudia to Maggie, the deaf and mute character largely unknown and slipping from the memory of the protagonists Twyla and Roberta but so terribly bullied in the orchard in 'Recitatif'. It is in the creation of the ghost of Barbary, whose whisper is heard through Desdemona, and then Desdemona herself. It is in the creation of *Beloved*, whose presence is difficult to categorise as truly present or absently as a ghost. It is in making language not imagined possible. It is not as much in the story itself but in how one arrived there. Is it not more ethical than to read Toni Morrison with an unpredictability, a non-laziness, a reading where the demand is made for a just response to the thought that has 'not even yet been formulated as [a] thought' (2004: 34)? I do not mean to say that the studies on racial violence are any less significant, but such inquiries alone are often forced upon writers who write from the non-dominant communities without letting in their true singular invention towards literature as art. Even if Toni Morrison's characters are often racial minorities, these are stories of what humans do and are capable of doing. This is where one also begins to understand the problem Attridge has with the word 'marginal', in the way that Morrison is repeatedly read in such a way that the self knows the other to be other, different from the self, and refuses to allow the other in to the self.

I, therefore, return to the word 'hospitality' which Attridge hat-tips to Levinas and Derrida in his idea of encountering the strange in literature. While Levinas does not use the term 'hospitality' so frequently in his work *Totality and Infinity*, Derrida calls this work 'an immense treatise' on it. Levinas argued that one has the duty to put the other before the self, to welcome the other by 'letting [them] go through a doorway before you' (Attridge 2015: 281-2). This duty towards the other who demands 'attention and care' is not from any power that they exercise, rather it is because of their 'powerlessness'. This powerlessness or, to use Levinas's term, 'extreme precariousness' of the other is what he calls the 'face of the other' (Butler 2006: 134). Judith Butler in *Precarious Life* explains that the Levinasian face, not to be confused with or taken to mean the bodily face, is, therefore, vulnerability of the other that when it makes itself present, one sees it their responsibility to open the door for them, no matter how strange or foreign they may appear. Butler further expounds that responding to the face when it arrives is 'to be awake to what is precarious is another's life'. This, they explain, does not mean that one understands the

precariousness of the self through the other. Rather the focus must be in understanding the precariousness of the other, in all their foreignness.

This idea might be best understood by looking at *Beloved* as an example. *Beloved* is a story about a mother, who kills her first daughter because she believes that the world of slavery is too painful for a child to bear. Sethe, the mother and the protagonist of the story, now a few years later in the book, lives in a house numbered 124, with her surviving daughter Denver, and they both believe initially to be haunted by the first daughter *Beloved*. Later in the book, after her spirit is driven out of the house, *Beloved* arrives in a kind of a human form, 'true-to-life' (141), to undo what wrong had been done to her by her mother. But when she stands at the door, she is a stranger to both Sethe and her daughter in this form that she takes, yet Sethe finds herself nurturing this stranger.

Her identity is kept ambiguous. One is always guessing if what returns is only a metaphor for the painful past that Sethe held on to or another girl, perhaps, in a similar position as *Beloved*, abandoned by her mother or sold off to slavery. To introduce this ambiguity, the first sight of the human-form *Beloved* caught by the two women and Paul D, an old and important acquaintance of Sethe's, when they return after the carnival, is 'a black dress, two unlaced shoes' (61) and not the body or the face. Regardless of *Beloved*'s dubious identity, she is allowed into the house and taken care of by Sethe and Denver. For Denver, she becomes the company that she longed for. For Sethe, she becomes the daughter she regrets killing. In all her foreignness, the idea of *Beloved* becomes the Levinasian face, what the characters in the book respond to, what the readers encounter for the first time in each appearance of hers, and what the writer needed to not have killed when it appeared before her during the writing process.

Goodness and the Literary Imagination

The transformation that happens for the reader and the writer in the realisation of the duty towards this other knocking at the door is not very far from Toni Morrison's own idea of realisation of the good. In her essay 'Goodness: Altruism and the Literary Imagination', Morrison takes us to the heart of the question of ethics without calling it so. The word she uses is 'goodness', interchangeable in the essay and for the purpose of this paper with 'altruism'. Though distinguishable from Attridge's idea of hospitality, goodness is Morrison's response to understand how we relate to the other, and in responding as such, what the ethical value of a literary work is. She finds goodness often lacking specifically in the literary imagination of the writing after World War II and writes about evil taking centre stage instead: 'Evil has a blockbuster audience; Goodness lurks backstage. Evil has vivid speech; Goodness bites its tongue' (Morrison 2019).

Goodness is hard to persistently endeavour to work towards as well as write about because goodness moves forward with a humility of no return, with open arms. When goodness appears in the process of writing, for instance, it appears with an uncertainty of where the story may head

because goodness is not about victory but about the knowledge of 'moral clarity'. One always knows what evil leads to and 'the irredeemable consequences' of evil which are at the centre of most stories but when goodness appears, Morrison argues and laments, somehow it is often with 'an apology' as if to say it is sorry for taking space. She cites examples of Billy Budd who carries a stutter, Michael K with a harelip, and Bartleby with his confinement to repetition in language. She questions why these characters tend to become metaphors for the lack of communication than metaphors for goodness standing in utter clarity. Morrison is confounded by the space evil occupies. To close the door for goodness and to keep the evil in, for her, is to be interested only in 'investigation' of the evil than its complete 'collapse'.

The intersecting point, therefore, for the ideas of Attridge and Morrison is that neither probes a judgement before acceptance of the other, the unknown before them, and both look at the other as the stranger who, on an encounter, relocates the self to a place away from the earlier self, without completely dissolving it. Morrison's engagement with the good, while primarily character-driven, is whether one has a good gene as one has a bad gene, i.e., whether one is innately good (2019). A similar engagement might be traced back to Levinas's idea of placing one's duty before the right of the other, as discussed by Butler and Attridge. For Levinas, duty comes before the other even has a right, and to me, this seems to answer Morrison's preoccupation with the innateness of altruism to an extent.

Responsibility, duty, or the word Simone Weil uses, 'obligation' gains primacy in engaging with literature as art. 'There exists an obligation towards every human being for the sole reason that he or she is a human being, without any other condition requiring to be fulfilled, and even without any recognition of such obligation on the part of the individual concerned,' contends Weil in *The Need for Roots* (4). Although Weil refers to human affairs and Morrison refers to the characters in novels, and through characters and individuals in society, it is not very different from the broader idea of ethics in literature that Attridge proposes, which is to act as a judge at first encounter but only in so far as giving a chance to the other without judgement. It is to further call to peace beyond the idea of merely letting the other exist, beyond the idea of a mere tolerance towards it (Kumar 2008: xiii-xv), but to struggle to resist looking away from it, or missing it, or worse and most commonly, killing it. "Thou Shall Not Kill" Levinas writes. It is to trust it with having something valuable to say, in whatever form or formlessness (as in the case of *Beloved*) it arrives at our door.

I turn to the word 'attention' over its enemy 'killing', a belief in transcendence over premature decisions. To pay attention is to acknowledge but it is not to merely acknowledge. I borrow Mary Oliver's wisdom on this from her book *Our World*. She writes, 'Attention without feeling... is only report. An openness – an empathy – [is] necessary for attention to matter.' It is, therefore, not just to be able to tell how a 'flicker flies' from a 'swallow [that] plays in the golden air of summer', it is to be able to care for the flicker and the swallow and understand what it took for the two to open their wings and make their bodies move in golden light. For Attridge, then, attention means making an effort and responding to the challenge that a literary work poses for the reader and the willingness

of the writer to keep pushing when the challenge stands in front of them. For Morrison it is attention to virtue and its speech; it is in lending an ear to listen carefully for the meaning whispered by the character and form.

In *Beloved*, we may see Morrison pointing to a need for attention in many moments, but particularly when Paul D visits Sethe for the first time and then when he visits towards the end of the book. In the first one, Sethe's care towards him is transformational for Paul D; in the last visit, it is her who is comforted by Paul D's care. 'You are your own best thing,' he tells her, when she finds herself to have lost complete sense of the world and shows her who she is beyond being a mother, the person she is, and that was the part she needed to protect and resist killing most, care for and attend to. If hospitality and goodness are central ideas of ethics, attention to the other is the way by which to act on such ideas. Attridge draws an analogy to explain the significance of attention where he considers responsibility of a reader to be like the responsibility of a car driver, the one who must attend to the safety of passengers, and people on the road. Ethical driving, as opposed to say, expert driving, is what he argues for (2015: 121). In the case of reading, a reader who 'glides over the work's challenges' or faces the other by a comparison to sameness or disregards its context does not accept the responsibility that the reading of literature demands, no matter how inherently skilled that reader may or may not be. As for goodness and virtue that arrives as goodness unencountered before, it is the responsibility of the reader to give it the attention and justice it demands from them.

I can find no better example of the bridge that connects Morrison's thesis and that of Attridge's than in Elihue Whitcomb, commonly called 'that crazy old Soaphead Church', from *The Bluest Eye*, one who 'read greedily but understood selectively', an irresponsible reader if we were to put him to Attridge's test, remembering only those bits and ideas by authors that he agreed with most (Morrison 1999: 134). He offered his services to society by acting as someone who could solve everyone's problems, whatever they were – money, love, revenge – as though he were God. But when the strange stands in front of him in the form of Pecola, asking for something he had never been asked for, he is taken by surprise by an unprecedented demand: 'a little girl who wanted to rise up out of the pit of her blackness and see the world with blue eyes' (138). For the first time, he forces himself to let the latches fall and experiences a real shifting of the axis that held the self that was Soaphead Church before meeting Pecola. He is desperate for the first time to have the power that could get rid of her powerlessness, he wishes for her demand to be fulfilled. In this moment between fulfilling his duty of letting in Pecola to listen to her and in the goodness of pretending to give her blue eyes in a way that she believes her wish is granted, with the belief that she does not have to suffer anymore, is a crossing over for Soaphead Church.

Morrison knows the history of novel, therefore, also of its form and subjects. There is no character like the one she wanted to write for Pecola. While I look at examples from characters of Morrison's novels, I do not mean to limit her inventiveness in characters and their actions but more largely what Morrison does through these small moments where she reinvents the form of a novel

linguistically as well as stylistically by pushing the limits to stretch them further and further each time. When a reader can reach that meeting point where Morrison's inventive prose sits, one has truly met in their own singular meeting the true literariness of her writing.

Conclusion

Truth is not predetermined; if it were, it would not be truth; it would be staging of the truth and if one were to write a story of truth, in its predetermination of that truth one would be taking away from it the opportunity to even become the story of truth. Whatever word may be used – 'hospitality' 'welcome' 'goodness' 'altruism' 'justice' 'truthfulness of the work' – for making possible an entry of the other into the self, which is the foundation of ethics in a literary work, the reason that we continue to find inventiveness and originality in reading literature is because of the consistent hammering at its limits by writers who create it. For readers, therefore, it must be a consistent effort from us to consistently hammer at its limits of being read. Any ideological or political importance of any text is not one that Attridge denies at any point but his concern and subsequently of this paper is not that. It is to understand how to not do injustice to a text's literariness that gives it a moment to become a work of art from being merely a text.

Perhaps *The Bluest Eye* is the story of the guilt of Soaphead Church, of men who hate human beings and decide to be of service to them by giving them advice, or of his misery, and perhaps in *Beloved*, one finds the story of Denver's loneliness as the most central story of the novel, making it one of the earliest stories of single kids raised by enslaved mothers. How would we know if we didn't read them with the sincerity they deserve, and must we stop finding such invention in novels that have allowed for such invention to take place? That is what Attridge's arguments open for us, to gift us this possibility of singular readings, each time different from the earlier, each time the self inventing another self, not actively but through a 'willed passivity', i.e., making it possible for something to shift inside, for surprise and wonder to enter, not by force but by attention to them. This opens literature to gain richness each time it is reread. For Attridge, the importance of this ethical dimension of literature, which does not begin with a predictable moral idea but nevertheless holds a kind of morality towards the work in the act of welcome, comes from the phenomenon of unethical study of literary works in much of western academia, where 'what theory' comes before 'what possibilities, and what possibilities?'

For Morrison the stress on highlighting goodness in literary works, on the other hand, comes from an incident that made it to the international news. The incident was about a young man who drove into an Amish school, tied up the schoolboys and teachers, and shot the schoolgirls. He then ended up shooting himself. The next day, much to the world's utter shock, the members of the Amish community visited the parents of the killer and offered them comfort and support. Through this action, they refused to ostracise them and instead treated them like the parents of the children killed in the shooting, parents grieving the loss of their child. For Morrison, this act of goodness through forgiving was a story of goodness unimaginable. She says this because this is not an example of some sort of political justice or justice through law. Yet this is a story of an encounter

with the good that is truly transformational for the one who meets it.

While my study is limited to Attridge and Morrison, the paper seeks to open the scope for further testing of Attridge against work done by writers such as Tagore in finding the universal in all literature as a connector for all literature across the world. Where would Attridge's argument of literariness stand in relation to this as somewhat of an answer, one that has an affective effect on the mind, to what the work of literature is? Is the concern for universalism too far away from the concern for understanding oneself in relation to the other? Attridge leaves us with some further questions to explore and through his eloquent inquiry, fittingly leaves the door open for them.

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A Cross Sectional Study to Evaluate Inherent Sedentary Behaviour in College Students in Kerala

Arvind Rajendran Menon and K R Bharath

Abstract

The COVID-19 pandemic has brought about some changes which include the paradigm shifts that many systems had to go through like education etc. Few studies have been conducted on how COVID-19 brings sedentary lifestyle in young adults. This research project comprehensively observed and analysed (1) Physical activity (PA) levels, (2) Sedentary behaviour (SB), and (3) Sleep quality and duration of college students in Kerala. A total of 71 observations were analysed in this cross-sectional study. The results of the study showed good levels of physical activities amongst the participants meeting the MET guideline. Sedentary behaviour observations show the existence of an inherent sedentary lifestyle amongst the participants. Although majority of the participants had a healthy sleep duration, only a small percentage of them had a good quality of sleep. The results of this study show that college students in Kerala have a sedentary lifestyle which might be due to the impact that COVID-19 had on already existing traditional systems.

Keywords: COVID-19, Physical activity, Sedentary behaviour, Sleep quality, Sleep duration, College students

Introduction and Literature Review

The Coronavirus Pandemic broke out from Wuhan, China in late November 2019 (WHO, 2020) and has continued to spread all across the world, majorly disrupting the world economy, infecting around 152 Million people and claiming the lives of almost 3 Million people. In India, and more specifically in Kerala, the first case was reported on 30th January 2020, wherein few college students of Wuhan University returned and were confirmed to be infected. The Kerala Government was very proactive in their approach and followed all the guidelines, then put forth by the WHO, and were efficient in their healthcare. The disease, however, started spreading and more people got infected. This led to the state government enforcing measures to contain the spread and was one of the first in the country to implement the same. Measures like Break the Chain, social distancing, contact tracing and increased testing were heavily enforced. Schools and Colleges were closed down to safeguard the students from the then epidemic. India was among the first countries to impose a nationwide lockdown. Although this meant chaos and confusion among the masses on matters from work to daily essentials, the curb slowed down a possible proliferation. Only the essential shops were kept open and all other facilities were required to be shut. There was a sudden shift in everything that involved social contact, from a physical aspect to its online counterpart. This has accelerated the shift to e-commerce by around 5 years.

People had to find new means to meet their ends. This led to a transformation in systems, even at the grass-root level. Education that never met its evolution, to a great extent became online, thus eliminating the need for students to attend classes physically in lecture halls. Restaurants that offered fine dining experiences understood the need to operate online and started home delivery and other replacements. Groceries and supplies started reaching people's houses after being shopped online. The consensus amongst the masses was to stay out of social interactions, in other words, practice social distancing. This sudden change around people was met with intolerable and confining social distancing measures which isolated and modified the mental and physical space of the populous.

The measures taken were of extreme importance at the time, but it could result in a risky sedentary lifestyle, especially among college students. It was anticipated by many researchers at the beginning of the lockdown that the Physical Activity (PA), which plays a huge role in the development of a person's physical as well as mental health, would reduce drastically leading to long term after effects.

A huge increase in screen time was expected, owing to the new form of education and the amount of free time that came up. Studies have shown that an increase in screen time is associated with various physical problems, especially with the eyes, but also has a negative impact on the mental health of people too, anxiety and depression in particular.

Sleep patterns and circadian cycles would change as well, further adding to the negatives of impact on physical and mental health. It has also been seen that disturbed sleep patterns can lead to obesity and other related heart diseases.

Adults were already starting to exhibit signs of sedentary behaviour with the introduction of all kinds of home delivered products, which meant they were more comfortable at home and did not want to step out and do some form of physical activity. The pandemic further added to that cause and made it on a large scale, all across the world.

Even after unfolding the unlock measures in different phases, keeping in mind that living with COVID is now the new normal, people are finding it difficult to break out of the shells they have created for themselves. The initial struggle was to not socialize but now even after the COVID measures have loosened, people have become more asocial than before.

Staying indoors definitely helps contain the spread of the virus but it comes with other consequences which are mostly left unnoticed. These can be under the radar, health issues which might pose a much bigger threat in the long term, or a derangement of one's mental space, a topic which people still consider a taboo and find hard to wrap their head around. These health issues can be identified through proper research and analysis of various parameters and consumption patterns of people in recent times. Having found this area of research interesting, the researchers of this paper intend to address the issue at hand, of whether there is a prevalence of sedentary behaviour and effects on other activities like physical activity and sleep particularly in college

students in Kerala. An earlier study was conducted in Hong Kong on similar lines but the researchers felt the cultures of the two locations differ largely and those results may or may not hold true in this particular scenario.

Objectives of the study

- 1) This study is aimed to comprehend and analyse:
 - (i) Physical activity (PA) levels
 - (ii) Sedentary behaviour (SB)
 - (iii) Sleep duration and quality in college students in Kerala, and
- 2) To draw out conclusions on whether there is prevalent sedentary behaviour in college students in Kerala.

Research question

Whether there exists an inherent sedentary lifestyle in college students in Kerala in light of the pandemic?

Methodology

1) Design of the Study and Respondents

The design of the study was only Cross Sectional in nature. A Longitudinal Study could not have been carried out owing to the limited amount of time. For this study, undergraduate college students were considered as the population, following either of these two criteria in particular:

- (i) They reside and are studying in a college in Kerala, Or
- (ii) They study in a college outside Kerala, but have been residing in Kerala for at least the previous two months.

Respondents were found through a Purposive Sampling Method, following which a Snowballing Method was used as well from some of the respondents. The respondents were required to complete a questionnaire supported by Google Form (Google LLC, Mountain View, CA, USA) which had four sections in total, namely Demographic Information (Gender, Height, Weight, Whether infected by Covid-19 or not), Physical Activity, Sedentary Behaviour and Sleep. The BMI (Body Mass Index) of the participants was calculated later on by dividing the weight in kilograms with the height in metres squared.

A total of 81 respondents filled the questionnaire, which was held from 14th April 2021 to 18th April 2021. However, 10 responses had to be eliminated completely as it was found to be faulty and not truthful at all.

2) Physical Activity (PA)

The short version of the International Physical Activity Questionnaire (IPAQ) was used to find out the physical activity levels of the respondents. This has been proved to be valid and reliable to measure the same and is often used for surveillance of the population. Three items were calculated using the IPAQ, namely the Vigorous Physical Activity (VPA), Moderate Physical Activity (MPA) and Walking for the past 7 days. Moderate to Vigorous Physical Activity (MVPA) was not calculated in this study to reduce the workload, as there was less time.

· Cross Sectional Study refers to a study where the study takes place at a single point in time, does not involve manipulating variables, allows researchers to look at numerous characteristics at once and is often used to look at the prevailing characteristics in a given population. 20

The IPAQ measures the MET minutes per week (MET min/week) was calculated using the formula: Intensity (MET) x Duration of the exercise in a day x Frequency of the exercise in a week. To score the IPAQ, scoring protocols have been given and as such the intensity (MET) of Walking has been taken as 3.3, of Moderate PA as 4 and of Vigorous PA as 8 to arrive at the total MET min/week.

Further, to assess how Covid-19 has impacted the PA of respondents, two additional questions were asked, 1. "How physically active were you before the onset of Covid-19 Pandemic?" and 2. "After the onset of the Covid-19 Pandemic, how has your physical activity levels been?"

3) Sedentary Behaviour

The Sedentary Behaviour (SB) of respondents were measured using the Sedentary Behaviour Questionnaire (SBQ), the validity and reliability of which has been already proved. Modifying the categories to only the relevant ones, the new seven categories the researchers selected were, Watching TV and Mobile for Leisure (including Social Media), Video Games, Sitting Listening to Music, Sitting Talking on the Telephone, Online Classes and Related Works, Doing Hobbies (Arts, Crafts, Musical Instruments) and Sitting for Transport.

All these items were measured for a usual weekday in the past month with nine options (None, ≤ 15 Minutes, 30 Minutes, 1 Hour, 2 Hours, 3 Hours, 4 Hours, 5 Hours, and 6-8 Hours). The same was not measured for the weekends to save time and reduce workload. Also, it was felt that the pandemic had made the days all feel quite similar and sedentary behaviour would remain somewhat the same on all days.

The time spent on each activity was changed into hours, for example a response of 30 minutes would be converted into 0.5 hours, and then cumulatively added up for all the 7 categories. It was seen that if two activities overlapped or rather if the respondents did two activities together, the time spent for one activity was to be none and time spent for the other activity was to be the total time spent. This was done so as to avoid a multiplying effect and give a more accurate view of the total time spent in SB.

4) Sleep

The sleep of the respondents, being the third parameter under scrutiny in this study, was assessed using the Pittsburgh Sleep Quality Index (PSQI) which is a widely used subjective sleep scale to gauge sleep quality and sleep duration. Since the study intends to quantify the self-assessment of one's sleep, only a few selected and modified questions were asked to the participants which is largely based on the 19-item, self-reported questionnaire, which is categorized into seven sleep quality components (sleep latency, subjective sleep quality, sleep duration, habitual sleep efficiency, sleep disturbances, use of sleeping medications, and daytime dysfunction). The observations made on the sleep of the respondents had to be over the past one month. The sum of all the seven sleep quality components ranged from 0 to 21. Based on their individual global PSQI score, they were classified as having "good quality sleep" (Scores of 5 or <5), and "poor sleep quality" (Scores >5). In addition to this, another question was asked to comprehend the impact of COVID-19 on the respondents' sleep quality; "How has your sleep quality been affected since the onset of the pandemic?" (Like has improved, no change, has worsened).

Vigorous Physical Activity refer to activities that take hard physical effort and make you breathe much harder than normal such as Heavy Lifting, Fast Bicycling etc. 21

Moderate Physical Activity refer to activities that take moderate physical effort and make you breathe somewhat harder than normal like carrying light loads, regular paced bicycling or light sports but does not include walking.

MET is the Metabolic Equivalent of the exercise and is used to represent the intensity of the same. In general, 1 MET stands for the amount of oxygen you consume and the number of calories you burn at rest.

5) Statistics

The International Guidelines for the three activities, PA, SB and Sleep were applied for the respondents to see who all met the standard.

For physical activity, an achievement of 75 minutes of Vigorous Physical Activity (VPA) throughout the week or at least 150 minutes

- (i) of Moderate Physical Activity throughout the week
- (ii) For sedentary behaviour, engagement in <9 Hours of SB per day for adults
- (iii) For sleep, a global PSQI score of <5 alongside a sleep duration between 7 to 9 hours.

From the previous methodology used, the BMI of respondents was calculated as height/metre squared of the respondents. Since the total number of respondents were greater than 30, 1 tailed z tests were conducted to find out relevant statistics of the three major activities. The Interquartile Range (IQR) of total MET minutes per week was also calculated as a proportion of participants for the categorical variable. Only basic tests to test the hypothesis were conducted owing to the lack of time and warrants further study for more accurate results. All tests were conducted on Microsoft Excel (Microsoft Corporation, Redmond, WA, USA).

Results of the Study

Demographics of the Participants

There were a total of 81 respondents in the survey, however only 71 could be taken for data analysis owing to discrepancies in the response and had to be removed. Since this was a study conducted to know about Sedentary Behaviour in College Students, the age of the respondents were fixed at a range of 18-22 and as such the age was not asked in the survey. Around 56.8% of the respondents were Male and the rest 43.2% were Female. The height and weight of the respondents were asked to calculate BMI. This was done by the researchers to see whether the BMI of the participants had any correlation with the activities that were being studied. As such, based on WHO's recommendations for Asian adults, which suggests a BMI of 25 and above to be overweight, 18% of the participants were found to be overweight.

Table ; BMI: body mass index of the participants

Variable	Statistic	p Value
BMI	Statistic	<0.01

Lifestyle behaviour of the participants

Lifestyle behaviours are given in table below. Out of the total responses we got, 85% of them have met the physical activity guideline. 25% of the participants stayed within the daily threshold of 9 hours/ day. As for the sleep, 69% of the participants seemed to have a sleep duration well within the healthy range of 7-9 hours whereas only 37% of the participants had their sleeps rated 'good

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- 1 MET stands for the amount of oxygen you consume and the number of calories you burn at rest.
 - Sedentary Activities are those which require little to no physical effort and is often done sitting down.
 - Sleep latency or sleep onset latency is the length of time required to accomplish the transition from full wakefulness to sleep, normally to the lightest of the non-REM sleep stage.

quality' under the PSQI.

Table ; Table showing the results of the cross sectional study with regards to the participants' lifestyle behaviours

Variables	Median (IQR) or Mean \pm SD or Percentage (%)	
	All (n=71)	p Value
Physical Activity (PA)		
Total Energy Expenditure (Total MET ¹ min/week)	2373 (2835)	<0.01
Met guideline	85	
Sedentary Behaviour		
Daily SB ²	11.31 \pm 3.29	<0.01
Met guideline	25	-
Sleep		
Sleep duration	7.05 \pm 1.05	<0.01
Met guideline	69	-
Sleep quality	5.26 \pm 2.08	0.16
Met guideline	37	-

Discussion

Although a study of the same kind has already been conducted by researchers in Hong Kong, this study holds significance as to whether there is a prevalence of sedentary behaviour among college students in Kerala in this current scenario. The main purpose of this study was to find out the same, along with the other two activities that usually make up a person's day, i.e., Physical Activity and Sleep. It was the desire of the researchers to see whether or not Covid-19 in particular played a role in changing these three activities, however the same could not be conducted due to the lack of time to conduct a longitudinal study and the unavailability of data.

It is to be noted that in this present scenario, Covid-19 has to be quoted as the major reason for any shift in the level of activities as without it everything would not have changed to an online dimension along with all other complications the virus brought along with it.

As this study mainly focusses on finding out whether or not there is an inherent prevalence of sedentary behaviour in the current scenario, the major finding of this study has shown that there is a lifestyle of sedentary behaviour in the majority of the population. As mentioned earlier, any time less than 9 hours spent doing such activities is acceptable, only 25% of the participants met this guideline. This shows a significant population engaging in a sedentary lifestyle and that does not bode well for their future. A major reason for this increase has to be naturally the shift to online classes and the consequential increase in screen time. As seen in many studies etc., an increased screen time is associated with lots of physiological and psychological issues that hamper the growth of children in particular and tend to bring about lots of mental health issues in young adults.

- MET- Metabolic Equivalents
- SB- Sedentary Behaviour

However, interestingly it was found from this study that almost 85% of the participants had in fact met the guideline of Physical Activity as set by the WHO. This sets up a very precarious situation wherein people are engaging in Physical Activity to keep them fit but at the same time are engaged in more than the required bouts of Sedentary Behaviour. One possible explanation for this could be the relatively low levels of Physical Activity required to meet the standard, which is only 600 MET minutes/ week. Also, it is to be noted here that this study has been conducted for the past month of March 2021 to the middle of April 2021 that is almost an entire year after the pandemic has begun.

In case of sleep, the guideline to be met was 7 to 9 hours of healthy range of sleep duration combined with a global PSQI score <5. After analysing the global PSQI score, it was found that 38% of the participants suffer had their sleeps rated poor (PSQI score>5). Upon further analysis, the average sleep duration observed is 7.05 hours, within the healthy range. Although the results are not conclusive, few participants, even after having a healthy sleep duration didn't meet the SB guideline. Many studies have been conducted that show the influence of sedentary behaviour on sleep. The correlation coefficient of sleep duration and SB is 0.15, weakly positive. These scattered results convolute the relationship between sleep duration and SB.

When the previous study was carried out, it was at the peak of the lockdown measures implemented by the government and this led to a very uncertain time period wherein people did not know what to do and became very lazy to keep fit or have a fixed routine. A year later and after the easing of restrictions by governments, it can be seen that people are getting themselves back to being fit but at the same time are involved in more sedentary activities. Stated the importance of reducing sedentary activities with possible Physical Activities in a restricted environment and as such people have found ways and means to try and keep themselves fit in their own homes.

Suggestions

Sedentary lifestyle, even after being linked to chronic health issues, appears to be a significant health issue. Often left unnoticed, a few minor changes that we can incorporate into our daily life can do a lot good for our community health. The researchers, at this point would like to make some suggestions on this front.

To break up prolonged sitting time by ideally standing up every 30 minutes. To reduce strain on eyes, adopt the 20-20-20 model (20 minutes 20 feet away for 20 seconds);

Adjusting the circadian rhythm to form a particular routine which accounts for the necessary college classes and other works along with the required physical activity and maintaining a healthy sleeping pattern.

Limitations

The study does suffer from a few limitations. Firstly, due to the second wave of COVID-19, any geographical movement was restricted. This limited our data collection to google form. The questionnaires used in evaluating PA, SB and Sleep were based on subjective scales and not on evidence. As a result of which, few responses had to be rejected owing to discrepancies. The time

A circadian rhythm, or circadian cycle, is a natural, internal process that regulates the sleep–wake cycle and repeats roughly every 24 hours

constraint of having just one month could only be sufficed to conduct a cross sectional study. The sampling method of convenience sampling and then snowballing through a few respondents might have a slight selection bias.

This study does not distinguish between weekdays and weekends. Studies have shown that the sleep patterns and sedentary hours in weekdays are different from that of weekends .

Conclusion

A pandemic that occurs perhaps once in a century has ravaged the world over. It has taken its toll on mankind both physically and emotionally to a great extent. As such this study was conducted to know whether there was an inherent sedentary lifestyle in college students in Kerala as this was one of the major problems of staying at home. From this study, it was found that close to 75% of the participants did not meet the sedentary behaviour guideline and consequentially had a sedentary lifestyle. However, from previous research, it has been seen that it is usually backed up by low levels of Physical Activity. In this particular study, it was seen that around 85% of the respondents were physically active, to the requirements of the WHO. This gives contrasting results but it makes sense as it has already been one year since the pandemic began and people have had the time to come up with ways to keep fit. At the same time, with everything almost shifting online, there is an increased rate of sedentary lifestyle and people are hesitant to do things like they used to earlier. While the sleep duration of 69% of the respondents fell within the healthy range of sleep duration, 37% of the participants had good quality of sleep as rated under PSQI. These results are scattered and no potential link can be established between the sleep quality and duration. Although as discussed in the case study, further research on the relationship between sleep and sedentary hours can provide more insights into solving a complex lifestyle issue.

The results of this study can be helpful for the state governments to take the required action to reduce such a lifestyle so that it does not have any major consequence in the future. It has already been proven that such a lifestyle can have drastic effects especially during the child and adolescent stages. This study, however, warrants further research as there are certain key limitations that hinder this study and can be undertaken for a more holistic view of the situation

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Collective Violence Against LGBTQ+ Community in India

Ayat Jan

Abstract

The universality of homophobia makes the LGBTQ+ community around the world 'living targets' to experience violence because of their sexual orientation & gender identity than the majority of heterosexuals. And what makes it worse are the so-called ethical, religious and social beliefs of the majority, who identify themselves as heterosexuals & want the invisible minority to live their lives as per their set paradigms. The LGBTQ+ people are subjected to discrimination, brutal violence, torture, kidnapping & even murder. In this paper, I try to explore the intensity of violence inflicted upon LGBTQ+ community in India. I start my paper with making sense of the term LGBTQ+ itself. Secondly, is homosexuality alien to Indian culture? Third, the triple burden of the struggle of 'to be or not to be', starting from within the family, society & institutions. Finally, I try to answer the question, is justice served by making laws only?

Keywords: Lgbt, Violence, Lgbt rights, Homophobia

*“Love has no labels, no definitions. It is what it is, pure & simple. Love is the water of life.
And a lover is a soul of fire! The universe turns differently when fire loves water.”
~ Shams Tabrizi*

Every human person is born free and equal in dignity and rights, according to the UDHR. It underlines the reality that human rights belong to everyone, regardless of gender, sexual orientation, or any other issue and LGBTQ people are as human and natural as the so-called recognized genders and are entitled to human rights, dignity, respect, and protection from discrimination, abuse, torture, and rape like everyone else. The LGBTQ+ community is no exception to this rule. When it came to cases of violence and discrimination against people because of their sexual orientation or gender identity, the UN Human Rights Council expressed 'grave concerns' in 2011. State governments have far too often disregarded violence and discrimination because of sexual orientation and gender identity, according to the first official UN study published in 2011, 75 nations have laws against homosexual relationships, and the death sentence is employed in at least five of those, according to the research.

An additional UN campaign called "Free and Equal" has been created to raise awareness of homophobic and transphobic violence, and to protect millions of LGBTQ+ people from being attacked just for being who they are. In recent years, the tide has turned; around 40 countries have allowed same-sex marriage since 1990, and many more have made it illegal to discriminate against lesbian, gay, bisexual, and transgender (LGBT) people.

1. Making sense of the Initialism LGBTQ+

L G B T Q

- a) **Lesbian:** Women who identify as gay are referred to as lesbians. Regardless of sexual orientation, the word "lesbian" is occasionally used to define or associate nouns with female homosexuality or same-sex desire.
- b) **Gay:** Gay is a term that refers to both a homosexual person and the quality of being homosexual. The word 'carefree' originally meant 'cheerful' or 'bright and flashy.'
- c) **Bisexual:** To be bisexual means to be attracted to both men and women or to people of both sexes. If you are attracted to people regardless of their gender or gender identity, you are described as being pansexual. Many people who have a clear but not exclusive preference for one sex over the other nonetheless identify as bisexual, while having a definite but not exclusive sexual preference for the other.
- d) **Transgender:** Trans is an umbrella term for people whose gender identity differs from the gender associated with the sex they were assigned at birth. Example, a person who is assigned male sex at birth but identifies as a female instead is a transgender person (trans-female) & vice versa with trans-males.
- e) **Queer:** The term "queer" refers to those who identify as neither heterosexual nor cisgender. In the late nineteenth century, the term queer, originally meaning 'odd' or 'different', began to be used to those with same-sex desires or relationships. Activists like Queer Nation, who emerged in the late 1980s, began to reclaim the word as a deliberately provocative and politically radical response to the LGBT community's more assimilationist segments.
- f) **Questioning:** It is a process of research conducted by people who are confused about assigning a social label to themselves for various reasons, who are still exploring, or who are afraid to do so. If you don't want to be labelled as a straight man or a straight woman, you can call yourself "gender neutral," "gender queer," "non-binary," or "agender".

Nevertheless, LGBTQ+ is sometimes used as an inclusive initialism to refer to "LGBTQQIAA" i.e., Lesbians, Gay, Bisexual Transgenders, Transsexuals, Two-Spirit, Asexual and Ally. As a result, LGBTQ+ is more commonly abbreviated than the full word since it is more user-friendly. In today's society, gender is a very fluid concept that has evolved and will continue to do so. Respecting their dignity and self-worth is critical, as is using the language they prefer.

Is Homosexuality Alien to Indian Culture?

There are over 2.5 million homosexual Indians and 0.5 million transgender Indians in India. (Delliswararao 2018). However, in India, the transgender community is known as "Hijra," which refers to a person who does not fit into either the male or female gender classifications. They also follow the community's rules and conventions, including dressing femininely and whether or not they've been castrated." In the words of Chettiar (2015) however, Western gender and sexualorientation taxonomy does not use terms like this (Chettiar 2015). Decriminalizing homosexuality faced criticism in India due to the fact that it was 'against Indian culture'. Vedic Society of India declares homosexuality a 'contagious illness' from abroad. It's a widely held misconception in India that homosexuality is a Western invention, but in reality, it's homophobia not homosexuality, that has migrated from the West and taken root in Indian society.

In India, homosexuality has a long history. There are several instances, such as the depiction of Kama Sutra, references to women adoring women in the Mahabharata and the Ramayana, and Babar's court rituals.

- a) The Kama Sutra, written in the 4th century AD, defends oral sex. Puma prakriti (male sexuality) is defined as well as Stri Prakriti (feminine sexuality) and Tiritiya Prakriti (third sex).
- b) Bengali mythology from the 14th century describes a sexual connection between two widows who were madly in love with one another.
- c) Bhakti saints in mediaeval India effeminized themselves to honor Krishna and Shiva by dressing as women.
- d) Nawabs in the Awadh court in the 18th century dressed as women on sacred occasions.

For many years, Indian society was sex positive. However, under the Mughal and British empires, this changed dramatically (The New York Times 2013). Beyond its culture, language, religion, and food, India is incredibly diverse. Although it boasts a varied sexual population, it is often misinterpreted. Khajuraho and Konark are two temples and monuments in ancient India that show the country's 'sex positivity'. Ancient Indian literature, such as the Kamasutra, and Hindu mythology both show that Indian society has long tolerated individuals with a wide range of sexual orientations and activities. Male-male and female-female partnerships were publicly discussed by Indian poets such as Insha and Rangin until the 1800s, just like heterosexual couples were. As a consequence, all kinds of sexual behavior have coexisted peacefully for thousands of years. Despite the fact that these practices were not common, they were never derided. Now that you mention it, when did things begin to shift? Homosexuality was not recognized as a crime until Thomas Macaulay added Section 377 to the Indian Penal Code in 1860, which was based on Judeo-Christian ideology. Anal intercourse between males or between men and women was the primary focus of this section, as was bestiality (sexual intercourse between a human being & an animal). India's nationalist leaders have kept a deafening silence on the existence of sexual minorities, even after Article 16 made non-discrimination on the basis of

sexual orientation a basic human right. Until 1967, when the United Kingdom legalized same-sex relationships, the Victorian view of homosexuality as something 'unnatural' was deeply ingrained in Indian ideas and ethos.

The “Triple Burden” of “to be and not to be”: Family, Society & State

As a result of the conflict between wanting to please your loved ones and society as a whole, and the process of realizing that your sense of identity doesn't align with the personality you've been provided with, one is left struggling with whether or not to embark on the journey of "to be or not to be," and what they actually resonate with as a result of this conflict.

Family

Family is the first place where the LGBTQ+ community falls short, and the long road to exclusion begins there. As youngsters, we learn about just one type of family: the hetero- patriarchal one. There is no distinction made between the various types of families. When children begin to act in ways that are deemed inappropriate for the established gender norms, families typically do not accept it, and this is when domestic violence begins. The dread of being rejected and losing family and friends because of one's sexual orientation is a huge burden for LGBTQ+ persons. In order to avoid hurting their loved ones, they must pay the price in terms of their own self-esteem and self-respect by hiding their true identities. Several transgender people have reported being rejected by family members. Families generally do not accept male children behaving in ways that are regarded feminine or inappropriate for the typical gender role (Cho 2016; Murphy 2007; Carastathis 2017). So, family members may threaten or even assault their son or brother for behaving or appearing like a feminine or a female. A youngster who violates gender norms and does not undertake the obligations expected of a boy may be rejected and expelled by his parents. Parental motivations might range from fear of bringing shame and embarrassment on their families to a child marrying a woman and therefore terminating the family line (if they have only one male child) to the child's perceived incapacity to provide for his family. Suicide attempts are eight times more likely in LGBTQ+ youth who have been severely rejected by their families, according to research conducted by the Family Acceptance Project (FAP). Severe depression is about six times more prevalent when compared to the general population. More than three times as many people who use drugs also have a higher risk of HIV and other sexually transmitted diseases.

There is a plethora of studies showing that most homosexuals keep their sexual orientation secret until they are adults and financially self-sufficient, at which point they are proud and comfortable discussing their sexual orientation.

Case Study: Manu Bebo (Kashmir's first transgender makeup artist) talks about how her family's conduct changed once she became financially independent. Due to the conservative nature of

Jammu and Kashmir's desire to propagate Islam, it was difficult for Manu to come out as a female. She became well-known as a makeup artist and now she wants to be recognized for both her creativity and her heart.

Society

Every culture, religion, and society as a whole has some form of violence towards LGBTQ+ persons. Growing up in a society that views homosexuality as a sin and something 'unnatural' puts them in a difficult position, and social isolation is at the root of that difficulty for many young people. LGBTQ+ people are unable to participate fully in social situations on all three levels: personal, interpersonal, and societal. They face racism, sexism, poverty, and homophobia & transphobia, all of which have devastating effects on their mental health. The LGBTQ+ community is stigmatized, and it is constantly subjected to acts of violence, hate crimes, and other forms of discrimination. Despite the fact that homosexuality and the LGBTQ+ community have been granted equal rights by the Supreme Court, the Indian armed services, including the army, navy, and air force, remain anti-homosexual. Even now, homosexual officers are still barred from serving in the military.

Many patriotic homosexual men want to join the military but are unable to because of army laws. The rules of engagement are as follows: It does not go into depth, but Section 45 of the 1950 Army Act mentions leaders' 'unbecoming conduct'. When someone is found guilty of a 'cruel, incidental, or unnatural' conduct by a court martial, they risk up to seven years in jail under Section 46(c). Sections 45 and 46(a) of the Air Force Act of 1950 mention the same thing.

The Navy Act of 1957 stipulated that anybody convicted of an 'indecent act' would be sentenced to two years in jail. In one clause, authorities who engage in 'scandalous and fraudulent activity or any conduct unbecoming the character of an officer' face a sentence of up to two years in jail. Some members of the public make fun of gender nonconforming people for being 'different.' Forcing them to have sex, extorting money, and making false arrests are all methods used against them by the police. Hijras/Transgender people are easy targets for extortion and sexual objects for criminals since they are not protected by the authorities. It's exceedingly difficult for a homosexual individual to come out and report partner violence to the police. Section 377 is usually threatened or used as an excuse to reject them. It's not commonly employed. To rape a man, you do not have to be gay. In addition, there have been a number of police reports detailing claims of sexual assault. Lesbian women and transgender people are subjected to 'corrective rapes', as are homosexual males who are subjected to 'electric shock treatment'. If you don't have access to the legal aid system, where do you go? There has been an increase in extortion, physical assault, verbal abuse, and threats to life in the mainstream media and among transgender people, according to the report (Delliswararao 2018).

Examples

· However, even if he denounces homosexuality in the story collection 'Chocolate', Hindi writer 'Ugr' was condemned for writing about homosexual desire because it wasn't deemed a subject to be mentioned in the 1920s when his story collection was published

· Lesbian love story 'Fire' premiered in Indian cinemas on December 29, 1999. This sparked large-scale protests, with people storming theatres and setting fire to effigies of the actors, alleging the film was out of touch with Indian culture and traditions. This just goes to demonstrate how bigoted our culture is when it comes to the LGBTQ+ community.

· An ad for Dabur's Karva Chauth in 2021 was banned because people's feelings were allegedly harmed by the advertisement showing two women who appear to be in a lesbian relationship instead of a man and woman. The women weren't fasting for the sake of their fictitious husbands' long lives, but rather for the sake of their own. Suppose, that one argued that the removal of the advertisement offended the sensibilities of the LGBTQ community? Is it important what the majority thinks? Are there any considerations for the feelings of the many lesbians in India who have been forced into traditional marriage by their unsympathetic families?
Institutions

Since the dawn of time, state government apparatus in India and around the world has been linked with popular conceptions of what is moral and what is immoral. When it comes to oppressing minorities, the state machinery has always favored those who share the beliefs and conventions of the majority in society.

3.1 Case Study of India

India is such a huge and varied country, opinions on this topic and the experiences of LGBTQ+ persons vary widely. Compounding the difficulty of understanding this topic are differences between urban and rural India, languages, classes, castes, and gender. The views of lesbians, gay men, bisexuals, and transgender Indians vary widely. Those who are openly supportive of the community face opposition, while those who are hostile fear that they will be judged unfairly because of their adherence to so-called Indian cultural norms. Children in India are terrified of transgender persons because they have a masculine voice but a female body due of the dire condition. They are adored by some and sought after by some, but they are despised by others and viewed as a disgrace to humanity. People even feel they have the right to curse others since they were born with the ability to do so. The fact that we may admire them does not change the fact that they are still made to feel apart from the rest of us, as if they are not even human. Transgender foster children are impossible to adopt, and transgender people are also difficult to befriend, which forces them to do sex labor and is how they wind up being exploited. There is a dearth of education

among the populace, and as a result, they fail to grasp the concept that everyone is created equal. Despite the fact that the word is getting out and there are a lot of people who support them, they are a drop in the ocean of hate. Although Article 15 of the Indian Constitution states that no one shall be discriminated against solely on the basis of religion, race, caste or gender or place of birth in India, the draconian law of Section 377 of the Indian Penal Code, which criminalizes private consensual sex between same-gender adults, continued to be in line with majoritarian societal norms. It is against the law to engage in carnal intercourse with a man, woman, or animal if it is against the natural order of things. The punishment is life imprisonment or a period of imprisonment of any sort up to 10 years, and a fine. Explanation—Carnal intercourse is not required for the crime, but penetration is sufficient as detailed in the following paragraphs:

'An Unsuitable Boy,' the autobiography of well-known Bollywood director Karan Johar, exposes the sort of trauma and psychological damage on such a well-known individual, not to mention the regular people. Karan Johar hesitates to say those three words regarding his sexual orientation. He claims that his sexual orientation is well-known and that he doesn't have to shout it out. He claims that if I said anything about it by accident, he would be arrested for disclosing things about himself that perhaps everyone knows.

Joyita Mondal India's first transgender judge expresses her grief about how she was bullied in school, how her parents used to beat her every time she tried to dress up like other girls. She had to leave her studies and had to run away from her home. How she got denied entry in clinics. She expresses how talented and dedicated can LGBTQ+ people be but unfortunately, they aren't given enough chances. Not many are courageous enough to keep going even after facing discrimination on every ground.

Dutee Chand, India's first openly gay athlete is a national champion of India. She is the first Indian who has won a gold medal in 100-meter race in global competition. She talks about how hard it is to come out as a gay in India and how people react to it. Her sister also turned her back on her when "he" came out as gay. All the people in her village gathered near her house to mock her and it was getting more traumatizing for her. She was dedicated and strong enough to not let that become a barrier in her life and her success speaks for her as well. These examples make it clear that LGBTQ+ people can do wonders too all they need is just an equal chance and equal respect. Section 377 was openly misused by law enforcement to harass and exploit members of the LGBTQ+ community. In the case of **Jayalakshmi v. State of Tamil Nadu**, police imprisoned a transgender man named **Pandian** on stealing charges. He committed suicide on the grounds of the police station after being sexually assaulted there.

While reporting the crime to the police station, Kiran, an Odishan trans woman, was ridiculed by the inspector, who said, "Huh? Four men raped you?" Even when it comes to the health and safety of sexual minorities, law enforcement ignores them. Medical staff at Tihar Jail discovered a high rate of sodomy and recommended inmates be given condoms to prevent disease transmission, but the Inspector General rejected the idea, thinking it to be a tacit admission of widespread

homosexuality in the institution.

When a transgender girl, raised as a male, began wearing a girls' uniform at age 10, school bullies in Chennai bullied and mocked him for walking in a feminine manner. The abuse escalated to stone-throwing. Also, a young girl student from Gopalapuram, Chennai's prestigious girls' school, was ridiculed by her instructors and school authorities after disclosing on a social media site that her first love was a female classmate in April of this year. Her principal had even suggested that she commit suicide. According to 2016 research, the suicide rate for transgendered people in India is over 31%, and more than half of them had tried to take their own lives before turning 20. Listening to the interviews and occurrences that have never been discussed is painful. India's population is permeated with the notion that it is okay to beat and abuse members of the LGBTQ+ community. Who says a person can't be what they want to be? Why can't a man wear a sari, skirt or a lipstick? Why is it impossible for a woman to refuse to wear cosmetics or a saree? What's wrong with allowing people to live their lives the way they want? Transgender people should not be discriminated against because of the ritual of dressing as a male and acting as a conventional lady. Don't you think these examples show that things need to change?

Is Justice served by making laws only?

For the Indian LGBTQ+ community, the Supreme Court of India's repeal of Section 377 in 2018 was a welcome respite from the oppressive laws that had bound them. For them, it was a day to celebrate and be proud, but the question remains: Was this a true victory? Is Justice served or is it still pending? But the reality of our society, its customs, and culture haven't changed much in the past two years since marijuana was decriminalized. Brutal, unwelcoming, and racial discrimination are still hallmarks of the system. Being open about your sexual preferences and being who you really are, are no longer crimes. However, this does not result in the systemic change that they deserve, since our society's apparent inequalities persists. As the fights for gender equality and racism have proven, changing people's hearts and minds requires more than just adjustments to laws and rules. Only by defending the rights of LGBTQ+ people will we be able to win the battle for equality. We will only be able to create a society that is really free and equal for everybody if we work together and support one another.

Because same-sex marriage is not recognized by law, the government is also deafeningly silent on the issue. There are no provisions in the Hindu Marriage Act of 1955 for same- sex weddings, which means that only marriages between men and women constitute a Hindu wedding.

Decriminalizing Section 377 allows for sexual activity in private spaces, thus protecting Article 19's basic right to privacy, but it also maintains the majority society's standards of natural and unnatural binaries. To ensure that the natural 'inclusiveness' of our constitution is realized, a social revolution is required, where assimilation and co-existence are prized and celebrated while respecting each other's choices are valued and celebrated.

Way forward

- a. Same-sex marriage is now allowed in many countries throughout the world. Homophobia and Transphobia Awareness Day is an annual event in the United States. In 1990, the World Health Organization declassified homosexuality as a mental disease, and May 17 was chosen to celebrate that decision. Progressive LGBTQ+ rights are gaining traction around the world. And as a result, we should join the dozens of other democracies that allow people to marry whoever they want without interference.
- b. A multi-pronged approach is needed to combat prejudice and discrimination in society. The rights of lesbian, gay, bisexual, and transgender people must be considered human rights.
- c. Articles 14, 15, 19, 21, and 29 are all violated by guardianship, surrogacy, and IVF, as well as a lack of access to secure and LGBTQ+ inclusive schools, universities, and jobs. Discrimination based solely on sexual orientation is illegal under the Army, Navy, and Air Force Act's Articles 14, 15, and 21. For the LGBTQ+ community, a comprehensive anti-discrimination law is required that gives them the freedom to develop fulfilling lives and relationships regardless of their gender identity or sexual orientation. This law should put state and society, not individuals, on the line for making a change. Students, who are seen as the nation's future, should be taught about the LGBTQ+ community from an early age so that it is etched on their minds that they are no different from them. Some school teachers have gone on the record saying things like homosexuality is a disease spread by the Internet that can be cured. Bullying and stigmatization of LGBTQ+ youth are becoming more commonplace, thanks in large part to this study. That's why training teachers and students on LGBTQ+ issues is so important.
- d. I believe it's time for the federal government to introduce new legislation or change current ones pertaining to marriage, adoption, guardianship and inheritance as well as educational establishments, employment and healthcare services for LGBTQ+ people. The media must play a proactive role in reporting on LGBTQ+ issues and establishing a culture of tolerance and freedom for minorities in order to influence public opinions.

Conclusion

Homophobia and transphobia aren't the issue; the issue is society's attitude toward them. People have evolved around the stigmatized concepts of gender roles in the society. Labelling certain speck in this vast multiverse sounds quite absurd. The concept of assigning labels to people as a particular gender is absurd.

We have grown in a society, where the concept of paranormal activities is very much

acknowledged and the presence of LGBTQ+ is vaguely ignored. To de-stigmatize the very concept of a gender neutrality, the root main cause should be altered in-order to have a generation that is accepting.

Recently, in India, court ruled in the favour of removing the concept of seeing Transgender as an abnormality. However, we are still centuries behind when it comes to being accepting towards all the genders. The total of people doesn't just consist of two genders, however, people around the globe still assume so.

Violence against the minorities, isn't a news to anyone. It has been in this world for a while now. Although, historians prove that our ancestors acknowledged other genders as well and treated them as one should be treated but the post-colonial generations refuse to accept that. People have normalized violence to this much extent that now it is normal for people to see homosexuals and transsexuals get abused in every sense possible, every day. People still believe that it is okay to kill non-binary folks, that they deserve to be removed from the earth, that God has summoned mankind to destroy the people who do not go by their norms.

It surely is high time that people thrive by lifting others as well. It's high time that we the people of the world, come together as one, celebrate our differences and work together to make this world a better place. "When God doesn't discriminate while creating, who are we to discriminate when we reside?" goes the saying.

~ Love is all about who you are, & not what you are.

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Abstract

The French and American revolution led to the emanation of the notion of nation-states. After World War 1 the empires of the Ottomans, Habsburgs, and Romanovs lay in ruins and thus nation-states emerged as the central political credo of the 19th century Europe; and with the World War 2, they became an international norm of political organisation. But with the rise of eastern, particularly Asian powers in the 21st century, the ideas of civilization state and cultural nationalism are making headways. The idea thus needs more clarification and discussion. This paper will throw light upon the concept of civilization-state; its difference with respect to nation-state; its variation across different sections of the world; its objectives and challenges in the current political discourse, and finally it will have a section dedicated to see what its implications are with respect to India.

Keywords: Civilization-State, Asia, Cultural Nationalism, India that is Bharat

As per the standard definition, a nation-state is the one which is inhabited by a relatively homogeneous group of people, who share a feeling of common nationality. And this common identity could be in terms of racial identity, language or religion. To conclude, internal homogeneity is a prerequisite for the European concept of a nation-state. As opposed to the popular understanding, this homogeneity in today's western world isn't natural; it is a resultant effect of years of holocaust of native races. It would be stupid to assume that such a vast piece of land inherently had one language, one religion and one race. Numerous studies have concluded that the imposition of European standards have led to erosion of diverse ways of life of the native population.

As opposed to this, the term 'civilization-state' was introduced in the 1990s, when scholars used it to categorize China as a distinct civilization-state that has a socio-political character which is far different to be viewed through the lens of a nation-state as per the European model. A 20th century country with the highest Gross National Product and the largest population in the world was earlier forged into a nation-state as the Republic and the People's Republic but it identified itself as a successor of millennial Chinese civilization. This makes one wonder if there was actually any need to coin such a distinct term for a single country; what are the stark differences which make China unfit for the European model of nation-state, or rather differences that make the European model of nation-state unfit for the Chinese Society?

In response to this, Dr Zhang, the author of a 2012 best-selling book, *The China Wave: Rise of a Civilizational State* has presented some pertinent points in a lecture in Berlin wherein he famously argued, "Now, what's more fundamental, is how to understand the Chinese state. I described the Chinese state as a civilizational state. What does that mean? China is unique. This civilization is

amalgamated with a super-large modern state. It's actually made up of hundreds of states made into one. I once said, more or less accurately: if you are familiar with China, you can observe the way of life and mentality of a typical person from Shanghai, a typical Pekinese, a typical Cantonese—three major cities in China. The differences between these three groups of people are actually wider and greater than among a typical German, Frenchman and Englishman—even to their language, their dialects, and internal pronunciation. The gap is bigger than between German and English, or French—but we have the same written language, and this is important. So, the Chinese are not just one state—like Austria—it's totally different. I will use another phrase; it's not accurate, but to have a European audience understand, it's more as if the Roman Empire had continued to this day. People speak their different dialects, but they all use Latin as a written language, and then there is a centralized government, a modern economy, and the world's largest middle class. It's not accurate but it's a useful analogy. So, this kind of state cannot afford today's Western political system; if you tried this system, the country would break up immediately. Just like the Roman Empire, if it continued today, would break up with the Western political system. For this kind of country, the political tradition of running this kind of country, the political governance or political culture for state-governance or statecraft, is always a unified ruling entity, a united political entity.” (*Zhang Weiwei, The Schiller Institute, Address by Prof. Zhang Weiwei, Berlin, 7/11/2017 (schillerinstitute.com)*)

Now looking at the qualification criteria of being a civilization-state, China is not the only country which deserves this feather in its cap. Right now, the most credible contender in this arena is India. In case the civilizational politics gains hold over the world, one might witness the deepening integration of Europe finally leading to civilization-state being its distant and broader goal. We can't ignore that fact that every nation-state has some or the other forms of civilizational bedrock. A classic example would be that of 'American Exceptionalism', a proper terminology that traces its origin in the American revolution; through which America emerged as the first new nation with a distinct set of ideas and principles which makes it inherently different and ultimately superior to others. So, no matter how new or old a nation-state might be, its history and identity play an important role in shaping its principles and policies. It has been historically referred to as a firm belief that the United States differs qualitatively from any other nation because of its national credo, historical evolution, or distinctive political and religious institutions. This difference is often expressed in American circles as some categorical superiority, to which is usually attached some alleged proof, rationalization or explanation that may vary greatly depending on the historical period and the political context.

With respect to India being a civilizational- state, Zhang specifically points out that it has always lacked political unity, which China has usually had being the only country which has a civilizational continuity stretching back five thousand years. An Indic researcher and scholar Koenraad Elst has put up opposite views to that of Zhang by saying that he has picked up the usual misconception that India was only cobbled together by Queen Victoria. In one of his famous articles he writes, “Europe and America lost their souls to Christianity, Egypt and Babylon lost theirs to Islam, and likewise, China has seen a thorough overhaul of its way of life under Mao Zedong. Only India enjoys civilizational continuity since at least the Harappan period. In India, the ideal of political unification existed already in ancient times, and came fairly close to realization in the Maurya, Gupta, Moghul and Maratha empires. More importantly, even in a condition of political

fragmentation, India showed a remarkable civilizational unity. That makes modern India a civilization-state par excellence: it is a state that unites regions with little politics but much civilization in common.” However, one shouldn't presume that Elst meant Indians should begrudge the Chinese their continuous civilization. He instead wants them to have the ambition to make the similar claims for themselves. In ornate lines he says, “China has one big and four small stars in its flag to signify that its major nation and a number of minor nations are united in a single state. India has the 24-spoked wheel of the chakravarti or universal ruler in its flag, meaning that within his empire, every tribute-paying vassal state had its own autonomy and traditions. In modern and more egalitarian terms: the Indian federation unites many communities into a single civilization-state.” (Koenraad Elst, (2014), *India as a civilizational state*, *The Pioneer*)

The Indian civilisation may be understood as a federal civilisation with numerous sub identities, having different style of eating, dressing, living, that are free to retain their individual identities but have always remained culturally and politically bound under the broad canvas of this civilization. British colonisers always treated this piece of land as a collection of multiple states but never as one nation as the diverse social order of India couldn't fit in their Eurocentric perception of nation-state. The scepticism of Anglo-Indian authorities, such as John Strachey, who were of the view that 'there is not and never was an India according to European ideas. Withstanding the nature of situation, J Sai Deepak in his bestseller 'India that is Bharat' argues, “Notwithstanding the clear identification of Bharat's natural borders, the sheer human diversity contained within it is bound to confound any observer who superficially attempts to apply the yardsticks of a 'nation' to Bharat. It is evident that the monochromatic concept of a nation does not do justice to Bharat, and therefore as opposed to cutting the head to fit the hat, a different yardstick must be applied, which is that of a civilisation, given that diversity and scale are two of the central requirements of a civilisation.” (J Sai Deepak, (2021), *India that is, Bharat: Coloniality, Civilization, Constitution*, *Bloomsbury publishers*, P49-60)

Now one should understand that the concept of civilization- state isn't all about China and India. Many might not be aware that Russia too distances itself from the Western uniformity, the distinction is more popular among masses in political form than civilizational. But there are identified set of differences between Russia and Europe which shaped the specificity of its civilizational structures. These primarily constitute the Byzantine path of inheritance and reception of classical and early Christian traditions; the interconnection and quasi-separation of church and state; religious sects and movements that “failed to sustain 'liberal' political ideas, rationalized and universalistic orientations”; and the patriarchal and communal orientations that differ from the notion of associations that predominate in the Western social structures and institutions. (Donald A. Nielsen, “Sects, Churches and Economic Transformations in Russia and Western Europe,” *International Journal of Politics, Culture, and Society* 2(4) (1989): 493-522) Medieval Russia was to a large extent unfamiliar with the Greek philosophy, Hellenic science, Roman laws, and to a limited extent knew of early Christian theology, all of which had a significance effect. Their adoption of cultures has remained remarkably selective.

The western think tanks usually fail to understand the pretext of the rise of civilizational consciousness. For them it is merely a tool used by certain states, especially from the east, to challenge the Western political thought and shift the paradigm of politics from liberal universalism to cultural exceptionalism. Many find it as an attempt to decompose the unified set of standards in

international relations set by the Western nations. For example, Burno Macaes in his essay 'The Attack of Civilization-State', argues that the emergence of the civilization state poses a delicate problem for the west as to a great extent western societies have sacrificed their specific cultures for the sake of universal projects. But if the lens of observation is altered a bit, we will understand that the world accepted universal values of Western enlightenment by setting ablaze their indigenous identities, their thoughts, philosophies, customs, ways of life, etc. Specifically, in the colonies of Europe, a highly successful attempt to colonise the minds through complete domination of the culture and worldview was made. Scholars describe this as cultural coloniality. One of its major objectives was to mould the subjugated society in the image of the coloniser, which is the European worldview in this context. This should not come as a surprise, that none of these colonies have been able to decolonise themselves yet. However, the attempts to do so have started acquiring grounds. And the idea of cultural nationalism is one of the outcomes of these attempts. Cultural nationalism in simple terms refers to the national identity of a person that is expressed by shared cultural traditions and heritage which includes history, literature, architecture, religious practices, customs, etc.

Out of all the sources and forms of colonialism and coloniality the world has witnessed, none equals the European version (specifically Western European colonialism) in its reach, omnipresence and recorded longevity, which continues to affect both erstwhile colonised societies and the rest of the world. (W. Mignolo, (2005), "The Idea of Latin America", Blackwell Publishers.) The horizon of world history will be a good example to understand this effect. The whole world has essentially adopted the European history as their own. For Europe, the Age of Discovery, which was preceded by the Dark Ages for a millennium, was a significant milestone which contributed to the world at large, and this can't be denied. However, this does not mean that the whole world lived in denial prior to that. Many societies and cultures were on the pinnacle of their scientific and spiritual progress then. Unfortunately, we fail to recognise these as their sciences, philosophies and traditions do not go hand in hand with the West. In the name of modernity, Eurocentrism was, in fact, promoted on an unprecedented scale. Which led to denial or rather unacceptance of other schools of thoughts. For centuries this created a cultural complex in minds of indigenous people of Latin America, Asia, Africa, etc.

But now alternative think tanks are emerging, giving voices to their burnt and buried systems of governance, schools of thoughts and ways of life, to restore pluralism and reject uniformity. They reject the totalising universalist claims of Europeanism. Instead of treating the European position as the sole universal benchmark, it is treated as one of the options within the global pool of thought.

Now a common perception of Asia leading the front of this discourse will come into a layman's mind. But interestingly, a better understanding of decoloniality and indigenous sovereignty largely prevails among the Americas, specifically those belonging to North America, Latin America and the Caribbean, which is then followed by Africa.

However, one of the major reasons scholars believe that the Asian countries can have the largest impact on the way cultural nationalism is perceived is because half of Africans and almost all of Americans have adopted the religious practices of the colonisers; this might have some indigenous glazes but to the core the indigenous sovereignty isn't guaranteed. In stark contrast, the persistent practise of precolonial faith by some countries of Asia, makes them 'living

indigenous civilisations' which guarantees civilizational continuity to them. And thus, they claim to be civilizational-states. Here, we should not assume that civilization is equal to religion and religion is equal to civilization. To put this into context, the Muslim world would probably be the best example to deal with. You cannot simply term them as a Muslim civilization because they all follow the same religion. The Arab civilization differs from that of the Turks or the Iranians for that matter. Because in the end, one needs to keep in mind that clashes and conquests may have resulted in conversions and formal acceptance of religions; but the allegiance to indigenous ideas cannot be eroded.

China, specifically has not only claimed this position of being a civilizational-state but has also identified with it by using these indigenous ideas of it as a bedrock for its policies. As the Chinese claim, the validity of their state goes far back and significantly rests upon the relationship between State and Society. The identity of China is not as young as last 100 or 200 years, the years when China could be defined as a nation-state by the world. It can be better stated as a cultural consciousness developed over the past 2000 plus years by the development and expansion of the Chinese empire. Most of the rites, beliefs and culture that make China Chinese, originate from this ancient civilisation-state and they still form an important part of the Chinese discourse. Although China has a central government, it has in many senses tried to establish itself in a very decentralised way, trying to rely on local governance. The huge size of the nation can be considered a challenge to the country, to keep the civilisation together.

Even if the country can be considered diverse and pluralistic, but it still rests upon the same values and to a great extent on the same race. 90% of the Chinese proudly consider themselves to be part of the same race, the Han; one that is found only in China and unarguably it has big implications for Chinese politics. The Chinese state however is very hard in conservation and spread of the Han race. And it has been successfully using the Han population to penetrate in bordering territories like Tibet and internal provinces like Xinjiang. Which makes one wonder if the Chinese civilizational principles are a tool for indigenous sovereignty or is it a weapon of expanding their dominance. If China is trying to be the next Europe by using the badge of civilizational-state, then it would be even more devastating for the entire globe, especially the poor countries on which they can exert their influence by economic means. This would be a more intensive attack which might lead to complete loss of indigenous sovereignty from those regions. Thus, the world should take cognizance of it before it's too late for them to act.

Considering the broader spectrum, one more topic that requires attention is inter-civilizational encounter. B. Nelson, the one who coined this term, majorly focused upon the relations between different structures of consciousness. Which comprises of cultural views, ideas, logics and key images that direct human thinking and experiences. It is basically a relationship between different civilizational complexes. The adoption of Western modernity by recipient societies provided a broader bedrock for ideas which was not only specific but limited also. Thus, no space was provided for alternative ideas and thus there was hardly any chance of clashes to occur. But with rising civilizational discourse, such encounters may occur. The positives of these encounters are that they may result in decisive cultural adaptations, creative syntheses of ideas, inheritance of ways of thinking in new cultural creations which decisively modify the future civilizational landscape for the parties involved, and ultimately shape the ideological makeup of the world. However, this notion is not just limited to restoration of plurality, the occurrence of civilizational

clashes based on each one's own versions of historical expansion can prove to be serious threats to existence of societies. To give it a context, we can consider the view of Islamic civilization been attacked by the West that has driven Al Qaeda's rhetoric and ultimately have had terrible consequences.

To take precautions against this, promotion of inter-civilizational dialogue and understanding has started flourishing. This too came after the term civilizational-state acquired significant attention. In the context of United Nations, in the year 2001, the proposal of 'Dialogue among Civilizations' was passed by then-President of the Islamic Republic of Iran, Mohammed Khatami. This initiative was followed in 2005 by the launch of the UN Alliance of Civilizations, which has built a permanent secretariat in New York. In the last 15 years, UNESCO and the Organization for Islamic Cooperation have also designed programs on dialogue of civilizations. Moreover, many NGOs and interreligious platforms like the Sant'Egidio Community International Meetings 'Peoples and Religions' and the World Public Forum 'Dialogue of Civilizations', have used the idea of dialogue of civilizations as a vision to counter the dangerous possibilities of clashes. Various world leaders of different political, cultural and religious orientations like Václav Havel, Barack Obama, etc. have applauded the initiative and called for the need for more such dialogues to see across civilizational lines in international community. (*Gregorio Bettiza and Fabio Petito, (2018), "Why (Clash of) Civilizations Discourses Just Won't Go Away? Understanding the Civilizational Politics of Our Times", E International relations*)

Some analysts argue that the twenty-first century might belong to the civilization-state, just as the former belonged to nation-states. Today when civilization has made a strong come back at the forefront of global policy debates with the leaders of rising powers like China, India, Russia stressing their civilizational identity in policy formulation, be it domestic or foreign, the amount of public acceptance for them shows the eagerness of individuals to regenerate their indigenous identities. Even the earlier president of U.S., Donald Trump, had a significant glimpse of civilizational consciousness in his domestic and foreign policies; 'Make America Great Again' is a good example to showcase. It creates the basis for an unspoken consensus on the values that would underwrite a new world order on which leaders like Xi Jinping, Vladimir Putin, Victor Orban, Mohammed bin Salman, Narendra Modi and Donald Trump find a degree of common ground. Analysts explained these developments by pointing to multiple factors, like 2008 financial crisis, jihadist violence, the war in Syria, and a dashing of hope with the achievements of the 2011 Arab revolts, 9/11 attacks on New York's World Trade Towers and the Pentagon in Washington. The targeting on identity basis has created a sense of insecurity in minds and hearts of people; and this insecurity is pushing them to act defensive for their people, culture and identity. However, these can, at best, be accelerators not initiators.

In the past few years, India is trying to touch some unsolved fault lines with respect to its civilizational existence. These moves have sparked debates which fundamentally boils down to the question of identity of this land, whether we consider it solely as a synthetic outcome of colonisation or it has an indigenous civilizational consciousness which preserves its integrity. The bigger philosophical question to address here is, what is it that India is aiming for? Where exactly does India envisions herself not only in next few decades but in existential basis. Because, in the end, politics is temporary but civilization is permanent. Can the Indian State reconstruct itself into a Dharmic version of utopia or Ram Rajya besides rhetorical abstractions? Can a Swaraj which

values cultural consciousness over religious identities be formulated? India needs a firm narrative.

In a recent book by Rajiv Mantri and Harsh Madhusudhan titled as 'A New Idea of India' which specifically focuses upon individual rights in a civilizational-state, it marks different strata to administer civilizational consciousness or the Indic narrative. It says that there are four levels of political consciousness, in increasing order of depth -party politics, public politics, the philosophical and the psychological. At the party-politics level, non-members including self-styled intellectuals, motivated more by economic or social concerns, should rise above partisan bickering and focus more on promoting ideas. Electoral politics should be left to the cadre; as that too is a critical role in any democracy. At the public policy level, they say, that there is room for substantial give and take. Everybody should agree to concede a little and drive change on connected issues such as dealing with illegal economic migrants and religion-based personal law. Finally, at the psychological level, the real debate is between self-belief and a deep-seated inferiority complex. (*Harsh Madhusudhan and Rajeev Mantri, (2020), "A New Idea Of India", Westland Publications*)

But why do we really need a narrative? Why should one reject a prudent idea just because it didn't originate in land which he identifies himself with? This is where the Indian or the Sanatan civilizational framework comes to aid. If you look at the Indian Narrative, it is not fixed and close, it is not one book, one history, one God, one event that everybody buys into. It's basically an open architecture where you are free to choose your principles, set of believes, forms of worship. The structure is such that lot of different ideas can be plugged in. And the goods of the west, rather, the whole world can accommodate in this open architecture. But to add, to adopt their notions doesn't mean to eliminate ours. However, all this should be done under a framework which keeps harmony among the existing masses of this land, and the framework is termed as Dharma.

And it is a result of Dharmic framework that a wide diversity of population could enjoy tremendous harmony until the recent centuries.

It is sad state of affairs that today we find the Western narrative more harmonious and universal than ours but what we don't try to understand is why do the natives got ethnically cleansed in America after the arrival of whites. In 1600s the population of natives was almost half of the continent but now they are almost finished off. Why? Ultimately, because of the lack of respect for difference. You will not find any sort of ethnic cleansing or elimination in the Indian history. We need to understand that the diversity that we enjoy in India is not coincidental. It is, in fact, the product of civilizational morals of this land. There had been times when even civilization like China, were as diverse as India in terms of language, ethnicity but with time you had the Han Chinese and the mandarin language took over others. There were times when great empires even the Sikhs, the Marathas ruled almost the whole geography of India but they never tampered with your ethnicity, your language, your faith, your culture. Sharing and amalgamation happened but erosion was something that wasn't native to this land, a few centuries back. There had been political conflicts or battles but with certain set of principles. These are the civilizational ethos of unification and acceptance which India as a civilizational-state can gift to the world.

But to gift something, first you need to preserve it and to preserve it means to practise it. Civilizational knowledge should be taken as an intellectual property asset; rather than labelling everything as myth, serious institutions should be established to use scientific and academic

techniques to examine the ancient civilizational knowledge, which will be beneficial not only for the country but also for the whole world at large.

It's not unusual to get a response like 'Even if modernity is westernization, what's wrong with that? Why can't we be a part of it?' To which I have a simple response, which is essentially borrowed from Dr Rajiv Malhotra's writings; that there is a nuance between being a part and being digested. When a cat and a mouse coexist together in a house then both of them can claim to be partners. However, one fine day if the cat eats the mouse, then it would be stupid for the mouse to rejoice saying that I am proud to be a part of the cat. Because, it has lost on its very existence. Similarly, if your civilization gets digested and ceases to exist as its own self then it cannot go on adding value to the world because the distinction is lost.

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Analytical Financial Study of Sun Pharmaceutical Industries Ltd. and Indigo – InterGlobe Aviation Ltd. With Special Reference to Covid - 19 Pandemic

Christina Babu and Yash Mahalpure

Abstract

The financial performance of these two organisations namely Sun Pharmaceutical Industries Ltd. and IndiGo – InterGlobe Aviation Ltd. with special reference to the Covid - 19 pandemic has been scrutinised with the help of Ratio Analysis and comparative study. The study is done for the period of FY 2020-21. The research helps in finding the financial conditions of the company and states that Sun Pharmaceutical Industries Ltd. is highly liquid and shows satisfactory efficiency while the solvency and the profitability are questionable and inconsistent, it is still giving profits. In the case of IndiGo – InterGlobe Aviation Ltd., the financial shape is unfavourable in the terms of liquidity, solvency, profitability and efficiency since it is incurring huge amounts of loss. This paper will be useful for various further financial studies and financial analysts.

Keywords: Ratio Analysis, Profitability, Efficiency, Liquidity, Solvency.

1. INTRODUCTION

The financial analysis helps in interpreting the company's pecuniary performance. It focuses on its monetary sources, capacity to hold credit and its economical background. It studies the assets, liabilities, investments and accounting factors. It also aims to study the current scenario of the company and determines to show its potential for future growth.

The outbreak of COVID – 19 in different parts of the world has been a major concern for all the authoritative units of India. India is additionally confronting this exceptionally extreme situation for controlling the infection flaring up and has overseen its growth rate through a few strict measures. It has been seen that the development rate of infected cases has been controlled with the assistance of National Lockdown, although a few uncontrolled mass level occasions had adversely affected the infected cases. India is, however, urged into the third stage of the COVID - 19 outbreak i.e., the community flare-up as seen by different nations around the world, but the cases have been rising continuously.

The present research study emphasises two different companies from two different sectors namely:

Sun Pharmaceutical Industries Ltd. from Pharmaceutical Sector

The pharmaceutical industry in India, as recently as 1970, was ruled by remote nations in spite of the fact that it started with Bengal Chemical Works by Prafulla Chandra Beam in 1901. From 1970, residential operations with trades had begun and with the propelling of operations within the outside nations by 1990, India became a major drug generic manufacturing country.

Domestic pharmaceutical advertising is at Rs.3173.88 billion approximately and traded at Rs.1946.89 billion approximately in 2021, whereas the entire stock sends out up to 6.6%. There was a send out of 586.4 lakhs Covid - 19 antibodies to 71 nations. As per the 2021-22 Union

budget, Rs.73,932cr was allotted to the Ministry of Health and Family Welfare and Rs. 2663cr to Department of Health Research.

IndiGo – InterGlobe Aviation Ltd. from Aviation Sector

The respectful civil aviation industry began in 1932 with the introduction of the primary aircraft by J.R.D Tata named Tata Air Services. It took its first take-off from Karachi to Mumbai after getting a contract with Imperial Airways. From the 1950s to 1974, it had developed as well as had ups and downs and inside this timeframe, the number of domestic carriers increased gradually. However, this industry experienced a boom after the 2000s by advertising low-cost air services.

The boom within the Indian flying industry with being at 3rd position in domestic aviation within the world with quick developing companies like IndiGo, SpiceJet, etc. is contributing to the Indian Economy at a positive rate. Moreover, it anticipates overwhelming the UK in being the 3rd biggest air passenger market by 2024 as right now, it has 115.37 million Indian air passengers as of FY21.

2. LITERATURE REVIEW

The researchers have studied and looked at various other research papers, journals, articles, etc. related to the respective thesis to understand and analyse the extensive range of the concept and the associated issues. These are some of the literature reviews that have been done by the researchers.

A. Ramya and Dr R.M. Sekhar (July, 2014), research paper focused on the financial performance analysis of the pharmaceutical companies based on the financial statements of the last 10 years. Profitability and liquidity status are determined from the financial parameters to study the financial health and viability as well as consistency and growth rate to classify the companies into specific categories. The figures and information used are secondary data and 22 bulk companies, 10 formulation companies with 3 MNCs are selected for the research. It was concluded that the size of the company played a crucial role in the financial analysis.

Monalisa Mohanty (July, 2020), analysed the financial performance trading on the ratio analysis and statistical analysis of the selected pharmaceutical companies over the period of 5 years from 2015 to 2019. They specifically highlighted its repayment potential, capital structure, profit generation and efficiency with ratio analysis. Secondary data is used in the research as per the financial statements of the companies with the highest sales over 5 years. The sample companies are Sun pharma and Cipla Ltd. The Research presumed that the companies exhibited sufficient liquidity and leverage ratios but lacked profitability and efficiency.

Dr Sachin Bhide (June 2020), in his research paper evaluated and analysed the financial performance of selected Indian companies using ratio analysis. The research is done through case study method and the companies were selected based on some specific criteria such as listed on the stock exchange, variety in terms of scale and at least one office in Pune where data was gathered through sources such as annual reports, previous research papers, journals etc. The research came to a conclusion about the profitability position in terms of net profit ratio and return of capital employed for the selected companies.

Dr Sunil Patel (August, 2014), critically examines and explains the reasons and methods of the highest profits making and highest market capital company IndiGo, in the most volatile airline industry. The research work is completely based on the available secondary data and resources

from sources like the Centre for Asia Pacific Aviation (CAPA). It has successfully achieved the ranking among the other airline companies taking into consideration the operational performance and financial engineering and by working on cost-cutting and cost controlling techniques very firmly.

Pavan Gopichand Walecha Pavan and G. Walecha (February, 2013), analyses and studies the financial performance and the growth of the selected airline companies and determines the best services provider. The research is for the period of 5 financial years 2007-2011 and is based on secondary data collected through websites, journals and magazines. The airline industry is highly competitive and to survive in the market, financial performance of the company and the quality of the service provided matter.

Rajani Abbadasari and Naganjaneyulu Adapa (June 2020), work on studying and investigating the profitability and overall financial performance of Air India Limited. It also tries to find out the asset utilisation efficiency and the solvency capacity for the period of 2014-15 to 2018-19 of Air India. The data sources are secondary from the official sites of Air India examining the various types of financial statements using various types of statistical tools. It states that the overall financial performance and profitability is not satisfactory and the company needs to focus on cost-cutting and increasing the net profit margin.

3. STATEMENT OF PROBLEM

There have been a lot of changes within the world and essentially talking in terms of India. There have been several financial and monetary fluctuations concerning diverse segments and businesses. The financial transactions of numerous divisions are experiencing a boom whereas a few segments are falling. One needs to get the variables influencing the boom and the destruction in addition to the exceptional changes that might take place within the current situation. This consideration about all the above factors will offer assistance to diminish the hole of investigation work left between the given time outline and make it supportive for the shareholders and other potential stakeholders.

With the spread of Covid - 19, all the pharmaceutical companies were under the pressure of coping to make up for the rising market needs. The acquisition of basic crude materials was, to a great extent, from remote nations which had a colossal effect on the quick generation and prompt supplies of products. The obligation of providing drugs and other therapeutic gear to the government had expanded which influenced their trade to private companies. There was a parcel of safeguards to be taken for the workforce and their security to anticipate the workforce from getting contaminated, furthermore added to a rise in costs for the company.

The aircraft companies, which are considered to be the foremost and influential ones within the market, were only able to accommodate 30% of travellers of their capacity because of the quarantine norms of different states but had to carry the costs much more than they had presumed. They had no signs of monetary help from the government which constrained them to negotiate other costs with banks, airport terminals and oil companies. An increase in Covid - 19 cases and uncertain limitations on movement lead to a decline in tourism and hurt more within the recuperation of aircraft companies.

4. RESEARCH OBJECTIVES

This research paper aims to focus on the current financial scenario of selected companies and their growth prospects in the context of the Covid - 19 pandemic. The specific objectives of the present research study are as follows:

- To study and evaluate the financial performance of selected companies in the pandemic.
- To understand the profitability, liquidity, solvency and stability of selected companies.
- To throw light on the future potential of the selected companies.
- To suggest measures to improve the financial performance of selected listed companies in the pandemic.

5. HYPOTHESIS

H₀: The financial performance of the selected companies has been inversely proportional since the outbreak of the Covid - 19 Pandemic.

H₁: The financial performance of the selected companies has been directly proportional since the outbreak of the Covid-19 Pandemic.

6. RESEARCH METHODOLOGY

Data Sampling:

In accordance with the judgemental sampling method, which is a non-probability sampling approach, the researchers selected units of samples based on companies that have high market capitalisations.

Data Collection:

The study is based on financial statements and annual reports of two companies from different sectors namely:

Sun Pharma from the Pharmaceuticals Sector, and IndiGo from the Aviation Industry.

The data gathered would be analysing the company's consolidated balance sheet, Profit and Loss a/c, Cash flow Statement and the financial policies formulated from them with the help of statistical tools like Ratios, Average, etc for drawing meaningful conclusions and reporting the findings.

The data gathered and used for this research is secondary data. The data has been obtained from the respective corporate website. The information is also procured from other authentic websites and also some online libraries like N-List and India Branch Equity Foundation (IBEF). The study has been conducted for the data and reports taken for the financial year 2020-2021.

VARIABLE DESCRIPTION

The two variables considered are Covid - 19 as an independent variable and financial performance as a dependent variable. The financial transaction of the company is impacted by the Covid - 19 widespread. The Covid - 19 has influenced the workforce, availability of raw materials, precautionary costs which has eventually influenced the financial performance. The Covid - 19 has impacted Sun Pharma and IndiGo in 2 different ways.

Independent Variable

Covid 19 – The Covid-19 is deemed as the independent variable since it isn't influenced by any

factors affecting the economy or the enterprises. Thus, researchers consider the pandemic as a steady variable throughout the research about the period taken into account. Covid - 19 has been uniform and stable for the full investigation handle but has had a colossally noteworthy effect on the economy and the corporate world.

Dependent Variable

Financial Performance - This variable is said to be dependent because its performance was seriously affected by Covid - 19 pandemic which can very notably be identified through the financial statements and policies. The financial reports studied show drastic changes in the previous and current years. Therefore, it implies that the financial performance is reliant on an independent variable such as Covid - 19. The financial performance is thoroughly analysed and studied with the help of RATIOS like:

1. Profitability Ratios
2. Activity Ratios
3. Liquidity Ratios
4. Solvency Ratios

TERMINOLOGY

The study identifies ratio analysis as one of the most significant tools for the research. Financial ratio analysis compares the independence of two or more items in the financial statements. Ratios are taken as a key component to analogize the different periods and interpret the fluctuations occurring in the current financial year.

The study is predominantly based on the calculations and suppositions based on the financial reports. The financial summary of the company contains corporate information, reports, statements, accounting policies. Examining and evaluating the financial statements can provide insightful observations about the company and its financial health contributing to the effective research analysis.

Covid - 19 pandemic has had a distinct impact on different types of companies. The novel virus had a chronic impact on the corporate world giving rise to new opportunities and threats. Covid - 19 was a prime strand in accelerating a major transformation in operating businesses around the world. Therefore, the analysis of the financial performance for the current period demands the study to take into account the element of the ongoing pandemic.

7. SCOPE OF RESEARCH

The study is restricted to two top companies with the highest share market capitalisation in their respective industries/sectors. It has taken into consideration the financial data and the quantitative data for the FY 2020-21, by examining the crucial variables and ratios.

8. ANALYSIS AND INTERPRETATION:

During the current research study, we aim to evaluate the ratios to obtain an overall understanding of the company's financial performance. The following ratios were used to evaluate the strengths and weaknesses of Sun Pharma and IndiGo:

- Liquidity ratios – Current Ratio
- Solvency ratios – Debt-to-Equity and Interest Coverage Ratio
- Profitability ratios – Net Profit and Return on Investment Ratio
- Turnover ratios – Working Capital Turnover and Inventory Turnover Ratio

1. Current Ratio:

It is an inter-relationship of current assets to current liabilities. It elucidates the company's capacity to meet short term financial commitments.

FORMULA: $\text{Current Assets} / \text{Current Liabilities}$

The ideal ratio is considered to be 2:1. The ratio should neither be too high nor too low because in both cases it has its own effects.

COMPANY	Sun Pharma		IndiGo	
	2021	2020	2021	2020
Current Assets	304420.8	316541.6	206685.73	224564.6
Current Liabilities	161456.3	157064.3	189236.92	164374.58
Current Ratio	1.89	2.02	1.09	1.37

Sun Pharma:

The current assets have decreased by 12120.80 million in 2021 whereas the current liabilities have increased by 4392 million in 2021 resulting in a negative change in the current ratio of 0.13 times. The classic measure of liquidity of each company stands at 1.89 times the value of current liabilities.

There has been a continuous decrease in the current assets like investments, fixed deposits, bank balances other than liquid cash and short-term loans. In the meantime, the current liabilities have increased as credit purchases and other financial liabilities increased.

IndiGo:

The current ratio of IndiGo is 1.09 times to the current liabilities. A slight deterioration is there within the current financial year of 2020-21 compared to the past financial year of 2019-20 which is 1.37 times.

The major decrease in current assets has been due to a decrease in investments and loans receivables. The current liabilities are increasing due to the national and international bank loans. The lease liabilities and provisions have also increased.

2. Debt To Equity Ratio:

It assesses the long-term financial capability and position. It defines the relationship between external debts and internal equities. It also indicates the extent to which the business is dependent on borrowed funds.

FORMULA: $\text{Debt} / \text{Equity}$

The ideal ratio is 2:1, expressed as a pure ratio.

Table 2 : Debt-to-Equity Ratio

COMPANY	Sun Pharma		IndiGo	
	2021	2020	2021	2020
Debt*	12252.5	25399.2	9339.22	9100.85
Equity	419893.8	407058.4	1049.8	58720.61
Ratio	0.03	0.06	8.9	0.15
*Debt = Long-term Borrowings + Long-term Provisions				

Sun Pharma:

The Debt-to-Equity ratio has seen a negative change of 0.03 compared to the previous year. The debt has decreased to 12252.5 million while the equity has subsequently increased to 419893.8 million in the year 2020-21.

The decrease in debt is contributed through the repayment of long-term loans and provisions made as per Ind AS 37 Provisions, contingent liabilities and contingent assets. In the context of equity, there isn't any major change in the components of equity except a minor increase in the retained earnings and legal reserves.

IndiGo:

The Debt-to-Equity Ratio has increased to 8.9 times compared to 0.15 times last year. This drastic change is due to the slight increase in debt and extreme fall in the equity figures.

The long-term borrowings and long-term provisions do not exhibit a major change but an overall change has been ascertained an increase in debts. In case of equity, there has been excessive use of reserves and surplus from retained earnings leading to its negative figures and making the equity drop to a very low figure.

3. Interest Coverage Ratio:

It ascertains the profits available to cover the interest charges on long term debts. This ratio is helpful for debenture holders and long-term investors.

FORMULA: Earnings before interest and tax / Interest on long-term debt

It is expressed in times. A higher ratio means the better the financial soundness and lesser than 2.5 represents a higher risk of bankruptcy.

Table 3 : Interest Coverage Ratio

COMPANY	Sun Pharma		IndiGo	
	2021	2020	2021	2020
EBIT	29408	53123.2	-36760.87	16202.02
Int. on Long term Debt	1414.3	3027.3	21419.83	18758.71
Ratio	20.79	17.55	-1.72	0.86

Sun Pharma:

There has been an increase in the interest coverage ratio to 20.79 times in FY 2020-21, though the profits have reduced due to the exceptional items. Interest coverage ratio lower than 1.5 times would have meant that the company earnings were not enough to cover the interest obligations.

Earnings Before Interest and Tax is affected by the decline in finance costs. The profit also has drastically decreased due to the exceptional items such as deferred tax, penalty charges and settlement agreements amounting to 43061.4 million. In case, the exceptional items hadn't been changed from the initial profit for the FY 2020-21 then the profit would have been 72469.4 million increasing the ratio to 50.24 times and keeping the company in profit. Interest on long term debts which is also called finance costs has reduced as there has been repayment of long-term loans and borrowings.

IndiGo:

There is a negative change in the interest coverage ratio of 2.58 %, leading to -1.72% in the current year whereas last year the interest coverage ratio was 0.86 %.

Earnings Before Interest and Tax has dramatically decreased and the company is incurring losses. This is due to the fall in revenue from operations and other income apart from the slight decline in the various other expenses. As the long-term borrowing has increased, the interest on the same has also increased subsequently.

4. Net Profit Ratio:

It is calculated to estimate the net profit earned in relation to the revenue from operations. It helps in determining the operational efficiency and also is the main variable in computing the Return on Investments for the investors.

FORMULA: $(\text{Net profit after tax} / \text{Revenue from operations}) * 100$

It is expressed in percentage. A general thumb rule is that 10% is regarded as average, 20% as high and 5% to be low.

Table 4 : Net Profit Ratio

COMPANY	Sun Pharma		IndiGo	
	2021	2020	2021	2020
Net Profit After Tax	21263.2	62927.9	-58064.27	-2336.78
Revenue from Operations	334981.4	328375	146406.31	357560.01
Ratio	6.35 %	19.16 %	-0.4 %	-0.01 %

Sun Pharma:

The net profit ratio reduced to 6.35% in FY 2020-21 from 19.16% in FY 2019-20 as the exceptional items and deferred tax were charged. If the exceptional items weren't taken into consideration, the net profit would have been higher than the previous year and subsequently given a higher net profit ratio.

The net profit had shown an increasing trend but there was a tremendous decline in 2021 due to the exceptional items like deferred tax, penalty charges and settlement agreements amounting to 47487.5 million. This was a one-off expense, but it had a great impact on the financial position of the company. The revenue from operations has increased since an additional amount was recorded complying with the requirements of Ind AS 115 as deferred revenue and revenue from the contract.

IndiGo:

The Net Profit Ratio shows a negative change of 0.39 % leading to -0.4 % in the current year and -0.01 % in last year. This implies that the company has been incurring more losses as compared to the last year.

The Net Profit ratio has been tremendously affected by the revenue from operations which has declined drastically. The revenue from operations has been influenced and has decreased due to the low passenger traffic, dropping level of tours and packages, fall in in-flight sales and reduction in subsidies received.

5. Return on Investment Ratio:

Return on capital employed ratio is the satisfactory measure to ascertain the efficiency of funds invested by the shareholders, debenture holders and long-term investors. It throws light on the overall utilisation of capital employed used in the business.

FORMULA: Net profit before interest, tax and dividend / Capital Employed
It is expressed in percentage.

Table 5 : Return on Investment Ratio

COMPANY	Sun Pharma		IndiGo	
	2021	2020	2021	2020
NPBIT and D	29408	53123.2	-36760.87	14279.49
Capital Employed*	432146.3	432457.6	10389.02	67821.46
Ratio	6.81	12.28	-353%	21.05%
*Capital Employed = Debt + Equity				

Sun Pharma:

The Return on Investment has reduced by 5.47% as compared to last year and in case the exceptional items wouldn't have been deducted from Earnings before Interest and Tax, then the Return on Investment would have increased to 16.76% from 12.28% improving the financial position of the company.

The net profit of the company shows a drastic fall due to exceptional events such as deferred tax, penalty charges and settlement agreements in the year 2020-21. These events added to the expenses of the company and in turn decreased the net profit before interest, tax and dividend. Capital employed has shown a slight change since there is a reduction in the debt of 2020-21 compared to the previous year. A large number of loans and borrowings were repaid which negatively affected the total capital employed of the company.

IndiGo:

The Return on Investment had a colossal drop of 374.05 % in FY 2021 resulting in -353 % from 21.05 % in 2020. This implies that the cost of investing was higher than the returns which was a factor for the loss of the company.

Earnings before Interest Tax and Dividend have decreased extremely and gone into major loss due to the fall in revenue from operations and other income has decreased with the low passenger traffic, dropping level of tours and packages, fall in in-flight sales and reduction in subsidies received. There has been an increase in debts, whereas in the case of a decrease in equity, it has been due to excess use of reserves and surplus from retained earnings. This has resulted in decreased capital employed as compared to last year.

6. Working Capital Turnover Ratio:

It helps in ascertaining how efficiently the working capital has been utilised in terms of generating revenue. It states the efficiency or inefficiency of working capital as a whole and is preferred over the Inventory turnover ratio.

FORMULA: Revenue from Operations / Working Capital

It is expressed in Times. The ideal working capital turnover ratio is regarded as 1.2 and 2.0.

Table : 6 Working Capital Turnover Ratio.

COMPANY	Sun Pharma		IndiGo	
	2021	2020	2021	2020
Revenue from Operations	334981.4	328375	146406.31	357560.01
Working Capital*	142964.5	159477.3	17,448.81	60190.02
Ratio	2.34	2.06	8.39	5.94
.....				

Sun Pharma:

The working capital turnover ratio is increasing as compared to the previous year by 0.28 times. The working capital and revenue from operations have also subsequently increased as compared to last year.

The revenue from operations has increased since an additional amount was recorded complying with the requirements of Ind AS 115 as deferred revenue and revenue from the contract. There has been a continuous decrease in the Current Assets like Investments, Fixed Deposits, Bank Balances other than liquid cash and Short-term loans. In the meantime, the current liabilities have increased as credit purchases and other financial liabilities increased. This resulted in a decrease in capital employed.

IndiGo:

The working capital turnover ratio has shown an increase, being at 8.39 times this year whereas it was 5.94 times last year. This is due to the sudden decrease in Revenue from Operation and Working Capital.

The revenue from operations has been influenced and has decreased due to the low passenger traffic, dropping level of tours and packages, fall in in-flight sales and reduction in subsidies received. The major decrease in current assets has been due to a decrease in investments and loans receivables. The current liabilities are increasing due to the national and international bank loans. The lease liabilities and provisions have also increased. Hence the working capital has been drastically dropping due to the difference between the current assets and current liabilities and its influencing factors.

7. Inventory Turnover Ratio:

It estimates the speed of how quickly the inventories or assets are moving or utilised in terms of generating sales. It assesses the soundness of inventory management and the amount invested in inventory does not exceed the average.

FORMULA: $\text{Cost of Revenue from Operation} / \text{Average Inventory}$

It is expressed in times and can be converted into days.

Table 7 : Inventory Turnover Ratio

COMPANY	Sun Pharma		IndiGo	
	2021	2020	2021	2020
Revenue from Operations	334981.4	328375	146406.31	357560.01
Average inventory*	84369.05	78804.85	3012.73	2487.87
Ratio	3.97 times	4.17 times	48 times	143 times
Days*	92 days	87 days	8 days	2.5 days
*Average Inventory = (Opening Inventory + Closing Inventory) / 2				
*Days Conversion = (1 / Ratio in times) x 365				

Sun Pharma:

The Inventory Turnover ratio has increased by 0.20 times from last year with an increase in 5 days of extra turnover as compared to last year. The cost of revenue from operations and the average inventory have also increasingly affected the turnover ratio.

The revenue from operations has increased since an additional amount was recorded complying with the requirements of Ind AS 115 as deferred revenue and revenue from the contract. The opening stock of cost of materials consumed exhibited an increase. Since more stock was left as closing inventory of materials consumed as well as work in progress which resulted in higher average inventory.

IndiGo:

The Inventory Turnover Ratio (in days) has increased from 2.5 days in 2020 to 8 days in 2021 with a change of 5.5 days more to get the inventory converted to sales. The slow-moving inventory has also affected the revenue from operations negatively.

The revenue from operations has been influenced and has decreased due to the low passenger traffic, dropping level of tours and packages, fall in in-flight sales and reduction in subsidies received. The inventories have been increased as compared to last year with the purchase of stores and spares and also the loose tools. So, the average inventory has also increased as compared to last year's average inventory, taking into consideration the 2018-19 inventory components.

9. OBSERVATIONS

In the current study, some selected ratios are used in order to analyse and interpret the financial position of Sun Pharmaceuticals Industry Ltd. and IndiGo - InterGlobe Aviation Ltd. on the basis of selected metrics. The financial position of an organization contributes greatly to its competitive advantage in the financial market.

Sun Pharma:

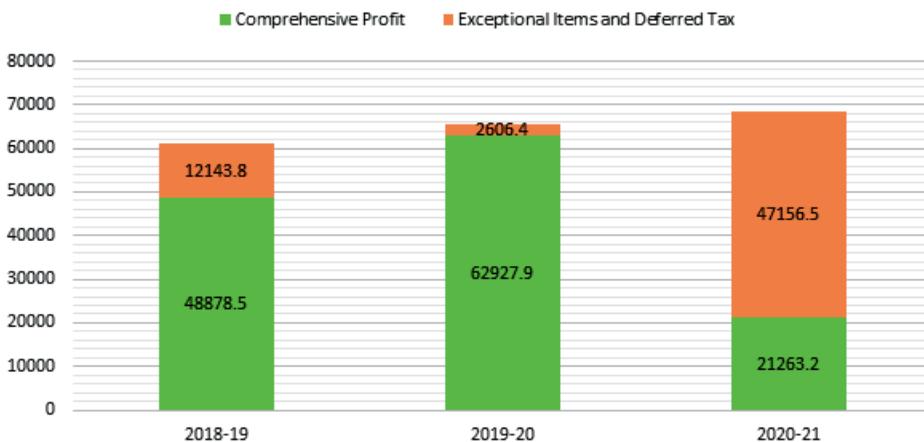
In FY 2020-21 the company had an increase in profit margin as compared to FY 2019-20 with improvement in the financial position of the company, but a one-time expense of 'exceptional items and deferred tax' was charged, leading to the company's net profit margin to reduce terribly. The liquidity position of the company is quite satisfactory as the company has enough capacity to pay off the short-term debts. The solvency of the company has been severely affected because the debt had increased a lot whereas the equity had reduced subsequently. The profitability of the company decreased extremely in FY 2020-21 due to the exceptional items and so the return on investments for shareholders also took a dip compared to FY 2019-20. The efficiency of the company has shown a rise consecutively and so making the inventory move faster and generating sales.

Table 8 : Net Profit of Sun Pharma for last 3 financial years

YEAR	2018-19	2019-20	2020-21
Comprehensive Profit	48878.5	62927.9	21263.2
Exceptional Items and Deferred Tax	12143.8	2606.4	47156.5

Figure : Graph showing Sun Pharma's Net Profit for last 3 financial years

Net Profit : Sun Pharmaceuticals Industries Ltd.



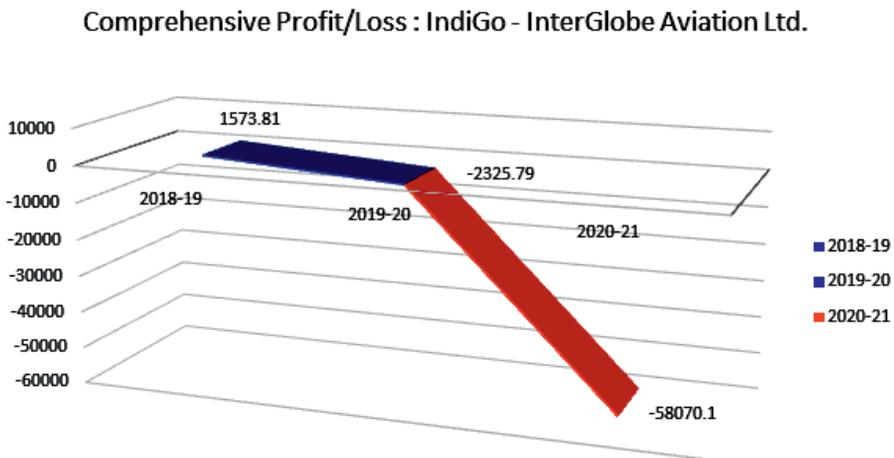
IndiGo

The company's liquidity position has dropped to a very low point and so the company is not capable of paying the short-term debts. The company has used all its reserves and surplus from retained earnings and also with the increased loss, the company is not able to meet the interest payments of long-term debts, making the solvency of the company very low in FY 2020-21. The profitability of the company unquestionably has gone into negative figures due to less revenue from operations and sustained expenses along with the return from investments, which turned into negative figures in due course. The efficiency of the company has also been affected negatively as they were not able to finance working capital to support their sales and thus the goods were converted into sales at a very slow rate. The financial position of the company has deteriorated more in FY 2020-21 as compared to FY 2019-20 making it more subtle to the changing dynamic environment.

Table 9 : IndiGo's Comprehensive Profit and Loss for last 3 financial years

YEAR	2018-19	2019-20	2020-21
COMPREHENSIVE PROFIT/LOSS	1573.81	-2325.79	-58070.1

Figure 2 : Linear graph showing IndiGo's comprehensive profit and loss for the last 3 financial years



The hypothesis of the present research study advances the notion of selected companies being evidently opposite in the financial performance. The analysis concludes that considering all aspects of the functioning of the company, the selected companies have some similarities in the financial performance due to the Covid-19 pandemic and its restrictions.

The financial performance of the company has been adversely affected by the Covid-19 pandemic which is evident through the analysis and interpretation. Even though the pandemic had opened new doors of expansion and opportunities, other factors of operating have been gravely affected.

10. SUGGESTIONS

The present evaluation focuses on the analysis and interpretation of the data calculated based on secondary data available. The ratios are closely scrutinised for better interpretation of the company. The following are the submissions constructed from the analysis of the ratios.

- i. The current ratio of Sun Pharma reduced due to the money market and working on for the new research projects in the context of Covid -19 can be improved by either repaying the creditors quickly or making new investments. The drastic decrease in the current ratio of IndiGo can be corrected by expanding the current assets and repaying the loans.
- ii. The Debt-to-Equity ratio of Sun Pharma indicates that it does not have enough leverage and has opted for an expensive financing method hence they have to finance their company more through borrowed funds.
- iii. The Interest Coverage Ratio of IndiGo doesn't have enough earnings and are currently in loss hence the company's capacity to pay the interest on long term debts is questionable so it is suggested to reduce the debts and instead opt for equity financing.
- iv. The drastic drop in Return on Investment of IndiGo has been due to loss and so the rise in sales could increase the Return on Investment.
- v. The Working Capital Turnover Ratio of Sun Pharma points out that the company has a competitive edge over others and smooth functioning of the day-to-day activities while the Working Capital Turnover Ratio of IndiGo describes that the company's financial status has been subtle as the day-to-day expenses are taking place and not generating the expected sales leading to less capital for their sales support.
- vi. Sun Pharma reveals a rising Inventory Turnover Ratio showing that their goods are moving quickly with reasonable demand however a very high ratio could result in insufficient inventory to meet the sales. Although IndiGo shows a low Inventory Turnover Ratio increasing the risk of unsold inventory being spoiled or damaged leading to the more inventory in stock.

11. LIMITATIONS

- Academic Limitation: The research conducted has its own limitations keeping in the view that the research is completely based on ratios.
- Sampling Limitation: The present research study is based on the selected sectoral companies of India which are of high market capitalisation and so the results or the status might differ from other companies.
- Time Period Limitation: The study is only conducted for the financial year 2020-21 with the secondary data available through various corporate websites.

12. FURTHER SCOPE FOR STUDY

The thesis will lay the groundwork for future research into the company to industry share comparisons, sector-wise comparisons, different company comparisons, etc., for analysts, researchers and fellow students who might be interested. It will also be helpful for further research work based on similar lines of study.

13. CONCLUSION

A study pertaining to FY 2020-21 is intended to aid in understanding and analysing the performance of Sun Pharmaceuticals Industries Ltd. and IndiGo – InterGlobe Aviation Ltd. based on ratio analysis in the context of the Covid-19 Pandemic. As a result of the study, the company Sun Pharma has demonstrated satisfactory financial performance and stability, whereas the company Indigo has encountered several challenges and its performance has deteriorated. Sun Pharma had more opportunities in the current market and they had more scope for expansion due to Covid - 19. During the stipulated time frame, the covid pandemic facilitated new and open market opportunities for Sun Pharma, but adversely impacted the sales leads of Indigo due to pandemic restrictions and other constraints.

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Impact of COVID – 19 on Entrepreneurship – A Perspective

Taher Master and Manish Agarwal

Abstract

The COVID-19 pandemic has had a detrimental but at the same time also some positive impact on companies and businesses. These impacts can vary due to numerous business-related factors such as the industry, the characteristics of the business owner, the kind of environment in which they are conducting their business and more. This paper endeavours to study the reasons behind why some businesses flourished whereas some other businesses collapsed miserably during the pandemic. This paper also aims to understand the reasons and the motivating factors that drive an entrepreneur to undertake their entrepreneurial journey. (94 words)

Keywords: Entrepreneur, COVID-19, Pandemic, Business Environment, Entrepreneurial Journey, Start-ups, Business Development, Business Diversification

1. INTRODUCTION

An entrepreneur is an individual who establishes a new business and at the same time bears most of the risks and enjoys most of the rewards. The process that the entrepreneur undertakes of setting up a business is known as entrepreneurship. The entrepreneur is seen as an innovator, someone who is a source of novel ideas, goods, services, and business/or procedures. Entrepreneurship is one of the most vital inputs and sections of economic growth.

Entrepreneurship in India has seen significant growth in recent years, as per the Economic Survey for 2019-2020. According to a survey conducted by the World Bank, the number of new firms in the formal sector in India has grown by a significant 12.2% between 2014 and 2018, compared to marginal growth of 3.8% between 2006 and 2014. As a result of this dramatic growth in the number of new firms, India holds the third place in the number of new firms created, as per the same World Bank data. The database of The Ministry of Corporate Affairs (MCA) – 21 shows that the most number of firms were created in the Service Sector.

However, in the wake of the COVID-19 pandemic, entrepreneurs had to face a new reality; the pandemic caused an unprecedented downturn in the global economy. The Small and Medium Enterprises (SMEs) in India contribute to one-third of its GDP and they employ 110 million people. However, the nationwide lockdown in 2020 put them under significant stress. Nevertheless, the lockdown due to the pandemic wasn't all bad news for the entrepreneurs as a majority of them gained due to digitisation of their business, change in consumer behaviour and new opportunities.

2. Background of the Study:

The concept of entrepreneurship influenced the development of entrepreneurial journey as a distinct intellectual pursuit. Professional economists have been criticizing the static conceptions of neoclassical theory economics since the mid-19th century. By tracing the evolution of economic

structures over time, researchers were able to generate new ideas. Entrepreneurs first appeared thousands of years ago, when people traded potential raw resources for fully prepared tools. Food grains, leather, tools, livestock, textiles and other essentials were traded under the Barter System. They sourced the feedstocks and traded them within the tribe. There was no money transaction or business yet; it was basic trading for survival, with a pinch of specialization.

In India, entrepreneurship development is based on generational mentoring, family business skill sets, and technical advancement investigation. Learning and refining abilities across generations leads to long-term development, which is subsequently translated into technology. The emergence of Indian Entrepreneurship can be traced back to the age of Rigveda during which period metal handicrafts were prevalent within the society. Handicraft entrepreneurship in India is thus, as old as the human civilization itself. India had a compact system of village community which protected the village artisans from external competition. This was one of the major factors for the absence of localization of industries in ancient India.

Perfection in art, extreme durability and appeal to the eye of the consumer were some of the qualities that set Indian craftsmanship apart and that brought numerous laurels of name and fame to India. Unfortunately, the much prestigious Indian handicraft industry declined towards the end of the eighteenth century due to reasons such as – the disappearance of the Indian Royal Courts, the lukewarm attitude of the British Colonial Government towards Indian crafts, the imposition of heavy duties on the import of Indian goods in England among others.

Post India's Independence, the Government of India set their priorities in order and devised a scheme for achieving balanced economic and overall growth of the country. For this purpose, the government introduced the first Industrial Policy, 1948 which has been revised from time to time. In various statements of the Industrial Policy, the government identified the duties of the State to promote, assist and develop industries in the interest of the nation. The Policy also recognised the dynamic role of the private sector in this regard and thus, various reservations were made in different fields for the private sector. The government took a few important measures in the Industrial Policy resolutions, these measures were – to maintain proper distribution of economic power between the public sector and the private sector; to encourage the pace of industrialization in the country by spreading entrepreneurship from the existing places to other cities, towns and villages; and to disseminate the entrepreneurship acumen concentrated in a few dominant communities to a large number of industrially potential people belonging to various social strata. In order to achieve these objectives, the government emphasized and focused on the development of small-scale industries in the country.

A major step taken by the government was during the Third Five Year Plan wherein it decided to initiate and engage with interested people to enter the small-scale manufacturing field by providing them with numerous incentives and concessions in the form of capital, technical know-how, markets and land, in order for them to establish industries in potential areas. This would bridge the gap between communities and also deal with regional imbalances. For this purpose, the government established several institutions like the Directorate of Industries, Financial Corporations, the Small-Scale Industries Corporations, and the Small Industries Service Institute to facilitate the new entrepreneurs in setting up their enterprises. Expectedly, the small-scale units emerged very rapidly in India which can be assessed with an incredible rise in their numbers from 121,619 in 1966 to 190,727 in 1970 registering an increase of 17,000 units per year during the

period under reference.

A few family-run entrepreneurship undertakings like Tata, Birla, Mafatlal, Dalmia, Kirloskar amongst others grew much beyond the normally expected size. These undertakings expanded and even established new business frontiers during this period (**Growth of Entrepreneurship in India, Shadhin Kangal**).

The current government has provided Rs 15,000 crore in emergency financing package for healthcare which aims to improve personal protection equipment for medical professionals, increase isolation wards and ICU beds, and train medical and paramedical personnel. During the fiscal year, a total of Rs. 17,287.08 crore was released to various states to help them improve their financial resources. All pending income-tax reimbursements of up to \$5 lakh will be issued promptly, benefiting around 14 lakh people.

3. Literature Review:

In the Journal of Observer Research Foundation, **Dr Sabrina Korreck, (2019) gave her opinion on The Indian Startup Ecosystem: Drivers, Challenges and Pillars of Support**. The paper has aimed to provide an understanding of the growth drivers and motivations of Indian startup founders, identify the challenges that these startups face and outline the pillars in place that support them. The paper found that over the last two decades, more startups emerged in India and the associated ecosystem has developed dynamically. Nevertheless, Indian startups face significant challenges. Overcoming such challenges will require the efforts of all the stakeholders which include the ecosystem actors, governmental authorities and the startups themselves.

In the Journal of Asian Finance, Economics and Business, **Adlah A., Taghreed M., Zaabi, Haton E., (2021) researched the Impact of COVID-19 on Entrepreneurship and Consumer Behaviour** in Saudi Arabia. The research meant to examine the effect of the COVID-19 pandemic on the activities of an entrepreneur's business and their insights on the changes in consumer behaviour during this time. It found that the pandemic negatively impacted business productivity and profits, forcing many businesses to physically close permanently. They also discovered that there is a significant rise in entrepreneurs who shifted from traditional methods of conducting business and started utilizing online platforms to manage their operations due to restrictions instituted by governments.

Su X, Liu S, Zhang S, Liu L., conducted a case study **To Be Happy: A Case Study of Entrepreneurial Motivation and Entrepreneurial Process from the Perspective of Positive Psychology, (2020)** which found that (1) The motivation of sustainable entrepreneurship originates from the emotion of happiness and satisfaction that entrepreneurs obtain after successfully establishing their business. (2) Positive emotions affect the formation and expansion of key activities of entrepreneurship through cognition and then persist with entrepreneurship. (3) In the process of entrepreneurship, emotional return is a performance dimension parallel to economic return.

In the research paper of **Entrepreneurship And Poverty Reduction: Applying I-O Psychology To Microbusiness In The Developing Countries (Michael.M. Gielink and Michael Ferse)**; Work-life balance, stress, toughness, and leadership are all problems that psychology and business psychology can help with. This is especially crucial for entrepreneurs. Cognitive psychology is concerned with intellect, logical thinking, problem-solving, coping

techniques, decision-making, and categorization processes, all of which have been heavily incorporated into entrepreneurship. Cognitive science has served as a lens for understanding many elements of entrepreneurship, leading to the creation of entrepreneurial cognition, which seeks to understand how entrepreneurs think and behave. Entrepreneurial cognition is defined as "the knowledge frameworks that people employ to make assessments, judgments, or decisions about opportunity evaluation, venture formation, and growth." And it draws ideas, statistical evidence, and theories from the works of literature on cognitive psychology and social cognition that seem to be effective in explaining the evolution of entrepreneurs' mental mechanisms and structures responsible for entrepreneurial behaviour and thinking.

The **action theory of entrepreneurship** proposed by **Khalizani Khalid, Siti FAIRUZA Hassam, Abdul Majeed Ahmad, (2016)** states that: - The theory of entrepreneurial action that builds on the entrepreneurs' discovery and creation approaches are seen to mirror and interact with entrepreneurs' expertise that can be measured to intellectualize their actions as they develop and establish their sustainability-innovation venture.

Entrepreneurs' actions and action plans, according to action theory, are critical drivers of entrepreneurial success. According to action theory, successful action may be divided into many steps: setting a goal, gathering information, planning, monitoring execution, and processing feedback. According to research, these phases are connected to entrepreneurial success. Contextual variables have an influence on entrepreneurial success in as much as they affect or interact with the activities of entrepreneurs. For two main reasons, actions are critical in entrepreneurship. First, taking motion is crucial to collect the vital sources for exploiting an opportunity (**Gartner, 1985**). Irrespective of whether or not entrepreneurs intend to begin a brand-new commercial enterprise or improve/amplify a present one, they must carry out several activities that shall be implemented when they are going to start up their business. Activities such as developing a new product or service by examining the environment with the help of such entrepreneurial tools are going to help them find information relevant to their subject of study.

The research paper of **Personal impact of the pandemic on entrepreneurs' mental well-being (Bob Drummond, co-founder, Chairman, and CRO of Kami, New Zealand)** studies the epidemic not only imposing a strain on entrepreneurs' companies but also heightening uncertainty and health-related concerns, as well as limiting social interaction and support, all of which reduced productivity. Entrepreneurs' mental health, their happiness in life and during the crisis, increased their stress level. As an example, during the epidemic, entrepreneurs' well-being (life satisfaction) was, on average, 12% lower than before the epidemic.

4. Research Gap:

The extant literature reviews mainly talk about the support system that has been established in India in aid of the entrepreneurs, the impact of COVID-19 on entrepreneurship and consumer behaviour in Saudi Arabia, entrepreneurial motivation from the perspective of positive psychology and personal impact of the pandemic on entrepreneurs' mental well-being amongst others. However, the researchers noticed that the impact – both positive and negative, of COVID-19 and the nation-wide lockdown in India, on Indian entrepreneurs needs to be studied in-depth. Hence, this paper aims to fill that gap.

5. Research Objectives:

This research paper aims to -

1. Understand the motivating factors that drive an entrepreneur to start a business.
2. Evaluate the reasons behind why certain businesses failed and why certain businesses survived during the pandemic.

6. Research Methodology:

This research paper follows the following research methodology –

The researchers have used a quantitative and qualitative approach to research along with descriptive research. The researchers have also used simple statistical methods like average, percentage, ratio and proportion for data analysis.

The primary data has been collected with the help of a structured questionnaire which comprises open-ended and close-ended questions. For purpose of more authentic insight, the researchers have also personally interviewed fifty per cent of the sample.

The secondary data has been collected from scholarly articles from journals, research papers and also e-books.

For the purpose of the study, a sample size of twenty has been decided and a convenience sampling method has been used. Out of twenty respondents to whom the questionnaire was administered, eighteen responses were received.

7. Scope of the Study:

The scope of this study is limited to understanding the impacts of the COVID-19 virus and the lockdown on entrepreneurs and their business ventures and also to understanding the factors that motivate an entrepreneur.

8. Research Limitations:

The major difficulty that the researchers faced when conducting the survey for this topic was the limited number of responses. Moreover, not enough data was available of those entrepreneurs who had to shut down their businesses due to the pandemic. This limitation was further heightened by the fact that the researchers could not step out to interview the entrepreneurs for first-hand data collection due to the lockdown.

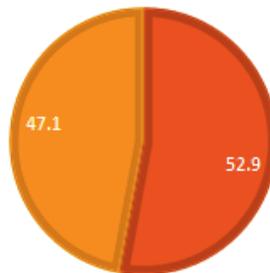
9. Data Analysis and Interpretation:

The data collected through the survey conducted has been collated and explained in the following section -

1. Action taken during the pandemic by the entrepreneurs -

WHICH OF THE FOLLOWING DID YOU DO DURING THE PANDEMIC?

■ Continued your existing business ■ Started a new business from scratch



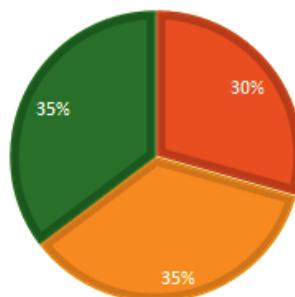
Source: Primary Data

The above chart shows that 47.1% of the people who took the survey started a new business from scratch during the pandemic whereas 52.9% of the respondents continued their existing business.

2. Impact of COVID-19 on the respondents' decision of starting/continuing their business

DID COVID 19 IMPACT YOUR DECISION OF STARTING/CONTINUING YOUR BUSINESS?

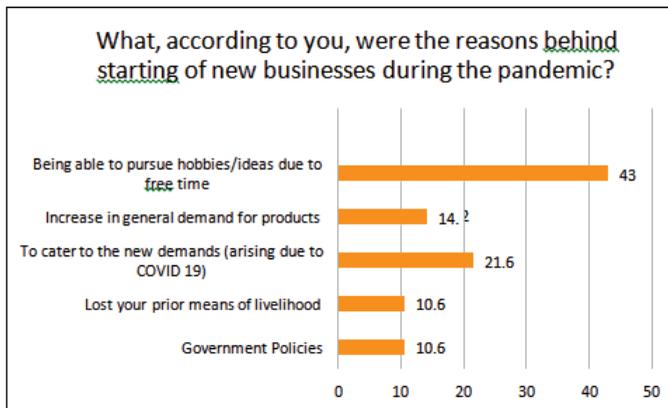
■ Yes ■ No ■ To Some Extent



Source: Primary Data

- **35%** of the respondents say that COVID-19 **did not impact** their decision of starting/continuing their business.
- 35% of the respondents say that COVID-19 **impacted** their decision of starting/continuing their business **to some extent**.
- 30% of the respondents say that COVID-19 **impacted** their decision of starting/continuing their business.
- This shows that the business of 65% of the respondents was **affected due to COVID-19**.

3. Reasons behind the starting of new business during the pandemic -

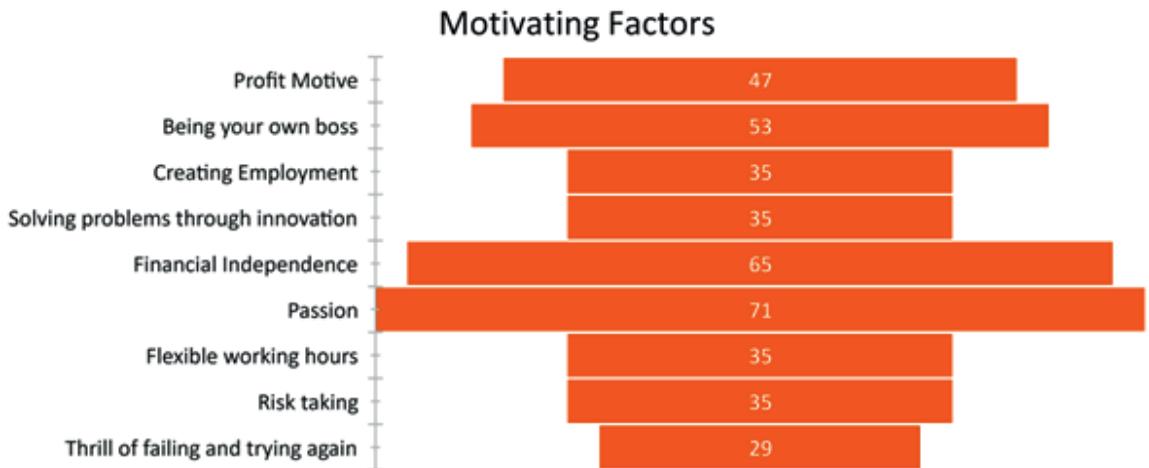


Source: Primary Data

The above graph leads to the following analysis -

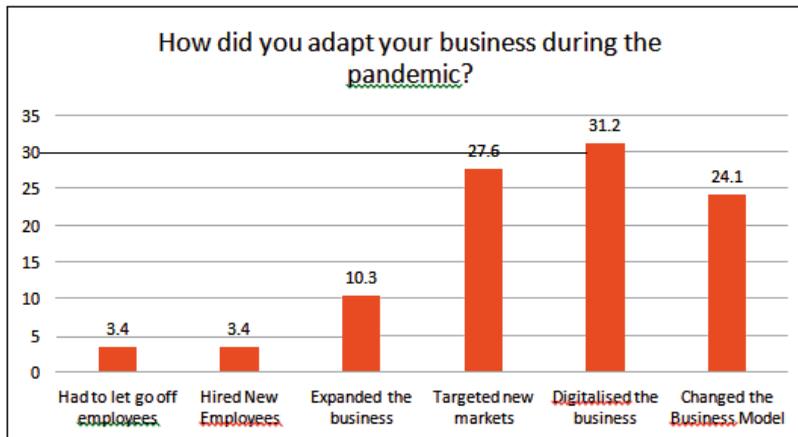
- From the data collected, it was observed that one of the main reasons behind starting a new business during the pandemic was that people had **free time** and this gave them a chance to **pursue their hobbies as well as experiment with their ideas**. This can be confirmed by the fact that **43%** of the respondents are of this opinion.
- **14.2%** of the respondents believe that the **increase in general demand for products** in pandemic has motivated entrepreneurs to start a new business.
- **21.6%** of them believe that **new demands have arisen due to the pandemic** such as for products like sanitizers, surgical masks, and other medical equipment thereby causing the entrepreneurs to start new businesses.
- **10.6%** of them believe that **changes in government policies**, as well as **loss of prior means of livelihood**, has led many budding entrepreneurs to start a new business venture.

4. Factors that motivate an entrepreneur to undertake an entrepreneurial journey -



- **47%** of the respondents believe that **Profit Motive** is a motivating factor for entrepreneurs.
- **53%** of the respondents believe that **Being your Own Boss** is a motivating factor for entrepreneurs.
- **35%** of the respondents believe that **Creating Employment** is a motivating factor for entrepreneurs.
- **35%** of the respondents believe that **Solving Problems through Innovation** is a motivating factor for entrepreneurs.
- **65%** of the respondents believe that **Financial Independence** is a motivating factor for entrepreneurs.
- **71%** of the respondents believe that **Passion for their Business/Idea/Dream** is a motivating factor for entrepreneurs.
- **35%** of the respondents believe that **Flexible Working Hours** is a motivating factor for entrepreneurs.
- **35%** of the respondents believe that **Risk Taking** is a motivating factor for entrepreneurs.
- **29%** of the respondents believe that **Failing and Trying Again** is a motivating factor for entrepreneurs.
- This shows that being financially independent, passionate about the business/idea/dream and earning profits are some of the major factors that encourage and motivate an entrepreneur to start their entrepreneurial journey.

5. Steps taken to adapt the business ventures during the pandemic -

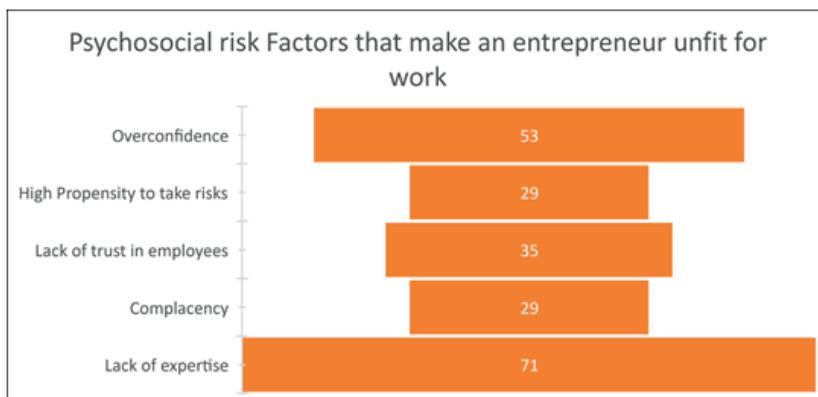


Source: Primary Data

From the above graph, it gets clear that –

- **3.4%** of the respondents had to **let go of their employees** to survive in the pandemic and **3.4%** had **hired new employees** to adapt themselves better during the pandemic.
- It was noticed that **10.3%** of the respondents **expanded their business** during the pandemic.
- **27.3%** of the respondents have **targeted new consumer markets** to expand their business and potentially increase their profits
- **Digitalization** has played a major role during the pandemic where **31.2%** of the respondents have opted for digitalization to stay updated and adapt to the changing trends of the market.
- **24.1%** have **changed their business model** completely to adapt themselves during the pandemic.
-

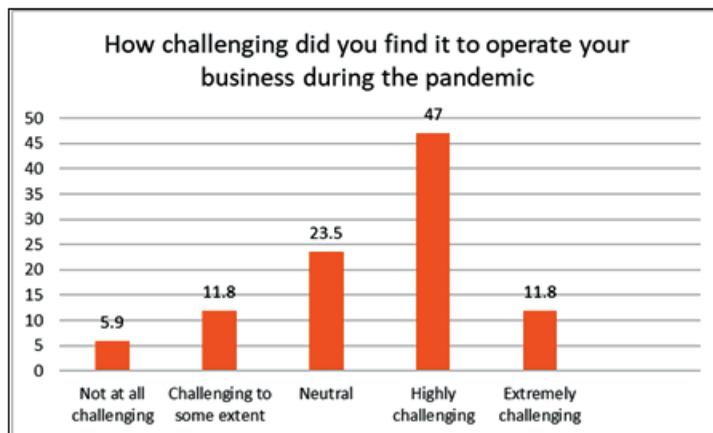
6. Psychosocial risk factors that make an entrepreneur unfit for work -



Source: Primary Data

- **53%** of the respondents are of the opinion that **being overconfident** makes an entrepreneur unfit for work.
- **29%** of the respondents are of the opinion that having a **high propensity to take risks** makes an entrepreneur unfit for work.
- **35%** of the respondents are of the opinion that no **trust in one's employees** makes an entrepreneur unfit for work.
- **29%** of the respondents are of the opinion that **being complacent** makes an entrepreneur unfit for work.
- **71%** of the respondents are of the opinion that **lack of expertise** makes an entrepreneur unfit for work.
- The above data presents that lack of expertise, lack of trust in one's employees and overconfidence are some of the highlighting reasons that make an entrepreneur unfit for business and ultimately fail in their ventures.

7. Intensity of challenge to operate the business during the pandemic -



Source: Primary Data

From the graph, it can be derived that –

- **5.9%** of the respondents believe that operating during the pandemic was **not at all challenging**.
- **11.8%** believe that it was challenging to **some extent**.
- **23.5%** of the respondents were **neutral** about the challenges that they faced while operating their business during the pandemic.
- **47%** of the respondents found it **highly challenging** to operate their business during the pandemic
- **11.8%** of the respondents found it **extremely challenging** to run their business in the pandemic.

10. Observations and Findings:

From the analysis of the above data, it is observed that a majority of the businesses were impacted due to the pandemic and they found the situation to be very challenging. In spite of that, most of them were able to conduct their operations in a more or less smooth fashion. The study reveals that 47.1% of the respondents started a new business from scratch during the pandemic. From the research, it is also evident that 52.9% of the respondents have continued to maintain their existing ones during the pandemic.

Moreover, the fact that there was an increase in general demand for goods in the market, with medical and health products as well as products of daily needs topping the charts, also contributed to the rise in the number of businesses. With business activity diminishing due to the lockdown, a supply-side gap was noticed in the market whereas the demand for these goods kept rising. This paved the way for entrepreneurs to start their own businesses to fill the gap and meet the rising demands. This further led the businesses to expand their operations, enter into newer markets and tap into a larger consumer base. The cropping up of new businesses had a positive impact on employment as well, as the study reveals that 3.4% of the respondents hired new employees.

In order to expand their operations, some businesses even changed their business model. It was not uncommon to see a regular Kirana shop selling hand sanitizers and masks as their main product or a business that is not even in the retail sector dealing in these products to cater to the new demands of the market. Thus, as the survey reveals, 24.1% of the respondents changed their business model completely to adapt to the changing scenarios.

Market research conducted by the businesses during the pandemic helped them take note of the shift in the business environment and consumer behaviour. The pandemic forced the consumers to adapt to the new normal which consisted of buying goods from e-commerce websites and applications. Now the businesses had to improve and widen their scope. Thus, as the survey reveals, 27.3% of the respondents targeted new consumer markets to expand their operations. Moreover, restrictions on movement and the unwillingness of the consumers to use cash as a payment method forced the businesses to digitalise their operations and accept digital payments as well. The study shows that 31.2% of the respondents chose to go for digitalization and up-gradation in their methods of conducting business. This helped in eliminating direct contact which made the public feel safer in their dealings with such businesses and at the same time, digitalisation helped these businesses to connect with a larger consumer base.

Pandemic has paved the way for hobbyists to come out of their comfort zones and face the competitive markets to explore new possibilities. The survey reveals that people from various backgrounds with different skill sets came out to start their businesses. It was also noticed that most of the new businesses were under the IT sector and other technical departments such as photography, graphic designing, digital marketing, website management, online trading, etc. The survey clearly shows that 43% of the respondents believe that converting their ideas and hobbies to business start-ups was the main reason for the businesses to emerge during the pandemic. Most of them were previously unable to do this because everyone was so occupied in their daily lives and their prior jobs/businesses that they rarely found any time to do so. Pursuing hobbies and exploring other options was further fuelled by the fact that people lost their prior means of livelihood leaving them with no other option than to look for alternate options to earn an income.

According to the International Labour Organisation, around 8.8 per cent of the working class lost their jobs during the pandemic which is equivalent to 255 million full-time jobs. Thus, as the study shows, 10.6% of the respondents are of the opinion that losing prior means of livelihood was the reason behind the establishment of new business ventures.

The study further reveals that some of the factors that motivate an entrepreneur to undertake their entrepreneurial journey and start a business include – passion towards their idea/business, being financially independent, working for your own self instead of working under somebody as an employee and lastly, earning profits.

However, not all was positive during the pandemic. Businesses were worried about their survival. Having no reliable source of income and with ever-increasing expenses, they were forced to let go of their employees to lessen their financial burden. Many businesses even failed miserably or had to suffer huge losses. The respondents attribute the failure of a business to factors such as being over-confident, not having enough expertise to run the business or not having enough trust in your employees or business partners. Sure, these factors are not pandemic specific, however, they do bring to light the major reasons why certain businesses fail.

At the start of the lockdown in India, businesses were forced to halt trade immediately, resulting in uncertainty, money issues, and widespread worry. Entrepreneurs woke up to the realisation that their consumer base had vanished all of a sudden as if they had dropped off a cliff. Contracts were cancelled and reimbursements were required. Change in government policies, hike in fuel prices, and price of general commodities also affected the businesses during the pandemic which eventually led them to suffer huge losses or even shut down for good.

In order to understand the pandemic specific factors that affected the businesses, a case study has been included in the next section of this research paper which should assist the readers in getting a better understanding of those reasons.

11. Case Study:

Bali Travels is a private transportation business operating in the whole of Malegaon district of Washim, Maharashtra, India. It is one of the biggest private transportation businesses in the area operating about eleven 42-seater buses every day.

They were enjoying a good run until the pandemic hit them hard which eventually forced Bali Travels to shut down their operations temporarily.

During the interview with Sagar Bali, son of Mr Prashant Bali – the owner and manager of the business, it was discovered that the reason for them to arrive at such a drastic decision was the fact that the government had imposed travel restrictions throughout the country as a measure to contain the further spread of the coronavirus. The business of the Balis relied upon the public making use of their transport services. However, with that being out of the question due to the travel restrictions, the Balis had no other choice than to shut down their operations for a while in order to cut their losses.

As time passed and a few relaxations were made on the restrictions imposed by the government, Bali Travels decided to resume their operations. However, this time around, a new problem hit the Indian Economy – the rising prices of fuel on account of an increase in the taxation rate by the government. The central government had last year increased the taxes on petrol by Rs 13 per litre and on diesel by Rs 16 per litre to increase its revenues as the pandemic caused a sharp slowdown in the country's economic activity (The Indian Express).

Mr. Sagar reported that the diesel prices in their district have reached Rs. 110. Moreover, the government has increased the VAT on fuel prices by 7%. This drastic rise in the price of fuel along with a reduced number of travellers have impacted the business of Bali Travels negatively. With most of their income being spent on fuel and not enough travellers boarding their buses, they are left with little to no profits at the end of the day. In order to adapt to this situation and put an end to their losses, Bali Travels has decided to sell off their old 42-seater buses and purchase new 32-seater buses which are more fuel-efficient and equipped with the latest technology. The business is also planning to ride the electric vehicle wave and purchase electric buses in the near future provided that the buses are affordable and the charging infrastructure can be relied upon.

12. Scope for Further Study:

There is further scope for study when it comes to the topic – “Impact of COVID-19 on Entrepreneurship in India”. As more and more new and diversified fields of business are coming into existence due to the current scenario that the world is in, there is a huge opportunity to study these new fields and how exactly are they being impacted and what made them come into existence in the first place.

Moreover, it is very hard to believe that the world will shift back completely to its old and usual ways once this pandemic is entirely eradicated, therefore, there is a scope to study the implications of the aftermath of the pandemic on current entrepreneurial ventures as well as the business ventures that will be established in the future.

13. Suggestions:

The effects and impact of COVID-19 on Entrepreneurship in India has now become more or less clear. To tackle the situation, the entrepreneurs took actions which they deemed fit and necessary in order to sustain their business. However, the entrepreneurs now need to focus on the road ahead and prepare for it accordingly.

The researchers believe that post-COVID, entrepreneurs will have the opportunity to explore newer markets in India and as such, they must be prepared to rise to the occasion and gain the first mover advantage by catering to the fresh demands. They must continue innovating and making necessary changes in their businesses as and when required. At the same time, they must learn from the consequences of their past actions and make future decisions accordingly.

The demographics of India mainly consists of a younger population whose needs and demands are constantly on the rise. Having a mammoth 17.7% of the total world population translates to having a huge market place, one which creates demand for all kinds of goods and services. This poses as a huge opportunity for the entrepreneurs who must strive to understand and study this market in order to gain from it.

The researchers propose the following model to manage enterprises during contingency situations, such as COVID-19, named “The 4Cs Model” (based on SWOC) which might help entrepreneurs better navigate their businesses towards the desired direction –



14. Contribution and Conclusion:

The pandemic saw the rise and fall of a huge number of businesses and the reasons behind these successes and failures have been discussed in the paper along with the factors that motivate an entrepreneur to undertake their entrepreneurial journey. The paper has also discussed the reasons behind the failure of businesses which has been further explained in detail with the help of a case study.

To summarise, many of the old entrepreneurial undertakings continued to thrive and kept their operations up and running and at the same time a lot of new ventures cropped up during the pandemic. The major reason behind the establishment of new business ventures was the fact that people found a lot of free time during the lockdown to pursue their hobbies and ideas. At the same time, there was an increase in the general demand of goods in the market as well as demand for pandemic specific goods which pushed more and more entrepreneurs to take up the charge and fill the gap by either starting new ventures or expanding their existing ones. Apart from just expanding their operations, most of the entrepreneurs digitalised their businesses, expanded into newer markets, targeted new customers and also revamped or completely changed their business models in order to adapt to 'the new normal'.

However, there were certain businesses that suffered losses as well or could not survive at all. A majority of the businesses were affected due to the lockdown that was imposed by the Government of India in order to control the spread of the virus. The respondents attribute the reasons behind the failure of businesses to factors such as lack of expertise, having too much confidence and lack of trust in employees. Pandemic specific factors that caused businesses to suffer losses or close down include – hike in fuel prices, dwindling customers and restrictions on travel among others. Though the majority of the respondents found the lockdown and the pandemic very challenging to deal with, especially during the initial days of the nationwide shutdown where there was widespread uncertainty, the entrepreneurs were determined to do better. Entrepreneurs are highly motivated individuals, after all, it is no small feat to run a business organization that has so much risk involved. According to the respondents, entrepreneurs are

motivated by various factors with 'passion' as a factor topping the charts. Other major factors that motivate entrepreneurs to undertake business endeavours include – gaining financial independence, working for themselves instead of working as an employee and earning profits among others.

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Atmanirbhar Bharat : Path to India's Economic Prosperity?

Kanak Agrawal and Nandini Nahar

Abstract

Atmanirbhar Bharat (self-reliant India) is a flagship programme which was announced by the honourable Prime Minister on May 12, 2020. The 20-lakh crore economic stimulus relief package aims at reviving the economy which was severely wavered due to the covid-19 outbreak. Diminishing value of goods, weaker rupee, rising unemployment called for the government to loosen its purse strings and handle the crisis by emphasizing on land, labour, liquidity and laws. The importance of the mission lies in the fact that it plays a crucial role in not only the resurgence of the economy but also making Indian goods regain their lost popularity. The study will try to analyse the efficacy of the Atmanirbhar Bharat Abhiyaan. To achieve this, the paper attempts to elaborate the importance of the five pillars of the economy with a deep insight on the measures that the government took under five tranches to achieve the five pillars of the economy. The five tranches focus on MSMEs, free food grains to migrant workers, agricultural marketing reforms, sectors of defence, aviation and space. The paper will be exploring various contemporary issues regarding its implementation; for instance whether a 20% waiver fund for bad loans would reach the right hands, competence of various reforms and further analysing the potential of different sectors in the light of self-reliance. After deliberating on these subjects, the paper tries to facilitate possible solutions and suggestions to eliminate various loopholes found during its implementation. Finally, the analysis will lead us to know whether Atmanirbhar Bharat can be the way out to achieve India's economic prosperity or not.

Keywords: Atmanirbhar Bharat, relief package, migrant workers, Covid-19.

Introduction

The unprecedented times of the coronavirus pandemic disrupted many economies worldwide. India, which was already entering into an economic slowdown, also experienced a setback after a nationwide lockdown on March 24, 2020. To combat the effects of Covid-19 and boost the economy, the Government of India announced a comprehensive economic package of Rs 20 lakh crore which is approximately 10% of India's GDP under the name 'Atmanirbhar Bharat'. Atmanirbharta means 'self-reliance'. Prime Minister Narendra Modi, in his speech, mentions India's purpose of 'Make in India for the world' in the light of 'Vasudhaiva kutumbakam' (the world is one family). To bring this out, the mission converges on five pillars namely- economy, infrastructure, demography, technology, and demand. It intends to make reforms under five tranches to reinforce these pillars.

One controversial aspect of the Atmanirbhar Bharat mission is the inconsistency between globalisation and isolationism. The critics argued whether the mission seeks to promote anti-globalisation. However, a possible explanation can be found in one of the statements given by Kant (2020). He said,

“Atmanirbhar Bharat is not anti-globalisation. It is about getting the best from the world. It is not about protectionism. It is about enhancing the ability of Indian companies to create world-class products and capture the domestic market and then use the strength of the domestic market to penetrate into the global market. It is about being a global champion.”

Now, it is worth noting that China is India’s major importing partner (Approximately 15.3% of total imports). Today, if the supply of raw materials from China is disrupted, the local production of many goods may suffer. What is it that China did but India couldn’t?

The reforms established in China during the 1970s after Mao’s death are regarded as the take-off for this country’s economy. Economic control of various enterprises was given to provincial and local governments, which were generally allowed to operate and compete on free-market principles. Besides, citizens were encouraged to start their own businesses; additional coastal regions and cities were designated as open cities and development zones to invite foreign investments. China’s gradual implementation of economic reforms sought to identify policies that produced favourable economic outcomes in certain localities that could be implemented in other parts of the country. From 1979 to 2018, China’s annual real GDP averaged 9.5%.

Although it is too early to judge the impact of the Aatmanirbhar scheme, the paper has used indicators to measure its expected impact. To further identify where the problem lies and to delve deeper into this study it is indispensable to measure the gap between the vision and this vision turning into actuality. The next section describes the various tranches through which the government unfolded the Atmanirbhar Abhiyan. These tranches concisely mention the sectors of the economy that the particular tranche touches. The paper analyses the benefits and loopholes in each tranche. This will give a reasonable evaluation of the effectiveness of the tranches. Section 3 then presents a realistic picture with the help of implementations done so far. The point of how much the economy really benefitted is also pondered upon. Finally, section 4 reviews these implementations and recommends solutions concerning the loopholes found during laying out the tranches.

Objectives

1. To elaborate the importance of the five pillars of the economy with a deep insight on the measures that the government took under five tranches to achieve the five pillars of the economy.
2. To measure the gap between the vision and actual outcome by looking into the implementation of Atmanirbhar Abhiyaan
3. To identify loopholes found during laying out the tranches
4. To recommend solutions against the loopholes identified

Scope

The study aims to analyse the effectiveness of laying out the Atmanirbhar Bharath package by looking into tranches, loopholes, implementation, and finally suggesting solutions and recommendations to increase its efficacy. The duration of this study extends from May 2020 to March 2021.

Methodology:

In order to get the relevant data, this study collects data from secondary sources. Websites of Indian Government Ministries, official reports, and academic papers have been referred to. The period under study is the year 2020-21. The Analysis done for validating the implementation of the scheme has been done from the data available under this period.

Limitations:

Atmanirbhar Bharat Abhiyan is a long-term procedure concept. It includes schemes and incentives which would serve the population of India in the long run. The paper has adopted a framework to judge its efficacy and the mission's potential to meet its goals. However the scheme has been announced in the year 2020, it is still an early stage to accurately measure the true potential of Atmanirbhar Abhiyaan. This is still an early stage to accurately measure the true potential of Atmanirbhar Abhiyaan.

Literature Review:

In the paper, 'Bharat Towards Atmanirbharta: A Twitter Based Analysis Using Nvivo', Rajat Sharma and Dr. Sahil Gupta introduce two segments in the research paper. The first segment deals with the emergence of Atmanirbhar Bharat Abhiyan by the Government in the light of the impact of Covid-19 on various sectors globally. The next segment deals with the extracted tweets which have been analysed using Nvivo (software program used for research) and also discusses various parameters related to the scheme like theme, sentiment, and the world map. According to the five papers, the top five themes under the ambit of the Atmanirbhar Bharat are related to defence and products. The majority of the tweets are on the positive side supported by the sentiment analysis. The paper precisely states that though the announcement of Atmanirbhar Bharat has been made correctly with the right schemes under its umbrella, it's a challenge for making it accessible for the common man.

Analysis of Tranches

The first tranche of the economic package emphasizes MSMEs, NBFCs, real estate, and power sectors. The said tranche proposes major reforms to strengthen the MSME (Medium, Small and Micro enterprises) sector. The sector contributes about 29% of the GDP while also employing 11 crore people. By promoting the concept of 'vocal for Local', the honourable Prime Minister seeks to define MSME as the backbone of the economy. The loans worth ₹ 3000 Cr as liquidity provisions without collateral is a bonanza for the hard hit MSMEs. But these unsecured loans can disrupt the credit culture in banks as the government has extended indirect guarantee to the banks through an NCGTC committee. What is required is a mechanism to effectively deal with NPAs instead of transferring them.

However, redefining the MSME based on investment and turnover, the government has paved the way for the sector to get multiple benefits in terms of loans on a priority basis. Linkage of digital markets will improve efficacy and increase the entrepreneurial base by incorporating fintech-leading models. The measures work favourably to reinvigorate the supply side. But the absence of measures to stimulate the demand side to strike a balance between demand and supply was felt by many critics.

The second tranche proposes reforms to address the vulnerabilities faced by the migrant workers and street vendors due to the pandemic. Reforms like free food grains, one nation one ration card scheme worked well to meet the challenge of providing food security. The government has provided access to easy credit by offering loans worth ₹10,000 crore to street vendors. This will support their entrepreneurial base. However, the problem is not liquidity but people's appetite to avail credit at such times of crisis where people fear repayment of loans. Boosting people's confidence along with the liquidity provisions can bring better results. An affordable rental housing scheme will benefit the urban poor. The incorporated public-private partnership for the same will ensure the implementation to take place more efficiently. The initiatives are constructive to mitigate the immediate effects of the pandemic.

Third tranche comprises the sector which employs close to 50% of the population and therefore lists the incentives in the agriculture and allied activities sector. Among many lucrative initiatives, the Government has brought ₹30,000 crore additional emergency working capital for farmers through NABARD helping 3 crore small and marginal farmers; investment of ₹1,00,000 crore for improvement in logistics from farm gate to the aggregation point, that is from producer to consumer. Among the amendments made in the previous policies, the Government amended the Essential Commodities Act which was enacted in 1955 to enable better price realisation for farmers by attracting investments as a result making the agriculture sector competitive; interest subvention @2% per annum to dairy cooperatives will benefit 2 crore farmers. Proper regulations for contract farming were to be introduced. Given all the benefits, one argues that little was done on the cash liquidity front. It was believed that immediate benefit, majorly relevant because of the pandemic, is possible only when money is directly handed out to farmers and not through various credit schemes.

With 'Horizons of Growth' in the fourth tranche, the Gol focuses on structural reforms in eight sectors namely- coal, defence production, minerals, civil aviation (airports, airspace management and MRO), power distribution in UTs, space and atomic energy. Reduction in import bill is targeted through developing a list of weapons/platforms for a ban, becoming the hub for aircraft maintenance, repair, and overhaul (MRO).

Another main focus of this tranche is privatisation. Introduction and enhancement of commercial mining in the coal and mineral sector, opening up of space research facilities for private players, investment in world-class airports with PPP are steps that emphasize privatisation. Proper implementation, promoting pro-business policies, enabling fair competition and ease of doing business by the government will lubricate the process. Yet again, privatisation raises concerns like an increment in income disparity.

In the last tranche, 'government reforms and enablers', the Government introduced 7 steps. The steps included increment of ₹40,000 crore in the allocation for the MGNREGA, launch of PM e-Vidhya for technology-driven education, reframed corporate law measures to boost measures for Ease of Doing Business, relaxation in state borrowings, and increased investment in the public health sector. Sustained measures taken for ease of doing business have resulted in steady improvement in India's position in the World Bank's Doing Business Report rank from 142 in 2014 to 63 in 2019. But little investment in the education sector and development of our human resource becomes a serious concern when the aim is to compete with foreign entities' products

and services. Academically advanced countries allocate higher percentages for education and reskilling.

Implementation: Progress so Far

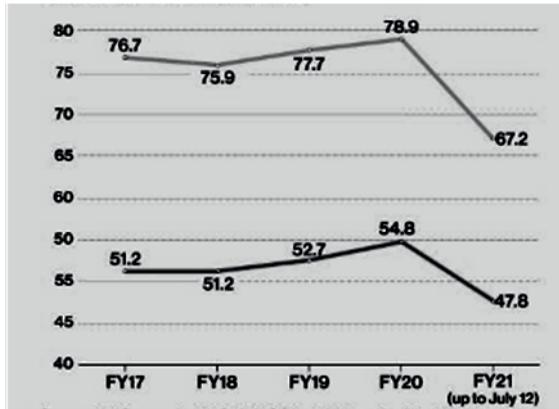
The paper has adopted a framework of four parameters to validate the implementation done so far in the light of achieving five pillars under Atmanirbhar Bharat. The parameters are Physical Capital, Technology, Human resources and Governance.

The Economic Survey predicted a V-shaped economic recovery. It further projected for the Indian economy to grow by 11 percent for the fiscal year 2021-22. Strong recovery with respect to cash liquidity, real estate, and spending on infrastructure are few economic contributors. As of 12th October, 2020, 11 states have been sanctioned ₹3,621 crores as an interest-free loan towards capital expenditure, 135 projects approved with an outlay of ₹13,200 cr. This will result in the completion of 87,000 stuck houses/flats. Under one nation one ration card, 28 states have been covered w.e.f September 1, 2020. A total of 157,44 eligible farmers have been given Kisan Credit Cards along with disbursement of ₹25000 Cr through NABARD. Also, under the PM SVANidhi scheme, the government has sanctioned ₹1,37,333 crore to the street vendors. By implementing the said reforms, the government is creating a new era of opportunities for the farmers and small entrepreneurs, which will boost the physical capital of the economy. As a result, strengthening the 'Infrastructure' pillar under Atmanirbhar Bharat.

This brings us to our second parameter, Technology. This, as given under Atmanirbhar Bharat is a pillar called a 'technological-driven system'. Implementation of the linkage of MSMEs with digital markets will strengthen this sector in terms of greater data availability and the opportunity of opening up a global market of demand for them. With the nationwide lockdown, it was vital that the learning should not stop. A comprehensive initiative called PM e-VIDYA was launched which unifies all efforts related to digital/online/on-air education. This enabled multi-mode access to education, and includes: DIKSHA (one nation-one digital platform) which has now become the nation's digital infrastructure for providing quality e-content in school education for all the states/UTs. This will benefit nearly 25 crore school-going children across the country.

The Education and Health sector brings us to our third parameter, Human Resource. Linking this to 'Demography' under Atmanirbhar Abhiyan, it can be said that investment in humans is one of the biggest assets any country can possess. The Manodarpan initiative is being launched to 'monitor and promote the mental health issues and concerns of students and teachers, providing support during conditions like COVID 19 and beyond' (Ministry of Education 2020). The budget of 2021-22 introduced 'PM Swasth Bharat Yojana' as an extension to the Atmanirbhar Bharat scheme which outlays ₹64,180 Cr over 6 years to support Health centres and critical care hospitals in 600 districts. ₹900 crore were provided for Covid Suraksha Mission for Research and Development of Indian Covid Vaccine to the Department of Biotechnology. India became the fastest country in the world to achieve more than 7 million vaccinations against the coronavirus disease (Covid-19), taking only 26 days to accomplish this feat. The Government of India has allocated ₹40,000 crores to MGNREGA the benefit of which can be seen in Figure 1. An increase in the income of people will lead to an increase in the purchasing power, hence boosting the demand in the economy and thus supporting the pillar of 'Demand.'

Figure 1: Beneficiaries of MGNREGA works (in million)



Source: MIS report of MGNREGA for FY21 up to July 12

Coming to our last parameter, Governance. Age-old policies were revised in these tranches. For instance, the threshold of default under section 4 of IBC, 2016 for Ease of Doing Business has been raised to 1 crore (the existing threshold being 1 lakh) wide notification dated 24.6.2020; default in Companies Act has been decriminalized on 28.9.2020 in parliament. For policies to stay effective and relevant it is important to bring necessary reforms and amendments with changing times. This will ultimately cater to the pillar of 'Economy.'

Figure 2 displays the sectors benefiting from the implementation done so far.

Figure 2: The benefit to sectors under Atmanirbhar Bharat.

S. No	Sector	Percentage	Allocation
1	FMCG	16.20%	81000
2	Healthcare	13.50%	67500
3	Technology	12.20%	61000
4	Financial	11.70%	58500
5	Communication	8.50%	42500
6	Services	7.30%	36500
7	Chemicals	7.20%	36000
8	Energy	6.50%	32500
9	Cons Durable	5.70%	28500
10	Construction	4.70%	23500
11	Automobile	4.00%	20000
12	Metals	1.50%	7500
13	Others	1.00%	5000
	Total	100.00%	500000

Source: CapitalVia Global Research Limited.

Recommendations

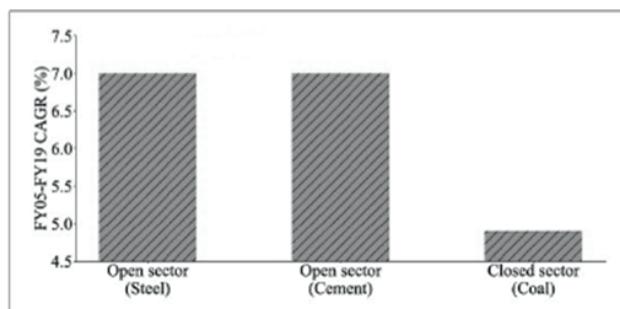
The Government created an NCGTC committee to give banks a guarantee for NPAs. By giving an indirect guarantee to banks, the government is only ensuring the transfer of NPAs, not the dissolution of the non-performing assets. And therefore, a robust mechanism should be developed to effectively deal with NPAs. The mechanism developed should answer one key question: who is going to invest in bad banks? It has been observed that global investors are willing to invest even in the stressed Indian enterprises because they believe that these entities have grass root experience of operating and deep-rooted customer base. One such example is Singapore based DBS Group holdings who bailed out Lakshmi Vilas Bank. Encouraging these investors to buy the NPAs of these firms will give these Indian firms a much-needed kick start. To further incentivise them to do so, investors can be provided a stake in these Indian companies.

Covid-19 led to stagnation in the demand. To boost the demand, the government should increase its public spending. Government spending on infrastructure, job creations, investment tools should be hiked. It can be safely said that the finance minister, Nirmala Sitharaman had this in mind when she presented the Budget of 2021-22. However, the spending should be done while maintaining the financial viability. Being administratively doable is a necessity.

The government has done fairly well to provide credit facilities to street vendors and small entrepreneurs. But to avoid their hesitation to avail credit at this time and to infuse confidence among people, the government should arrange awareness programs. These awareness programs should take effective measures to deal with people's insecurity about the repayment of loans. The step can lead to optimism among people and can increase their appetite to avail credit. For a long time now, it has been observed that handing out free cash to any section of society will offer instant but temporary relief, but no growth in terms of development or productivity. Government, by offering employment through MGNREGA, is helping productivity and meet daily needs for unemployed people. Similarly, it can also set up training camps for technological literacy. Such incentives will work well to ensure long-term development and to reduce the gap between the wealthy and the poor.

Privatisation is known to promote competition and eliminate corruption. Therefore, the government's step in increasing private participation and increasing disinvestment might be viable. Figure 3 shows the impact privatisation has had on cement and steel. Commercialisation of coal mining as projected in tranche four can raise its growth.

Figure 3: Annual growth rates in open sector (steel and cement) versus closed sector (coal)



Source: CMIE, Company Annual reports and Survey calculations

Academic institutions possess enormous talent and have come up with marvellous research in the past which can bring positive results for the nation. The government should provide due recognition and support to potential innovations by strategically converging them with the nation's interest which will lead to self-sufficiency in the long run.

In addition to this, to make the vision of Atmanirbhar Abhiyan realistically achievable, the government should come together with four major constituents of our socio-economic ecosystem i.e., corporate associations, academic, research, and development institutions, and our civil society. A collaborative environment using the core competence of each one of these stakeholders with the sound governance of the government can ensure the implementation of the reforms under different tranches efficiently.

Conclusion

India's debt burden is quite substantial. Further borrowing might put us in a more difficult position. But if the economy has to be revived, then a stimulus of this magnitude was necessary. The strained sectors needed this support or else India could have landed into a grave economic recession. Moreover, the economic survey suggested that India has always been prompt with its loan payments. The key to economic prosperity is the development of every sector of the economy and that is precisely what the mission is helping the country to achieve. Needless to say, the mission endures ample potential to revive the economy.

Before closing, it is worth spending a moment to weigh the mission based on the duration it can take to make the vision of self-reliant India realistically attainable. Atmanirbhar Bharat Abhiyan is a long-term concept. In the short-term, it will come at the consumer's cost who might be sacrificing on the best product available. With the right foot forward, slowly and steadily the economy will be back on its path and a new ray of hope for self-reliant India awaits on the other side.

The integrated approach under this mission will definitely prove to be a milestone in reducing India's dependence on other countries and thus ensuring prosperity of the Indian economy.

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Jobless Growth: An Analytical study of Employment in India

Akansha Prasad, Tina Parate and Vaishnavi Khandelwal

Abstract

Employment is one of the major macro-economic parameters that influence the social, economic and environmental development of an economy. The issue of unemployment has always been a major concern in fast-growing economies like India. According to a report by HDFC bank, the Employment Elasticity of India is 0.15 percent for every one percent increase in GDP while it was 0.39 percent fifteen years ago. This points to the prevalence of Jobless Growth. The COVID Pandemic has also had a significant impact on India's job market. This paper is an attempt to analyse and understand the employment scenario within the country and examine the occurrence of Jobless Growth. The study uses secondary data for the period. On the basis of statistical inferences, the findings of the study would aid in the development of policies that will meet the current demand for jobs while still achieving growth targets.

Key words: Employment, Unemployment, GDP, Employment Elasticity, Jobless Growth, COVID Pandemic

1. INTRODUCTION

1.1 OVERVIEW

Employment is a major issue in the developed countries as well as developing countries. The problem of unemployment leads to issues such as poverty, malnutrition, economic underdevelopment, gender inequalities, etc. India has a large population, the majority of which is young; and the country's growth rate has a good chance of improving. However, there are several issues that act as a burden to the economy. A major cause that is hindering the growth is India's Joblessness. The Indian economy is primarily an agricultural economy, with agriculture employing two-thirds of the workforce. Despite continuous policy interventions and programmes, India still remains one of the major developing nations with lack of adequate employment opportunities in Rural as well as Urban areas. The COVID Pandemic struck at a time when India's GDP growth was slowing and unemployment was rising as a result of the country's poor economic performance in recent years. As the businesses were forced to shut down, many employees found themselves out of jobs. According to the CMIE (Centre for Monitoring Indian Economy), the unemployment rate in the country peaked at 23 percent in April 2020 which came down to 8.3 percent at the end of August 2020.

1.2. CONCEPTS AND DEFINITIONS

1.2.1. EMPLOYMENT IN INDIA

The Centre for Monitoring Indian Economy Pvt. Ltd. (CMIE) defines the following concepts as:-

i. Employed: Any person who is engaged in any economic activity either on the day of the survey or on the day preceding the survey or is generally regularly engaged in an economic activity but did

not work on any of these days only temporarily because of scheduled rest days, inability to work on these specific days for reasons such as illness, bad conditions that did not allow him to reach work, festivals or other contingencies or constraints.

ii. Labour Force (LF): Labour force consists of persons who are of 15 years of age or more and are either of the following two categories:

1. Employed

2. Unemployed and are willing to work and are actively looking for a job

iii. Labour Participation Rate (LPR): This is the ratio of the labour force to the population greater than 15 years of age.

iv. Unemployment Rate (UER): This is the unemployed who are willing to work and are actively looking for a job expressed as a Percent of the labour force. (ECONOMIC OUTLOOK , 2021)

1.2.2. EMPLOYMENT ELASTICITY

As per RBI, Employment elasticity is a measure of the percentage change in employment associated with a one percentage point change in economic growth. The employment elasticity measures an economy's ability to generate job opportunities for its people as a percentage of its growth process. Employment elasticity is also used to check the potential for employment generation in the various sectors and forecast the growth projections in employment.

1.2.3. JOBLESS GROWTH

The term “Jobless growth” refers to a situation in which the economy (GDP) is growing, while the employment is either constant or declining. The term was coined in the early 1990s by economist Nick Perna. An economy that is experiencing growth without any significant expansion of jobs puts pressure on various economic stakeholders including the Government, investors, businesses and the working population owing to structural changes. Policy makers, researchers, and economic experts have repeatedly shifted their focus towards India's alarming jobless growth situation, especially in the last two decades.

1.2.4. REAL GDP

Real GDP is the value of the goods and services produced within an economy during a specific period of time, usually a year at constant prices which is known as base year. It indicates the growth adjusted for inflation. Currently, India uses the year 2011-12 as base year.

2. REVIEW OF LITERATURE

In the paper, ‘Economic Reforms and Jobless Growth in India in the 1990s’, Bhattacharya and Sakthivel use the NSSO data from 1983 to 1993-94 as pre-reform and 1993-94 to 1999-00 as post-reform years. The results show the nonexistence of any association between growth and employment in the post-reform, opposite to what had been anticipated in the economic plans. Traditionally, the primary sector had the highest employment elasticity which went on to become virtually nil. The employment elasticity in the secondary and tertiary sectors has also declined in the post-reform period. The aggregate employment elasticity at All-India level in pre-reform period was around 0.51 which fell to 0.15 during the post-reform period, thus showing a slowdown in

employment growth (Sakthivel, 2003).

Jayati Ghosh and C. P. Chandrasekhar, 'Economic growth and employment generation in India: Old problems and new paradoxes', examine the creation of sustainable and remunerative employment. The paper discusses the analytical problems with the growth-employment relationship as well as India's growth trend over the last two decades. It also analyses the shifts in the structure of the labour market and wage patterns. Finally, it tries to draw these disparate complexities together by looking at how government programmes and mechanisms are intertwined, as well as the opportunities for implementing solutions that are more specifically concerned with creating sustainable jobs (Ghosh, 2007).

In relation to employment in public sector and private sector, 'A study on employment trends in India', a paper published in 2012 in the Global Advanced Research Journal of Management and Business Studies, highlights the significant contribution of the public sector in the overall employment situation. The study focuses on the trends of male and female employment and sector-wise employment in the organized sector. The analysis of secondary data from NSSO rounds, Plan documents and Annual reports of 1998-2010, reveals that the total employment of organized sector had increased only slightly in that period. Wherein, the public sector employment has declined, the private sector employment increased to a greater extent. The percentage share of male employment declined throughout the period whereas female employment increased in both the sectors (Sudhakar, Kumar, Padmavathi, 2012).

'Jobless Growth in India's Service Sector, A Descriptive Study' by Amita Marwha focuses on the service sector which is examined as a 'vector of Indian globalisation' in this report. The effect of recent economic reforms that served as a stimulus for the service sector must be evaluated because they increased India's growth rate and made it a destination for FDI inflow and outflow. After independence, India's policy for sustainable economic development has been driven by the twin goals of achieving economic growth while ensuring equality and social justice. The impact of reform-related policies on services growth can be obtained by examining the relationship between FDI flow and increased private sector involvement in the services sector (Marwha, 2016).

In 'A Point of no Return? Changing Structures and Jobless Growth in India' published in November 2017, Anthony P. D'Costa defines Jobless growth as employment growth that lags behind output growth by a significant margin, or low employment elasticity. In 1970s and 1980s when jobless growth was not yet an established Global phenomenon, India was already showing signs of it when GDP growth increased from 3.5 Percent to 5.3 Percent whereas employment growth fell from 2.82 to 1.55 between 1973-78 and 1983-87. In this paper, GDP, employment growth and elasticities are considered to establish jobless growth. The findings on analysis of National Sample Survey Organisation (NSSO) and other government data show that the Indian manufacturing sector as a whole is not expanding while the informal sector despite high rates of economic growth has remained at a persistently high level (D'Costa, 2017).

Deepankar Basu presents a theoretical framework for understanding the Indian economy's current 'job crisis' in his paper 'An Approach to the Problem of Employment in India'. The well-known Harris-Todaro dual economy model has been used to explain the coexistence of rapid capital accumulation, vigorous production growth, and a lack of formal employment growth. The key area of ignorance that the framework will help us understand is the critical role of agriculture,

and in general, rural growth, in addressing India's current job challenges. As a result, increasing agricultural production and wages, which can narrow the wage gap, is one of the most efficient and equitable ways to solve the job crisis. In the later section of the paper, the author studies some well-known patterns in job generation in the Indian economy over the last few decades to inspire the theoretical research. This analysis of long-term job patterns aids in identifying the key issues that need analytical clarification (Basu, 2018).

Shivani Sen in 'Jobless Growth', analysed the jobless growth scenario in pre-economic reform era. The 1980s were noted for their economic reforms which were largely restricted to liberalisation and had little effect on jobs. Manufacturing employment elasticity was just 0.19 between 1981 and 1991. During the 1990s, employment elasticity in the large manufacturing sector was only a marginal 0.2, compared to 0.5 in the small manufacturing sector. The number of unemployed in India rose from 1.7 million in 2017 to 1.8 million in 2018, and the country's 'employment elasticity' fell to 0.15 Percent (ILO survey). This means that the country's unemployment rate has risen steadily over the last decade. The unemployment rate rose from 3.9 Percent in April 2017 to 6.1 Percent in February 2018 (CMIE) (Sen, 2019).

Despite India having the world's highest GDP growth rate, India's employment growth rate is the slowest. The paper 'Jobless Growth in India: The way Forward', published in 2019 by Srirang K. Jha and Amiya Kumar Mohapatra, studies the economic scenario in pre reform period and the current period. The paper traces the existence of jobless growth from the pre-reform period till 2017-18. The paper identifies the factors behind the cause of jobless growth, which is: excess capital, excess labour and stringent labour laws. Some suggestions mentioned in the paper to reduce joblessness are: reformation in factor markets, devolving more power to states, cities, districts and villages, rebalancing tax policies and others. Jobless growth is going to stay in India for a long time. In future jobs will be created by the MSMEs rather than the large Industries (Mohapatra, 2019).

The article, 'Long-term Growth–Employment Relationship in India' by Arup Mitra, focuses on the growth–employment relationship and the determinants of labour force participation rate. Employment is seen to have a greater impact on GDP rather than impact of GDP on Employment. The long-term employment growth has been sluggish in India. There has been decline in aggregate employment growth in India after 1984 on account of shrinking of employment in the public sector and lack of rapid employment generation in the organized private sector. Employment contracts can be long term in nature, and they are usually not flexible in the short run. Any reduction in employment can have adverse effect on output, as there can be a deceleration in demand. In the COVID-19 pandemic-hit lockdown the major concern is low effective demand that would affect the growth of the economy (Mitra, 2021).

3. NEED FOR THE STUDY

Employment growth occurs in an economy in tandem with GDP growth. In recent years, unemployment has risen, sparking debates about India's joblessness. This paper attempts to investigate the relationship between employment and growth in the Indian economy.

4. SCOPE

The study aims to find the effect of growth rates on employment across India in terms of employment elasticity in various segments and sectors of the economy. The duration of the study extends from 2016-17 to 2020-21. The paper covers employment trends, growth rates, joblessness with respect to growth. It also examines the effect of COVID Pandemic on employment and growth in India.

5. OBJECTIVES

1. To study the trends in employment growth in India.
2. To investigate gender and regional employment disparities.
3. To study the status of employment in India.
4. To analyse the effect of GDP growth on employment.
5. To check for the existence of Jobless Growth in the Indian economy through employment elasticity.
6. To assess the impact of COVID on employment.

6. HYPOTHESES

1. Employment elasticity depicts jobless growth in the Indian economy.
2. Trends in employment indicate jobless growth in India.

7. METHODOLOGY

In order to get better insights, the paper uses quantitative as well as qualitative approach. The period under study is the year 2016-17 to 2020-21. Data has been collected through secondary sources. The results are built on analysis of employment and growth rates, trend analysis and percentage analysis. It also considers various aspects for understanding the employment situation. Websites of Indian Government Ministries, official reports and academic papers have also been referred.

8. LIMITATIONS

1. Due to the unavailability and inconsistency of data released by the NSSO, the study relied on data from CMIE, a business information company.
2. As CMIE began publishing employment statistics in 2016-17, data was only analysed for a five-year period.

9. STUDY

9.1. TRENDS IN EMPLOYMENT

This section studies the trends in employment in India during the five years from 2016 to 2021. It takes into consideration the employment and unemployment rates for all India, urban and rural areas. It also examines the share of employment and its growth rates under the three sectors of the Indian economy.

Table 1: Employment trends

Year	Employed persons (Numbers)	Employment growth rate¹	Employment rate (ER) (Percent)	Unemployment rate (UER) (Percent)
2016-17	41,27,19,418	*	42.79	7.42
2017-18	41,13,98,737	-0.32	41.66	4.69
2018-19	40,61,06,308	-1.29	40.17	6.25
2019-20	40,88,93,381	0.69	39.5	7.45
2020-21	38,71,51,851	-5.32	36.52	8.76

Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Notes:

*Not possible since employment statistics published by CMIE only from 2016-17

¹Calculated by the researcher using the formula:-

Employment Growth rate = [(Employed persons in Current year – Employed persons in Previous year)/ Employed persons in Previous year]*100

Employment must grow because as the population grows; the number of people seeking employment also increases. If employment is stagnant while the population keeps growing, the employment rate declines. This is what happened in India, where employment had slightly dropped but the population continued to grow, even at decreasing rates. And thus India has experienced year-on-year marginal decline in the employment rate.

It is reasonable to conclude that the country's employment is declining. As can be seen from the negative rates of employment growth in Table 1, which turned positive only in 2019-20 indicating some improvement from the previous years. However, the pandemic alternatively worsened it, lowering the employment growth by 5.32 percent.

Interestingly, while the employment rate declined, the unemployment rate also declined (from 7.42 Percent in 2016-17 to 4.69 percent in 2017-18). While the former reflects poor health of the economy, the latter indicates good performance. But, this fall is misleading. This was due to a large fall in the number of unemployed persons actively looking for employment by 38.78 Percent. These unemployed persons stopped looking for jobs and caused shrinkage in the labour force. This can be attributed as the ripple-effects of the twin shocks of demonetisation and GST. In 2019-20, when India like few other economies was showing recessionary trends, the unemployment rate was at its peak high at 7.45 percent.

Table 2: Share of Employed persons¹ (in Percentages): Sector-Wise (All India)

YEAR	AGRICULTURE	MANUFACTURING	SERVICES
2016-17	44.86	15.11	40.03
2017-18	43.98	0.12	44.19
2018-19	43.17	11.93	44.90
2019-20	43.64	11.87	44.49
2020-21	47.10	9.13	43.77

Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

¹calculated by the researcher using the data from CMIE in the formula:-

Share = (Employed persons in a sector/ Total number of Employed persons)*100

Table 3: Growth rate in employment¹ (sector-wise)

YEAR	AGRICULTURE	MANUFACTURING	SERVICES
2016-17*	-	-	-
2017-18	-2.62	-22.25	9.63
2018-19	-0.73	1.97	2.75
2019-20	2.11	0.52	0.08
2020-21	2.27	-27.12	-6.74

Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Notes:

*Not possible since employment statistics published by CMIE only from 2016-17

Calculations:

¹calculated by the researcher using the formula:-

Growth rate = [(Employed persons in the sector in Current year – Employed persons in the sector in Previous year)/ Employed persons in the sector in Previous year]*100

As can be seen in table 2, agriculture still prevails to be the most dominant sector in India, employing almost 43-47 percent in agriculture and allied activities, constantly followed by the service sector 40-44 Percent and finally the manufacturing sector employing only approximately 9-15 Percent.

Table 3 reveals that the year 2017-18 showed a marginal fall in employment in agriculture (2.62 Percent), while there was a significant increase in the service sector (9.63 Percent). Manufacturing sector underwent a drastic fall in terms of those employed by 22.25 Percent, due to

a major decline in jobs in cement and other construction material industries under conditions of slow growth in construction. Other areas where employment dampened are handicrafts and textiles followed by the food industry. It could be associated with the process of structural transformation taking pace. This later gradually increased with minimal fluctuations.

Table 4: Employment by Region

Year	Employed persons (Numbers)		Employment rate (ER) (Percent)		Unemployment rate (UER) (Percent)	
	RURAL	URBAN	RURAL	URBAN	RURAL	URBAN
2016-17	28,10,83,709	13,16,35,709	43.83	40.72	6.69	8.94
2017-18	27,93,63,485	13,20,35,253	42.59	39.82	4.47	5.16
2018-19	27,56,88,703	13,04,17,606	41.09	38.35	5.96	6.85
2019-20	27,95,32,706	12,93,60,675	40.73	37.07	6.93	8.56
2020-21	26,61,02,735	12,10,49,116	37.9	33.81	8.4	9.56

Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Employment in rural India has been higher than urban India during the past five years. This is in accordance with the employment and unemployment rates where rural areas have higher employment rates and lower unemployment rates and vice-versa. Both the regions show decreasing trends in the employment rates. Unemployment rates are high in recent years for all regions; while it is the urban areas demonstrating higher Unemployment rates each year. However, there was an abrupt fall from 2016-17 to 2017-18 when people ceased actively looking for jobs just after demonetization (Table 4).

Table 5: Employment by Gender and Region

Year	All India				Urban				Rural			
	Male		Female		Male		Female		Male		Female	
	ER	UER	ER	UER	ER	UER	ER	UER	ER	UER	ER	UER
16-17	70.52	5.08	11.88	20.41	68.46	5.71	10.77	26.23	71.53	4.77	12.45	17.5
17-18	69.74	3.73	10.47	11.23	67.71	3.9	9.57	13.77	70.74	3.65	10.94	10.04
18-19	68.03	5.1	9.35	14.57	65.8	5.25	8.37	18.66	69.14	5.03	9.85	12.65
19-20	66.78	6.14	8.98	17.09	63.99	6.63	7.12	24.25	68.19	5.91	9.93	14.12
20-21	61.83	7.96	7.81	15.39	58.82	8.37	5.74	21.31	63.35	7.77	8.87	13.22

Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Table 5 summarises the employment conditions by gender and region. The employment rates for males has decreased during the years 2016 to 2021 in urban and rural context; the unemployment rates escalated simultaneously. While the employment rates for females in urban as well as rural regions had dropped down, the unemployment rates among them show a significant fall. Where 60-70 percent of all men of working age are employed, only about 7-11 Percent of all women of working age are employed. Studies show that economic shocks hit women’s participation in the labour markets disproportionately. This points towards a deteriorating condition of females in the employment sector. Urban women participate much less than rural women. The year 2019-20 marked the highest divergence between employment rates among urban women (7.12 Percent) against among rural women (9.93 Percent) and urban males (63.99 Percent) as compared to rural males (68.19 Percent).

9.2. STATUS OF EMPLOYMENT

This section throws light on the qualitative aspects of employment that reflects the condition of employment and its quality in an economy. Even though it depends on the quality of employment, there are other factors to consider as well, which play a vital role in determining the employment scenario. Status of employment outlines and examines the situation of employment on the basis of gender, age groups, employment categories and education levels in the context of rural and urban India.

Based on the data published by CMIE, estimates in absolute numbers of labour force, labour participation rate, employed person on the basis of education and age have been derived for 2016-17 to 2020-21, separately for rural and urban sectors and for males and females.

Table 6: Employment and Unemployment Statistics

Year	Population > = 15 years age			Labour force (LF)			Labour participation rate (LPR)		
	(in Crores)			(in Crores)			(in Percent)		
	TOTAL	RURAL	URBAN	TOTAL	RURAL	URBAN	TOTAL	RURAL	URBAN
16-17	96.45	64.12	32.32	44.57	30.12	14.45	46.22	46.98	44.72
17-18	98.74	65.59	33.15	43.16	29.24	13.92	43.71	44.58	41.99
18-19	101.10	67.09	34.01	43.31	29.31	14.01	42.85	43.7	41.17
19-20	103.52	68.63	34.89	44.18	30.03	14.14	42.68	43.76	40.55
20-21	106.00	70.12	35.79	42.43	29.04	13.38	40.03	41.37	37.39

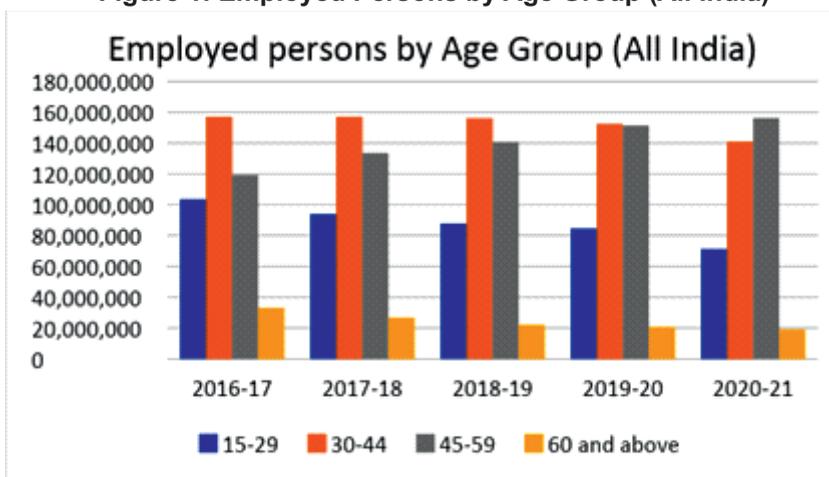
Author’s compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Table 6 illustrates population aged equal to or above 15 years, Labour Force (LR) and Labour Participation Rate (LPR) with reference to urban and rural sectors. The Labour Force (LR) shows

a decline of about 1.41 crores from 2016-17 to 2017-18 but from 2017-18 there has been a continuous increase. The size of the Labour Force (LF) in the rural sector is much higher than in the urban sector for the period of four years.

The Labour Force (LF) in the rural and urban sector declined from 2016-17 to 2017-18, but after 2017-18 there was a steady rise till 2019-20. The Labour Participation Rate (LPR) has slowly dwindled from 2016-17 to 2019-20. The size of Labour Participation Rate (LPR) of the urban sector is less than the rural sector for the period of four years. The Urban sectors recorded a fall in Labour Participation Force (LPR) from 44.72 percent in 2016-17 to 40.55 percent in 2019-20. This indicates that Labour Participation in the rural sectors is better over the four years as compared to the urban sector, owing to efforts by both the Central and State governments to boost rural jobs.

Figure 1: Employed Persons by Age Group (All India)



Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Note: The above values are absolute in numbers

Figure 1 depicts the number of employed persons in different age group categories of 15-29 years, 30-34 years, 45-59 years, and 60 years and above from 2016-17 to 2020-21. The number of employed people in the age categories of 15-29 years and 60 years and above declined gradually from 2016-17 to 2019-20. Employed people of age 30 to 44 years increased slightly for a year but after 2017-18; it has been decreasing. Surprisingly, on the other hand, the number of employed people between the age 45 to 59 has shown an upwards and steady growth. This indicates that employment prospects for the younger generation are becoming limited, as the number of employed people in younger age groups continues to decline.

Table 7: Labour Participation Rate: By Region and Gender

Year	Urban			Rural		
	Total	Male	Female	Total	Male	Female
2016-17	44.72	72.61	14.6	46.98	75.11	15.09
2017-18	41.99	70.46	11.1	44.58	73.42	12.16
2018-19	41.17	69.45	10.29	43.7	72.81	11.28
2019-20	40.55	68.53	9.4	43.76	72.47	11.56
2020-21	37.39	64.19	7.29	41.37	68.69	10.22

Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Note: The values are in Percent

Table 7 shows the Labour Participation Rate in percent for rural and urban sector with context to gender. The table clearly shows that the Labour Participation Rate is greater in rural areas than urban areas. The Labour Participation Rate shows a downfall from 2016-17 to 2019-2020 in both rural and urban sectors except for in the year 2018-19, where there was a negligible increase in the rate in rural sector. Male as well as female Labour Participation Rate in rural sector is higher than urban areas over the years. This shows that the rural sector is performing far better in terms of Labour participation for both males and females than the urban sector. Even though it is interesting that female Labour Participation is more in the rural sector than in urban areas, but the gradual decrease in this parameter is an issue of major concern for the country.

Table 8: Employed Persons by Education Level (Percent)

No education			Primary (up to 5th standard)			Secondary (6th-9th standard)			Higher secondary (10th-12th standard)			Equal to and more than Graduate		
Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
7.69	6.33	1.36	9.41	7.33	2.07	7.51	5.07	2.44	11.5	7.12	4.37	5.15	2.24	2.91
3.75	3.13	0.62	11.38	8.87	2.5	8.47	5.91	2.57	12.22	7.68	4.54	5.28	2.34	2.94
1.4	1.21	0.21	12.56	9.87	2.68	8.81	6.21	2.61	12.4	7.9	4.5	5.42	2.39	3.03
0.65	0.57	0.07	13.04	10.33	2.71	8.98	6.37	2.6	12.81	8.28	4.53	5.39	2.38	3.01
1.19	1.01	0.17	6.64	5.39	1.24	11.58	8.88	2.7	14.72	9.57	5.15	4.57	1.74	2.83

Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Note: The values are in Percent

Education plays an important role in ensuring a high rate of employment for the economy. There has been a decline in the number of employed persons without any education from 2016-17 to 2019-20 in both urban as well as rural sectors. Employed people with primary and secondary

education in both rural and urban sector show an upward growth over the years. There was a steady fall in Employed person with a qualification of graduation or above in both urban and rural Sector. The percent of graduated employed people was more in urban areas in comparison to rural areas. This indicates that urban sectors provides better job opportunities for highly educated job-seeking candidates (Table 8).

9.3. JOBLESS GROWTH AND UNEMPLOYMENT

This section studies and analyses the relationship between employment and GDP with the calculation of employment elasticity across the five years. The variables used are number of employed persons and real GDP.

Table 9: GDP (at Constant prices)

Year	Real GDP* (Rs. Million)	GDP growth rate¹ (Percent)
2016-17	12,30,81,930	8.26
2017-18	13,14,45,820	6.80
2018-19	14,00,33,160	6.53
2019-20	14,56,92,680	4.04
2020-21	13,40,88,820	-7.96

Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Notes:

*GDP (at Constant prices) by expenditure/demand- base year 2011-12

¹Calculated by the researcher using the formula:-

GDP Growth rate = [(Current year GDP-Previous year GDP)/Previous year GDP]*100

While the real GDP might seem to be showing an upwards trend in millions, there is a real contraction in GDP growth rates over the years (Table 9). For better comparison the paper analyses employment and GDP growth rates rather than the absolute figures. This analysis shows a direct positive relationship between employment and growth i.e. GDP in India as both are decreasing significantly except for the year 2019-20, when employment grew by 0.69 Percent (Table 1) as against a real fall in the growth rate to 4.04 Percent (Table 9).

Table 10: Employment Elasticity

Year	Employed persons (Numbers)	Real GDP (Rs. Million)	Employment Elasticity¹
2016-17	41,27,19,418	12,30,81,930	*
2017-18	41,13,98,737	13,14,45,820	-0.05
2018-19	40,61,06,308	14,00,33,160	-0.20
2019-20	40,88,93,381	14,56,92,680	0.17
2020-21	38,71,51,851	13,40,88,820	0.67

Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Notes:

*Not possible since employment statistics published by CMIE only from 2016-17

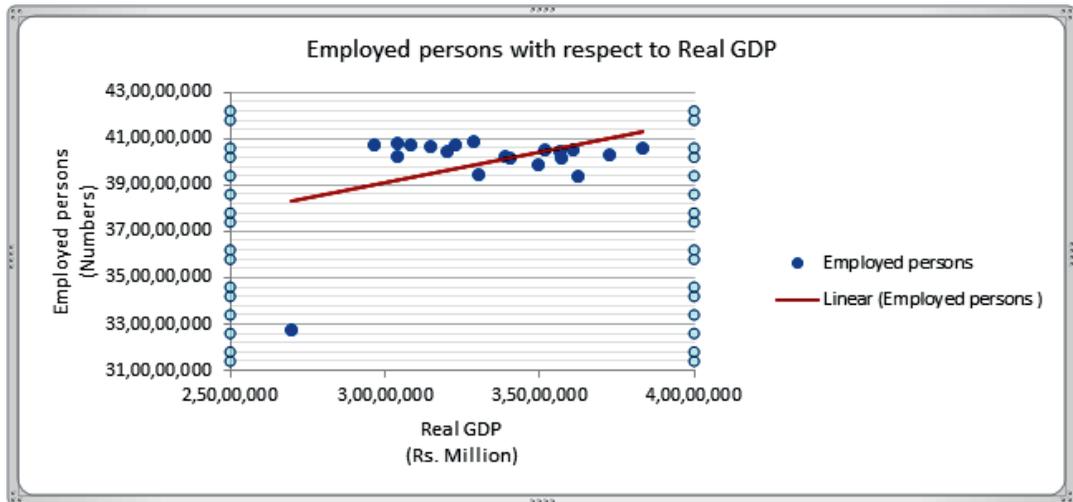
¹Employment Elasticity: calculated by the researcher using the formula:-

Employment Elasticity = $\frac{\{[(\text{Employed persons in Current year} - \text{Employed persons in Previous year}) / \text{Employed persons in Previous year}] * 100\}}{\{[(\text{Real GDP in Current year} - \text{Real GDP in Previous year}) / \text{Real GDP in Previous year}] * 100\}}$

GDP and employment usually share a positive relationship and are part of the multiplier process. Employment elasticity is a measure of the percentage change in employment due to a one percentage point change in the economic growth (GDP). The higher the employment elasticity, the more labour-intensive growth i.e. it indicates the ability of an economy to generate employment opportunities. Employment elasticity can be applied to study the employment intensity of growth or sensitivity of employment to output growth. Employment elasticity of GDP growth in developing countries is found to be 0.7. (Khan, 2007)

From Table 11, the decrease in employment is in contrast to the increasing real GDP values. In fact it points towards a negative relation between real GDP and employment between 2016-17 and 2018-19, when the real GDP was increasing while employment was declining. This is opposed to what is generally accepted. However, in 2019-20, the employment elasticity was 0.17 which means for every one percent rise in real GDP, employment was rising by only 0.17 Percent. This relationship is seen to be stronger in the year 2020-21, when due to lockdowns amid pandemic, the GDP fell by almost 8 Percent (Table 10) and the employment fell comparatively less by 5.3 Percent (Table 1).

Figure 2: Effect of Real GDP on Employment



Author's compilation (Source: <https://economicoutlook.cmie.com/>, CMIE)

Notes:

Data considered from Q4 2016 to Q3 2021

Scatter plot made by the researcher using Employment and GDP (Constant prices) by expenditure/demand- base year 2011-12

*It should be noted that data point Q1 2021 is an outlier depicting the repercussions of lockdowns amid COVID Pandemic

Jobless growth is a phenomenon when the economy is growing i.e., GDP is rising, but at the same time, employment is either constant or declining. In India, while the real GDP is increasing, the number of employed persons is nearby constant, fluctuating within a small range of 39 to 41 Crores (Figure 2). This change is not enough to sustain the growing population of a developing country like India. Thus, the tendency towards jobless growth in recent years.

9.4. COVID PANDEMIC: IMPACT ON EMPLOYMENT

This section discusses the impact of COVID 19 on employment; it also throws light on the disturbances caused in the labour market such as reduced work time, reduced wages, minimized self-assessed productivity and the slowdown being witnessed in formal and informal sectors. The aim of this section is to examine the impact of employment constraints in different industries.

The COVID pandemic, has affected all continents, leading to global lockdowns. In India a strict nationwide shutdown was enforced during March-April 2020, which was followed by phased unlocking and phasing out of the containment measures. According to a study conducted by the Indian Society of Labour Economics, the immediate influence of the COVID-19 crisis was job loss,

although the long-term consequences were lower economic growth and increased inequalities (ISLE). A survey indicated a massive increase in unemployment and an equally dramatic fall in earnings. The Coronavirus pandemic has brought India's economy to a halt, and many people, mostly women, have lost their jobs. According to a survey in Delhi, the unemployment rate in the national capital rose by 17 percent in just eight months, with 83 Percent of women respondents opting to permanently leave the workforce. Furthermore, women were slower to reclaim employment, resulting in a widening of the gender gap. A substantial portion of India's population works in the informal economy, which has seen employment reductions. India has seen a sharp drop in the number of jobs in the formal sector.

According to a report published in a job's website, Naukri.com, hiring across India declined by 62 percent in April 2020 as compared to the same month in 2019. The worst hit sectors are the hotel, restaurants, travel, airlines with a decline of over 91 percent, followed by automobiles and auto ancillaries, retail, accounting and finance. According to the Centre for Monitoring Indian Economy (CMIE), the unemployment rate in the country touched a record high of 23 percent in April before coming down to 11 percent in June and 8.3 percent at the end of August 2020. Agriculture was largely insulated from the lockdown. The industrial sector was badly affected in the first quarter. The construction and services industries were also the hardest hit.

78 percent of the people saw a drop in their wages. A majority of young employees, 52 percent, saw a partial decrease in their working hours. About one-quarter of the youth employed in clerical staff, utilities, manufacturing, crafts, and similar trades had quit their jobs, compared to just 7 percent in managerial roles, 15 percent in vocational groups, and 14 percent in specialized and associate professional occupations. After the outbreak of the pandemic, 61 percent of the young population have registered a drop in work-related productivity. Young women (64 Percent) were more likely than young men to see a drop in productivity (59 Percent). Young staff in the private sector employed in support facilities and distribution prove to be the most vulnerable. Most notably, 64 percent of those working in the private sector underwent a decrease in pay, compared to just 23 percent in the public sector.

Even after the economy was opened up, there was no improvement in the salaried job market. The Government has blamed the country's employment condition on the country's unprecedented economic recession. It is important to note that such high levels of unemployment and loss of livelihoods have come after the country had gone through at least a decade of 'jobless growth'.

Two-thirds of jobs in low-income countries (67 percent) recorded a reduction in working hours, compared to 54 percent in lower-middle-income countries and 46 percent in high-income countries. Similarly, in low- and middle-income countries, the proportion of young workers experiencing a decrease in income and productivity was greatest.

10. FINDINGS

1. Employment is on the decline where employment rates have fallen. Unemployment rates are rising dramatically. Agriculture continues to be India's most dominant industry, employing nearly 43 to 47 percent of the workforce, followed by the service sector, which employs 40 to 44 percent, and manufacturing, which employs just 9 to 15 percent.

Manufacturing is seen to be the most unstable with respect to year-on-year growth rate in employment. Service sector had also experienced such changes on moderate levels. Agriculture is the only sector which experienced minimal fluctuations. This point supports the objective of the study.

2. Employment scenario is favourable in the rural areas than the urban areas with a better Labour Participation rate and greater Labour Force.
3. Employment among people aged 30 to 44 is declining, whereas employment among people aged 45 to 59 is steadily increasing. Employment for primary and higher secondary qualified persons is more than that of graduates even though the employment percent of young graduates are increasing over the years.
4. The GDP is rising, although at decreasing rates. Except for the year 2020-21 where it shrank by 7.96 percent. This is followed by downward trends in employment.
5. The Employment elasticity is negative i.e. the increase in GDP is followed by decreasing employment. In 2019-20 it was positive at 0.17 which is far too low. The study points towards jobless growth in India in the past five years. Thus, proves the Hypothesis.
6. Agriculture remained highly insulated during the pandemic lockdowns while the other sectors were hardest-hit. The year 2020 saw a massive increase in unemployment in both formal and informal sector. While few informal workers who were still employed during the lockdown saw their earnings drop by more than half, there was a sharp drop in the number of jobs in the formal sector by 62 percent.

11. CONCLUSIONS

- i. India is not unknown to the problem of unemployment. The Indian economy is the world's fastest growing. The main elements for an economy's development are employment and growth. It will be difficult for India to sustain its development rate unless it achieves the desired level of employment growth that is also consistent. According to recent data, India is experiencing a jobless growth, which is acting as a slow poison to the country's rising economy.
 - ii. The government has taken numerous measures in the past and continues to do so. Recent trends are towards setting-up start-ups and ease of doing business for facilitating FDI flows within the country. Because of its favourable policies, India is one of the most popular destinations for direct investments by foreign investors. As a result of the efforts, India's ranking on the World Bank's Doing Business Report has improved significantly. All of this has helped in increasing employment levels and ensuring better working conditions.
 - iii. The COVID pandemic had an adverse effect on the Indian Economy. Particular sectors have been impacted badly such as manufacturing, transportation, tourism, hospitality, among others. Inequalities have widened and sharpened with unprecedented job losses and the biggest internal migration in the history of mankind. The impact of job losses has been higher for certain groups of people particularly Muslims, Dalits, women and those with lower levels of education. The repercussions of the pandemic have been evident with a massive increase in unemployment and an equally dramatic fall in earnings.
 - iv. One of India's most daunting problems today is the development of sufficient, high-quality
-

jobs. This necessitates creative thought based on solid evidence and in-depth research. There exists a lot of scope for promoting entrepreneurship culture among the youth.

12. RECOMMENDATIONS

- i. Match between supply of and demand for job seekers: Development of proper efficient methods for dissemination of timely information of industrial requirements using advanced technology like AI. This should be accompanied by a greater emphasis on developing desired employability skills through educational reforms.
- ii. Focus on job-intensive sectors: India needs to tap its abundant human resource by also focusing on labour intensive sectors like food processing, dairy, MSMEs etc., apart from the capital-intensive industries. Priority should be given to the over-all development of such industries as well as the rural areas where they are based. This is necessary to ensure increased economic growth along with Employment generation.

LIST OF ABBREVIATIONS

GDP- Gross Domestic Product

CMIE- Centre for Monitoring Indian Economy

NSSO- National Sample Survey Office

ER- Employment Rate

UER- Unemployment Rate

LF- Labour Force

LPR- Labour Participation Rate

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The Role of Income and Labour Force Participation in Nutritional Disparities Among Indian Women

Sawab Jallu and Shubham Kolapkar

Abstract

Empowerment and gender equality is a far cry in a country where women feel guilty for eating adequately. The nutritional requirements of men and women are different but it cannot be ignored that this is influenced by deep-rooted gender-biased norms rather than nutritional necessity. A country like India where scores of women are anemic, have a BMI less than 18.5kg/m, and are of reproductive age, are undernourished; which eventually culminates into a ferocious cycle of poor health of women, her children and thus the nation as a whole. Income whose relevance in health is indisputable and female labour force participation which unlocks equal opportunities are crucial yardsticks of women empowerment. In a systematic manner, using statistical analysis, we appraise the materiality of Income & Female Labour Force Participation Rate separately in the behaviour of nutritional indicators BMI & Anemia apiece. Results project increase in income of women is likely to reduce the abnormalities in BMI levels and Anemia in women respectively, whereas Labour Force Participation can favorably influence the nutritional variables where the positive drivers for Female Labour Force Participation exist.

Key words: Nutrition, Female Labour Force Participation Rate, Anemia, BMI, Income

1. Introduction and Literature Review

In India, women account for half of the population, one fourth of reproductive-age women are malnourished, with abnormalities in the BMI¹. Malnutrition causes a variety of problems, including giving birth to underweight babies because Indian women's diets are frequently insufficient to meet their own nutritional demands. Both BMI and Anemia are a measure of malnutrition (S. Jose, 2011) where in the BMI is measured using a formula Kg/m^2 which is weight to squared height. BMI less than 18.5 kg/m is referred to as thinness and is considered to be underweight and BMI above 25 and 30 refers to overweight and obesity and all of those are an indication of poor nutrition.

Women are considered to be an economic burden particularly in rural India which negatively affects their health and, in future, their children. The association between health and social status is such that the advantage of female life expectancy is not at all seen in India, hinting towards organisational failure in the health system. With minimal autonomy in the family, women enter a vicious cycle of poor health with abnormal BMI and anemia which leads to less productivity in the labour force and giving birth to infants with poor health and less weight (C Saha, K. Saha, 2010). Surprisingly, a paper points out how obesity and poverty are closely related. The cross-sectional study hints towards the pervasiveness of higher BMI in low-income areas (Dean Jolliffe, 2010)

On the other hand, Anemia is a global public health problem which is worse in developing countries mainly because of malnutrition and haemoglobin in the blood is below 12 grams/decilitre for women and 13 grams/decilitre for men, it is taken as an indication of anaemia, in terms of deficiency of iron in the blood (Anisa M Durrani,2011). Where anemia has a bad effect on the body it also does increase an economical burden on the person. Education, occupation, wealth and residence can alter the levels of Anemia for good and bad both depending upon the level of investment in the above (Yarlina Balarajan, Usha Ramakrishnan, Emre Özaltin, Anuraj H Shankar, SV Subramanian, 2011).

Further, it was also noticed that there is some if not complete relationship between BMI and Anemia. It was seen that there is a prevalence of deficiency of iron in the hemoglobin in underweight and overweight children is higher than in subjects with desirable or normal BMI (Bijan Keikhaei,2019). Another paper highlights how BMI and anemia are significantly associated. Although the study was carried out in a specific area in India, the results are similar to the above-mentioned paper where the mean value of hemoglobin was significantly decreased in underweight and overweight compared to normal weight (V. Thamban,2019). One limitation of BMI is that it does not differentiate between fat body mass & lean body mass or muscle mass.

More than men, anomalous BMI and anemia is a characteristic of women which was clearly pointed out in the NFHS-5 as the data has jumped across the groups like children, pregnant and non-pregnant women, particularly. More than half of the non-pregnant women have anemia according to the report. Anemia among women is the beginning of serious health problems and its prevalence is mostly seen in developing countries. It has also been mentioned that anemia affects body growth and development, especially during the crucial period of adolescence. The factors that affect low absorption of iron particularly in women is primarily due to blood loss during menstruation and pregnancies. Physiological i.e., reproductive factors are responsible for at least a part of the gender gap in iron deficiency anaemia in India, as also in other countries. They are complemented by an iron-deficient diet (Hose J,2010) Iron deficiency (ID) is the 'most prevalent nutrient deficiency' in the world (World Bank, 2007; WHO, 2008). Anemia is often used as a proxy for iron deficiency and investment in human capital has played a vital role in reduction of anemia.

Of all the things, income affects nutritional habits because we need to understand that in low-income families the food people get and the food people need does not always coincide due to the high cost of healthy foods making them out of reach and basically unaffordable (Kristen Wiig Dammann,2019). Another paper accentuates that women with low income typically consume cereal based diets rather than protective food.

Without addressing women, a study demonstrates a significant linear relationship between income and health and how narrowing the gap would improve the health and wellbeing of populations. (Kate E. Pickett, 2015). Income and education help in giving a woman a strong footing mentally and nutritionally in the society and the family as well. Therefore, more the education and income, more will the woman feel empowered (C Saha, K. Saha, 2010)

In 2001, a World Bank report on gender and development began with the statement that poverty and gender inequality are closely linked: “Large gender disparities in basic human rights, in resources and economic opportunity ... are pervasive around the world ... And these disparities are inextricably linked to poverty,”. What further adds to the misery is the ‘boy preference’ not just in acquiring education or employment but healthcare also. (Emily Oster, 2006) After all these years, the status hasn't changed, still. Nobel Laureate Edmund Phelps is of the opinion that ‘jobs, particularly for the disadvantaged and poor can lead to distributive justice. High wages enable workers to solve various problems, participate in the growing economy and live with dignity. The way the market economy determines wage, it creates problems of inclusion’.

Richard Wilkinson states that ‘income inequality, like air pollution or toxic radiation, is itself a health hazard. Even if economic policy has no direct effect on health, the positive correlation between health and economic status implies that social inequalities in wellbeing are wider than would be recognized by looking at income alone’. The International Journal of Epidemiology calls attention to the strong association between health and income rather than education and health.

Further, empirical studies show that labour force participation affects health in a way that it is confirmed in the literature itself that better health increases the probability of labour force participation. Adding to it, those women who choose to be in the labour force are in good health and they are in jobs that are less likely to harm their health. Which implies, health had a positive and notable effect on labour force participation for women. (Lixin Cai, 2010). Further study points out that women tend to choose jobs according to their body weight such as overweight women handpicking desk-bound jobs often (M Arantxa Colchero 1, Benjamin Caballero, David Bishai, 1983-2002).

Apart from this, papers suggest how poor health can impede the progress of a person- lowered efficiency, productivity and sluggish skill learning which has a direct effect on the labour force participation. Which implies there is a positive relationship between good health and the labour force participation. (Mushtaq, A., Mohsin, A., & Zaman, K, 2015). Pointing out India's abysmally low Female Labour force participation Rate, a study suggests that it can upset the economic stability of the country since women compute almost half of the population and fewer study and even smaller percent join the labour force. Women are generally expected and seen doing sedentary jobs because joining the labour force which requires technical skill is a mammoth task in a country like India where gender stereotyping is a part and parcel of the society (Banerjee, M. 2019).

2. Objectives:

The objective of the study will be the following:

1. Highlighting the gender gap in nutritional intake in India and Importance of nutritional sufficiency in women's life
 2. To find how earnings of women affect nutrition
 3. Forming a correlation of wages(women) with BMI and Anaemia respectively & to
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establish an inverse relationship between income level of women and BMI, income level of women and Anaemia.

4. Effect of labour force participation on nutrition of women and form a correlation between Female Labour Force Participation and BMI, Female Labour Force Participation and Anaemia
5. To establish an inverse relationship between Female Labour Force Participation and BMI, Female Labour Force Participation and Anaemia.

3. Scope:

The subjects of Health and Nutrition often go hand in hand². Previously a large number of studies focused on overall health as an indicator without specifically focusing on nutrition as a measure of a healthy body. Such studies were far and few between. Several studies have focused and elaborated on income inequality and its impact on health whereas its effect on nutrition, a vital yardstick of health, has not been paid enough attention. Also, majority studies on income and its influence on health or nutrition rarely have women as a centre of attention, rather are too general.

There is ample literature emerging on how health plays a vital role in increasing the labour force participation. However, the trajectory of the same indicators in reverse order is not probed enough. The role of labour force participation in achieving health is even less ventured let alone the nutritional sufficiency. The indicators- Anemia and BMI, that are introduced in our study are the proxies of nutritional sufficiency in particular when it comes to women's health. BMI is a suitable indicator in the sense that it is an overall gauge of physical health and conveniently gives an insight into whether women fall in or outside the healthy range. Anemia itself is a litmus test of poor nutrition, since it is the most widespread nutritional deficiency in the world especially in the case of women; therefore, adding to the profundity of the study that has been established in the paper.

4. Methodology:

The research will include secondary data collection.

The following indicators will be looked at for secondary data collection:

1. BMI, Anemia to check the physical health of the women;
2. Income, participation in labour force, in order to examine the financial health;

The study is secondary research where in the data is majorly retrieved from reports issued by the government on their official websites such as: The Ministry of Statistics and Programme Implementation, (MOSPI); The National Family Health Survey (NFHS); The Periodic Labour Force Survey (PLFS) annual report.

From the reports, data shall be separated and further analysed to draw conclusions. To add more to the data set, relevant information will be gathered, gauged and lastly analysed using Regression analysis³, Analysis of Variance (ANOVA) and T-Test. The analysis been majorly done in excel and it will seek to understand:

- A. Whether women are nutritionally sufficient or not?
- B. What affects the nutritional pattern among women with respect to income and labour force participation?
- C. Whether change in income and labour force participation bring about a change in the nutritional sufficiency of women?

We sought to expand limits of women empowerment and change the focal point from numbers and stress on the basic necessity of life- nutrition. Since, considerable data already exists for the state, it can be used as a launchpad to explore deeper questions.

5. Findings

India has a massive burden of high undernutrition. It is one of the countries with largest within-country inequalities in malnutrition rates in the world (Global Nutrition Report,2020). The quality of life of all its citizens is not consistent with India's significant economic growth over the past ten years, and there is major variation within states in terms of social and economic development indicators. The inequalities are even deeper in the lives of Indian women. Individuals coming from underprivileged or marginalised sections are the worst sufferers. Factors such as lack of education, low social status, poverty are few reasons for marginalisation which ultimately results in lower access to good healthcare. Often it tends to be unaffordable.

Level of Income & Labour force participation of women in this scenario can play a massive role in appreciation or depreciation of the level of undernutrition in the country depending upon whether it's favourable or unfavourable. Income, in various studies, has proven a catalyst in bridging inequalities in health. 'At the individual level, health has been observed to share a high degree of positive correlation with productivity, earnings and standard of living' (Ramachandran, 2013)

Higher incomes provide greater command over many of the goods and services that promote health, including better nutrition, access to clean water, sanitation, housing and good quality health services (Bloom & Canning, 2000). Affordability or the high cost of nutritious food is a serious constraint especially in places like India. The affordability of quality or nutritious food and basic necessities depends upon the level of income. It is generally noted that lower income families have access to less healthy food compared to the higher income groups. 'Food purchasing patterns may mediate income differences in dietary intake quality' (French, S. A, 2019). Not just households but underdeveloped countries and developing countries have been associated with poor nutritional diets among their population. Income has been seen to have an implication on the betterment of not just the nutritional intake but also the overall health of lower income groups. Between quality food and survival, lower income groups always pick survival and money in hands can always change the situation for good, widen the scope of life.

Indian women, when financially dependent typically have little autonomy and often live under the control of the head of the family. Income plays a significant role in empowering women not just monetarily but nutritionally too. It has proven to change the purchasing and consumption pattern. Particularly in the case of women, increased income not just brings about a change in herself alone but influences the family too, especially children (Feed The Future, 2014). Health being a circular phenomenon, health of one generation has a serious influence on the health of the following generation.

The role of income whether for overall health or nutritional intake has been a subject of curiosity since contrasting results are present in the literature. Effects of income on nutrition & health have been separated on the lines of effects of absolute versus relative income on health. Income tends to improve health up to a particular point, beyond that there are diminishing returns to health improvement with addition of every unit of income. Although the relationship between income and health is likely to be bi-directional, the causal relationship between lower absolute incomes and

worse health status is widely accepted by economists (Deaton, 2003; Deaton & Lubotsky, 2003) as well as by social epidemiologists (Marmot, 2002). We do not here advocate for an income-focused policy for improving nutrition but its vital role in nutritional sufficiency cannot be dismissed till the point the returns diminish.

Apart from income, this study investigates if increasing women's labour force results in women being less anaemic or having a normal BMI than those who do not. A person's well-being is heavily influenced by their participation in the labour force. An unbalanced economy with only a small portion of the population results from concentrated wealth in a few hands with only a particular section of the society having access to necessities. In other words, equitable distribution of income is possible through engaging people into the workforce which in turn widens the scope of accessibility. For labour to be productive, it warrants the acquisition of knowledge, skills, and capabilities. But for the acquisition of the aforesaid things, one must be healthy- in the correct state of mind and body. In addition to this, the efficiency of the workforce is majorly governed by health. A woman's employability is of high importance in a country like India where the Female Labour Force Participation Rate is comparable with that of the Arab nations (20.6%) (World Bank, 2019). Therefore, engaging women into the labour force and investment in her cannot just make her life better but can help increase nation's sinking growth rates.

For this study, cross sectional data has been taken where Labour Force Participation Rate (Female), Women whose Body Mass Index (BMI) is below normal (BMI) and Non-pregnant women age 15-49 years who are anemic for 20 states including Union territories are taken as the indicators. We wanted to know whether the change in LFPR brings about a change in BMI and Anemia respectively and if yes, whether the change is positive or negative.

Before we establish a relationship between Female LFPR and BMI/ Anemia, first of all, the study tries to focus on the relationship between the two nutritional indicators i.e., BMI and Anemia.

Table No. 4.1

State/UT	Female LFR (rural+urban)	BMI	Anemia	Rural LFPR	U-LFPR	Hourly wages women
Andhra Pradesh	45.1	14.8	59	47.3	26.7	37
Assam	13.6	17.6	66.4	12.6	13.3	34
Bihar	4.5	25.6	63.6	4	6.5	40
Goa	35.6	13.8	38.9	28.6	30.7	66
Gujarat	23.5	25.2	65.1	25.4	16.4	42
Himachal Pradesh	64.1	13.9	53.4	62.1	31.4	65
Jammu & Kashmir	36.3	5.2	67.3	37.1	20.5	83
Karnataka	28.2	17.2	47.8	27.6	20.5	46
Kerala	35.2	10.1	36.5	31.3	29.7	64
Maharashtra	35.1	20.8	54.5	38.5	22.1	48
Manipur	27.7	7.2	29.3	25.7	27.8	79
Meghalaya	53.1	10.8	54.4	56.2	29.1	50
Mizoram	30.9	5.3	34.8	28.7	29.6	89
Nagaland	22.6	11.1	29.3	24.6	18	92
Sikkim	52.7	5.8	42.1	55	26.6	86
Telangana	41.5	18.8	57.8	47.6	24.6	39
Tripura	18.5	16.2	67.4	15.8	20.1	69
West Bengal	23.9	14.8	71.7	20.9	24.8	34
Andaman & N. Island	34.9	9.4	57.6	31.3	31.2	120
Lakshadweep	20.8	8	26	11.3	19.6	121

Data retrieved from NFHS 5 annual report (2019-20), MOSPI annual Report (2018-19)

Correlation Table 4.2

Correlation of LFR to BMI=	-0.3734985199
Correlation of LFR to Anemia=	-0.08979643982
Correlation of u LFR to BMI=	-0.6073991616
Correlation of Wage to BMI=	-0.715238982
Correlation of Wage to anemia=	-0.5936243925

Author's Compilation

NOTE: The above correlation values have been calculated in excel

4.1. Nutritional Indicator-BMI and Anemia:

Both BMI and Anemia are nutritional indicators. The indices are taken as such by the Government of India too to measure the nutritional health of its population which is published in the National Family Health Survey (NFHS) which is a large-scale survey conducted in various households all over India. Both the indicators affect each other. In other words, when BMI increases, it causes anemia to increase to some extent. Body Mass Index (BMI) is below normal (BMI) and Non-pregnant women aged 15-49 years who are anemic are positively correlated i.e., there is a direct relationship between the two indicators. This implies that when BMI increases, anemia increases too.

As discussed earlier, both the indicators are caused by the nutritional deficiency, their relation with each other is incontestable. This means that the increase in one causes the increase in other which is clearly evident from the results obtained through the analysis. Pregnant and lactating women and children are more prone to Anemia though adult males and non-pregnant women may also be at risk where there is chronic malnutrition due to inadequate food intake, parasitic infections or any other prevalent health issues.

Although studies have shown the occurrence of Anemia in both undernourished & over-nourished, the overall number of over-nourished that were infected, was insignificant. Anemia has been predominantly associated with low BMI levels.

States like Bihar, Assam, Karnataka, Maharashtra, Telangana, West Bengal and Tripura are highly anemic which can be clearly seen in the data (See table no 4.1) and at the same time have highly abnormal BMI. On the other hand, states like Manipur, Nagaland, Mizoram, Kerala are all comparatively less anemic and have comparable BMI levels, further proving the dependency of anemia on BMI and vice versa. BMI explains a substantial amount of variation in Anemia (see table 4.2) but there are various other factors that influence both the indicators individually- the level of education, access to healthcare, prevalence of a prior ailment, level of income and various other social customs to name a few.

4.2 Income [Female Hourly wages] Vs BMI

As established in the literature earlier there is a strong relationship between income and health. Both complement each other in a way that income makes healthcare accessible and more than that it makes nutritious food affordable. With the increase in income the scope of purchasing pattern shifts from sustenance to nourishment. In the case of women, income not just empowers

her economically, but has proved to rehabilitate her well-being.

Income accelerates the developmental process of any person by making basic necessities reachable. Income in case of women warrants her personal growth and wellbeing, the proof of which is the data collected and further analysed. Generally, as the income rises so does the household expenditure on food and potentially the nutrients intake too.

The understanding of the data is that the states and UT's such as Jammu and Kashmir, Manipur Mizoram, Sikkim, Andaman and Nicobar Islands and Lakshadweep with higher hourly wages in women have less abnormalities in BMI. Further, states like Bihar, West Bengal, Maharashtra, Gujarat are doing poorly as far as both BMI and income are concerned. (See table 4.1)

Further, in our case where two variables have been taken, BMI (dependent variable) and Hourly Wages (independent variable) for 20 states and UT, the p-value is equal to 0.000394 which implies the chance of null hypothesis being significant is 3 in 1000.

Therefore, we reject the null hypothesis (H_0)⁵. Satisfied with the small P value we conclude that there is a 'significant' relationship between the two variables taken since the significance level $\alpha = .05$ as $p > 0.05$.

4.3 Income [Female Hourly Wages] vs Anemia

Income and health have a positive concave graph which means with the increase in one, there is a subsequent increase in the other. Since Anemia is a nutritional index, it is obvious there will be some association of it with income. In this section of the study, we try to establish a relationship between anemia and income.

In the preceding paragraphs, the substantial association between health and income was discussed. It's worth noting that the findings back up the previous statement: as money in hands rises, anaemia decreases significantly (negative correlation). States and UTs like Manipur, Mizoram, Sikkim, the Andaman & Nicobar Islands, and Lakshadweep are all examples. (See Table 4.1)

Although the association is not as strong as the one between income and BMI (see correlation table 4.2), it is strong enough to demonstrate that changes in income lead to changes in anaemia levels. The lesser association can be explained by anemia's reliance on a variety of other factors such as pregnancy, menstruation, education level, past illnesses, societal customs, and so on.

4.4 Female LFPR Vs BMI:

Further, a regression analysis was done in order to determine the relation between the variables along with the significance of the model. After the regression was run on the Female LFPR and BMI keeping the former as the independent variable and the latter as the dependent variable across 20 states and UT's, it was clear that the relationship was inverse, but small.

The small value of R square can be explained by the fact that apart from LFPR there are other factors that particularly affect BMI. Factors like the level of education, income, accessibility to the medical care, persistence of a prior ailment etc. (see table 4.2)

4.5 Urban Female LFPR vs BMI

To correct the lack of fit in the previous model, taking urban female LFPR as the independent variable and BMI as the dependent variable the R square value subsequently increased to $R^2 =$

0.342201681 which is above 0 but less than 1, which implies the value taken somewhat defines or explains the dependent variable, 34.2% of variation in BMI is explained by the Variable Urban LFPR as compared to small Rural LFPR.

The abnormalities in BMI show a downward trend with the increase in urban labour force participation rather than rural Labour force participation. (See table 4.2) Such patterning of the data can be explained on the basis of the level of opportunities, education, skill learning present in urban areas which is mostly absent in rural areas along with added burden of socially gender biased norms and constraints.

States such as Bihar is one of the good examples to picture the situation of soaring abnormal BMI levels and minimal rural and urban female labour force participation. On the other hand, states like Kerala, Goa, Telangana prove otherwise where the urban labour force participation is higher and abnormalities in the BMI levels are low. (See table 4.1)

4.6 Anemia vs LFPR:

According to the data and the regression analysis Anemia and LFPR have a weak relationship that is signified from the small R square value. Here the $R^2 = 0.009675740436$ which is above 0 but less than 1, which implies the value taken somewhat defines or explains the dependent variable, 9.6% of variation is explained by the variable.

The insignificance and the weak relationship of the model can be justified on the basis of the fact that anemia is affected by a number of factors other than Labour Force participation. Anemia is a health condition that is largely influenced by complex multiple health variables simultaneously but not to the same degree by economical aspects. (refer to table 4.2) Hence, the resultant deviation from the impact of Female Labour Force Participation continues to be minimal.

6. Concluding Observations:

This study examined the link between economic indicator income and nutritional indicators BMI and anemia both separately as well as the relationship between economic indicator Female Labour Force Participation with the nutritional indicators BMI and anemia both individually.

The materiality of income on behaviour of BMI & Anemia respectively is indisputable. The most robust evidence is that indicators depict the strong and inverse relationship between Income & BMI and income & Anemia respectively. Although the relation is stronger in the former than the latter, both the models and variables are significant enough to prove that changes in income cause a significant yet inverse change in the nutritional indicators. Increase in hourly wages of women has potential to reduce the abnormalities in BMI levels and Anemia in women. Additional income makes it possible to increase the intake of nutritious food in a diet which was previously unaffordable. Also, resultant increase in iron absorption and eventually hemoglobin too lowers the probability of Anemia in women.

The second part of the study scrutinized the effect of female labour force participation on the nutritional variables. The result unraveled the weak relationship between the variables. Upon probing further, the results showed that urban Female Labour Force Participation and BMI have a stronger relationship than rural Labour Force Participation. The reasons for this could be numerous: the difference in the level, accessibility and quality of education, healthcare, employment opportunities, income and other social factors. Similarly, the initially mentioned weak relationship between Labour Force Participation & BMI, Anemia respectively could be due to the

influence of various social & economic variables that interact in a complex fashion with all three indicators distinctively but especially with Labour Force Participation. Also, encouraging evidence from Urban Female Labour Force Participation suggests a potential favourable influence it can have on nutrition. The most important positive drivers of female Labour Force Participation which include but are not limited to being educational attainment, varied employment opportunities, age of marriage, fertility rates, urbanisation, lesser orthodox outlook towards a role of a woman are in abundance in urban areas. Consequently, being part of the labour force gives a woman an added autonomy & understanding over the decisions that have a bearing on nutritional well-being, her own life choices and definitely a greater say in the family.

Nonetheless, we have suggested that the impact that income & female Labour Force Participation might have on Nutritional sufficiency of women should be subjected to examination with various other social, economic variables or any other specifications. The outcomes of such scrutiny would have potentially different and vital insights distinct from the current study.

The degree to which Labour Force Participation impacts nutritional indicators is relatively unexplored and continues to be a viable domain for future research.

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