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From the Desk of Managing Editor

Dear IJAR&D Readers,

Greetings for a Successful 2022,

We are glad to present fifteenth issue of IJAR&D which consists of 6 papers on various aspects namely Union Budget 2022-23, Rustout and Burnout Theory, Women's Right, India's Globalisation, Women Entrepreneurship and ethnography from Kandhamal.

The paper of Prof. Lekha Chakraborty focuses Fiscal-Monetary Interface in Union Budget 2022-23. According to the paper, the Union Budget 2022-23 has accommodated high fiscal deficits and has emphasised on "crowding-in" effects of public infrastructure investment. The intensity of global macroeconomic uncertainties on economic recovery in India can be lessened through sustainable fiscal and monetary policy coordination.

The joint paper of Dr. Aruna Jha, Dr. Manu Umesh and Parthivi Khurana elaborates on Development of the Balancing Theory of Rustout and Burnout. This study enlightened the concept of rustout, and why balance must be required between rustout and burnout. The role of creativity and happiness along with the psychological capital helps us to balance these two extreme psychological stresses. The forecast would be a great platform to research rustout and it could be beneficial for the employees, managers, policymakers, companies and government.

Pradeep Kumar Panda's paper explains relationship between Women's Rights and Economic Development. As per the paper, when an institutional change such as an inheritance law comes into force, this entrenched patriarchy becomes visible in the form of violence against women, as women attempt to claim their property rights, leading men resort to violence to sustain their power in response to women's increased status.

The joint paper of Dr. Amna Mirza and Akshitta Nagpal offers insights on quest for a better World with India's echo to ameliorate Globalization. The paper highlights how there is a need to rework on contours of global governance issues within the context of challenges of Globalization 4.0, digitalization by giving primacy to India's echo for 'human centric' concerns at the heart of global system.

The joint paper of Madhavi Kapoor, Christy Reeba Steephen and Dr. Aruna Jha explains the linkage between Women Entrepreneurship and its challenges. Majority of women have faced some or the other problem while getting into their business. It could be either financially or the social, cultural or legal norms which stood as a barrier in their way. Women are slowly tackling these problems. To help out women, government have also taken many initiatives and introduced many policies.

Dr. Sushree Sangita Mohanty's paper presents an emotional note from the heart of Kutia Kondhs of Kandhamal District of Odisha. The present paper tries to enquire into the tradition symbiotic relationship between forest tribes and its ecosystem, in order to understand their attitude towards the environment and how their culture, beliefs and practices are geared to maintain a balance between human and ecological needs.

We thank all the authors for their insightful papers which will certainly enrich our readers. We take this opportunity to thank all our reviewers for their structured efforts. We express our heartfelt thanks to all our journal subscribers and readers for their relentless support which provide our team motivation to bring out journal issue in desirable shape. We commit ourselves to bring out high quality issue in future.

Best Wishes from IJAR&D !!!

**Pradeep Kumar Panda
Managing Editor**

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Union Budget 2022-23: Fiscal-Monetary Interface

Prof. Lekha Chakraborty

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Abstract

If the Reserve Bank of India hikes the policy rates against the backdrop of the mounting geopolitical risks and inflationary pressures, the growth recovery process may slow down. At the same time, keeping the status quo on policy rates for a prolonged period could catalyse the de-anchoring of inflationary expectations. The Union Budget 2022–23 has accommodated high fiscal deficits and has emphasised on “crowding-in” effects of public infrastructure investment. The intensity of global macroeconomic uncertainties on economic recovery in India can be lessened through sustainable fiscal and monetary policy coordination.

Keywords: Budget, Indian Economy, Fiscal Policy, Monetary Policy, RBI, Finance

Introduction

Against the backdrop of mounting geopolitical risks and inflationary pressures, if RBI will hike the policy rates, the growth recovery process may slow down. At the same time, keeping the policy rates status quo for prolonged period could catalyse the de-anchoring of inflationary expectations. The union budget 2022-23 has accommodated high fiscal deficits and has emphasised on “crowding-in” effects of public infrastructure investment. The intensity of global macroeconomic uncertainties on economic recovery in India can be lessened through sustainable fiscal and monetary policy co-ordination.

The union budget 2022-23 was presented in Parliament prior to the mounting geopolitical risks of war in Ukraine. How these global macroeconomic uncertainties impact the fiscal arithmetic in India depend on how the fiscal-monetary policy interface to respond to the crisis. The recent Omicron wave is also a reminder that ever-mutating coronavirus would continue as a determinant of macroeconomic uncertainties. Globally, several central banks have begun monetary policy normalisation, by reducing their balance sheets by ending asset purchases and also through an “earlier than expected” hikes in

policy rates (Roubini2022). The financial markets in emerging economies have turned volatile indicating strong capital flight, with mounting uncertainty on the potential rate hikes by the United States (US) Federal Reserve.

The Reserve Bank of India (RBI) in the monetary policy committee (MPC) deliberations during 8-10 February 2022 has delayed normalisation procedure by maintaining a status quo policy rate at 4% (RBI 2022). However, when inflation is rising, a slower policy tightening by the central bank could accelerate the de-anchoring of inflation expectations, further exacerbating stagflation (Roubini 2022; Chakraborty 2021). Given the mounting pressures of inflation, if central banks “bite the bullet and become hawkish” by hiking rates, the growth recovery process may slowdown. . Given these constraints on monetary policy stance, can we rely on “fiscal dominance” to counter the adverse impacts on growth recovery of exogenous supply shocks?

Climate change risks further accentuate the macroeconomic uncertainties. How well monetary policy stance can incorporate such risks and uncertainties, within the available toolkit, is questioned by many economists. There is a broad consensus among economists that fiscal policy is capable to deal with the

climate crisis, and national budgets have become an important tool to address climate change commitments. The union budget 2022-23 has announced green bonds for the first time ever in India.

Against this backdrop, this paper analyses the monetary-fiscal interface of Union Budget 2022-23 in India. The paper is organised into 5 segments. The first segment analyses the global uncertainties and the monetary policy stance. Segment 2 analyses the fiscal dominance by analysing the macroeconomic framework of the union budget 2022-23. The third segment analyses the sectoral credit stimulus and financial stability. Segment 4 highlights the monetary-fiscal interface of climate change commitments. Segment 5 concludes.

Uncertainties and the Monetary Policy

The International Monetary Fund (IMF) revised global output and trade growth projections for 2022 downward to 4.4% and 6.0% from its earlier forecasts of 4.9% and 6.7%, respectively, in its January 2022 update of the World Economic Outlook. These revisions in global growth is due to the hardening of commodity prices and mounting inflationary pressures. The war in Ukraine will accentuate the global stagflationary recession when inflationary expectations are becoming unanchored and the massive negative supply shock in the global economy will reduce growth further (Roubini 2022). The volatility in energy prices – the spike in oil prices to well above \$100 per barrel; along with hardening of global commodity prices – will add to the uncertainties. Roubini (2022) highlighted that a deep stagflationary shock is also a nightmare scenario for central banks, which will be damned if they react, and damned if they don't.

Against the backdrop of mounting macroeconomic uncertainties, the real GDP growth for 2022-23 is projected by monetary policy committee (MPC) at 7.8% with Q1:2022-23 at 17.2%; Q2 at 7.0%; Q3 at 4.3%; and Q4:2022-23 at 4.5% (RBI, 2022). The thirty third meeting of the (MPC - constituted under section 45ZB of the Reserve Bank of India Act, 1934 - was held from 8-10 February 2022. The MPC retained the status quo on repo rate at 4%. The reverse repo rate under the liquidity adjustment facility (LAF) also remained at its status quo rate of 3.35%. There is no formal normalisation process yet, though the cut-off yield rate of variable reverse repo rate (VRRR) has risen to 3.99%. The marginal standing facility (MSF) rate and the bank rate stood at 4.25%. The MPC had decided to retain the 'accommodative stance' to revive economic growth on a sustained manner and mitigate the impact of COVID-19 on the macro economy. These decisions are in consonance with the objective of achieving the medium-term target for consumer price index (CPI) inflation of 4% within a band of +/- 2 percent, while supporting the growth momentum.

The normalisation procedure for the monetary policy stance is crucial for the effective functioning of the term structure of interest. The term structure of interest rate refers to the link between short term and long term rates of interest. For instance, the call money market rates are below the repo rate in India. As per the RBI data published on 4th March 2022, the weighted average call money rate is 3.530%. The treasury-bill cut off price of 91days is 3.70%. The treasury bill cut off price for 182 days and 364 days was 4.19% and 4.52% respectively, as on 4th March 2022. On the long term rate of interest, the average yield on 10-year government bond increased to 6.76% in 4th March 2022.

There is mounting pressure on RBI to increase the policy rates due to inflationary pressures and the instability in global financial markets (due to impending taper tantrums and the plausible rise in the policy rates by US Federal Reserve) which can trigger capital flight. In India, the foreign exchange reserves increased by \$ 55 billion in 2021-22 (up to 4 February 2022) to \$ 632 billion. Correspondingly, the reserve money (adjusted for the first-round impact of the change in the cash reserve ratio) expanded by 8.4% (y-o-y) on 4 February 2022. In 2022 February, the growth rate of reserve money was 13.7%. The net foreign exchange reserves (66.80%) constitutes the major source of reserve money while the other components of the reserve money are the net RBI credit to government (34.77%), and government's currency liabilities with the public (0.22%) . The change in net RBI credit to the government to GDP is termed as seigniorage. In India, over the years, the seigniorage financing of deficit has been controlled due to inflationary pressures. In the next few paragraphs the levels and financing of deficit in India against the backdrop of union budget 2022-23 are discussed.

Fiscal Dominance : The Macro-fiscal Framework

While monetary policy has limitations to trigger the economy, fiscal dominance is crucial for economic growth recovery. The union budget 2022-23 has predominantly focussed on the public infrastructure investment for the sustained growth recovery, through crowding-in of private corporate investment. The taxonomy of crowding out—real and financial—has been treated in detail in literature (Chakraborty 2016). The real (direct) crowding out occurs when the increase in public investment displaces private capital formation broadly on a dollar-for-dollar basis, irrespective of the mode of financing the fiscal deficit. The financial crowding out is the phenomenon of partial loss of private capital formation, due to the increase in the interest rates emanating from the pre-emption of real and financial resources by the government through bond financing of fiscal deficit. The finance minister, from a position of strength, refuted

these neoclassical arguments of crowding –out and she emphasized the significance of “crowding-in” effects of public investment on private corporate investment in the context of emerging economies like India. The empirical evidence also supports crowding –in rather than crowding-out effects of public investment in the context of India (Chakraborty 2016; Vinod, Karun and Chakraborty 2020). The mechanism through which public investment crowds-in private investment is through the multipliers related to capital infrastructure, and the union budget 2022-23 has given emphasis to this narrative.

In union budget 2022-23, the government has increased the capital spending to a record high of 2.9% of GDP. However, the fiscal deficit to GDP is 6.9% in 2021-22 RE as compared to the pegged 6.8% in 2021-22 BE. The fiscal deficit-GDP ratio was 9.2% in 2020-21. High fiscal deficit-GDP ratio of 9.5% of GDP in the RE of 2021-22 against the pegged 3.5% in 2021-22 BE was announced against the backdrop of macroeconomic uncertainty due to COVID-19 pandemic. However, a fiscal consolidation roadmap has also been announced to bring down the fiscal deficit to GDP ratio to 4.5% by financial year (FY) 2025-26. The revenue deficit GDP ratio is 3.8% in 2022-23 BE, as against 4.7% in 2021-22 RE. In 2020-21 actuals, revenue deficit to GDP ratio was 7.3%. In the times of pandemic, the high revenue deficit is crucial for economic growth recovery. The “golden rule” of fiscal responsibility and budget management (FRBM) was to phase out the revenue deficit. However, this rule was eliminated in the 2018 amendment of FRBM Act and the clauses relate to this is included in the Finance Bill of 2018. Reducing revenue deficit to zero in the time of pandemic is not feasible, as compression in revenue expenditure can affect economic recovery (Chakraborty 2022).

The revenue deficit to fiscal deficit ratio is 59.61% in 2022-23 BE. This ratio was 79.72% in 2020-21 actuals, and 68.40 % in 2021-22 (RE). The primary deficit, which is the difference between fiscal deficit and interest payments, is pegged at 2.8% in 2022-23 BE. The primary deficit to GDP has reduced from 5.8% in 2020-21 (actuals) to 3.3% in 2021-22 (RE). The primary deficit reflects the current fiscal policy stance of the government, without the legacy of past interest liabilities. The union budget 2022-23 needs to be co-read with the FRBM Act, which includes the statements of the macroeconomic framework and medium term fiscal policy cum strategy to reduce the current general government debt to GDP of 90.6% (Singh 2022). However, the efficacy of “cyclically neutral fiscal deficit” needs to be threaded with caution, because if the fall in GDP is a permanent drop from the trend growth rather than a transient deviation, it is incorrect to assume

that an upturn in business cycle can eliminate the cyclical part of deficit (Chakraborty 2021).

The fiscal rules at the state level has been revised and borrowing limit of 4% than the 3% in the state FRBM with 0.5 per cent is efficiency parameter-linked to power sector reforms. In addition to this, a capital outlay of Rs 1 lakh crore is transferred to the states for strengthening their capital infrastructure development. However, against the backdrop of state elections, the union budget 2022-23 has not engaged in populist policy announcements to incentivize the “calculus of consent” of voters.

A threshold-ratio of debt and deficit and the fiscal rules might prove detrimental in the time of pandemic as it constraints the fiscal space. High public debt has no fiscal costs if real rate of interest (r) is not greater than real rate of growth (g) of economy. In the union budget 2022-23 BE, the fiscal deficit to GDP ratio is pegged to be 6.4%.

There is an increasing recognition of the fact that public investment has suffered from fiscal consolidation when the national and subnational governments have over-adjusted to the fiscal rules by capital expenditure compression (Chakraborty 2021). Therefore, the emphasis on the public infrastructure investment in the union budget 2022-23 is crucial for strengthening the gross capital formation. This is especially when the credit infusion, the predominant component of economic stimulus package has limited impact. The next few paragraphs deals with the analysis of credit stimulus and the financial stability.

Credit Stimulus and Financial Stability

Credit infusion into the economy has been the predominant narrative of pandemic economic stimulus programmes in India. The RBI has done a heavy-lifting to support the economic growth recovery through liquidity infusion strategies. The operation twist – simultaneous buying (long term) and selling (short term) of bonds has led to elongation of maturity structure of bond markets, by postponing the refinancing risks to engage in the economic growth revival process. The RBI has also engaged in targeted repo operations to provide liquidity to the stressed sectors of the economy. Has the credit infusion into the economy been an effective strategy for economic recovery? Stiglitz and Rasheed (2020) highlighted in their paper titled “Which Economic Stimulus Works?” that the credit-related economic stimulus has limited multiplier effects. It is also cautioned that the credit infusion might also lead to mounting non-performing assets if there is no corresponding growth of credit in the economy.

The data on credit deployment for the month of January 2022 was published by RBI (collected from select 39 scheduled commercial banks, accounting for about 92%

of the total non-food credit deployed by all scheduled commercial banks) on 28th February 2022 showed that the non-food bank credit growth stood at 8.3% in January 2022 as compared to 5.9% in January 2021, on a year-on-year (YoY) basis.

The composition of outstanding credit showed that credit deployment to agriculture (12.4%) was relatively smaller than the credit to industrial sector (26.3%) and service sector (25.1%) as per the outstanding credit figures in January 2022. The large industries received 20.4% of total credit deployment, while micro industries and medium industries received 4% and 1.9% of total credit. The personal loans constitute 27.5% of total credit deployment, where housing loan constitute (13.4% of total credit deployment) the major component. The non-food credit at the aggregate level constitutes 99.3% of total credit deployment. The broad inference from the credit deployment statistics from RBI is an uneven access to credit when large industries accessed credit significantly higher than the small and medium industries.

The credit growth to agriculture and allied activities grew to 10.4% in January 2022 as compared to 8.5% in January 2021. The credit to industry improved to 6.4% in January 2022 from 0.7% in January 2021. The credit growth to services sector registered 7.3% in January 2022 as compared to 8.1% in January 2021. Within the service sector, the credit growth is registered in 'NBFCs', 'transport operators' and 'tourism, hotels and restaurants'. The "Personal loans" has noted a robust growth rate by 11.6% in January 2022 from 8.7% in January 2021. The priority lending is given as memo in credit deployment statistics by RBI, which constitute 37.5% of total credit. The priority lending includes agriculture (11.7%), micro and small enterprises (10.7%), medium enterprises (2.4%), housing (4.2%), educational loans (0.4%), renewable energy (0.01), social infrastructure (0.01), export credit (0.2) and credit to weaker sections (7.6).

The Financial Stability Report published by RBI in December 2021 showed that macro stress tests for credit risk indicate that the gross non-performing asset (GNPA) ratio of scheduled commercial banks may increase from 6.9% in September 2021 to 8.1% by September 2022 under the baseline scenario and to 9.5% under a severe stress scenario. The report further clarified that the scheduled commercial banks would, however, have sufficient capital, both at the aggregate and individual levels, even under stress conditions. The capital to risk-weighted assets ratio (CRAR) of scheduled commercial banks (SCBs) rose to a new peak of 16.6% in September 2021. As per Basel III stipulations the norm of CRAR is at 8%. CRAR is also called capital adequacy ratio (CAR), which is bank's capital by its risk-weighted assets. The

provisioning coverage ratio (PCR) (the percentage of funds that a bank sets aside for losses due to bad debts) was 68.1% in September 2021.

The uneven growth recovery in India is a matter of concern. Given the limitations of credit-infusion related economic stimulus packages on equitable growth, the welfare policy measures by the fiscal authorities, especially for the poor income households and small business firms are crucial. Strengthening employment guarantee programmes is also crucial for arresting the uneven recovery.

Is Climate Change is More Fiscal than Monetary?

On the monetary policy front, integrating climate change is a matter of debate. Economists have highlighted that monetary policy does not have sufficient toolkits to integrate climate change criterion. Hansen (2022) analysed the ways to examine the toolkits of central bank policy to combat climate change and warned that "hastily devised policy rules unsupported by empirically grounded quantitative modelling could backfire if or when climate policy targets are missed, harming reputations of central banks and weakening their ability to act in the future on a variety of fronts; and could compromise central bank independence in the longer run". Hansen (2022) also highlighted that "climate change mitigation targets added to currently well-defined mandates may generate excessive expectations and unwarranted confidence in the abilities of central banks to address this important social and economic problem while diverting the attention away from fiscal policy".

Hansen (2022) explained the significance of modeling systemic risk and climate change in support of rules-based policy for financial stability; and how to quantify the exposure of financial institutions and businesses that receive their loans to uncertain climate change. The climate-focused stress test conducted by the central banks is an upcoming policy tool to address long term possibilities of climate change and slanting central bank portfolios towards green technologies (Chakraborty, 2021a). Such green stress test is to assess how the banking system is exposed to climate risks and uncertainties. Such test was first conducted by the Bank of England.

The US Federal Reserve Chair Jay Powell also explained that the Fed has asked the lenders to articulate their risk exposure and how they can mitigate such risks. The Reserve Bank of India has published a chapter on greening monetary policy, however there is no further communication on toolkits. Raghuram Rajan, the former RBI Governor, mentioned that central banks should turn their focus to the financial stability of the green investments instead of asking whether to buy only green bonds, not brown bonds, which is primarily "fiscal"

decisions (Chakraborty, 2021a). The broad consensus is that central banks should focus on price stability and financial stability. However, this can be refuted by the concern that climate change is a crucial determinant of financial stability and it is significant to integrate such climate related risks and uncertainties in financing investment decisions (Chakraborty, 2021a). In general, economists are apprehensive about the efficacy of central banks in dichotomizing green bonds and brown bonds in their asset portfolio and moving towards a low carbon-emission enterprise.

Against this backdrop, the green bonds announced in union budget 2022-23 reflects India's commitment to decarbonisation from the fiscal policy front. Green bond is an onshore rupee denominated sovereign bond. This is a debt-instrument to strengthen green infrastructure projects. The sovereign green bonds will be the part of government's gross market borrowing in 2022-23. However, integrating climate change criterion in fiscal policy in India has not begun with green bonds announcement this year. India was the first ever to integrate climate change criterion in the inter-governmental fiscal transfers in 2014. The green bond is a policy strategy to finance "just transition" towards a sustainable climate-resilient economy. The Fourteenth Finance Commission was the first ever in the world to integrate climate change criteria in the intergovernmental fiscal transfers. This was when the Fourteenth Finance Commission integrated climate change as one of the criteria to determine the intergovernmental fiscal transfers to the 29 states. The Fifteenth Finance Commission has retained the criterion.

Within the environmental federalism frameworks, the "principle of subsidiarity" demands that the responsibility for providing a particular service should be assigned to the level of government closest to the people. Chakraborty (2021a) argued that this unconditional tax transfer through Finance Commissions is to compensate for the cost disabilities of the subnational governments for revenue foregone and other opportunity costs of protected areas in their path towards economic growth. However, ecological fiscal transfer is only one among many fiscal policy tools to ensure the climate change commitments. In addition to these fiscal transfers, the long term public financial management (PFM) tool like climate responsive budgeting at national and subnational levels is crucial to address climate change commitments. This PFM tool links national climate action plans to budgetary commitments. The roadmap and the analytical matrices to prepare climate responsive budgeting can also eliminate the "fragmented approach" by line ministries towards adaptation and mitigation in India (Chakraborty 2021a). However, differential tax rates can lead to "race to the bottom" to attract mobile

capital and create "pollution havens" through trading lower environmental quality for more mobile capital.

The recent initiative of green bonds is a significant step towards greening of the fiscal policy, by earmarking the sovereign bonds to a specific objective of green infrastructure and other. This might open an earmarking of bond financing towards human development as well in future, in addition to climate financing.

Conclusion

Given the constraints on monetary policy stance to exogenous supply shocks which are growth-dampening, relying on "fiscal dominance" is crucial for sustainable economic recovery. Globally, an accommodative fiscal stance has been maintained with high fiscal deficits to support growth recovery. In India, the union budget 2022-23 has emphasised on "crowding-in" effects of public infrastructure investment on private investment. The efficacy of rules-based macroeconomic framework – both monetary and fiscal – needs to be recalibrated to support economic growth, as fiscal conservatism can adversely affect growth process and accentuate macroeconomic uncertainties. The credit related stimulus has limited multiplier effects and also lead to financial instability, if the liquidity infusion is not adequately followed by the credit growth in the economy. Climate change risks and uncertainties affect sustainable growth process and there is an increasing recognition to integrate climate change commitments in fiscal and monetary policies. However, the monetary policy toolkit is often viewed as inadequate to deal with climate change commitments. There is a broad consensus among economists that fiscal policy is capable to deal with the climate crisis, and that the national budget is an important tool in this regard. The financing of climate change through sovereign rupee denominated green bonds – earmarked within the gross market borrowing programme for green infrastructure – is a right step towards making fiscal policies green in future. The global macroeconomic uncertainties from the war in Ukraine and the ever-mutating corona virus may impact the fiscal arithmetic in India, however the sustained economic growth recovery will depend on how the fiscal and monetary policies respond to the crisis.

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A Study on the Development of the Balancing Theory of Rustout and Burnout

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Abstract

Purpose: The study conducted has the following objectives: first, to build a literature review on the topic development of the balancing theory of rustout and burnout; second, to construct a theoretical base and develop a conceptual model which links link rustout, burnout, antecedents of rustout and burnout, moderating factors and its effect on rustout and burnout; finally provide future research opportunity.

Design/methodology/approach: A descriptive model with a conceptual framework based on secondary data sources like research papers and websites.

Discoveries: This study enlightened the concept of rustout, and why balance must be required between rustout and burnout. The role of creativity and happiness along with the psychological capital helps us to balance these two extreme psychological stresses.

Practical implication: The forecast would be a great platform to research rustout and it could be beneficial for the employees, managers, policymakers, companies and government.

Keywords: Rustout, Burnout, Job Performance, Under and Over Utilization of human resources, and Psychological Capital.

Introduction

Rustout is the condition of psychological stress that occurred from the underutilization of the potential of the person who want growth and want to productive and concrete work. Rustout is the condition in which people stop growing personally or professionally. Unlike burnout, result from overdoing, rustout stems from the disuse or underuse of human potential. Michel Brown stated that "Rustout is the opposite of burnout, Burnout is overdoing Rustout is being and, Rustout occurs when our lives deteriorate through the disuse of our potential." (Brown, 2015) According to Leung "It is the slow death that follows when we stop making the choices that keep

life alive and, it just as rust can eventually weaken and destroy the strongest of structures, so can rustout lead to the destruction of even the strongest and most secure human beings." (Leung, Sham, & Chan, 2007)

There are various reasons why people don't act with this experience of rustout and some of them are given below:

- Jobs are mind-numbing,
- Simple and repetitive
- Poor career planning especially at mid stages of career.
- Jobs becoming mechanized with automation technology.

Midcareer Rustout: (Leung, Sham, & Chan, 2007) stated that "The reasons are varied. Perhaps life has presented them with bigger challenges than they could solve. Perhaps a failure caused a major blow to their self-esteem, from which they couldn't seem to recover. Or maybe they just worked too hard for too long."

People suffering from this syndrome have not only become less productive, but they have also totally given up trying to be productive and are now apathetic. They have stopped making personal choices to enrich their lives and have become content just to watch the world pass them by. People can avoid rustout using several techniques. One is to seek the help of other people in dealing with unresolved emotions before they lead to illness and depression. Another technique is for people to develop their own purpose in life so that others will not run their lives for them. It would also be helpful for people to rethink their lives and to get rid of unnecessary things in favour of something better.

Rustout is just the opposite to burnout, burnout means psychological stress resulting from the overburden of work and responsibilities, on the other hand, rustout, is a condition of psychological stress that happened from the under burden or less work.

Rustout occurred when we have many resources but have few challenges, so we are underutilizing our potential.

Symptoms of Rustout

- Productivity slows, mistakes increase and quality suffers.
- Increased sickness and absenteeism.
- Frustration, boredom and apathy at job.
- Depression and daydreaming.
- Routine nature of job.
- Lack of engagement in work.

Burnout happened when the organisation and individual put extra burden or pressure on the resources and potential of the organisation as well as individual. Maslach & Jackson stated that "Burnout was initially a very slippery concept—there was no standard definition of it, although there were a wide variety of opinions about what it was and what could be done about it. Different people used the term to mean very different things, so there was not always a basis for constructive communication about the problem and solutions for it. However, there was actually an underlying consensus about three core dimensions of the burnout experience, and subsequent research on this issue led to the development of a multidimensional theory of burnout" (Maslach & Jackson, 1981).



Source: (Brown, 2015)

Rustout is not just opposite to burnout what it has more dangerous consequences, it can destroy the life of individual as rust demolished the strongest structure. It could be slow poison for the individual. The certain level of challenges is required to enrich the potential of the individual, that means challenges are help to push the personality of the individual and make him to be connected with the creativity. But when the challenges are absent it results stagnancy and it would be the origin of the rustout. The organisation should provide the platform for the all-individual working in the organisation in which they can use their full potential for the development of their life without harming the goal of the organisation. So, integration of the development can overcome the problem of rustout.

Literature Review

Author Name	Year	Objectives	Research Methodology	Findings
Soinia, Pietarinenb, Haverinenb, Jindal-Snaped, & Kontue	2019	The objective of this research study to explore the inter-relation among teacher's experience, burnout symptoms and, perceived teacher working environment.	<ul style="list-style-type: none"> • Longitudinal Study • Two Year • 2010 • Number: 760 • 2016 • Number: 485 	The outcomes show that specialized curriculum educators' accomplished insufficiency in student instructor connections anticipated instructor fatigue, criticism towards the instructor local area and deficiency in understudy educator connections 5 years after the fact. Besides, an apparent decent educator working climate fit anticipated lower scepticism towards the instructor local area 5 years after the fact.
Moyer, Aziz , & Wuensch	2018	<p>This study carried for the find out the firstly, relationships among:</p> <ul style="list-style-type: none"> • Workaholism • Psychological Capital • Burnout <p>Secondly, draw the all-possible impact of Psychological Capital as a mediator.</p>	<p>Variable:</p> <ul style="list-style-type: none"> • Workaholism • Psychological Capital • Burnout <p>Data: From 400 faculty and staff at South Eastern University through a structured questionnaire.</p>	<ul style="list-style-type: none"> • Negative relationship between workaholism and Psychological Capital • Postive relationship between workaholism and Burnout. • Negative relationship between Burnout and Psychological Capital • Psychological Capital is a significant mediating variable.
Enshassi, Swaity, & Arain	2017	To find out the essential causes of burnout among the professional who was working in Construction Project in the Gaza Strip.	<ul style="list-style-type: none"> • Sample Size: 320 • Response Rate: 51% • Data: Primary through Structured Questionnaire Randomly targeted construction professional at Gaza Strip • Analysis: EFA and RII were applied. 	<p>The result of factor analysis out in three factors:</p> <ol style="list-style-type: none"> 1. "Emotional Exhaustion" 2. "Depersonalization" 3. "Reduced Personal Achievement" <p>The Study has concluded that highest factor loading for professional's burnout were emotional exhaustion.</p>
Lloyd, King, & Chenoweth	2016	<p>To test the comparative impact of burnout on social workers and health professionals.</p> <p>To investigate factors that add to pressure and burnout among social specialists.</p>	<ul style="list-style-type: none"> • Qualitative Research • Secondary Data • Various journal and websites 	<p>Social specialists might encounter more elevated levels of pressure and coming about burnout than equivalent word related gatherings.</p> <p>Study sated that "Factors distinguished as adding to pressure and burnout incorporated the idea of social work practice, particularly strain among reasoning and work requests and the association of the workplace."</p> <p>There was some proof that management and group support are defensive elements,</p>

Mutkins, R.F., & Thorsteinsson	2015	<p>To find out the degree of relationship among work stressors.</p> <p>To examine the staff emotional response and its impact among the other variables (to behaviour, social & organisational support resources, and staff burnout)</p>	<p>Response: 80 from disability support staff.</p> <p>Variables:</p> <ul style="list-style-type: none"> • Behaviour • Staff Psychological Stress, • Anxiety, • Depression, • Social Support • Organisational Support • Burnout 	<p>Mutkins et all find out in that study “Burnout levels were similar to or slightly lower than normed values for human services staff. Cross-sectional regression analyses indicated that depression symptoms and organisational support were related to worse emotional exhaustion and depersonalisation, whereas less social support was related to less personal accomplishment. Social support satisfaction (but not social support number or organisational support) moderated between high psychological stress to less emotional exhaustion” (Mutkins, R.F., & Thorsteinsson, 2011)</p>
Twenge & Campbell	2014	<p>The reason for this paper is to survey information from 1.4 million individuals who finished character, demeanor, psychopathology, or conduct scales between the 1930s and the present and to talk about what those distinctions might mean for the present work environment.</p>	<p>The information is assembled from research reports utilizing mental scales in the course of the most recent eighty years, principally those utilizing undergrad tests</p>	<p>This study find that “Generation Me (sometimes called Gen Y or Millennial) demonstrates higher self-esteem, narcissism, anxiety, and depression; lower need for social approval; more external locus of control; and women with more argentic traits.” (Twenge & Campbell , 2014)</p>
Leung , Sham, & Chan	2013	<p>To find out the various kind of stressor and their existence in estimation process.</p> <p>To explore the impact of job demand stressor in Hong Kong.</p> <p>To evaluate the inter-relationship among the stressors of the construction estimators.</p>	<p>The RO-BO Scale has been used to evaluate the stress at individual’s level.</p> <p>The sample size is 163 Construction industry has been targeted.</p>	<p>A significant relationship found between qualitative and quantitative stress level.</p> <p>The Qualitative Job-Demand stress directly affected by Job demand stressors (i.e., Work Under load and Homework conflict)</p> <p>The quantitative stress of estimators indirectly affected by Job demand stressors (i.e., Work Under load and Homework conflict)</p>

Ghorpade , Lackritz , & Singh	2012	To find out the interrelationship between personality and burnout and how personality absorb burnout.	A State University at USA had targeted for data collection through questionnaires. 265 responses collected form faculties and response rate was 30%.	Negative relationships found between: <ul style="list-style-type: none"> • “Emotional Exhaustion and Extroversion” • “Emotional Exhaustion and Emotional Stability.” • “Depersonalization and agreeableness “ • “Depersonalization and emotional stability” Positive relationships found between: <ul style="list-style-type: none"> • Emotional Exhaustion and openness to experience. • Personal accomplishments and extroversion, • Personal accomplishments and conscientiousness, Personal accomplishments and agreeableness, • Personal accomplishments and emotional stability
Maslach, Schaufeli, & Leiter	2011	The objective of this study is to develop the conceptual understating about burnout form all published database.	This is a qualitative study that relies on secondary data from journals and websites.	The emphasis of this study “engagement, which is the polar opposite of burnout, promises to open up new avenues for burnout therapies.” Burnout’s social focus, solid research foundation, and specific linkages to the work domain.
Ferriero & Powers	2007	To present the overview of the current social sciences literature and applies it to the library reference service setting.	This research is qualitative and based on the secondary data from various journal and websites	The symptoms and preventive measures discussed demonstrate that although burnout potential is great among reference librarians, there are positive measures that can be implemented by individuals,
Koesk, Kir, & Koeske	2009	A presentation of a short (14-item) facet-based, direct measure of job satisfaction that may aid researchers and administration.	Secondary data from various journals and websites has been used as the base of this qualitative research.	A third (two-item) factor has been suggested by the study in order to deal with salary, promotion, and benefits. Lower JSS scores were co-related with “supporting validity among findings with later-measured depression, burnout, and intention to quit one’s job. Emotional exhaustion or burnout have been related to job satisfaction or dissatisfaction by two separate studies.”

C. & SARROS	2008	Description of the nature of burnout among school teachers, and examination of the extent to which selected job factors predict burnout have been taken as the ground of this study.	A large separate school district in Western Canada conducted a system-wide survey of school-based educators. About 635 teachers and 128 administrators responded.	Study sated that “Both the organizational factors such as work load as well as failure of the job to satisfy the motivational needs of teachers to be challenged and rewarded by their work have been resulted as a cause of burnout as per the findings.”
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Research Methodology

Nature of Study – The study is conceptual in nature and based on a descriptive research design. It studies the whole scenario of Rustout and Burnout among the management and employees of organisations.

Proposed Source of Data Collection – The study is basically based on a secondary source of data. The major source of secondary data collection: are websites, articles and various journals, data available on the internet, newspapers etc.

Factors/Variables of the Study

Rustout & Burnout	Nature of Job; Permanent and Contract	Happiness	Work-aholism
Age	Experience	Creativity	Public Vs. Private Universities
Gender; Male & Female	Physical and Psychological Health	Self Esteem	Teachers Vs. Administrators
Education Level	Personality Types	Psychological Capital	Working Environment

Statements of the Problem

There is very limited work has done on the Rustout, so adequate sources of literature are not available. The workplace stress has negative impact on the productivity and performance of the individual as well as the organisation but certain level of stress also requires to build quality and enhance performance of individual as well as organisation. The balancing the stress level means somewhere between rustout and burnout are need to explore. Furthermore, the predictors of rustout and burnout of the organisation and its impact on their performance as well as its impact on their personality also need to analysis. Whether the administrator are more facing more burnout as compare to teacher or not similarly teacher are suffering more rustout as compare to administrators need to explore.

Objectives of Study

The primary goal of this conceptual study is to explore the factors that cause rustout and burnout of them and develop a balancing model. There are secondary objectives behind doing this study are as follows:

- (1) To identifies common predictors of rustout and burnout.
- (2) To develop the conceptual framework with the integration of happiness, workaholic, psychological capital and creativity.
- (3) To develop the balancing theory for research.

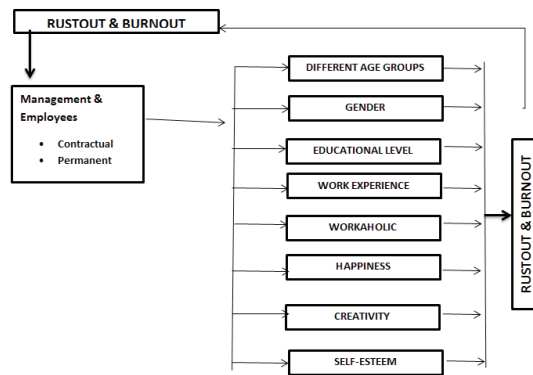
Research Hypothesis

- H₀₁: Rustout and Burnout have no impact on the differential age group.
- H₀₂: Rustout and Burnout have no impact on the differential educational level.
- H₀₃: Rustout and Burnout have no impact on the differential experience level.
- H₀₄: Different personalities have no impact on the rustout and burnout of academia.
- H₀₅: No relationships between work holism and symptoms of rustout and burnout.
- H₀₆: Happiness has no impact on rustout and burnout.
- H₀₇: Creativity has no impact on the rustout and burnout.
- H₀₈: Self-esteem has no impact upon the rustout and burnout.
- H₀₉: Psychological capital has no relationship with workaholic.

Findings of the Study

This conceptual study develops the framework for empirical research. This framework helps us to understand the balance between rustout and burnout must be required for the organisational effectiveness. It has explored the possible moderating or control variable for the balancing the rustout and burnout.

Conceptual Framework



(Source: Researcher Calculations)

Conclusion

Rustout is just the opposite of burnout, burnout means psychological stress resulting from the overburden of work and responsibilities, on the other hand, rustout is a condition of psychological stress that happened from the under burden or less work. Rustout have more dangerous consequences and a balancing strategy should be followed for the reduce its negative outcomes. A happy and creative environment help to reduce both kinds of psychological stress. In the same way, if the personnel of the organization have high self-esteem and workaholic nature also provides the strength to avoid rustout and burnout.

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Women's Rights and Economic Development

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Abstract

Since Boserup's seminal work on 'Woman's role in economic development, women empowerment has witnessed great attention, especially in developing economies; and the struggle for gender equality has gained momentum. It has been acknowledged that to stimulate equality, diversity, and productivity of the economies, as well as, shift gears in the gender roles at the individual, household and community levels; women empowerment is the most effective channel—empower them to participate equally in economic decision-making across existing markets, access decent work and productive resources, and take control over their own time, lives and bodies. However, what's not weighed enough is the backlash of the empowerment. This backlash which can be defined as structural and institutionalized oppression of women, including violence against them, is driven by patriarchy, where men retaliate to the power-shift due to women empowerment. Patriarchal norms do not make way for gender inequality, rather, raise controls over women and curtail their autonomy. Such issues are more abysmal in developing and under-developed regions. As much as 83% of the agricultural land is inherited by male members of the family. A region-wise break-up shows 28% of female ownership of land in the hills and only 8% in the east and west India each. The World Economic Forum meeting in 2018 emphasized that India is one of the 15 countries in the world where deep-rooted patriarchal norms hamper women from claiming and exercising their rights to property. It is important to mention when an institutional change such as an inheritance law comes into force, this entrenched patriarchy becomes visible in the form of violence against women, as women attempt to claim their property rights, leading men resort to violence to sustain their power in response to women's increased status.

Keywords: Women, Land right, Asset, Gender Equality, Women Empowerment, SDG, India

Introduction

Since Boserup's seminal work on 'Woman's role in economic development' (Boserup, 1997 (1970)), women empowerment has witnessed great attention, especially in developing economies; and the struggle for gender equality has gained momentum. It has been acknowledged that to stimulate equality, diversity, and productivity of the economies, as well as, shift gears in the gender roles at the individual, household and community levels; women empowerment is the most effective channel—empower them to participate equally in economic decision-making across existing markets, access decent work and productive resources, and take control over their own time, lives and bodies

(Udry, 1996); (Duflo, 2005); (IMF, 2018). However, what's not weighed enough is the backlash of the empowerment. This backlash which can be defined as structural and institutionalized oppression of women, including violence against them, is driven by *patriarchy*, where men retaliate to the power-shift due to women empowerment. Patriarchal norms do not make way for gender inequality, rather, raise controls over women and curtail their autonomy (Agarwal, 1986). Such issues are more abysmal in developing and under-developed regions.

In a predominantly rural and middle-income country such as India, property rights to women are seen as the most significant way to close the gender gap and empower

them with status and bargaining power (Agarwal, 1994). Women's control over property, specifically immovable such as land, proves to be a critical fall-back alternative, reducing their economic dependence on male relatives and strengthening their social position. Women in India have secured property rights through Inheritance Law passed in 1956, but mere rights on paper do not seem to translate into legal claims and exercised controls on the property. While the laws tend to make gender equal provisions for women, the traditional practices hinder women their share irrespective of these laws. A report by Indian Human Development Survey uncovers that as much as 83% of the agricultural land is inherited by male members of the family. A region-wise break-up shows 28% of female ownership of land in the hills and only 8% in the east and west India each. The World Economic Forum meeting in 2018 emphasized that India is one of the 15 countries in the world where deep-rooted patriarchal norms hamper women from claiming and exercising their rights to property. It is important to mention when an institutional change such as an inheritance law comes into force, this entrenched patriarchy becomes visible in the form of violence against women, as women attempt to claim their property rights, leading men resort to violence to sustain their power in response to women's increased status.

Patriarchal norms are also argued to be one of the major factors to obstruct women's autonomy and freedom to work and thus, an explanation of the low and falling female labor force participation in India (Chapman & Sharma, 2019). According to World Bank (2017), Indian women contribute lowest (17%) to the GDP compared to world economies, and India is ranked 121st out of 131 countries in female labor force participation rate. Men, to some extent, allow women to work but only if offered 'suitable jobs'. The permission to work and the suitability of the job are still decided by men for majority of women. This study, hence, proposes that unless women are safeguarded against patriarchy and backlash-driven violence, gender equal rights cannot translate to their empowerment. The issue of secure and equal property to women comes under a significant Sustainable Development Goal (SDG) of achieving gender equality and empowering women, and this study is an attempt to accommodate this goal by exploring the socio-cultural norms and institutional framework affecting women's equitable inheritance rights, their equality and independence.

Research Scope

The study interprets the Hindu Succession Act (HSA) 1956, the inheritance law of intestate or unwilled succession, among Hindus, Buddhists, Jains, and Sikhs¹. The Act initially was gender-biased against daughters

as they could not inherit the joint family property i.e. the ancestral or jointly acquired/merged property. To rectify this bias, it was amended in various states--Kerala, Andhra Pradesh, Tamil Nadu, Maharashtra and Karnataka, at different dates between 1970 and 1990; after which it was nationally amended in 2005 to include women to inherit joint property. The national amendment 2005, made women coparcener in her parental property; and established her right to dispose of her share². The study focuses on the states that reformed inheritance laws only in 2005³. Using the India Human Development Survey-II (IHDS-II) data, 2011-12, which contains data on whether male/female members inherited the land and who is the owner of the land, the study examines the determinants of inheritance and ownership of property (land) by women.

The predominance of patriarchal mindsets of the society at large is the fundamental cause for the continued blockade towards women's empowerment. Patriarchy is prevalent not only in the household but in all institutions that allow for control over women, their work and autonomy. They are more than just mechanisms for the preservation of patriarchy—they are a set of beliefs that assure that patriarchy is perceived naturally by women and becomes their way of life (Facio, 2013). On this account, the study aims to assess the role of patriarchy in affecting inheritance and ownership of property by women.

Recent literature on the by-product of female empowerment in India highlights an increase in total gender-based violence (Amaral, Bandyopadhyay, & Sensarma, 2015), and the possibility of male backlash through various channels such as patriarchy and evolutionary past when women are empowered via financial resources and/or control over assets (Eswaran & Malhotra, 2011); (Bandyopadhyay, Jones, & Sundaram, 2018). Recognizing the pieces of evidence that alteration in power relations instigate backlash, and building on the finding of Bandyopadhyay et al. (2018) that patriarchy exacerbates such backlash, the study argues that patriarchal norms translate into incidences of violence against women by their male counterparts and relatives, to prevent women from asserting their inheritance rights. To support this argument of violence against women (VAW)⁴ and male backlash, the study aims to investigate the regions where women have not inherited the land nor have the house in her name.

Some studies have analyzed that women in fear of violence at home and at work, choose to not participate in the labor force (Shepard & Pence, 1988); (Chakraborty, Mukherjee, Rachapalli, & Saha, 2014). The study, hence, extends the investigation to probe whether patriarchy impedes women's labor outcomes. The study argues

that the regions where women have not inherited and/or own the land exhibit high level of patriarchy causing men to resist the power shift and in the process, these men not only prevent women from claiming their rights but also hinder their autonomy (bargaining power), that ultimately has repercussions on women's labor force participation.

Rationale of the Study

Most of the reviewed literature on women's inheritance rights has applied difference-in-difference strategy to highlight the positive outcomes in women's education, health, autonomy, and labor participation. However, the inclusive rights and their augmented development factors are not showing corresponding positives in women's conditions in terms of her property, autonomy, and violence against them at an estimated level, which is potentially due to the patriarchy, one of the key deep-rooted obstacles in women's exercising of her rights. Therefore, the previous pieces of literature have overlooked to factor in 'patriarchy', one of the key issues to understand how it impedes women's claim over their rights.

A similar research by Deininger et al. (2013) has explored HSA in five states before the national amendment to study inter-generational transfers of physical and human capital. The authors argue that while HSA significantly improved women's likelihood to inherit land, there are issues to be addressed which potentially undermine the progress in female empowerment. This study attempts to address such issues. The study contributes to the women's rights discussion as it empirically examines, after controlling for socio-demographic factors, the role of patriarchy and male backlash in compromising the realization of inheritance rights, and extends beyond to capture determinants of women and labor force participation.

The study aims to throw light on not just the issue of patriarchy but the institutions that have owned the responsibility to preserve this school of thought and undermine women. Being cognizant of the issue as multifaceted as patriarchy, the study in addition to entrenched patriarchy, also investigates the role of the gender of village head; presence of women facilitating institutions such as Self Help Groups, NGOs, police stations; and general confidence of people in these institutions, in determining effectiveness of gender-equal legislation. The study aims to pinpoint the reasons why inheritance rights are not translating into implementation. It also intends to provide answers whether the accountability lies with society or the government or both.

On the policy front, the study puts forth that attempts to push forward women empowering policies and laws without addressing ground realities, especially attitudes towards women, will build an imbalanced society. Of course, gender equality rights are the need of the hour, but when the by-products of empowerment are factored in, women may be no better off. So, it is imperative to understand the underlying layers of social norms to promote the empowerment of women in India. Most importantly, schools must emphasize on gender education, to create an unbiased fundamental in youth's thought process so they go on to become inclusive and broad-minded generation of men. There is also a need to gain women's confidence in the legal system to enable them to fight patriarchal culture. The focus should be placed on strict implementation of laws to ensure a minimal level of safety for women so that they could claim and exercise their rights.

Research Objectives

The research objectives are:

- a) To compare the regions where women have owned and/or inherited the land Vs the regions where women have not owned or inherited the land, to examine the role of multifaceted patriarchy in defining the implementation of women's property rights
- b) To assess violence against women (VAW) in the regions where women haven't owned or inherited the land, to uncover backlash by men resisting women empowerment transferred by inheritance rights
- c) To analyze if the VAW can explain the pattern of women autonomy and labor outcomes, and hence growth, in these regions

Study Findings

Women Empowerment

Firstly, female empowerment through rights has implications for growth and development (Duflo, 2012). For example, Tertilt (2006) develops a general equilibrium model of polygyny and finds that the *right to choose a husband* lowers the return on wives for men, who look for alternatives for investment, causing a rise in capital stock and per capita GDP. Pezzini (2005) explores *birth control rights* to uncover that they improve women's welfare, not only in terms of life satisfaction but also with investment in their education. Rangel (2006) provides evidence of *alimony rights* in Brazil to have enhanced women's influence over intra-household allocation of resources, given 'outside options' at her disposal. Doepke *et al.* (2012) find that women's rights and economic development mutually reinforce each other. According to their model, women's rights trigger

development when women with legal and political representation invest in public health and education, which leads to a further increase in the growth rate of human capital and output.

Secondly, female empowerment has implications on women's household autonomy, improved political participation, and reduced gender inequality. Panda & Agarwal (2005) utilize a household survey in India to find that a woman's access to immovable property, such as land and housing, considerably improves her 'fall-back option', bargaining power and overall empowerment (Agarwal, 1994), and specifically reduces the risk of marital violence. Likewise, Allendorf (2007) through her study on Nepal, summarizes that women's (land) rights promote empowerment by improving their decision-making power in household matters, and this empowerment is as efficient as from other sources such as education and employment, however, not as significant as women's place in the family structure in deciding their decision making power. A set of literature comments on the positive impact of female leadership on health, early education, and women-friendly reforms and attitudes towards women (Chattopadhyay & Duflo, 2004);(Clots-Figueras, 2011). Iyer *et al* (2012) provide evidence' using data from the Panchayati Raj experiment in India, that in the presence of women leaders, the welfare of women rises with greater 'reporting' of crimes by women and better *documentation* of crimes against women. The study finds no evidence in the rise in the actual incidence of crimes against women, concluding that political representation empowers women.

In the Indian context, inheritance rights are argued to increase production and investment through a significant form of income (Banerjee, Gertler, & Ghatak, 2002);(Roy & Tisdell, 2002). Positive implications include improved possibility of land inheritance (Deininger, Goyal, & Nagarajan, 2013), better female education (Roy S. , 2015), improved health (Calvi, 2016), and increased labor supply (Heath & Tan, 2014). Amaral (2017) exploits exogenous time, state, and religion variation in 'inheritance rights' amendments and observes a reduction in gender-based (domestic) violence, both police-reported and self-reported domestic violence after the amendments. The author also evinces that women married after the amendments in reform states stay near to their natal houses which improves their 'outside options' and general security, plus, a rise in their decision-making power (although no evidence has been found on their improved decision-making over financial issues). Roy (2008) exploits exogenous variants (religion and land holdings) in inheritance rights amendments to discover a positive impact of gender equal rights on women's autonomy within their marital families. After controlling

for factors having different effects on autonomy such as standard of living and age, the result remains positive.

Consequences: Not all so positive?

The consequences of empowerment may not only be positive as it can exacerbate gender discrimination and the levels of violence committed against women. For example, Anderson & Genicot (2014) exploit state-level variation in inheritance rights amendments to show that improved rights are associated with increased suicide rates, explained by elevated intra-household conflict and 'family problems'; while Rosenblum (2015) argues a rise in female child mortality as inheritance rights increase the cost of daughters for the parents and they tend to reduce investment in their daughters' health. Roy's study (2015) on the amended law finds no stipulated impact in daughters' favor, as parents tend to evade the inheritance law by gifting their lands to their sons. However, parents appear to compensate their daughters with alternative transfers in the form of either more education or higher dowries. Bhalotra *et al.* (2019) note that land reforms in the West Bengal state of India, although increased child survival and reduced fertility but aggravated the gender inequality in certain families where parents manipulated sex-ratios at birth, to have at least one son. The study emphasizes that gender-unequal Indian inheritance law has failed to reduce poverty and improve women's welfare and have, in fact, encouraged female foeticide by parents who do not wish to be legally bound to give daughters an equal share of the ancestral property (Bhalotra, Brule, & Roy, 2015).

Patriarchy and role of Men's motivation

Transformation of roles in society is not a smooth process and improved opportunities for women can challenge the traditional roles, accentuating power imbalances and tensions within households and in the society (Durkheim, 1897);(Agarwal, 1997). Men's motivation is argued to play a role in preventing the full realization of efforts in empowering women. Doepke&Tertilt (2009) depict a model of transition from patriarchy to empowerment, asserting that men prefer empowerment to gain from returns to education and human capital for the daughters. The authors say that 'the concern for daughters induces a taste for equality in the future'. Related literature bolsters this finding that men deliberately vote for women's rights and empowerment for motives such as to maximize their consumption (Geddes & Lueck, 2002) and for the benefit of their daughters (Fernández, 2009). In contrast, a few others highlight that men aggressively oppose losing power and resources that associate female empowerment (Kabeer, 2016), and prefer to make all decisions on their own and deny all rights to women (Klasen & Santos Silva, 2018).

Channels of backlash

Ted Gurr (1970) in his landmark work described physical violence by men as relative or detrimental deprivation—a discrepancy between value expectations and value capabilities, causing men to get enraged over the loss of what they once had or thought they could have. Covering domestic violence, Dagar (2002) states that men who suffer a decline in their privileges tend to be physically violent, particularly towards their wives, and ‘backlash of patriarchy’ has been found to be contributing to wife-beating. The wife must adhere to the husband’s directive, even if it impinges on her rights. Eswaran & Malhotra (2011) align the incidents of domestic violence with the evolutionary theory of backlash and state that the violence ultimately originates from paternity uncertainty. Explaining an endogeneity issue, they posit a reverse causality that work status of a woman instigates domestic violence, the latter, in turn, leads to lower autonomy for the woman. The study demonstrates that though an enhancement in the reservation utility of a married woman through education levels, outside options, and the support groups, would improve her autonomy in a household decision model, this may be associated with a rise in domestic violence ‘stemmed from jealousy’ hardwired in our evolutionary past⁵. Bandyopadhyay *et al.* (2018) talk extensively about increased hostility (male backlash in and outside of the domestic violence context)) led by patriarchs⁶, owing to the technological advancement that pushes relative female productivity and reduces gender gaps in labor market outcomes. The study provides evidence of backlash and estimates a one percent decrease in the gender gap leading to 0.8 percent increase in rapes and indecent assaults⁷, and establishes that crimes against women are driven by male backlash and they exacerbate more in gender-bias areas.

Conclusion

As much as 83% of the agricultural land is inherited by male members of the family. A region-wise break-up shows 28% of female ownership of land in the hills and only 8% in the east and west India each. The World Economic Forum meeting in 2018 emphasized that India is one of the 15 countries in the world where deep-rooted patriarchal norms hamper women from claiming and exercising their rights to property. It is important to mention when an institutional change such as an inheritance law comes into force, this entrenched patriarchy becomes visible in the form of violence against women, as women attempt to claim their property rights, leading men resort to violence to sustain their power in response to women’s increased status.

Endnotes

The law does not apply to Muslims and Christian women. In the identification strategy, the study will exclude this population. Percentages of Muslim (6.9%) and Christian (<1.5%) women are low, even lower when excluding five states from the analysis scope.

Important points related to the law are: a) The Act makes no distinction between movable and immovable property.

- b) The daughter is now recognized as a coparcener and her marital status makes no difference to her right.
- c) A daughter has the same right as a son in the father’s property regardless of her birthdate (whether she was born before or after 9 September 2005).
- d) The father should have been alive on 9 September 2005 for the daughter to stake a claim over his property.

The states are Bihar, Chattisgarh, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Madhya Pradesh, Punjab, Rajasthan, Orissa, West Bengal, and Uttar Pradesh.

Patriarchal beliefs and male dominance form the root cause of gender-based violence. Therefore, out of all categories listed in NCRB data, the study considers rapes, dowry deaths, cruelty by husband and relatives, molestation and sexual harassment for our analysis and excludes kidnapping & abduction, and importation of girls (as women can also have incentives to commit these).

different from patriarchy theory.

a group that prefers a regime where women have lower bargaining power relative to men, and benefits from status-quo

Such a trend of violence is apparent all the more in developing, high gender-biased and culturally conservative areas (Jejeebhoy, 1998);(Koenig, 2003);(Luke & Munshi, 2011)

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Quest for a Better World with India's Echo to Ameliorate Globalization

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Abstract

Ideological frameworks play an important role in ensuring sustainability and stability of any system. Globalization has been a guiding force in world history as well as international relations. Though it always existed, yet its pervasive presence in lives of people and nations that led to blurring down of time-space distinctions can be attributed to neo-liberalism with rampant advances in technology. Globalization was a boon as well as bane; however, its complete rollback seems unworkable as a policy proposition. The paper highlights how there is a need to rework on contours of global governance issues within the context of challenges of Globalization 4.0, digitalization by giving primacy to India's echo for 'human centric' concerns at the heart of global system.

Keywords: Globalization, Neo-liberalism, De-globalisation, Populism, Human Welfare.

Introduction

Globalization is the process of increasing interdependence of the world's cultures, economies, population, cross border trade for goods and services, flows of investment, technology, information, and people. Its essential to point out that Globalization has been rapid as well as uneven system in terms of various aspects for the world in the last few decades in different areas such as financial, cultural, social, trade, and political. There are types of phenomena that often deliberated when globalization is discussed, most important of which is from economic realms.

First wave of globalization (19th century-1914) has been traced with rise of Great Britain and emergence of innovations like the steam engine, industrial weaving machine, it signaled the era of the First Industrial Revolution. The end of second world war, technological advances in cold war, rise of world wide web, development of contours of global economy have been seen as Second and third wave of globalization.

With the end of Cold War, Globalization driven by neo liberal perspectives became the hegemonic phenomenon in world history. Rise of digital products, e-commerce, digital services, 3D printing, artificial intelligence, internet of things, are main forces of the apparatus of Globalization 4.0. (Vanham, 2019)

Globalization, Neo Liberalism & Technology

Globalization has impacted different areas of the world. Researchers, scholars, and theorists have described this concept and its impact differently. The hyper-globalist approach has described it in terms of a new saga. The logic has been underpinned by the neo-liberal agenda which perceives globalization as a force to facilitate working of open market. The study of Hameed *et al.* (2021) suggested that neo-liberalism implies meeting the needs of the market, promoting technological growth through education, and knowledge, job training, activities for growing revenue.

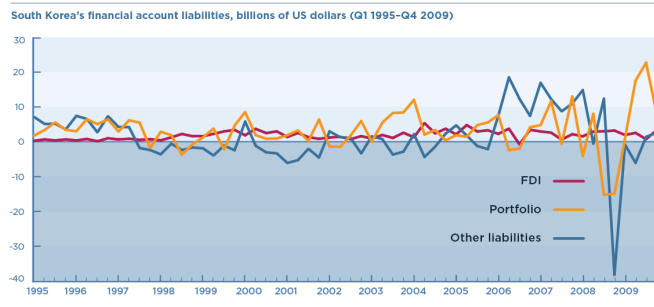
Neo-liberalism stands on the assumption that economic aspects benefit from globalization. On the other hand,

Marxists & neo-Marxist argue that globalization is promoting inequality amongst countries. Along with this, it is also argued that globalization created an imbalance in the local economy and developing countries are suffering discrimination due to this. Neo-Marxist approach also opine that that the misbalance is coming from the dependency patterns which have transformed politics, culture, economy, and other related disciplines. The sceptical approach does not perceive globalization as a novel process rather says that trade existed worldwide even before.

The transformational perspective argues that it impacts people's satisfaction, emotional wellbeing, happiness, and health (Mazzucato *et al.* 2017). It explains the inconsistency of the division of labour worldwide. Worker mobility has reduced the financial crisis, recession and slow recovery made things worse. US, UK, European countries' economies are boosting and getting full-fledged benefits of globalization (Pinkuset *al.* 2021). On top of that, digitalization makes it easier to join the marketplaces. Small to big size organizations now can participate in the global trade and start up new businesses.

Globalization and Economy

As a result of financial globalization, countries can be susceptible to crises from sudden stops in capital inflows

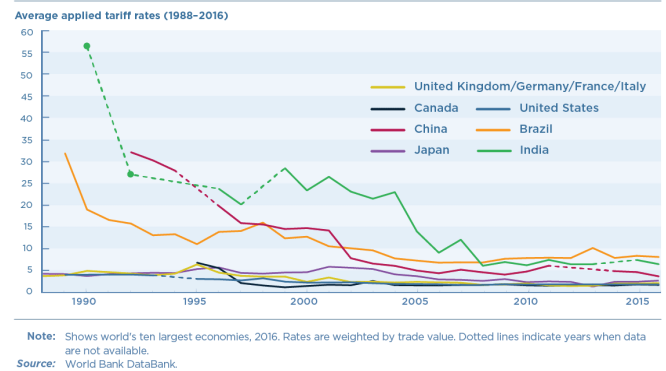


Source: IMF Data Warehouse.

Figure 1: Financial Condition due to Globalization

Globalization encourages countries to produce their best items and specialized items with home-grown resources. This concept makes production more promising, efficient for economic growth. It can lower the prices of goods and services and make them more affordable for lower-income households (PIIE, 2021). Technological advancement and digitalization have created opportunities for companies to reach more customers, wider markets and get higher returns.

Major economies dropped tariff rates and kept them low



Note: Shows world's ten largest economies, 2016. Rates are weighted by trade value. Dotted lines indicate years when data are not available.
Source: World Bank DataBank.

Figure 2: Major Economic Dropped Tariff Rates

The paper of Held *et al.* (2007) explained that global ethics needs to be built on the premise of "duty of care" beyond borders. What makes this important when one notes that there are concerns about disequilibrium in ecosystems, from disruptions to global warming, climate change, which is endangering the lives of human beings. Neo-liberalism held that global issues like extreme poverty, inequality as traditional conditions that would be solved when market-led global modernization comes. It argued that economic globalization establishes a more stable and peaceful world because of enduring interdependence & trickle down of benefits with operation of markets.

The working of market forces was contested as in this dimension, Globalization was found to have supranational implications. Placing national constraints on domestic division of powers, gains limited to few, rise of detached economic-political elites, were factors highlighted in various arguments of de-globalisation in the ideas concerning populism. It was pointed out that a reboot is mandatory to enlist people's concerns in global and domestic policy agenda.

Globalism works in tandem with the network of connections for multi-continental distance. The backlash against failings of outcomes of working of globalisation led to the onus towards change. It was pointed that global governance architecture requires modification and popular demand that taking back the control from global forces was seen necessary (Weforum, 2021). It was pointed out that ray of hope to restore the sovereignty of the world does not come with closing off the economies with nationalist politics and protectionism, rather a new social compact is necessary. Further, it must be also understood that globalism has become thicker than before (Higgott and Richard, 2018).

Misplaced Agenda of Neglect of Values in Economic Gains Stride

Neo-liberalism existed even before the cold war. However, in the post-cold war era, the idea that there must be increase in individual freedom in the economic sphere, with withdrawal of state intervention, was prominently noticed. Though globalization has much more to it, yet one cannot ignore the paramountcy of neo-liberalism within its sphere. Further, various policy measures of neo-liberalism like privatization disinvestment, have been complex as well for several nation states. Globalization changed the terrain of International Relations (IR). Further, because of increased inter-relationships, deepening of ties, concepts in IR like power, security etc., are seen in multidimensional perspective.

The realist perspective gave primary to states. The idea of national interest was seen in unilinear manner where military security meant safe borders. However, there are different stakeholders for states agenda now. The study and action arena of IR cannot be limited to militarily endeavor only. Globalization did retain the sphere of influence of state; however, market operated at a level above in this bargain. The blatant working of market forces led to more vulnerability for the common masses. It is here where globalization has been seen to have caused major conflicts, where too much focus on quantitative economic gains, led to ignorance of human values in its working. It has been pointed out that it's not only about trans-border contacts, but that diffusion of powers, porous borders made the common people feel alienated in this realm. With respect to conflictual side of IR as realism maintains, even in economic globalization, the rise of competition states competing for markets & profits cannot be ignored.

Globalization has given an important context to post-cold war IR. It may have led to one sided gains, yet that does not mean the idea that one calls for ending it. As a framework to understand IR, globalization did point towards follies in assumptions of realism. However, one needs to dwell deeper here as lack of comers towards normative ideas has been a significant backlash cause for popular needs with reference to IR. Constructionist perspective has highlighted how ideas and norms are important for agenda setting in IR. New framework of an 'engaged theory of globalization' has been called for to comprehension of global challenges.

Populism & the Ideological Challenges for Globalization

Populism as an approach seeks to appeal to the people premised upon the feeling of neglect. The authorities in power are often dubbed as anti-masses or elitist.

(Agustino, 2021) It is interesting to note that this similar concern about neglect of people issues has been pointed out for international relations as well. This is important to note as no longer International Relations exist in an isolated framework, what is global has an impact on households too.

Cambridge Dictionary defines populism with the focus on the idea that the former gets support by delivering to people their concerns. It is interesting to note that from Eastern Europe to United States of America, populism used the economic and international prism to assert the notion of justice at home. Further, one must note that populism is not new too; it existed in Athenian and Roman times as well. Like any political concept, populism is contested as well. As an attempt is made to imagine the alternative to populism, it must be based on correction in mistakes of the past. A folly of the past has been neglect of a dialogue in a communication tenor that people relate with. Herein too, reforming Globalization and future global governance narrative that caters to domestic polity, strike a similar chord.

New Framework: India's call for Human Centric Globalisation

The work of Sivertsson *et al.* (2021) illustrated globalization and its heterogeneous impact on the different operational areas. Industrial and societal changes demand an advanced level of process and flow of information. The dynamics of globalization also account to explain the role of structural adjustment, policies, financial liberalization for growth and stability, the effect of FDI, behaviours of MNEs, innovation (Gupta and SatyaDev, 2012). We all know that clarion call for Globalization 4.0 has been done and it is suggested that it is better to perceive the situation from a realist or optimist rather than a pessimist's point of view (Weforum, 2021).

The cross-border movement has grown immensely in the area of trade; however, it was lamented that this growth was not well distributed. An example to be noted here is how technological skill biases, rising inequality, changes in immigration policies worked to disadvantage for lower-skilled workers (IISS, 2021). On the other side, one cannot ignore the gains too. The book of Steger *et al.* (2019) suggested that digitalisation outcome of globalisation is an actual gain in both volume and frequency of usages.

The context of Global Politics in contemporary times demands a deeper engagement and understanding of Globalization. When we look at nature of global conflicts like climate change, pandemics, disruption, looming challenges of industry 4.0 etc, isolation is not a wise strategy. Traditional mechanisms of globalization indeed have been questioned, but need of the hour is to channelize efforts to ensure future narrative

of globalization garners benefits. Issues of global governance have cross-border impacts and threats defy territorial norms, within 'a more integrated world are forcing nations to come together, even as elements of traditional globalization lose traction'. (Ninan, 2021)

India has presented a novel idea to cater to challenges mounted by the pandemic. Time and time, when lack of idealistic narrative to drive global governance has been noted, and within this milieu India's call for and a "new type of human-centric globalization" (Raj, 2020), to enhance the effectiveness of global multilateral system is worth pondering over. The idea that context of Global Politics, namely globalization, should work for people over profits, shall be useful with respect to factoring in individual concerns in international relations arena. India has been consistently urging nations at several international forums to rethink and reimagining the paradigm of international relations. Along with highlighting the need for reforming and empowering international organizations to work a strategy to deal with pandemics, there has been candid assertion by India calling for giving primacy to people's interest 'rather than balance the competing individual interests of a few'. (Roche, 2020)

Even in bilateral relations, India while giving importance to cherishing democracy, plurality and transparency, in its diplomatic avenues, it has called upon its partners to conceptualize how the partnership can play an important role in economic revival with disruption caused by pandemic and in developing a human-centered and humanity-centered globalization. (PM Modi Addresses India-EU Summit, Calls For Human-Centric Globalisation Amid Covid-19 Pandemic, 2020)

Globalization - the process of interdependence & integration of ideas, goods, services, people, led to new challenges and opportunities for global realms. Though Globalization existed in the past also with the exchange of goods and services via the silk route, looking at the unprecedented level of scale and reach in the contemporary phase driven by neo-liberal ideas, it was indeed an aspect that led to new Contours in Global realms. The neoliberal perspective in international relations gave primacy to relative gains, the importance of non-state actors, as against the statist realist paradigm. The edifice of Globalization built on networks and interconnected paraphernalia of global trade, finance, markets, led to contested outcomes. At one point, it opened avenues of an open borderless world while at the other side there were criticisms of democratic deficit in various processes concerning Globalization. The world polity witnessed the rise of populism which drew its strength from the absence of people's centred agenda and accusations of elitist biases, in Globalization. Time and

again, world leaders also affirmed the market-oriented agenda of Globalization that placed human welfare at the back burner, as one of the issues that must be addressed. The paper attempted to present the argument that owing to changes in context, where the idea of security demands a people-centric approach namely factoring in health, economic, ecology as inputs & national interest is multidimensional, its imperative that neo-liberalism which was a driving force of Globalization project also, needs to be reformed. Focus on profits over people led to huge challenges both at the national and international levels.

Dealing with any crisis at a time when global governance is witnessing heated debates between Globalization and De-globalisation- requires multidimensional strategy and multidisciplinary understanding of the problem, which underlines the important idea that the market agenda needs an informed paradigm for it to succeed. No doubt, globalization and the associated norm of globalism were always contested- as it did give gains yet one cannot overlook the losses in the trade-off. At one point, if the world witnessed the benefits of rampant flow of goods, services, trade, electronic capital, amongst others, then one cannot overlook the losses like new security threats whose impact cut across all borders. Yet one cannot miss out on the advantages offered by interdependence to only mitigate any crisis but also to appreciate the idea of other alternatives offered. This requires that the neoliberal perspective that underpins the web of global realms must be pondered over in an innovative fashion that balances human concerns and economic development.

Conclusion

Globalization or the process of interaction and integration led to new challenges as well as opportunities for global and national realms. Globalization has always existed in human civilization but however under present day circumstances owing to its rapid reach of its impact and huge scale of its operational dimensions, it has had both positive and negative responses. With rise of new technologies like artificial intelligence, robotics, are pointing towards rise of new phase of Globalization 4.0 or latest stage of globalization. Merits and demerits of Globalization with rise of new choices, global trade and investment apparatus juxtaposed with issues of equity, inclusivity, and sustainability have always been argued. However no one can deny that technology did shrink time and space and even in times of covid 19 pandemic, it was a driving force to sustain governance mechanisms. Globalization 4.0 is in preliminary stage only, wherein looking towards isolation is not wise option. The need of the hour for nation states across the globe is to deliberate and work towards building up frameworks

for national and multinational action & co-operation that perceives the industry models, education, workforce issues, and ecology with a holistic approach. India's call for human centric approach towards globalization is indeed a worthy way to factor in global governance for a sustainable future of the planet.

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Explaining the Linkage Between Women Entrepreneurship and its Challenges: An Empirical Study

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Abstract

Out of a population of 1.412 billion, 48.04% is female. Out of this, 13-15% run their own business. In a country like India, there are lot of barriers for women to start something of her own. This research is conducted to study the problems faced by women entrepreneurs in India. A questionnaire was circulated to women entrepreneurs to understand the problems they faced in their journey of entrepreneurship. The form was circulated among women entrepreneurs from different cities of India. A purposive sampling was done to collect the data. A total of 160 women entrepreneurs responded. IBM-SPSS is used to analyse the data collected from women entrepreneurs. Exploratory factor analysis was used to analyse data. According to the analysis factor studied have a correlation among themselves. Majority of women have faced some or the other problem while getting into their business. It could be either financially or the social, cultural or legal norms which stood as a barrier in their way. Women are slowly tackling these problems. To help out women, government have also taken many initiatives and introduced many policies

Keywords: Women, Entrepreneur, India, Development,

Introduction

The enthusiasm of young minds in business and entrepreneurship has not only been a driving force for employment but has also motivated and provided opportunities for homemakers and retired people to turn their ideas into reality. Women are well aware of their rights and how to deal with various situations. Sangeetha and Kumar (2019) Women are increasingly involved in various economic activities today. Domestically, regionally, and globally, female entrepreneurs are active at all levels (Sahoo, 2020). Women entrepreneurs, on the other hand, face a number of challenges. According to the Mastercard index of female entrepreneurs, India ranks among the bottom five countries in terms of female business growth. 2022) (Quartz India).

For far too long, the contributions and characteristics of women entrepreneurs went unnoticed and unquestioned, but today women entrepreneurs are the ones assisting in the running of many countries' economies, bringing in new opportunities and development in India. However, because traditions are deeply ingrained, women must fight a long battle to achieve equal position and recognition (Sharma & Gaur, 2020). Indian women stand out from the crowd and are praised for their accomplishments in their different fields despite all of the social obstacles. Women's educational standing and other desires for a better life have undergone a substantial transition in society, demanding a change in Indian women's lifestyle (Yoganandan & Gopalselvam, 2018). Indian women have successfully competed against men in every sphere of life, including business. They were able to endure and

prevail in this fierce competition thanks to their diligence and tenacity (Koneru & Head, 2017)

Several women have now established their own empires and rule them as they see fit. Women's hidden entrepreneurial potential has gradually changed as sensitivity to one's role and economic status in society has increased. Women's empowerment is a strategy for achieving inclusive, equitable, and sustainable development for the entire world, not just one country. Solanki (2019) When a woman gains power, it does not mean that someone else loses or gains less power. On the contrary, if a woman is empowered, her decision-making abilities will undoubtedly influence her family's behaviour. (2013) (Sharma).

This research is being conducted to better understand the challenges that women face on their path to becoming entrepreneurs. To look into the challenges that women entrepreneurs face during their establishment and working phases. Further, this study will also identify the initiatives taken by the Indian government for women entrepreneurs.

Literature Review

P F Drucker defined an entrepreneur as "someone who is always looking for change, responding to it, and exploiting it as an opportunity." Entrepreneurship skills are the combination of knowledge, attitude, and skills required to identify, create, and exploit business opportunities. (Ruiz & Guerrero, 2022; Sharma, 2013). An entrepreneur is nothing but someone who sets up an enterprise. They are the ones who shape the economy by coming up with new ideas for products, markets or techniques. Entrepreneurship is not always about money, it is having the greatest ideas, implementing it and taking the most out of it (Solanki, 2019). It is neither a science nor an art. It is a practice and a key to economic development. However, as in all professions, such as medicine or engineering, knowledge in entrepreneurship is merely a means to an end. It is not a "flash of genius," but rather a series of tasks that can be organised into a systematic process. (Sharma & Gaur, 2020).

Women who start, organise, and run their own businesses are referred to as women entrepreneurs. According to the definition given by the Indian government, a woman entrepreneur is someone who owns and controls a company and ensures that at least 51% of the workforce is made up of women. (Kumar, 2019). Women entrepreneurship is not only about business, it is about how they develop an economy and how well can an empowered woman vanish scarcity for themselves, their families, societies and for a country itself (Sharma & Gaur, 2020). Today, women have defied all social norms and expectations. Women's entrepreneurship in India

grew as a result of kitchen activities such as packing foods into small packets and reaching out to the world. However, as knowledge and awareness have spread, women have begun businesses in energy, electronics, and technology. (Koneru & Head, 2017). India has 49 percent of its population as women, which is nearly equal to men, but the presence of women is only felt in some statistics. Women outnumber men in terms of death and illiteracy, but when it comes to entrepreneurship and employment, women outnumber men. (Solanki, 2019). Women produce 50% of the food and perform 66% of the world's labour, but only 10% of income and 1% of property is owned by them. Women make up 49.6 percent of the global population, but only 40.8 percent of the formal-sector workforce. (Sangeetha & Kumar, 2019).

Women entrepreneurs are a key source of economic growth, but they face numerous challenges. In several developing countries, women's lives and responsibilities have long been bounded by domestic boundaries that see them as mothers, wives, and caregivers. (Aladejebi, 2020). Women have been observed to face numerous issues, challenges, struggles, and obstacles in their personal lives. When they become a business, they must overcome numerous obstacles in order to achieve success. (Sharma & Gaur, 2020). Efforts are made by them so that they can be recognized positively. Some of the challenges are as follows:

- Misperception about women
- Women start-ups are not successful and riskier.
- Women are questioned about stability, safety and security of business.
- Married or women with kids are considered as less serious as they have family responsibilities.

The reasons for the range from lack of access to finance to the social setup. For any enterprise, be it big or small, funding is the life blood. Women suffer from shortage of funds as due to misperception funds are not given to women on credits. To apply for loans, women generally don't have anything for collateral (Sangeetha & Kumar, 2019). 60% of women are still illiterate in India. Women are unaware of business, technology, and market knowledge due to a lack of quality education. Women are also less motivated to achieve as a result of this. (Gopalselvam et al., 2018). India is a patriarchal country; women have to fight for their rights and to be treated equally with men. The Indian constitution speaks about gender equality but putting it into practise is something that seems difficult (Sahoo,2020). Many times, women entrepreneurs are just on papers and the business is run by the male of the family. This occurs mainly due to the existence of male ego and thoughts like women don't

have enough skill to run a business (Sharma & Gaur,2020). For new women entrepreneurs, to market their product they depend upon middlemen who acquire huge profits. This is where these entrepreneurs are exploited and this makes it difficult for them to capture the market and popularize their product (Kumar.G, 2019). Due to their low education levels and unstable economic conditions, women in India have historically been kept in close quarters. As a result, women have low self-esteem and a high fear of failure. (Aladejebi, 2020).

The government has made the advancement of women a priority from its inception. The idea of women's

development up until the 1970s was mostly welfare-oriented. The welfare approach was replaced by a development perspective in the 1970s that recognised the mutually reinforcing nature of the development process (Koneru & Head, 2017).

There are many more schemes and policies introduced by the government to help them achieve what they dreamt of. The Indian government currently runs over 27 programmes specifically for women through various agencies and ministries. 2017 (Koneru & Head).

Author	Year	Study Type (Conceptual/Empirical/LR)	Region of the Study	Objectives of the Study	Methodology Details	Conclusion
Anu Swetha Attur Mohan, Dr. D. Divya Prabha, Dr.V.B Mathipuran	2019	Conceptual	Coimbatore, India	To identify patterns and regularities in the behavior of successful Women entrepreneurs.	study is descriptive in nature. data collected from an average 125 respondents who are Women entrepreneurs in Coimbatore city. The study is based on primary data collected from respondents through questionnaire	Women are not only in business to survive, but also to express their creativity and demonstrate their abilities, and in this way, they significantly contribute to social change. The three main reasons that determine choice are seen to be earning a living, the desire to be a successful role model, and self reliance.
Onyando Lynette Akinyi Ogada, Billy Wadongo & Rose Kisia Omondi	2022	Conceptual	Kenya	to find challenges women face in the informal sector in providing hospitality services and, in particular, capital, credit, and marketing strategies.	purposive sampling method was used to pick the eight women entrepreneurs from the universal target population of the study.	The study found that women who provided informal hospitality services encountered numerous difficulties. The study found that in coping with these difficulties, women and government support had done so, making the unofficial hospitality industry lucrative.
Nguyen Thuy Anh and Hoang Thi Thuy Duong	2018	Empirical	Vietnam	to examine the specific challenges faced by women entrepreneurs in Vietnam. The study will also consider possible solutions to minimize these challenges	surveys and semi structured interviews were used to gather information. Data was collected from 171 women entrepreneurs.	the power of Vietnamese women has considerably increased in recent years. This is due to some implications by government: providing financial package for female entrepreneurs at low interest rate and less equipment and increased business infrastructure.

santosh kumar G	2019	Conceptual	India	To identify the problems, role of Government and to overcome the problems of women entrepreneurs in India.	Secondary source of information	With independence, Indian women were promised equal chance in all spheres, and legislation was passed ensuring their equal participation and equal opportunities and rights in education and employment. But regrettably, only a small group of women have profited from government - s p o n s o r e d development initiatives. The bulk of them are still unaffected by change, and only a small group of women.
Hoang Anh Nguyen, Tam To Phuong, Thuy Thi Bich Le, and Linh Phuong Vo	2020	empirical	Vietnam	to know about the known about the motivations, challenges, and success factors of women entrepreneurs in vietnam	qualitive data collected in descriptive method	The success of the development of female company owners' companies is strongly influenced by both their innate motivations and their entrepreneurial qualities, according to studies. Addition all y, since only participants from two large cities were included in this study and the topic of female entrepreneurship in Vietnam is still being researched, it is important to carry out quantitative research on the issue in various parts of the nation.

Norman Rudhumbu, Cosmas Maphosa	2019	Conceptual	Botswana	s to investigate challenges faced by and opportunities open to women entrepreneurs in Botswana and how entrepreneurship education can boost their knowledge and skills of doing business profitably and contribute to women empowerment.	In total, 400 women entrepreneurs of different ages, educational levels and from trades and different geographical locations were selected using a stratified random sampling procedure to participate in the study from ten towns and cities in the country. A structured questionnaire that used a five-point Likert scale was used for data collection. One way ANOVA, regression analysis and descriptive statistics were used as tools for data analysis.	Despite the numerous obstacles that women entrepreneurs faced in the Botswana market, there are many opportunities for growth and expansion of the entrepreneurship sector in Botswana because of the favourable legal and regulatory framework that the Botswana government has established and that women can utilise.
Swati Panda	2018	conceptual	USA	aims to identify and ranks constraints faced by women entrepreneurs in developing countries. It offers a framework to differentiate between the constraints faced by male and female entrepreneurs		
Eugenia Rosca, Nivedita Agarwal, Alexander Bremc	2020	Empirical	South asia	to study the entrepreneurial journey of a women	large amount of secondary and primary information was collected. primary data was collected through semi structured interviews, while secondary data was collected through media articles, press releases, website of each enterprise and extensive diagnostic reports and presentations for the Colombian cases.	Social concerns that directly affect women's lives tend to motivate female social entrepreneurs more than other social issues. Their feminist traits of being more sympathetic may be responsible for this. They are inspired by problems that they can identify with and identify with.
Prof. Madhurima Lall	2022	empirical	india	to provide a deep insight into the entrepreneurial challenges among the women in the rural India. It intends to study the Key Variables responsible for the emergence of entrepreneurship among women in rural India, the various problems faced by women entrepreneurs in establishing a Startup and consequently running it. It further suggests measures to overcome these challenges and also provides implications for future research.	both primary & secondary data	The difficulties that female business owners had in conducting their companies included securing financing, enlisting the help of family members, striking a balance between work and personal life, and other issues. Despite all of these issues, contemporary women company owners are eager to advance and are prepared to take business management courses.

Mirela Xhene-ti, Shova Thapa Karki & Adrian Madden	2019	Empirical	Nepal	to advance our understanding of how women negotiate their business and family demands in a developing country context.	90 interviews with women entrepreneurs	Our situation is exceptional, not just because Asia is still developing but also because few Asian nations have, up until now, taken on the societal injustices that Nepal has with its Maoist movement. These characteristics of the Nepalese setting, in our opinion, present intriguing complexities regarding entrepreneurship, gender, and the relationship between company and family.
Dr. G yoganandan, G gopalselvam	2018	Conceptual	India	To find the problems encountered by women in starting business Enterprises	secondary source of information	Women are excellent marketers who want to prioritise their families, which helps you maintain a healthy balance between your personal and professional lives. Even though we have several legitimately successful female entrepreneurs in our country, others are unable to succeed due to male dominance and our traditional culture.
Mrs. K. Anitha	2019	conceptual	India	To identify the level of female participation as an entrepreneurs and examine the challenges and opportunities handled by female entrepreneurs	Secondary information gathered from National and International Journals, circulated reports from RBI, NABARD, Surveys, papers, production from different places which concentrated on different parts of Women Entrepreneurship.	Because of their dedication to working age and income generation, the significance of women's business venture grows. Women in business are restricted to small and micro companies as well as driving large and medium scale ventures.
Shikha Mahajan	2013	Conceptual	India	to find out the status of women entrepreneurs in India and also studies the success story of Hina Shah the most successful women entrepreneurs of India	secondary data was collected	Instead of being restricted to merely creating possibilities for women, removing barriers to women's entrepreneurship involves a significant change in traditional views and mindsets of people in society. It is therefore essential to create programmes that will address attitude changes, training, and supportive services.

Tahrin Rahman	2022	Conceptual	India	to find the potential of ICT to support women entrepreneurs in business ventures, and address certain problems peculiar to women,	Both primary and secondary data were collected. Secondary data were collected from different published journals, articles, newspapers and the internet. A questionnaire for collection of Primary data was applied to women entrepreneurs of northeast and eastern India. Case study was conducted among 23 women entrepreneurs of different age groups and of different fields	To encourage female entrepreneurs ICT can be used to improve their ability to grow. Women entrepreneurs might benefit from training on how to launch and expand firms online. ICT capacity building training and assistance for female entrepreneurs.
Dr. C. Sankar, Mrs. P. Thenmozhi	2022	Conceptual	India	To understand the Indian women's entrepreneurial environment and prospective and the challenges of Indian women's entrepreneurship. To study the government's schemes for women entrepreneurs 'development.	based on secondary data, information's are gathered from various books, national and international journals, and public, private publications based on women entrepreneurship topic.	In contemporary Indian economy, women entrepreneurs are now the most significant force. As for our society, culture, and mindset toward female entrepreneurs, we too demand improvements. She is strong enough to say no, but she also has the capacity to say yes. The future's rising suns are Indian women entrepreneurs.

Research Gap

Women still encounter many obstacles when opening their own businesses in the twenty-first century. Since long, India has been a patriarchal society, with women barred from earning a living for their families. (Ruiz & Guerrero, 2022). However, in recent years, women in India have emerged from their homes to assert their individuality. Nevertheless, due to the patriarchal nature of Indian society, women are still unable to gain the necessary confidence to become entrepreneurs. (Quartz India, 2022). Thus, this study aims to fulfil this research gap by identifying the challenges faced by women entrepreneurs in Indian economy. It will also identify various government initiatives focusing on providing a boost to the women entrepreneurs (Koneru & Head, 2017).

Objectives

- To explore the problems faced by the women entrepreneurs while establishing the business.

- To explore the problems faced by the women entrepreneurs while managing their business.
- To identify the initiatives taken by the Indian government for helping the women entrepreneurs.

Research Methodology

Research Design

A research design is a roadmap or thorough plan for carrying out a research project, including operationalizing variables so they can be measured, choosing an interesting sample to analyse, gathering data to serve as a foundation for testing hypotheses, and analysing the findings. (Kothari, 2014; Guerrero, Ruiz, & Ruiz, 2022). The study's research design is descriptive. Descriptive research seeks to describe systematically a situation, problem, phenomenon, service, or programme, or provides information about, say, the living conditions of a community, or describes attitudes toward an issue. This study helps in describing what are the problems faced by women entrepreneurs in their journey (Pearson, 2011).

Population

A research population is generally a large collection of individuals or objects that is the main focus of a scientific query (Pearson, 2011). The population of the study is women entrepreneurs of India operating at small and medium levels.

Sample

Sample Unit: Business women across various cities of India, like: Delhi NCR, Pune, Mumbai, Bhopal, Kottayam, Ernakulam.

Sample Size: 160 women entrepreneurs

Technique

Non-probabilistic sampling is used in this study as the sample is chosen based on non-random criteria and not every member of the population has a chance of being included. Purposive sampling is also known as deliberate sampling. A purposive sample is one that is picked by a researcher based on the study's and population's research objectives. The sample participants are chosen based on the purpose of the sample. (Dhivyadeepa, 2018). This study required data from women entrepreneurs, thus women entrepreneurs were identified through both offline and online mode and requested to fill the questionnaire through professional websites like LinkedIn and through personal interviews.

Variable Identification and Operationalization

Variables	Items	Reference
Access to Financial Resources	Banks usually provide more financial resources to men in comparison with women.	(Aladejebi, 2020)
	Typically, women have limited access to the financial resources needed to establish a business.	
	Women struggle to get the cash they need to launch their businesses.	
Cultural and Social Support	One social barrier to women working in business is a lack of moral support from the home and husband.	
	Women's participation in business is constrained by a lack of encouragement and assistance from other women.	
	Women's participation in business is constrained by a misunderstanding of religion	
	In general, most businesses and people prefer to do business or work with males rather than women.	

	The social culture of Nigeria creates a barrier and restricts women's participation in economic endeavours.	
	Social discrimination against women limit their involvement in business	
	There is a lack of respect within the community for women entrepreneurs	
	There is a lack of suitable models to represent successful women entrepreneurs	
Training and Education	A lack of adequate training and education limits women's involvement in business	
	Women have access to fewer training providers, both in terms of quantity and quality.	
	The fact that women have fewer connections than men with experts in certain fields limits their involvement in business	
	Women's participation in business is constrained by the fact that men have more possibilities for education and training than women.	
Rational for	Aptitude / personal interest	
Establishing a Business	Assisting oneself and family monetarily	
	Challenge, doing something on one's own, show others independence	
	Difficult period/ do not want to be Idle	
	Husband or other family member is in business Money	
	Providing jobs for others	
	Self-fulfillment	
	Time elasticity and control	
To be a model to children		

Survey Instrument

Survey Instrument is developed utilising standardised measurement scales for each variable. The questionnaire is divided into two sections, the first section incorporates statements related to the challenges faced by women entrepreneurs, followed by their demographic profile in the second section including their age, education level, Family Interface, type of business(Aladejebi, 2020).

Data Analysis

IBM-SPSS is used to analyse the data collected from women entrepreneurs. Further, this study has used Exploratory factor analysis on the collected data. A statistical method known as exploratory factor analysis is used to condense data into a more manageable group of summary variables and to investigate the underlying theoretical framework of the phenomenon. It is employed to determine the nature of the link between the respondent and the variable (Iskamato, 2020).~ 33 ~

Data Analysis

Factor Analysis

KMO and Bartlett's Test			
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.915	
Bartlett's Test of Sphericity	Approx. Chi Square	2972	.027
	Df	190	
	Sig.	.000	

A statistical test called the Kaiser-Meyer-Olkin (KMO) test evaluates the suitability of data for factor analysis. A KMO score more than 0.5 and a Bartlett's test significance level lower than 0.05 indicate that the data are significantly correlated (Napitupulu, Kadar & Jati, 2017).

Communalities		
	Initial	Extraction
FR1	1.000	.751
FR2	1.000	.757
FR3	1.000	.792
CSS2	1.000	.453
CSS3	1.000	.714
CSS4	1.000	.859
CSS5	1.000	.832

CSS6	1.000	.797
TE1	1.000	.779
TE2	1.000	.799
TE3	1.000	.838
LC1	1.000	.856
LC2	1.000	.796
LC3	1.000	.686
R1	1.000	.572
R2	1.000	.610
R3	1.000	.659
R6	1.000	.635
R7	1.000	.548
FI	1.000	.652

Communalities is the proportion of each variable's variance that can be explained by the factors. Communalities between 0.25 and 0.4 have been suggested as acceptable cut-off values, with ideal communalities being 0.7 or above 6 (Mukherjee, Sinha & Chattopadhyay, 2018)

Rotated Component Matrix ^a						
	Component					
	1	2	3	4	5	6
FR1	.781					
FR2	.784					
FR3	.806					
CSS1				.557		
CSS2				.461		
CSS3				.804		
CSS4				.842		
CSS5				.881		
CSS6				.790		
TE1					.871	
TE2					.836	
TE3					.882	
L1						.857
L2						.781
L3						.752
R1		.550				.599

R2		.719				
R3		.797				
R4		.614				
R5		.823				
R6		.688				
R7		.754				
F1			.977			
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.						
a. Rotation converged in 10 iterations.						

Component	1	2	3
1	.979	.118	.165
2	-.144	.976	.162
3	.142	.182	-.973
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.			

Component transformation matrix is a geometrical transformation which is done in order to get a different “view” of the data, which often enables better interpretation. The component transformation matrix tells you how the optimal “rotation” is done (Morgan, Leech & Gloeckner, 2019).

The rotated component matrix helps you to determine what the components represent. It is the key output of principal components analysis. It contains estimates of the correlations between each of the variables and the estimated components (Morgan, Leech & Gloeckner, 2019).

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.389	51.947	51.947	10.389	51.947	51.947	10.045	50.224	50.224
2	2.886	14.429	66.377	2.886	14.429	66.377	2.931	14.653	64.877
3	1.111	5.554	71.931	1.111	5.554	71.931	1.411	7.054	71.931
4	.849	4.246	76.177						
5	.736	3.682	79.859						
6	.647	3.236	83.095						
7	.553	2.763	85.858						
8	.524	2.621	88.479						
9	.396	1.981	90.460						
10	.313	1.566	92.026						
11	.290	1.450	93.476						
12	.245	1.224	94.700						
13	.220	1.102	95.802						
14	.171	.853	96.655						
15	.144	.722	97.377						
16	.135	.674	98.051						
17	.131	.657	98.708						

18	.100	.498	99.207					
19	.091	.454	99.660					
20	.068	.340	100.000					

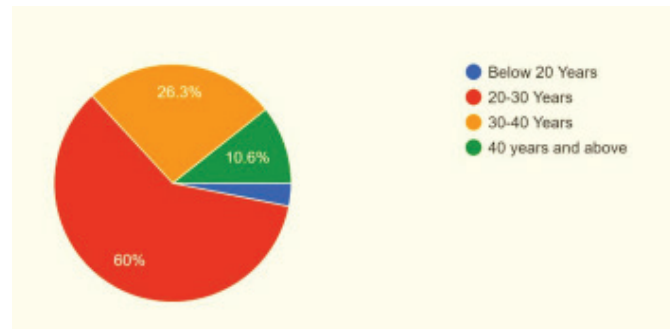
Extraction Method: Principal Component Analysis.

The Total column gives the eigenvalue, or amount of variance in the original variables accounted for by each component. The % of Variance column gives the ratio, expressed as a percentage, of the variance accounted for by each component to the total variance in all of the variables.

Demographics

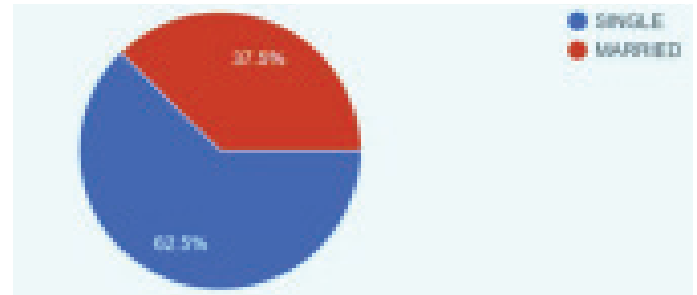
Frequency Table

D1			
		Frequency	Percent
Valid	Below 20 years	5	3.2
	20-30 years	93	59.2
	30-40	42	26.8
	40 years and above	17	10.8
	Total	157	100.0

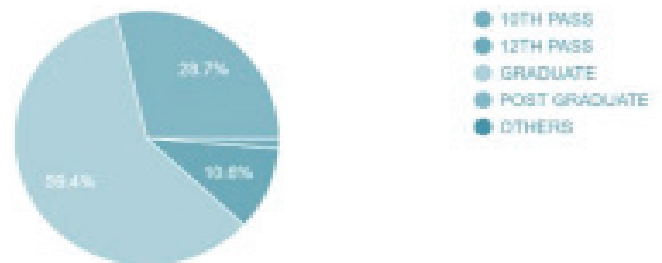


The above table and graph depicts the no. of respondents from different age groups. 26.3% belongs to the age group below 20 years, 60%, i.e., the maximum population belongs to the category between 20-30 years, 10.6% lies in the category of 40 years and above and the rest of population belongs to 30-40 years category.

D2			
		Frequency	Percent
Valid	Married	97	61.8
	2	60	38.2
	Total	157	100.0



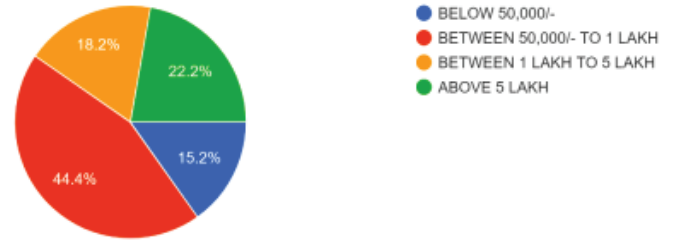
The above table and graph depicts the no. of respondents that are married and single. 61.8% of women entrepreneurs responded are single and rest 38.2% are married.



D3			
		Frequency	Percent
Valid	10th pass	2	1.3
	12th passs	17	10.8
	Graduate	92	58.6
	Post graduate	46	29.3
	Total	157	100.0

The above table and graph depict the education level of the respondents. 58.6% of total respondents were graduates, 29.3% are post graduates, 10.8% are 12th pass and only 1.3% are 10th pass.

D4			
		Frequency	Percent
Valid	Cosmetic	32	20.4
	Grocery	2	1.3
	Kirana stores	6	3.8
	Food	25	15.9
	Agro	13	8.3
	Education	26	16.6
	Telecommunication	12	7.6
	Health care	7	4.5
	IT related	13	8.3
	Other	21	13.4
	Total	157	100.0



The above table and graph depict the annual income of the respondents. 15.2% of the respondents have income below 50,000/-. The maximum respondents have annual income between 50,000/- to 1 lakh, i.e., around 44.4% of the population. 18.2% and 22.2% of the total population earns between 1 lakh to 5 lakh and above 5 lakhs respectively.

Discussion and Implications

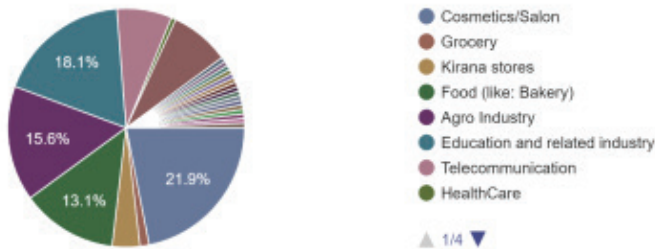
Discussion

The Kaiser-Meyer-Olkin (KMO) test is a statistical measure used to determine whether or not data is suitable for factor analysis. The test assesses sampling adequacy for each variable in the model as well as the overall model. The Bartlett test statistic is intended to compare variance equality across groups to the alternative that variances are unequal for at least two groups.

According to the Rotated component table, the factors under access to financial resources are loaded under component 1. Under component 2, we have all factors of the variable rational of establishing a business. In component 3 we have work family interface, in component 4 we have cultural and social support, in component 5 we have training and education and in component 6 we have legal constraints.

Women's development has been a policy goal of the government since its inception. Some initiatives taken by the Indian government are:

- The government launched Mudra Loan for Women to provide financial assistance to aspiring female entrepreneurs. They are looking for a business plan to start a beauty salon, a tuition centre, a stitching shop, and so on. The loan is granted without the use of any collateral under this scheme.
- The Annapurna Yojana provides the Government of India with loans of up to 50,000 for women entrepreneurs in food catering businesses. The borrowed funds could be used to meet working capital requirements such as purchasing utensils, a mixer and grinder, a hot case, tiffin boxes, a working table, and so on.
- The Stree Shakti package is a one-of-a-kind programme that encourages female entrepreneurship



The above table and graph depict the different categories/industries these women entrepreneurs are running their business in. There are many sectors but the major sectors are 21.9% of the respondents are into cosmetics/ salon, 18.1% is into education industry, 15.6% have business in agro industry and 13.1% into food industry. Rest of the women belong to different industries like grocery, kirana stores, healthcare, etc.

D5			
		Frequency	Percent
Valid	Below 50000	15	9.6
	Between 50000- 1 Lakh	44	28.0
	Between 1 Lakh - 5 Lakh	18	11.5
	Above 5 Lakh	19	12.1
	Total	96	61.1
Missing	System	61	38.9
Total		157	100.0

by providing financial incentives. This Stree Shakti scheme is only open to women who own the majority of the company.

- Existing and new entrepreneurs, as well as self-employed women, can benefit from the Cent Kalyani Yojana. All micro/small businesses are eligible to apply for the Cent Kalyani Scheme. You do not need to provide any collateral as security for this loan, nor do you need any guarantors.

Under the Government of India, the Women Development Corporation has implemented the Udyogini Scheme. This programme encourages and motivates women entrepreneurs among the poor by providing financial assistance to women. This programme primarily assists and supports illiterate women living in rural and underserved. These are some recent initiatives taken by the government of India.

Implications

This study focuses on understanding the problems or challenges faced by women entrepreneurs in India.

The above-mentioned initiatives are taken by government to improve, support and motivate more and more women entrepreneurs. There are many problems that women face in concern with financial resources, proper training or education centres or even legally issues to help women government is out with these policies.

Conclusion and Limitations

Limitations

The limitations of the study is that only 6 variables were considered while conducting the research and exploratory factor analysis was used to analyse the collected data. The future researchers can consider more factors and use other techniques for data analysis.

Conclusion

This study is intended to be a modest starting point for future research on the status and role of women entrepreneurs in India. Women's entrepreneurship must be recognised for its critical importance to the country's economic prosperity in the future. But there are still many problems that women face as an entrepreneur. The findings show that women enter business not only for survival but also to satisfy their inner desire for creativity and to prove their abilities, and in this way, they contribute significantly to social transformation.

This paper examines how the development of women entrepreneurs in India is a challenging prospect. During the study, it was found that the major issue women face is to find a source for funding their business. There are different reasons for a woman to set-up a business. Due

to diverse culture and social norms women are actually restricted to start their own business.

Lack of proper training or education is also an issue that should be considered while developing the environment for women entrepreneurs. It has also been discovered that Indian women are unaware of and incapable of taking advantage of the opportunities provided by the government and other organizations for the development of women entrepreneurs. Despite these obstacles, the government is assisting women through various programmes and policies. However, there is still room for improvement in the initiatives and contributions that could be considered for the evolution and development of women as entrepreneurs by providing them with special training facilities for developing their knowledge, talents, and skills.

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LIFE IN THE WOODS: An Emotional Note from the Heart of Kutia Kondhs of Kandhamal District of Odisha

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Abstract

Most of the forest dwellers in India in general and Odisha in particular lead a toilsome, materially poor spartan life, in spite of multiple natural resources in abundance along with strong community ties, even under difficult and adverse circumstances. Subsistence livelihood pattern of these forest dweller/ forest tribes are mainly based on shifting cultivation and some practice sedentary agriculture in forest regions, supplemented by hunting, foraging and pastoral activities simultaneously, exploiting three main natural resources i.e. land, forest and animals. However, when any problem arises for their livelihood, these communities exercise all possible precautions for the conservation of the biodiversity, or else it could pose a serious threat to their survival and continuity. Even though, in the contemporary world, tribal culture is changing rapidly, research says that the rate of deforestation in indigenous and tribal territories are significantly lower. (FAO, 2021). The FAO report says that, tribal areas in the Amazon Basin lost an average of 0.17 per cent of carbon stored in their forests each year between 2003 and 2016, due to deforestation and forest degradation, in contrast, forests outside the tribal territory and protected areas lost 0.53 per cent each year, which is 0.36 per cent more than tribal territories. This shows the tribal people follow some management practice which directly and indirectly sustaining their ecosystem. Therefore, the present paper tries to enquire into the tradition symbiotic relationship between forest tribes and its ecosystem, in order to understand their attitude towards the environment and how their culture, beliefs and practices are geared to maintain a balance between human and ecological needs. In broader sense, it is intended to explore man-nature relationship, which most often exists in their thought process and it also provides an understanding of how modern and developmental aspects value the natural environment and to assess in what ways they are likely to participate in and engage with their natural environment.

Keywords: *Kutia Kondh, Life in Wood, Kandhamal, Tribe, PVTG, Odisha, Ethnography*

Introduction

This study is the outcome of an ethnographic research conducted during January 2020 on the Kutia Kondhs of Kandhamal district of Odisha. Kutia Kondh is one of the PVTGs of Odisha. The majority of Kutia Kondh inhabit the south-eastern part of the Kandhamal district, while some communities have settled in the Kalahandi district near the western boundary of Kandhamal District and also in the Koraput District, south and south-west of Kandhamal. The research work was conducted amongst

the Kutia Kondh residing in and around Belghar Gram Panchayat of Tumudibandha block, Balliguda sub-division, Kandhamal district.

Love for nature is a unique characteristic of Kutia Kondhs and their association with it is since time immemorial. Their association with the forest has given birth to their myths and legends, ideas of evolution and a specific identity that they are a forest dwelling community. (Jena, 2006) Their love for the nature and the forests are reflected in their cultural traditions, religion and in their

social organizations which still function as a legacy of the past. Forest as a part of the nature has cultivated in them the religious ideas, moral values (expressed in their myths and sentiments) and has designed their pattern of life and living in concentric forest-clad patches, hills and mountains. Their ideas of living inside the forests and their love of forest as a part of the nature, it can be elucidated as follows: the community lives in the peaceful tranquility of the forest, maintaining a life of no worries, finds its place in between the supernatural power (*Penu -God*) at the top and the bottom, has a myth of origin from forest and has preserved the contact with forests *vis-a-vis* nature since primordial times till today. The Kutia Kondhs are accustomed to a style of living where they feel that forest is closely intertwined with them and their culture is attuned to it.

Since long Kutia Kondhs have been occupying the forested region. Though they have lived in isolated for long, they are living in harmony with forests and drawing their sustenance largely from forests. Their life is connected in one way or the other to the forests right from the birth to death. Forest has been the last succor to them in times of distress like famine, natural calamities etc. It has been pointed traditional requirements however insignificant they may appear to others. Forest has been providing all their necessities. For a long period in history, they subsisted with reasonable standard of health and abode mainly because the forest provides them with food, clothing, shelter, medicines etc. No forces either natural or man-made disturbed them in their forest dwelling. In their economic life, forest has been occupying the central position. A change in forests or anything that affected the forest, affected their life directly or indirectly. Forest represented and also represents for them a whole way of life, a home, a culture, a worship, food income and everything. (Patnaik and Daspatnaik, 1982).

Kutia Kondhs cultural and social life is closely interlinked with their forest habitat which regarded as a deity on whose blessings the tribe survives. Not only are they familiar with a number of biological species around them, but also they possess lots of understanding of ecological inter-relationship of the various components of forests. They have appropriate knowledge and skills of gathering minor forest produces from the forests.

Kutia Kondhs depends upon forests for fuel-wood, charcoal, poles and logs, gums, resins and oil, carpentry and crafts, medicines, mushrooms, wildlife leaves... etc. which they use for themselves or dispose them in markets for cash. This gives a good benefit to them in consideration to jobs and other sources of incomes. For household needs they get fuel wood and charcoal, building materials, poles, fodder and forage, fruits,

nuts, honey and materials for thatching and weaving, medicines... etc. On environmental considerations they derive benefits from forest which provides fertile soil for cultivation and a better yield, water resources, shade, protection from wind and rain. Thus, they acquire a lot of benefits from forests in various ways. They are so accustomed to these benefits that they cannot live without it. To get benefit from the forest, not only they able bodies' workers but also the old infirm as well as children frequent it as a part of their daily routine. (Jena, *et al*, 2006)

Their sentimental attachment with the forest world impels them to regard it as God's gift. Their folklore, oral traditions have portrayed their relationship with forest. Many of their rights and rituals, festivals are done in forests which is an indication of their cultural attachment. In such rituals many forest products are used in one or other. Many plants, roots, leaves, flowers, climbers, grasses needed in performance of their magico-religious rites, are procured from it. In their cultural traditions they pay grate reverence to trees which are considered as representation of godly beings or symbols of gods or as abode of gods and goddesses. Those trees from a greater part of their indigenous forests.

Their indigenous knowledge is shaped from the experiences they gather from forests and natural phenomena. This indigenous knowledge has enabled them to be unique among the indigenous communities. Kutia Kondhs believe in a give and take relationship with the forest. On material grounds, they feel, they cannot give anything to the forests. They believe in both i.e., 'live and let live' for forests that are virgin in terms of plants, trees and animals and 'live and let live' for forests that are heavily exploited. This is better marked from their sacred feelings attached to the forests. Great number of forests and hills constituted their sacred geography with specific godly attributes to each of their parts. Living amidst the forests is their interest which has led them to regard it as sacred forests, sacred hills and sacred groves etc.

The symbiotic relationship to the Kutia Kondhs with forests needs a little elucidation here. On one hand, the forest supports the tribal people and on the other, the Kutia Kondhs preserve and consume the forests by use of their indigenous knowledge and traditional processes and feelings. This is their feelings since the day Kutia Kondhs came into being. They regard the forest as their; they regard lands as the successors of forests in terms of resource and for all these benefits they accumulate from forests the immediate sustenance of their lives, they act and do for its preservation and conservation.

Life in The Woods: The Social Context of Discourse

Kutia Kondhs know of the forest as a place of work, where they make clearings to shape it into a home, a village settlement. They are socialized in casteless society which gives freedom to know, test, touch, smell, see and hear all forest products. The non-tribal dwellers of plains know the forest as a reservoir of natural renewable resources and not as home (Patnaik & Daspatnaik, 1982).

In areas where the Kutia Kondhs traditions of work such as, of food collection, of shifting cultivation and of horticulture are alive and active, their method specifies minimum requirement, of time, space, materials, work relations and knowledge for it and leads them to be counterproductive by the nature of work. Their social life in relation to the forests remain in a way far from a crisis when they experience a sense of social relation with the forest through work patterns and deduce their constructive thoughts for a good and desirable life and perfect well-being. However, their concept of well-being and to feel easy with the forests, with a relation of mutual aid to each other. Their respective experiences about their well-being and associations with forest is commensurate with the question of preservation and conservation. This notion of their well-being, work, rest and leisure in relation to forests shape their respective discourse of the phenomenon of preservation and conservation. Therefore, their sense of well-being is specific to their forest living spaces. Accordingly, Kutia Kondhs believes their relation with forests is shaped appropriately with regard to time, place and action. This has two aspects. Firstly, specific situations and events spell out their specific relation with forests and secondly, a situation may provoke to shape a dealing with forests. But in either case the Kutia Kondhs use their full intent intellect to shape the situation to go in favour of them and the forest, for their well-being is determined with that.

About their well-being, Kutia Kondhs are sensitive to the modes of doing and thinking which they feel is appropriate in consideration to time, situation and the subjects, forests or themselves. Their quest is to accomplish peace and wellbeing which is always derived from the wise mode of interaction. Therefore, the Kutia Kondhs continue to live in the manner they are familiar with and this they think is the most appropriate behavior and response to their notion of well-being. They are reluctant to live a life in the manner the outsiders and non-tribals live. They are aware of the changes the government attempts to bring about. They may be uprooted from their natural habitat and the forests will not be availed to them to continue to earn a livelihood. In these conditions the Kutia Kondhs feel that their well-being and notion of good and desirable life in the forest is endangered.

Time and again the Kutia Kondhs have reiterated their desire to continue their practice of living in forest. They have expressed this view with the assertion that they do not wish to abandon the place of their dwellings and their practice with the forest for a livelihood. For, Kutia Kondhs believe that their well-being lies in that which they do not want to lose. This is not merely their sentimental attachment to their place of origin. On the contrary, it is the most practical work to do. This response is based on the view that one must continue to do what one knows best. For, the master of art always acts with a constructive thought. (Behura & Sahu, 1980, p. 14) They know how ill-equipped they are to successfully earn a sustainable livelihood in the market and at the same time they are aware of how ill-equipped the government is to prepare them for participation in modes of living outside the forest. Lack of an ensured alternate livelihood hence becomes the crux of the problems.

The Kutia Kondh's life in forest has been confronted with a large number of problems. They have developed a complex that they are no more regarded as a forest dwelling community by others. A very old Kutia Kondha man of Dahabali village Dati Majhi by name may be taken here as an example. In his everyday life he used to go out from his home after having food watch the forests and his *bagada* (clear patch of forest for cultivation) some distance away from his home. There was a large rock on which he sits the whole day. He talks to nobody, likes to keep quite. He sits in deep contemplation and thinks on his own. He was consulted many times during the investigations. He is regarded as a resource person about Kutia Kondh's traditional way of living. But it was quite hard to get a response to a question. But he took a great interest one day to divulge all his feelings when he was asked about what pleasure he gets by sitting on the rock and looking towards the forests the whole day. His emotion burst out. He became emotional and responded to the question in *Kui* language, translation of which is given here.

"What I get from here is not known to me exactly. But I find this place more than anything else in my known world. Since my boyhood I am sitting on his particular place, watching the forests, cattle, streams flowing down from the rock. But at present I feel as if the place is calling me all the time. Because I have already reached the time (age) to leave my friends and relatives. I can't watch the forests, this enchanting landscape and have the pleasure anymore. Therefore, I am spending most of my time here. For, once I am out of life would mean being out of forests also. The same thing happens to me at present. I feel, if I am out of forest, I will be out of life too".

This can say to be an emotional outburst of the man. But it is a fact, and a reality. There is a secret charm which Kutia Kondhs get out of forests. They admit that throughout

their whole life they have got everything from the forest. Forest will live forever but they will not live. The truth is that 'life is mortal'. They fell forest is standing there only to cater to the needs of the Kutia Kondhs and to preserve their lives.

Kutia Kondhs believe that their society will exist, with its traditional structure, configuration, culture, beliefs and ideas. This they consider from many angles of their socialization with the forest world. They want to live as part of the forest with all their good will for its preservation and conservation. The point at which the Kutia Kondhs halt to give explanation about their life in forest in the very social context is, 'we want to live, not exist'. This is the very perception of Kutia Kondhs about their life in forest. There lies their life, their notion of well-being and feeling of long eternal continuity of the race.

Life in the Woods: Bilingual Discourse

The Kutia Kondhs are amidst a technological development. To be able to continue to live in the forest in the face of technological changes, they are required to know and learn *Odia* language which is the medium of speech in the exterior of their territory. They have been introduced over a period of several years to a process of modern technology. Their acquaintance with its tradition has been through a variety of developmental programmes undertaken by the government and non-governmental agencies. The main thrust of these programmes is to persuade the *Kuianka* to abandon shifting cultivation and to participate in the wider differentiated and alien market. The people whom they meet in these contexts speak *Odia* and few of them attempt to learn *Kui*. (Rath, 2006) To get benefit from the process of technological changes the Kutia Kondhs make efforts to learn *Odia*. At the same time, they wish to continue their traditional practice of cultivation. This is the transitional point from where the bilingual discourses take place.

In *Kui* and *Odia* the tradition of knowledge of the world and of nodes of living are different. They observe the world view, the speech and perceive different modes of seeing, thinking and living. In the market place these languages respond to a discourse. The main questions are:

- In what way is the forest a living space in which man, plant, animal are parts of one social order?
- What is that environment in which the idea or notion of open space is accessible to all living beings?

These are the questions to determine and evaluate the social and cultural values in relation to their environment.

These questions are important because they are generated from Kutia Kondhs experience in the modern market place. The discourse on the modern environmental crisis and the developmental programmes oriented to compensate the crisis as far as practicable, their experience raises the question, whether mode of dealing with these crisis need to consider the principles that underlay the practices of 'conquest of nature by science' are also valid for being present in this world in a way which ensures all living beings access to 'open space' for existence.

In the context of a bilingual discourse, the language of a stronger culture absorbs the language of the weaker one showing that when one language becomes important the process of cultural exchange and learning come to a standstill. (Diaz, 2014) The situation in the market place does not allow scope for exchange.

Kuianka (the kutia kondh community) teaches *Kui* (Kutia Kondh's language) in two steps. First in it explains the particular and general aspects of its mode of living. Then these aspects are explained in detailed using the *Kui* language via folk lore and myths. From them analogies and metaphors become accessible for a detailed enquiry. In Kutia Kondhs describe the forest as their living space and their tradition of living. *Odia* in contrast is a language of the inhabitants living outside the forest. The sense of dwelling in the forest is understood by them in contrast to modes of living known to forest dwellers. While *Kui* is contemplative of the living space of Kutia Kondhs, *Odia* is not. For the Kutia Kondhs, *Kui* is carrying various aspects of their living space, which is not present in *Odia* language. For them *Kui* presumes a sense of well-being specific to their forest living spaces.

Odia is an instrument to draw the Kutia Kondhs into developmental programs and consequently into the unfamiliar living world of the market and of people living outside the forest. A Kutia Kondh's observation is not only words and pronunciations from *Odia* language but also its infiltration into *Kui* language. Several people in recent times have begun to use *Kui* as an instrument to get into the social discourse of development and of the market.

The influence that *Odia* has over *Kui* is an indication of change in the living circumstances of the Kutia Kondhs. Kutia Kondhs consider the importance of *Odia* the question is not to preserve the purity of *Kui*. It is the preservation of tradition of songs and folklore which equip them to live in the new changing circumstances.

Preservation here is understood as a way of living in changing circumstances so that it contributes to the well-being of Kutia Kondhs. Their tradition of living in a forest from this standpoint is more than a collection of songs,

folklores and other oral traditions. Preservation, viewed from this perspective is a practical mode which seeks to accomplish appropriately the notion of well-being and life in the forest. Language preserves successes in including a learning of different ways to know, understand and accomplish appropriate acts. In the social context the life situation created for the Kutia Kondhs offer their contact with the people who live outside the forest, customary standards of judging appropriateness are progressively exposed. The emergent of social discourse, from the bilingual discourse is shaped by their facility to speak *Odia* and *Kui*. Within this discourse appropriateness seeks to preserve their well-being as understood by them.

In the past decades, several attempts have been made to make the Kutia Kondhs give up shifting cultivation as a mode of earning livelihood. Programmes have been implemented such as the Orissa Soil Conservation Act, 1965 to induce them to being production for the market. Shifting cultivation dissemination programme has been prepared to upgrade forest. All these efforts have failed either to make the Kutia Kondhs give up shifting cultivation or to ensure their participation in the market. The result of these failures is that the Kutia Kondhs are adjudged as irrational people who do not understand that their well-being is not in the continuation of shifting cultivation nor is it in their living in forest. Irrespective of any criticism, the Kutia Kondhs continue to lead their lives in the manner they are familiar with and this they think is the most appropriate response. They are reluctant to share their way of life because they believe that to share a way of life is also to share the language with which it is shaped. And to share a language is not merely exchange of speech, but it is also a sharing of ideas, views, emotions and concern for each other's well-being. At the same time, they are aware that the changes which the government want to bring about may overtake their lives. They may be uprooted and that the forest will not be available to them to continue to earn a livelihood. Time and again the Kutia Kondhs have reiterated their desire to continue their practice of living in forest. They have expressed their views that they do not wish to abandon the place of their dwelling and their practice of shifting cultivation.

The Kutia Kondhs have given their rational thought and arguments in favor of their living in the forest. They have a strong conviction that their living essence is preserved in the forests. They are a part of it. They shaped their idea of well-being with regard to their dependence on the forests. Their instrumental realities have however, been found on the basis of which the Kutia Kondhs opine that their well-being will not be hampered till they are in the forest where the 'anima' (soul & mind) of their well-being is preserved. They hold that they maintain a mode of interdependence with the forests.

The idea arises if the anima of the well-being of the Kutia Kondhs are preserved in the forest, how do they perceive the 'anima' of well-being of the forest? This becomes a main query which has basis on the Kutia Kondhs strong conviction that the forest is living for them and they are living for the forests. They admit that they have both constructive and destructive dependence on the forests. They believe in: 'live and let live' and 'let live and live'. In this circumstance the enquiry of the 'anima' of the well-being of the forest becomes the main quest. For, without that it cannot be justified that the Kutia Kondhs have a constructive dependence on the forests and take care to keep the forest alive for the sake of their long-term sustenance. This is however, associated with the Kutia Kondh's ideas of preservation and conservation. They hold that they are preserved, and their culture and language are preserved by the forest. The enquiry is thus enviable to exactly evaluate the tradition of work, ideas, values, appropriateness of thought and need for the preservation and conservation of their life sustaining ethos and resource base the forests. And this becomes the last quest where their notion of well-being and their perception of well-being of the forest world coincide.

Life in the Woods: Aspects of Preservation and Conservation

Kutia Kondhs are as much a part of forests as forests are a part of Kutia Kondhs. The relation to non-human nature, which here refers to plants, trees and animals can be ordered differently. The responsibility of self-preservation, therefore is simultaneously a responsibility of preservation of forests both in human and non-human beings.

The Kutias attribute that the forest has a self-generation of 'anima'. In their perception self-regeneration is the continuous process of coming into being of the mysterious aspects of nature. From self-regeneration originates knowledge of plants, food, medicine, witchcraft and of the universe. Further originates the necessity to maintain boundaries between human and non-human nature. Since both are animated by systems of self-perpetuation they tend to intrude into each other's boundary. The forest is capable of dissolving human settlement and man is capable of cutting down forests.

There is no such visible step which Kutia Kondhs adopt for the preservation and conservation of forests. Only notion they have about this aspect is embedded in their social processes, religious performances and other cultural traditions that depend upon and grew from the forest world. Further, their indigenous knowledge, their oral tradition, myths, legends, songs, their tradition of work, ethos and sentiments are shaped with their long association with the forest world from which their notion

of their preservation and the conservation can be spelt out. The Kutia Kondh's work pattern is both conservative and preservative, as well as constructive and destructive dependences observed. But in the overall phenomenon, it is their cultural tradition that keeps up an ethical relation with the forests which is their major aspect of conservation and preservation. (Samantray, 2013)

For the Kutia Kondhs, preservation and conservation practice cannot be sequentially arranged in words, but can be seen through the actions pertaining to the subject. After a thorough study of the social and cultural life of the tribe from many angles: from both anthropological and sociological enquiries and ethno-botanical enquiries, we have come across certain points which can be claimed to be the notion of preservation and conservation.

In a forest both human and non-human living beings find place. The ethnography of plants that has been dealt with in the description of plants in the tribe's folklore is an index of the tribes familiarity and attachments to ethos and sentiments to such plants. It is in this ethnography, useful information about preservation and conservation of plants are recorded. Plants and trees are not only considered on the frame work of ecology and economy but also, they have multiple attachment to the plant world around them. The protection accorded many plants by this tribe viz: Bamboo (*Arundo donax*), *Siali* (*Bauhinia vahlii*), *Semul* (*Bombax ceiba*), *Sunari* (*Cassia fistula*), *Salap* (*Caryota urens*), *Amla* (*Embllica officinalis*), *Akanbindi* (*Cissamplelos pereria*), *Daman* (*Grewia tiliaefolia*), *Mahua* (*Madhuk longifoha*), *Sal* (*Shorea robusta*), *Asan* (*Terminalia tomentosa*) and many other plant species is well known. There are also instances of entire biological communities such as all aquatic communities on a rock, pool and plant life in patches of forest receiving protection because of their associations with a deity. Their sacred feelings of the tribe towards plants and trees, which are regarded as a symbol of a deity, an abode of a deity, a representation of the deity. As a phenomenon, by staying around forests and plant world, they have developed an intimate relationship, so to say a symbiotic relationship with the plant world which leads to the feeling of a continuous naturally co-operative process in between the tribe and the plant world a notion of their preservation and conservation of plants and trees.

The tradition of maintaining sacred groves as a part of village social life is one of the most valuable legacies which originates essentially from the forest dweller's disposition and practice of nature conservation. In the sacred groves are preserved the climax type of vegetation completely immune to human interference. Many a number of taboos are associated with those sacred groves. The Kutia Kondhs are not out of such a tradition. They

have a large set of ideas in this regard that is embedded in the sacred geography of the Kutia Kondhs. They have taboos, myths, legends associated with parts of forests, hills, groves, graveyard etc. Apart from preservation of rare and endemic species, the sacred groves also serve the function of preservation of biological diversity of flora. From the religious representations of Kutia Kondhs associated with their sacred geography, some ideas about their modes of preservation and conservation of the forest world can be extracted. For the Kutia Kondhs the middle ground extended the canopy and the space below the earth is occupied by air, water, mud, soil and fire respectively. The middle ground is filled with 'anima' the living principles present in all beings and the anima is mobilized in a naturally co-operative way for of all the beings. Forests have got in place in their folklores which develop a fear complex in the Kutia Kondhs not to undertake destructive activities more than the normal.

Forests are cut, cleared for settlement sites. Associated with the settlement are many culture feelings. The forest is regarded as a deity who looks after the people in the settlement. Before a settlement is set, permission from the deity of that part of the forest is sought. Then the patch is cleared and settlement is made. Side by side the settlement setting the Kutia Kondhs believe the presence of deities in and out the settlement. With complex of sacredness and fear of such deities, they worship the forests and deity. This is the secret of the notion of preservation and conservation. They pose themselves as people of an agricultural society. Being mostly adapted to shifting cultivation on hill lands they regard the gods as the owners of the hill lands. Hence before cutting of a forest for shifting cultivation they seek the permission of the god who is held to be the authority of that region.

The aspects of preservation and conservation of forests are concealed in the whole go of life of the Kutia Kondhs in association with the forest. The notion is reflected in all aspects of their culture and traditions that have grown with time in relations to forests.

Life In Forest: Keeps its Continuity

The life in the forest of Kutia Kondhs is connected with three main things- the culture, the subsistence crops and the emotional attachment of the tribe to the forest. Since time immemorial this continuity of life in forests is maintained. The life the tribe calls '*Jella*' and the well-being as '*Nehijell*' gives many philosophical understandings which the tribe has developed in course of time. The cultural set up of the tribe that tells of the forests and the nature in all aspects, has been designed in a manner to suit the maintenance of Kutia Kondhs' life system in relation to the forests.

The forests have contributed to the lives of the tribals substantially through food, clothing, shelter, medicine

and many other material requirements. In an emotional way it can be said that the forest has supplied 'Jella' i.e. the life force to the Kutia Kondhs which have contributed to the 'Nehijella' i.e. well-being of themselves. This is maintained through multifaceted dependence and interdependence between the tribe and the forests. They have both constructive and destructive dependence on the forests. The shifting cultivation is an example of destructive dependence of the tribe on the forests. But it is the main source of earning a livelihood of this tribe. They also take care of the forest wealth, preserved and conserves by all possible means. The life in the forest has by now confronted with great numbers of problems and crisis originated from such problems. This has put the tribe in a transition. The tribe through regarded as a forest resource at their will and need. Yet that tribe has not abandoned its practice of shifting cultivation. They want to live with it. In the absence of sufficient plain lands for cultivation, they can only think of the hill slopes to continue shifting cultivation which has been named at forest degradation practice. They are conscious of the crisis which are surmounting day by day. Obviously, the problem knocks at their door and it is time for them to think for the knowledge, for the life in this sweet forest remembering their line of the *Kui Gaani*.

Edu itere budhi itere

Inisatisi adine Inisatisi ranjine.

Means life goes on.....

Conclusion

Thus, for Kutia Kondh, physical environment/forest seems to be meaningful not as a concept or as an abstract idea, but as the real physical environment. The forest that they are surrounded by and which they appropriate in their everyday life; they refer to it as our physical environment. When relating to their physical environment by acting, interpreting, talking, they relate to it as a bundle of significations. Every single practice is implicitly or explicitly over determined by other meanings. The social construction of physical environment is very important, as it helps to understand the meaning of physical environment and

how people are interacting with physical environment. The physical environment is not determined by its physical characteristics like density of the tree cover, the species represented, the geological substrate etc...rather in addition to these physical constrains, people fill the physical environment with meaning which affect where cattle are allow to graze, which tree are cut for firewood, which land is cleared for agriculture or what fruits, leaves and roots are collected as medicine or food. This shows, they have established a direct and intimate relationship with the physical environment around them for subsistence. Man-nature relationships in such societies are explicitly comprehensible of every aspect of human living. This relationship is the nucleus of their culture. And their culture plays as a mediator between human behaviour and their respective physical environment. Therefore, culture emerges as a balancing system in ensuring survival and continuity of humankind.

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