

2019

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Revisiting Bhimrao Ambedkar

A Study of Social and Political Justice



EDITED BY
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Dr. Mahabir Narwal

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डॉ. भीमराव अंबेडकर : संघर्ष के विविध आयाम

-डॉ. सीमा सिंह

भारतीय संविधान निर्माताओं में प्रमुख, क्रान्तिकारी समाज परिवर्तनकारी, प्रगतिशील विचारक, निम्न, दलित व पिछड़े वर्ग के लिए संघर्षशील व्यक्तित्व के रूप में डॉ. भीमराव अंबेडकर को भारतीय इतिहास में हमेशा सम्मान की दृष्टि से देखा जाता है। वे आधुनिक भारत के प्रमुख विचारकों में से एक हैं। उनके विचारों ने अपने समय में ही नहीं बल्कि आज की राजनीति, समाज-नीति में भी महत्वपूर्ण स्थान बनाए रखने में सफलता प्राप्त की है। उनका सामाजिक चिन्तन समाज को आगे ले जाने में प्रभावशाली भूमिका का निर्वाह करने में सक्षम है।

प्रस्तुत शोध-पत्र में हम बाबा साहेब के वैचारिक संघर्षों का अध्ययन करेंगे। ये विडंबना ही है कि क्यों आज उनको एक विचारक के रूप में ना देख कर, मात्र आरक्षण और आरक्षित जातियों के मसीहा के रूप में ही पहचाना जा रहा है या दिखाया जा रहा है? क्यों उन्होंने आजादी की लड़ाई से दूरी बनाए रखी जबकि सारा राष्ट्र स्वतंत्रता संग्राम में अपने-अपने तरीके से आहुति दे रहा था? कौन से कारण थे कि हिन्दू धर्म से उनका मोह भंग हो गया? क्या डॉ. भीमराव अंबेडकर के लिए अपने ये फैसले लेना बहुत आसान रहा होगा? इस शोध-पत्र में ये सब प्रश्न केन्द्र में रखते हुए इनके सीधे सरल जवाब तलाशने का प्रयास किया गया है।

समाज में दबे-कुचलों के लिए डॉ. भीमराव अंबेडकर की चिन्ताएं, उनके विचार, सब उनकी अपनी अनुभूति से उपजे थे। जब बचपन से ही उन्हें जाति-प्राप्ति के बन्धनों और छुआछूत के कड़वे अनुभवों से गुजरना पड़ा तभी से

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ਸਮਰਪਿਤ

ਵਕਤ ਤੋਂ ਪਹਿਲਾਂ ਤੁਰ ਗਏ

ਗੁਰੂ ਗਿਆਨ ਦੇ ਪਾਠੀਆਂ

ਪ੍ਰੋਫੈਸਰ ਬਰਨਜੀਤ ਸਿੰਘ ਜੀ ਅਤੇ ਪ੍ਰੋਫੈਸਰ ਗੁਰਚਰਨ ਸਿੰਘ ਸੰਧੂ ਜੀ

ਨੂੰ

iii/ਗਿਆਨਪੀਠ ਗੁਰਦਿਆਲ ਸਿੰਘ ਦੀ ਸਾਹਿਤ - ਚੇਤਨਾ


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(ਪੰਜਾਬੀ ਲੈਕਚਰਾਰ ਅਤੇ ਮਾਸਟਰ ਕੇਡਰ ਲਈ)
ਪੰਜਾਬੀ ਭਾਸ਼ਾ, ਸਾਹਿਤ ਅਤੇ ਸੱਭਿਆਚਾਰ: ਸੁਖਮ ਅਧਿਐਨ
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ਡਾ. ਸਨੀਆ ਰਾਨੀ

ਗਿਆਨਪੀਠ ਪੁਸਤਕਾਰ ਤੋਂ ਸਨਮਾਨਿਤ ਗੁਰਦਿਆਲ ਸਿੰਘ ਪੰਜਾਬੀ ਨਾਵਲ ਜਗਤ ਦਾ ਵਿਲੱਖਣ ਨਾਵਲਕਾਰ ਹੈ। ਪੰਜਾਬੀ ਨਾਵਲ ਦੇ ਵਿਕਾਸ ਲਈ ਗੁਰਦਿਆਲ ਸਿੰਘ ਦਾ ਆਗਮਨ ਇੱਕ ਵਿਸ਼ੇਸ਼ ਮਹੱਤਵ ਦਾ ਧਾਰਨੀ ਹੈ। ਉਸ ਦੇ ਪ੍ਰਵੇਸ਼ ਨਾਲ ਪੰਜਾਬੀ ਨਾਵਲ ਜ਼ਿੰਦਗੀ ਦੀ ਅਸਲੀਅਤ ਵਿੱਚ ਪ੍ਰਵੇਸ਼ ਕਰਦਾ ਹੈ ਅਰਥਾਤ ਗੁਰਦਿਆਲ ਸਿੰਘ ਦੇ ਆਗਮਨ ਨਾਲ ਪੰਜਾਬੀ ਦੇ ਇਤਿਹਾਸ ਵਿੱਚ ਮੁਕੰਮਲ ਤੌਰ 'ਤੇ ਯਥਾਰਥਵਾਦ ਦਾ ਆਰੰਭ ਹੋਇਆ। ਗੁਰਦਿਆਲ ਸਿੰਘ ਦੇ ਆਗਮਨ ਤੋਂ ਪਹਿਲਾਂ ਪੰਜਾਬੀ ਨਾਵਲ 'ਤੇ ਝਾਤ ਮਾਰੀਏ ਤਾਂ ਪੰਜਾਬੀ ਨਾਵਲ ਦਾ ਆਰੰਭ ਅਨੁਵਾਦਿਤ ਨਾਵਲਾਂ 'ਜਯੋਤਿਰੁਦਯ' ਅਤੇ 'ਯਸੂ ਮਸੀਹ ਦੀ ਯਾਤਰਾ' ਨਾਲ ਹੋਇਆ ਮੰਨਿਆ ਜਾਂਦਾ ਹੈ। ਪਰ ਪੰਜਾਬੀ ਨਾਵਲ ਵਿੱਚ ਮੌਲਿਕ ਨਾਵਲਾਂ ਦੀ ਸਿਰਜਣਾ ਭਾਈ ਵੀਰ ਸਿੰਘ ਦੇ ਨਾਵਲ 'ਸੁੰਦਰੀ' ਨਾਲ ਸ਼ੁਰੂ ਹੁੰਦੀ ਹੈ। ਭਾਈ ਵੀਰ ਸਿੰਘ ਅਤੇ ਉਨ੍ਹਾਂ ਦੇ ਸਮਕਾਲੀਆਂ, ਜਿਵੇਂ ਕਿ ਸੋਹਨ ਸਿੰਘ ਵੈਦ, ਚਰਨ ਸਿੰਘ ਆਦਿ ਨੇ ਆਪਣੀਆਂ ਰਚਨਾਵਾਂ ਵਿੱਚ ਧਾਰਮਿਕ ਸੁਧਾਰ ਨੂੰ ਮੁੱਖ ਵਿਸ਼ੇ ਦੇ ਤੌਰ 'ਤੇ ਲਿਆ। ਇਸ ਦੌਰ ਤੋਂ ਬਾਅਦ ਨਾਨਕ ਸਿੰਘ ਦੇ ਆਗਮਨ ਨਾਲ ਪੰਜਾਬੀ ਨਾਵਲ ਜਗਤ ਵਿੱਚ ਸਮਾਜ ਸੁਧਾਰ ਦੀ ਪ੍ਰਵਿਰਤੀ ਦਾ ਪ੍ਰਵੇਸ਼ ਹੋਇਆ। ਨਾਨਕ ਸਿੰਘ ਅਤੇ ਉਸ ਦੇ ਸਮਕਾਲੀਆਂ ਨੇ ਆਪਣੇ ਨਾਵਲਾਂ ਵਿੱਚ ਸਮਾਜ ਦੀਆਂ ਕੁਰੀਤੀਆਂ ਨੂੰ ਭੰਡਿਆ ਤੇ ਵੇਸ਼ਵਾਗਮਨੀ, ਭ੍ਰਿਸ਼ਟਾਚਾਰ, ਸਾਧਾਂ-ਸੰਤਾਂ ਦੇ ਭੇਖਾਂ ਦਾ ਵਿਰੋਧ ਕੀਤਾ ਨਾਨਕ ਸਿੰਘ ਤੋਂ ਬਾਅਦ ਸੁਰਿੰਦਰ ਸਿੰਘ ਨਰੂਲਾ, ਜਸਵੰਤ ਸਿੰਘ ਕੰਵਲ, ਨਰਿੰਦਰਪਾਲ ਸਿੰਘ, ਅੰਮ੍ਰਿਤਾ ਪ੍ਰੀਤਮ, ਗੁਰਬਖਸ਼ ਸਿੰਘ ਪ੍ਰੀਤਲੜੀ ਆਦਿ ਨਾਵਲਕਾਰਾਂ ਨੇ ਪੰਜਾਬੀ ਨਾਵਲ ਸੰਸਾਰ ਵਿੱਚ ਆਪਣਾ ਯੋਗਦਾਨ ਪਾਇਆ ਇਨ੍ਹਾਂ ਨਾਵਲਕਾਰਾਂ ਨੇ ਜਿੱਥੇ ਸਮਾਜਵਾਦੀ, ਪ੍ਰਗਤੀਵਾਦੀ, ਸੁਧਾਰਵਾਦੀ ਨਾਵਲ ਲਿਖੇ ਉਥੇ ਪੰਜਾਬ ਦੇ ਪਿੰਡਾਂ ਵਿਚਲੇ ਜੀਵਨ ਅਤੇ ਸਮੱਸਿਆਵਾਂ ਨੂੰ ਵੀ ਪੇਸ਼ ਕੀਤਾ।

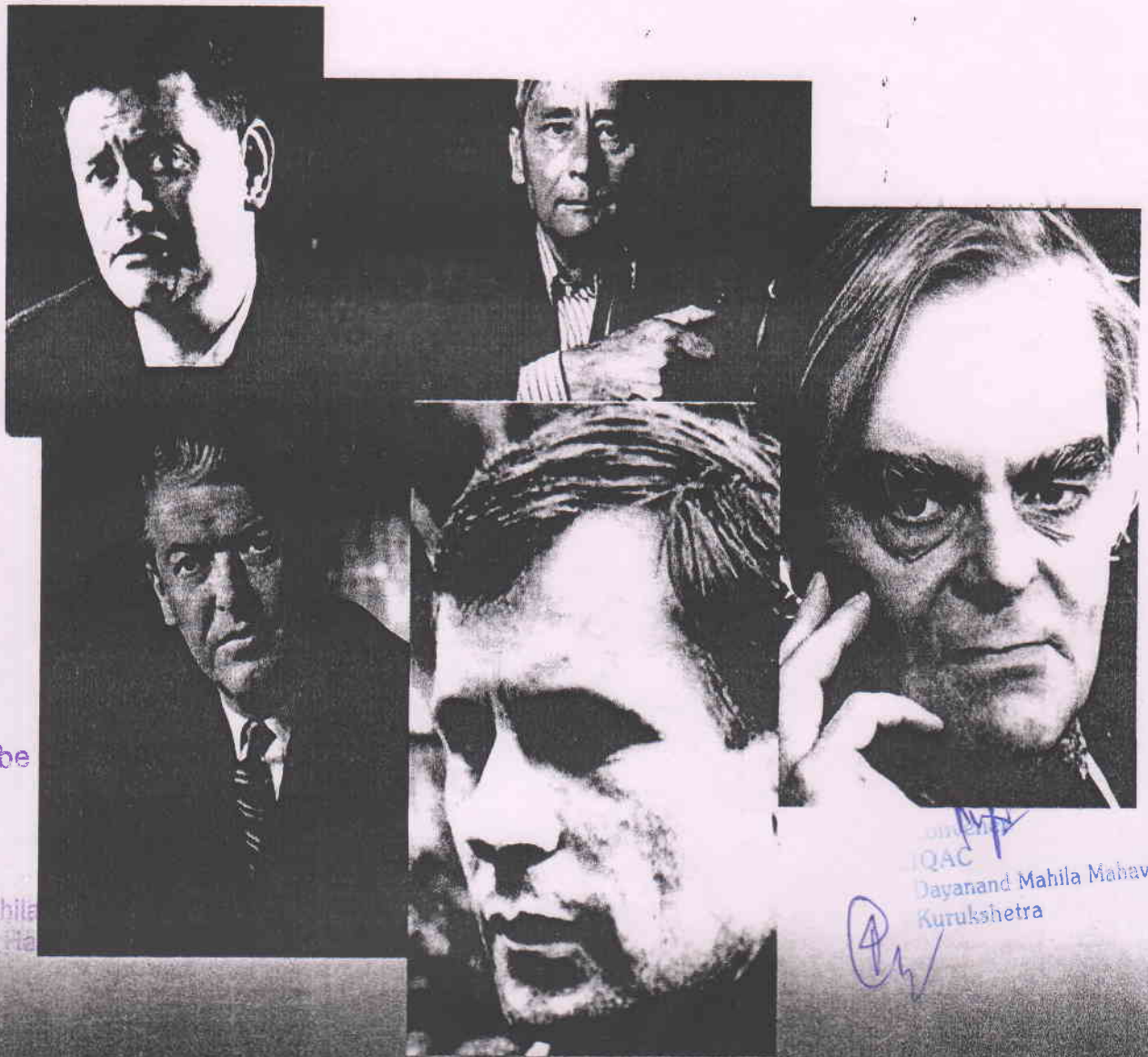
ਗੁਰਦਿਆਲ ਸਿੰਘ ਨੇ ਧਾਰਮਿਕ ਸੁਧਾਰਵਾਦੀ ਅਤੇ ਰੋਮਾਂਟਿਕ ਨਾਵਲਾਂ ਤੋਂ ਹਟ ਕੇ ਯਥਾਰਥਵਾਦੀ ਨਾਵਲ ਲਿਖੇ, ਜਿਨ੍ਹਾਂ ਦਾ ਸਬੰਧ ਪੇਂਡੂ ਅਤੇ ਸ਼ਹਿਰੀ ਦੋਹਾਂ ਤਰ੍ਹਾਂ ਦੇ ਸਮਾਜ ਨਾਲ ਹੈ ਪਰ ਗੁਰਦਿਆਲ ਸਿੰਘ ਨੇ ਪੇਂਡੂ ਜਨ ਜੀਵਨ ਖਾਸ ਕਰਕੇ ਮਾਲਵੇ ਦੇ ਲੋਕਾਂ ਬਾਰੇ ਜਿਆਦਾ ਨਾਵਲ ਲਿਖੇ ਉਹ ਆਪ ਵੀ ਮਾਲਵੇ ਦੇ ਇਲਾਕੇ ਦਾ ਰਹਿਣ ਵਾਲਾ ਸੀ ਜਿਸ ਕਰਕੇ ਉਸ ਦੇ ਨਾਵਲਾਂ ਨੂੰ ਆਂਚਲਿਕ ਨਾਵਲ ਵੀ ਕਿਹਾ ਜਾਂਦਾ ਹੈ। ਇਸ ਖੋਜ ਪੱਤਰ ਰਾਹੀਂ ਵੀ ਅਸੀਂ ਉਸ ਦੇ ਆਂਚਲਿਕ ਨਾਵਲਾਂ ਨੂੰ ਆਧਾਰ ਬਣਾ ਕੇ ਹੀ ਉਸ ਦੀ ਯਥਾਰਥਵਾਦੀ ਪ੍ਰਗਤੀਵਾਦੀ ਚੇਤਨਾ ਪੇਸ਼ ਕਰਨ ਦੀ ਕੋਸ਼ਿਸ਼ ਕਰਾਂਗੇ। ਗੁਰਦਿਆਲ ਸਿੰਘ ਨੇ ਲੱਗਭਗ ਦਸ ਨਾਵਲ ਤੇ ਦਸ ਕਹਾਣੀ ਸੰਗ੍ਰਹਿ ਪ੍ਰਕਾਸ਼ਿਤ ਕਰਵਾਏ ਪਰ ਉਸ ਦੇ ਆਪਣੇ ਕਹਿਣ ਅਨੁਸਾਰ, "ਜ਼ਿੰਦਗੀ ਦੇ ਸੱਤ ਰੰਗਾਂ ਵਾਂਗ ਕੋਈ ਵੀ ਦੋ ਨਾਵਲ ਇੱਕੋ ਰੰਗ ਦੇ ਨਹੀਂ ਨਾਵਲਾਂ ਦੇ ਵੱਖੋਂ ਵੱਖਰੇ ਥੀਮ ਤੇ ਦ੍ਰਿਸ਼ਟੀਕੋਣ ਉਸ ਦੀ ਯਥਾਰਥਵਾਦੀ ਪ੍ਰਗਤੀਵਾਦੀ ਰਚਨਾ ਦ੍ਰਿਸ਼ਟੀ ਅਤੇ ਚੇਤਨਾ ਦਾ ਹੀ ਪ੍ਰਮਾਣ ਹਨ।"¹

ਗੁਰਦਿਆਲ ਸਿੰਘ ਪੰਜਾਬੀ ਵਿੱਚ ਯਥਾਰਥਵਾਦੀ ਪ੍ਰਗਤੀਵਾਦੀ ਚੇਤਨਾ ਦਾ ਸਿਰਮੌਰ ਕਲਾਕਾਰ ਹੈ। ਉਹ ਇੱਕ ਚੇਤਨ ਨਾਵਲਕਾਰ ਹੈ। ਉਸ ਦੇ ਨਾਵਲਾਂ ਦੇ ਥੀਮਕ ਪਸਾਰ ਇੱਕ ਵਿਸ਼ੇਸ਼ ਤਰ੍ਹਾਂ ਦੀ ਚੇਤਨਾ ਦ੍ਰਿਸ਼ਟੀ ਨੂੰ ਉਜਾਗਰ ਕਰਦੇ ਹਨ।

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POST-WAR BRITISH FICTION



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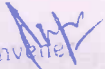
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National Press Associates
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Post-war British Fiction

By

Dr. Ritu

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रूस, जर्मनी, फ्रांस, चीन, ईजरा
के बल पर क्रान्ति करके व्यवस्
में घडयन्त्रों का शिकार रहा है
विदेशी लूटेरे भी थे। भारत
दयानन्द के नाम से जानी जाती
मुस्लिम तुष्टीकरण तथा हेडगेवा
प्रसिद्ध है। एक तरह से हेड-
घोषणा स्वामी दयानन्द द्वारा शु-
वेदाज्ञा का सत्यानाश करना था
संगठन में से संगठन को महत्
अवश्य समझा जाना चाहिए कि
सुधारक संस्थागत परिवर्तनों पर
व्यक्ति और समाज को बदल
सकते हैं और सफलता भी मिल
हमें सुधारों की नहीं, व्यक्-
व्यक्तिविशेष और समाज के बं
भी सुधारवादी जोश या संस्था
यह धर्म की तरह है, जो सभी
को बनाए रखता है। (अर्थ-
संघर्ष एवं सामंजस्य,
नर एवं भावा, परमात्मा एवं प्रभु
दिखलाई पड़ने वाले संघर्ष को
यदि यह सामंजस्य न हो तो व

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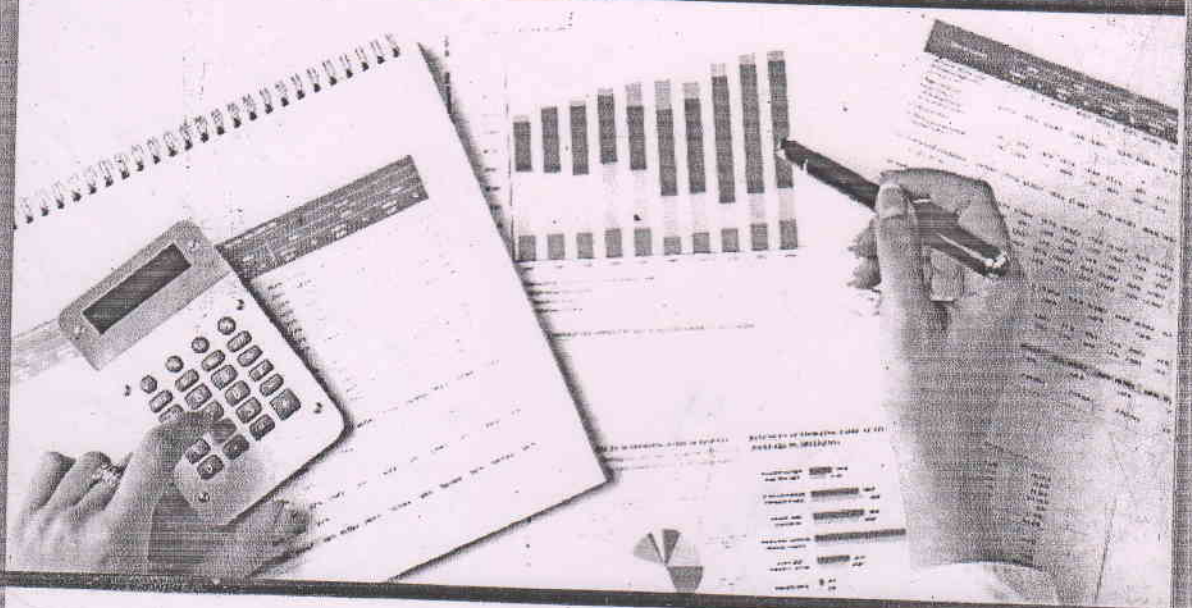
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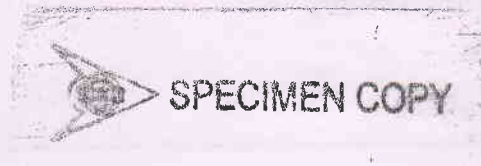
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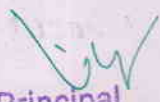
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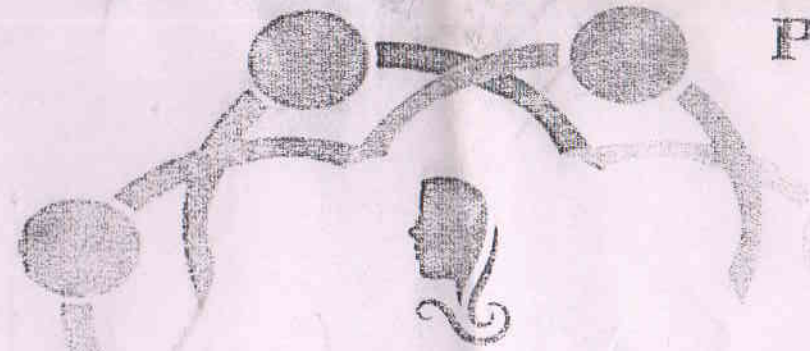
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Biomechanical Risk Factors Associated with Work Related Musculoskeletal Disorders among Women Engaged in Domestic Work

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Abstract

Musculoskeletal disorders (MSDs) include all forms of ill health ranging from light, transitory disorders to irreversible, and disabling injuries. Most important localization of work related musculoskeletal disorders are: upper extremities and lower extremities. The prevalence of musculoskeletal disorders (MSDs) among the general population in India is not well documented. The present study was taken up, with the aim to understand the different work related musculoskeletal disorders among women engaged in domestic work. Tendinitis, carpal tunnel syndrome, osteoarthritis, rheumatoid arthritis, fibromyalgia, and bone fractures are some of the

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examples of MSDs. Some recognized risk factors for musculoskeletal disorders were: forceful exertion, repetitive movements, awkward postures, secondary risk factors like contact pressure and vibration. Most of full time lady servants had musculoskeletal disorders but due to lack of knowledge or negligent behavior they never reported it. But the simple techniques like favorable posture, reducing load weight, limiting exposure time and reducing the number of repetitions can solve their most of the musculoskeletal related problems.

Keywords: Biomechanical Risk Factors, Domestic Workers, Musculoskeletal Disorders

Introduction

Musculoskeletal disorders (MSDs) denote problems of the locomotor apparatus i.e. muscles, tendons, the skeleton, cartilage, ligaments and nerves. Musculoskeletal disorders (MSDs) include all forms of ill health ranging from light, transitory disorder to irreversible, disabling injuries (Luttmann 2003). Tendinitis, carpal tunnel syndrome, osteoarthritis, rheumatoid arthritis, fibromyalgia, bone fractures are some of the examples of MSDs. Musculoskeletal disorders (MSDs) are induced or aggravated by work and the circumstances of its performance (Bernard 1997).

Work-related Musculoskeletal Disorders (WMSD) are conditions in which:

- The work environment and performance of work contribute significantly to the condition.
- The condition is made worse or persists longer due to work conditions

Examples of work conditions that may lead to WMSDs include routine lifting of heavy objects, daily exposure to whole body vibration, routine overhead work, work with the neck in chronic flexion position, or performing repetitive forceful tasks (Bernard 1997).

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The prevalence of Musculoskeletal Disorders (MSDs) among the general population in India is not well documented (Bhargava 2011).

Most Important work related Musculoskeletal Disorders are:

Tendinitis: Tendons are thick cords that join muscles to bones. When tendons become irritated or inflamed, the condition is called tendinitis. Tendinitis causes acute pain and tenderness, making it difficult to move the affected joint.

Carpal tunnel syndrome: Carpal tunnel syndrome is the compression of the median nerve as it passes into the hand. The median nerve is located on the palm side of hand (also called the carpal tunnel). The median nerve provides sensation (ability to feel) to thumb, index finger, long finger, and part of the ring finger. It supplies the impulse to the muscle going to the thumb. Carpal tunnel syndrome can occur in one or both of the hands. Swelling inside wrist causes the compression in carpal tunnel syndrome. It can lead to numbness, weakness, and tingling on the side of your hand near the thumb.

Osteoarthritis: It is the most common chronic condition of the joints. It occurs when the cartilage or cushion between joints breaks down leading to pain, stiffness and swelling.

Rheumatoid arthritis: It is an autoimmune disease in which the body's immune system – which normally protects its health by attacking foreign substances like bacteria and viruses – mistakenly attacks the joints.

Fibromyalgia: Fibromyalgia is a long-term or chronic condition. It's associated with widespread pain in the muscles and tissues as of tenderness, and general

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fatigue.

Bone fractures: A bone fracture is a condition in which there is damage in the continuity of the bone or in other words broken bone.

Biomechanics

The study of the action of external and internal forces on the living body, especially on the skeletal system is called Biomechanics or Biomechanics is the study of human movement and interaction with the environment. There is a significant risk of injury when undertaking physical activities.

Some Recognized Biomechanical Risk Factors for Musculoskeletal Disorders are:

Forceful exertion: Force is the amount of effort required to perform a task or job. Lifting, pushing, pulling and gripping something are the examples of activities that require exerting force or muscular effort. Muscle effort increases in response to high force requirements, increasing associated fatigue which can lead to MSD.

Repetitive movements: Movements performed over and over are called repetitive movements. Mopping and washing of utensils are the examples of repetitive tasks. High task repetition, when combined with other risks factors such high force and/or awkward postures, can contribute to the formation of MSD. A job is considered highly repetitive if the cycle time is 30 seconds or less.

Awkward postures: Awkward postures are those in which joints are held or moved away from the body's natural position. Examples are stooping (bending over), kneeling, and reaching overhead like in mopping the floor. Awkward postures place excessive force on

joints and overload the muscles and tendons around the effected joint. Joints of the body are most efficient when they operate closest to the mid-range motion of the joint. Risk of MSD is increased when joints are worked outside of this mid-range repetitively or for sustained periods of time without adequate recovery time.

Secondary Risk Factors

Contact pressure: is any external pressure applied to soft tissues of the body. Holding tools where handles press into parts of the hand is an example of contact pressure.

Vibration: can cause damage to nerves and blood vessels as well as other soft tissues.

Table - 1

Relationships between Biomechanical Risk Factors with Each Body Area

Body Area	Biomechanical Risk Factors
Neck	Awkward Neck Postures (both repetitive and sustained) and General Heavy Physical Work, Like Forceful Exertions and Frequent Lifting.
Low Back	Heavy Physical Work, such as Heavy Lifting and Forceful Exertions, Repetitive Lifting, Excessive Reaching, Stooping And Prolonged Standing.
Upper Limb	Heavy Physical Work, Forceful Exertions, Awkward Postures, Repetition.
Shoulder	Physically Strenuous Work, Heavy Pushing And Pulling, And Repetitive Tool Use Can Influence Shoulder Injuries.
Elbow/Forearm	Sustained Gripping Postures, Forceful Exertions, And Repetitive Arm & Wrist Motions.
Wrist/Hand	Awkward Postures Such as Wrist Flexion And Extension, Forceful Exertions, Heavy Physical Work.
Lower Limb	Repetitive Stair Climbing And Repetitive Heavy Lifting.

So, the primary biomechanical risk factors for MSDs were awkward posture, heavy physical work otherwise known as forceful exertion, long duration of work and high frequency of work.

Conclusion **Attested to be true copy**

Health problems arise if the mechanical workload is higher

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than the load bearing capacity of the component of the musculoskeletal system (bone, tendons, ligaments, muscles etc.). So, reduction of mechanical loading on the musculoskeletal system during the performance of occupational work is the most important measure for the prevention of musculoskeletal disorders. Most of full time lady servants had musculoskeletal disorders but due to lack of knowledge or negligent behavior, they never report it.

But the simple techniques like favorable posture, reducing load weight, limiting exposure time and reducing the number of repetitions can solve their most of the musculoskeletal related problems.

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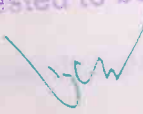
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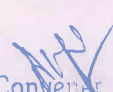
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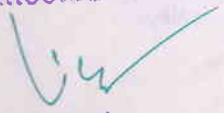
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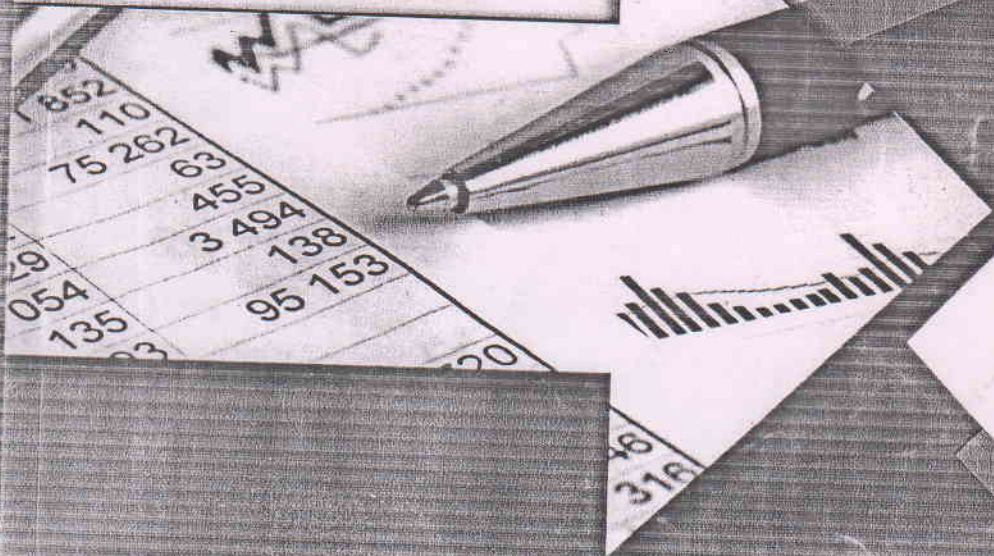
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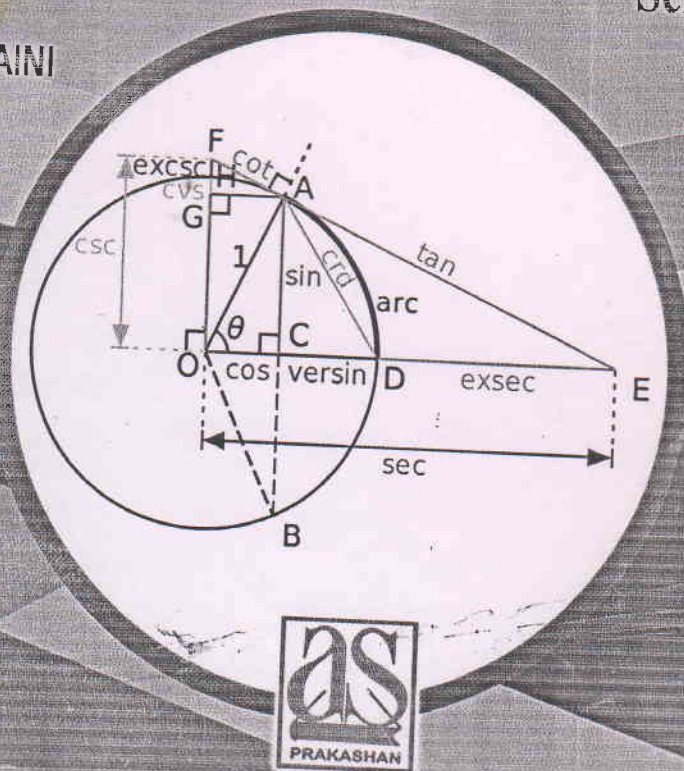


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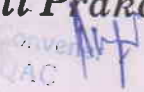


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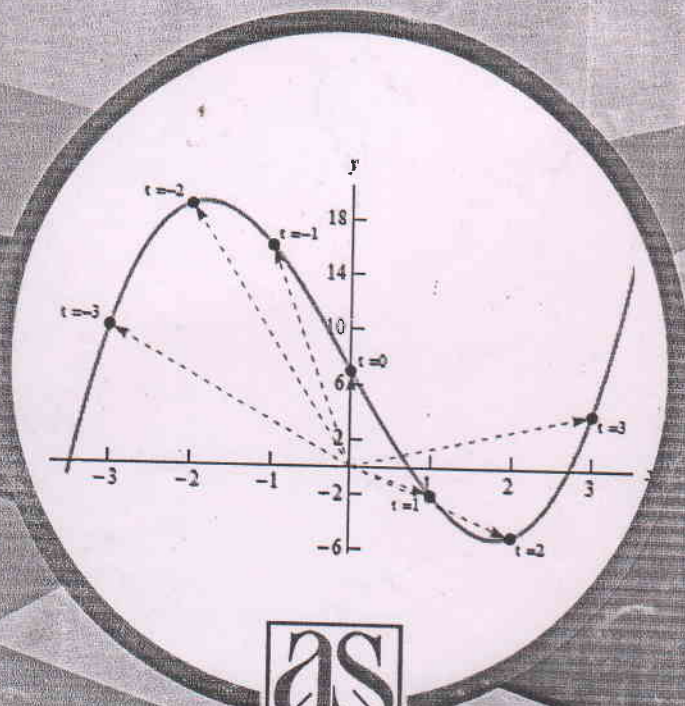


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This book 'ALG' B.A./B.Sc.-I (First sem) helpful in the competitiv

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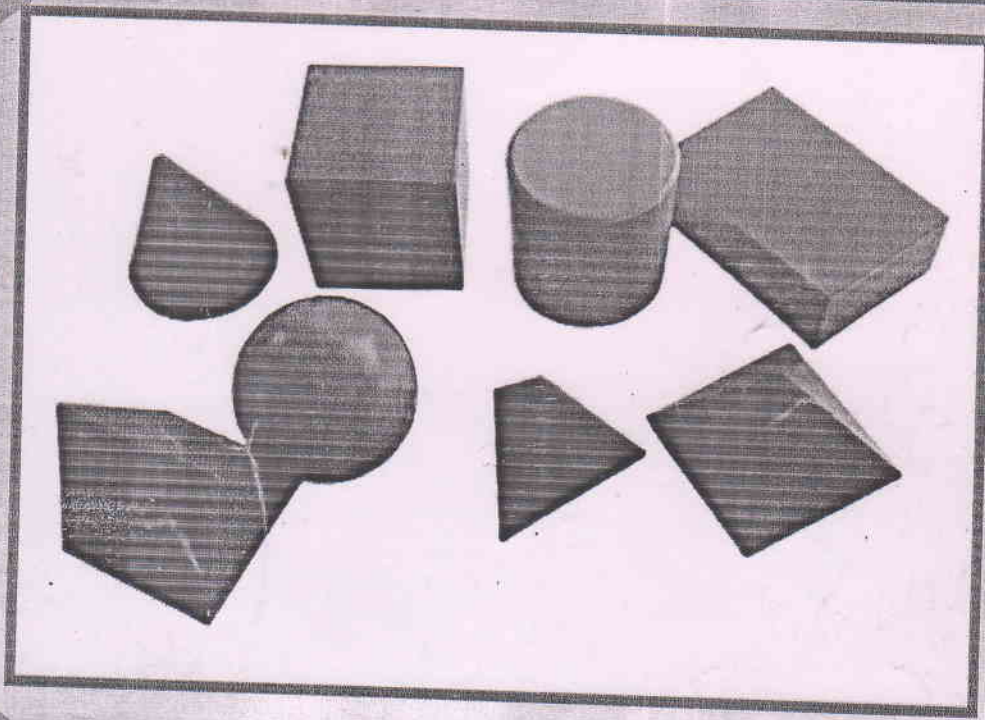
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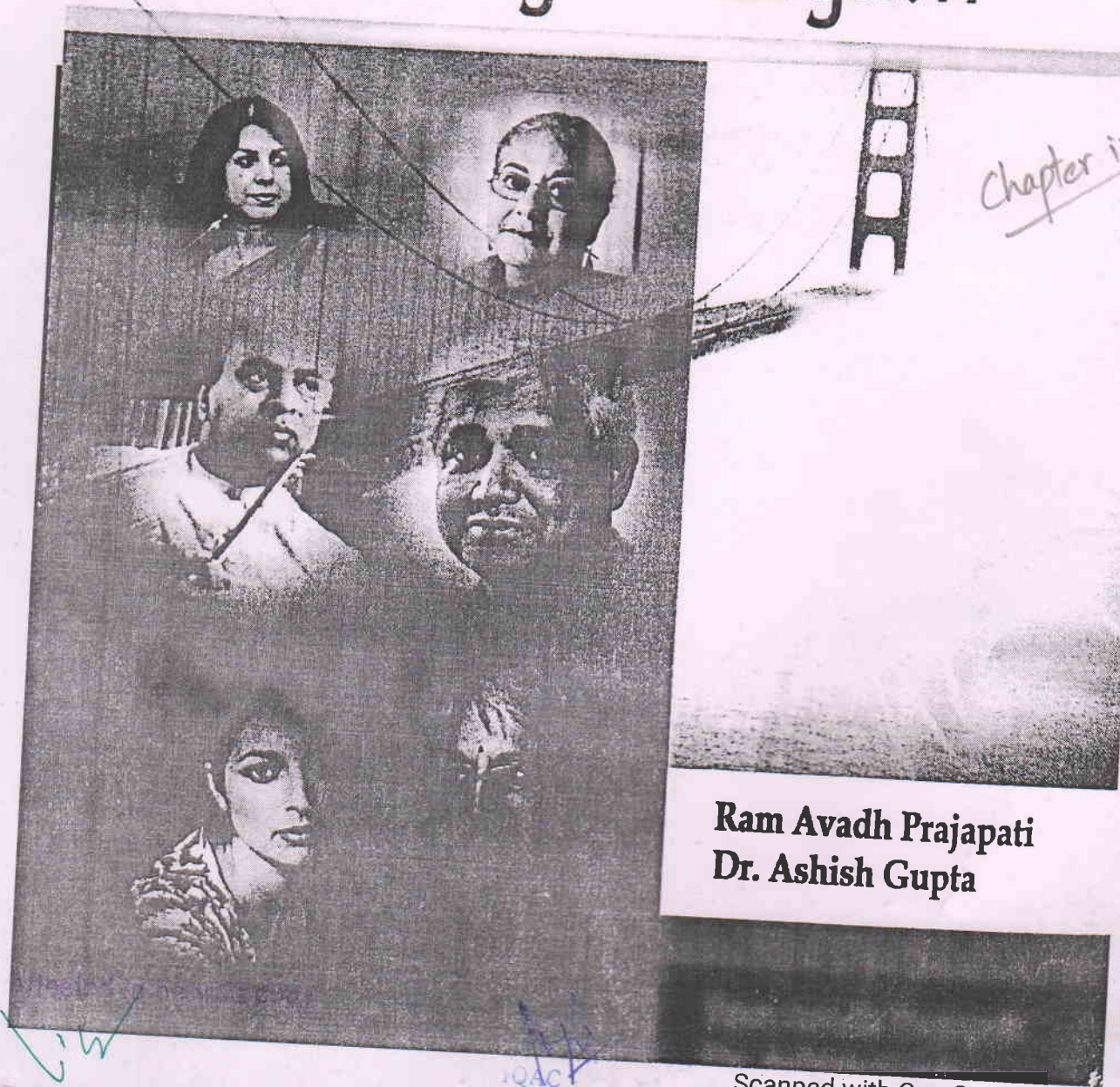
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**R. K. Narayan's *The Guide*.
A Reflection of Reality**

Reena Sethi

The primary objective of literature has always been projection of the social situation and reflection of social consciousness. Changes in social conditions and attitudes have a direct bearing on and are reflected in literature. On account of its breadth and nature, a novel has more of social documentation than a poem or drama has. Its social realism is much more vivid than it is in a poem or in a drama. R. K. Narayan's *The Guide* is no exception. It is true that in *The Guide*, the chief interest of Narayan is man's predicament, is on the conflict between dreams and reality, between self and society.

The Guide, published in 1958, is one of the novels of R. K. Narayan that won him not only immense popularity but also the Sahitya Academy Award for 1960. Of all the Indian novelists writing in English, Narayan alone has the distinction of being a pure artist, one who writes specifically for the aesthetic satisfaction. In all his novels, he presents life as he sees it, naturally and justly. Consequently, his novels are entirely free from didactic tendencies. Life for Narayan is the greatest teacher. Most of his characters are in quest of inner peace and freedom. Narayan is a penetrating analyst of human passions and human motives, which makes

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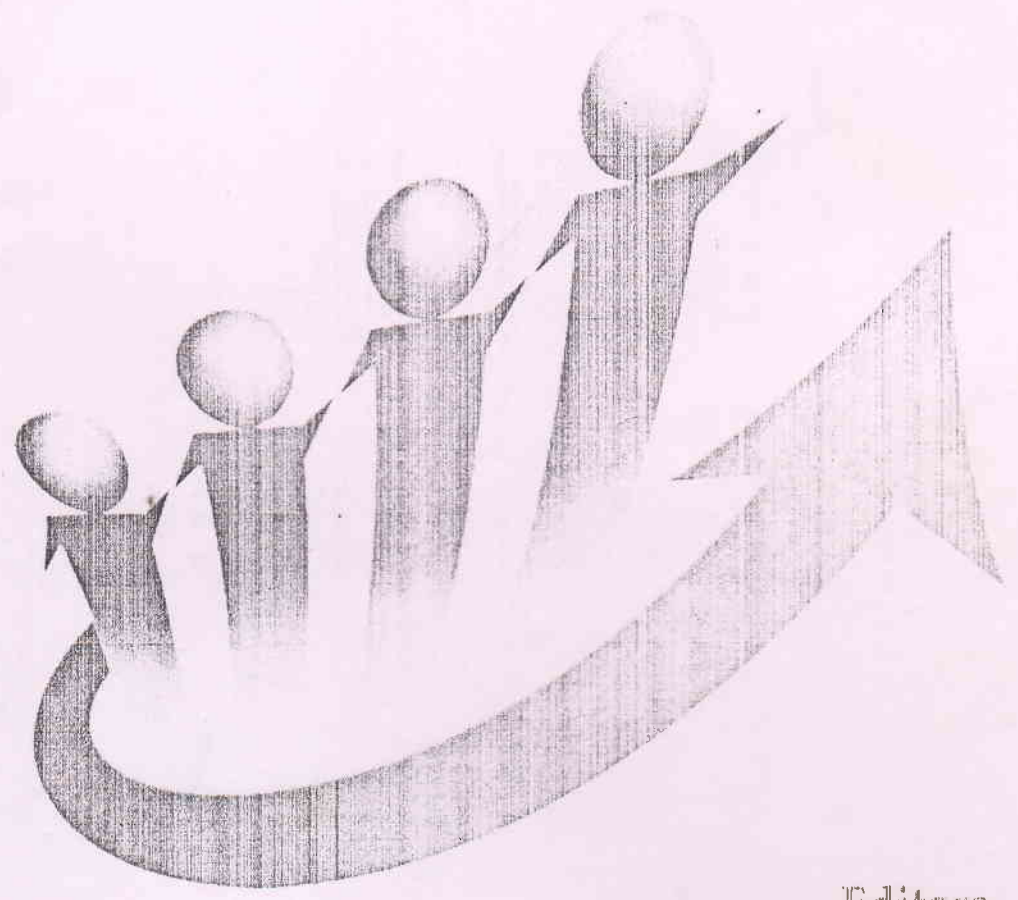
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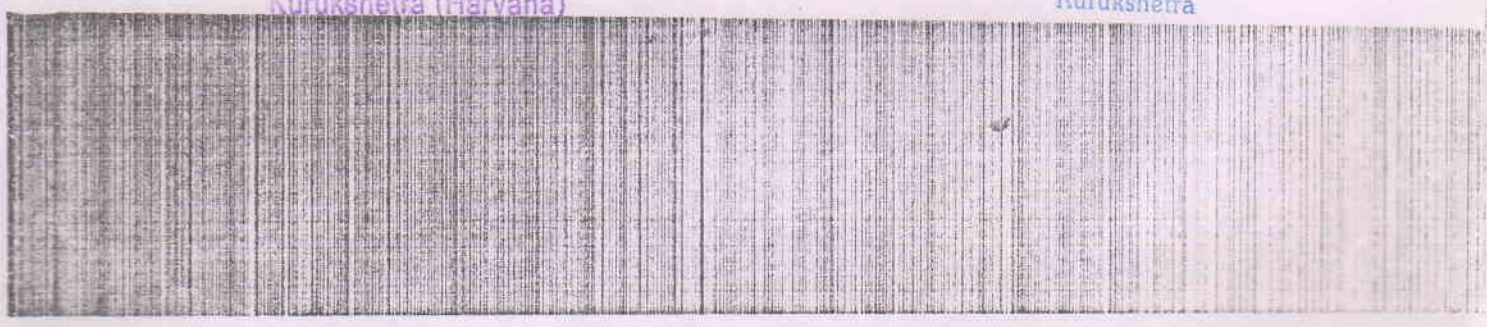
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**HUMAN RESOURCES
AND
ECONOMIC DEVELOPMENT IN INDIA**

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Vijay Lakshmi Singh
Punam Goyal

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Preface

Relationship between human resources and economic development has been recognized in every society at all levels of development. Human Resources constitute the ultimate basis for wealth of nations. Capital and natural resources are passive factors of production; human beings are the active agents which accumulate capital, exploit natural resources, build social, economic and political organizations and carry forward national development. Indeed some of the advanced countries have demonstrated that they can develop even if they are poor in natural resources. Further, it has been realized that in developing countries education and training of women yield higher return than man. The basic purpose of planning in India has been to widen people's choices and improve the well being of the people. In this context, human development is the key issue so that people could lead a long and healthy life. However, India's post independence achievement in longevity and health is a story of mixed success. With all the resources, trained manpower and even a reasonable health infrastructure at its command, a large part of the country continues to suffer from disease burden. The reason is that India's approach to health sector has not been sufficiently integrated with the overall process of development.

The National Seminar hosted in the college on 'Human Resources and Economic Development in India' on 30 March, 2016 provided a perfect platform to enable delegates as well experts to present intellectually woven theoretical and practical aspects, their perception and graph a road- map for future progress in the issue. Not only the teachers, research scholars and students benefitted from the academic expertise but the general reader who are interested in economic development will find this compilation intellectually stimulating. The seminar discussed the various parameters of Human Resource Development like health, education, gender equality, living standard etc. and suggested the ways and means for appropriate use of vast human resource of about 125 crore people to make India a developed country. The appropriate measures for improving the existing human development status of our country were suggested by the scholars.

We gratefully acknowledge the inspiring guidance and valuable insights provided by Dr. Ram Prakash, President, Governing Body, Dayanand Mahila Mahavidyalaya, Kurukshetra. We are also grateful to Dr. Rajender Vidyalkar, General Secretary, Governing Body of the college who supported our work and helped us to complete this endeavor successfully. The publication of the present book could not have been possible without the active support and help from various quarters. We are highly grateful to Sh. Ratan K. Bajaj (Retd.) I.R.S, former Chief Commissioner, Income Tax, who graced the occasion as Chief Guest Dr. Neera Verma, Prof. in Economic Dept. Kurukshetra University, Kurukshetra and Dr. R.K. Sudan, Principal, University College, KUK for their cooperation and guidance. We express our feelings of gratitude towards Prof. (Dr.) Ravi kiran, Head, School of Behaviour Sciences and Business Studies, Thapar University, Patiala. Dr. Pradeep S. Chauhan HOD, Dept. of Economics, University College Kurukshetra, Prof. Dr. S.C.Kundu, former Dean and Director, Haryana School of Business, Guru Jambherhwar University, Hissar and Dr. Rajender Kumar Deswal, Professor, Department of Humanities and Social Sciences, NIT, Kurukshetra. The papers included in this volume are selected from the presentations in the above said Seminar. We are grateful to the contributors for their scholarly papers. We would like to avail the opportunity to express our gratitude to the Directorate of Higher Education, Panchkula, Haryana for graciously sanctioning the grant for the activity.

Despite our best possible efforts and care against several odds, there might have crept up some errors; for any such errors we beg our pardon. Our sincere thanks to people who helped us directly or indirectly.

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Mrs. Minakshi Thakral

A country's population growth is proportional to the country's Gross national per capita income. Is it directly proportional or not, is a debatable topic. Few suggest as the population grows as we get more labor & hands to work.

Inversely proportional, on the other side of the debate, as the population grows the demand of the goods also increases. So the pace at which either of the two grows, i.e population v/s production balances the economic growth on the national standards.

The credentials which are crucial for the balance of population growth & economic development are:

- 1) As the population increases the dependency of "food & shelter" increases leading to the less savings & more expenditures. Eventually the capital formation goes down. So when the population is increasing at a certain pace, comparatively larger investments are needed to maintain the current level of income.
- 2) When the population growth exceeds than the normal balancing with the growth capita, it needs to increase. To create resources for the increasing population govt. has to invest in the non productive investments like societies, parks etc instead of machinery & industries.
- 3) Quantity v/s Quantity- To keep both hand in hand is one challenging task. Absorbing the growing population into labour force, our ability to raise productivity gets constrained.

Govt. has adopted various policies that may be adopted to control the growth of population are::

- a) Family Planning – Family planning programmes should be adopted and executed by the government. Educating people about the benefits of family planning works in the favour of the country in a longest run. Countries like china have successfully established the population control by "one family one child" policy.
- b) Sterilization – Hospitals & education systems shall be stringently active on making people aware of the sterilization benefits. The harmless population control systems should be well prevailed.
- c) To increase the income rate -
- d) Promoting delayed marriages –
- e) Making available family planning methods through different outlets in urban, semi urban & rural areas.
- f) Incentivisation – Like in corporate world incentives motivate people to work and stick to decorum, one needs to get awarded for adopting & promoting family planning measures.
- g) Minimum age of female marriages should be increased & also.
- h) "Family Planning" means bearing of a child should not be accidental.
- i) Economic growth needs to get equitable (stooping down to the family levels).

Here with few stats in a table 1 under mentioned, we discuss the relative study of population growth amongst different geographies.

Countries with their population statistics

Rank	Country / Territory	Population	Date	% of world population
1.	China	1,359,120,000	August 2, 2013	19.1%
2.	India	1,210,193,422	March 2011	17%
3.	United States	316,371,000	August 2, 2013	4.45%
4.	Indonesia	237,641,000	May 2010	3.35%
5.	Brazil	198,526,000	2 August 2013	2.8%
6.	Pakistan	183,839,000	August 2, 2013	2.59%
7.	Nigeria	170,123,740	July 2012	2.4%
8.	Bangladesh	161,083,804	July 2012	2.27%
9.	Russia	143,347,100	January 1, 2013	2%
10.	Japan	127,547,000	June 1, 2012	1.8%

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Dayanand Mahila Mahavidyalaya, Kurukshetra

Human Resources and Economic Development in India

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HUMAN CAPITAL FORMATION AND ITS IMPACT ON ECONOMIC DEVELOPMENT

Human capital is the stock of knowledge, habits, social and personality attributes, including creativity embodied in the ability to perform labor so as to produce economic value. Human capital is resources in the form of skills, abilities, talents, knowledge, experience, judgment, wisdom, and intelligence possessed. It is the value that the employees of a business provide through the application of their skills, know-how, talent and expertise. It is like wealth which can be directed to accomplish the goals of a nation or economy.

In early economy theories, the assumption was that the secondary sector was producing more than Human factor was considered to be one of the factors of production. It was simply referred to as labor or work force. The assumption that workforces could be easily modeled in aggregate began to be challenged in 1950's when tertiary sector, which demanded more creativity, began to produce more than the secondary sectors in the most developed countries in the world. Management Accounting is often concerned with the questions of how to model human beings as capital assets. Human capital is vitally important for an organization's success (Crook et al. 2011). According to T.W. Schuttz: there are five ways of developing human capital :-

- (i) Provision of health facilities which affect the life expectancy, strength, vigor and vitality of people.
- (ii) Provision of the on-job training which enhances the skill of labor force
- (iii) Arranging education at primary, secondary and higher levels.
- (iv) Study and extension programmer for adults.
- (v) Provision of adequate migration facilities to families to adjust to changing job opportunities.

In 2010, the OECD (the organization of economic cooperation and development) encouraged the governments of advance economies to embrace policies to increase innovation and knowledge in products and services as an economical path to continue prosperity.

IMPORTANCE

The concept of human capital has relatively less importance in labor surplus countries. These countries (e.g. INDIA) are naturally endowed with more of labor due to high birth rate under the given climatic conditions. The surplus labor in these countries is human resource available in abundance than the tangible capital resources. This surplus human resource can be transformed into human capital with effective inputs of education, health and moral values. The transformation of raw human resource into highly productive human resource with these inputs is the process of human capital formation. The problem of scarcity of tangible capital in the labor surplus countries can be resolved by accelerating the rate of human capital formation with both public and private investment in education and health sectors of national economies. Tangible financial capital is an effective instrument of promoting economic growth of the nation whereas intangible human capital is an instrument if promoting comprehensive development of the nation because it is directly related to human development and hence leads to quantitative and qualitative progress of the nation. Professor Galbraith has rightly said that "We now get larger part of economic growth from investment in men and improvements brought about by improved men."

HDI (Human Development Index), the statistical indicator of estimating human development is the combination of life expectancy Index, Education Index and Income Index. Life expectancy Index reveals the standard of health of the population, Education Index reveals the standard of education and literacy rate and Income Index reveals the standard of living. Rising trend over a long period of time in HDI components has strong correlation with economic development.

Mahroum (2007) suggested that at macro level, human capital management is about three capabilities: the capacity to

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Dr. Sneh Lata

The Republic of India is considered as one of the possible emerging superpowers of the world. This potential is attributed to several indicators, the primary ones being its demographic trends and a rapidly expanding economy and by GDP India became world's fastest growing economy in 2015 with 7.3% GDP rate. Country must overcome many of the economic, social, and political problems before it can be considered a superpower. It is also not yet influential on the international stage as compared to the United States or the former Soviet Union.

Factors in favor

The central position of India, its magnificent resources, its teeming multitude of men, its great trading harbors, its reserve of military strength, supplying an army always in a high state of efficiency and capable of being hurled at a moment's notice upon any point either of Asia or Africa--all these are assets of precious value. On the West, India must exercise a predominant influence over the destinies of Persia and Afghanistan; on the north, it can veto any rival in Tibet; on the north-east it can exert great pressure upon China, and it is one of the guardians of the autonomous existence of Siam. Possession of India gave the British Empire its global reach.

Possible future advantage of location

Energy

In the future, the world is expected to exit the "fossil fuel age", and perhaps the "nuclear energy age", and enter the "renewable-energy age" or even further into the "fusion power age", if and whenever these technologies become economically sustainable. Being a region in the sunny tropical belt, the Indian subcontinent could greatly benefit from a renewable energy trend, as it has the ideal combination of both - high solar insolation and a big consumer base density. For example, considering the costs of energy consumed for temperature control (a major factor influencing a region's energy intensity) and the fact that - cooling load requirements, unlike heating, are roughly in phase with the sun's intensity, cooling from the excessive solar radiation could make great energetic (and hence economic) sense in the subcontinent, whenever the required technology becomes competitively cheaper. India also has 25% of the world's thorium resources.

High population

India has the world's second largest population. The PGR for the country is 1.25. A very large number of India's population, consisting of 50% of the whole, is below the age group of 24. This provides the nation with a large workforce for many decades, helping in its growth. The government is training a 400 million-workforce, which is larger than the population of the United States and Brazil combined.

Young population

Due to its high birth rate India has a young population compared to most aging nations. It has approximately 65% of its population below the age of 35. In addition, declining fertility is beginning to reduce the youth dependency rate which may produce a demographic dividend. In the coming decades, while some of the powerful nations will witness a decrease in workforce numbers, India is expected to have an increase. For example, while Europe is well past its demographic window, the United States entered its own in 1970 (lasting until 2015), China entered its own in 1990 (and will last until 2025), India would not enter its own window until 2010 (and it will last until 2050). Regionally, South Asia is supposed to maintain the youngest demographic profile after Africa and the Middle East, with the window extending up to the 2070s.

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Global Diaspora

More than 35 million Indians live across the globe. Under fair opportunities, they have become socio-economically successful.

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HUMAN RESOURCES AND ECONOMIC DEVELOPMENT IN INDIA

Punam Goyal

Relationship between human resources and economic development has been recognized in every society at all levels of development. Human resources constitute ultimate basis for wealth of nations. Capital and natural resources are passive factors of production, human beings are the active agents who accumulate capital, exploit natural resources, build social, economic and political organizations and carry forward national development. Clearly a country which is unable to develop the skills and knowledge of its people and to utilize them effectively in the national economy, will be unable to develop anything else. For sustaining high rates of overall economic growth in a developing economy the development of human capital is necessary. Hence human development is the most essential aspect of the development process of any country.

Rapid economic growth achieved in advanced countries confirms the importance of non-material investment expenditure on education and training, improvement of health and research contribute to productivity by raising the quality of the population, and these outlays yield a continuing return in future. Advancement in knowledge and diffusion of new ideas and objectives are necessary to remove economic backwardness and instill the human abilities and motivations that are more favorable to economic development.

In an underdeveloped country like India, the process of human capital formation implies the development of abilities and skills of people. It involves investment in human beings to make them more productive which helps in the development of physical capital of the country. However if we look back to almost seven decades of our independence, there are many achievements in the field of science and technology, agricultural production, industrial and infrastructural development along with expansion of social services. But as regards socio-economic equality balanced regional development and improvement in human capital, our performance has been disappointing. The present study entitled 'Human Resources and Economic Development in India' is based on the following objectives:

- (1) To analyze human development profile of India in the World.
- (2) To analyze inter-state disparities of human development in India.
- (3) To analyse inter-state disparities of human development in India and its relation with per capita income

Human Development Index has been prepared by UNDP (United Nations Development Programme) entitled Human Development Report. HDI is a composite index of achievements in basic human capabilities in three areas-a long and healthy life, knowledge and a decent standard of living. The index is used for the inter-country comparison of human development and has been proved useful in boosting up the efforts of the governments of the countries deficient in human development.

India has been characterized as a country with a low level of human development with the country's rank in HDI calculated by the UNDP BEING 130th among 188 countries in 2015. At this level, the position of the country is lower than not only of China (90th) and Shri Lanka (73rd) but also lower than that of Thailand (93rd) and Philippines (115th) in this respect till recently.

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Entrepreneurship is the process of creating something new with value, devoting the necessary time and effort assuming the risk and reward. People who perform these activities are called entrepreneurs. Entrepreneurs assemble resources including innovations, finance and business acumen in an effort to transform innovations into economic goods. Women entrepreneurship is the function of establishing women enterprises by the women entrepreneurs. The educated women do not want to limit their lives in the four walls of the house. They demand equal respect from their partners. However, Indian women have to go a long way to achieve equal rights and position because traditions are deep rooted in Indian society where the sociological set up has been a male dominated one. Women are considered as weaker sex and always made to depend on men folk in their family and outside, throughout their life. The Indian culture made them only subordinates and executors of the decisions made by other male members, in the basic family structure. Despite all the social hurdles, India is brimming with the success stories of women. They stand tall from the rest of the crowd and are applauded for their achievements in their respective field.

In this dynamic world, women entrepreneurs are an important part of the global sustained economic development and social progress. Women economically, increases their economic strength as well as position in society. With the development of education among women it gave rise to the women employment. As a result of which steps were taken to enhance the capabilities of women to be entrepreneurs. According to International Labour Organisation (ILO) 1980 : Women constitute the 50% of world's population, do the two third of world's work hours, receive 10% of world's income and own less than 1% of the total property. Indian was reported to be the second most entrepreneurial country after Thailand. Hence women-entrepreneurs have been making a considerable impact in all most all the segments of the economy which is more than 25 percent of all kinds of business. In India "Entrepreneurship" is very limited amongst women especially in the formal sector. There are various problems associated with women entrepreneurs such as problem of finances, family responsibilities, limited mobility factor and domination by male, old and outdated social outlook etc.

OBJECTIVES OF STUDY

- To study the problems and challenges faced by women entrepreneurs in India.
- To study the factors responsible for encouraging women to take up entrepreneurship activities.
- To study the initiatives taken by government for women entrepreneurs in India.

To offer suggestions to

improve the satisfaction of women entrepreneurs.

METHODOLOGY

The present study is descriptive and analytical in nature. The study is based on secondary data which is collected from the journals, websites.

REVIEW OF LITERATURE

According to Kamala Singh (1992), "A women entrepreneur is a confident, innovative and creative woman capable of achieving economic independence individually or in collaboration generates employment opportunities for others through initiating establishing and running an enterprise by keeping pace with her personal, family and social life". Singh, 2008, identifies the reasons & influencing factors behind entry of women in entrepreneurship. He explained the characteristics of the businesses in Indian context and also obstacles & challenges. He mentioned the obstacles in the growth of women entrepreneurship are mainly lack of interaction with successful entrepreneurs, social unacceptance as women entrepreneurs, family responsibility, gender discrimination, missing network, low priority given by bankers to provide loan to women entrepreneurs. He suggested the remedial measures like promoting micro

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Human capital is the stock of competencies, knowledge, habits, social and personality attributes, including creativity, cognitive abilities, embodied in the ability to perform labor so as to produce economic value. The concept of Human capital has relatively more importance in labour-surplus countries. These countries are naturally endowed with more of labour due to high birth rate under the given climatic conditions. The surplus labour in these countries is the human resource available in more abundance than the tangible capital resource. This human resource can be transformed into Human capital with effective inputs of education, health and moral values. The transformation of raw human resource into highly productive human resource with these inputs is the process of human capital formation. The tangible financial capital is an effective instrument of promoting economic growth of the nation. The intangible human capital, on the other hand, is an instrument of promoting comprehensive development of the nation because human capital is directly related to human development, and when there is human development, the qualitative and quantitative progress of the nation is inevitable. Implicitly, a country's Human Development Index reveals that higher the human capital formation due to good standard of health and education, higher is the per capita income of the nation. This process of human development is the strong foundation of a continuous process of economic development of the nation for a long period of time.

The Indian scenario

In India, rate of human capital formation has consistently increased after Independence due to qualitative improvement in each generation. In the second decade of 21st century, the third generation of India's population is active in the workforce of India. This third generation is qualitatively most superior human resource in India. It has developed the service sector of India with the export of financial services, software services, tourism services and improved the Invisible balance of India's Balance of payments. The rapid growth of Indian economy in response to improvement in the service sector is an evidence of cumulative growth of Human Capital in India.

Significance of Human Capital

The significance of the human capital can be assessed from the following arguments.

Fetter use of Capital Goods: Modern technology is becoming more and more complex. With the growth of science, machinery and equipment are becoming more sophisticated. Their efficient operation requires skill and technical knowledge. Therefore capital development is very significant.

Better use of Improved Knowledge: Knowledge about production and management of economies is expanding at a very fast rate. The other developed countries are increasingly adopting the new methods of production and management techniques. In order to keep pace with this growth, it is necessary that India should increasingly provide scope for assimilation and adoption of that knowledge.

Modernization of Attitudes: More important still, human resources development is required to modernize attitude of the general masses. Backward social system and primitive attitudes and beliefs cannot go along with the growth. Thus, the study of human capital is very crucial.

Objectives of the study

Highlight the role of human capital formation in Indian economic development

Research Methodology

This study is descriptive in nature. It is based on the information collected from newspapers, magazines, books and

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