

New studies on Kerala

Young Scholars' Forum, GIFT

Led by Jobin George and Amalu Seby

Research Scholars, Gulati Institute of Finance and Taxation, Thiruvananthapuram.

Economics

Scopus-Indexed

Ayswer, A., Ramasamy, N., DevAnand, M., & Santhi, N. (2024). Analyzing the performance indicators in SME using ISM - MICMAC approach. *Journal of the Institution of Engineers (India) Series C*, 105(5), 987–996. <https://doi.org/10.1007/s40032-024-01110-7>

The main aim of this study is to examine the relationships between sustainability performance metrics in small and medium-scale mining enterprises in Kerala, India. The paper presents a hierarchical paradigm for measuring performance metrics. At first, performance indicators are determined by conducting a thorough examination of existing literature. Following that, a comprehensive survey using questionnaires is carried out in the mining and mineral sectors in Kerala to identify the important indicators that are relevant to the industry. The study utilizes Interpretive Structural Modelling (ISM) and MICMAC methodologies to create a hierarchical framework that demonstrates the intricate connections between these crucial performance variables. Department managers in the industry are interviewed to collect input for the development of the ISM. The results demonstrate that most of the indicators in this category possess significant driving and influencing capabilities while also

maintaining their independence. Organizations can utilize the suggested methodology for policy formation to enhance their ability to effectively and efficiently manage their resources by adhering to a consistent roadmap.

Other Journals

Rajan, S. I. (2024). Migration and Development: New Evidence from the Kerala Migration Survey 2023. *Migration and Development*, 13(2), 139-175. <https://doi.org/10.1177/21632324241306512>

The Kerala Migration Survey (KMS) 2023, the ninth in a long-term series, examines migration trends in Kerala. Conducted by GIFT with support from NORKA and IIMAD, it builds on studies since 1998. Following the 2018 survey, Kerala encountered significant disruptions, including major floods (2018, 2019) and the COVID-19 pandemic, which influenced migration trends. KMS 2023 was executed in three phases, with this report focusing on the findings from Phase 2. The study provides estimates of international and domestic migration, remittances, and the socioeconomic and health conditions of surveyed households. By analyzing data from past KMS rounds spanning three decades, the study offers critical insights into the evolving migration patterns and their developmental impact on Kerala.

Nag, M., & Rajan, S. I. (2024). Gujarat Versus Kerala: Analysing Locational Factors in Internal Migrant Labour Destination Choices. *Millennial Asia*, 0(0). <https://doi.org/10.1177/09763996241291184>

The process of labour migrants' destination selection is a multifaceted journey, intricately shaped by a myriad of interconnected factors. In the Indian context, competitive federalism has amplified the pull factors that attract migrants to new destinations. While Maharashtra, Delhi and Gujarat continue to attract large interstate migration, new corridors are emerging in traditionally less migrant-reliant regions. This study explores how destination location attributes

influence migrant workers' choices when they have multiple options for destination places. Using primary data from Surat in Gujarat and Kochi in Kerala, we offer a comparative analysis employing exploratory factor analysis and qualitative methods to examine key destination attributes. The findings reveal that Gujarat attracts migrants primarily for its abundant job opportunities and ease of employment, whereas Kerala attracts migrant labour with higher wages. These variations stem from Surat and Kochi's distinct demographics, economic structures and cultural contexts.

Environment

Scopus-Indexed

John, A., Bhagyanathan, A., & Parvin CM, K. (2024). Framework for urban flood risk assessment – a hydrological modelling approach: the case of Nilambur, Kerala. *International Planning Studies*, 29(4), 342–365. <https://doi.org/10.1080/13563475.2024.2427402>

The study has evolved in response to the challenges posed by climate change and rapid urbanization occurring worldwide, which contribute to an increased frequency of natural disasters. It addresses flood hazards in Kerala's Nilambur urban area, where climate change and rapid urbanization heighten disaster risk. Kerala's coastal location and steep terrain in the Western Ghats increase vulnerability, particularly as one of India's most densely populated states. The research identifies flood risk zones by applying overlay analysis, using data from the 2018 Kerala Floods, to create a flood risk framework responsive to runoff volume and thereby flood susceptibility. Key factors include climatic variables, terrain characteristics like elevation, slope, soil, land-use cover including urban density, and hydrological and ecological elements like stream networks and floodplains. These are integrated with the SWAT tool to model

flood risks, creating a resilient flood risk assessment framework that combines hydrological and ecological parameters.

Thomas, Shalini, George, Justine & George, Rajesh. (2024). Assessing the Vulnerability of Inland Fishermen to Flood Hazards: A Case of Kuttanad Region of Kerala. *Artha Vijnana*. Vol. LXVI, No. 4, pp. 513-529.

This study focuses on the livelihood issues of inland fishermen in the presence of severe floods since 2018. The study addresses the vulnerability of fishermen in the above context by using the vulnerability index developed by Hahn. The study results show that the dependency ratio, proximity to drinking water sources, and the availability of health facilities significantly impact vulnerability, in which social connections and livelihood diversification are essential in developing resilience against floods. The study provides specific viable suggestions for policymakers to address the looming crisis of inland fishing households in the Kuttanad region of Kerala.

Book Chapter

Hosseini, Farzaneh, Ruiz, Edurne J. & Bhartiya, Shivam. (2024). Transmuting Tourism Infrastructure into Vectors of Community Agency: A Qualitative Inquiry into Environmental Safeguarding and Socio-Economic Equitability. In: *Integrating Architecture and Design into Sustainable Tourism Development*, pages 409-432. DOI: 10.4018/979-8-3693-7388-0.ch015

The study explores the potential of tourism infrastructure to empower local communities, ensure ecological sustainability, and distribute economic benefits equitably. It analyzes three destinations, Kerala, Varanasi, and Rishikesh and finds that while tourism infrastructure can foster local empowerment and ecological resilience, its potential is hindered by external control, inadequate policy enforcement, and skewed economic benefits. Community agencies are limited, and environmental safeguarding initiatives are inconsistently applied.

Socio-economic equitability remains a challenge, with financial gains disproportionately captured by external entities. The study calls for a holistic recalibration of tourism infrastructure, emphasizing inclusive governance, robust environmental safeguards, and equitable economic frameworks.

V, J., Arora, M., Singh, H., Chand, P., Setia, R., Pateriya, B. (2024). Flood Inundation Mapping Over Kerala Region During 2018 Flood—Based on Cloud Computing and Automatic Threshold Detection Approach. In: *Climate, Environment and Agricultural Development. Advances in Geographical and Environmental Sciences*. Springer, Singapore. https://doi.org/10.1007/978-981-97-8363-2_10

Flood inundation maps provide valuable information towards flood risk preparedness, management, communication, response, and mitigation at the time of disaster and can be developed by harnessing the power of satellite imagery. The present study focuses primarily on the rapid mapping of flood-inundated areas using freely available high-resolution Synthetic Aperture Radar (SAR) data during the 2018 floods and its impact assessment in the Kerala state. Multi-temporal, dual-polarized (VH & VV) Sentinel-1 (SAR) data have been used for mapping the flood inundated area. Methodological advances included open-source APIs like Google Earth Engine (GEE) for monitoring flood inundated areas. In this study, an automatic threshold detection technique was applied to separate satellite image pixel values into flooded and non-flooded groups. The threshold for backscattering coefficient (σ_0) between -2 to -24 dB has been applied for both the polarized band (VH & VV) to extract the maximum flood pixels. Further, a comprehensive analysis has been carried out by Global Precipitation Mission (GPM) data to investigate the intensity and frequency of precipitation over the basin. This study observed that flood inundation was at its peak from August 15 to 21, 2018 and impacted a large part of agricultural and urban patches during this time. The zonal statistics are

calculated to find the inundated area over the study region. The finding reveals that 995.49 square km (sq. km) of land have been affected in the Kerala state. The results revealed that cropland was mostly inundated by flooding with low elevation and low slopes.

Book

Vincent, Salom Gnana Thanga, Jennerjahn, Tim, Kunjupillai, Soman and Chattopadhyay, Srikumar, eds. (2024). *Ecohydrology of Kerala: River Catchments and Coastal Backwaters*. Elsevier, Amsterdam, 350 pp. 1st Ed. ISBN 9780323956079.

Ecohydrology of Kerala: River Catchments and Coastal Backwaters presents 20 years of research to provide suggestions for sustainable management solutions for issues surrounding the urbanization of the rivers of Kerala. This helps identify major issues and develop management strategies. Themes explored include biogeochemistry of rivers/estuarine systems, productivity and trophic status, biology: fauna and flora, biodiversity, threats and conservation, invasive species and impact on riverine ecology, landscape/land use/land cover change in the catchment, socioeconomic status of catchment population, economic and livelihood activities along the river courses/estuaries (river and estuarine tourism, sand extraction, fisheries), pollution monitoring and assessment, impacts of climate change, and more.

Agriculture and Rural Economy

Scopus-Indexed

Vaishnav, H., Divi, S., Reddy Minampati, V. R., & Chauhan, A. (2024). *Increasing Role of Women in Agriculture: Unveiling Perceived Impact of the Pradhan Mantri Fasal Bima Yojana (PMFBY) Scheme Using Multivariate*

Regression Approach. *Research on World Agricultural Economy*, 5(4), 620–636. <https://doi.org/10.36956/rwae.v5i4.1278>

Crop Insurance (CI) is one of the most effective tools for managing risks associated with agriculture. In India, agriculture contributes significantly to its economy and according to the government report sector is transiting through a revolution of feminization. Additionally, literature on the agriculture sector reveals that female participation boosts agricultural productivity and food security. The paper examines the perceived impact of the CI scheme PMFBY on female farmers across four major states of India, including Kerala, Madhya Pradesh, Rajasthan and Uttar Pradesh. Using a sample size of 455 female farmers and MLR models, along with Pearson correlation and descriptive statistics, we evaluated the perceived impact of the scheme. We introduced ten independent predictors - satisfaction, transparency, increase in agriculture income, knowledge of PMFBY, awareness campaign, overall satisfaction, risk coverage satisfaction, compensation satisfaction, benefits and transparency satisfaction. Our empirical findings indicate that there are positive and negative predictors that impact the perception of the scheme among female farmers. However, major findings reveal that overall satisfaction, risk coverage and compensation related to the scheme were concerns. The predictors such as satisfaction, transparency, increase in agriculture income, awareness campaign, and potential benefits positively influenced the perception of female farmers.

Other Journals

Thomson, K. T., & Radhika, K. (2024). Social Engineering of Natural Capital and Adaptive Capacity to Climate Change: An Empirical enquiry of Coastal Agriculture in Kerala, India. *Journal of Land and Rural Studies*. <https://doi.org/10.1177/23210249241281853>

Reclamation of coastal wetlands for industrialization, increasing soil salinization, lack of timely mitigation measures and maladaptation have contributed cumulatively to the decline of coastal ecosystems and agriculture in Kerala. However, access to natural capital is still crucial for coastal farming communities, especially during times of crisis like climate change. This article attempts to characterize how natural capital influences the adaptive capacity of coastal farmers in Kerala state, India. To analyze how natural capital influences the adaptive capacity to climate change, we examined how an individual farmer's adaptive capacity changed from a given level as selected determinants of natural capital varied by using a multinomial logistic regression method. The results indicated that the nature of ownership, area under cultivation, decision-making capacity and productivity of land continue to influence farmers' adaptive capacity to climate change. Farmers with ancestral property who purchased additional land possessed higher adaptive capacity. Farmers having large holdings could implement their adaptive choices better. Farmers having the freedom for decision-making enjoyed higher adaptive capacity. Farmers participating in collective farming achieved higher productivity and adaptive capacity. Social engineering of local adaptive capacities, therefore, should recognize freedom of choice and promote restoration and sales of wetlands to accelerate climate change mitigation and adaptation.

Rose C D, Neetha & Aiyappanpillai, Prema. (2024). Factors affecting participation in Paddy royalty scheme among farmers of Kerala. *Journal of Krishi Vigyan*. (12) 849-855. 10.5958/2349-4433.2024.00146.3

The Paddy Royalty scheme is a financial incentive mechanism formulated based on the payments for ecosystem services (PES) concept, wherein the paddy wetland owners were compensated for the ecosystem services that their resources provided. This study attempted to estimate the farmer's participation in the paddy royalty scheme. The factors that affected farmers' participation

were analyzed in a logistic regression framework, using the primary data collected from randomly selected 118 paddy farmers from the Kole wetlands of Kerala. Further, it was also tried to identify and rank the constraints that limited the farmer's response towards the scheme. The farmers' participation in the year 2023-24 was 57% but only 40% of the farmers were willing to participate in the next year. Education, land holding size, farmer association membership and digital literacy were found to be positively influencing the participation whereas age influenced negatively. The most severe constraint identified was insufficiency in royalty amount followed by high transaction costs. Adopting a comprehensive approach that includes better program design, increased incentives and supportive policies, the government can encourage greater participation to achieve the primary scheme objectives of sustaining paddy cultivation and preserving wetlands, thereby ensuring food security and ecological sustainability in the state.

Elias, Aleena, Shamna N, Manju Mary Paul, and Jasna V K. 2024. Commercial Plant Nurseries in Kerala, India: A Critical Analysis of Key Success Drivers. *Asian Journal of Agricultural Extension, Economics & Sociology*, 42(12): 249-62. <https://doi.org/10.9734/ajaees/2024/v42i122652>.

This study investigates the factors that are pivotal to the success of commercial plant nurseries in Kerala, with a focus on key dimensions impacting agribusiness performance. The study was conducted among the plant nursery entrepreneurs in three districts of Kerala *i.e.* Thiruvananthapuram, Thrissur, and Wayanad. Among the five primary dimensions analyzed for the study, social responsibility emerged as the most significant contributor to success, followed by employment and customer-related dimensions. The findings indicated that most respondents demonstrated moderate to high levels of success, *i.e.*, 61.1%, with fewer falling into the low-performance category. Principal Component Analysis (PCA) identified eight core factors shaping nursery success, which

include influence and competence, social capital, financial acumen, achievement motivation, community and asset, self-driven leadership, self-independence, and creativity and the total variance explained by PCA is 68%. It was observed that older entrepreneurs tended to have limited use of mass media tools, such as the Internet and mobile technology, and exhibited lower managerial capacity which undermined their ability to handle operational and employee-related challenges. In summary, the social responsibility dimension played a critical role in the success of agribusiness ventures, complemented by strategies focused on employment and customer engagement.

Book Chapter

George, J., Rao, S., Eshan, M.R., Babu, S.R. (2024). Conceptual and Operational Dilemma—A Critique between Farm and Agritourism in Kerala. In: *Harnessing AI, Machine Learning, and IoT for Intelligent Business. Studies in Systems, Decision and Control*, vol 555, (pp. 729–737). https://doi.org/10.1007/978-3-031-67890-5_65

Farm tourism and agritourism are often perceived as synonymous terms, yet their conceptual and operational distinctions have received limited attention in scholarly research. This study employs a critical review of literature and participant observation to explore the similarities and differences between these two concepts within the context of Kerala. Findings suggest a conceptual and operational dilemma, wherein farm tourism is depicted as more than just an idea but a lifestyle fostering connectivity between urban and rural realms. Moreover, it is identified as a catalyst for developing leadership potential among residents and offering employment opportunities for family members. The paper concludes by pinpointing existing gaps in the literature between farms and agritourism, thereby highlighting the need for further research in this area.

Sreeni, K.R. (2024). Farmer Producer Company: A Model for Boosting Kerala's Rural Economy. In: *Rural Areas: Development and Transformations*, pages 47-61. <http://dx.doi.org/10.5772/intechopen.110137>

Farmers own and run Farmer Producer Companies (FPCs), rapidly growing companies in India that were established under section 465(1) of the Companies Act, 2013. Agriculture continues to be the backbone of the Indian economy, employing 42% of the labour force and contributing 20% of the country's GDP. 86.6% of India's small and marginal farmers depend on farming as their main source of income. Small and marginal farmers, in particular, play a significant role as shareholders in FPCs, which bring people together from all walks of life to learn more about the issue's existence at the local level and help solve it. The FPC is the best institutional structure for addressing a range of agricultural issues, including marketing, financing (forward linkages), input, technology (backward linkages), compact technology for small lands, proper marketing linkage, capacity building, training programs on value-added products, financial inclusion program, village storage facilities, timely crop insurance, agriculture extension services, and the benefits of informatics. To increase income and subsequently promote more equitable growth, the study investigates how FPC addresses local food and nutrition security, the development of climate-resilient agriculture systems, input shortages, unemployment, and the integration of small and marginal farmers into agricultural markets.

History and Culture

Scopus-Indexed

Dev, N. (2024). Tale of the Dalits: A Study on the Representation of Dalits in Selected Malayalam Films. *Contemporary Voice of Dalit*, 0(0). <https://doi.org/10.1177/2455328X241302532>

Kerala's film industry or the Malayalam cinema is an excellent illustration of how regional films and film industries in India are evolving in response to changing socio-cultural values and audience expectations. Malayalam cinema has a complicated history of growth due to its conventional paternal system, as well as the similarly complex attitude towards the different social markers such as womanhood, caste hierarchy, relationships, actors, the language of representation, culture, race and off-screen interaction. Through this research, the researcher offers a critical reading of contemporary Dalit lives in cinema by analysing three vernacular films, *Kismath*, *Trees Under the Sun* and *Pengalila*. The research adopts Bell Hooks's theory of oppositional gaze is employed as the theoretical framework for the study. The concept of an upper-caste superhero has been so ingrained in Malayali's minds that they accept it as reality, and filmmakers of the previous decades made no effort to change it. This article exposes the stereotyped depiction of the Dalit body and demonstrates how caste hierarchies are reproduced and shown through the social context of Kerala.

Other Journals

Shane Desai, & Bhaskar K. Pandya. (2024). Analyzing the Novels of T. S. Pillai and Perumal Murugan from Indian socio-political perspective. *The Scientific Temper*, 15(spl-2), 182–187.

<https://doi.org/10.58414/SCIENTIFICTEMPER.2024.15.spl-2.29>

This article provides a succinct overview of the socio-political environment depicted in *Cheemeen* by T.S. Pillai and *Pyre* by Perumal Murugan. *Cheemeen* intricately portrays the coastal regions of Kerala, focusing on the lives of fishermen and their struggles against a backdrop of colonial legacy, caste discrimination, economic hardships, and societal hierarchies, whereas *Pyre* depicts the agrarian community and its social structure, hierarchy

and sensitive subjects like love, caste, social trauma and societal violence. Through a nuanced analysis of the texts, this article examines the exploitation faced by fishermen under colonial rule, the pervasive influence of caste in shaping social relations, and the challenges of poverty and economic deprivation, as well as centres on the dehumanizing aspects represented in *Pyre*. Furthermore, it explores themes of resistance and agency among marginalized characters, highlighting their efforts to challenge entrenched power structures. By delving into the socio-political dimensions of the novels, this research illuminates the novels' enduring relevance and underscores the importance of understanding their socio-political context for a deeper appreciation of their thematic richness.

Pereira, F., Universidade NOVA de Lisboa, & Komath, R. (2024). From Grove to Temple: Effects of Sanskritization, Hinduization, and Templisation of sacred groves in the ritual performance of Teyyam in North Kerala. *Performance, Religion and Spirituality*, 3–17. <https://openjournals.utoledo.edu/index.php/prs>

Sacred groves are very important elements of Hinduism, and acquire different characteristics in different parts of India, just like other aspects of Hinduism do. However, due to political, cultural or social processes, some of these forests have been converted into temples, and the rituals practiced there have been brought closer to the dominant Brahminical cult, with an evident loss of the richness and cultural diversity of Indian spiritual practices. Those processes can mostly be explained as Templisation, Sanskritization, and Hinduization. In this essay we examine the consequences of those procedures upon the sacred groves of northern Kerala, and especially upon the ritual of the teyyams, living gods who inhabit these woods.

Book Chapter

Pradhan, Biswabhusan, Sreenandh, A. S., & Chib, Suhani (2024). Indigenous Art Performances as Mechanisms of Cultural Valorization and Economic Leverage in Malabar Region, Kerala: The Dialectics of Tradition and Tourism. In: *Integrating Architecture and Design into Sustainable Tourism Development*, pages 215-256. DOI: 10.4018/979-8-3693-7388-0.ch008

This study explores the indigenous art performances of the Malabar region, Kerala, focusing on their unique characteristics, cultural significance, and tourism potential. It aims to assess how these traditional art forms can attract tourists seeking authentic cultural experiences and sustain local artists. Employing a mixed-methods approach, the research combines primary data from performers with secondary sources to examine their demographic profiles, financial challenges, health issues, and technical needs. Major findings reveal significant financial instability, health challenges, and lack of government support, hampering the sustainability and promotion of these art forms. The study underscores the need for enhanced financial aid, healthcare, and technical resources to improve the viability of indigenous art forms and leverage them for cultural tourism.

Book

Lekha, N. B., & M, P. K. (2024). Routledge Handbook of Gender, Culture, and Development in India. In Routledge eBooks. <https://doi.org/10.4324/9781003474913>

Lekha, Kumar M., and their team of contributors embark on a transformative exploration of 'Intersectionality' in the Indian context, where gender, culture, and development intersect to shape the destinies of diverse groups. Drawing from extensive research and nuanced analyses by scholars across the country and a few scholars on India from outside the country, the handbook uncovers

the intricate connections between gender inequalities, cultural norms and practices, and developmental trajectories that illuminate how these factors intersect and shape the lives of individuals, communities, and societies beyond India's borders. The book encompasses discussions on the category of gender and the practice of gender studies, workspace economy, and technology. It explains the intricate intersections between gender, labour, migration, and informal economies, offering a deeper understanding of the composite factors that shape women as the workforce and their role within the workplace and the economy.

Sociology and Human Development

Scopus-indexed

Das, S. G., & Bagli, S. (2024). Women's empowerment and son preference: the case of India. *Indian Journal of Human Development*. <https://doi.org/10.1177/09737030241288700>

The purpose of this article is to explore the changing patterns of women's empowerment and son preference at the Indian sub-national level. We have measured the state-level degree of women's empowerment and son preference for two different periods, that is, 2015–2016 and 2019–2020 using the fourth and fifth rounds of state-level National Family Health Survey data. The sample of the study consists of women who can potentially have son preference. The study has examined whether the mean level of women's empowerment and son preference has changed significantly between the two concerned periods. The categorization and cluster analysis of the states is done based on the degree of women's empowerment and son preference. To explore the degree of association between son preference and women's empowerment and its indicators, a correlation matrix is formed. No significant increase in the mean

level of son preference is found whereas the average value of the degree of women's empowerment increased significantly in 2019–2020 compared to 2015–2016. Further, the states categorized as having comparatively strong women's empowerment do not necessarily have a comparatively low level of son preference. No significant association between women's empowerment and son preference is explored through the correlation matrix as well. Thus, the study leads to the conclusion that son preference in India has no significant association with women's empowerment.

Raj, N., & V, A. (2024). Empowerment of Tribal Women in India: Impact of the Forest Rights Act 2006. *Forum for Development Studies*, 1–20. <https://doi.org/10.1080/08039410.2024.2432302>

This study assessed the role of land rights, particularly under the Forest Rights Act (FRA) 2006, in empowering tribal women in Kerala, India. The analysis highlighted the crucial role of land as a fundamental resource for subsistence, social status, and identity in tribal communities, emphasizing that women's land rights boosted productivity and empowerment, thereby advancing gender equality. The FRA 2006, which ensured land rights, resource access, and conservation responsibilities for tribal communities, included provisions specifically aimed at empowering women through joint titles and participation in decision-making processes. The study used both primary and secondary data to assess the economic, social, and political dimensions of empowerment among tribal women beneficiaries and non-beneficiaries of the FRA. It employed a comprehensive framework to measure empowerment across various domains, such as autonomy in agricultural production, household facilities, mobility, self-confidence, public participation, and decision-making. The findings indicated that while the FRA contributed to some degree of empowerment, particularly in terms of political participation and freedom of choice, significant challenges

remained, including limited economic gains and persistent patriarchal norms that restricted women's decision-making power and mobility.

Kalpa Sivadas & K. Rajalakshmi, (2024). A study on occupational stress of policewomen employees in Kerala. *Edelweiss Applied Science and Technology, Learning Gate*, vol. 8(6), pages 5576-5589. <https://ideas.repec.org/a/ajp/edwast/v8y2024i6p5576-5589id3231.html>

This study examines occupational stress among female police officers in Kerala, analyzing socio-economic, demographic, and job-related factors such as age, marital status, designation, work experience, income, transfers, and training. Data from 300 officers, collected via customized questionnaires, reveal that younger officers, those in lower positions, with frequent relocations and limited training, experience higher stress. Work-life imbalance and socio-economic status also significantly contribute to stress levels. The study finds a strong negative correlation between work-related stress and well-being ($r = -0.62$, $p < 0.001$), with organizational stress accounting for 55% of job satisfaction variance. It highlights the need for tailored recruitment, training, and regular stress assessments to improve job performance and reduce turnover.

Other Journals

Sumalatha, B. S., Bhat, L. D., & Chitra, K. P. (2024). Employment Status and Working Conditions: A Situational Analysis of Female Domestic Workers in India. *Review of Development and Change*, 29(2), 176-197. <https://doi.org/10.1177/09722661241299506>

Domestic work is emerging as one of the fastest-growing informal sectors; gendered stereotypes coupled with low economic value attached to this sector affect the working conditions and quality of life of women engaged in domestic work. Using data collection methods such as scheduled questionnaire surveys and focus group discussions, information was collected from 600 participants

from three states: Kerala, Tamil Nadu and Mizoram (200 from each). Participants were chosen using the simple random method from the lists provided by the NGOs from cities such as Kochi and Trivandrum (Kerala), Chennai and Trichy (Tamil Nadu) and Aizawl (Mizoram). Data were collected from May 2021 to August 2021. The findings of this study show that the majority of the domestic workers under study experience problems such as poor working conditions, workplace harassment and discrimination at different levels. The realization that the demand for domestic workers is on the rise, especially in urban India, and the fact that more and more families report the need for such workers prompts us to recognize that it is time to regulate the sector and ensure decent working conditions.

Gotmare, P. R., Mukhtar, Md. S., Bhat, L. D., & Sumalatha, B. (2024). Impact of COVID-19 on the Livelihoods, Health, Well-being and Pay Disparity of Women Workers in Unorganized Sector in India. *The Indian Economic Journal*, 0(0). <https://doi.org/10.1177/00194662241299080>

The COVID-19 pandemic has significantly impacted the livelihoods, health, pay disparity and well-being of women workers in the unorganized sector, particularly in fields such as agriculture, fisheries and handloom. These women are especially vulnerable to exploitation, gender inequality and human rights violations, as they lack institutional support welfare measures and are poorly organized. A field survey was conducted using structured questionnaires with 769 women workers from five districts in Tamil Nadu and Kerala states of India to understand the magnitude and different dimensions of their experiences related to pay disparity and health during pandemic times. The study was conducted after both waves of COVID-19. The study focuses on their livelihoods, health, pay disparity, well-being, working conditions, household dynamics, health scenarios and authorities' support during the pandemic. The data were supplemented with qualitative inputs with in-depth interviews with

women workers across these districts. The results indicate that pay disparity and livelihoods were significant issues faced by women workers during the pandemic, along with financial difficulties, health issues and increased workloads. 84.65 per cent of women workers are aware of wage discrimination, while 48 per cent reported pay disparity at their workplace, 78 per cent were unpaid for overtime, and 88 per cent worked without training or safety measures. However, it was found that 99.7 per cent of women workers had been vaccinated. Based on the study results, there is an urgent need for national and state-level policies and support specifically aimed at women workers in the unorganized sector in India.

Health

Scopus-Indexed

Das, T. (2024). Role of Public Health Expenditure on Health Infrastructure and Manpower in India: A State-Level Analysis of the Nexus Between Indicators. *Indian Journal of Human Development*, 18(2), 242-266. <https://doi.org/10.1177/09737030241299264>

This paper analyses the trends in health infrastructure and manpower (HIM) indicators across Indian states and regions from 2006 to 2020 using a composite index. It assessed the financial factors impacting HIM nationwide, particularly in rural and tribal areas, through a panel regression model. The findings revealed that economically advanced states like Haryana and Maharashtra underperformed in health indicators, while disadvantaged states like Odisha and Rajasthan performed better. Smaller states delivered more effective healthcare services in rural areas. Low public health expenditure (PHE) was associated with lower composite index values and higher infant mortality rates in Bihar, Uttar Pradesh and Madhya Pradesh, with Kerala showing a notable reversal.

The analysis indicated that increased per capita PHE was not linked to improvements in HIM across Indian states, including tribal regions. However, in rural areas, PHE as a percentage of gross state domestic product significantly enhanced HIM.