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MESSAGE FROM THE DESK OF EDITOR IN CHIEF

The Chief Editor and Editors of the advanced research journal of Management, Engineering, Law, Paramedical Science, Nursing, Basic Science, Education, Physical Education and Yoga, Special Education, Clinical psychology and Liberal Arts i.e. IUT Journal of Advanced Research and Development (JARD) would take it as their duty to express the deep gratefulness to the contributors and readers of current volume.

We feel proud to bring the present issue of the online IUT Journal of Advanced Research and Development. We consider that the contribution in this multidisciplinary will help in the inclusive and sustainable growth process. Keeping in tune with this dignified idea, the current issue of IUT-JARD has addressed some current issues covering diversified field.

This issue needs an integrative and a holistic approach to the solution. Finally, the information contains in this journal volume has been published by the IUT obtains by its authors from various sources believed to be reliable and correct to the best of their knowledge, and publisher is not responsible for any kind of plagiarism and opinion related issues.



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DISTRIBUTION OF NIRF 2024 RANKINGS: ANALYZING HOW UNIVERSITY TYPES AND STATE INCOME ALIGN WITH NEP 2020

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ABSTRACT

The National Institutional Ranking Framework (NIRF), established by the Ministry of Education, Government of India, has released the NIRF Rankings for Universities 2024. Public-funded institutions, including Centrally Funded Technical Institutions (CFTIs) and a few centrally funded universities, dominate the top ranks across most categories. Additionally, a significant number of state and privately funded universities and institutions are featured in the top 100 ranks across various categories and subject domains. This study aims to analyze the NIRF 2024 University rankings and explore the association between the types of universities and their ranks, as well as the relationship between State Per Capita Income and the ranks of the universities. The study is designed as an analytical study using secondary data.

The findings reveal that the type of university does not influence its NIRF ranking, indicating that universities of various types can achieve similar rankings. Similarly, State Per Capita Income does not affect the NIRF ranking of universities, suggesting that universities can attain high rankings regardless of their state's economic status. This analysis suggests that universities, whether government or private, can achieve similar rankings by focusing on key performance areas. Government universities benefit from consistent funding and established infrastructure, while private universities invest in modern facilities and industry collaborations, both contributing to high standards of education and research. Furthermore, the economic status of a state does not directly impact university rankings. While higher per capita income can enhance infrastructure, faculty quality, and research output, universities in less affluent states can still achieve high rankings through effective resource utilization and strategic initiatives. This indicates that factors such as institutional policies, leadership, and innovative practices play a crucial role in determining NIRF scores, rather than the type of university or the economic status of the state.

Keywords: NIRF Rankings 2024, Private and Government Universities, and State Percapita Income.

Introduction

“The state's role in providing financial support to higher education is central to providing access, equity, and funding for research. At the time, in the era of massification, private involvement in higher education is inevitable.” (UNESCO -Global Education Monitoring Report)

The National Institutional Ranking Framework (NIRF), established by the Ministry of Education, Government of India, has released the NIRF Rankings for Universities 2024. “The ranking framework evaluates institutions based on five broad groups of parameters, namely Teaching, Learning and Resources (TLR), Research and Professional Practice (RP), Graduation Outcome (GO), Outreach and Inclusivity (OI), and Perception (PR). Ranks are assigned based on the total scores across these parameters.” (Government of India, 2024)

In the 2024 NIRF Rankings, the Indian Institute of Science (IISc), Bengaluru has secured the top position, followed by Jawaharlal Nehru University (JNU), New Delhi, and Jamia Millia Islamia, New Delhi. These rankings reflect the institutions’ commitment to academic excellence, research output, and overall contribution to the education sector. The NIRF rankings serve as a valuable resource for students, parents, and policymakers in making informed decisions about higher education in India.

“It can also be observed that public-funded institutions including CFTIs, and a few centrally funded universities hog most of the top ranks in almost all categories of rankings. Moreover, a significant number of state and privately funded universities and institutions appear in top 100 ranks in various categories and subject domains of ranking.” (Government of India, 2024)

Private universities have shown remarkable performance, reflecting their growing prominence in the Indian higher education landscape. Notably, universities such as Amrita Vishwa Vidyapeetham, Manipal Academy of Higher Education, and Birla Institute of Technology and Science (BITS) Pilani have consistently ranked among the top institutions, showcasing their strong emphasis on innovation, infrastructure, and student outcomes.

The success of private universities in the NIRF Rankings 2024 can be attributed to their strategic focus on enhancing teaching and learning resources, fostering research and professional practice, and promoting inclusivity and outreach. These institutions have invested significantly in state-of-the-art facilities, faculty development, and industry collaborations, contributing to their high rankings. The performance of private universities in the NIRF Rankings 2024 highlights their vital role in shaping the future of higher education in India and providing quality education to a diverse student population.

NEP 2020: Bridging Educational Equity and Enhancing NIRF Rankings Through University Type and State Income Analysis in India

The National Education Policy (NEP) 2020 aims to transform India's education system by focusing on access, equity, quality, affordability, and accountability. It envisions creating a more holistic, multidisciplinary education system that can contribute to making India a global knowledge superpower.

NEP 2020 encourages the establishment of multidisciplinary institutions and the integration of vocational education. This could lead to a more diverse range of universities being ranked higher in the NIRF, as they would be better equipped to meet the new criteria. Importantly, this framework eliminates bias regarding whether an institution is private or government-run. By focusing on quality education, innovation, and inclusive practices, NEP 2020 ensures that all universities have an equal opportunity to excel and achieve high NIRF rankings regardless of their governance. This approach supports the idea that excellence in education is not confined to the type of institution but is determined by their commitment to holistic and forward-thinking educational practices.

The policy's focus on equitable access to education could help bridge the gap between states with varying per capita incomes. By improving the quality of education in less affluent states, the NIRF rankings could become more balanced, reflecting a more equitable distribution of high-quality institutions across the country. With the NEP 2020's push for quality and accountability, universities might be more motivated to improve their research output, teaching quality, and inclusivity. This could lead to higher NIRF rankings for institutions that align well with the policy's goals.

University Type (government or private) on NIRF Rankings

The type of universities, whether government or private, can influence the NIRF (National Institutional Ranking Framework) rankings in several ways. Government universities often have more established infrastructure and resources due to government funding. However, some private universities also invest heavily in state-of-the-art facilities to attract students and faculty. Government universities may have more access to research grants and funding from government bodies, which can enhance their research output and professional practices. Private universities, on the other hand, may focus on industry collaborations and practical applications of research.

Graduation outcomes, including metrics such as placement records, higher studies, and entrepreneurship, are important for both government and private universities. Private universities may have more flexibility in adapting their programs to industry needs. Government universities often have policies to promote

inclusivity and outreach, such as reservations for underrepresented groups. Private universities may also have initiatives for inclusivity, but their approaches can vary widely. The perception of an institution among peers, employers, and the public can significantly impact its ranking. Government universities often have a long-standing reputation, while private universities may invest in marketing and branding to enhance their perception.

Private universities have their strengths, such as flexibility and innovation in their curriculum, allowing them to quickly adapt to industry trends and demands. They often invest heavily in state-of-the-art infrastructure and facilities to attract students and faculty, enhancing the learning experience and research capabilities. Strong ties with industries lead to better internship and placement opportunities for students, and these collaborations can result in practical and application-oriented research. Private universities may focus more on student satisfaction and employability, leading to better graduation outcomes and higher placement rates. (Srivastava, 2023).

However, private universities face challenges such as limited access to substantial government funding, which can restrict their ability to invest in research and development. They may need to invest more in marketing and branding to build their reputation, as government universities are often perceived as more prestigious. Inclusivity and outreach policies in private universities can vary, impacting their NIRF scores. Additionally, private universities need to comply with various regulatory requirements, which can sometimes be challenging and may limit their operational flexibility.

Private universities have the advantage of flexibility, innovation, and industry collaboration, they face challenges related to funding, perception, and regulatory compliance. Both types of universities have their unique strengths and challenges, and their performance in NIRF rankings depends on how well they leverage their strengths and address their challenges.

State Per Capita Income on NIRF Rankings of Universities in India

The per capita income of a state can have an impact on the NIRF (National Institutional Ranking Framework) ranking of the universities within that state. Higher per capita income can lead to better funding for universities, which can improve infrastructure, faculty quality, and learning resources. This can positively impact the Teaching, Learning & Resources (TLR) score. Additionally, states with higher per capita income may have more resources to invest in research and development, leading to more research publications, patents, and industry collaborations, which can improve the Research and Professional Practice (RP) score.

Moreover, higher per capita income can lead to better job opportunities and higher salaries for graduates, improving the graduation outcomes score, as it considers metrics like placement and higher studies. Wealthier states might also have more resources to support outreach programs and scholarships for underrepresented groups, improving the Outreach and Inclusivity (OI) score. Furthermore, universities in states with higher per capita income might have better reputations due to better facilities, faculty, and research output, positively influencing the perception score.

Objectives of the Study

1. To analyze the NIRF 2024 University ranking and explore the association between the types of universities and their ranks.
2. To analyze the NIRF 2024 University ranking and State Per Capita Income, and explore the association between State Per Capita Income and the ranks of the universities.

Hypotheses of the study

1. There is no significant association between the type of University and NIRF ranking.
2. There is no significant association between State Per Capita Income and NIRF ranking of universities.

Method

The study is designed as an Analytical Study using Secondary Data. The University rank list has been taken from www.nirfindia.org. Types of Universities are identified from www.ugc.gov.in and Per Capita Income across India in the financial year 2023, by state, is collected from www.statista.com. The universities have been categorized into four tiers: Top Tier (Ranks 1-25), Upper Middle Tier (Ranks 26-50), Lower Middle Tier (Ranks 51-75), and Bottom Tier (Ranks 76-100). Types of universities are categorized into two: Government and Private. The states and union territories are categorized into four income groups: Low-income (Less than 1 Lakh), Lower-Middle Income (1 to 2 Lakhs), Upper-Middle Income (2 to 3 Lakhs), and High Income (More than 3 Lakhs). Chi-square test has been employed to test the significant association between the variables.

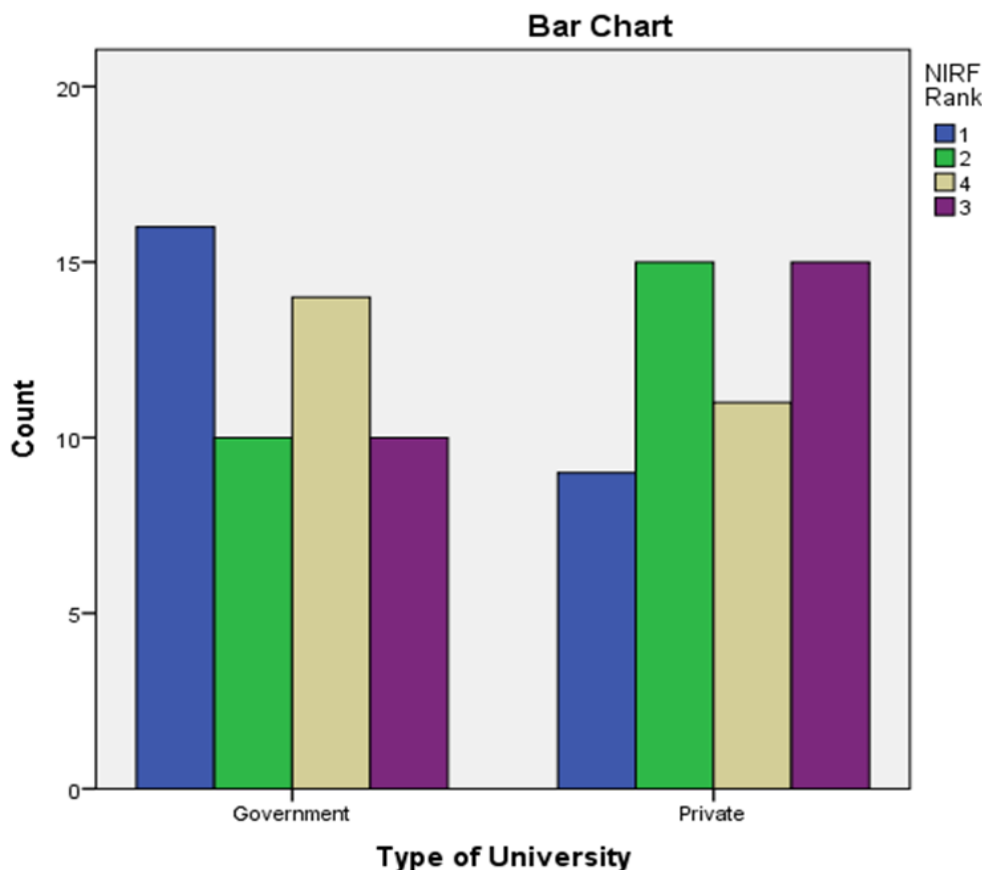
Analysis and Interpretation

Hypothesis Ho1: There is no significant association between the type of University and NIRF ranking.

Table 1 : Association between type of the University and NIRF Rank

	Value	df	Sig
Pearson Chi- Square	4.32	3	0.229

The hypothesis Ho1 states that there is no significant association between the type of University (government or private) and the NIRF ranking. The results of the Pearson Chi-Square test are as follows: the Pearson Chi-Square value is 4.32, the degrees of freedom (df) is 3, and the significance level (Sig) is 0.229. Since the significance level (0.229) is greater than the common alpha level of 0.05, we fail to reject the null hypothesis (Ho1). This means that there is no significant association between the type of University and the NIRF ranking based on the given data.

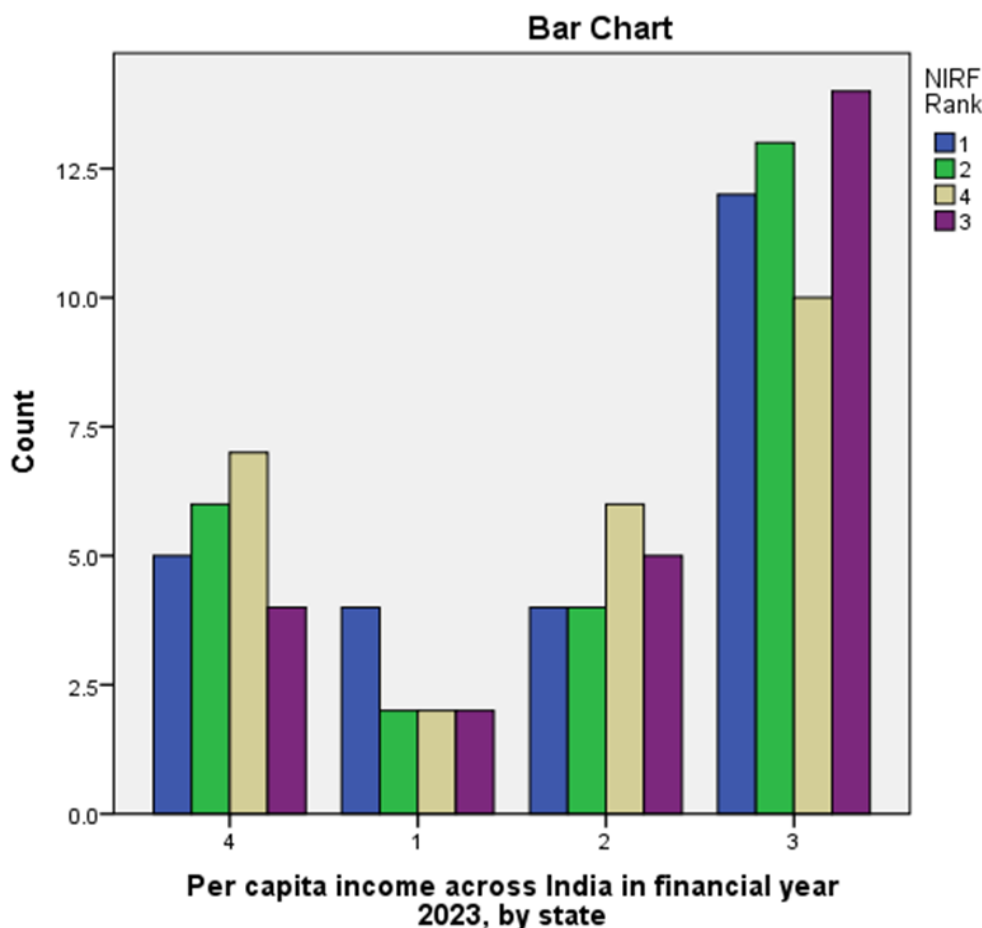


Hypothesis Ho2: There is no significant association between State Per Capita Income and NIRF ranking of universities.

Table 1 : Association between State Per Capita Income and NIRF Rank

	Value	df	Sig
Pearson Chi- Square	3.40	3	0.94

The hypothesis posits that there is no significant association between State Per Capita Income and NIRF ranking of universities. The results from the Pearson Chi-Square test, with a value of 3.40 and degrees of freedom (df) of 3, yield a significance (Sig) value of 0.94. Since this significance value is much greater than the commonly used threshold of 0.05, the null hypothesis cannot be rejected. This indicates that there is no significant association between State Per Capita Income and NIRF ranking of universities. In other words, the data does not provide sufficient evidence to conclude that the per capita income of a state is associated with the NIRF ranking of its universities.



Findings

- The type of University does not influence its NIRF ranking, indicating that universities of various types can achieve similar rankings.
- State Per Capita Income does not affect the NIRF ranking of universities, suggesting that universities can attain high rankings regardless of their state's economic status.

Discussion

The analysis of NIRF (National Institutional Ranking Framework) rankings reveals that the type of university, whether government or private, does not significantly influence its ranking. This finding suggests that universities of various types can achieve similar rankings, indicating that factors other than the type of university play a crucial role in determining their NIRF scores. Government universities often benefit from established infrastructure and resources due to consistent government funding, enhancing their research capabilities and professional practices. However, private universities also invest heavily in state-of-the-art facilities to attract students and faculty, demonstrating that both types of institutions can achieve high standards of infrastructure and resources. Government universities typically have more access to research grants and funding from government bodies, which can boost their research output, while private universities may focus more on industry collaborations and practical applications of research. This focus can lead to significant advancements and innovations, contributing positively to their NIRF rankings.

Graduation outcomes, including placement records, higher studies, and entrepreneurship, are critical metrics for both government and private universities. Private universities often have more flexibility in adapting their programs to meet industry needs, resulting in better placement rates and higher student satisfaction. Government universities, with their policies promoting inclusivity and outreach, also perform well in these metrics, ensuring a balanced approach to education and employability. The perception of an institution among peers, employers, and the public significantly impacts its ranking. Government universities often have a long-standing reputation, which can positively influence their NIRF scores, while private universities may invest in marketing and branding to enhance their perception. Both strategies can be effective in achieving high rankings, depending on how well they are executed. Ultimately, the type of university does not inherently determine its NIRF ranking; rather, the ability to leverage strengths and address challenges effectively is what determines success in the NIRF rankings.

The analysis of the relationship between state per capita income and the NIRF (National Institutional Ranking Framework) rankings of universities reveals intriguing insights. While it is often assumed that

higher per capita income in a state would naturally lead to better university rankings due to increased funding and resources, the findings suggest otherwise. Higher per capita income can lead to better funding for universities, significantly improving infrastructure, faculty quality, and learning resources, which directly impacts the Teaching, Learning & Resources (TLR) score. Additionally, states with higher per capita income often have more resources to invest in research and development, leading to an increase in research publications, patents, and industry collaborations, thereby boosting the Research and Professional Practice (RP) score. Better job opportunities and higher salaries for graduates in wealthier states can improve the graduation outcomes score, while more resources to support outreach programs and scholarships for underrepresented groups can enhance the Outreach and Inclusivity (OI) score. Furthermore, universities in states with higher per capita income might enjoy better reputations due to superior facilities, faculty, and research output, positively influencing the perception score.

Despite these advantages, the findings suggest that universities in states with lower per capita income can still attain high NIRF rankings. This could be attributed to several factors, such as efficient resource utilization, where universities in economically disadvantaged states develop strategies to ensure that available funds are used effectively to maximize impact. These universities might also adopt innovative teaching, research, and administrative practices that compensate for the lack of financial resources, leading to significant improvements in various ranking parameters. Additionally, universities may focus their efforts on excelling in specific NIRF metrics that are less dependent on financial resources, such as faculty qualifications, student satisfaction, and academic outcomes. Collaborations with national and international institutions can provide additional resources and opportunities for universities in lower-income states, helping them improve their rankings. These findings challenge the conventional belief that higher state per capita income is a prerequisite for high NIRF rankings, highlighting that universities can achieve excellence through efficient resource management, innovation, and strategic focus on key performance metrics, promoting a more inclusive and equitable higher education landscape.

Conclusion

The analysis of NIRF rankings reveals that neither the type of university nor the state per capita income significantly influences the rankings. This suggests that universities, regardless of being government or private, can achieve similar rankings by focusing on key performance areas. Government universities benefit from consistent funding and established infrastructure, while private universities invest in modern facilities and industry collaborations, both contributing to high standards of education and research.

Similarly, the economic status of a state does not directly impact university rankings. While higher per capita income can enhance infrastructure, faculty quality, and research output, universities in less affluent states can still achieve high rankings through effective resource utilization and strategic initiatives. This indicates that factors such as institutional policies, leadership, and innovative practices play a crucial role in determining NIRF scores, rather than the type of university or the economic status of the state.

The findings of this study align with the vision of NEP 2020, which aims to ensure that all institutions, regardless of type or location, have the opportunity to excel. By promoting a more holistic and flexible curriculum, NEP 2020 encourages innovative teaching methods, inclusive education practices, and robust institutional policies. This holistic approach aligns well with the study's conclusion that internal strategies and leadership are more crucial than external factors like university type or state income in determining NIRF rankings. NEP 2020's focus on improving the quality of education across all institutions can thus empower universities to achieve high standards and compete on a level playing field, further enhancing the overall educational landscape in India.

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FOREIGN DIRECT INVESTMENT, UNEMPLOYMENT AND PRODUCTIVITY GROWTH IN NIGERIA

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ABSTRACT

This study examines the relationship between foreign direct investment, unemployment and productivity growth in Nigeria over the period of 1985 to 2021. Using Autoregressive distributed lag (ARDL) method, the results show that foreign direct investment has negative significant effect on productivity growth in the short run but negative insignificant in the long run. Unemployment exerts a negative and insignificant impact on productivity growth in both the short and long run in Nigeria. The study submitted that foreign direct investment negatively affect productivity growth in Nigeria only in the short run while unemployment does not show a significant relationship with productivity growth in both the short and long run. Based on the findings, the study recommends the introduction of policies that encourage FDI flows across sector and reduce unemployment to enhance productivity growth in Nigeria.

Keywords: Foreign Direct Investment, Unemployment rate, productivity growth, ARDL model, Nigeria.

1. Introduction

In recent time, a greater importance is attached to productivity in output in the global market. Countries with high productivity rates in industrial/manufacturing, agriculture, and ICT/technology are at the center of recognition and are termed World powers. They serve as a stimulus to world resources and world markets. These countries are known to have high-capacity utilization of their resources, including physical and labour capital. Thus, the high-capacity utilization of resources leads to a high rate of

employment opportunities, increase in income, welfare, and standard of living, and eventually a reduction in the unemployment rate. Low productivity growth, on the other hand, brings idleness in natural resources capacity utilization and high rate of unemployment rates (Amassoma and Nwosa, 2013). Equally, increase in productivity and employment are two essential goals of macroeconomic policy and they dictate the economic and social life of the citizens of a country (Dritsakis, 2014). Unemployment and low productivity are core constituting of vicious circle of poverty in developing nations. Productivity growth is a way of increasing the supply of goods and services, improving consumption, and raw materials as well as the welfare and social progress of the people in a country.

Nigeria is blessed with abundant natural and human resources, but the people are unable to sufficiently harness these opportunities for the production of goods and services. The importance of foreign direct investment is to fill the gap between the rich and poor capitalist nations (Ajayi et al, 2019). It is an act of transferring savings from the developed to underdeveloped for investment nations (Awe 2013). The desirability of FDI lies in its ability to promote development in the recipient countries in terms of employment and increased productivity. The inflows of capital increase the capital stock and labour force which eventually contribute to higher productivity growth. The contributions of FDI to economic growth go beyond the direct increase in capital stock but covers access to new technology, access to foreign markets, and managerial know-how.

The flow of foreign capital is argued to be a potential growth-enhancing player in the receiving countries (Eller, Haiss, and Steiner, 2005). Also, Ojiambo and Ochars (2016), Akanegbu and Chizea (2017); and Adeeleke, Olowo, and Fasesin (2004) agreed in their different studies that there is a positive relationship between foreign direct investment and economic growth. FDI promotes economic growth and high economic growth stimulates more foreign direct inflows. In contrast, Fortanier (2007) Awe (2013); and Adeniyi et al (2012) revealed the negative effects of FDI on economic growth. With poor or insufficient foreign direct investment inflows, the impact on the economic growth of the receiving countries may be insignificant. Countries with stable economic, political, and social environments, good infrastructure, and frameworks are able to successfully entice foreign investors. Furthermore, studies corroborate the relationship between unemployment and economic growth. Salim, Safia, and Issa (2017); Ojima (2019); Omitogun and Adedayo (2017); and Akutson, Messiah, and Araf (2018) revealed differently, the negative relationship between unemployment and economic growth. A reduction in the unemployment rate causes a higher economic growth rate while an increased rate of unemployment encourages idleness in the labour force and natural resources capacity utilization, which affects productivity and income generation. Furthermore, a non-growth or depressed economy will increase the unemployment rate of an economy.

Furthermore, the relationship between foreign domestic investment and unemployment in the works of Mucuk and Demirsel (2013); Djambaska and Lozoska (2015), and Jonny, Timipere, Knokewe, and Markjakson (2018) affirmed that an increased foreign direct investment reduces unemployment rates; although an increase in FDI would only have a significant effect in the long-run. Djambaska and Lozoska (2015) revealed that FDI have statistically insignificant effects on unemployment. Jonny et al (2018) also revealed in their study the negative and insignificant relationship between FDI and unemployment rate, although their study established a positive and significant relationship between capital formation and employment. Other studies confirmed the inverse relationship between the two, an increase in FDI brings down the unemployment rate.

FDI can play a vital role in reducing unemployment because it enhances private investments, encourages the creation of new jobs, and transfers knowledge and technological skills in the workforce. Although, there is no consensus on the effect of FDI in host country. However, it plays important not only in increasing productivity growth and creating jobs but also in promoting the growth of infrastructure and industry which are necessary for economic growth. The purpose of this paper is to examine the links between FDI, unemployment, and productivity growth in Nigeria over the period 1985-2021.

2. Literature Review

Several research works have been carried out on the relationship between foreign direct investment and unemployment and on the nexus between foreign direct investment and economic growth. Also, studies abound on the implications of foreign direct investment, unemployment, on economic growth. However, limited studies abound on this subject in Nigeria.

2.1 FDI and Unemployment Nexus

Mucuk and Demirsel (2013) studied the relationship between unemployment and foreign direct investment in seven developing countries for 29 years. Empirical analysis was involves co-integration, and panel causality test, and the result shows that both FDI and unemployment move together in the long run while FDI reduces unemployment in some of the countries involved. In the same vein, a causality analysis of FDI and unemployment among some European member countries was carried out by Vasile, Adriana, and Andreea (2014) to examine the short-run causality between the FDI and unemployment for twenty-two years among the thirteen members of the EU. The study applied an augmented VAR (K+dm_{ax}) model, and the findings showed that there is a causality relationship between the inflows of foreign direct investment on unemployment in four countries. Also, higher unemployment causes higher

inflows of foreign direct investments in some countries, which means investors search for locations where there are availability and cheap labour or workforce.

Also, Djambaska and Lozanoska (2015) analyzed the relationship between unemployment and FDI in Macedonia between 1999 and 2013. Employed multiple linear regression, and the empirical results revealed that FDI did not have a statistically significant impact on the reduction of unemployment. Nelson, Ekokeme, Okoyan, and Dumani (2018), examined the impact of FDI on the unemployment rate in Nigeria. Using three variables-FDI, capital formation, and unemployment rate with linear regression model and Granger causality tests, the results revealed that there is a negative and insignificant relationship between FDI and unemployment in Nigeria. Akinmulegun, and Adekunle, (2022) investigates the short and long-run effects of foreign direct investment (FDI) on the unemployment rate in Nigeria over the period from 1986 to 2018. Using Autoregressive Distributed Lag (ARDL) technique, the findings show the, evidence of a long-run nexus between FDI and the unemployment rate in Nigeria. The short and long-run estimates suggested that foreign direct investment contributed significantly to the unemployment rate in Nigeria.

2.2 FDI and Economic growth Nexus

Awe (2013) examined the importance of foreign direct investment to economic growth in Nigeria for 31 years. with a two-stage least square method of simultaneous equation, the results revealed a negative relationship between economic growth and FDI in Nigeria. The negative relationship was a result of poor or insufficient FDI inflow into Nigeria. In contributing to the impact of FDI on economic growth in Nigeria, Adeleke, Olowe, and Fasesin (2014) employed OLS regression analysis to determine the relationship between the FDI on economic growth. The result showed a positive relationship between economic growth and foreign direct investment. It shows that FDI is an engine of economic growth.

Bayar (2014) examined the relationship between unemployment economic growth, export, and FDI for 13 years. With a bound testing approaches and autoregressive distributed lag model technique, the findings revealed a long-run relationship among all the variables, it also showed that a negative relationship exists between unemployment and economic growth. While a positive relationship exists between unemployment and FDI inflows. In their contribution to foreign direct investment literature, Barkanskaite and Naraskeviciute (2016) evaluate the effects of FDI on GDP growth, labour productivity growth, and job creation and how these indicators contribute to reducing the unemployment rate in Baltic countries from 2000-2012. Using generalization methods, the results showed that foreign domestic

investments have a positive influence on the economies and labour productivity in all Baltic countries. However, FDI does not influence the unemployment rates in the countries under investigation.

Ojumbo and Ocharo (2016) examined foreign capital inflows and economic growth in Kenya. Applying Granger Causality and Autoregressive Distributed Lag method, the results showed that there is uni-directional causality between economic growth and FDI. The study further revealed a negative relationship between FDI and economic growth in the country. The study recommends strong political, fiscal and monetary policies to boost FDI. Furthermore, Akanegbu and Chizea (2017) examined the impact of FDI on output growth in Nigeria. Employing the unit root test and Granger-causality test to determine the impact, the result showed that there is a positive relationship between FDI and output growth in the Nigerian economy.

2.3 Unemployment and Economic growth Nexus

Amassoma and Nwosa (2013) examined the causality between the unemployment rate and productivity growth in Nigeria from 1986-2010. Using co-integration and error correction model (ECM) approach the results indicated that the unemployment rate has an insignificant influence on productivity in Nigeria. A study by Agbidike, Igbokwe, and Uneifekem (2015) examined the relationship between youth unemployment and labour productivity in Nigeria. The study employed a qualitative research method to examine the incidence of youth unemployment as a function of labour productivity. The results showed that there is a positive relationship between youth unemployment and labour productivity in Nigeria.

The work of Adelowokan and Okutimeren (2019) examined the validity of Okun's laws by looking at the impact of youth employment generation on growth. With the use of ordinary least square (OLS) estimation technique, the study revealed that Okun's laws are not valid in Nigeria. The study showed that a high unemployment rate still results in a high growth rate. It also revealed that there is a short-run and long-run relationship among unemployment rates, population growth and output growth in Nigeria. In his contribution to the literature, Ojima (2019) examined the relationship between unemployment and economic development in Nigeria for 38 years between 1980-2017. Time-series data was used with the OLS technique and the findings revealed that unemployment has negative effects on economic development, an inverse relationship exists between unemployment and economic development.

Bayar (2014) examines the relationship between unemployment, economic growth, export and foreign direct investment inflows in Turkey during the period of 2000: Q1-2013: Q3. Using bound testing

approach based on autoregressive distributed lag (ARDL), the study found that there was long run relationship among unemployment, economic growth, export and foreign direct investment inflows. Also, empirical findings demonstrated that there was a negative relationship between unemployment and economic growth, export, while there was a positive relationship between unemployment and foreign direct investment inflows. Akinlo and Adejumo, (2016) examines the determinants of total factor productivity (TFP) in Nigeria over the period 1970–2009. Using error correction model (ECM), impulse-response functions and variance decompositions, the results show that in the long run, foreign direct investment (FDI) has significant positive effect. In the short run, FDI and unemployment have negative effect on TFP. Bisiriyu, et al., (2020) investigates the impact of FDI and GDP on unemployment in Nigeria over the period of 1981 to 2017. Employing ordinary least square (OLS) method, results reveal that there is growth and expansion in both FDI and GDP over the years, and that both FDI and GDP have significant impact on unemployment rate in Nigeria for the period under study.

3 . Methodology

This study used a linear equation to examine the relationship between foreign direct investment inflows (FDI), unemployment rates, and productivity growth. The model for this study follows the works of Akinlo and Adejumo, 2016; Dritsakis and Stamatiou (2017) with some modifications. The study considered variables such as exchange rate, and gross fixed capital formation as the key control variables. The model's basic functional relationship is as follows:

$$GRGDP_t = f(FDI_t, UNEMPL_t, X_t) \quad (1)$$

Where $GRGDP_t$ is the GDP growth rate, FDI_t is the foreign direct investment inflows, (FDI) is the total inflows of FDI into the country. $UNEMPL_t$ is unemployment rate, and X_t is a set of conditioning control variables commonly used in the literature such as exchange rate and gross fixed capital formation. In specific terms, equation 1 is then stated as:

$$GRGDP_t = \alpha + \beta FDI_t + \delta UNEMPL_t + \lambda X_t + \varepsilon_t \quad (2)$$

From equation 2, the *a priori* expectations of the variables are as follows: β is expected to have a positive effect on productivity growth, δ is expected to have an inverse and significant effect on productivity growth. The sign of λ coefficients depend on the impact of control variables on productivity growth in the model.

The study used annual time series data on variables such as unemployment rate, foreign direct investment, real gross domestic product growth rate, inflation rate, exchange rate and gross fixed capital formation.

The data were sourced from the Central Bank of Nigeria (CBN) Statistical Bulletin World Bank development indicators, and the National Bureau of Statistics. The time frame considered in this study is 1986-2020. The unemployment rate is defined as the proportion of the labor force that is actively seeking employment but unable to find work. In this study, the unemployment rate is measured as the percentage of the total labor force, as reported by the World Bank Development Indicators. Foreign Direct Investment (FDI) refers to the net inflow of investment into a country from foreign investors, typically involving ownership of at least 10 percent of a domestic company's equity. FDI is measured as a percentage of Gross Domestic Product (GDP), using annual data from the World Bank Development Indicators. Productivity growth is proxied in this study by the annual growth rate of real Gross Domestic Product (GDP), which represents the overall increase in the economic output of a country adjusted for inflation. This serves as a reliable indicator of economic productivity and efficiency. The exchange rate is defined as the rate at which the Nigerian naira exchanges for the United States dollar. It is a key determinant of external competitiveness, trade balance, and capital flows. The exchange rate is measured as the average annual official exchange rate (naira per US dollar), sourced from the CBN Statistical Bulletin. Inflation rate was proxy by annual consumer price index which gross capital formation was proxy by capital stock from World Bank Development Indicators.

This study employed the Autoregressive Distributed Lag (ARDL) model developed by Pesaran, Shin, and Smith (2001) to examine the nexus between FDI, unemployment level, and productivity growth in Nigeria. The justification for the choice of this model was based on the fact that ARDL is appropriate when the variables have mixed order of integration i.e. I(1) or I(0) (Pesaran et al, 2001). This suggests that it is unnecessary to pre-test the variables. Second, the ARDL bound test makes use of a cointegration method based on the bound test and F- Statistics to validate the existence of long-run equilibrium. Thirdly, the approach can be applied especially when the period of the series is small. Lastly, the method also provides unbiased estimates for the short and long runs in a dynamic form.

The ARDL specification of Eqn 2 is stated as follows:

$$\Delta GRGDP_t = \alpha + \sum_{j=1}^p \theta \Delta GRGDP_{t-j} + \sum_{j=0}^p \delta_j \Delta FDI_{t-j} + \sum_{j=0}^p \beta_j \Delta UNEMPL_{t-j} + \sum_{j=0}^p \lambda_j \Delta X_{t-j} + \chi_1 GRGDP_{t-1} + \chi_2 FDI_{t-1} + \chi_3 UNEMPL_{t-1} + \chi_4 X_{t-1} + \varepsilon_t \quad (3)$$

Where Δ represents change and is the short run movement, χ_j ($j = 1, 2, 3, \dots, 4$) represents the long run movement, p 's are the maximum lags selected using the Akaike Information Criterion, while ε_t is the error term.

4. Results and Discussion

4.1 Statistical and econometrics characteristics of variable

Table 1: Descriptive Statistics

	GRGDP	FDI	UNEMPL	GCFC	INF	EXR
Mean	1.5486	1.6543	4.6466	30.663	76.814	122.22
Median	1.6346	1.4503	3.8300	28.371	45.292	125.72
Maximum	12.457	5.7908	9.0100	54.948	295.66	382.18
Minimum	-4.4571	0.1952	3.5000	14.169	0.8689	3.1828
Std. Dev.	3.8450	1.2594	1.6639	13.064	82.356	111.72
Skewness	0.4967	1.6389	1.6922	0.3104	1.1856	0.9843
Kurtosis	3.3387	5.6376	4.2723	1.8177	3.4350	3.2682
Jarque-Bera	1.6065	25.815	19.064	2.6007	8.4762	5.7570
Probability	(0.4478)	(0.0000)	(0.0001)	(0.2724)	(0.0144)	(0.0562)
Observations	35	35	35	35	35	35

Source: Authors' computation, 2023

Table 1 presents descriptive statistics and it shows that all the variables have are normally distributed because the measures of central tendency (mean and median) of all the variables are very close. There is a great disparity between the minimum and maximum INF and EXR. Thus, the average value of all the variables except GRGDP and EXR is greater than the median values and all the variables are skewed to the right. The average value of GRGDP measured as the productivity growth rate is 1.549% with -4.457 for the smallest to a maximum of 12.457 with a standard deviation of 3.845 within the sample frame. The average of FDI was about 1.654% with a standard deviation of about 1.259 while UNEMPL recorded a mean of 4.647% with a standard deviation of 1.663 with the minimum and maximum experienced over the period under consideration being 3.500 and 9.010 respectively. The exchange rate yielded an average value of 122.22 with 3.182 minimum values to a maximum value of 382.18 within the sample frame.

The standard deviation revealed that EXR was the most widely dispersed variable from its average, while FDI was the most stable variable during the study period. The higher value of the standard deviation of the exchange rate implies that the economy had experienced wide variation considerably throughout the analysis and this is evident in the wider gap between the minimum and maximum values of INF and EXR respectively.

Kurtosis, which measures the peaks of the distribution shows that GCFC is platykurtic since their values are less than 3, while GRGDP, FDI, UNEMPL, INF, and EXR are leptokurtic, a value greater than 3.

The Jarque-Bera statistic measures the difference in the skewness and kurtosis of the series with those with a normal distribution. As indicated in the Table, the null hypothesis of a normal distribution is rejected for FDI, UNEMPL, and INF for they are not normally distributed while the null hypothesis is accepted for GRGDP, GCFC, and EXR for they are normally distributed because their probability value of the J-B statistic is greater than 5%. It should be noted that despite the indicated non-normality of most of the variables of study (FDI, and UNEMPL), in line with the Central Limit Theorem (CLT), the distributions are considered normally distributed since they are large observations ($n > 30$) (Gidigbi et al., 2018).

Table 2: Correlation Matrix

	GRGDP	FDI	UNEMPL	GCFC	INF	EXR
GRGDP	1.000					
FDI	-0.055	1.000				
UNEMPL	-0.430	-0.428	1.000			
GCFC	-0.198	0.191	-0.141	1.000		
INF	-0.205	-0.402	0.723	-0.702	1.000	
EXR	-0.112	-0.353	0.702	-0.726	0.961	1.000

Source: Authors' computation, 2023

Table 2 shows the degree of correlation among the variables under study. The results indicate that all the variables have a moderate correlation with one another except for INF and EXR. This shows the absence of high or exact multicollinearity among the concerned variables. The correlation analysis indicates that FDI UNEMPL, and the control variables have a negative relationship with GRGDP during the period.

The stationary properties of the dataset is analysed through the unit root test. The summary of the results of the unit root tests are depicted in Table 3. It is observed that both the ADF and PP test results revealed mixed orders of integration. Therefore, the adoption of the Autoregressive Distributed Lag Technique (ARDL) as an estimation technique is justified since the orders of integration of all the variables did not

exceed one. Collectively, the study shows that the variables have a combination of the I(0) and the I(1) series.

Table 3: Augmented Dickey-Fuller (ADF) and Phillips-Perron (PP) Unit Root Tests

ADF			PP			
Variables	Level	First Diff	Status	Level	First Diff	Status
GRGDP	-3.7055***		I(0)	-3.5924**		I(0)
FDI	-3.8723***		I(0)	-3.8698***		I(0)
UNEMPL	-5.8299***		I(1)		-5.8669***	I(1)
GCFC		-4.6706***	I(1)		-4.6630***	I(1)
INF		-3.4432**	I(1)	-3.8905***		I(0)
EXR		-4.3536***	I(1)		-4.3352***	I(1)

(1) Critical values are at 1%: - 3.6394, 5%: - 2.9511, 10%: - 2.6143

(2) The lags are selected automatically based on the optimal lag length selection of the AIC criteria (3) ***, **, represent 1%, and 5%, respectively Source: Authors' computation, 2023

4.2: The Nexus between Foreign Direct Investment, Unemployment, and Productivity Growth Rate.

The results of the ARDL bounds test cointegration in Table 4 revealed that there is no long-term link among the variables. The findings of the ARDL bound testing support the evidence of a long-term nexus among the variables, as shown in Table 4. At a different degree of level of significance, the F- statistics value exceeds the upper bound critical value. Thus, the null hypothesis of no long-term association between the variables is rejected.

Table 4: ARDL Bound Test

F-Bounds Test			Null Hypothesis: No levels of relationship	
Test Statistic	Value	Significant.	I(0)	I(1)
F-statistic	6.24	10%	2.26	3.35
K	5	5%	2.62	3.79
		1%	3.41	4.68

Source: Author Computation, 2023

The ARDL short-run results are shown in Table 5. The error correction models (ECMs) capture the short- and long-run behaviour of the relationship. The result indicates that FDI has a negative and significant effect on productivity growth. This means that a 1 percent increase in FDI will lead to a decrease in productivity growth by about 1.35 percent. Thus, the spillover effects on productivity growth would be low. The short-run negative effect of FDI on GRGDP can also be attributed to the fact that foreign-owned firms recruit most of the skilled workers and thus deprive domestic plants of their services. This, of course, describes the situation of most foreign investor's firms in Nigeria. This result is in line with the works of Awe, (2013) and Akinlo and Adejumo, (2016) in Nigeria who discovered a negative significant effect of FDI on productivity growth in Nigeria.

The results also indicate that GFCF has a negative effect on GRGDP in the short run. The level and two periods lagged value of GFCF shows a negative significant relationship with the productivity growth (GRGDP). The result shows that a 1 percent increase in GFCF will lead to a decrease in GRGDP by about 0.47 and 0.55 percent respectively in the short run. The inflation rate has a negative and significant effect on TFP in the short run. The result shows that a 1 percent increase in inflation rate both at the level and lagged two will reduce GRGDP by 69.41 and 35.03 percent respectively, in the short run. This finding is consistent with the findings of Wong and Seng (1997), Miller and Upadhyay (2000) and Akinlo (2006).

The unemployment rate has a negative but insignificant effect on the GRGDP in the short run; a 1 percent increase in the unemployment rate leads to a 0.09 percent reduction in the GRGDP. This result is consistent with the argument of Amassoma and Nwosa, (2013); Dritsakis and Stamatiou, (2017), and, Bisiriyu and Osinusi, (2020) that a high unemployment rate is inimical to productivity growth. The result for the exchange rate shows a non-significant negative effect on GRGDP both at the level and lagged one in the short run; a 1 percent increase in exchange rate leads to about 0.02 and 0.03 percent reduction in the GRGDP in the short run.

The relative fit and efficiency of ECM regression are all right, as the theory predicts. The error correction terms are negative and significant in the reported equation in Table 5. The error correction model shows that a deviation from long-run productivity growth in this period is corrected by about 84 percent in the next year.

The coefficient of determination R^2 and Adjusted R^2 shows that about 86% and 80% of the total variation in the dependent variable is explained by changes in the explanatory variables while the remaining unexplained is captured by the disturbance term. Therefore, the regression is a good fit.

Table 5: Short Run Cointegrating Form

ARDL Cointegrating Form

Dependent Variable: GRGDP

Selected Model: ARDL (1, 0, 1, 3, 3, 2)

Short Run Form				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(UNEMPL)	-0.0965	1.6066	-0.0601	0.9529
D(FDI)	-1.3519**	0.4889	-2.7646	0.0138
D(GCFC)	-0.4706*	0.2392	-1.9676	0.0667
D(GCFC(-1))	0.1426	0.2656	0.5369	0.5987
D(GCFC(-2))	-0.5565**	0.1859	-2.9941	0.0086
D(LINF)	-69.4155**	19.4409	-3.5706	0.0026
D(LINF(-1))	68.2395**	31.6669	2.1549	0.0467
D(LINF(-2))	-35.0386*	17.2110	-2.0358	0.0587
D(EXR)	-0.0226	0.0363	-0.6216	0.5429
D(EXR(-1))	-0.0293	0.0205	-1.4338	0.1709
ECM(-1)	-0.8405***	0.1879	-4.4738	0.0004
R-squared	0.8643			
Adjusted R-squared	0.7997			

Table 6: Long Run Form

Long Run Coefficients				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
UNEMPL	-0.1148	1.8985	-0.0605	0.9525
FDI	-0.3684	0.8888	-0.4145	0.6840
GCFC	0.0109	0.1554	0.0703	0.9449
LINF	-5.2912	3.3817	-1.5647	0.1372
EXR	0.0257	0.0332	0.7728	0.4509
C	12.9055	9.7984	1.3171	0.2064

Source: Author Computation, 2023

The result in Table 6 indicates that the unemployment rate has a negative but not significant effect on the GRGDP in the long run; a 1 percent increase in the unemployment rate leads to a 0.11 percent reduction in the GRGDP. This result is consistent with the argument of Amassoma and Nwosa, (2013); Bayer, (2014); Dritsakis and Stamatiou, (2017); Ojima, (2019), and, Bisiriyu and Osinusi, (2020) that a high unemployment rate is inimical to productivity growth. The result also indicates that the coefficient of foreign direct investment (FDI) is negative and does not significant effect on productivity growth. This means that a 1 percent increase in FDI will lead to a decrease in productivity growth by about 0.37 percent. This result is in line with the works of Awe, (2013); Osuji, (2015); Ojumbo and Ocharo, (2016), and Akinlo and Adejumo, (2016). However, the coefficient of GFCF indicates a positive but insignificant effect on GRGDP in the long run. The result shows that a 1 percent increase in GFCF will lead to an increase in GRGDP in the long run. This result is in line with the works of Osuji, (2015). The inflation rate has a negative and non-significant effect on TFP in the long run. The result shows that a 1 percent increase in the inflation rate will reduce GRGDP by 5.29 percent in the short run. This finding is consistent with the findings of Akinlo and Adejumo (2016). However, the coefficient of exchange rate in the long run reveals a positive insignificant effect on GRGDP, which implies that a 1 percent increase in exchange rate leads to about 0.02 percent increase in the GRGDP in the long run.

4.3. Model Diagnostic Tests:

The robustness checks are investigated to determine the accuracy of the estimates once the ARDL estimates for the model have been established and discussed. The model estimates' goodness of fit was confirmed by the R^2 and adjusted R^2 figures in the table. Jarque-Bera statistics showed that the error term in the model is normally distributed. The Breusch-Godfrey serial correlation LM test confirms that no serial correlation exists in the two models. Additionally, the Breusch-Pagan-Godfrey test in the model supports the absence of heteroskedasticity. The coefficient of the Ramsey reset test shows that the model has no error specification. In conclusion, these tests show that the estimated parameters are reliable and authentic. Additionally, the model validates the stability of the error-corrected ARDL parameter stability using the cumulative sum (CUSUM) and cumulative sum of squares (CUSUMQ) to the recursive residuals, as the line is within 5% of the critical line in Figure 1 and 2 respectively

Table 7: Diagnostic and Model Stability Tests

	<i>F-stat</i>	<i>Prob</i>
Jarque-Bera normality test	0.3391	(0.8440)
Serial Correlation LM test:	1.5405	(0.2485)
Heteroskedasticity test:	0.5952	(0.8391)
Ramsey RESET test	0.5205	(0.4817)

Source: Author's computation, 2023

Figure 1: Stability Test of ARDL Model

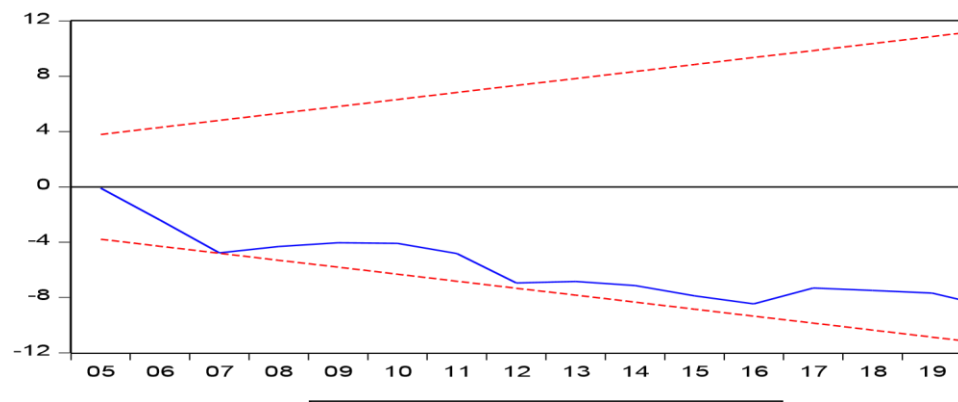
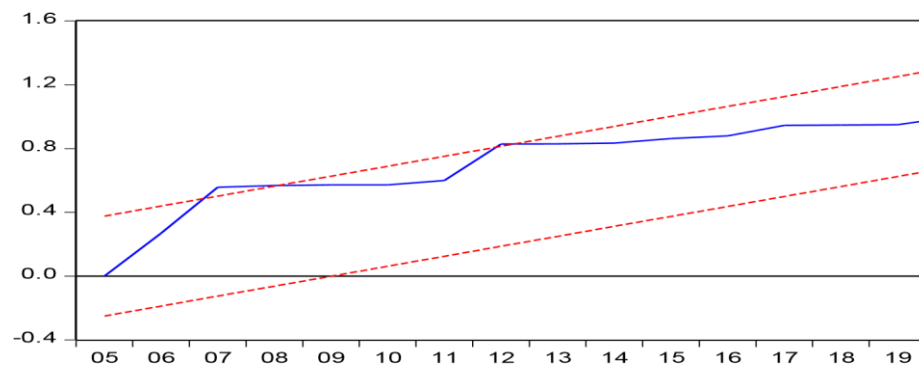


Figure 2: Stability Test of ARDL Model



5. Conclusion

The relationship between FDI, unemployment, and economic growth in Nigeria from 1985 to 2021 was investigated in this study. By employing Autoregressive Distributed Lag (ARDL), the results show that FDI is the major determinant of GRGDP. However, the impact is negatively significant in the short run but negatively insignificant in the long run. Unemployment has a negative and insignificant impact on GRGDP both in the short and long run. Gross fixed capital formation (GFCF) has a significant negative effect on GRGDP in the short run but a positive insignificant effect in the long run. Inflation has a significant negative effect on GRGDP, while. The exchange rate has a negative significant effect in the short run but a positive insignificant effect on GRGDP in the long run in Nigeria.

Based on these findings, the following recommendations were formulated. First, the government needs to use policy incentives to encourage FDI across sectors. Second, the result equally emphasizes the fact that the unemployment rate should be reduced to enhance productivity growth in Nigeria. Finally, foreign-owned firms should be encouraged to recruit most of their skilled workers domestically, thereby guaranteeing the positive impact of FDI on productivity growth both in the short run and long run. Further, such a policy will help to reduce the high rate of unemployment in the country, thereby enhancing the growth rate of GDP.

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A PILOT SURVEY ON EXISTENCE OF ETHICAL BUSINESS PRACTICES IN INDIA

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ABSTRACT

The paper summarizes the results of pilot survey conducted in national capital region on business enterprises, to identify the key ethical business practices in practice. The study is useful to identify the basic dimensions of ethical business practices. Instrument used for the study was an interview schedule, having both close and open-ended questions. The pilot study results identified 10 ethical business practices being in existence, with the presented quantum of firms supported these practices in particular.

Keywords: Ethics, Business Practices, Indian Enterprises, National Capital Region.

1. Overview

Moral judgements focus of organisations and corporates is beneficial, to have an edge, for the decision-makers, as being morally good is a moral choice altogether (Galton, 1877, 1885). But this may entail sometimes turning down the path that would yield the highest immediate reward. A corporate can be a brand that reduce its appeal to stakeholders. This could lead to a decline in profits. A corporation's behaviour seems to get shadier the bigger it gets. When a company's primary priority is making high profits, its staff and users are ignored at times. Companies frequently engage in unethical business methods to boost their profits or to strengthen their position in the market, as demonstrated by the cases of Toyota, Halliburton, iPhone and several others. These kinds of activities take place all around the world (French, 1984). This emphasises the necessity of researching the issue in particular. Regarding the economic edge, accounting for portion of economy's structure and growth is the most important instrument available to us for the country's growth and development. However, in recent years, the service industry has frequently been blamed for its inefficiency and service problems, particularly in India, due to careless actions or treaties. As the main research product, the paper analyses how ethical business practices affect an organization's ability to compete (French, 1995). Using the sample and demographic description

mentioned in previous works, this article summarises the key findings from the study that looked at the effect of ethical business practices on the competitiveness of startup and emerging service sector entities in India. It provides a thorough explanation of topics addressed and findings interpreted using a variety of statistical analysis methods (Kanda, and Bhalla, 2017a, b; Kanda, Bhalla, Handa, Kumar, Kaur, S., and Kaur, M., 2020; Kanda, Bhalla, Suri, Handa, Kumar, Koteswaran, and Puneet, 2020; Kanda, Bhalla, Suri, Handa, Kumar, Koteswaran, Mahajan, and Singh, 2020; Kanda, Bhalla, Suri, Handa, Shakdwipee, Kumar, Koteswaran, Gautam, Chaudhary, Bharti, and Ghazali, 2020; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, Handa, Shakdwipee, and Gupta, 2015).

2. Literature Review

Ethos, according to the Greeks and Romans, is the collection of the customs, beliefs, norms, and laws that a group adheres to. Ethics are the norm of right since they are related to the ethos. The phrase "business ethics" can link to several distinct things. Examining the moral issues emerging in a corporate setting, business ethics are summarized as a type of applied ethics (Broni, 2010; Solomon, Greenberg, and Pyszczynski, 1991). They are pertinent to the behaviour of both individuals and corporate organisations in general (Bernard, 1972; Donaldson, 1982) and cover all facets of business activity (Baumhart, 1968; Ferrell, and Fredrich, 1997; Singer, 1991). According to Preston (1997), applied ethics is a branch of ethics that addresses moral dilemmas in a variety of domains, including technical, legal, business, and medical ethics. According to Bourg (2001) and Seglin (2003), business ethics are a set of moral norms and principles that guide an organization's behaviour in terms of what is right and wrong (Jones, Parker, and Bos, 2005:17). They outline an organization's fundamental values and goals in specific (French, 1979). They also include the workplace prohibitions (Collier, and Esteban, 2007; Duska, 1999). Organization's governance ideas of specific ideologies include utilitarianism, egoism, relativism, and deontologism (Kotsiris, 2003). According to Borgerson, and Schroeder (2008), business ethics are the standards that a company follows in its day-to-day interactions with the outside world. A given company may have a variety of ethics (Solomon, 1983). They apply to the company's interactions with a single consumer as well as to how it engages with the wider world (Solomon, Greenberg, and Pyszczynski, 1991). Just by existence, many companies have developed a negative reputation (Carr, 1968). According to Solomon (1983), some people believe that businesses are only concerned in producing money. Same may be referred to as capitalism in its purest form (Tyrinopoulos, and Antoniou, 2008).

In itself, making money is not bad. According to Maitland (1994), the issue of ethical behaviour is raised by the way certain businesses behave. Every company should adhere to good business ethics (American Psychological Association, 1992, 1999, 2001; Preuss, 1997). There are numerous things to think about (Michalos, 1995). Does a corporation become unethical by association when it engages in unethical commercial practices with another company (Kahneman, Knetsch, and Thaler, 1986; Velasquez, 1983)? According to some, the company has a prime duty of operating the business (Michalos, 1995) and there is a link in the chain of unethical companies, when the ethical failures resurrect (Úanungo, and Mendoca, 1996). It is evident that many multinational corporations, including the majority of well-known brands (that the general public use), do not place a high value on ethical business practices (Maitland, 1994). Millions of dollars have been penalised to numerous big corporations for violating ethical business regulations (Cory, 2005). The primary determining factor is money (Seglin, 2003). A business should be typically punished if it violates the law and business ethics (Drucker, 1981). Numerous businesses have been fined millions of dollars in recent past for violating ethical, environmental, and antitrust regulations (Velasquez, 1983). The issue is that the profits made by these businesses exceed the penalties imposed (Green, 1991). The money effect triumphs, and the earnings make the firms oblivious to their unethical behaviour (DeGeorge, 1999). Even if a company sells millions of dollars, does it follow ethical business practices and do people care about it? (French, 1979). Petroleum companies, fast food restaurants, and well-known soft drinks have all received repeated fines for their unethical behaviour (Harwood, 1996). But to note significant post effects in market.

From the kids who work in sweatshops creating trainers to the coffee servers who are being underpaid, business ethics should end exploitation. From the consequences of importing coffee from specific nations to the trees fallen to produce the work that a company sells, corporate ethics can be applied to everything (Aiken, 1991). In the end, it may be up to the public to make sure that a company adheres to correct business ethics (Clarke, 2004). They might not want to focus too much on their ethical behaviour if the business is profitable (Behrman, 1988). Although there are many businesses that take pride in their proper business ethics (Stark, 1993), they are becoming increasingly rare in this cutthroat environment (Knight, 1980). The need for more ethical corporate practices and activities, or ethicism, is growing in the 21st century's conscience-driven marketplaces (Donaldson, 1982). Simultaneously, new legislation and governmental efforts (such as increasing luxury taxes) put pressure on industry to enhance business ethics. Companies frequently use unethical behaviour to achieve short-term profits (Sunstein, 2002). But over time, these actions too often hurt the economy as well (Velasquez, 1983). According to Abrams (Abell, 1954), business ethics can be both a descriptive and a normative discipline. The field is mostly normative as a professional specialisation and business practice. Descriptive methods are also used in

academia. How often business is seen to conflict with non-economic societal ideals is reflected in the variety and volume of business ethics issues. Historically, the 1980s and 1990s saw a sharp increase in interest in business ethics in both academics and large organisations (Cory, 2005). Later, the project was dubbed a "30-year quest for an empirical relationship between a corporation's financial performance and its social initiatives." Many writers and scholars have expressed their opinions on the topic in the last ten years (Kanda, and Bhalla, 2017a, b; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015). Here are a few notable:

"Ethical business is good business, especially if you want to stay in business," according to Campbell, and Malan (2002). The significance of conducting business ethically has been underlined once more by recent corporate collapses, brought on by inadequate corporate governance (both domestically and globally). Malan emphasises that "good ethics make good business sense." According to Blowfield's (2003) research, we must take a more thorough approach to determine that whose rights are being upheld and whose are being disregarded. Because they cannot be quantified or defined, there is evidence that some issues will be ignored or left out of future standards. According to Dunning, *and Wales (2004), who expressed an opinion on global capitalism, each of its four constituent institutions must be both technically sound and subject to criticism if global capitalism, possibly the most effective wealth-creating system currently known to man, is to be both economically feasible and socially acceptable.

According to Seshadri, Raghawan, and Hedge (2007), business ethics also involve setting an example of moral behaviour for leaders and fostering an ethical workplace culture within the company. According to their analysis, being ethical makes good long-term commercial sense. According to Freeman (2008), human life is rich and complex and cannot be reduced to purely economic calculations. If the fall of state socialism has taught us anything, it is that centralised methods and governments are ineffective. Companies may, and frequently do, represent more than mere economic gains of business operations.

The relationship between CSR efforts and corporate performance is shaped by trust, as demonstrated by Pivato, Misani, and Tencati (2008). The concept of stakeholder influence capacity, as introduced by Barnett (2007), shows how situational factors may impact the effect of corporate social responsibility (CSR) initiatives on business financial success, applying the contingency viewpoint as recommended by Barnett (2007), and taking into consideration the function of mediating variables as per Pivato, Misani, and Tencati (2008).

Carroll, and Shabana (2010) provide an example of how a company can improve its competitive advantage and establish win-win relationships with its stakeholders by adopting a wide perspective of the business case for corporate social responsibility. According to Velentzas, and Broni (2010), corporate

ethics are now required as many entrepreneurs are only focused on increasing their profits, regardless of the moral costs or potential harm to people or the environment.

Strong ethical principles that go beyond following the law can greatly enhance a brand, while failing to do the right thing can harm a company's reputation and negatively impact its social, economic, and environmental standing (Smart, Barman, and Gunasekera, 2010). Mishra, and Sharma (2010) extending the argument, it is shown that while effective CSR policies are growing more and more popular in certain businesses, their implementation differs. According to James, Jr. (2013), business organisations that help to increase the density of local food production are able to identify new business practices, ethics principles, and competition in this area. As a result, new cooperatives will be more aware of ethically sound business models. According to Donaldson (1982), corporate ethics are decisions made based on some measure of human worth.

According to Rebelly, and Ragidi (2014), who based a study on NTPC, companies must earn profit in order to continue growth and survival, but they must do it within moral parameters. According to Hussaini (2014), who researched on the leading Indian IT companies, it is imperative that ethical issues be formally and seriously addressed. She goes on to say that Indian IT firms lack ethical and compliance policies in practice and record, and same needs to be improved urgently.

According to Mishra, Dalvi, Sahni, and Verma (2014), the majority of reputed companies have a well-written code of ethics that they adhere to dutifully. These businesses are progressively stepping up their involvement in CSR. On the other hand, small startup businesses prioritise revenue. Furthermore, Patel, and Schaefer (2014) contend that decisions regarding particular ethical actions are not based on a fixed and universal set of guidelines. They contend that, particularly in the Indian context, the dynamic coexistence of the four solidarities or cultural patterns is connected to the four main categories of ethical behaviour that occur in all social systems.

All of these publications highlight the value of ethics and show how moral business conduct is necessary to advance one's position, yet doing so can be challenging.

2.2 Research Significance

The problem's great importance stems from the fact that corporate governance methods are particularly adopted by Indian enterprises as part of the global economy, as well as the fact that there isn't much research in presence held on the subject. This study aims to clarify on the application of key business ethics and the aforementioned ideologies (Kanda, and Bhalla, 2017a, b; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

3. Methodology

The "blueprint" outlining the path to problem solving and desired solutions is a research plan (Redman, and Mory, 2009). The entire research plan, including the problem, goals, strategy, analysis, and intent for interpretation, is presented in the current section.

3.1 Research Background

The majority of reputed companies have a well-written code of ethics that they adhere to religiously. These companies' involvement in CSR initiatives is growing with time. Revenue collection is a top priority for small start-up businesses. Currently, the majority of laws pertaining to corporate social responsibility, good governance, and business ethics primarily apply to big, publicly traded corporations. This highlights a weakness in the company's ethical regulations. Following the pilot survey, the main study successfully filled a significant research vacuum on pertinent topics pertaining to the connection between organisational competitiveness and ethical business practices in the service industry (Kanda, and Bhalla, 2017a, b; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

3.2 Research Gap

A lower number of works had been discovered to have occurred in the case of Asian view. We have discovered very little, if any, rigorous research on the phenomenon in relation to India. There aren't many papers or reports on this topic. Using several pertinent data sources, we have attempted to fill the same work gap in our study (Kanda, and Bhalla, 2017a, b; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

3.3 Research Rationale

There are a lot of moral failures in services. Theoretically, "small start-up entities stress on revenue collection" is advised. Furthermore, based on secondary data, the majority of ongoing projects in India are centred on large entities. Using several pertinent data sources, the current work has sought to fill the similar job gap. Due to the corporate governance norms that Indian businesses have adopted as part of the global economy, as well as the fact that not much is being done about the aforementioned occurrence, the matter is of great relevance (Kanda, and Bhalla, 2017a, b; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

3.4 Investigation Procedure

Since this study was qualitative, a descriptive research approach was chosen, with surveys serving as the main means of data collection. The majority of the questionnaire's alternative question designs have been utilised in conjunction with the structured data collection design of the survey method for the aim of

primary data collection. Personal interviews have been utilised mostly for interviewing purposes. When appropriate, observation was also employed in certain situations as an additional source of data. In order to identify used practices, any that remained after the corresponding sectors, a pilot survey (using unstructured interviews) was started with 10 percent of the sample, or 20 organisations in national capital region of Delhi and its neighbourhood towns (Kanda, and Bhalla,2017a, b; Kanda, Gupta, and Shakdwipee,2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

3.5 Research Objective

A study's objectives must be developed in order for the researcher to conduct and construct a systematic schema for the purpose of research in a way that is both conducive and relevant. Similarly, the goal (Kanda, and Bhalla,2017a, b; Kanda, Gupta, and Shakdwipee,2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015)of this paper is:

1. To determine the **ethical business practices** that Indian Service Corporates adhere to at large.

3.6 Exploration Scope

Trialinspectionof business entitiesacross national capital regionis based on data that was gathered between 2014 and 2015. Additionally, throughout the years 2011–2016, secondary data information has been known from a variety of sources(Kanda, and Bhalla,2017a, b; Kanda, Gupta, and Shakdwipee,2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

3.7 Data Collection Tools

Self-Administered questionnaires, which primarily consisted of closed-ended questions with a small number of open-ended responses, were the most practical way to administer the survey and were therefore utilised, based on the instrument used in prior research and concerns about feasibility(Kanda, and Bhalla,2017a, b; Kanda, Gupta, and Shakdwipee,2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

3.8 DimensionScaling

Rating systems including category scales, summated rating Likert scales, and graphical rating scales have been utilised for survey questionnaire asking. Some of the fundamental introductory questions, such whether the organisation has an ethical governance framework, have been addressed using dichotomous questioning(Kline, 1999; Kanda, and Bhalla,2017a, b; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c).

3.9 Test Group and Assemblage

According to the suggested means, key personnel or officials of the aforementioned organisations were polled or interviewed using the aforementioned data gathering methods. Aim of pilot study was acquired by held interviews across NCR (Kanda, and Bhalla, 2017a, b; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

3.10 Sampler Norm

The population was defined as registered organisations operating in India. For the pilot survey, Delhi NCR was referred in specific, given the feasibility and reach limitations as well as meeting all the research criterion, being the nearest largest business cluster having uniform characteristics of business sectors of India, as one of the 4 major metropolitans (Kanda, and Bhalla, 2017a, b; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

3.11 Trial Magnitude

The current research body has determined that "small startup firms stress on revenue collection" and are more likely to engage in unethical practices (Mishra, Dalvi, Sahni, and Verma, 2014), the population's focus was specifically on startup and emerging business concerns in order to make the survey representative. Convenience and judgemental sampling have been employed, as that was broadly the sole feasible method to choose particular enterprises representing relevant sectors and scale of operations in depth. Results were validated for the main study held later (Kanda, and Bhalla, 2017a, b; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

4. Findings

Table 1: Dimensions of EBPs observed

EBP Code	Practices Recognized	Firms Supported (%)
EBP1	Customer Relationship Management	60
EBP2	Public Relations	85
EBP3	Social Cause	50
EBP4	Public Disclosure	60
EBP5	Corporate Social Responsibility & Governance	70
EBP6	Product Quality	90
EBP7	Organisational Citizenship Enhancement	40
EBP8	Service Failure Handling	80
EBP9	Grievance & Redressal	90
EBP10	Other Factors (Stake holders' survey)	20

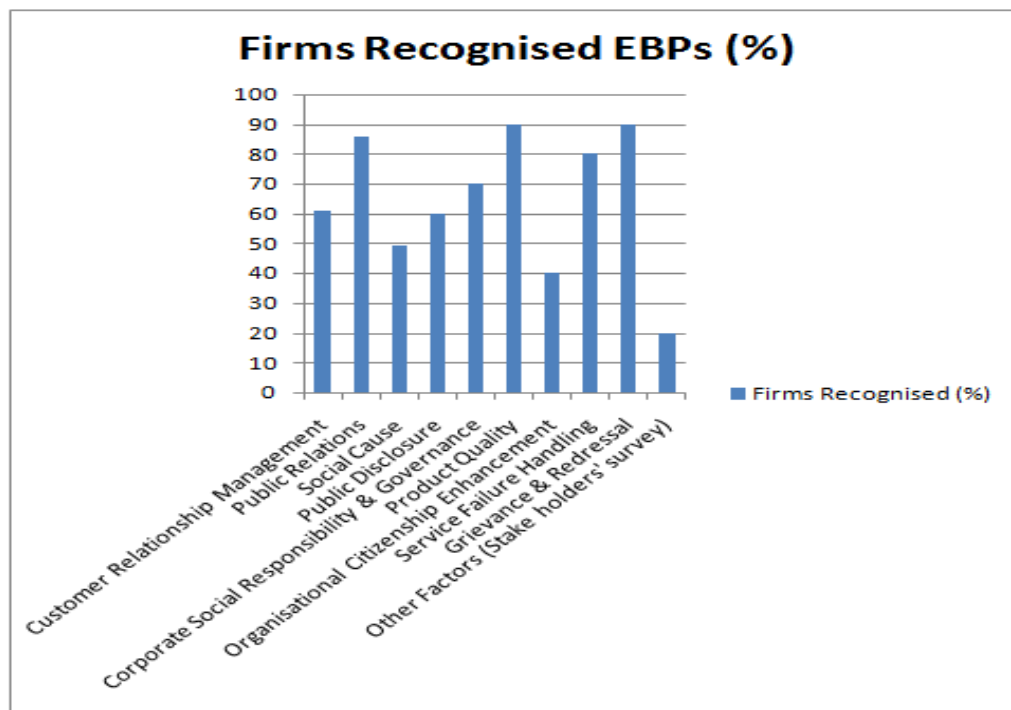


Figure 1: Dimensions of EBPs observed

Interpretation: EBPs' extents observed among facilities were exhibited above (Table 1). Graphical representation (Fig. 1) of firms recognized EBPs' with their extents of recognition observed among facilities are exhibited above, reconciling to held studies (Hussaini, 2014; Mishra, and Sharma, 2010; Patel, and Schaefer, 2014; Kanda, and Bhalla, 2017a, b; Kanda, Gupta, and Shakdwipee, 2015; Kanda, Handa, and Shakdwipee, 2015, 2016, 2017, 2018a,b,c, 2019a,b,c,d,e,f, 2021; Kanda, et al., 2015).

4.1 Work Inferences

Investigation helped to identify basic ethical business practices, that formed the foundation for full-fledged research ahead on the sectoral perspective. It could be a useful for the similar or related studies or aspiring researchers in the field.

4.2 Confines

The paper in particular is prepared from the excerpt of a polit survey held before the main study on the aspects. Hence it presents only a limited view on the business enterprises followed EBPs in Delhi national capital region, that tends to be a replica of similar practices in comparable metropolitans in India (Mumbai, Bangalore etc.) and abroad.

Being a north Indian major urban setting as well as national capital region, the results tend to provide a replication of north India in particular and India at large. This research has been only on Indian business houses, including that of servicesector. Its need and standing globally, as well as the remaining segments in India, have not been discussed.

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REPRODUCTIVE TECHNOLOGIES AND RIGHT OF WOMEN WITH SPECIAL REFERENCE TO WOMEN IN ASSAM

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ABSTRACT

This paper is uneasy with all individual matters which are relating to modern Assisted Reproductive Technology and Right of women. Women are very much sensitive especially regarding both the mental and physical health. This Assisted Reproductive Technologies (ART) is presently a very fragile area which hits the overall women reproductive right all over the world. This paper is based on appropriate data collected through empirical method in some sample areas of Assam. The goal of this work is to explore and analyse the issues arising from application of Assisted Reproductive Technologies. Now a day there is a rapid growth in the quantity of fertility clinics has been noticed. A factual analysis through interview revealed that these technologies are emerged and erupted for making profits at the cost of women's lives. Frequently many women are sterilised in the clinics without her consent while undergoing a caesarean section. Forceful sterilisation disregarding the consent of the patient is the violation of women right to health over and above violation of professional ethics of a doctor. Though the Government-sponsored birth management events aim all female, yet inferior female, who are frequently the least included portions of the social order, are more susceptible to intimidation. In our social order motherhood is regarded as the headspring of belongingness of womanhood. The incompetence to perform this role is a subject of stigmatisation, sarcasm and social repudiation for her. Childlessness is frequently considered as a social threat regarding her acceptability as a woman, her conjugal constancy, defence, bonding, and her value in the relatives and area. Several female who have been spent during this route evidentially experienced various side effects. But ultimately this ART has got a special preference from the advance community as a whole.

Keywords: Reproductive Right, ART, Forced Sterilisation, Childlessness

Introduction:

The status and classification of women in relation to humanity is closely linked to fertility rates and, eventually, population growth patterns. When analyzing the relationship between women and reproductive patterns, it is crucial to take into account both gender equity and universal education. Reproductive right is a basic personal right of every woman. It is deemed as a natural right which is recognized by approximately all Human Rights Documents and Human Rights Agencies.

The 'World Health Organization' (WHO) delineates "Reproductive Rights" as the-
*"recognition of the essential Right of all nuptial pairs and persons to settle on generously and conscientiously the figure, gaping and time period of their offspring¹ and to have knowledge to do so, and right to accomplish the uppermost paradigm of "Sexual and Reproductive health". They also take into account the right of all to make choice pertaining to facsimile free of bigotry, coercion and hostility."*²

The primary reproductive rights are:

1. Right to control ones reproductive function
2. Right to admittance in order to build reproductive choices free of oppression, intolerance and hostility.
3. Right to way in edification concerning contraception regarding birth control and sexually pass on syndromes and liberty as of pressurized sterilization and abstinence.
4. The ability to protect against sex-based customs like male genital defacement and female genital cutting.³

Proliferous rights are not seen as the personal preference of any one woman in India, but rather as a collective family decision. Many clinics ask spousal approval before performing some operations, which affects women's autonomy and right to privacy. India came in bottom place in a 2011 rating of the G20 nations based on women's rights published by Thomson Reuters Foundation legal news service Trust Law. India was placed as the second worst country for women, behind Saudi Arabia, by the Gender Inequality Index (GII), which rates nations according to reproductive health,

¹ <https://amedleyofpotpourri.blogspot.com/2018/07/reproductive-rights.html>

² Woman Reproductive Rights in India: A Prospective Future, 2011 <http://cogprints.org/7794/>

³ ibid

the labor market, and women's support in politics and education. Nevertheless, this manifestation does not get into deliberation sex based aggression and gender roles.⁴

The following points are included in Women's reproductive rights--

- the right to an abortion that is legal and protected; the right to use contraception;
- avoiding coerced birth control and sterilization; having the autonomy to access appropriate reproductive concern;
- And the freedom to obtain a learning and admittance the means necessary to formulate educated and liberated decisions.
- Conceptive freedoms may likewise incorporate the option to get enlightenment about physically sent contaminations and past parts of sexuality, and stronghold from customs like female genital mutilation (FGM).⁵

Throughout the latter part of the 20th century, governments' attitudes and practices on the use of contraceptives have undergone significant shift. Furthermore, many emerging countries have gone through a fertility transition from high to low at a rate and scale that is far faster than the previous fertility shift in European countries. The change in reproductive behaviour can be attributed in large part to government policy about access to contraception. Both the majority of developed countries and several emerging countries now have low fertility rates. Currently, abstinence is being used all over the world. More developed nations now have the greatest incidence rates.

The Population Division of the United Nations Secretariat is responsible for overseeing the execution of the 1994 International Conference on Population and Development (ICPD) Programme of Action on a worldwide scale as part of its work program. In order to do this, the Population Division has a Population Policy Data Bank that is sequentially compiled from several sources. Among these sources are official Government responses to the United Nations Population Inquiries; Government and inter-governmental publications, manuscripts and other sources; and non-governmental publications and related materials (United Nations, 2002).

Only 38% of nations regarded the current level of fertility satisfactory at the start of the twenty-first century, as the number of member states that testified that they were satisfied with their

⁴ India advances, but many women still in the dark ages, 2012 <http://www.trust.org/item/20120613010100-b7scy/?source=spotlight>

⁵ file:///H:/PH.D%20FERTILITY/Reproductive%20rights%20-%20Wikipedia.html

level continued to fall. Far more nations regarded fertility as extremely high rather than extremely low, although the proportion of nations that did so levelled off at roughly 45% after increasing from 1976 to 1996. In 2001, more than three-quarters (78%) of the 49 least developed nations believed fertility was too high, compared to 58% of less developed countries. In contrast, during the past three decades, the proportion of nations that see fertility as too low has been rising. Of the more developed nations, 48% are OK with the fertility stage, but half now view fertility as extremely low (up from 21% in 1976). In 2001, 7% of nations in less developed areas deemed fertility to be excessively low. In the past, governmental interventions have not always been prompted by unhappiness with fertility levels.⁶

According to the 1994 Cairo Programme of Action:

*--"Regenerative privileges embrace specific basic freedoms that are as of now perceived in public regulations, worldwide common liberties archives and other significant Joined Countries agreement reports. These privileges lay over the acknowledgment of the fundamental right of every married pair and people to choose unreservedly and dependably the count, dividing and period of their kids and to get the data and way to accomplish as such, and the option to achieve the best quality of sexual and conceptive wellbeing. It will embrace the human rights documents-expressed right of everyone to construct choices about reproduction without discrimination, coercion, or violence. In the activity of the right, they ought to consider the requirements of their current and prospect kids and parents obligations to the local area."*⁷

Research Methodology:

For this study I have basically followed the empirical method. As empirical research sources I have followed interview method, data collection through random sampling of 250 women of 18 to 55 years of age. Those women are from some specific sampling areas of middle Assam. However for better analysis of the present status of reproductive health I have taken the help of Doctrinal Research Sources like some Parliamentary legislations, Government schemes and published datas, Human Right documents etc.

⁶ Population Division Department of Economic and Social Affairs United Nations Secretariat, FERTILITY, CONTRACEPTION AND POPULATION POLICIES, United nations, New York, 2003

⁷ id

Objectives of the Research:

- The goal of this learning is to explore and analyse the issues arising from application of Assisted Reproductive Technologies.
- To make a factual analysis through interview to revealed that these technologies are emerged and erupted for making profits at the cost of women's lives.
- To make awareness among the people regarding forceful sterilisation disregarding the updated assent of the patient is the violation of women right to health as well as violation of professional ethics of a doctor.

Sexual and Regenerating Wellbeing of Young Female in India

Many girls face stigma and taboos related to menstruation, and those girls also get incongruous communication about SRH, fertility, and womanhood. Because of winning orientation standards, numerous young ladies are supposed to take on family obligations in anticipation of marriage, furthermore, frequently miss or exit school. In contrast, puberty is regarded as the foundation of masculinity for males, who are more likely to engage in risky performances like drugs consumption, violence, and inappropriate sexual activity. They likewise start to participate in paid work, with the assumption for becoming providers as adults. Early adolescence, when gender socialization and habit formation begin, is crucial for shaping positive attitudes, behaviours, and SRH outcomes⁸.

Young people have a range of SRH requirements, such as access to high-quality SRH services, such family planning for delaying and spacing births, for older adolescents and young married people (15 to 24 years old), and age-appropriate reference and consciousness about bodily transforms, reproductive health and well-being, teenage years, and menstrual health in early youth (10 to 14 years old).⁹

For females, the onset of menstruation is one of the most important physical signs of puberty. By use of RKSK outreach, awareness-building, and the Menstrual Hygiene Scheme's reduced distribution of sanitary napkins, through "Pradhan Mantri Bhartiya Janaushadhi Pariyojana (PMBJP)" stores, as well as a numerous state government programs, the government has addressed periodic cleanliness administration for teenage girls.

Nine of 10 young ladies in metropolitan regions utilize sterile techniques, as against somewhat more than seven of 10 in provincial regions. Those who have completed at least 12 years of education are

⁸ The Sexual & Reproductive Health Status of Young People in India Challenges and opportunities for healthy outcomes.

Report by Population Foundation of India

⁹ *ibid*

double as likely as those who have not. Compared to adolescent girl in the highest wealth quintile, those in the most minuscule wealth quintile are 40 proportions indicate less apt to use hygienic methods.

There are around 70,225,000 female aged 15–19 staying in India, as of 2024.

- As per the data of the very current time designed for the data from the “National Family Health Survey (NFHS)” are obtainable, only 46% of women of secondary education age and 71% of girls of teen age were enrolled in school.
- There is a deficiency in of mass media access for young Indian women: 59% of people amid the periods of 15 and 19 had minimum periodical disclosure to radio, 34% to television, and 29% to the press. Admittance was reliably higher in metropolitan regions than in country regions.¹⁰

Reproductive Movement, Marriage and Births

- In 2018, 36% of Indian women between the ages of 15 and 19 reported having had sex before.
- A sum of 31% of ladies matured 15-19 had at any point hitched: 28 percent of those that were staying collectively, in accumulation to 3 percent of persons that were not yet staying with their spouse (i.e., they had not hitherto engaged component in the customary gauna observance, which smudges the beginning of cohabitation after many days of marriage).
- Up to the age of 18, forty percent of the female amidst the ages of 18 and 24 reported having sex. This extent was higher in country regions than in metropolitan regions (48% versus 24%) and in the most unfortunate families than in the richest (64% versus 14%).
- About 47% of female aged about 20 and 24 in the country got married before they were 18 years old. In the petite, moderately prosperous states of Kerala and Goa, this percentage ranges from 12–15% to almost 60% in the maximum, impoverished “Eastern States of Bihar and Jharkhand”.
- India has a relatively low rate of unplanned pregnancies: 14% of dawns amid female below 20th years of age were accounted as unwanted (mistimed) or unwanted at all.¹¹

¹⁰ GUTTMACHER, SEXUAL AND REPRODUCTIVE HEALTH OF YOUNG WOMEN IN INDIA, JULY 2014, FACT SHEET.

http://Sexual%20and%20Reproductive%20Health%20of%20Young%20Women%20in%20India%20_%20Guttmacher%20Ins%20titute.html

¹¹ *ibid*

Utilisation of Reproductive Health Care

For the healthiness and happiness of young people, important program components include family member's life education in schools, society outreach with leading edge health workers and peer educators, counselling, and health care at Adolescent Friendly Health Centres (AFHCs). The report¹² shows that between 2015-16 and 2019-21, the number of older adolescent girls (15 to 19 years old) and young women (20 to 24 years old) who came in touch with wellbeing providers in the three months prior to the survey increased.

However, based on location, education, and household income, the fraction of adolescent girls who had get in touch with with a health worker was half that of young women across regions. Pubescent lass by elevated ranks of education were 85% additional possible than those without education to use a hygienic method of protection (OR=1.0 vs. OR=0.15), according to an analysis of the NFHS-5 data. Girls in the highest wealth quintile were 90% more likely than girls in the lowest to use hygienic methods (OR=1.0 vs. OR=0.09).¹³

Myths and taboos about menstruation continue to prevent young girls from participating in social situations. Their freedom of movement is frequently restricted, sometimes consequently social stigma and sometimes consequently inadequate water, sanitation, and hygiene facilities. Adolescent girls experience an increase in school dropouts or absenteeism when menstruation begins.¹⁴The difficulties that adolescent girls, predominantly from marginalized groups, face in managing their menstruation are made worse by health emergencies like the COVID-19 pandemic, which necessitate a move in public health priorities.¹⁵

A research on young people found that extremely a small number of had heard of AFHCs¹⁶ and that extremely a small number exposed to family life education. The World Health Organization conducted a quick review of its programs in 2016 and found that, despite the allocation of resources for teenager health, young people sustained to countenance ecological obstacles to availing the facilities of health centres. In totalling, there were inconsistencies in the training of counsellors and the monitoring of

¹² 5Health clinics established by the government to provide preventive, promotive, curative and referral services to young people

¹³ UNFPA, 2022. Analytical Paper Series #2. Menstrual Hygiene among Adolescent Girls: Key Insights from the NFHS-5 (2019-21)

¹⁴ 2020 Elsevier Ltd. Improving menstrual hygiene among adolescent girls in India. Patralekha Chatterjee

¹⁵ Population Foundation of India. Impact of Covid-19 on Young People. 2020

community outreach programs like Adolescent Health Days and Peer Educators, and there was a lack of interdepartmental convergence for the performance of the program.

Conceptive Wellbeing Rehearses Among Young Ladies Furthermore, their Socio-Economic Determinants

- A minimum extent of hitched 15-19-year-elderly people ladies (13%) involved contraceptives in 2016.
- Another 27% of people would like to stay out of advance stage in the upcoming two years, but they didn't use any method, so they didn't need contraception. There was little variation in this height of unmet need between urban and rural homes or household wealth.
- The World Health Organization defines the general young adult fertility rate as the "yearly number of births to women matured 15-19 years for every 1,000 women in that age group," and it fell from 12.2 in 2018 to 10.6 in 2019.
- A wellbeing capacity was the location of 2/5 th of latest dawns between female under the age of 20.

Sexual and Reproductive Health Knowledge

Critical life events like marriage and childbearing alter the course of adolescent girls' lives, limiting their ability to make decisions. Gender norms, their educational and socioeconomic status, where they live, and the quality of the vigorous wellbeing and children forecasting services they have admittance to all take part in a responsibility in the transition.

Girls who marry young increase their susceptibility since they be short of the physical, emotional, social, and financial resources necessary to adjust to the significant changes in their lives. Overall, NFHS-5 data show that female dig up connubial more in advance than men do. Many of the ladies (23%) in the 20 to 24 age group had hitched by 18 years, and 5 percent had hitched by 15 years. However, only 3% of male amid the periods of 20 and 24 got hitched in time they were 18 and almost none by when a male is of 15. Regardless of the reality is that the number of child marriages in our Country has drop off over time, there are significant variations in the rates according to region, place of residence, educational level, and economic status¹⁶.

¹⁶ NRHM Report 2015-16, 2019-21

Between 2015-16 and 2019-21, young married women's use of modern contraceptives has significantly increased. Nonetheless, it is well underneath the advanced prophylactic predominance rate for presently hitched ladies in the age-gathering of 15 to 49 years (Figure 5). Unplanned pregnancies—those they wanted later—mistimed or unwanted—were reported by 7% of married young women under the age of 20 and 20% of those between the ages of 20 and 24²². Moreover, the neglected require of relatives arranging in the middle of wedded teenagers (15 to 19 years) and youthful ladies (20 to 24 years) was nearly individuals kept on confronting geological boundaries in getting to wellbeing focuses. In accumulation, there was a lack of interdepartmental convergence for program implementation, over and above gaps in counsellor training and monitoring of community outreach initiatives like Adolescent Health Days and Peer Educators.¹⁷ Regenerative wellbeing rehearses among young ladies what's more, their financial determinants as young adult young ladies become older, basic occasions like marriage and childbearing shift their life direction, over which they frequently have restricted navigation autonomy.

Gender norms, their educational and socioeconomic status, where they live, and the quality of the vigorous wellbeing and children forecasting services they have admittance to all cooperate a role in the transition. A study of young people establishes that extremely the minority had heard of AFHCs and that extremely the minority had been exposed to family life education. The vigorous wellbeing and children forecasting status of adolescent persons in India the Percentage of women with utmost require for children forecasting by age, 2019-21 Source: “The World Health Organization's” 2016 rapid program review found that even though resources were allocated for adolescent health, young NFHS- twofold of the neglected require in the middle of all hitched ladies (15 to 49 years) (Figure 6), mirroring a hole in openness to this age section¹⁸.

- In 2016, a middling of four new methods of contraception was known to the female amid the period of 15 and 19.
- 39% of the female amid the period of 15 and 24 were aware that using condoms lowers HIV risk, and 49% were aware that having one partner who is not infected also lowers risk. Notwithstanding, simply 20% had exhaustive information on HIV/Helps, characterized as knowing these two HIV-counteraction techniques, over and above realizing that a solid

¹⁷ ibid

¹⁸ WHO Report 2016

individual can be HIV affirmative and having the option to dismiss two normal misinterpretations about HIV communication¹⁹.

- The fraction of adolescent female with all-inclusive acquaintance was 11 times higher amid the richest adolescent women than amid the impoverished (45% vs. 4%), and it was double as elevated in metropolitan regions as it was in rural regions (33% vs. 14%).²⁰

Social Expectations and Gender Disparity

- Child inclination is well established in Indian civilization and appears in different ways, including sex-particular preparations previous to birth and discriminatory admittance to instructive, social and financial assets for young ladies.
- Five out of the five explanations obtainable for why a companion would be justifiable in hammering his wife were rejected by 55% of female amid the period of 15 and 19.
- Sixty percent (60%) agreed that a wife's reasons for refusing sex are as follows: knowing that her husband has gender through erstwhile women, that he has an STI, being exhausted or not in the mood, or all of these things.
- Only 40% of married 15–19-year-olds said they had single organize in excess of their own healthiness care or made these choices with their husband; the outstanding 60% of young married women have no control over their health care.

Policy Framework and Recommendation

In order for adolescents and young people to have the knowledge and skills necessary to compose conscientious resolutions, they need timely and accurate information on their vigorous wellbeing and children forecasting and well-being. Concentrates show that SRH training doesn't increment hazardous behaviours.²¹ The School Health & Wellness Curriculum being engaged under the Government of India's "Ayushman Bharat" recognizes the significance of providing age-suitable teenager and sexual health education starting at the primary school level. India's National Health Policy from 2017 also recognizes this importance.

¹⁹ ibid

²⁰ ibid

²¹ UNESCO, 2018

Nevertheless, despite program commitments, there is inequitable access to age-appropriate sex education for teenagers, and the majority of responsiveness programs concentrate on non-taboo topics like menstrual health, nourishment, or reproductive health at an older age²². In addition, youth are frequently misinformed and harmful gender norms and SRH attitudes are reinforced by increased access to online communication. As an essential component of school health programs nationwide, information and education programs on vigorous wellbeing and children forecasting for teenagers and youthful people must be implemented.

Community activities, such as youth-friendly physical condition overhauls, education and rendezvous with health bringers to distribute those facilities, and participation from parents, educators, and centre of population leaders, have been found to be more effective than school-based programs. Reaching marginalized youth, including those who are not enrolled in school²³, requires multi-component programs.

To assemble the intersecting needs of India's large and diverse young population, key ministries like Education, Health & Family Welfare, Women & Child Development, Youth & Sports Affairs, and Skill Development & Entrepreneurship must collaborate on national initiatives.

- “The Child Marriage Restraint Act of 2006” established a 21-year-old lawful wedding age for men and women.
- “The Adolescence Education Programme”, which amalgamates living dexterity and HIV anticipation into the school course, has been espoused countrywide, but as of 2011, seven states (Chhattisgarh, Gujarat, Karnataka, Madhya Pradesh, Maharashtra, Rajasthan and Uttar Pradesh) have repudiated or outlawed its functioning, citing enlightening causes.
- The law governing abortion in India is fairly progressive, allowing termination of pregnancy for socioeconomic causes; to safeguard a lady's existence or psychological or actual wellbeing; in cases of sexual harassment, incest, or miscarriage of a child; or on the other hand assuming that the pregnancy came about because of preventative strategy disappointment.
- Abortion providers' enthusiasm to execute the process is a prerequisite for access, and women below the period of 18 must obtain parental consent.

²² 8Indian Population Foundation Analysis of Opinions Regarding India's Comprehensive Sexuality Education (CSE)

²³ UNESCO, 2018

Implications for Programs and Policies

- A significant percentage of female get hitched before they reach the legal marriage age. Gender inequalities in learning and proficient scope are exacerbated by the fact that men can legally marry earlier. This issue can be addressed with the help of attempts to raise consciousness of the commandment and its punishment as well as legal assistance for adolescent women.
- The elevated degree of neglected necessitate for pregnancy among youthful wedded ladies shows the significance of further developing admittance to reasonable, youth-accommodating administrations so young ladies can successfully design their dawn and subsequently their lives.
- Bearing in mind that less than half of auxiliary school-matured ladies go to class, everyday life training projects ought to start in elementary school and be made accessible beyond schools. The stigma associated with non-marital sexual commotion, sex inequality, and sex-based violence ought to be addressed in these programs.
- Adolescence-friendly sexual and reproductive health services have not been extensively executed at the state level. There is evidence to suggest that, in several states, adolescent people are unable to seek the necessary services because of concerns about privacy and provider judgmental attitudes.

The main ways for reduction of women fertility rate are-

1. Abortion;
2. Use of Contraception; and
3. Sterilization.

All these three ways are very risky for the women health and sometime it can become a big challenge for the right to women reproductive health.

1. Unsafe Abortions

Contrasting to the western countries where the termination of pregnancy debate is focused on in support of life vs. in support of choice, the deliberation in India is more centred on women's acquaintance of legal rights and sufficient functioning of the “Medical Termination of Pregnancy (MTP) Act”. Although the MTP made termination of pregnancy legal in India in 1971, very few Indian women are aware of this. Most of fetus removals are acted in dangerous circumstances; Impediments connected with unsafe abortions are thought to be responsible for 8% of maternal

deaths. In the state Madhya Pradesh, just 15% of ladies detailed that they realized fetus removal was lawful all through the country. In order to access safer health services, many women must travel on buses for eight or more hours and lack the resources or support to do so. Several female have had termination of pregnancy in unsafe settings as a consequence of the stigma associated with the procedure, a lack of awareness regarding safer options, and a lack of readily available and trained health care providers. Methods like sharp curettage, intrauterine inclusion of an unrecognised object (sticks, roots wire), vaginal abortification (herbal preparations or medication that was wrongly prescribed), and so on are used in unsafe abortions.

Social Factors Impacting Women's Choices Surrounding Abortion

Societal and household restrictions take a prevalent part in a female's choice of whether or not to terminate their pregnancy. Premature matrimony, anxiety for early childbearing, lack of choice-creation supremacy within the relatives, bodily aggression, and intimidation in sexual and relations next of kin are numerous enter description that could influence a woman's assessment and discernment of option. Conventional relatives in patriarchal families are likely to recommend abortion if it is divulged that the foetus is a girl. In such instances, the woman frequently has no alternative but to terminate the foetus. If she goes against it she may be tortured both mentally and physically by her ancestors for generous birth to a girl child rather than boy child. Redundant pregnancies are commonly outlawed in Indian tradition. If an unattached female befalls pregnant, she may choose termination of Pregnancy so as to keep away from the embarrassment of giving birth exterior of matrimonial tie. Due to trepidation of ignominy if people find out she is pregnant, a woman may be vigour into undergoing an termination under precarious circumstances.²⁴

An overall strategy to combat precarious termination of pregnancy has been developed by the “WHO's Development and Research Training in Human Reproduction (HRP)”, whose research focuses on people's sexual and reproductive health and lives. It consists of four activities that are interconnected:

- to gather, synthesize, and produce solid scientific evidence regarding the prevalence of unsafe abortion practices;
- to make abortion safer by creating new technologies and implementing interventions;

²⁴ Issue of reproductive rights in India: How is it different from other societies,

2013 <https://jilsblognujs.wordpress.com/2013/03/24/the-issue-of-reproductive-rights-in-india-how-is-it-different-from-other-societies/>

- to make an interpretation of proof into standards, devices and rules;
- And to contribute to the creation of programs and policies that make it easier to obtain safe abortions and high-quality post-abortion care, as well as reduce unsafe abortions.

While arranging the Cairo Program of Activity at the 1994 Worldwide Meeting on Populace and Advancement (ICPD), the issue was hostile to such an degree that delegates ultimately chose to preclude any proposal to authorize fetus removal, rather encouraging state run administrations to give legitimate post-early termination care and to put supply into events that will diminish the quantity of undesirable pregnancies.

Hazardous Contraceptives:

Women's organizations discovered unscrupulous examining of hormonal control tools that was harmful to women's health at the inception of the 1980s. Before its inclusion in the “Family Welfare Program”, India's foremost technical organization, the “Indian Council of Medical Research (ICMR)”, attempted to determine the injectable contraceptive's acceptability. However, injectable birth control tools were obtainable as the miraculous elucidation to the problem of unintended pregnancy rather than informing the majority of underprivileged and uneducated women that they were participants in a trial and could be exposed to equally recognized and unidentified health risks. Medically, ethically, and socially, this kind of utilization of women's personage requirement for contraception to convene nationwide demographic ambitions was completely unacceptable. These are as follows:²⁵

- First, hormonal contraceptives like injectable can be extremely risky because they can cause serious, irreversible harm to women's bodies that impinge on extra than immediately their reproductive system by negatively affecting some brain functions.
- Second, trained personnel and sophisticated equipment are required to closely monitor hormonal contraceptives at every stage. This should be done before, during, and after each use to determine any potential side effects, as well as to determine whether the method is suitable for the woman. Given the character of the Indian health system, it is understandable that it is nearly impossible to provide such facilities in primary health centres or in many, particularly small government hospitals, much less make sure that they are consumed appropriately.
- Next, there is the critical issue of a lack of information regarding the long-term adverse effects of hormonal contraceptives on humans. Endometrial cancer, a form of cancer that

²⁵ <http://REPRODUCTIVE%20RIGHTS%20IN%20THE%20INDIAN%20CONTEXT%20-%20sahelisite.html>

affects the lining of the uterus, breast nodules, and cervical cancer are just a few of the stipulations that have been connected to these methods in animal studies. However, the government continues to advertise them as "ideal contraceptives" for females.

- Return of fertility, or the woman's capacity to bear children, is also uncertain, despite the fact that hormonal contraception is intended to space out children. If hormonal contraception is used on a pregnant woman, or if the method fails and a child is conceived immediately after the woman stops using it, the child may have birth defects that show up as late as puberty. Drug companies and the government haven't done enough research to know what might happen.
- Other than the pill, all hormonal contraceptives, such as injectable implants like Norplant and nasal sprays, are long-acting. Implants have effects that last anywhere from a few months to five to six years. As a result, even if a woman decides to stop using a contraceptive, the hormone will continue to have a momentous collision on her carcass.
- All hormonal contraceptives, including injectable implants like Norplant and nasal sprays, are long-acting, with the exception of the pill. Inserts have impacts that last anyplace from a couple of months to five to six years. Subsequently, regardless of whether a lady chooses to quit utilizing a prophylactic, the chemical will keep on essentially affecting her body.

Status of Female Fertility Rate In Assam- An X-Ray

Assam is a region of the North Eastern region of India with multi ethnic populations. This is very significant matter that the vigour status of the persons of this region is very limited.

Assam's draft population policy 2017 has stated its goal as "every family in Assam should have admission to quality education, healthcare and employment opportunities". This is a well-meaning and praiseworthy purpose. Nevertheless, the strategy also has discouragements for persons who have additional than two kids, which will inexplicably hampered those who are the generally underprivileged.

A quantity of the method the strategy recommends are giving free teaching to all girls up to institution of higher education level, particular strategies to primary school waster charges for girls, avoiding immature marriages, care for the aged, assenting act to augment women's participation in the workforce, and improve quality of health service delivery to enable couples to choose unreservedly and dependably the number and separating of their youngsters. All these will go an extended means in helping the condition to accomplish excellence learning, healthcare and service prospects for everyone.

However the Administration too desires to make people with additional than two children not entitled for government service and electoral contribution in panchayat and municipal elections, and commence least amount of instructive prerequisite criterion for challenging appointments to panchayat and municipal restricted bodies. While administration's apprehension observing the producing inhabitants might be suitable, the way that it desires to presuppose to stabilise the inhabitants is misplaced.

At 2.2, Assam's total fertility rate—the figure of offspring born to each woman—is now comparable to that of the rest of India. In fact, the total fertility rate of 1.5 in urban areas is significantly lower than replacement level fertility. The rate at which a inhabitants precisely restores itself from one cohort to the subsequently without migrating is known as the replacement level fertility.²⁶

Tackling maternal and child deaths

There is no reason for the state administration to worry and take such harsh steps, especially because Assam's overall productivity rate is rapidly declining and almost at the replacement because Assam's overall productivity rate is rapidly declining and almost at the replacement's advantage of fertility of 2.1. Instead, the state should concentrate on addressing its high baby and under-5 death rates, as well as its high maternal mortality rate, which is the highest in the nation. Since a couple is more likely to have more children if the odds of a kid surviving are lower, improving healthcare and implementing policies to cut child mortality would help further lower the overall fertility rate.

Although the overall need for family planning has also somewhat grown from 12.2% to 14.2% during the same time period, the adoption of any contemporary method of contraception in Assam has climbed from 27% in 2005-06 to 38.4% in 2015-16. Therefore, rather than implementing a compulsory two-child policy, concentrating on improving child survival and expanding access to preferred forms of contraception will provide superior development outcomes. In Assam, the birth sex ratio decreased from 1,033 girls per 1,000 boys in 2005-06 to 929 in 2015. Similar is the situation in China, where the population is becoming more male, a two-child policy is anticipated to further skew the ration negatively.

²⁶ Assam's two-child norm could hit the poor, women and Muslims the hardest, Scroll.in

The proposed population control law would bar Assamese with two more children from applying for government jobs, running for elected office, including in panchayats and civic bodies, and from certain housing, employment, and other programs if it becomes law later this year.

Over the past ten years, Assam has followed the national trend of declining fertility. According to the National Family Health Survey 2015-16, the state's overall fertility rate decreased from 2.4 in 2005-06 to 2.2 in 2015-16, while the rate for all of India decreased from 2.7 in 2005-06 to 2.2 in 2015-16. In actuality, Assam's decadal population growth rate between 2001 and 2011 was 16.93%, which was less than the national growth rate of 17.64%. Similar to India, Assam is experiencing demographic transition, which is the long-term decline in fertility rates after industrialization. Assam's current fecundity rate, at 2.2, is just slightly higher than India's at 2.1. The substitute fecundity rate, which measures how quickly a population can support itself, is a crucial indicator of progress. The state health minister said that Assam was seeing a worrisome population growth, but this is untrue. However, the state's Muslim population rose at a pace of 29.59%, about three times faster than the Hindu population's growth rate of 10.9%. This notable disparity raised the proportion of Muslims in Assam's total population by 3.3% during the previous ten years, from 30.9% in 2001 to 34.2% in 2011, more than quadrupling the 0.8% average Muslim accretion rate for India.²⁷

The maternal status of women of the current cram demonstrates that utmost percentage of women belongs to the mother category 61.38%, followed by lactating 33.96%, currently married 2.35%, pregnant 2% and no child 1.45% no child category consists with the women which have cross their reproductive age without experience of child birth.

The age of conception has a very important position in the reproductive wellbeing of the mother. It is susceptible to the women to conceive in very early age over and above in higher age. It is very significant that among the women of this study more than 50% of them are conceive for the primary occasion in the period of below 20 years.

The reproductive performance by age at marriage of the mother indicates that the highest conception is found among the female who are accomplishment married in 11-15 years of age followed by 16-20 years, 21-25, 26-30 and 31-35 years. The reproductive performance of women according to

²⁷ Ibid

their family economic of the present study indicates that the rate of conception, live birth and miscarriage are higher among the women with poor family economy. Among the women of poor economic condition the average live birth is 2.86 followed by 2.39 in moderate and 1.39 in good economic condition. The average miscarriage is 0.13 in poor and 0.09 in moderate and good economy.

FINDINGS:

- ⊙ **MATERNAL HEALTH STATUS IS VERY POOR;**
- ⊙ **LACK OF KNOWLEDGE ABOUT THE REPRODUCTIVE RIGHT;**
- ⊙ **LACK OF KNOWLEDGE ABOUT THE GOVERNMENT SCHEMES;**
- ⊙ **EARLY MARRIAGE LEADS LOTS OF PHYSICAL COMPLICACY DURING PRE NATAL AND POST NATAL PERIOD.**
- ⊙ **NEGLIGENCE OF THE FAMILY MEMBERS.**
- ⊙ **TREATMENT BY UNTRAINED MEDICAL PERSONNAL AS WELL GENERAL MBBS DOCTORS LEADS THE SIGNIFICANT RATE OF MATERNAL MORTALITY SINCE 2010. HOWEVER THIS CONDITON IS IMPROVING DAY BY DAY.**
- ⊙ **POVERTY WHICH LEADS MALNUTRITION AND VITAMINE DEFICIENCY DUE TO INADEQUATE FOOD HABIT.**

RECOMENDATION:

- ⊙ **FIRST AND FOREMOST ESSENTIAL STEP FOR IMPROVEMENT OF REPRODUCTIVE HEALTH STATUS OF WOMEN IN ASSAM THE HEALTH EDUCATION SHOULD BE AVAILABLE AT TERTIARY LEVEL WHICH MEANS IN THE SECONDARY LEVEL.**
- ⊙ **SECONDLY ALL VILLAGE AND URBAN WOMEN SHOULD BE INSTRUCTED TO DO INSTITUTIONAL DELIVERY.**
- ⊙ **ASHA WORKERS SHOULD BE PROPELY TRAINED.**

- ◎ **ALL THE HUMAN RIGHT AGENCIES AND NGOS SHOULD TAKE INITIATIVE FOR PROMOTION OF GOVERNMENT SCHEMES THROUGH WELFARE PROGRAMMES, WORKSHOPS ETC.**

- ◎ **RESEARCH SHOULD BE MADE ON THIS FEILD BY THE RESEARCH SCHOLARS.**

Conclusion:

In summary, the government may concentrate on increasing public knowledge of contemporary contraception and spacing techniques while simultaneously ensuring that these services are available and accessible to everyone. In order to maintain a stable and healthy population, family planning services directly reduce maternal and infant mortality. There is no cause for the state administration to worry and take such harsh steps, especially as Assam's overall fertility rate is rapidly declining and almost at the replacement level of 2.1. Instead, the state should concentrate on addressing its high baby and under-5 death rates, as well as its high maternal mortality rate, which is the highest in the nation. Since a couple is more likely to have more children if the odds of a kid surviving are lower, improving healthcare and implementing policies to cut child mortality would help further lower the overall fertility rate.

TECHNOLOGY-BASED LEARNING DURING THE COVID-19 PANDEMIC TO ENSURE SKILL- BASED HUMAN RESOURCE DEVELOPMENT OF BANGLADESH

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ABSTRACT

Technology- based learning encourages self-driven learning. During the Covid-19 period, learners can benefit more from self-directed learning in terms of improving individual knowledge, skills and critical thinking abilities. The study is focused on finding the ways of effectiveness of technology- based learning for skill based development of human resources at the time of Covid-19. This study employs a combination of qualitative and quantitative methods, with a focus on skill-oriented technology-based learning. The findings of this study emphasize the significance of planned teaching and learning opportunities. Technology-based learning might be an option for ensuring learners' constant involvement with the learning process. Teacher beliefs about technology-based teaching and learning are a key barrier. Learning through technology-based programs and raising learners' knowledge of economic independence can be steps toward effective technology-based learning.

Keywords: *Technology-based learning (TBL), Self- driven learning, Critical thinking abilities, Teachers' Belief, Blended learning.*

Introduction

People now have faster and more comprehensive access to information. There has been a paradigm shift from books to ICT. Personal skill development is becoming increasingly simple and affordable. Anyone can learn everything they determine without or instead of institutionalization by using technology. Truly educated and skilled citizen is the demand of today's world. (World Development Report, 2019).

The onset of the novel coronavirus made everything from world economies to social rituals (Schulten, 2020) devastated. The coronavirus triggered the first phase nationwide lockdown in Bangladesh which began on March 17, 2020.

Covid-19 causes an abrupt transition from traditional classroom-based instruction to technology-based learning. It was extremely difficult for countries like Bangladesh to deal with this rapid circumstance. For that reason, the International Labour Organization (ILO) estimated that 195 million jobs could be lost (UNDP, 2020). One of the most preferred ways to subdue the effect of this crisis is to enact the COVID-19 containment measures in their respective territories (De Brouwer, Raimondi & Moreau, 2020).

The expanding world of technology allows people to do whatever they want to support their livelihoods and provide mental satisfaction. Many people become financially independent by pursuing their passions. The innovative world is creating new job opportunities. Many existing jobs are being retooled into new forms, resulting in innovative and sometimes unexpected skill combinations. Workers who bring emerging skills into relevant technical fields of expertise—such as teachers who are good at web design and actuaries who are proficient in big data analytics—are likely to be in high demand (World Development Report, 2019).

The COVID-19 pandemic is prompting many colleges and universities to abruptly and comprehensively adopt online learning, remote work, and other activities to help contain the spread of the virus. In the past decade, institutions have recognized the importance of advising, early alerts, degree planning, and other services to help students attain their academic goals affordably and efficiently. Lederman (2020) justly stated that due to the COVID-19 crisis teachers and students both find themselves in the situation where they felt compelled to embrace the digital academic experience as the summum bonum (supreme good) of the online teaching-learning process. A wide range of new applications and technologies to support student success are now available and may prove invaluable to help students adapt to fully remote learning. EDUCAUSE data from 2019 reveal that many, but far from all, institutions, students, faculty, and staff are ready and able to use these technologies during the pandemic. (Grajek & Brooks, 2020)

Technology-based learning has emerged as the predominant medium of teaching for educational institutions globally because to the COVID-19 crisis. The teaching process has been entirely transformed for this reason. Technology-based learning offers the opportunity to maximize student potential. Research published in the International Review of Research in Open and Distance Learning, state that “the amount learned from the online classroom is somewhat greater than in the traditional lecture-based courses.” Plus,

even the least-prepared people acquired knowledge just as well as those who were already ‘skilled’ in the subject.

This study is focused on how the university level students’ utilize technology-based learning during the Covid-19 pandemic to ensure skill-based learning in Bangladesh context. The objective of the study is to find out the present status of skill-based learning among the university level students’ and how to make it more effective for Human resource development of Bangladesh.

Literature Review

Technology-based learning (TBL) constitutes learning via electronic technology, including the Internet, intranets, satellite broadcasts, audio and video conferencing, bulletin boards, chat rooms, webcasts, and CD-ROM. TBL includes tutorials, web conferences, online forums, simulations, and gaming, among other methods.

While the increasing number of new tools and technologies may seem overwhelming at first, educators understand the benefits of instruction led by this new technology. Older teaching traditions are being left behind or supplemented with new teaching practices, allowing students and teachers to become better equipped for the emerging, interconnected, and technologically-influenced world around us.

Some learning approaches are now designed specifically for this new technology, but most are older approaches simply supported by it, allowing educational institutions and classrooms across the world to reach new heights.

Automation is reshaping work and the skills demanded for work. (WDR, 2019). The demand for advanced cognitive skills (Krueger and Kumar, 2004) and socio-behavioral skills (Cunningham and Villaseñor, (2016); Deming, (2017)) is increasing, whereas the demand for narrow job-specific skills is waning. (Hanushek et al., 2017). Adaptability is a great skill increasingly demandable in the job market. This combination of specific cognitive skills (critical thinking and problem-solving) and socio-behavioral skills (creativity and curiosity) is transferable across jobs. (WDR, 2019).

Candy, Crebert and O’Leary (1994) and Knapper and Cropley (2000) have discussed just how this might be achieved, especially in the context of higher education. They argue that colleges and universities have traditionally considered their roles as teaching students the current best practices in terms of knowledge and skills in various fields, but that equipping students with the general skills to direct their learning throughout their lives and in the vast array of situations they will encounter after completing formal education is an even more crucial task. This is especially important in an era of unprecedented rapid and fundamental change, in which comparatively few students will ever directly use the disciplinary

knowledge they acquire in university. These authors call for a shift in emphasis that would teach students to 'learn how to learn'.

Deep and surface learning, for instance, have been studied extensively, and a good deal is now known about the factors that encourage the adoption of deep strategies in university settings (Knapper and Cropley 2000) or the workplace (Kirby et al. 2003).

How our educational system will be reconstructed following the crisis, as well as any necessary modifications to the curriculum and evaluation methods. When they transfer to a higher level of education or enter the workforce, many students in the COVID-19 cohort will be concerned about experiencing long-term disadvantages in comparison to others who studied "normally." The requirements of skills-sector programs (Technical and Vocational Education and Training, or TVET) require particular attention, even if approaches to remote learning will obviously differ between elementary (primary) school and postsecondary education. Graduates of this kind of program will be crucial to the rehabilitation of the economy. It is feasible to give them the hands-on instruction they need via distance learning, but particular preparations are needed.

Research questions

1. How students use technology based learning to the improvement of personal and career development by doing online courses?
2. How young graduates are utilizing technology based learning to build opportunity to make themselves as effective skilled based Human resources?

Methodology

The study followed a mixed method approach. Both survey and focus group discussion were conducted in a parallel session during the same period. The participants of this study were selected from the students' of University of Chittagong. Data collected through FGD supported the findings to gain insights about the present practice of technology based learning among the students' involved in higher education which helped to maintain the validity of the findings.

Data gathered through online survey using questionnaires. Two types of questions were used in the questionnaires: structured and semi structured questions. This questionnaire was used only to gather information about students' understanding on technology based learning and impact of TBL on skilled based learning. Focus group discussion was conducted to understand in depth thinking of the participants. There were 120 participants who responded to the scripts of the survey between age ranges from 20 to 28

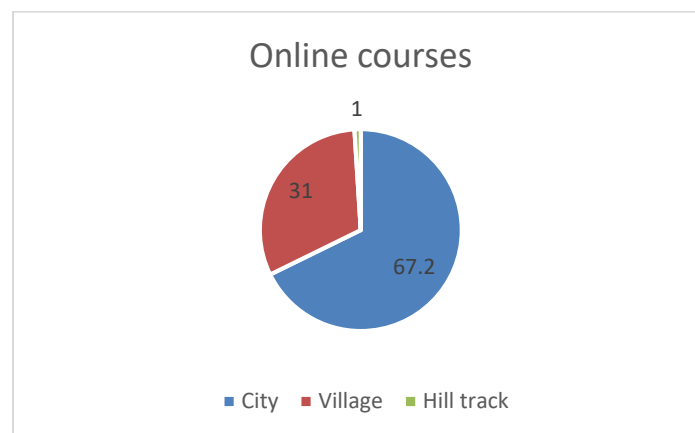
years. Participants were selected through convenient sampling (who agreed to participate voluntarily). From these participants, 8 participants were again selected conveniently for focus group discussion.

Data analysis was conducted by following two steps. The numerical data was analyzed through descriptive analysis to understand the level of learning of the participants and the focus group discussion was analyzed through thematic analysis.

Findings

Ways in which young graduates are building new learning experience in Covid-19 period

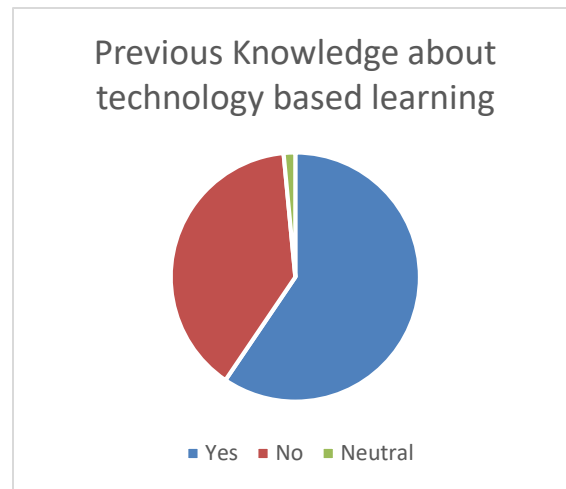
A semi structured questionnaire was developed based on the outcome of the previous analysis. This questionnaire was developed for in depth understanding of the thinking of participants about technology-based learning and their desire from it. About 67.2% students are attending online courses from Cities and 31% did this from Village areas. Only 1 student responded to attend online courses from Hill tracks. To participate in the online courses students used mainly Smart phone (86.2%) as the medium, 17.2% used laptop and the rest of them have no smartphone/laptop so they had to use from others.



Knowledge about Technology based learning

Among the participants 67.2% shared about their previous experiences of technology-based learning. Participants' interest is a prior issue in this case. Maximum participants who were not experienced about claimed they weren't finding interest about the offered or selected courses. They wanted to learn something new but fail to find the way out of fixing the challenges towards reaching the goals. Some of them claimed that they didn't have time. It seems like an excuse because in this stage of time won't be a big obstacle if they eagerly want to learn something. Thrust for learning something is the main motivation to divert them into Technology-based learning. Cost of the courses is a barrier for a few portion of participants. Cost is a major issue for the participants' of this age group. Covid-19 gave most of them a

chance to pursue their courses in free of cost. They considered it as an opportunity. 55.20% had previous knowledge about skill based learning, 36.20% had no previous knowledge about skill based learning and rest of the were not aware about how it works.

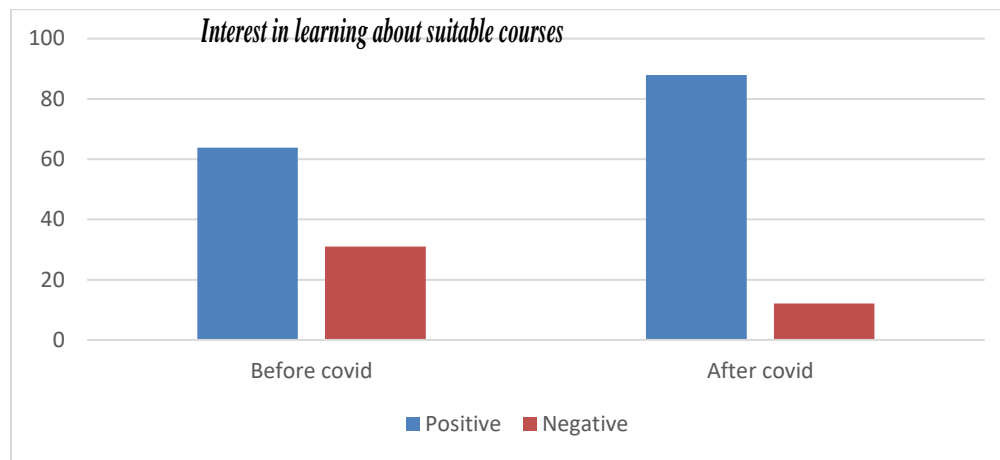


Using website for Technology based learning

Maximum students used Coursera (69%) as teaching-learning module or platform attended before participation in online courses, 12.1% used Udemy, 19% used Edx. Zoom (89.7%) platforms are being used by facilitators and participants in online courses. Google meet (22.4%), Microsoft Team viewer (1.7%) Google Classroom (19%) Skype (3.4%) Facebook (25.9%), (6.9%) were used as other platforms.

Interest in learning about suitable courses

Right now 87.9% are attending online courses and 12.1% admitted that they never attend to any online courses. Their opinion about attending before in any live session or online training or teaching-learning platform before Covid-19 negative for 63.8% and 31% answered positively. Rest percentages answered maybe because they felt like they were not concerned about their attendance.



Career transition

To do something new or do something of their own idea is the idea of a large portion of participants (38%) and want to start something new. They want to work independently by turning themselves into self-employed. A good portion (36%) want to involve themselves into Volunteering, Mentoring and Part-Time work. A few number of participants (26%) wanted to follow the traditional way that is Employment to Retirement though the number is not that high.

The value of the strategic teaching and learning opportunities

55.2% students responded confidently that attending online courses can improve their skills, 39.7% thought maybe it could be helpful, only 3 students were negatively approached their opinion. But sometimes they feel stressed about attending online courses at least in 32.8% cases, 39.7% were not feeling stressed and 27.6% were not sure about their feeling in this regard. Their concentration at the time of lectures during online courses should that they could not keep their concentration in full class duration about 72.4% times, 27.6% claimed that they could keep the track with the whole class. 53.4% surely think or believe that online courses can play supportive roles to increase their skills, 41.4% answered that maybe it can be supportive but not sure. 37.9% students believe online courses can be supplement of regular courses, almost same percentages (34.5%) think negatively. 27.6% students take it neutrally.

Facilitators' engagement

Facilitators' enjoyment while conducting online courses is very important. 41.4% students responded that facilitators' response was positive engagement in the online courses and 51.7% were not sure about their response. Rest of them found no sign of enjoyment among the facilitators. 39.7% facilitators applied assessment strategies during online classes, 48.3% sometimes used assessment strategies and 12.1% didn't use any assessment strategies. 34.5% students think that online classes support

participatory approach, 43.1% maximum participants remain neutral about their opinion and 20.7% disagreed about this.

It is difficult to learn in online classes rather than traditional classes it was the opinion of 44.8% people, 27.6% remain neutral and 17.2% disagreed on this matter. Teachers' Belief on technology-based teaching and learning is a major challenge in academic online course perspective. Online learning concept carries a huge transaction for the teachers' also. Coping up with this shifting from the middle of nowhere is facing a huge challenge as well.



Emergency education framework

51.7% strongly agree with the opinion that it is necessary to build an emergency education framework in education policy of Bangladesh, 36.2% agree also agree about this and others remained neutral in this case.

Skills participants are building at this time of Covid-19

They tried to gather informative issues and managed challenging situation. Learning, communicating skill, Technology based learning smoothing their ways to learn. Participants of this research were using English as a second language so did some courses to improve their English spoken quality. Participating in virtual meetings were also brought drastically change in their concept of learning. The courses they choose were very much versatile like: ICT, Inclusive Education, child protection, family education, video editing, Photography, violin playing, graphic designing, cooking, improving teaching ability, Powerpoint presentation, template making, News presenting, film making, Leadership, Business, different language

based courses, E-awareness, social marketing, social skills, health skills, thinking skill. They claimed that these courses were very self-motivating for them. Educational psychology based courses get the most preference from almost all the participants. Learning word-press skills, Excel works, Microsoft office management skill, web development, obtaining certificate based courses from reputable organizations like UNICEF and others. Some participants tried to enrich their knowledge about Religion perspectives.

The challenges in online skill building courses

Poor internet connection, Internet access, less concentration, mental pressure, lacking of participatory based learning, costly, communication barrier, uninterrupted electricity & ensure the bufferless internet connectivity, lack of stable device and internet connection, high rate of mobile data, lack of internet connection, lack of concentration, monotony, data purchasing problem, Network lacking and device shortage, To make skilled properly, time management,

'Reluctance ' is more effective. Technical issues. Many can't practice. Then poverty is an issue. Many can't attend this skill building courses for the lake of mobile and computer. Otherwise many thinks not being a regular based learning it is unnecessary. Maintaining Time schedule, lack of network frequency, lack of proper technology device. Some claimed that they were not mentally comfort to learn courses in online, that's why their answers were not clear. Ensuring stable internet connection, Noise free place played important roles.

After attending online courses they felt stressed and bad headache. Students do not concentrate perfectly and internet network is very low in the village. It's hard to control students. Multimedia device not available. Lacking of 3G network, academic environment and interactive conversations. No tools to practice more, lack of lab class, no enjoyment in class.

Participants suggested some of the ways to recover the losses in the educational institutions during this COVID-19 pandemic

Submit assignment and proper managed online Class, effective classes, regular assessments, completing exams in time can be some way outs. Taking participatory classes using technological support in mind refreshing way. Facilitator should be trained up taking effective class. Finding an alternative way for evaluation and keep the courses running through online course, assignment, reports.

Institute should make a proper schedule and try to take online classes supporting the students who are not capable of having a smartphone. It is complicated to recover the losses without person to person meeting so everyone should further think about session. Thinking about change in our educational system. Where

student can learn by practicality. Building an emergency education framework. Additional assessment theory could be a solution. Ensured solution like economic funding, take a big steps or bigger solution form our government policies, changed the inner curriculum and working on developing that right now. Online class should be given class video should be given class lecture classes should be uploaded in youtube. Verbal assessment after class will be helpful to make pupil concentrate more on their classes. However the generation will be skilled in both traditional learning and online learning. Classes should be more students centric.

Suggestions to overcome the challenges of online skill building courses

It is very important to solve poor net connection and smart phone problem. Proper management through developing connection problems and ensure learners catchment areas. Strong communication system, assessment, improve broadband connection and teacher skill were participant main concern. Classes should be more participatory. Uninterrupted electricity & high speed internet connectivity should be ensured. Class lecture should turn into more interactive and interactive. Trained personnel must needed to provide standard online courses. Make mobile data available for using educational apps with strong network. Create concern in education and technical leadership. Improve technological opportunity to ensure proper, fun and dynamic environment. Advantages of technology-based teaching and learning will be focused. Time selection should be done according to the topic length can mitigate boredom and building monitoring team for better result. Good network system, increasing education facilities for rural area, keep patience for learning something. Build up a strong network system. Training how to use online program makes teachers creative, the more students concentrate. Making sure of everyone has smart device to attend course. Making class more interactive by face to face conversation and using attractive visualization. Assessing the attendees before, after and throughout the course.

Online skill building courses can be helpful for future endeavor

- Developed inner qualities
- In future it will help us to build up as technologically skilled nation.
- It can add a new skill or qualification besides traditional certificate based degrees.
- It can enlarge skills and makes the participants to grow faster than they were in previous time.

Focus group discussion

The final part of the analysis was the Focus Group Discussion. There are some open ended questions to clearly posturize the idea of lifelong learning of the participants. There positive attitude towards technology-based learning was reflected on the FGD. This focus group discussion was conducted as

supportive information to the findings of data analysis and clear idea about their feelings towards technology-based teaching and learning. This discussion emerged into themes-

They took online platform as a chance to communicate with the facilitator and took the facilities to learn whatever they wanted to learn.

i. Desirable skills of the participants

Participants considered technology-based learning a major step towards skill-based learning. They derived technology-based learning as a development of learners' soft skills. Covid-19 help us to adopt with the word Technology-based learning. Facilitators and learners both are getting used to this Technology-based learning. They showed their interest about graphic designing, increase technological knowledge, competency in spoken English, scientific research related skill, vocational education, mass communication, adaptability, presentation skill, recitation, apply academic knowledge to professional world, sign language, fashion designing, self-development, social welfare, space science, computer typing, handicraft work, medical assistance, video editing. It was really a privilege to get to know about their most desirable and versatile skills. One of the participants shared about his roles both as a learner and a facilitators. As a learner Udemy supported him with various courses he wanted to learn at the time of Covid-19 and as a facilitator he tried to apply this knowledge as a trainer of graphic designing courses.

ii. Changes in Job market

Professional people got the technological assistance from the young graduates. One of the participants shared about his experience of Rotary Club how he managed to assist them by making zoom meeting easy for them. Graphic designing, banner preparation, online promotion got the reach of maximum people because of increasing use of online platform. Both teachers and facilitators took the help of the learners to get the technological help. This is a huge shifting. They got the opportunity and succeed to keep link with the professionals. They got the chance to attend international conferences. Transaction of regular office work into E-system gave employees the opportunity to know that office work could be done smoothly without direct interaction. Covid-19 was a chance to build up their soft skills.

iii. Qualities and competencies to enrich participants' quality of life

They gave their opinion responding in various ways. They mentioned about the qualities like open minded nature and having respect to anyone's view, technical education, efficient use of man power, mathematical competency, knowing about the expending global technology, ICT literacy, patience, adaptation quality, outsourcing, non-biased attitude, logical behavior, ethics and values, respect to laws, communication skill, spreading the knowledge, politically awareness, environmental literacy. They

wanted to enrich themselves by enrolling into training program, formal institution, ICT based learning, online based learning programs, social media, print and television media.

Discussion

- All the participants have access to cellular phones, laptops or other electronic devices with internet connection and they can gather various kinds of information through this. Participants use it as a device for communicating, education purpose, job searching, getting general and sports news, getting updated information of share market and so on. Participants agreed about getting the access to various types of reading materials instantly and finding learning materials on their desired field. They can get the access to any kind of library from anywhere. It can reshape their knowledge and scaffolding it with proper information in proper way.
- Participants shared about getting chance to acquisition of English as a second language from native speakers through online language acquisition related courses. It would not possible to get this opportunity free of cost if Covid-19 did not happened. They take it as a chance.
- Maximum students want to develop their communication skill and considering it as a source of doing great in both personal and professional life. They emphasis on participating in some training in online on communication skills if they can get the chance. Covid-19 was a chance for the young people. But they used to with mobile device more than other devices.
- In focus group discussion, one of the participants shared her experience of assessment where participants were assessing each-others assignments before the final assessment. It helps them to realize each-others opinion and learning style. They also got a clear idea of the different assessment system of other countries. She thought that it gave her a chance to involve in other countries education system, got the chance to learn from them and upgraded herself. Participants found their link by their writing where direct communication was absent.
- Technology-based learning demands depend on the interest level of the people. Everybody does not have the equal demand, interest or access. Individual person has individual plan, taste, learning or knowledge acquisition style and goal. Some participants think that this kind of learning is important for their professional life and maximum students think that it can enrich living standard of both their social and personal life.
- Covid-19 situation moved our elderly people towards technology. Our elderly people are now bound to use the technology. Situation demand made them to do regular works like office meetings, taking online class, searching content in internet etc.

- Technology-based learning is structurally dependent on the trends of educational policies, the university and the job markets. The collaboration all of these can promote in more effective mode. To build a learning society, social empowerment and economic self-reliance, ensuring people's access to services, and to support and develop people's inner potentialities is essential (Dhaka Ahsania Mission).
- Covid-19 gives us the chance for remote learning. They can get the chance to attend any courses from anywhere in the world. But it can't be possible for the participants living in the hill tracks.
- Online courses can be supportive for teaching method like student centric learning if participants and facilitators both are equally interested about learning. Participants thought that online courses can provide the facilitators personal spaces and apply their creative thinking.
- Young people are good at soft skill and can easily cope with the changed situation. So impact of after Covid-19 changed situation left people unemployed but young people believe that they can overcome the situation using their technology-based skills.
- One of the participant shared about his experience off video editing using Stop Motion. He got the chance to learn this from online platform. He got the chance to apply this knowledge in the promotional video making for his organization.

Recommendations

- Students want to learn so all they need is the proper support through proper channel. Ensuring the chance and maximum facilities for all citizens to gain and enrich their knowledge are the major challenges.
- Using ICT as a media of technology-based learning can work as an opportunity. Digital resources and services via internet can provide opportunity to instant learning and opportunity to overcome barrier of time, logistic support and space. But we can do some SWAT Analysis to get the ideas about the opportunities as well as threats because maximum people are not very much aware about the proper use of ICT.
- People should be information literate and be alert about how to gather information strategically and use it appropriately. Rethinking about the design of literacy (information, language etc.) training can be a good strategy.
- As a developing country economical factor is a major concern. Ensuring cost effective technology-based learning opportunity should be introduced which can provide a holistic and personal economic growth by using the skills gained from technology-based learning.

- Basic Education with adequate infrastructure and trained teachers need to be accessible and non-discriminating.
- To make technology-based learning effective we have to ensure that the participation and positive attitude of young generation towards it. We have to find out the thinking and practice of the young adult about technology-based learning.
- A community of learning culture can be developed. Learning community and its impact to peoples' life can be a positive source of promoting effective technology-based learning. They can share their personal experience among themselves and support each other.
- An overall structured framework for ensuring technology-based learning is needed to make our future generation more skilled and resourceful through this. Apart from limited resources and support, students are trying to finding way out to learn something new gives this paper a very positive vive.
- Further research among the mass level of people can provide more vast and in depth knowledge about the complete scenario of technology-based learning in Covid-19 period in Bangladesh.

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PREVENTIVE STRATEGIES OF HUMAN IMMUNODEFICIENCY VIRUS/ ACQUIRED IMMUNODEFICIENCY SYNDROME (HIV/AIDS) IN URBAN-SLUM AREAS IN NIGERIA.

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ABSTRACT

The study investigated the preventive strategies of HIV/AIDS in urban slum areas in Nigeria. Over the years, HIV/AIDS has become a public issue especially in urban-slum area of Nigeria. The objectives of this study were to investigate whether; Health education, Health intervention program and mass media involvement has a preventive strategies of human immunodeficiency virus/ acquired immunodeficiency syndrome (HIV/AIDS) in urban-slum areas in Nigeria.

Descriptive research was used for the study. Population for this study includes all adolescent girls in urban-slum area, Nigeria. Multi-stage sampling techniques consisting of simple, purposive and proportionate sampling techniques were used to select 1285 respondents from 6 selected states in the six geopolitical zone. Data was collected with the use of researcher's structured close ended questionnaire which was validated by six experts in the field of Health education, Nursing science, Guidance and Counselling at Ahmadu Bello University, Zaria and this was tested for reliability with the use of Cronbach alpha statistical tool. A reliability coefficient of $r = 0.93$ was obtained. The 3 formulated null hypotheses were tested using inferential statistics of one sample t-test at 0.05 alpha level of significance.

The findings of this study revealed that:

Health education, health intervention program and mass media involvement as preventive strategies of human immunodeficiency virus/ acquired immunodeficiency syndrome (HIV/AIDS) in urban-slum areas in Nigeria.

Health education was a preventive strategy of HIV/AIDS in urban-slum area, Nigeria because the calculated t-value $t=3.250$ is greater than $t_{cal. 1.960}$ at $df(1285)$.

Health intervention program was a preventive strategy of HIV/AIDS in urban slum area, Nigeria because the calculated t-value $t=3.250$ is greater than $t_{cal. 1.960}$ at $df(1285)$.

Mass media involvement was a preventive strategy of HIV/AIDS in urban slum area, Nigeria because the calculated t-value $t=3.250$ is greater than $t_{cal. 1.960}$ at $df(1285)$.

The findings from the study concluded that Health education, health intervention program and mass media involvement are preventive strategies of human immunodeficiency virus/ acquired immunodeficiency syndrome (HIV/AIDS) in urban-slum areas in Nigeria.

The following recommendations were made: Result from the data analysed revealed that most of the teenagers receive sexuality health education information from friends, social media and peer educators. Parents must be encouraged to attend workshops on sexuality health education, make contributions towards developing the school policy on family life education, and provide learners with adequate Information, Education and Communication materials.

The study further recommends that support groups that is non-governmental organization providing health intervention programs should be established in order to allow young girls to discuss issues pertaining to their HIV status without fear of intimidation and stigmatization. Through the assistance of professionals, such as psychologists, religious leaders, and professional counsellors, girls could be better advised on prevention of HIV/AIDS.

The education of girl child should be made free and compulsory at least to Vocational Training institute. Teenage girl's awareness programmes should be tailored to the needs of individual communities and include health promotion information and advice, especially on risk taking behaviour.

Keywords: *HIV/AIDS, Infection, Preventive, urban slum areas, Nigeria*

Introduction

The proportion of Nigerians living in urban slum areas has been growing steadily over the years (Agaba, 2014). Statistics from the United Nations Population Division (2003) showed that by the year 2000, 45% of Nigerians were residing in urban slum areas, increasing from 10% in 1952 (Onibokun and Kumuyi, 1996). Sub-Saharan Africa continues to bear a disproportionate share of the global HIV burden (Aniebue and Aniebue, 2011). In mid-2010, about 68 percent of all people living with HIV resided in sub-Saharan Africa, a region with only 12 percent of the global populations (UNAIDS 2011). NARHS, (2012) report indicated that an estimated 3.5 million people are living with HIV (PLWHIV) in Nigeria in 2012, ranking the country third among countries with the highest burden of HIV infection in the world after India and South Africa.

NARHS (2012) provided information for several demographics as follows; urban prevalence was 3.2 percent, compared with 3.6 percent for rural areas among Nigeria's six geopolitical zones, South-South had the highest prevalence at 6.3 percent, while South-East had the lowest at 1.3 percent. NARHS (2012) report also indicated the age groups with highest and lowest prevalence were 35-39 (3.6 percent) and 15-19, 40-44 and 45-49 (2.7 percent), respectively. Onoh, Mbah, Chukwuka and Ikeme, (2004) submitted that the leading route of HIV transmission in Nigeria is heterosexual intercourse, accounting for over 80 percent of new infections, followed by mother-to-child transmission.

In a study conducted by Risley, Drake & Pundy (2012) revealed an estimated 340,940 Nigerian teachers living with HIV, which negatively impacts the quality of health education since PLWHIV experience increased illness and absenteeism from work. In a similar study conducted by Abiodun, Sotunsa, & Ani, (2014) details the serious economic challenges that HIV-affected households in Nigeria are likely to face compared to their HIV negative counterparts, these includes substantial income losses, increased burden of caregiving, as well as higher out-of-pocket health care spending.

Holmes, Levine, & Weaver (2004) opined that communication has been the fulcrum upon which the society revolves and it has been used in all facets of human endeavour ranging from agriculture, health, human capital development among others. Chief among these functions is health education which deals with dissemination of health-related messages from sender to receiver (Peltzer, 2000). Onoh, Mbah, Chukwuka and Ikeme (2004) opined that the mass media are the tools of communication, hence, information about health are passed across using various media of communications. Such information or health education messages can be about HIV/AIDS and other related ailments (Atkin, 2001).

Olaseha, Ajuwon, Onyejekwe (2004) noted that this is sometimes a two-step process with media influence at the national and community level as well as motivating personal influencers or opinion leaders. Olaseha, Ajuwon and Onyejekwe (2004) suggested that mass media campaigns have dominated health education and behaviour change interventions, using a variety of strategies to reach the audience. Odutolu (2005) submitted that close contacts with the focal individuals, also referred to as community stakeholders, contribute to effective media campaigns. Onoh, Mbah, Chukwuka & Ikeme (2004) noted that prevention is the main goal of various HIV/AIDS communication interventions.

Myhre and Flora (2000) noted that since the early 1990s, international AIDS programmes worldwide use mass media campaigns to disseminate the information about HIV. Obviously, the mass media have largely and effectively created room for interventions to increase the knowledge of HIV transmission, to improve self-efficacy in condom use, to influence some social norms, to increase the amount of interpersonal communication and to boost awareness of health providers, among others. Odutolu, (2005) noted that this has been consciously done to help put the spread of the disease under control just as scientists are simultaneously and unrelentingly working round the clock with the aim of producing medications that will cure the disease if contracted.

(Joint United Nations Program on AIDS [UNAIDS], 2000) submitted that of the over 6 billion people globally, 5.4 million are living with HIV. NACA (2005) noted that Nigeria record over one thousand new HIV/AIDS cases of infection daily with the prevalent rate of over 60% occurring among youths between the ages of 24-36 years. United Nations (2018) noted that The United Nations Programme on HIV/AIDS (UNAIDS) in 2012 revealed that about 700,000 Nigerian youths, aged 15 – 32, are living with HIV/AIDS. According to the Executive Director of UNAIDS, Mr. Michel Sidibe, the country risked the danger of new HIV infections if the youths are not properly educated about the effects of the virus (United Nations, 2018).

In a recent study titled Knowledge, Perception and Attitude of University Students towards Prevention of HIV/AIDS, it was reported that youths constitute the highest number of casualties of the HIV virus (UNFPA, 2015). The figures presented in the study established that over 51.7 % of students of Tertiary Institutions in Nigeria have multiple sex partners, a situation that increases the chance of contracting AIDS and other sex-related diseases (Illiyasu, Abubakar, Sani, Jibo Karaye, Salihu, Aliyu, 2012). Nigeria, the most populous country in Africa, with a population of about 180 million people, is not ruled out of countries facing and suffering under the claws of HIV and AIDS (UNFPA, 2015).

Peltzer(2000) sees health education is one tool for promoting or improving health and that changes in health education can affect individuals 'awareness, knowledge, attitudes, self-efficacy, skills, and commitment to behaviour change. The informal groups to which people belong and the community settings they frequent can have a significant impact on their health (Bertrand, O'Reilly, Denison, Anhang and Sweat, 2006). Holmes, Levine,&Weaver (2004)noted that examples include relationships between customers and employees at a salon or restaurant, exercisers who go to the same gym, students and parents in a school setting, employees at a worksite, and patients and health professionals at a clinic. By influencing communities, health educationprogrammes can promote increased awareness of an issue, changes in attitudes and beliefs, and group or institutional support for desirable behaviour (Olaseha,Ajuwon&Onyejekwe, 2004).

Aisien, Shobowale, (2005) noted that in addition, communication can advocate policy or structural changes in the community that encourage healthy behaviour. Health education has been at the centre of any disease control. This is because the public health practitioners across the globe now intensify campaign on the need to dwell more on Preventive than cure of ailments (Adam and Harford, 1999). Olaseha, Ajuwon & Onyejekwe, (2004)submitted that HIV/AIDS campaign has taken a new dimension in the past one decade, bringing the message of preventive health care system closer to the people, instead of cure. However, health education experts have proven the need for an understandable message presented in a form that could be acceptable to all race and traditions, in the prevalence areas (Adebajo,Mafeni,Moreland,&Murray,2002).

Olaseha,Ajuwonand Onyejekwe, (2004) noted that various media of communications have been put in place to cater for the messages such as local language programmes on the mass media and billboards, drama extravaganza at the theatres and other official functions organized by corporate bodies, government and non-governmental organizations. Evaluating the effectiveness of these strategies of media communication is also determine by their acceptance by the receivers, receiving the messages by the audience help to boost attitudinal change, acceptance of societal moral standards vis-a-vis cultural and religious barriers(Peltzer, 2000).

According to Abebe (2004), health education messages are much more than merely disseminating information to people to keep them informed using the radio, television, newspapers and pamphlets and also entails the active solicitation of their perspectives to help consider options to shape the formation of policy, ensuring that the mechanisms are in place for a two-way flow of information and to build consensus among stakeholders about the development agenda. This, according to Crewe (2000), becomes

strategic communication which can only be effective and have the momentum to move into another level or network of audience if those first contacted embrace the information and pass it on to others.

Adebajo, Mafeni, Moreland & Murray (2002) opined that in Nigeria, the HIV/AIDS Health intervention programs have been spread across various urban slum areas, in order to sensitize the youth on the dangers of the pandemic. Such popular tools available in the country include various talk shows organized by various organizations, drama, film shows and other performing arts (Olaseha, Ajuwon & Onyejekwe, 2004). Abiodun, Sotunsa, & Ani, (2014) While the mass media uses the radio to campaign to the youth on the dangers of HIV/AIDS, the talk shows and film shows are organized by various health organizations and other corporate bodies such as non-governmental organizations and international agencies. This study therefore investigates preventive strategies of human immunodeficiency virus/ acquired immunodeficiency syndrome (HIV/AIDS) in urban-slum areas in Nigeria.

Statement of the Research Problem

When HIV was initially identified, Preventive efforts targeted certain risk groups (Coates et al., 1988; Des Jarlais and Friedman, 1987). As the epidemic progressed in the mid-1990s, increasing numbers of infected black were observed (Centers for Disease Control and Preventive, 2008). Interventions focused on educating the general population on the modes of HIV/AIDS transmission and attention was placed on barriers to accepting and using condoms and sexual decision-making that heighten HIV infection and transmission risks (Prochaska, 1990; Calsyn et al., 1992). Importantly, it became more apparent that in the absence of a biomedical cure for HIV, behaviour change was and still is, the most effective strategy in decreasing HIV infection, re-infection, and transmission (Darbes et al., 2008; Pequegnat and Stover, 2000). This is especially significant given that sexual behaviours continue to be the most common mode of HIV transmission, and understanding the processes involved in sexual decision-making is necessary to ensure long-term behavioral change (Onoh, Mbah, Chukwuka & Ikeme, 2004).

Obi (2013), opined that HIV/AIDS has emerged as one of the greatest public health challenges that has proved difficult to stop in spite of the public health community having dramatic success in other areas of disease Preventive. Joint United Nations Program on AIDS [UNAIDS] (2000) Nigeria records over one thousand new HIV/AIDS cases of infection daily with the prevalent rate of over 60% occurring among youths between the ages of 24-36 years (NACA, 2005). Aisien & Shobowale, (2005) observed that the public awareness and sensitization campaigns on HIV/AIDS in Nigeria today although on the increase have not led to a sharp decline as the prevalence of the pandemic is still present especially among youths.

Aniebue, &Aniebue, (2011) opined that this is because Nigeria is one of the countries in Africa where the disease is said to be not only a pandemic but that which posed a grave consequence on the country 's economic, social, political as well as moral bearings. There is therefore, a concerted effort to stem the tide of the spread of the dreaded disease in order to avert the public awareness and sensitization campaigns are one of the many efforts geared towards minimizing risky behaviour by encouraging moral uprightness especially in sexual matters between both sexes(Akpabio, Uyanah, Osuchukwu, & Samson-Akpan, 2010). The youthful population, the vibrant segment of the society, has been the most vulnerable to the HIV/AIDS virus and a significant percentage of this population are students in tertiary institutions (Ross, 2008).

Odutolu(2005) noted that effect of HIV/AIDS on the young generation not only portends a diminishing of the future workforce, but also, endangers regeneration and societal continuity. Aniebue, &Aniebue, (2011) noted that to combat the spread of the disease, there are various communication strategies employed by the government and non-governmental to carry out the campaign. Such communication strategies include mass media that involve radio, television, billboards, print media etc other strategies include pamphlets, talk shows and drama presentations, among others. Despite these communication strategies, the HIV/AIDS scourge was recorded to be higher between 2000 and 2009 (Kasl&Cobb, 2011).

Federal Ministry of Health [Nigeria] (2008) The Preventive and control of HIV infection depends on the Preventive of new infections and treating currently infected individuals. Many international organizations including UNAIDS, WHO and CDC emphasize the importance of Preventive of HIV reinfection (UNAIDS/WHO (2000). It is against this background, that the researchers evaluated the Preventive strategies of HIV/AIDS in Urban Slum Areas in Nigeria.

Purpose of the study

The aim of this study is to investigate the Preventive strategies of HIV/AIDS in Urban Slum Areas in Nigeria. Specifically, this study is designed to:

1. Investigate whether health education will be a preventive strategy of HIV/AIDS in Urban Slum Areas in Nigeria.
2. Evaluate if Mass media involvement is preventive strategy of HIV/AIDS in Urban Slum Areas in Nigeria.
3. Examine if Health intervention program is a preventive strategy of HIV/AIDS in Urban Slum Areas in Nigeria.

Research Questions

The following questions were raised in this study:

1. Will health education be a preventive strategy of HIV/AIDS in Urban Slum Areas in Nigeria?
2. Will Mass media involvement be a preventive strategy of HIV/AIDS in Urban Slum Areas in Nigeria?
3. Will Health intervention program be a preventive strategy of HIV/AIDS in Urban Slum Areas in Nigeria?

Research Hypotheses

The following hypotheses were formulated to guide the study:

1. Health education will not be a preventive strategy of HIV/AIDS in Urban Slum Areas in Nigeria.
2. Mass media involvement will not be a preventive strategy of HIV/AIDS in Urban Slum Areas in Nigeria.
3. Health intervention program will not be a preventive strategy of HIV/AIDS in Urban Slum Areas in Nigeria.

Methodology

The research design adopted for the study was a descriptive research design of the survey type. The population comprises of all students of tertiary institution in Nigeria totaling about (4,406,000) (National Bureau of Statistics). 1285 respondents were sampled for the study. The instrument used for the study was a researcher developed questionnaire titled preventive strategies of HIV/AIDS in urban slum areas in Nigeria which was validated by three experts in related field and tested for reliability.

Test re-test method was used to obtain the reliability of the instrument. Pearson Product Moment Correlation was used to obtain a correlation coefficient result of $r = 0.93$. The instrument was administered through an online survey. Inferential Statistics of One Sample t-test was used to test the three research hypotheses set for the study at 0.05 alpha level, using Statistical Package for Social Science (SPSS) version 25.0

Result and Discussion of Findings

Hypothesis 1: Health education is not a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria.

Table 1: One Sample t-test analysis showing Health education is not a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria.

Variable	N	Mean	Std. Dev.	SE	Df	t-value	p-value
Health education	1286	3.7191	.23458	.00654	1285	32.714	.000

Significant at $p < 0.05$

Decision mean = 2.50

df (1285), $t=32.714$, $p < 0.05$

Table 4 is on one sample t-test on Health education as a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria. The findings reveal that the p-value (0.000) is less than 0.05 alpha level of significant and the calculated t-value **t-32.714 is greater than t-cal. 1.960 at df (1285)**. The outcome of the study shows that Health education is a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria. This means that the null hypothesis which states Health education is not a significant Preventive strategy of HIV/AIDS in urban slum areas in Nigeria is hereby rejected.

Hypothesis 2: Health intervention program is not a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria.

Table 2: One Sample t-test analysis showing Health intervention program is not a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria.

Variable	N	Mean	Std. Dev.	SE	Df	t-value	p-value
Health intervention program	1286	2.7086	.65733	.01833	1285	43.453	.000

Significant at $p < 0.05$

Decision mean = 2.50

df (1286), $t=43.453$, $p < 0.05$

Table 2 is on one sample t-test on Health intervention program as a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria. The findings reveal that the p-value (0.000) is less than 0.05 alpha level of significant and the calculated t-value **t-43.453 is greater than t-cal. 1.960 at df (1285)**. The outcome of the study shows that Health intervention program is a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria. This means that the null hypothesis which states Health intervention program is not a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria is hereby rejected.

Hypothesis 3: Mass media involvement is not a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria.

Table 3: One Sample t-test analysis showing Mass media involvement is not a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria.

Variable	N	Mean	Std. Dev.	SE	Df	t-value	p-value
Mass media involvement	1286	2.7086	.65733	.07833	1285	43.453	.000

Significant at $p < 0.05$

Decision mean =2.50

df (1286), $t=43.453$, $p < 0.05$

Table 4 is on one sample t-test on Mass media involvement as a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria. The findings reveal that the p-value (0.000) is less than 0.05 alpha level of significant and the calculated t-value **t-43.453 is greater than t-cal. 1.960 at df (1285)**. The outcome of the study shows that Mass media involvement is a significant Preventive strategy of HIV/AIDS in urban slum areas in Nigeria. This means that the null hypothesis which states mass media involvement is not a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria is hereby rejected.

Discussion of findings

The tested hypothesis one revealed that Health education is a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria. This result is in accordance with the findings of Bertrand, O'Reilly, Denison, Anhang and Sweat, (2006) that health education is one tool for promoting or improving health

that changes in health education can affect individuals 'awareness, knowledge, attitudes, self-efficacy, skills, and commitment to behaviour change. The informal groups to which people belong and the community settings they frequent can have a significant impact on their health education has been at the centre of any disease control.

The tested hypothesis two revealed that Health intervention program is a significant Preventive strategy of HIV/AIDS in urban slum areas in Nigeria. This result is in accordance with the findings of Adebajo, Mafeni, Moreland and Murray (2002) that in Nigeria, the HIV/AIDS Health intervention programs has been spread across various urban slum areas, in order to sensitize the youth on the dangers of the pandemic. Such popular tools available in the country include various talk shows organized by various organizations, drama, film shows and other performing arts. While the mass media uses the radio to campaign to the youth on the dangers of HIV/AIDS, the talk shows and film shows are organized by various health organizations and other corporate bodies such as non-governmental organizations and international agencies.

The tested hypothesis three revealed that Mass media involvement is a significant Preventive strategy of HIV/AIDS in urban slum areas in Nigeria. This result is in accordance with the findings of Myhre and Flora, (2000) Since the early 1990s, international AIDS programmes worldwide use mass media campaigns to disseminate the information about HIV, Obviously, the mass media have largely and effectively created room for interventions to increase the knowledge of HIV transmission, to improve self-efficacy in condom use, to influence some social norms, to increase the amount of interpersonal communication and to boost awareness of health providers, among others. This has been consciously done to help put the spread of the disease under control just as scientists are simultaneously and unrelentingly working round the clock with the aim of producing medications that will cure the disease if contracted.

Conclusion

Based on the findings of this study, it was concluded that;

1. Health education is a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria.
2. Health intervention program is a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria.
3. Mass media involvement is a significant preventive strategy of HIV/AIDS in urban slum areas in Nigeria.

Recommendations

Based on the conclusions drawn from this study, the following recommendations were made;

According to the results from the data analysis, most of the teenagers receive sexual health education information from their friends, media and educators. This means that parents do not perform their duties well. Knowing fully well that parents are the primary educators, and as such effective sexuality health education programme needs the support of parents and of the community as parents form an integral part of sexuality health education in schools.

Parents must be encouraged to attend workshops on sexuality health education, make contributions towards developing the school policy on sexual health education, and provide learners with adequate resource material.

The study further recommends that support groups that is non-governmental organization providing health intervention programs should be established in order to allow learners to discuss issues pertaining to their pregnant status. Through the assistance of professionals, such as psychologists, pastors/imams, and professional counsellors, girls could be better advised on pre-natal and post-natal birth as well as complications that could arise during the pregnancy.

The health education of the girl child should be made free and compulsory at the basic health educational level. Free basic health education for the girls will increase school enrolment of teenagers who hitherto were out of school as a result of exorbitant fees. Teenage programmes should be tailored to the needs of individual communities and include health promotion information and advice, especially on risk taking behavior.

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HOW CORPORATE GOVERNANCE ATTRIBUTES OF BOARD SIZE, BOARD MEETING, AND AUDIT COMMITTEE INDEPENDENCE SHAPE CORPORATE FINANCIAL PERFORMANCE: INSIGHTS FROM LISTED CROSS-BORDER COMPANIES IN NIGERIA

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ABSTRACT

The study investigated the effects of corporate governance characteristics and financial performance of cross-border listed companies in Nigeria, spanning 11 years (2012-2021). The population of the study are cross-border companies in Nigeria. They are those Nigerian companies that operate their branches outside the border of the country as Subsidiaries or Associates but listed in the Nigerian Exchange Limited. Financial performance in this context is proxied by Return on Assets (ROA) and the corporate characteristics of board size, board meeting, audit committee independence, firm leverage and firm age were examined using panel multiple regression analysis (fixed effects). The findings revealed that board size had positive significant relationship with financial performance, board meeting shows a negative insignificant relationship, while firm leverage and firm age show negative significant relationship with financial performance. The study concluded that there is a mixed effect of the selected board attributes on financial performance of cross-border listed companies in Nigeria. This suggests that cross-border listed companies in Nigeria should strengthen its corporate governance activities to enhance better corporate financial performance.

Keywords: Audit Committee Independence, Board Meeting, Board Size, Cross-border, Corporate Governance, Financial Performance.

1. Introduction

Information about business organizations has become vital and stakeholders are aware of the importance of information about the broader range of activities including both their financial performance and non-financial performance such as socially responsible performance (Uyar et al., 2013). Demand for more transparent corporate reporting by several stakeholders intensified as an aftermath of corporate scandals and financial crises. There is an inverse link between corporate transparency and information asymmetry between managers and stakeholders and consequently, more information transparently communicated reduced information asymmetry between managers and stakeholders. Thus, by better and more transparent information disclosure using various media like press releases, corporate web sites, prospectuses, and annual reports; information gap between corporate managers and other stakeholders shrinks.

In relation to investors, the Global Investor Opinion Survey has pointed how corporate governance represents one of the main criteria in investment choices. Firms with functional corporate governance system win investors' confidence to trust their investment in the hands of management (Raimo et al., 2020). This confidence allows investor to further rely on the information provided by the organisation.

In making investment decision, potential investors check the financial reports to ascertain the financial soundness of the firm they want to invest in. The potential investors check that the annual reports and accounts and other relevant information have been certified by the external statutory auditors. Despite, the financial statements have been certified to be satisfactory by auditors as being true and fair view of the company's performance and state of financial position, there are still corporate failures experience afterwards. Cases like the Enron in 2001 in the US; Royal Ahold, a Dutch company in 2003; Parmalat, an Italian company in 2003; HIH, an Australian company in 2001; Satyam Computers Services, an Indian company in 2009 are typical corporate failures. Also, the collapse of many markets in Asian-Pacific countries in the 1990s is another case wherein many people investments' were met with huge losses occasioned by the stock markets crash. This crash was attributed to lack of transparent corporate financial reporting and lack of accountability on the part of companies' directors (Mallin, 2010). Nonetheless they had clean reports issued on their performances and financial positions. These instances of corporate failure have been attributed to lack of sound corporate governance, with far reaching effects not only on investors but on other stakeholders such as employees, creditors, suppliers, pensioners, the public etc (Idowu, 2018).

Firms' characteristics and corporate governance attributes measure firms' efficiency of an institution and reveal the ability to achieve its objectives in term of revenue and profit generation. Companies in Nigeria

that operates beyond its border as subsidiaries of home companies need to disclose in their reports the characteristics of firms operations and attributes of its board members.

Cross-border companies operate subsidiaries outside the geographical location of a country and such companies are mostly faced with pressure to ensure compliance to good governance and transparency reporting. The problem of low level of corporate governance disclosure among cross-border listed companies remains a major concern for investors and capital market regulators. Low governance disclosure creates information asymmetry which often leads to delayed regulators intervention in companies with bad governance systems and also creates barriers to investors with strong interest in governance risk of a company. In cross-border listed companies where there is a very low level of corporate governance reporting, the low reporting level is often attributed to characteristics of the company. This study seeks to solve this problem by recommending specific relevant firm characteristics for capital market regulators to use in formulating policy actions for cross border companies that can improve their financial performance to attract investment and corporate interest of all stakeholders. While there are number of studies on corporate governance characteristics and financial performance, there is presently scarce panel data research on the relationship between both variables for cross-border listed companies in Nigeria.

2. Literature Review

2.1 Concept of Corporate governance

Corporate governance as concept is viewed as a determinant and a means of identifying company's strengths, weakness and performance. One of the most important functions that corporate governance can play is in ensuring and encouraging the quality of the financial reporting process, (Ndum&Oranefo, 2021). Ovbiebo et al. (2019) argued that corporate governance and value of firm has a direct relationship. Poor corporate governance practices in Nigeria hasbeen partly attributed to lack of domestication of imported foreign governance model. Corporate governance (board size, board independence, women board of directors, and audit committees) have great influence on the reporting decisions of firms.Omar and Rahman (2019) quotedMendez (2003) to have described corporate governance as: “the framework of laws, rules, and procedures that regulate the interactions and relationships between the providers of capital (owners), the governing body (the board or boards in the two-tier system), senior managers and other parties that take part to varying degrees in the decision making process and are impacted by the company's dispositions and business activities. Corporate governance defines their respective roles and responsibilities and their influence in steering the course of the company”. (p.243)

Corporate governance environment in Nigeria can be viewed into two categories, that is, internal and external corporate governance. The internal corporate governance environment comprises institutions (formals and informal) that influence the way in which companies are governed from within (Idowu, 2018). On the other hands, external corporate governance environment according to Idowu (2018) comprises of those institutions that exercise control over operations of companies from outside which consist of financial regulatory and law enforcement bodies. These institutions are responsible for formulating and implementing policies and rules; as well as ensure the enforcement of statutory laws and codes of conducts.

The role of corporate governance reporting in improving the value of the firm is regarded as central to the corporate existence of any organization when related to firms characteristics because good corporate governance reduces monitoring and debt cost, it provides investor with information to predict the cash flow also, good corporate governance reporting impact on the value of equity thereby reduces the cost and/or risk of outside funds. Omar et al. (2018) and Chizea and Isukul (2018) stressed that corporate governance disclosure is a means for reducing corporate scandals involving huge organization such as Enron, World Com and Parmalat.

2.1.2 Concept of Financial Performance

Financial performance is that aspect of organisation's result which can measured using quantitative or monetary measures. According to Babarinde et al. (2023), those results of a business that could be expressed in monetary terms are business financial performance while those outputs that cannot be quantified in monetary terms are called non-financial performance. Although, different measures have been used to capture financial performance, such as Earnings per Share, Return on Equity, Return on Asset, Net profit Margin, Gross Profit Margin. In this study, Return on Asset is used as a measure of financial performance. ROA as a measure of financial performance is more encompassing in perspectives than other indicators in that ratio relates firms' profit to the totality of the assets used in the generation of the profit and it is an indication of the efficiency of management in the utilization of firms' total assets to generate commensurate profits (net income or returns) (Babarinde et al., 2024).

2.2 Review of Related Literature and Hypotheses Development

Attributes of corporate governance are the characteristics that used in determining corporate governance practices in organizations. It serves as an index in measuring the level of control exercise by various stakeholders in enhancing value of firms internally and also to the external environment. For the purpose

of this study, the following attributes are used to determine corporate governance practice in cross boarder firms in Nigeria.

2.2.1 Board Size and Financial Performance

Managerial attention to the stakeholders creates sustainable development (Astuti, 2015). Corporate governance is the control of a company and is a party responsible to the stakeholders to manage the company properly (Issabella&Adwin, 2018). The bigger board size of enterprise causes bigger involvement party. Thus, it can increase corporate governance practice and impact on financial performance with the high number of board, there will be diffusion of different knowledge and experience. However the study of Palaniappan (2017) indicated a statistical significant negative relationship between board size and performance. Study of Joshua et al. (2019) on the effect of corporate governance on financial performance of listed deposit money banks in Nigeria, found a positive insignificant relationship of board size with financial performance. Tshipa and Mokoaleli-Mokoteli(2015) studied the relationship between code of corporate governance compliance and financial performance of listed firms in South Africa, and the results indicated that board size positively impact on the performance of a firm. Atty et al. (2018) investigated the effect of board of directors characteristics on firm's financial performance with a focus on the most active firms in the Egyptian Stock Exchange using ROA, ROE and Tobin's Q as a proxy for firm financial performance. The study found a positive insignificant relationship between board size and ROA, ROE, and a positive significant relationship between size and Q ratio, Similarly, Mohammed and Buhari (2019) found a positive insignificant relationship. Using system generalized method of moments estimator, ordinary least squares and fixed effects generalized least squares techniques, AlFarooque et al. (2020) investigated the effects of corporate board and audit committee characteristics and ownership structures on market-based financial performance of 452 sampled firms listed on the Thai Stock Exchange for the period 2000-2016. The study revealed that board sizes show significant explanatory power on market-based firm performance in Thai firms.

Solanke et al. (2022) in their study of corporate governance and profitability of listed multinational firms in Nigeria from 2000 to 2021 using regression analysis. The study revealed that board size had a greater effect on the profitability (ROA) of listed multinational firms in Nigeria. Sheikh (2021), on the other hand, found a significant relationship between board size and financial performance in her study of influence of corporate governance attributes on financial performance of microfinance institutions in Nairobi County. El-Chaarani et al. (2022) found no relationship between board size and financial

performance in the study of the impact of corporate governance on the financial performance of the banking sector in the MENA (Middle Eastern and North African) region. Sani et al. (2022) investigated corporate governance attributes and financial performance of listed consumer goods companies in Nigeria and found no significant relationship between board size and financial performance. Kukreja et al. (2022) examined the impact of corporate governance practices on firm performance of the listed financial sector companies in Bahrain. The study used the dependent variable (Return on Assets) as firm performance from 2006-2020 with sample of 18 financial sectors. Their findings revealed negative relationship between board size and ROA.

H₀ 1: There is no significant positive relationship between board size and financial performance.

2.2.2 Board Meeting and Financial Performance

The numbers of meeting by board of directors play a crucial role in determining financial performance of a firm. Firm that observe prescribed numbers of meeting is likely to injects new ideas, innovations and detect areas of weaknesses easily compare to those that do not. Previous study of Wafaa et al. (2019) found positive and significant relationship between board meeting and firm value. Alzahrani (2014) found that corporate governance characteristics of board meetings is negatively associated with firm performance. Atty et al. (2018) investigated the effect of board of directors characteristics on firm's financial performance among most active firms in the Egyptian Stock Exchange using ROA, ROE and Tobin's Q as a proxy for firm financial performance, and found a positive insignificant relationship between board meeting and ROA, ROE, and a positive significant relationship between meeting and Q ratio. Simms et al. (2022) examined the relationship between a board meeting and banks performance in Africa. The study revealed that in the Northern Africa context, with an average board meeting of 7.68, there was a positive and significant association between a board meeting and bank performance. Kukreja et al. (2022) examined the impact of corporate governance practices on firm performance of the listed financial sector companies in Bahrain from 2006-2020 with sample of 18 financial sectors. The findings of the study revealed positive relationship between board meeting and ROA. Abdullah and Tursoy (2023) examined the effect of corporate governance on the performance of firms in non-financial sectors listed on the Frankfurt Stock Exchange in Germany over the period 2002-2018. The results provided evidence that the characteristics of the board of directors (board meeting) have significant and negative effects on firm financial performance. Hanh et al. (2018) investigated the effect of board meeting frequency on the financial performance of 94 firms listed on Ho Chi Minh Stock Exchange from 2013 to 2015. In the study, financial performance was measured as returns on asset, equity and sales. The findings of the study show

that board meeting frequency exerts a negative effect on the financial performance of the sample firms. AlFarooque et al. (2020) investigated the effects of corporate board and audit committee characteristics and ownership structures on market-based financial performance of listed firms in Thailand using system GMM as the baseline estimator approach, and ordinary least squares and fixed effects for robustness checks on a sample of 452 firms listed on the Thai Stock Exchange for the period 2000-2016. The study revealed that board meetings show significant explanatory power on market-based firm performance in Thai firms.

H₀ 2: There is no significant positive relationship between board meeting and financial performance.

2.2.3 Audit Committee Independence and Financial Performance

Audit committee as a sub-committee of board of directors are expected to improve the financial reporting quality by fulfilling its various responsibilities including, implementing appropriate accounting policies, reviewing the accounts including financial statements and reviewing the sufficiency of internal controls (Lemg, 2023). Also, audit committee is actively involved in appointing and in determining the remuneration of the external auditors, in addition to reviewing the auditors work. Audit committee, therefore, may play a key role in improving the financial performance when the committee demonstrates evidence of independence of its member committee from the managers exert influence. While most of the earlier studies have sought to examine the influence of audit committee on the degree of corporate performance, present study proposes to use audit committee independence as the explanatory variable. The study of Rwakihembo et al. (2022) on audit committee independence and financial performance with a focus on private limited companies in Uganda, found no relationship between audit committee independence and financial performance. Ehiedu and Toria (2022) on their study of audit indicators and financial performance of manufacturing firms in Nigeria during the period 2003-2020 (18 years). The study revealed that audit committee independence has a significant impact on financial performance proxy by EPS. Kurawa and Shuaibu (2022) investigated *audit committee characteristics and financial performance of listed non-financial companies in Nigeria from 2013-2020. The study shows a negative significant relationship between audit committee independence and financial performance proxy by EPS and Tobin's Q.* Shrivastav (2022) studied the relationship between audit committee characteristics and firm performance of companies listed on the Indian Stock Exchange using fixed effect panel data regression and found an insignificant positive relationship between audit committee independence and financial performance proxy by Tobin's Q. Alabdullah and Ahmed (2020) investigated the impact of audit committees' features as predictor variables of corporate profitability (proxied by ROA and ROE)

of non-financial sector firms in Muscat Securities Market (MSM). The study used annual reports for the year of 2019 utilizing smart-PLS for data analysis. The findings revealed a positive association between audit committee independence and (ROA & ROE). Dim and Onuora (2021) investigated the effect of audit attributes on firms' value in Nigeria. A sample of 37 financial firms, comprising of both banking and non-banking firms listed on the floor of the Nigerian stock exchange was used for this study and the Dynamic Panel GMM was applied in analyzing the said data. The study found a positive significant effect on performance (Tobin Q). Dakhallh et al. (2020)'s study provides empirical evidence of the effect of the audit committee that are: size, independence, financial expertise, and stock owned by audit committee on firm performance measured by Tobin's Q among Jordanian companies from 2009 to 2017. By using the panel data method, the results demonstrate that the independence of the audit committee, has a positive and significant relationship with firm performance

H₀ 3: There is no significant positive relationship between audit committee independence and financial performance.

2.2.4 Leverage and Corporate Governance Reporting

Many scholars argued that firms' financial performance might be improved by higher debt. They asserted that high debt necessitates high level of monitoring exercised by debt holders over managers' activities which will reduce agency costs. Leverage may influence the level of voluntary disclosure. For example, a high leverage ratio may improve disclosure policy for managers and encourage them to disclose more information to meet investors' interests (Sara, 2016).

On the other hand, a low ratio could encourage managers to orient their disclosure procedure toward shareholders more than creditors. Accordingly, managers are motivated to disclose more data in their financial reports to lower their costs and to avoid any creditors' claims. Studies like Kamau (2022) on the insurance firms in Kenya found a positive and significant effect of leverage on financial performance. Albitar (2015), Kolsi (2012), Hajji and Ghazali (2013) found a positive relationship between leverage and corporate disclosure. A Jose et al. (2020) found significant positive relationship with financial performance while a number of researchers did not find any relationship between leverage and the disclosure level (Aksu&Kosedag, 2006). In addition, other studies like Allegrini and Greco (2011), Nandi and Ghosh (2012), Bhayani (2012), Uyar et al. (2013) discovered a negative significance relationship between leverage and the disclosure level. Kukreja et al. (2022) examined the impact of corporate governance practices on firm performance of the listed financial sector companies in Bahrain. The study used the dependent variable (Return on Assets) as firm performance from 2021-2020 with sample of 18

financial sectors. Their findings revealed negative relationship between firm leverage and ROA. Huynh et al. (2022) explored the impact of corporate governance on firm performance while considering financial leverage as a mediating variable with a sample of 150 firms selected from those registered on the Pakistan Stock Exchange during the period of 2011–2021. The result of the study shows that financial leverage partially mediates corporate governance attributes with firm performance.

H₀ 4: There is no significant positive relationship between leverage and financial performance.

2.2.5 Firm Age and Financial Performance

Age is associated with experience and the more the firm age the greater the chance for strong corporate governance composition and performance. It is assumed that older companies are more likely to perform financially than younger ones, because, for instance, the competition argument proposes that young companies are not likely to disclose full information about their financial results and position, because this may prove to be detrimental if sensitive information is disclosed to the established competitors. In contrast, old companies are less likely to be motivated to withhold such information since their competitive advantages cannot be easily challenged with increased disclosure, also many companies that have just joined the stock market have low disclosure quality because they are more oriented and concentrate on developing technology, products or markets and assessing less important accounting functions (Fitriasuri et al., 2018). Some previous studies like Albitar (2015) found a positive significant relationship between corporate governance disclosure and firm age. Mosab et al. (2021) examined how firm governance affects the performance of quoted deposit money banks in Nigeria. The study aimed to ascertain the effects of board size, board composition, and gender diversity after controlling for firm age and firm size on financial performance from 2015 to 2019. The study's result shows firm age has significant impacts in both directions on the financial performance proxied by return on assets while Nandia and Ghoshb (2012) found that corporate governance disclosure is negatively related to firm age.

The age of the firm is an important variable in determining the quality of its corporate governance reporting. When the firm becomes older, its stakeholders and board members have more information that can guarantee quality reporting. When a firm gets older, it can also enjoy a superior level of performance compared to newly established companies. Similarly, the older the firm the more likely they are to have strong internal control procedures.

H₀5: There is no significant positive relationship between firm age and firm financial performance measured by return on assets

2.3 Theoretical Review

Since the utilization of any of the theory would depend on the ability to support a study or topic, thus, the two theories reviewed in this study are stakeholder theory and agency theory.

2.3.1 Stakeholder Theory

This theory was first published by Edward Freeman in 1984. The theory posited that a firm should create value for all stakeholders and not just shareholders. Okechukwu et al. (2021), noted that stakeholder theory goes beyond the relationship that exists between managers and shareholders, unlike agency theory that based its assumption fundamentally on managers-shareholders relationship which has been the major limitation of the theory. In a similar vein, stakeholder theory gives relative importance to broader parties as against the very limited parties that exist between managers and shareholders. This theory examines other parties that interact with firms. According to Issabella and Adwin (2018) and Antonelli et al. (2016), stakeholder theory is a view which emphasizes the existence of interrelated relationships between business and customers, suppliers, employees, investors, communities, and other people who own shares in the company, it goes beyond shareholders. The actions and decisions of companies affect several agents, these agents and their interest must be protected. This theory therefore suggests that the primary focus of a firm should not only to maximize shareholders' wealth rather it should be stakeholder wealth maximization which is against the classical objective, that managers should take decisions that will promote overall societal development and add value to all parties that have interest in the firm (Okechukwu et al., 2021).

Corporate governance mechanism effectiveness could benefit stakeholders through effective persons or institutional interaction with a firm. This theory emphasizes on the need to have comprehensive report of various activities/parties that interact with firm which made it relevant to this study on the need of all stakeholders that form corporate governance report

2.3.2 Agency Theory

This study is anchored on agency theory. The agency theory model, first formulated in the early 1970s (Ross, 1973; Jensen & Meckling, 1976) and had become the dominant institutional strategy of corporate governance practice (Ejoh et al., 2019). Agency theory explains a situation whereby management acts as agent for owners' or shareholders' best interest. According to Mohammad et al. (2009), the association between corporate governance and directors' remuneration can first be explained by the agency theory. Agency theory refers to the relationship between management and shareholders, in which management

acts as agent for shareholders' best interest. The agency relationship arising from the separation of ownership from management is sometimes characterized as agency problem. Agency relationships occur when the principals hire the agent to perform a service on the principals' behalf. The two problems that agency theory addresses are the problems that arise when the desires or goals of the principal and agent are in conflict, and the principal is unable to verify what the agent is actually doing; and the problems that arise when the principal and agent have different attitudes towards risk.

2.4 Conceptual Model of the Study

The conceptual model of the research (in Fig. 1) was designed to measure the relationship between firm characteristics and corporate governance reporting. Within this context the independent variables are firm characteristics and the dependent variable is corporate governance reporting.

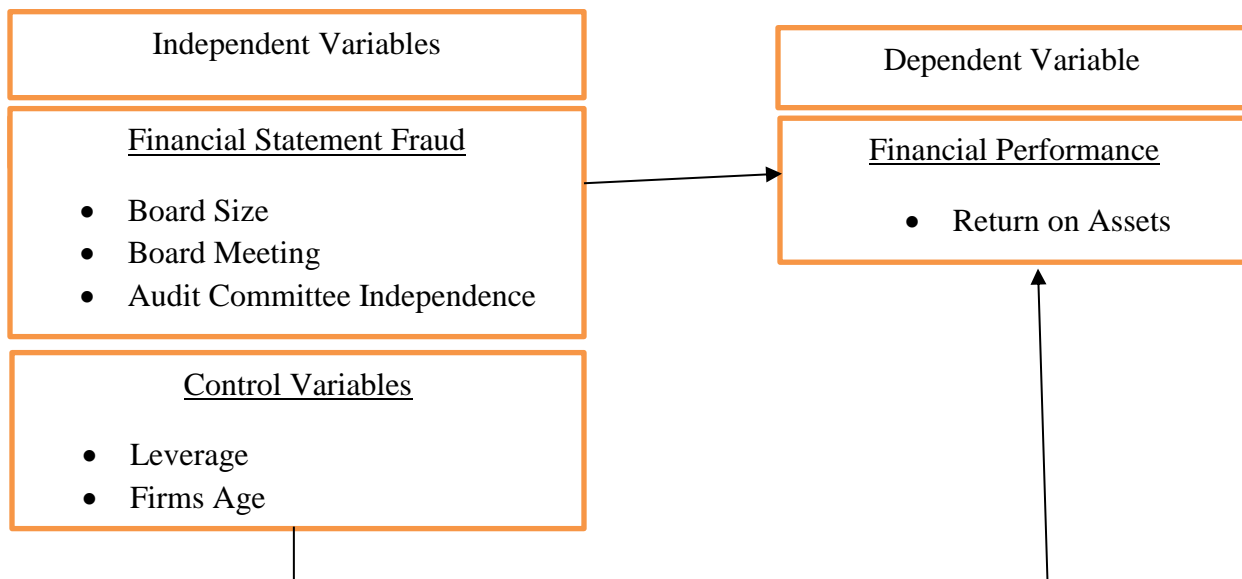


Fig. 1: Conceptual Framework of the Study

Source: Conceptualized by the Researchers

3. Methodology

3.1 The Sample and Data Collection

The sample of this study is a secondary data sourced from the companies listed on Nigerian Stock Exchange (NSE). Firm-year observations of the study is 132, it consists of five industries (Finance, Services, Industrial Goods, Oil and Gas and Construction and Real Estate). Oando PLC has not been publishing its financial statements since 2019 and as such we could not get up to date data and is the only

Oil and Gas industry in the sample, therefore not included in the study. The sample covered the period from 2011-2021, obtained from Machameratios data and distribution of observations for these industries is shown in Table 1.

Table 1: Distribution of sample of the firm industry

Type of Industry	Numbers	Percentage
Finance	88	66.7
Services	11	8.3
Industrial goods	22	16.7
Construction and real estate	11	8.3
Total	132	100%

Source: Designed by the researchers

3.2 Variable Measurement

The independent variables of the study are the attributes of corporate governance reporting measured by board size, board meeting, and board independence while leverage and firm age constitute the control variables. The dependent variable is financial performance.

Table 2: Variables and their Measurement

Variables	Symbols	Measurement
Dependent Variable:		
Financial Performance	ROA	Performance measure is the Return on Assets (ROA) is an indicator of the management's ability to efficiently utilize corporate resources (assets) that ultimately belong to shareholders (Omoye&Ogiedu, 2016).
Board Size	BSZ	Total number of members on board of directors (Al-Farooque et al., 2020)
Board Meeting	BMT	Number of meetings held by the Board of Directors in a year.
Audit Committee Independence	ACIND	Percentage of independent audit committee member to the total number of audit committee members (Orjinta&Ikueze, 2018).
Firm Leverage	FLEV	Total debt divided by total assets.
Firm Age	FAGE	Number of years since incorporation.

Source: Authors' compilation

3.3 Model Specification

In this study, financial performance (proxied by return on assets) is functionally expressed as a function of corporate governance attributes (board size, board meeting and audit committee independence) and leverage and firms age (as control variables) and the relationship is as specified in equation (1).

Financial performance

$$= f(\text{Board size, board meeting, audit committee independence, leverage, firms age})(1)$$

In line with equation (1), the following model was specified as the model for this study.

$$ROA_{it} = \beta_0 + \beta_1 BSIZ_{it} + \beta_2 BMT_{it} + \beta_3 ACIND_{it} + \beta_4 FLEV_{it} + \beta_5 FAGE_{it} + \varepsilon_{it1} (2)$$

Where: β_0 – β_5 = Coefficients of the equations; ε = error term; t = time; i=firms; others variables are as described in Table 2.

4. Results and Discussion

4.1 Descriptive Analysis

Table 3 below shows the descriptive statistics for the study.

Table 3: Descriptive Statistics Results

Variables	ROA	BSIZ	BMT	ACIND	FLEV	FAGE
Mean	3.2072	12.6439	5.4772	53.8753	75.3706	22.242
Std. Dev.	6.5731	4.1501	1.9398	19.6113	20.3132	14.1368
Min	-17.59	4	1	16.67	28.14	2
Max	23.86	21	15	100	128.36	52
Observations	132	132	132	132	132	132

Source: Authors' computation using STATA

The mean of ROA which proxy financial performance of the sampled cross-border listed companies in Nigeria was 3.207 while its maximum value was 23.86 and minimum value stood at -17.59. This therefore mean the sampled companies with 3.207 or more have higher financial performance than companies with mean lower than 3.207. In the case of board size (BSIZ) proxy by the number of directors in the board, with mea value of 12.64, maximum and minimum of 21 and 1 respectively. This implies that sampled ~~companies with 12.64 or more are higher board size while those with less than 12.64 are low board size~~

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companies. Board meeting (BMT) proxy by the number of meeting held in a year has mean of 5.477 with maximum of 15 and minimum of 1, indicated that those sampled companies with 5.477 or more, have high numbers of meeting while those with less than 5.477 are said to have low number of meeting in a year. Audit Committee independent (ACIND) with mean value of 53.87% with corresponding maximum and minimum of 100% and 16.67% respectively. This therefore means that those sampled companies with 53.87% or more have independent in carrying out their audit assignment than those with lower than 53.87%. In the case of control variables of firm leverage (FLEV), proxy by total debt to assets with the mean value of the sampled companies as 75.37, the maximum value was 128.36 while the minimum was 28.14. This therefore means that companies with higher or equal to 75.37 are higher debt to asset firms while companies with the value below 75.37 are low debt to asset firms. Firm age (FAGE) proxy by the number years since incorporation, with mean value of 22.24, maximum and minimum of 52 and 2 respectively implies that companies with more or equal to 22.24 years are old aged companies while those with less than 22.24 are new companies.

4.2 Correlation Analysis

Table 4: Correlation Matrix

Variables	ROA	BSIZ	BMT	ACIND	FLEV	FAGE
ROA	1.0000	0.1090	-0.0477	0.0035	-0.5687	-0.1673
BSIZ	0.1090	1.0000	0.3437	0.0238	0.2189	0.5991
BMT	-0.0477	0.3437	1.0000	0.1773	0.1811	0.3913
ACIND	0.0035	0.0238	0.1773	1.0000	0.1616	0.0860
FLEV	-0.5687	0.2189	0.1811	0.1616	1.0000	0.2008
FAGE	-0.1673	0.5991	0.3913	0.0860	0.2008	1.0000

Source: Authors' computation using STATA

The correlation matrix (in Table 3) shows that there exists a positive and moderate association between return on assets and board size (ROA/BSIZ= 0.10). There exists a negative and very weak association between return on assets and board meeting (ROA/BMT= -0.04). There exists a positive but very weak association between return on assets and audit committee independence (ROA/ACIND=0.003). The association between return on assets and firm leverage is negative but very strong (ROA/FLEV= -0.56).

There exists also a negative and moderate relationship between return on assets and firm age (ROA/FAGE=-0.16). To test our hypotheses a regression results will be needed since correlation test does not capture cause-effect relationship.

4.3 Regression Results

Table 5: Regression Results (Fixed Effect Model)

Dependent Variable: ROA		
Variables	Coefficients	Probability Value
BSIZ	4.86	0.00*
BMT	0.36	0.72
ACIND	-1.58	0.12
FLEV	-7.59	0.00*
FAGE	-5.78	0.00*
Constant	4.78	0.00
F-Statistics	4.97	0.00*
R-Squared: Within	0.45	
R-Squared: Between	0.50	
R-Squared: Overall	0.35	
Wald chi2(5)	106.68	0.00*
Hausman Test	12.16	0.03**

Source: Authors' computation using STATA

Note: * and ** implies statistical significance at 1% and 5% levels respectively.

The results from the fixed effect panel regression as show in table 5 reveals the F-statistic value of 4.97 (0.00) which implies that the model is valid for drawing inference since it is statistically significant at 1%. In the case of the coefficient of determination (R-squared), it was observed that the overall R² shows 35 % systematic variations in financial performance (ROA) was explained jointly by the independent variables in the model. This therefore implies that more of the variation in financial performance was explained by the model. The results also confirm that board characteristics and the control variables are not the only factors that drive financial performance since about 65% was still not explained.

In testing for the formulated hypotheses or the relationship between the dependent and independent variables and to select from the two panel regression estimation results, the Hausman test was conducted and the test is based on the null hypothesis that the random effect model is preferred to the fixed effect model. A look at the p-value 12.16 (0.03) implies that the null hypothesis should be rejected and do not reject the alternative hypothesis at 5% level of significance. This suggests the adoption of the fixed effect

panel regression results in drawing our conclusion and recommendations. This also points that the fixed effect results tend to be more appealing statistically when compared to the random effect.

4.4 Discussion of Findings

Discussion below is a specific analysis for each of the independent variables using the fixed effect regression.

4.4.1 Board Size and Financial Performance

The regression result (fixed effects model) in Table 3 shows board size (BSIZ) as an independent variable to financial performance (ROA) to have a positive and significant influence on financial performance ($\beta=4.78$, $p=0.00$). This suggests that the rejection of hypothesis 1 (H_01 : *There is no significant positive relationship between Board size and financial performance*). This implies that an increase in board size of cross-border listed companies in Nigeria increases the value of financial performance of such companies significantly. This result agrees with prior empirical findings which indicate that board size is a major driver of financial performance (Al-Farooque et al. (2020), Ajose et al. (2020), Mousatfasoliman and Youssef (2018), Sheikh (2021), Solanke, et al (2022), Tshipa and Mokoaleli-Mokoteli(2015)). On the contrary, the result do not agree with previous study that stated an increase in board size of cross-border listed companies in Nigeria decreases or do not have effect on financial performance (Baba (2022), Egiyi (2022), Ejoh et al. (2019), El-Chaarani et al. (2022), Erasmus et al. (2021), Kukreja et al. (2022), Palaniappan (2017), Sani et al. (2022)).

4.4.2 Board Meeting and Financial Performance

According to the fixed effect regression result (in Table 4), board meeting as an independent variable to financial performance (ROA) appears to have a positive and insignificant influence on financial performance ($\beta=0.36$, $p=0.722$). This suggests that the non-rejection of hypothesis 2 (H_02 : *There is no significant positive relationship between board size and financial performance of cross-border companies in Nigeria*). This implies that an increase in the number of board of director's meeting of listed cross-border companies in Nigeria increases the financial performance of such companies but the positive impact is not significant. This result agrees with prior empirical results which show that return on assets as a measure of financial performance, do not impact on financial performance (Abdullah and Tursoy (2023), Alzahrani (2014), Atty et al. (2018), Hanh et al. (2018)) and disagrees with findings of studies of Simms et al. (2022), Wafaa et al. (2019), Kukreja et al. (2022), and Al-Farooque et al. (2020).

4.4.3 Audit Committee Independence and Financial Performance

Audit committee independence as an independent variable to financial performance (ROA) appears to have a negative and insignificant influence on financial performance ($\beta = -1.58$, $p = 0.124$). Therefore, the study do not reject hypothesis 3 (H_0 3: *There is no significant positive relationship between audit committee independence and financial performance of cross-border companies listed in Nigeria*). This implies that an increase in the ratio of audit committee independence of return on assets of cross-border listed companies in Nigeria decreases the financial performance of such companies but the negative impact is not significant in the study period. This result agrees with prior empirical results which show that return on assets as a measure of financial performance of listed cross-border listed companies in Nigeria (Kurawa and Shuaibu (2022), Rwakihembo et al. (2022), Shrivastav (2022)). In a contrary view to this finding, the studies of Ehiedu and Toria (2022), Alabdullah and Ahmed (2020), Dim and Onuora (2021) do not tally with this current finding.

4.4.4 Leverage and Financial Performance

In the case of the control variable, firm leverage appears to have a negative and significant influence on financial performance at 1% level ($\beta = -7.59$, $p = 0.00$). This means that an increase in the total debt-to-assets ratio of cross-border listed companies in Nigeria would significantly decrease the financial performance of such companies. This also implies that the cost of high debt increases cost of debt services and increase agency thereby impacting negatively on financial performance of the companies. This result supports the prior researchers which show that firm leverage is major driver of financial performance (Uyar et al. (2013), Kukreja et al. (2022), Huynh et al. (2022), Ajose et al. (2020), and Ejoh et al. (2019) while research findings of studies like Kamau (2022), Albitar (2015), Kolsi (2012), Hajji and Ghazali (2013), and Dakhilallh et al. (2020), do not support this finding.

4.4.5 Firms Age and Financial Performance

Firms age as an independent (control) variable to financial performance (ROA) shows a negative and significant influence on financial performance at 1% level ($\beta = -5.78$, $p = 0.00$). This signifies that an increase in the age of cross-border listed companies in Nigeria would significantly reduce the financial performance of such companies. This implies that new companies may enter market with aggressive market strategies which may in turn increase their turnover and consequently increase performance. While older cross-border listed companies in Nigeria may feel that they have created goodwill that do not required much market strategies. This result is supported by the research findings of Nandia and Ghoshb (2012), and Abdulwahab et al. (2022). Specifically, this result does not agree with previous findings of

various researchers that reported that firm age has no significant impact on financial performance (Albitar (2015), and Mosab et al. (2021)).

5. Conclusion and Recommendations

This study examined the effects of corporate governance attributes on financial performance of listed cross-border companies in Nigeria. Using multiple panel regression analysis (fixed effect), the results suggest that governance attribute of board size have positive significant effect on financial performance of cross-border listed companies in Nigeria, implying that the larger the size of board increases the performance of cross-border listed companies in Nigeria. However, frequency of board meetings of cross-border listed companies in Nigeria has no significant effect on financial performance. Furthermore, audit committee independence shows a negative insignificant effect, which suggests that a higher level of audit committee independence can undermine the financial performance of cross-border listed companies in Nigeria.

Moreover, leverage seen from the finding as a control variable had negative significant effect on the financial performance of cross-border listed companies in Nigeria, suggesting that the higher the debt-equity ratio, control in lowering the financial performance of cross-border listed companies in Nigeria. This study also found that firms' age has a significant negative control of board attributes on the financial performance of cross-border listed companies in Nigeria signifying that, the older the age of cross-border listed companies in Nigeria the less the influence it has on the financial performance.

The finding and conclusion of this study indicates that there is a mixed effect of board attributes on financial performance proxies by ROA of cross-border listed companies in Nigeria. This suggests that cross-border listed companies in Nigeria should strengthen its corporate governance activities to enhance better corporate financial performance.

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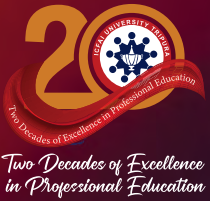
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RANKING/ CERTIFICATES

- ICAI University Tripura has been ranked 1st among Private Multidisciplinary University in Tripura by Education World India Higher Education Ranking 2023-24.
- ICAI University Tripura has been ranked 35 in the year 2024 as the Best University all over India by India Today – MRDA
- Faculty of Science & Technology of ICAI University Tripura has been ranked 148 as the Best Engineering College all over India Rank among private/government colleges by India Today – MRDA
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- ICAI Science School, Bachelor of Science(H) of ICAI University Tripura has been ranked 175 as Best college all over India by India Today – MRDA
- Faculty of Liberal Arts, Bachelor of Arts of ICAI University Tripura has been ranked 136 as Best college all over India by India Today – MRDA
- Faculty of Management & Commerce, Bachelor of Business Administration of ICAI University Tripura has been ranked 70 as Best College all over India by India Today – MRDA
- Faculty of Science and Technology of ICAI University Tripura has been ranked 113 among the top 160 Pvt. Engineering Institute in India by Outlook India.
- Faculty of Management & Commerce, Bachelor of Business Administration of ICAI University Tripura has been ranked 59 among the Top 130 BBA institute in India by Outlook India in the year 2023.
- The ICAI University Tripura has been ranked 18 by CSR-GHRDC as the Top Outstanding Engineering colleges of Excellence all over India category in the year 2023
- ICAI University Tripura got AAA ratings as India's best Engineering Institute 2023 by Careers 360 Magazine.
- Established 'Institute Innovation Council (IIC) as per norms of Innovation Cell, Ministry of MHRD, Govt. of India
- Certified by ISO 9001: 2015
- ICAI University Tripura certified by Directorate of Social Welfare & Social Education
- ICAI University Tripura has been registered as a club under the Yuva Tourism Club an Initiative by the Ministry of Tourism in the year 2023
- Registered with NGO Darpan, Niti Ayog, Govt. of India
- Best Universities & Colleges 2018-19 awarded to ICAI University Tripura in the special category by Rubber Skill Development Council (RSDC).

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- GNM

LIBRARY AND INFORMATION SCIENCES

- B.Lib.I.Sc.
- M.Lib.I.Sc.- Integrated
- M.Lib.I.Sc.

PHYSICAL EDUCATION

- B.P.Ed
- D.P.Ed
- B.P.E.S
- B.P.E.S (Lateral Entry)
- M.P.E.S

YOGA & NATUROPATHY

- Post Graduate Diploma in Yoga Education and Therapy
- B.Sc. in Yoga
- B.A. in Yoga



Program	Duration	Eligibility	Career Prospects Employment Opportunities
B. Tech (CE, CSE, ECE, ME, EE)	4 Years	Pass in 10 + 2 (Phy/Chem/Math) with minimum 45%, (40 % in case of SC/ST/ OBC) aggregate marks	IT,ITEs, Manufacturing,Companies, Corporates, Telecom, Banks, Govt. Services
B. Tech - Lateral Entry (CE, CSE, ECE, ME, EE)	3 Years	Pass in 3 - year diploma course with minimum 45 % (40 % in case of SC/ ST/ OBC) aggregate marks	IT,ITEs, Manufacturing,Companies, Corporates, Telecom, Banks, Govt. Services
B.Sc. in Data Science & AI	4 Years	Pass in 10+2 examination with 45% marks from science discipline	Corporates, AI Researcher, Data Scientist, Machine Learning Engineer, Data Analyst, Business Intelligence Developer, AI/ML Product Manager
BCA	3 Years	Pass in 10 + 2 (any Discipline) examination	IT,ITEs, Corporates, Banks,Govt. Services, NGO's.
Integrated MCA	5 Years	Pass in 10 + 2 (any Discipline) examination	IT,ITEs, Corporates, Banks,Govt. Services, NGO's.
MCA	2 Years	Graduation in any discipline, with 40% and above aggregate marks.	IT,ITEs, Corporates, Banks, Govt. Services, NGO's,Research
M.Tech - Water Resource Engineering	2 Years	Valid GATE Scorer with B.Tech /B.E in Civil Engineering or B.Tech /B.E in Civil Engineering with 60% marks	Research, consultant to Pvt. Organization in the field of flood forecasting, flood inundation, flood disaster management, Entrepreneur.
M.Tech - Structural Engineering	2 Years	Valid GATE Score with B.Tech/B.E., in Civil Engineering or B.Tech/B.E. in Civil Engineering with 60% marks.	Structural Engineer,Project Manager, Researcher, Quality Control, Teaching, Entrepreneurship, and more.
M.Tech - Computer science & Engineering	2 Years	Pass with 60% aggregate marks in B.Tech. (CSE or IT or ECE or EEE) or MCA or M.Sc. (IT or Computer Science) or equivalent	Offers opportunities in cutting-edge technology-based research like AI ML, Cybersecurity, and software development roles in the ever-evolving field of computer science.

Basic Science

Program	Duration	Eligibility	Career Prospects Employment Opportunities
B.Sc. Physics (Hons.)	4 Years	Pass in 10 + 2 with 40 % marks in Physics & pass in Maths	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate
B.Sc. Chemistry (Hons.)	4 Years	Pass in 10 + 2 with 40 % marks in Chemistry	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate
B.Sc. Mathematics (Hons.)	4 Years	Pass in 10 + 2 with 40 % marks in Mathematics	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate
M.Sc. Physics	2 Years	Graduate with 45 %(40 % in case of SC/ST/ OBC) marks in Physics	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate
M.Sc. Chemistry	2 Years	Graduate with 40% marks in Chemistry	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate
M.Sc. Mathematics	2 Years	Graduate with 40 % marks in Mathematics	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate

Liberal Arts

Program	Duration	Eligibility	Career Prospects Employment Opportunities
B.A. English (Hons.)	4 Years	Pass in 10 + 2 (any Discipline) with 40 % marks in English	Jobs in Govt., Teaching in Schools/Educational Administrators/ Corporate, Banks, Telecom, Media, Journalism
M.A English	2 Years	Graduate in any Discipline with minimum 45 % in English (40% in case of SC/ST/ OBC) aggregate marks	Jobs in Govt., Teaching in Schools/Educational Administrators/ Corporate, Banks, Telecom, Media, Journalism/ Research
B.A. Psychology (Hons)	4 Years	Pass in 10 + 2 (any Discipline) with 50 % (45% in case of SC/ST/ OBC) marks	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate
M.A Psychology	2 Years	Graduate with 45 % in Psychology(40 % in case of SC/ST/ OBC) marks.	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate
B.Sc. Psychology (Hons)	4 Years	Pass in 10 + 2 (any Discipline, with Economics or Maths as a combination subject) with 50 % (45%in case of SC/ ST/ OBC) marks	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate
M.Sc. Psychology	2 Years	B.Sc Psychology degree from a recognized university with 45 %(40% in case of SC/ST/ OBC) marks in Psychology.	Teaching in Schools/ Colleges/ Educational Administrator/ Corporate
B.A. Journalism and Mass Communication	4 Years	Minimum10+2 (in any discipline) with 40% or above marks in aggregate	Reporter, Journalist, News Editor, or Photojournalist in print, electronic or digital media, Public Relations Officer,Content Writer/ Developer for websites, blogs and social media, Filmmaking and Radio jockey, Advertising campaigns, Social Media Manager
B.Sc. Journalism and Mass Communication	4 Years	Minimum10+2 (in Science Stream) with 40% or above marks in aggregate	
M.A. Journalism and Mass Communication	2 Years	Minimum Graduation (in any discipline) with 45% or above marks in aggregate	Director of Communications for advertising campaigns, Content writer/ Developer for websites, blogs and social media,Journalist/ Photojournalist, Filmmaking and Radio Jockey (RJ),Screenwriter, Sound Engineer, TV Correspondent, Producer, Art Director, Technical Communication Specialist, Web Producer
M.Sc. Journalism and Mass Communication	2 Years	Minimum B.Sc. or B. Tech Degree with 45% or above marks in aggregate.	

Law

Program	Duration	Eligibility	Career Prospects Employment Opportunities
BBA-LLB Integrated	5 Years	Pass in 10 + 2 with minimum 45 % (40 % in case of SC/ST, 42% in case of OBC) aggregate marks	Corporates, Banking, Judiciary, Legal Practice, NGO's IPR
BA-LLB Integrated	5 Years	Pass in 10 + 2 with minimum 45 % (40 % in case of SC/ST, 42% in case of OBC) aggregate marks	Corporates, Banking, Judiciary, Legal Practice, NGO's IPR
LL.B	3 Years	Graduate in any Discipline with minimum 45 % (40 % in case of SC/ST, 42% in case of OBC) aggregate marks	Corporates, Banking, Judiciary, Legal Practice, NGO's IPR
LL.M	2 Years	Graduate with LLB degree (Recognised by BCI)	Corporates, Banking, Judiciary, Legal Practice, NGO's IPR,Research

Management & Commerce Studies

Program	Duration	Eligibility	Career Prospects Employment Opportunities
B.Com (Hons.)	4 Years	Pass in 10 + 2 examination in commerce or Science with 45% (40% in case of ST/ SC/OBC) marks	Banks, Financial Services, Corporates
BBA	3 Years	Pass in 10 + 2 (any Discipline) examination with minimum 40% marks	Banks, Financial Services, IT, Insurance, Telecom, Corporates, Consulting Companies.
B.A. Economics	4 Years	Pass in 10 + 2 (any Discipline) examination with minimum 40% marks	Financial Analyst/ Investment Banker/ Risk Manager/ Actuary/ Public Sector Policy Analyst/ Economic Advisor/ Public Sector Economist/ Central Bank Analyst/ Management Consultant/ Trade Specialist/ Data Analyst/ Statistician/ Market Research Analyst/ Startups and Business Ventures
B.Sc. Economics	4 Years	Pass in 10 + 2 with minimum 45 % marks in Mathematics	Financial Analyst/ Economist /Management Consultant /Data Scientist/ Public Policy Analyst/ Financial Manager/ Marketing Manager/ Research Analyst/ Economic Advisor/ Statistician/ Market Research Analyst/ Startups.
MBA	2 Years	Graduate in any discipline with minimum 50 % (45 % in case of SC/ST/OBC) aggregate marks	Banks, Financial Services, IT, Insurance, Telecom, Corporates, Consulting Companies, Research
Executive MBA	2 Years	Graduation in any discipline with 45% and above aggregate marks, with a minimum of two years of work experience.	Banks, Financial Services, IT, Insurance, Telecom, Corporates, Consulting Companies, Research
M.Com	2 Years	B.Com with 45%(40% in case of ST/SC/OBC) Marks	Banks, Financial Services, Corporates
Master of Hospital Administration (MHA)	2 Years	Graduate with 40% aggregate marks (Preference will be given to MBBS, BDS, BHMS, B.Sc Nursing, BPT, BAMS, B.Sc Allied Health Science, Bioscience, General Science, Veterinary Sciences & B.Sc Pharma)	Hospitals(Government /Private), NUHM, NRHM, NRLM, Healthcare consultancy firm, Hospitality industry, Medico-legal consultancy firm, Insurance sector (Government/ Private)
M.A Economics	2 Years	Candidates must hold BA/B.Sc. Honours degree in Economics with a minimum of 45% aggregate marks (or equivalent).	Public Policy Analyst/ Economic Advisor/ Central Bank Analyst/ Trade Specialist/ Public Sector Economist/ Management Consultant/Professor/ entrepreneurial ventures in policy-related domains.
M.Sc. Economics	2 Years	Candidates must hold a B.Sc. Honours degree in Economics with a minimum of 45% aggregate marks (or equivalent).	Data Scientist/ Financial Analyst/ Risk Manager/ Statistician/ Econometrician/ Research Consultant/ Actuary roles in think tanks of international organizations, and academic institutions.

Allied Health Sciences

Program	Duration	Eligibility	Career Prospects Employment Opportunities
B.sc. in Emergency Medical Technology	4 Years	Pass in 10 + 2 (Science Discipline) with 45% marks in PCB (5% relaxation for SC/ST/OBC Candidates)	Opportunity in Government /Private hospital having ICU/ITU/Critical care unit, Demand in disaster management team for both state/central government, army/navy/airforce. Eligible for Post graduation courses.
B.sc. in Cardiac Care Technology	4 Years	Pass in 10 + 2 (Science Discipline) with 45 %marks in PCB (5% relaxation for SC/ST/OBC Candidates)	Opportunity in Government /Private Hospitals in cardiology department, different cath- labs or diagnostic centers. Eligible for postgraduate courses.
B.sc. in Dialysis Therapy Technology	4 Years	Pass in 10 + 2 (Science Discipline) with 45 % marks in PCB (5% relaxation for SC/ST/OBC Candidates)	Opportunity in Government /Private hospitals, NRHM, NUHM, NGO, clinics/ healthcare setup offering dialysis treatment. Eligible for Post Graduation courses in dialysis.
Bachelor in Health Information Management	4 Years	Pass in 10 + 2 (any Discipline) with 45 % marks (5% relaxation for SC/ST/OBC Candidates)	Opportunity in Government / Private hospitals, diagnostic centers, NRHM/ NUHM, legal firms,Healthcare consultancy .Eligible for Post Graduate courses.
B.Sc. Medical Lab Technology (BMLT)	4 Years	Pass in 10 + 2 (Science Discipline) with 45% marks in PCB (5% relaxation for SC/ST/OBC Candidates)	Opportunity in Government /Private hospital having ICU/ITU/Critical care unit, Demand in disaster management team for both state/central government, army/navy/airforce. Eligible for Post graduation courses.
B.Sc. Medical Lab Technology (BMLT) (LE)	3 Years	Pass in 3 years diploma with 45% marks in aggregate (5% relaxation for SC/ST/OBC Candidates)	Opportunity in Government /Private hospital having ICU/ITU/Critical care unit, Demand in disaster management team for both state/central government, army/navy/airforce. Eligible for Post graduation courses.
Master in Medical Lab Technology (MMLT)	2 Years	Candidate must have passed degree, e.g. B.Sc. MLT/ B.Sc. Physiology/ Microbiology/ Biotechnology/ Biochemistry or equivalent B.Sc. Biosciences from a recognized University	Opportunity in Government / Private sector, Lab Technician, Medical Lab Incharge, Research and Development Manager (Laboratory), Technical Officer etc. Can pursue research or can flourish in academics as well

Education

Program	Duration	Eligibility	Career Prospects Employment Opportunities
B.Ed	2 years	Graduate or post graduate in any discipline with minimum 50 % (45 % in case SC/ST/ OBC) aggregate marks	Teaching in Secondary level
MA - Education	2 years	Graduate in any discipline	Teaching in Schools/Educational Administrators/ Research
M.Ed	2 years	B.Ed. (1/2 years)/ B.EL,ED/B.Sc.B.Ed./B.A B.Ed./ D.EL.Ed. /D.Ed. with a Bachelors degree. 50% marks at all the levels	Teaching in Teacher Education

Physical Education

Program	Duration	Eligibility	Career Prospects Employment Opportunities
B.P.Ed	2 years	Pass in graduation in any discipline and as per university selection procedure.	Jobs in School/ College/ Physical Trainer
D.P.Ed	2 years	Pass in 10+2 or equivalent with 50% of marks in any stream	
BPES	3 years	Pass in 10 + 2 examination or equivalent from any recognised education Board/ University	
BPES(LE)	1 year	Pass in two years diploma in Physical Education	
MPES	2 years	Candidates must have passed with at least 50% marks for Gen/OBC and 45% for SC/ST category. B.P.E.D (4yr. integrated) /B.P.E.D (1yr. or 2yr.)/B.P.E (3yrs.)/B.sc (Physical Education)/ B.P.E.S (3yrs.)	Jobs in School/ College/ University, Physical Trainer/Sports/ Job in Govt. and Private sector as teacher, instructor, coach etc.

Yoga & Naturopathy

Program	Duration	Eligibility	Career Prospects Employment Opportunities
PGDYET	1 year	Any graduate	Yoga Teacher in Schools, Yoga Therapist/ Yoga Psychologist/ Yoga Inspector in MNC's, Health Club, Yoga Club
B.A. in Yoga	3 years	Pass in 10 + 2 (Arts/Commerce) with minimum 40% aggregate marks.	
B.Sc. in Yoga	3 years	Pass in 10 + 2 (Science) with minimum 40% aggregate marks.	

Special Education

Program	Duration	Eligibility	Career Prospects Employment Opportunities
B.Ed.Spl.Ed. (ID)	2 years	Graduate or post graduate in any discipline with minimum 50 % (45% in case SC/ST/ OBC) aggregate marks	Teaching in Secondary level and at special schools
D.Ed.Spl.Ed. (IDD)	2 years	Pass in 10 + 2 (any Discipline) with minimum 50% (45 % in case SC/ ST/ OBC) aggregate marks.	Special schools, Sarva Siksha Abhiyan/ Resource teacher in General School/ Integrated/ Inclusive setup
M.Ed.Spl.Ed.(ID)	2 years	B.Ed. Spl. Ed (ID) / B.Ed. General with D.Ed. Spl. Ed (ID) with 50% marks (RCI).	Professional preparation of teacher educators- engaged in continuous professional development of teachers
Integrated B.A./ B.Com /B.Sc./ B.Ed. Spl.Ed.	4 years	Pass in 10 + 2 with 50% marks	Teaching in Secondary level and at special schools
Integrated B.A. B.Ed. Spl. Ed. (Visually Impaired)	4 years	Pass in 10 + 2 (any Discipline)	They can appear the CTET and TET exam i.e. for Central and State Level, RCI Registered Rehabilitation Professional in Clinic, Nursing home, Hospitals, Counseling centers, Special Educator or Children with Visual Impairment in Inclusive school, Special school and General school.

Clinical Psychology

Program	Duration	Eligibility	Career Prospects Employment Opportunities
M. Phil in Clinical Psychology	2 years	M.A / M.Sc degree in the Psychology with 55% marks in aggregate, Preferably with special paper in Clinical Psychology .	Qualified professional & extensive inputs & widespread Clinical experience to acquire the necessary skills in the area of Clinical Psychology

Library And Information Sciences

Program	Duration	Eligibility	Career Prospects Employment Opportunities
B.Lib.I.Sc.	1 Year	Graduate in any discipline	School/ College/ University/ district/ State / National Libraries, Bank, Govt. Services, NGO's, Research
M.Lib.I.Sc.- Int.	2 Years	Graduate in any Discipline	
M.Lib.I.Sc.	1 Year	Graduate with B.Lib.I.Sc	

Nursing

Program	Duration	Eligibility	Career Prospects Employment Opportunities
GNM	3 years	10+2 with English and must have obtained a minimum aggregated score of 40% marks for the general candidates for any stream •35% SC/St candidates marks required from any stream • Age should be 17-35 (and for SC/ST 5 years relaxation) • Boys & Girls both are eligible	Hospitals(Government /Private), NUHM, NRHM, NRLM, Healthcare consultancy firm, Hospitality industry, Medico-legal consultancy firm, Insurance sector (Government/ Private)

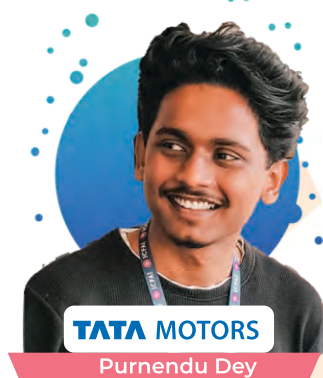
P.hD

Program	Duration	Eligibility	Career Prospects Employment Opportunities
Engineering (CE, CSE, ME, ECE,EE), Science (Physics, Chemistry,Mathematics),Allied Health Sciences (Molecular Biology, Clinical Bacteriology, Clinical Biochemistry), Management (OB, HR, Marketing, Finance), Economics, Commerce, Law, English, Psychology, Education, Spl. Education, Sociology, Physical Education, Political Science, Philosophy	4 years	A two-year postgraduate degree or equivalent from a recognized Institution, with 55% marks or equivalent CGPA in concerned subject. or A regular, full time M.Phil degree from any recognized University	Faculty position, Scientist, Post-doc researcher

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