

BRIDGING INDIA'S EMPLOYMENT CRISIS: INTEGRATING BHARATIYA LEADERSHIP PRINCIPLES WITH MODERN STRATEGIES

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ABSTRACT

The Employment Challenge is a complex, heavy threat to economic stability, social harmony and long-term development a goal that is embedded in a perennial employment crisis. India ranks as one of the fastest-growing economies in the world, yet stagnant job growth, skills mismatches, and disguised unemployment undermine its demographic dividend. The paper discusses the contemporary job crisis in the context of Bharatiya leadership principles that draw inspiration from ancient Indian knowledge systems. Dharma (duty), Seva (service), Swadeshi (self-reliance), Lok Kalyan (public welfare) are some of our core concepts that spell out the moral, ethical, and practical principles for ethical governance, inclusive development, and sustainable employment solutions. The study making the case from historical references such as Emperor Asoka, Shivaji Maharaj, and modern leaders like Mahatma Gandhi and Jawaharlal Nehru concludes that time-tested basics can lead to economic turnaround and job creation. It calls for an integration of Bharatiya thought with contemporary economic policies on rural upliftment, local skill development and green jobs. This synthesis of timeless leadership principles with 21st-century practices provides a deep-rooted cultural solution to India's unemployment crisis and a new future which is more equitable, self-reliant, and prosperous.

Keywords: *Development, Employment Challenge, Leadership, Upliftment etc.*

INTRODUCTION

“A leader is one who knows the way, goes the way, and shows the way.” The quote underscores leaders working to better people; they are ideals, role models, saviors. India is known for producing leaders who spearhead national development. Job crisis management forms part of Vision for Vikshit Bharat as there have been many problems in India over time. India is growing fast but there is still much work that needs to be done in this regard.

In his words “Dr. Singh’s commitment to economic reform and modernization has played a crucial role in transforming India into one of the world’s fastest-growing economies according to Barack Obama.” His impact on economic policies has set standards and prompted global leaders.

Another leader with such vision is our Prime Minister Narendra Modi; he made significant contributions as well. Obama observed, “Prime Minister Modi’s efforts to implement economic reforms and promote entrepreneurship are important for India’s continued growth. They are bringing forth new opportunities while triggering a more vibrant economy.”

India has rich bhartiya leadership., it is packed with so much wisdom and information that the country’s youths should be exposed to. So called ‘Bhartiya’ philosophy, such as Dharma (righteousness), Nyaya (justice), and Lok Kalyan (people’s welfare) can help us look for solutions to employment problem. These leaders always promote, support, and implement sustenance and resilience in the community as well as development.

For India, how to handle a job crisis is always a challenge. Though it may be a little challenging, it is possible to achieve the aim of vikhshit bharat even if the leadership being offered is not strong. The management of job crises is crucial as matters such as unemployment and financial shocks are sensitive issues that cannot be waited on to be resolved. These problems are resolved and India directed towards a prosperous future by the Bhartiya Leadership Model which also lays emphasis on the welfare of the community as well as the balanced development of the country.

METHODOLOGY

This research adopts a research approach that is qualitative in nature toward establishing how concepts of Bharatiya leadership can be applied for the solving of the job crisis in India. Initially, leadership principles are looked for in the books of antiquity, such as Mahabharata and Vedas with regard to modern employment issues. We also revisit expert interviews from which scholars give perception into these concepts in the modern world. We will seek to build an understanding and merge

data from these sources with fresh data in order to develop practical recurrent patterns that may be shared. This is pertinent because it provides a way of aligning centuries of knowledge with today's problems, as it were, in giving the subject of unemployment a new dimension in terms of Bharatiya leadership.

OBJECTIVE

1. To examine how Bharatiya leadership concepts can be applied to address and mitigate India's Job crisis issues.
2. To propose solutions that integrate traditional principles with modern strategies, supporting the vision of a "Vikshit Bharat."

LITERATURE REVIEW

India has seen many great leaders and philosophers in the past but the problem of joblessness still persists. The leadership concepts from Bharatiya can thus be useful to tackle this problem.

This is and always will be the need of the hour with given that India is a knowledge hub owning the likes of Mahabharata and the Vedas, applying the principles of the ancient issues to modern day issues.

The article titled by 'How India Can Fix Its Employment Crisis' by Bhaskar Chakravorti discusses a number of policy changes to emerge from this environment. In a similar vein, Drishti IAS is very relevant if we speak about breaking India's jobless growth trap and stress on structural changes here. Combining these modern outlooks with these timeless ideas, 'Leadership

Traits Based on Ancient Indian Texts' by Darmashakthini Arujunan explains how modern leaderships can learn from the Mahabharata and the Vedas. Also analyzing "Modern Management Based on Bharatiya Wisdom" with author Pankaj Jagannath Jayswal, the implementation of ancient Indian knowledge in modern concept of management can provide effective solutions.

When we use the concepts of Bharatiya leadership along with the modern strategies, we can use the rich traditions and morphology of Indian ethos to create a powerful strategy to solve the employment problem or, in fact, any problem at all, as a fusion of Indian values and modern wisdom.

JOB CRISIS IN INDIA AND CHALLENGES

While India boasts of its fast-growing economy, the country's employment sector is in a state of stress. The estimated growth rate is 7% that does not allow the country to boast about having a high economic status. 4% for the 2023–24 fiscal year, and is significantly higher than the average spending of the G20 countries of 3.4%; the country has a very low employment percentage. At present 70 percent of its population of about 1.05 billion is in working age but only 450 million people are employed what is much lower than other emergent economies where about 68 percent of the working age population is in work. India has the largest number of self-employed workers who mostly work for the family without wages and this feature is insecure. Much worse, female workforce participation that stood at 32.

Sixty and seven percent of the working-age women are currently participating in the labor market. Additionally, only 51. As per new survey conducted in December 2005, only 25 percent of the college graduates are employable from the employability angle point of view though they have viable skills.

Thus, in order to maintain economic growth and to fully utilize the demographic dividend, India faces several major employment or related issues. Neglect of these problems may result in a decrease in the rates of economic development, changes in political situations, and the inability to underline possibilities during formation of the international relations. This very Vision of Vikshit Bharat by 2047 for a Developed India and thus the vision of employment desperately needs to overcome these difficulties.

KEY CHALLENGES

Stagnant Employment Growth Rate: However, and since the early 1970, job growth of non-agricultural sectors in terms of salary position does not show any remarkable improvement. This absence of growth in the sphere of rendered services in the form of formal employment hampers overall employment and the economy. It is evident that most of the population still obtains a home in the casual

or the low-wage employment, the employment that lacks a career ladder, thus augmenting the deterioration of economic immobility.

Disguised Unemployment: In India, there are both the rate of open unemployment and high incidence of informally employed workers, meaning that individuals who are willing and looking for jobs they can barely get them. Most of the employment is contract and freelance or even part-time and without pension plans. The ‘hidden unemployment’ is as a result of low availability of proper paid jobs in the formal employment sector hence slows down economic growth and financial capacity to provide for the employee.

Labour Demand Determinants: The demand for labor in the FANES depends on the level of output which firms are capable of selling and level of technology. High unemployment causes slow demands for products, thereby translating to fewer employment chances, and the advancement in technology in some industries can lead to the reduction of employment or need for workers to put in their efforts in making the same output.

Policy Focus on Output Growth: Measures of success in the Indian economics have for long been dominated by figures such as gross domestic product and the value added totals. But concentrating merely on these indices does not solve the problem of employment here. Policies focused on GDP per capita which is an output growth realization that productivity may actually suppress employment levels.

Lack of Responsiveness in Employment Growth: Thus, for example, during the years 2000 the GDP and value added grew rapidly, although employment in the formal non-agricultural sector remained almost stable. This concept of ‘jobless growth’ reflects on the fact that there is failure to create employment in a situation where economic growth is occurring and labour productivity is rising steeply.

Agricultural Sector Dynamics: The agricultural sector is still an important source of employment as most of the workforce is still engaged in farming although productivity level and structure of employment is still a big concern as most of the farmers lack formal employment.

Improving efficiency and establishing proper employment opportunities for this sector could enhance larger employment problems, strengthen economic stability and minimize the unemployment rates.

Skill Mismatch: One another challenge that has led to job crisis is skills and demands of employers as they do not tally. Thus, the place of skill matching is quite important in increasing the rate of job placements, increasing productivity, as well as reducing unemployment. Matching the human capital with the requirements of job markets may be the only way of finding a match between jobs and the candidates.

Addressing these challenges will help India better harness its economic growth and demographic advantages, leading to a more resilient and inclusive employment landscape.

BHARTIYA LEADERSHIP PRINCIPLES

Dharma (duty): Dharma is being upfront in handling transactions i.e. doing the right thing. It assists in the promotion of responsibility among leaders and help prevent cases of embezzlement. When people follow Dharma, the leaders can better tend to the unemployment crises efficiently with proper distribution of the resources for the benefit of the actual needy.

Seva (service): Seva is an act of the sacrifice in any form for the betterment of other people.

Seva is the concept in which leaders work for the employees, not for a self-serving motive but in order to help. This quality is instrumental in addressing unemployment as it brings pressure on political leadership to come up with actual employment opportunities and enhance people’s well-being.

Sangh (group): Sangh emphasises on the need of being affiliated as well as being knowledgeable about different groups of people. Managers should understand what it is that various groups require and cooperate in an effort to satisfy that requirement. It also comes handy in tackling unemployment since it ensures that solutions are addressed and the cause as well.

Santosh (contentment): Santosh, therefore, implies accepting the results of one’s endeavours and being content with the accomplishment. For leaders, it means doing the work calmly and systematically, not rushing things, and always paying attention to the fact that one’s work is to meet society’s needs. When it comes to addressing unemployment issue, Santosh persuades leaders to keep it realistic and gradually move towards change.

Swadeshi (self-reliance): Swadeshi means to build local capabilities and turnover businesses towards the local commons. It has implications that in order for the leader to achieve these goals, he or she should begin from building strong localities and industries. In macroeconomic management or with regard to unemployment this principle implies the encouragement of local industries as well as the promotion and provision of employment within the country both as a top-down as well as a bottom-up approach.

Nyaya (fairness): This is a guiding principle that works to guarantee every individual equal chances in the labour market employment. This strives for equality and equality in employment and allocation of resources endeavours to eliminate prejudice and discrimination. This makes the competition to be fair and allows anyone from any part of the society to have equal chances of getting employed hence helping in eradication of unemployment.

Lok Kalyan (public welfare) : It concentrates on enhancing the social welfare of the population through social welfare policies as well as programmes. In other words, it contributes to an improved social return on investment as it supports education, healthcare and infrastructure thus fostering job developments. These activities increase competencies of the employees and offer critical services that contribute to solve unemployment and increase the living standards of the population.

Crisis Managed by Ancient Leaders Throughout India's history, unemployment has often been a significant challenge, impeding the country's growth. However, several Bharatiya leaders have played pivotal roles in mitigating this issue

Emperor Ashoka (Maurya Empire, 268–232 BCE):

Ashoka one of the greatest kings of his reign realized various economic vices of his empire for instance unemployment caused by unfavourable agriculture and lack of good transport and communication channels. To address these issues, Ashoka implemented several initiatives:

Agricultural Support: Ashoka also tried to enhance the agricultural practices and those are important for the ultimate responsible for anthropology and provisions of employment.

Infrastructure Development: He made investments in the basic needs of a society, such as road construction, rest houses or dharamshalas, hospitals or Rogashalas and Wells. These projects also helped acquire employment opening apart from raising living standards of human beings. For instance, construction of roads, resting places promoted business of exchange, transport and travel respectively; hospitals and wells created employment and hygiene respectively.

Shivaji Maharaj (Maratha Empire, 1674–1681 CE):

Shivaji Maharaj, a prominent and formidable ruler, also faced significant unemployment challenges due to ongoing wars and economic transitions. To counteract these issues, he took several impactful measures:

Support for Local Industries: Shivaji Maharaj supported local crafts and industries, such as Maratha handmade textiles and metalwork. This support helped create and sustain jobs within these sectors.

Infrastructure Improvement: He focused on enhancing regional infrastructure, including the construction of forts and improvements in trade routes. This not only strengthened the empire's defense but also boosted regional commerce and employment.

Promotion of Trade and Commerce: Shivaji encouraged the development of trade networks, which further stimulated economic activity and provided various employment opportunities. These leaders' efforts in infrastructure development, support for local industries, and promotion of trade and agriculture were crucial in addressing unemployment and fostering economic growth during their respective eras.

Modern leaders Jawaharlal Nehru

During Jawaharlal Nehru's transformative tenure as India's first Prime Minister, the nation faced a job crisis due to partition, an agrarian economy, rapid population growth, and underdeveloped infrastructure. Nehru skillfully addressed these challenges by promoting industrialization, launching Five-Year Plans, investing in infrastructure, and enhancing education and skill development.

Jawaharlal Nehru applied Bharatiya concepts like Sarvodaya (universal upliftment) by promoting inclusive development through Five-Year Plans and Swadeshi (self-reliance) by developing local industries. He embraced Vasudhaiva Kutumbakam (the world is one family) through international cooperation and Grama Swaraj (village self-rule) by supporting rural development and village industries, fostering a self-reliant and inclusive India.

Mahatma Gandhi: Mahatma Gandhi, a pivotal leader in India's struggle for independence, addressed economic and social challenges through the promotion of self-reliance and grassroots development. His advocacy for the Khadi Movement and village industries was rooted in the Bharatiya concept of Swadeshi, emphasizing local production and self-sufficiency. Gandhi's focus on Sarvodaya (universal upliftment) aimed to empower rural communities and create employment opportunities. His enduring principles of simplicity and non-violence continue to inspire sustainable and inclusive development.

Rajiv Gandhi During Rajiv Gandhi's dynamic tenure as India's Prime Minister, he confronted economic challenges by emphasizing technological advancement and modernizing the nation. He prioritized the growth of the IT and telecommunications sectors, which significantly boosted employment opportunities. Rajiv's focus on education reform and skill development aligned with the Bharatiya concept of Swadeshi, fostering self-reliance through domestic industry growth. His visionary policies laid the groundwork for India's emergence as a global technology hub, showcasing his forward-thinking leadership.

Narendra Modi: Narendra Modi's initiatives such as Make in India, Skill India, and Start-up India exemplify Visionary Leadership and Dharma. Make in India aims to boost manufacturing and create jobs by attracting investments and improving business conditions. Skill India focuses on vocational training to align workforce skills with market needs, addressing unemployment through ethical practices. Start-up India supports entrepreneurship and job creation, reflecting Seva by empowering individuals to develop their own opportunities and contribute to economic growth.

Narayana Murthy: Narayana Murthy, through his role in co-founding Infosys, embodies Visionary Leadership and Dharma. Infosys transformed India's IT sector, creating numerous high-skilled jobs and setting standards for ethical business practices. Murthy's establishment of the Infosys Foundation demonstrates Seva by supporting education and skill development initiatives, which help address job shortages and enhance community welfare. His contributions reflect how Bharatiya principles can drive significant employment and economic progress.

Dr. Manmohan Singh: Dr. Manmohan Singh's economic reforms and liberalization policies highlight Visionary Leadership and Dharma. His approach opened India's economy to foreign investment and private sector growth, generating job opportunities. Singh's focus on enhancing education and infrastructure aimed to address structural unemployment and promote equitable development. His policies facilitated long-term economic stability and job creation, demonstrating the effective application of Bharatiya leadership principles in governance.

Solution Acknowledge Bharatiya Concept

To tackle this problem of joblessness in India, the necessity is to flow with the Bharatiya leadership model and adopt the solutions that have not still been implemented by the Indian government yet. It is much needed to achieve the Vision for Vikshit Bharat that is India must not only aspire to develop but must also pull into the myriad concepts of Bharatiya leadership. These thoughts are put into practice so that when growth is intended, other aspects of our cultural profile and historic past are well anchored so that they are not eroded at the same time.

Support for Traditional Skills and Knowledge

To make such centers focused on collecting and introducing Indian experience in such domains as agriculture, medicine, and craftsmanship.

This approach is underpinned by the principle of Swadeshism as propped up by leaders such as Swami Vivekananda and Mahatma Gandhi about the importance of reviving conventional skills. These practices can be, thus, effectively incorporated to make the development believe in its roots from the history, as per our Vision for Vikshit Bharat.

Encourage Community-Based Businesses

Support home-grown enterprises that meet the requirements of the locals in social services including health and education. This is in consonance with the Bharatiya notion of Sangh (the facilitation of the community) and complements the efforts made by Sardar Vallabhbhai Patel who was instrumental

in the systematic enhancement of the community organization. Stressing communal activities is relevant in incorporating traditional philosophy into today's development and keep on Growing with our roots.

Develop Rural Areas Using Local Resources

Turn local resources to generate employment chances as well as enhance development in the countryside by developing on farming, handmade items, and tourism known as nature tourism. This approach, is in harmony with the great Indian tradition of the principle of Dharmic responsibility, that is, responsible utilization of resources based on the wisdom of the great Maharaja Ranjit Singh. That prevents the arbitrariness of the rural development process and aligns it with local traditions thus offering a holistic Vision for Vikshit Bharat.

Establish Local Training Centers:

In many rural and semi-urban centers they should establish vocational training centers to offer skills that jobs available require. This strategy also reinforces the Bharatiya principle of 'swadeshi' or making things locally or by oneself and thereby ties with the fundamental of Chanakya's strategic plan of education and skills acquisition. Thus, it is possible to achieve general skill development for the purpose of economic growth at the same time as maintaining the specificity of the Bharatiya model of leadership.

Promote Green Jobs and Eco-Friendly Practices

Emphasis on innovation in Employment in renewable energy, sustainable agriculture & waste management. It is in tune with another principle of respect to nature that the great Indian seer, Swami Vivekananda propagated in his pursuits for sustainable ethical way of living. Employing environmental friendly strategies harmonises environmentalism with job creation, making it in tandem with the Vision for Vikshit Bharat without having to negate our environmental aesthetics.

Empower Local Governance Bodies

Amend and increase decentralised state bodies such as the Panchayats to more efficiently address development and employment. This approach is fully aligned with the Bharatiya concept of local self-governance and self-rule, on the lines of what Sardar Patel tried to build up to extend better institutions. Empowering Panchayats help the development process to follow that route in which the steers come from the local community and there is also respect for the traditional political structure of the country as well, in order the Vision for Vikshit Bharat can be balanced.

These solutions integrate Bharatiya leadership principles with modern strategies to address the job crisis. By implementing these ideas, India can advance towards its Vision for Vikshit Bharat while remaining deeply connected to its historical and cultural heritage. This balance will ensure that while we achieve development, we do so in a way that honors and preserves the essence of Bharatiya values and history.

RESULT

Implementation of the leadership that existed in the old Bhartiya is now proving helpful in putting right the unemployment problem in the India of today. However, internal actualizations and optimal application of the principles continue facing issues.

Finding

1. Having learnt its economic lessons, India has gone through cycles of crises and has had leaders that managed these crises at different points in time.
2. Rich in leadership concept, Bhartiya leadership is as old as the Mahabharata and the Vedas, where the key leadership values are Dharma (duty), Satya (truth) and Seva (service)
3. Lack of employment opportunities is still a big obstacle in realizing the Vision for Vikshit Bharat even when India is growing economically at rates of 8 percent annually.
4. Employment issues that are of importance in the current world can be resolved using Bhartiya Leadership's concept of Ethical Governance (Niti) and Holistic Development (Sankalp).

5. Contemporary leadership practices are applying Bhartiya leadership paradigms to employment solutions; slow but steady improvement in employment generation and conformity with the Vision for Vikshit Bharat.
6. Although the government is undertaking considerable social policies to deal with unemployment, there are certain leadership strategies which are counter-productive and major causes of internal problems and slower development.

Limitations

1. Dependence on Existing and New Sources: Thus, despite calling in new information, the study continues to use past research and interviews with experts, which may not capture the most current advances or all the perspectives.
2. Scope of Coverage: It is also important to note that the study may not give a comprehensive expose to all the dimensions of the job crisis given constraints in data research.
3. Potential Biases: Interviewing the experts may impose certain level of bias since the views presented were only from the experts and may not capture all the possible views regarding the application of Bharatiya leadership concepts.
4. Relevance to Modern Context: The problem of correlating the practices of today with the lessons gleaned from ancients may sometimes be somewhat off, which could, in turn, have an impact on the feasibility of the offered approaches.

DISCUSSION

From the research, I infer that the traditional Indian leadership models should be effectively combined with twenty-first-century effectiveness to tackle emerging problems such as unemployment. By bringing examples from texts from Mahabharata and Vedas, which inculcate elements of Dharma (duty), Satya (truth), and Seva (service), the study gives an example of how such age old principles can help in the present day governance system. It also discusses the Bhartiya leadership approaches of Rajas (action-oriented), Tamas (dependent on inertia), and Sattva (balanced and constructive) to build up the current pathways of employment. Some of the research indicates that although there is much to learn from the models, their implementation is often constrained by internal factors. Future research should, therefore, building on literature's traditional models and integrate them with modern approaches to enhance their applicability. In detail, Rajas can lead to the creation of forceful, kinetic actions; Tamas may be reacted to deal with potential paralysis; and Sattva can encourage moderate, moral regulation. Furthermore, developing prior community work, consistent with Bhartiya principles employability efforts would be more porous and in touch with local communities. The benefits of this multiple interconnection assert to improve the leadership in combating unemployment and supporting national development objectives.

CONCLUSION

Right from the ancient India to the modern world, India has seen off and on unemployment crisis. Nevertheless, these are recurring phenomena; excellent leadership that follows the spirit of Bharatiya management has time and again risen to address the job dearth, similarly. Therefore, a concept of the 'Vikshit Bharat' (Developed India), which is being followed in India at present, requires focus and certain measures in the existing global environment. From the analysis of such complexities of today's organizations, it has been discovered that many leadership concepts which have emerged from the ancient Bharatiya knowledge system are useful to solve the resulting problems. As articulated in the Bhagavad Gita: Working means that one must work with the purpose of not possessing the desire of the fruits they bear, action must not be done with the motive of reaping news what has been sown as well as nonaction cannot be aimed at either.

In the context of the contemporary global world, when Dr A P J Abdul Kalam said, 'The youth need to be enabled to become job generators from job seekers', this statement unveils the necessity of the shift of the focus regarding employment. Democracy, leadership and the spirit of empowering youth can unlock the magic formula of achieving vision of Bharat's development that is at par with today's China.

Use of these principles that has existed in the employment market together with techniques in the twenty first century will not only help in dealing with the current unemployment crisis but also bring down dogmatic theories. By following Karm (action), acceptance, and inclusiveness, untouchability and particularized exclusiveness will, over time, transform into an integrated problem. This is the vision that will help us to transform India into the prosperous and progressive country that it has all the potential to become after adopting the very efficient and comprehensive broad concept that we have discussed above.

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