

Empowering India through Imperative Contribution from Corporate Houses for Better Tomorrow

Swati Surana

ABSTRACT

‘Rich are getting richer and poor are getting poorer’

The widening space between the two sections or more appropriately the two ends of the society has compelled the authorities to amend the laws and making it obligatory for the companies to contribute for the better tomorrow and sustainable development of the deprived, underprivileged section of the society, environment and nation at large. The corporate social responsibility is not merely an act of voluntary philanthropy; instead, it is a responsible act to have positive impact on environment, economy, humanity and stakeholders. As per the new Companies Act 2013, it is imperative for profit-making corporate houses to repay the nation by contributing a small pie of profit in the stronger nation building as part of their responsibilities and duties. This paper attempts to evaluate the Section 135 of Companies Act 2013 and relevance of the activities specified in the Schedule VII of the act in the current scenario and identify pitfalls of Section 135 of Companies Act 2013.

KEYWORDS: Corporate social responsibilities, Companies Act 2013, Sustainable development, Philanthropy, Corporate houses, Pitfalls of CSR activities

INTRODUCTION

India, a nation which paints its canvas with growing economy, epicenter of innovation and infrastructure, successful mars orbiter mission in first attempt, gearing for ambitious projects like Make in India, Clean India and Digital India missions in collaboration with world and Indian corporate giants still it continues to battle with the ground level problems of the underprivileged citizens of India, tearing down of environment and spread of incurable diseases. The dream to make India incredible land of prosperity urges holistic development and sustainable growth of humanity and flora & fauna. The core responsibility of the development of the communities and environment does not solitary rest on the government; thus, the social responsibility of the corporate is the need of the hour for India which finds

itself in the shackles of undernourished, illiterate, poverty struck population, demolishing environment and expeditious ramification of deadly diseases. The Indian social system, culture and religion have always laid emphasis on community development making strong root for Corporate Social Responsibility (CSR) within noble Indian corporate fraternity.

Philanthropy to Corporate Social Responsibility

The motto to serve the needy people had been incepted into human philosophy from beginning of the human civilisation. However, as the civilisation has developed, the concept to serve the underprivileged has taken leap from philanthropy to CSR including good corporate governance and extending its scope to environment, communities, investors, employees and customers. Prior

Guest Lecturer, Jai Narain Vyas University Jodhpur, Vyas Institute of Management, Vyas Commerce College, Jodhpur, Rajasthan, India
Email id: swatijdh@gmail.com

to the nineteenth century human activities towards deprived section of the society were termed philanthropy in India (CII, Feb 2014). Fontelera (n.d.) has stated that CSR is an act of giving financial and non-financial donation to communities without the intention to gain from it, but the concept of CSR has evolved due to globalisation, depleting natural resources and human values; CSR today has become more than responsibility turning into social responsiveness of companies. On a broader perspective, CSR is an act inclusive of philanthropy, social, legal, moral and environmental responsibility. World Business Council for Sustainable Development defined CSR as ‘the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large.’

Making Social Responsibility Imperative for Corporate Houses: An Overview

A social act, moral responsibility which was voluntary, at discretion of companies own will, has finally been made mandatory to make these initiatives responsibility of the corporate houses. The growth, upliftment and sustainable development of humanity and environment are not the sole accountability of noble professionals and government. Thus the Ministry of Corporate Affairs earlier had come up with CSR voluntary guidelines 2009; later Indian legislation made a revolutionary benchmark decision for the development of underprivileged by becoming the first country in the world to obligate the contribution of 2% of average net profit of companies towards charitable purpose, effective from 1 April 2014 (KPMG, 2014) on Indian companies and foreign companies operating in India.

Such initiative will self-regulate the corporate houses to contribute for the CSR activities. According to Indian Institute of Corporate Affairs, nearly 6000 companies will contribute to mandatory provision of CSR as per Companies Act, 2013, and total estimated contribution from the companies including the companies participating for the first time in CSR activities will be nearly INR 20,000 crores (CII, 2014). The Indian CSR initiatives are based on the core elements of care for all stakeholders, ethical functioning, respect of workers right and responsibility, respect for human rights, respect for environment and activities for social and inclusive development (Ministry of Corporate Affairs, 2009).

Applicability of Section 135 of Companies Act 2013

The new law of 2% contribution on the activities of CSR under Section 135 of Companies Act, 2013 is applicable to the companies coming under the following criteria:

The new act requires companies to appoint a CSR Committee consisting of at least three directors. If the minimum CSR amount is not spent, the board is required to disclose this fact with reasons, in its annual Director’s Report to the shareholders.

CSR Activities under New Companies Act 2013

The CSR activities covered under new Companies Act 2013 are designed on the plan of action of United Nations Millennium Development Goals (MDGs), which were set in the year 2002 to be achieved by the year 2015. The MDGs were set up with the vision of human development supported by dignity, equality and opportunity for all (Munoz, 2008). Setting up CSR

On Basis of Net Profit	On Basis of Turnover	On Basis of Net Worth
<ul style="list-style-type: none"> • Net Profit of Rs 5 crore and more during any financial year 	<ul style="list-style-type: none"> • Annual Turnover of 1000 crore or more 	<ul style="list-style-type: none"> • Net Worth of 500 crore or more

activities aligned with the MDGs will help India achieve these goals. Clemens and Moss (2005) states that except for India and China, rest of the world is going off track and will not be able to achieve the MDGs by year 2015. The core CSR activities as per Schedule VII are as follows:

- Eradicating extreme hunger, poverty and promoting preventive health care
- Promotion of education
- Promoting gender equality and empowering women
- Controlling child mortality and improving maternal health of women
- Fighting HIV-AIDS, malaria and other diseases
- Environmental sustainability, ecological balance and animal welfare
- Measures for the benefit of armed forces veterans, war widows and their dependents
- Employment enhancing vocational skills
- Contribution to Prime Minister's relief fund and other such state and central funds and welfare of reserved section, minorities and women
- Contributions or funds provided to technology incubators located within academic institutions approved by the Central Government and rural development projects.

By setting the rules and specifying the areas of spending, legislation have set a predetermined benchmark for assessing the progress of social development of communities and sustainable development by sharing the responsibility with the corporate houses.

Exclusions of CSR Activities

The CSR activities/projects/programmes have to be carried out in India only, and it should not benefit only the employees and their families as well as it should not directly or indirectly contribute to the political party. The CSR activities have to be carried out in the local area of companies operations.

Objective of the Study

The objective of the study is to extract the importance of the CSR activities itemised in the new Companies Act 2013, in the contemporary environment and the challenges faced by India in the global era. The secondary data were accessed from the various international and national organisations, newspaper, ministry of corporate affair websites and companies websites and others to seek out the relevance of CSR activities itemised in Schedule VII of Companies Act 2013 and pitfalls of Section 135.

Relevance of CSR Activities

India, once the golden bird, today strives to meet the basic necessities of millions. The business tycoons of the country are making entry into world's richest club on Forbes magazine but 29.5% of population is living below the poverty line (Rangarajan Committee, 2014). The nation has nearly 287 million illiterate adults, which is the largest in the world (UNESCO report). A number of 1.013 million babies are dying on the first day of birth, and 17% of maternal mortality deaths are taking place due to lack of health care facilities (UNICEF's report). Millions of Indians are surviving without basic sanitation, safe drinking water facility and life saving drugs. The statistics specified above are much authentic to justify the legislations step to achieve interrelated CSR activities by mandating spending of the companies.

Eradication of Poverty and Hunger

The end of fight for the freedom started with a challenge to eradicate poverty, since independence India has been struggling to suppress the poverty. Poverty is the root cause of multi-dimensional problems depicted in the form of growing crime, illiteracy and wide spread of diseases. As per the World Bank Global Monitoring Report 2014–2015, with respect to achievement of millennium goals, around the period from 2008 to 2011, India was the biggest contributor in extinguishing the poverty by uplifting almost 140 million people surviving below poverty line (World Bank, 2014). However, before eradicating poverty, the policy

makers have curbed the reasons spreading poverty around, such as exponential growth of population, ineffective agriculture productivity, absences of skill and employment generating education and adverse climate conditions experienced in the form of extreme drought, cold and flood and others. As per the World Bank (2014) report, sufficient economic development solely will not be able to eradicate poverty without complementary policies (Sundaram & Tendulkar, 2002). As stated by Rangarajan Committee, population below the poverty line is estimated to be 363 million in 2011–2012, which defines that 29.5% of the Indian population lives below the poverty line which has declined from 38.2% in the last year (Singh, 2014). These estimates are based on poverty line defined by Rangarajan committee stating that a person spending over Rs 32 a day in rural areas and Rs 47 in towns and cities should not be considered poor.

A quarter of the world's hungry population or 210 million people are in India alone. As per the Global Health Index, 17.5% of the children in India are undernourished, 40% of the children are under weight and 6% die, every year, due to mortality. According to National Sample Survey Organisation (NSSO), nutritional intake measured in terms of calories declined from 2,153 kilocalories (Kcal) per person per day in 1993–94 to 2,020 in 2009–10 in rural areas and from 2,071 to 1,946 Kcal in urban areas (Varma, 2013).

Promotion of Education

Spreading education is an optimistic step towards ending multi-dimensional problems of India. Not only education but quality higher education will make the difference in outlook of people. Education assist people in getting employed further having countless effect in reducing poverty, hunger, gender discrimination, child mortality, maternal mortality and deadly diseases. The CSR activities related to promoting education directly or indirectly have impact on the other CSR activities. The organisation, UNESCO, has stated the wide spread of education will have following impact:

- More people would grow and develop
- More people would learn and know

- More people would be equal and just
- More children would survive and live
- More mothers would be healthier
- More people would be able to combat illness
- More people would think of the future
- More people would work together.

Ganguly (2013) states that Annual Status of Education Report (ASER) reporters identify that there is deepening crisis in education which will turnout be an unseen and killer disease as learning levels in government schools are declining, relaxation from exams till 8th standard is reducing the education standard. Nearly 96% of the children between age group of 6–14 years have enrolled for a school which is a positive development. As per the UNICEF report, Indian education system is struggling with major problems like:

- An estimated 8.1 million children are out of school and are unsafe, rising civil unrest and the wide prevalence of corporal punishment across the country.
- Dropout rate is very high in India, 27% of the children drop out between Class 1 and 5, 41% before reaching Class 8, and 49% before reaching Class 10.
- Gender disparities are very high. For every 100 boys enrolled in secondary education, there are 81 girls enrolled.
- Of the 1.3 million schools across India, only 72% of elementary schools have a separate girls' toilet, while only 85% of these toilets are functional.
- Less than half (47%) of Class 5 students can read Class 2 text.

Such issues are of vital importance to be addressed on priority basis to spread quality, skill and employment availing education.

Promoting Gender Equality and Empowering Women

The gender equality, a mandate in Indian constitution

(Gopal, 1993), requires crucial reforms in India. Gender inequality persists in the spheres of education, employment, ownership and health having an adverse effect on various development goals, reducing economic growth (Klasen, 2000) as well as gender inequalities also have pyramid of consequences related to psychological, sociological and religious (Esteve-Volart, 2004). Sen (2001), a Nobel winning economist, states that gender inequality comes with collection of interlinked problems like natality inequality, basic facility inequality, special opportunity inequality, professional inequality, ownership inequality and household inequality. Women empowerment and gender equality are the two sides of the same coin defining that gender equality leads to women empowerment and women empowerment leads to gender equality (Gupta, 2005). As per the UNDP's Human Development Report 2013, Pakistan, Nepal and Bangladesh, poorer than India, have better gender equality (TNN, 2013). The gender inequality is reducing in India giving rise to women empowerment, despite that, as per findings of Global Gender Gap report 2013, India is ranked 101 out of 136 countries with respect to women empowerment on grounds of social, economic and political grounds (World Economic Forum, 2013). The gender inequality among the gender demands greater contribution from corporate houses to fully develop the potential human resource.

Child Mortality and Maternal Mortality

The significant reasons identified of child mortality in India are lack of prenatal care, intra-partum care (skilled attendance, emergency obstetric care and simple immediate newborn care), postnatal family–community care (preventive post-natal care, oral antibiotics management of pneumonia), tetanus toxoid immunisation etc. Such conditions can be improved by increasing the delivery care and postnatal care (Million Death Study Collaborators, 2010). Social and economic reasons identified for the rising child mortality are income, gender inequality, nutritional deficiency (Claeson *et al.*, 2000), low female literacy, poor nutritional status of mother, early age at marriage of mother, large family size, low autonomy of women,

inadequate access to health care services (Singh *et al.*, 2011) and traditional orthodox practices in different parts of India (Ghosh, 2012).

The neonatal death rate in India is the highest in the world (43 per 1000 live births) (UNICEF, 2008) accounting for 25% of world's neonatal death. A rate of 27% of all deliveries in pregnant ladies occurs at home in India (Porecha, 2014). India also had the highest number of under-five deaths in the world in 2012, with 1.4 million children dying before reaching their fifth birthday (Financial Express, 2014). The increasing loss of human life requires intervention from the industry.

Fighting HIV-AIDS, Malaria and Other Diseases

India has been successful in fighting and creating awareness against the HIV-AIDS. Although according to the report of UNAIDS, the United Nation Program on AIDS (PTI, 2014) reveals that India has the third largest number of people living with HIV in the world, 2.1 million at the end of 2013 and accounts for about 4 out of 10 people living with HIV in the region. HIV treatment coverage is only 36 % in India, where 51 % of AIDS related deaths occur. More than 700,000 people in India were on antiretroviral therapy, the second largest number of people on treatment in any single country. The proportions of people who do not have access to antiretroviral therapy treatment are 64% in India.

India is able to be more positive on combating HIV but still lags behind in controlling TB and malaria (Mascarenhas, 2014). As per the reports, malaria is killing more people than previous figures. Malaria still remains a tremendous health burden for Indians. About 61 million cases were reported in year 2013, and it killed more than 116,000 people (Prasad, 2014). The above-mentioned statistic makes fight against HIV and malaria vital.

Environment Sustainability

The growing green house gas emissions, natural resources depletion, global sustainable development and climate change agendas are snowballing, requiring

immediate attention. As per the reports of Ministry of Statistics and Programme Implementation (2014):

- Forest cover has declined from year 2009 covering area of 692,394 km² to 692,027 km² area in 2011.
- In 2013, the estimated CO₂ emission (million tonnes) for India is 1745.06, the percentage increase in CO₂ emission was 10% from the last year.
- The per capita energy consumption (PEC) in year 2011–2012 was 6205.25 kWh, witnessing 7.19% annual increase in PEC from 2010–2011 to 2011–2012.
- Total number of 689 protected areas (PAs) has been established (as on 31 December 2013), extending over 166,352.63 km² comprising 102 National Parks, 526 Wildlife Sanctuaries, 57 Conservation Reserves and 4 Community Reserves (5.06% of total geographical area).
- India lacks the resources to effectively respond to sustainability and climate challenges.
- As per Census 2011, 67.3% households are using solid fuels (fire wood/crop residue, cow dung cake/coke etc.) for cooking.
- Report shows that 87.7% and 88.1% households in rural India and urban India, respectively, are only getting good quality of drinking water.
- Only 46.1% and 76.8% people in rural and urban households, respectively, have drinking water facility within premises of the households all over India.
- The rural–urban gap in access and use of sanitation facility continues to be very high. A rate of 59.4% of rural households does not have toilet facilities as against 8.8% of urban households in 2011–2012.

The stats show that environment sustainability is the area which needs immediate attention and investment by corporate houses for safeguarding the mother earth and its resources.

Measures for Armed Forces Veterans, War Widows and Dependents

A large number of armed forces soldiers die every year to save the country and the civilians from terrorist activities at broader, from 27 indigenous terror groups operating in India (Kartiyan, 2009), other casualties and terrorist attacks within country. They leave behind families and dependent to be taken care of; CSR measures by corporate will support the families to lead a life of dignity.

Employment Enhancing Vocational Skills

Promoting education and achieving cent per cent literacy will not provide additional benefits unless the youth is made employable. McKinsey & Company's Education to Employment Survey reveals that Indian employers leave around 5 to 10% of positions unfilled; 40% attribute vacancies to their inability to find candidates with the right skills (Mourshed *et al.*, 2012). By 2020, India will account for nearly a quarter of the global workforce, and the average age of India's population will be 29 years (compared to 37 for the US and China). To reap the benefits of its so-called demographic dividend which is paired with a growing demand for skilled talent across the country's services and manufacturing sectors, the Government of India created the National Skills Development Mission (NSDM). India will produce 300 million new workforce by 2025, and it states that out of every 100 Indians, 70 will complete primary school and only seven (between 15 and 60 years) will complete graduation or beyond. Further, 90% of the jobs being created today require vocational skills, but 90% of India's colleges impart mostly bookish knowledge. Industry has already started feeling pinch of unskilled youth, and major initiatives are coming up for skill development.

Further Incorporation of Activities in Schedule VII

The amendment in Companies Act 2013 has included the contribution made to Swachh Bharat Kosh set up by the central government for the promotion of sanitation and contribution to the Clean Ganga Fund

set up by the central government for rejuvenation of river Ganga Schedule VII of Companies Act, 2013, pertains to CSR activities.

Nearly 700 million continue to defecate in the open. Over 600,000 children under 5 years lose their lives to water and sanitation-related diseases like diarrhoea and pneumonia every year. Lack of toilets also expose one-third of country's women to the risk of rape or sexual assault. President Pranab Mukherjee states that for ensuring hygiene, waste management and sanitation across the nation a 'Swachh Bharat Mission' is launched. PM Modi adds that the pursuit of cleanliness will turn out to be economic activity, further contributing to GDP growth, reduction in healthcare costs and a source of employment bringing in more and more tourists changing the perception of India on global platform.

Critical Evaluation of Pitfalls of CSR Activities

The revolutionary step of mandating contribution in CSR activities has its own pitfalls. The CSR activities specified in the Companies Act 2013 are the important issues which needs immediate attention and to make metamorphosis of companies from only profit motive to triple bottom line (people, planet and profit). All these issues are already being addressed by the government, international organisation and NGOs, with the help of programmes like Right to Education, Teach for India, HeforShe, Beti bachao beti padhao, Mid Day Meals Scheme, NREGA, Golden Jubilee Rural Self Employment Scheme, Antyodaya Anna Yojana, Prarambhik Shiksha Kosh, Swa-shakti, Swayamsiddha, Swaslaban Programme and so on, but the required impact is not visible thus the government and corporate partnership is important to curb the social evils which are the hurdle against India's economic growth. Banarjee (2014), Director General of CII, states that narrowing the outreach of CSR activities to Schedule VII will suffocate the companies spending as different companies have different perspective to CSR and the law specifies that companies are bound to spend as mentioned in law. Some of the areas of concern are as follows.

Stifling the Scope of Operation of CSR Activities

Stifling of activities of CSR to the areas mentioned in Schedule VII of Companies Act, 2013 will skew the development in particular areas only ignoring the other crucial areas. Suffocating the CSR activities will restrict the committee's innovative approach for sustainable development. Issues related to elderly population, accessibility, availability and affordability of health care services, lack job opportunities in rural areas, rising brain drain, poor infrastructure, rising population, urbanisation, consumer protection, lack of accountability and governance, increasing imports, social security and various other social issues requiring immediate attention.

Skewing Investment in Local Areas

According to Section 135 of Companies Act 2013, companies are required to spend CSR funds in the local area of operation. This provision puts in danger the completion of projects carried out by companies in the far flung areas and backwards areas. Along with this, the development of the backward districts and Northeastern states will be restricted as most companies are located in the states having better infrastructure, skilled and abundance of labour and natural resources; so certainly the CSR investment would be encouraged in well-to-do states. This will certainly increase the state-wise disparity when majority of companies operating in Maharashtra, Gujarat will spend their funding in these states.

Increased Cost of Business

The mandatory spending of 2% of net profit by the companies will increase the cost of carrying out business operations in India, and the compulsory reporting of CSR activities will increase the administrative cost of companies. Keeping the foreign companies under this section will simply affect the foreign companies investment into India and will turn out to be competitive disadvantage against India.

Keeping Employees Out of CSR Benefits

The law specifies that corpus created under CSR exclusively for benefits of the company employees, and their families would not account for CSR spending. This will again restrict the welfare of employees and families by companies in terms of schooling, hospital and other care.

Neglecting Shared Value Concept

The CSR activities are manoeuvre to bring on people's faces smile, value to their life not profit to companies. The new company law states that any social activities which support business objective of companies will not come under the ambit of CSR activities, this provision rules out the concept of shared value. If a mosquito repellent company does CSR activity by providing mosquito repellent to fight against malaria and run a campaign to create awareness regarding malaria-free environment, this will have a shared value proposition. Various such initiatives mentioned by Shah (2013) are Pharmaceutical companies which give subsidised medicines to rural areas and penetrated into the rural market. Similarly, Britannia's Navjyoti project was launched to fight iron malnutrition through the supplementation of biscuits with iron increasing its market. Godrej also adopts an innovative strategy where it supports the training of underprivileged women in beauty services thus increasing its beauty product market. Sidelineing the concept for shared value will restrict CSR activities horizon.

Contribution to Prime Minister Relief Fund

The companies contribute to social causes to fulfill social obligation, carry out family values and others in addition to that companies spend on CSR activities to build a brand image, earn reputation and respect within the communities. This notion conflicts with the CSR activity mentioned in Section VII of Companies Act 2013 to contribute in the Prime Minister Relief Funds; the companies desiring to build brand image will not leave their fund at the discretion of other to spend.

Institutional Implication and Conclusion

The contemporary stride to make corporate social responsibility mandatory by MCA is a crucial step to extricate the country from unsustainable future. The mandatory spending will help India look towards the human and environment side instead of involving purely in the philanthropy act for religious and community development. The list of activities mentioned in act is the social issues which are multidimensional and have multi-fold effects giving rise to other complications. The activities itemised in Section 135 of Schedule VII can be enlarged for other social issues which hold vital importance in the current scenario rather than restricting it to narrow perspective. Precisely skewing the activities solely to local areas will handcuff the company's operations in well-to-do states, instead companies can alternatively spend a percentage of CSR fund in local areas, and rest of the fund can be spent for the other backward areas and the areas requiring immediate engrossment. The shared value concept can also be given relaxation in the new Companies Act 2013. The industry is uproaring about the increased cost and administrative expenses due to obligatory CSR contribution, but looking at the holistic picture CSR offers certain competitive advantage like accelerated financial performance, lower operating costs, enhanced brand image and reputation, increased sales and customer loyalty, product safety, material recyclability and greater use of renewable resources and so on. The CSR activities should be commenced with the intent to 'invest' on the communities instead of 'spending' on communities to make the people self-reliant for the future. The fund allocated for the CSR activities needs to be checked from the misuse by companies from time to time. Since independence Government is making efforts to combat the social issues and challenges of India but looking at magnitude and spectrum of the issues corporate partnership and contribution will play vital role in abolishing multidimensional social problems. The actual outcome of the mandatory spending on CSR will be figured out in upcoming years but certainly it will bring out positive change in life of millions of people.

REFERENCES

- Banarjee C, 2014. Rule will stifle initiatives. *Financial Chronicle*, March 8.
- CII, 2014. *Corporate social responsibility symposium: making businesses more responsive: 2% & beyond*. February, Chandigarh.
- CII, 2014. *Inclusive and impactful CSR initiatives could rejuvenate corporates and its relationship to society*. Press Releases. Online [http://www.cii.in/PressreleasesDetail.aspx?enc=v6bcHB1PoBye3kdbjAYGHhoV8xifXU1GR07/1gaZFeZfKwP/4zA67Va+c4ZlYcPv].
- Claeson M, Bos ER, Mawji T and Pathmanathan I, 2000. Reducing child mortality in India in the new millennium. *Bulletin of the World Health Organization*, Vol. 78, No. 10, pp. 1192–1199.
- Clemens and Moss, 2005. *What's wrong with the millennium development goals?* Center for Global Development. pp. 1–4.
- Esteve-Volart B, 2004. *Gender discrimination and growth: theory and evidence from India*. London School of Economics and Political Science. Online [http://eprints.lse.ac.uk/6641/1/Gender_Discrimination_and_Growth_Theory_and_Evidence_from_India.pdf].
- Financial Express, 2014. July 8. *Deadline looming, but poverty, child, maternal deaths still rack India: UN Millennium Development Goals report*. Online [http://www.financialexpress.com/news/deadline-looming-but-poverty-child-maternal-deaths-still-rack-india-un-millennium-development-goals-report/1267737].
- Fontelera J, 2011. *The difference between corporate philanthropy and corporate social responsibility*. Online [http://smallbusiness.chron.com/difference-between-corporate-philanthropy-corporate-social-responsibility-65129.html].
- Ghosh R, 2012. Child mortality in India: a complex situation. *World Journal of Pediatrics*, Vol. 8, No. 1, pp. 11–18.
- Gopal G, 1993. Gender and economic inequality in India: The legal connection. *BC Third World LJ*, Vol. 13, No. 63.
- Gupta K, 2005. Gender equality and women's empowerment in India. *National Family Health Survey (NFHS-3) India 2005–06*. International Institute for Population Sciences. pp. 1–138.
- Kartiyen, 2009. India has largest number of domestic terror groups. *The Times of India*, June 24. Online [http://timesofindia.indiatimes.com/india/India-has-largest-number-of-domestic-terror-groups/articleshow/4694618.cms].
- Klasen S, 2000. Does gender inequality reduce growth and development? Evidence from cross-country regressions. *World Bank Policy Research report working paper. no. 7*. pp. 1–40.
- KPMG, 2014. *CSR in India – a changing landscape*. Online [http://www.kpmg.com/CH/Documents/Blog/pub-20140430-csr-india-changing-landscape-en.pdf].
- Mascarenhas, 2014. Positive on HIV, India lags behind on TB, malaria front. *Indian Express*.
- Million Death Study Collaborators, 2010. Causes of neonatal and child mortality in India: nationally representative mortality survey. *Lancet*, Vol. 376, No. 9755, pp. 1853.
- Ministry of Corporate Affairs, 2009. Corporate social responsibility voluntary guidelines 2009. *Indian Corporate Social Week*. Online [http://www.mca.gov.in/Ministry/latestnews/CSR_Voluntary_Guidelines_24dec2009.pdf].
- Ministry of Statistics and Programme Implementation, 2014. *Millennium development goals India country report 2014*. Online [http://www.mospi.nic.in/mospi_new/upload/MDG_pamphlet29oct2013.pdf].
- Farrell M and Barton, 2012. *Education to employment: designing a system that works*. Mckinsey Publication, London pp. 1–105.
- Muñoz, 2008. The millennium development goals: reason for hope, call to action. *Briefing paper*. Bread for the World Institute, pp. 1–12.

- Porecha, 2014. Narendra Modi ready to address UN, India falls short of fulfilling millennium development goals. *DNA*, September 27.
- Prasad, 2014. India scores by battling HIV/AIDS but falls short fighting TB and malaria. *The Hindu*, July 22. Online [<http://www.thehindu.com/sci-tech/health/india-scores-by-battling-hiv-aids-but-falls-short-fighting-tb-and-malaria/article6234277.ece>].
- PTI, 2014. India has 3rd-highest number of HIV-infected people: UN. *The Hindu*. Online [<http://www.thehindu.com/sci-tech/health/india-has-3rd-highest-number-of-hiv-infected-people-un/article6220483.ece>].
- Sen A, 2001. The many faces of gender inequality. *New Republic*, pp. 35–39.
- Shah V, 2013. Mandating the new-age corporate social responsibility is the need of the hour. Online [<http://www.indiacsr.in/en/mandating-the-new-age-corporate-social-responsibility-is-the-need-of-the-hour/>].
- Singh A, Pathak PK, Chauhan RK and Pan W, 2011. Infant and child mortality in India in the last two decades: a geospatial analysis. *PLoS ONE*, Vol. 6, No. 11, p. e26856.
- Singh SM, 2014. New poverty line: Rs 32 in villages, Rs 47 in cities. *The Times of India*, July 7. Online [<http://timesofindia.indiatimes.com/india/New-poverty-line-Rs-32-in-villages-Rs-47-in-cities/articleshow/37920441.cms>].
- Sundaram K and Tendulkar SD, 2002. *The working poor in India: employment-poverty linkages and employment policy options*. International Labour Office, Recovery and Reconstruction Department, Vol 4.
- TNN, 2013. Gender equality in India among worst in world: UN. *The Times of India*. Online [<http://timesofindia.indiatimes.com/india/Gender-equality-in-India-among-worst-in-world-UN/articleshow/18982029.cms>].
- United Nation Children's Fund (UNICEF), 2008. *The state of the World's children 2008. Child survival*. UNICEF.
- Varma, 2013. India home to a quarter of the world's hungry: Global Hunger Index report. *The Times of India*, October 15.
- World Bank, 2014. Ending poverty and sharing prosperity. *Global monitoring report 2014/2015*. Conference Edition. Online [http://www.worldbank.org/content/dam/Worldbank/gmr/gmr2014/GMR_2014_Full_Report.pdf].
- World Economic Forum, 2013. *Global gender gap report 2013*. Online [<http://www.indiaenvironmentportal.org.in/content/383306/the-global-gender-gap-report-2013/>].