

ECONOMIC IMPLICATIONS OF FOSTERING NATIONAL UNITY AND INCLUSIVITY IN INDIA

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ABSTRACT

Fostering national unity and inclusivity in India is a complex challenge with significant economic implications. A lack of unity and inclusivity can lead to social unrest and conflict, which can disrupt economic activity and hinder overall economic development. This can result in decreased investment, reduced trade, and lower economic growth. In addition, exclusionary policies can lead to a shortage of skilled workers and talent, limiting the pool of potential employees and hindering innovation and productivity. However, promoting national unity and inclusivity can also have positive economic effects, such as increased social cohesion and trust, which can promote economic stability and investment. It can also lead to a more diverse workforce, bringing new ideas and perspectives that drive innovation and economic growth. Therefore, fostering national unity and inclusivity is not only a social and political imperative but also an economic one for India's continued development and prosperity. When there is national unity, people tend to work together towards common goals, which can lead to increased productivity and economic growth. This is because when people are united, they are more likely to cooperate and collaborate, leading to better outcomes. In addition, national unity can help to create a stable and predictable environment for businesses to operate in. This can lead to increased investment and job creation, as businesses are more willing to invest in a country that is stable and predictable. National unity can also help to reduce social unrest and conflict, which can disrupt economic activity and hinder economic development. This is because social unrest and conflict can lead to disruptions in supply chains, decreased investment, and reduced trade. To address these challenges, policymakers need to focus on fostering greater inclusivity and national unity. This will require a multi-pronged approach that includes legal reforms, social programs, and educational initiatives. Some potential solutions include: Strengthening anti-discrimination laws: The government should strengthen laws aimed at eliminating caste-based discrimination and ensuring equal rights for all citizens. Promoting interfaith dialogue: The government should encourage interfaith dialogue and promote religious tolerance through education and community outreach programs. Investing in education: The government should invest in education programs that promote inclusivity and teach children about the importance of diversity and tolerance. Providing economic opportunities: The government should focus on creating economic opportunities for marginalized communities, particularly those from lower castes and minority religions.

I. INTRODUCTION

Mainstream theories and empirical studies on determinants of 'economic' growth have long neglected the impacts of cultural factors. Max Weber's theory on the active role of ascetic Protestants in the development of capitalism has largely been discussed among philosophers and sociologists from the beginning of the twentieth century, but economic and development studies have rarely taken his views into account. In general, economic literature has considered religion as an impediment to economic growth. Weber also pointed out the adverse relationship between religions of Asia and development. He also highlighted the negative role of the caste system in India in its economic development. In fact, an entire intellectual tradition in the West embraces Auguste Comte's thesis and analyses economic and social progress as a triumph of science against cultural traditions and religious immobility.

In this regard, one of the important questions is how cultural homogeneity or diversity influences the capacity of a society to produce wealth. According to some scholars on club theory and game theory, cultural homogeneity would make exchanges more fluid and would limit transaction costs. Perceiving trust as a factor favourable to economic growth, others consider that cultural diversity introduces a feeling of mistrust between the economic agents and is detrimental to economic activities

Studies also show that developed countries attract a significant number of migrants. This adds to their cultural heterogeneity. However, to date, studies on cultural diversity and economic growth have largely examined the

unidirectional impact of cultural diversity on the economic performance of countries, regions, and cities, and have not considered the reverse causation or mutual causations.

The following differences between Indian and the cultural diversity in the USA, which we consider as archetype of western cultural diversity, for comparison with India, may be kept in mind.

First, the USA cultural diversity is of recent origin and based on immigration of workers, while the Indian cultural diversities is organic in nature and grown from its soil itself. In recent centuries, there has not been any large-scale immigration in India.

Second, custom, ascriptions, social norms, and values have largely determined the social and economic mobilities in India, except after the Independence in 1947 and adaptation of the Constitution in 1950 banning many ascriptive and discriminatory practices against different social groups and guaranteeing equality, liberty, and fraternity to all

Third, meritocracy leads individuals to act alone to improve their lots. However, when their success is blocked based on their belief, origin, caste, gender, etc., individuals often pursue collective actions to negotiate barriers with government and/or dominant groups. As such, one finds negative association between meritocracy and assertion of ethnic identity and/or collective action.

In India, collective or group actions to improve their lots are quite common. India though represents a multicultural society where religious and linguistic groups cuts across many social traits and live together, equal opportunities in employment, politics, public offices remain a dream for many. The anti-discrimination and positive discrimination laws are very caste and tribe based and do not protect and empower religious and linguistic minorities in equal ways

In India, there are only a few studies that have examined the linkage of diversity with economic growth. They find that upper-caste Hindus and Other Backward Classes (middle castes) perform better in their own villages, but Muslims and Scheduled Tribes benefit more when they live with diverse communities. The Scheduled Castes also perform better in their own villages, but upper-caste dominance compromises their development in caste-diverse villages. In a case study of two villages in rural India, Anderson (2011) also found that lower caste performs better in their own villages in the absence of dominance of upper castes.

Many studies in India also find positive perceptions of employees about the impact of a culturally diverse workforce on firm productivity and growth. Kundu (2003) argues that sustainable competitive advantage firms must hire and retain culturally diverse employees.

On the contrary, Saxena (2014) cautions that an unmanaged diverse workforce can be detrimental to the performance of organizations as it may lead to problems of ineffective communication, attitude clashes, or difference in perceptions. It is not surprising then that several studies in India have been carried out to understand the management of workforce diversity and its relation to organizational performance (Cooke and Saini, 2010, 2012). Similar to the organizational level, at the country level as well, India needs to manage its diversity for improving its economic performance; the mismanaged diversity may create conflict and end up becoming a liability rather than an asset.

Diversities can also be caused by economic growth, and this may be happening mainly because of inter-state migration and language adaptation. The migration of the population has implications for composition of religious and linguistic diversities in both the source and destinations states, as the shares of population of different religious and linguistic groups in both groups of the states change.

II. CONCLUSION

The findings of this paper of economic development-led growth of cultural diversity demonstrate that India is undergoing aspiration-led disruption in the usual residence of the people and they are moving to the states with higher economic growth and development. This accumulation of diversity in economically growing regions may later further accelerate economic growth, as we find in the case of cities, where diversity leads to economic development. For India, therefore, it can be important to allow the full play of the market forces to rearrange the diversity through the internal migration process for prospects of higher economic growth.

III. REFERENCE

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