INDIA HAPPINESS REPORT

2020

RAJESH K PILLANIA

Select Endorsements by Global Thought Leaders for

India Happiness Report 2020

"Rajesh has produced an insightful piece of work, providing an interesting snapshot of happiness across India today. Examining the components of happiness along with insightful commentary from thought leaders, this report is important reading for business leaders and policymakers alike."

Tal Ben-Shahar, Ph.D.

Best-selling author and a leading expert on happiness.

Taught the most popular course "Positive Psychology" at Harvard University.

"This report is a great and timely initiative by Rajesh. In a concise and accessible way, the report highlights important components of happiness and offers valuable insights. A recommended read for organizations and policymakers seeking to better serve their people."

Marshall Goldsmith

Thinkers 50 #1 Executive Coach

and only two-time #1 Leadership Thinker in the world.

"A very timely, important, and insightful research report on perceived well being and happiness. It is timely because during the lockdown due to the COVID pandemic, people have appreciated time shared with the family is as important as earning income. It is important because while the traditional economic measures such as GDP and per capita income are good for measuring a person's well being, it takes good health and healthy relationships to make people happy.. Finally, the report is insightful because, with a very large sample, it is able to measure differences within the country between the regions and the states."

Professor Jagdish N Sheth, Ph.D.

Charles Kellstadt Professor of Business,

Goizueta Business School, Emory University, Atlanta, USA.

India Happiness Report 2020
Gurugram, India.

EXECUTIVE SUMMARY

Research shows a strong case for supporting Gross Domestic Product (GDP) with measures of subjective well-being and happiness. Though the World Happiness Report covers India, it is not sufficient for a diverse country like India. This first-ever annual India Happiness Report is India specific and studies happiness in the thirty-six states and union territories of India. The short-term objective is to create more interest in the topic of happiness and to create more awareness and discussion. The long term objective is that these reports can give inputs into policy-making and strategies for organisations and governments for creating a happier India, aspiring for the better well-being of its citizens.

Happiness has various aspects and insights were gathered from many global thought leaders. Historian and biographer, Professor Rajmohan Gandhi, grandson of Mahatma Gandhi, shares that Mahatma Gandhi believed that the approbation of one's conscience for one's actions is the true source of happiness. Professor Sir Cary Cooper, a leading global scholar in occupational health and wellness research, highlights that the mental well-being and happiness of employees and citizens is the true measure of success. Dr. Ashley Whillans, Assistant Professor, Harvard Business School and a leading scholar in the time, money, and happiness research field, emphasises that people who value time over money report greater well-being. Dr. Emma Seppälä, Science Director, Stanford Center for Compassion and Altruism Research and Education and Co-Director Wellness, Yale Center for Emotional Intelligence, shares her conclusion that kind and compassionate people are the happiest and most fulfilled in a sustained manner throughout their lives. Jennifer Moss, CBC Columnist and UN Happiness Council Member, stresses that appreciating the opposites may be the key to sustaining a healthy mind-set and happiness.

Dr. Dasho Karma Ura, Head, Centre for Bhutan and Gross National Happiness (GNH) Studies, shares that GNH studies show that both material and nonmaterial conditions contribute to happiness. Dr. T.V. Rao, Chairman TVRLS and often referred to as the 'One of the Fathers of Human Resource Development (HRD)' in India, stresses that it is time to review all HRD policies in the corporate sector, government and all sections of society, and redesign them to create happiness at work. Devdutt Pattanaik, a popular writer, shares that happiness requires all three goddesses: L (Lakshmi) i.e. the goddess of wealth, Saraswati (S) i.e. the goddess of knowledge and Durga (D) i.e. the goddess of power. Dr. Rajendra Singh, popularly known as 'Jal Purush, Waterman of India', shares that lasting happiness

comes by giving equal respect to humanity and nature.

In the happiness rankings of states and union territories, Mizoram, Punjab, Andaman and Nicobar Islands are the top three. Among the big states, Punjab, Gujarat, and Telangana are among the top three states whereas, among smaller states, Mizoram, Sikkim, and Arunachal Pradesh are the top three states in happiness rankings. Among union territories, Andaman and Nicobar Islands, Puducherry, and Lakshadweep are the top three union territories in happiness rankings.

Happiness is a subjective concept and the differences in rankings are due to a number of factors including differences in the components of happiness across states and union territories. This study uses six components namely, work and related issues such as earning and growth; relationships including family and friends; health including physical and mental; philanthropy including social concerns; religious or/and spiritual orientation; and the impact of COVID-19 on happiness. All these components are found to be significant in the regression analysis and explain the differences in happiness scores. The scores of these six components vary across the states and union territories.

The spirit of India is quite resilient and the impact of COVID-19 varies across states and union territories. It varies from the worst possible to the best possible among individuals in the study. Maharashtra, Delhi, and Haryana have shown the worst possible impact of COVID-19 on happiness, whereas Puducherry and Jammu and Kashmir are neutral and Manipur, Andaman and Nicobar Islands, and Lakshadweep have shown the best possible impact of COVID-19 on happiness.

The results show the correlation between gender and happiness is not significant, whereas marital status, age group, education, and income level are overall positively related to happiness. The results show married people are happier than unmarried people. People are optimistic about the future and generally scored more on happiness after five years compared to scores today. In the future happiness rankings after five years, Manipur, Andaman and Nicobar Islands, and Gujarat are the top three. This study covered 16,950 people across all thirty-six states and union territories of India during March – July 2020.

The three key takeaways for governments, organisations, and individuals are, first, different states and union territories are at different levels of happiness rankings. There is a pressing need for more discussion, focus, and the application of happiness in the Indian context. Second, knowing is not enough, happiness needs to be practised. Third, choose and put into practice all or some or at least one of the insights from this report.

As the annual India Happiness Reports and the people involved in bringing out the reports progress on the learning curve, the focus will be to keep learning, keep minimising shortcomings and keep improving the annual reports. This looks to be an exciting but challenging journey ahead.

ACKNOWLEDGEMENT

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1. INTRODUCTION

We human beings have been in search of happiness for a long time. Different religions and philosophers have deliberated on happiness. There have been long debates and discussions on the very concept and definitions of happiness, the paths to happiness, and many other aspects of happiness.

In India, happiness has its origins most probably in the Vedic age (c. 1500 – c. 500 BCE), much before Buddha. Given below is one popular saying from the Brihadaranyaka Upanishad (Sanskrit: बृहदारण्यक उपनिषद्, Bṛhadāraṇyaka Upaniṣad), which is one of the Principal Upanishads and one of the first Upanishadic scriptures of Hinduism.

> "Sarve bhavantu sukhinaha, sarve santu niramaya
> Sarve bhadrani pasyantu, ma kaschid dukhabhaga bhavet."
> (May all be happy, may all be free from disease,
> May all perceive good and may not suffer from sorrow).

In the western world, in the eighteenth century, the values of the Enlightenment ushered in the notion that happiness was the attainment of a worthy life. Since then the pursuit of happiness has gained momentum and spread to every aspect of behavior, from religion and politics to work and parenting (Stearns, 2012).

Today, research in happiness is happening in many disciplines, happiness interests many of us, and a Google search for the term happiness shows 1,04,00,00,000 results (8.22 am IST, July 27, 2020).

Need for happiness reports: Traditionally countries measure Gross Domestic Product (GDP) and states within countries also measure GDP. Though GDP has its merits, social scientists have questioned its adequacy for not being a measure of real development and happiness (UN, 2012). It needs to be supported with some other measures such as subjective well-being. The phrase 'gross national happiness' was first coined by the 4th King of Bhutan, King Jigme Singye Wangchuck in 1972 when he declared, "Gross National Happiness is more important than Gross Domestic Product" (Ura, 2020). Bhutan was the first country in the world to start

measuring Gross National Happiness. In July 2011, the United Nations General Assembly adopted resolution 65/309 Happiness: Towards a Holistic Definition of Development inviting member countries to measure the happiness of their people and to use the data to help guide public policy (UN,2012).

The first World Happiness Report was released on April 1, 2012. The World Happiness Report is a publication of the Sustainable Development Solutions Network of the UN and it is an annual publication. The Eurobarometer life satisfaction survey since 1973 and the World Value Survey since 1981 are the two other big sources measuring self-reported life satisfaction.

Though the World Happiness Report covers India, it is based on a small data set for a country of 1.3 billion people and it is focused on comparing countries. These national happiness averages in the World Happiness Report may mask large inequalities within countries. This report is India specific and studies happiness in the thirty-six states and union territories of India. As echoed by Nobel Laureate Amartya Sen, "The frustrating thing about India", I was told by one of my teachers, the great Cambridge economist Joan Robinson, "is that whatever you can rightly say about India, the opposite is also true." (Sen, 2005). India is a diverse country with thirty-six states and union territories carrying a huge diversity in so many aspects of life. Though it is also a great example of unity in diversity. It would be interesting to see the diversity in various aspects of happiness also.

How to measure happiness: Happiness is a subjective concept and research shows that the survey method is a good measurement option. Surveys asking people about life satisfaction and happiness do measure subjective well-being with reasonable accuracy and do provide a reasonably consistent and reliable picture of subjective well-being (Ortiz-Ospina, 2013). Also, research by Nobel Laureate Prof Daniel Kahneman and Prof Krueger support it by pointing out the fact that responses to subjective well-being questions are related to individuals' health outcomes, neurological functioning, and characteristics—and predict some future behavior—suggests that survey data is a valid methodology for this study (Kahneman & Krueger 2006).

The objective of the report: The short-term objective is to create more interest in the topic, create more awareness, and more discussion. The long term objective is that these reports

can give inputs into policy-making and strategies for organisations and governments for creating a happier India, aspiring for the better well-being of its citizens.

Organization of the report: This report has five parts including this introduction. In the second part, insights are shared by nine thought leaders from across the world on various aspects of happiness, namely Mahatma Gandhi's understanding of happiness; the impact of time and money on happiness; time, money and happiness; compassion for happiness; the opposition of happiness; happiness and human resource development; experience sharing from the Gross National Happiness of Bhutan; spiritual LSD - Myth Theory, and happiness through giving equal respect to nature and humanity.

In the third part, the findings on happiness in the thirty-six states and union territories of India are presented. It includes the overall rankings of thirty-six states and union territories on happiness, studies the differences in happiness across states and union territories including the impact of Covid-19 on happiness, and shares the happiness rankings for five years from now. Part four highlights the key takeaways and the last part shows the way forward.

You have a choice to go through part two or move to part three if you cannot wait to see the result of the first India Happiness Report! This report is deliberately kept concise and simple.

Beginning of a journey: With this report, a humble beginning is made on exploring happiness in the thirty-six states and union territories of India. It is a challenging journey and the focus will be to keep learning and improving.

2. INSIGHTS FROM THOUGHT LEADERS ON HAPPINESS

Thought leaders around the world were requested to share briefly key insights on happiness for this report and those insights from nine thought leaders are shared here.

Mahatma Gandhi has a very special place in India and the world and the insights part start with his thoughts. Historian and biographer, **Professor Rajmohan Gandhi**, Research Professor, the University of Illinois at Urbana-Champaign, grandson of Mahatma Gandhi and author of award-winning book Mohandas: A True Story of a Man, His People, and the Empire, shares Mahatma Gandhi's understanding of happiness. Some of the key insights are his decision to maintain a cheerful spirit even when he was shattered by the carnage that had accompanied Partition and his now-famous talisman.

Professor Sir Cary Cooper, the 50th Anniversary Professor of Organizational Psychology and Health at Manchester Business School, University of Manchester and a leading scholar in occupational health and wellness research with over 250 written/edited books, shares insights on the impact of time and money on happiness. Some of the key insights are the issue of well-being and happiness at work becoming a bottom-line imperative in most countries; increasing understanding of employee well-being and happiness by business leaders; and the need for Gross National Well-being!

Dr. Ashley Whillans, Assistant Professor at Harvard Business School, author of the Time Smart book, and a leading scholar in the time, money, and happiness research field shares insights on time, money, and happiness. Some of the key insights are while money is important, it is not everything as wealth only weakly predicts well-being; people who value time over money report greater well-being; countries with citizens that value leisure more than work report higher subjective well-being; and governments should help their citizens recognise the value of leisure to improve the happiness of individuals and societies.

Dr. Emma Seppälä, Science Director, Stanford Center for Compassion and Altruism Research and Education, and Co-Director Wellness, Yale Center for Emotional Intelligence, and author of The Happiness Track shares insights on compassion for happiness. Some of the key insights are those people who are happiest and most fulfilled in a sustained manner throughout their lives, are those people who live a life characterised by compassion and kindness towards others in balance with compassion and kindness to themselves.

Journalist and public speaker **Jennifer Moss,** award-winning author of Unlocking Happiness at Work, CBC Columnist, writer for Harvard Business Review, SHRM, and UN Happiness Council Member, currently writing Rethinking Burnout for Harvard Business Press, shares insights on the opposition of happiness. Some of the key insights are happiness as a worldview filled with opposites and living with it; with life so riddled with stress, particularly in these trying times, appreciating the opposites may be the key to sustaining a healthy mind-set; and humanity will never stop being tested, so happiness must be about rebounding.

Dr. Dasho Karma Ura, Head, Centre for Bhutan and Gross National Happiness (GNH) Studies, the government multidisciplinary think tank in Thimphu, Bhutan, shares experiences from Gross National Happiness of Bhutan, the first country in the world to come up with such an index. Some of the key insights are happiness as the goal of governments and leadership occurs in various older textual sources in the Buddhist Himalayas; this basic preference for happiness and its broad sets of 'satisfiers' are charted schematically in the nine domains of GNH and GNH studies show that both material and nonmaterial conditions contribute to happiness.

Dr. T. V. Rao, Chairman TVRLS, former Professor IIM-Ahmedabad and often referred to as 'One of the Fathers of HRD' in India, and author of 60 books, shares insights on happiness and human resource development. Some of the key insights are happiness should become the new goal of Human Development at country level; many interventions made by HR Departments have created more unhappiness than happiness; and it is time to review all HRD policies in the corporate sector, government and all sections of the society and redesign them to create happiness at work.

Devdutt Pattanaik, a popular writer of 50 books and 1000 columns on the relevance of mythology in modern times shares insights on spirituality and happiness. The key insight is happiness requires all three goddesses: L (Lakshmi) i.e. the goddess of wealth to get food and clothing and shelter for survival and hope to thrive; Saraswati (S) i.e. the goddess of knowledge to enlighten us and make sense of the world; and Durga (D) i.e. the goddess of power to develop relationships that empower us, make us feel secure and safe.

A majority of the Indian population still lives in India and the insights part closes with insights from an expert, staying in a village in Rajasthan, who has made a big impact in the hinterlands of India. **Dr. Rajendra Singh** is popularly known as 'Jal Purush, Waterman of India', and winner of the Ramon Magsaysay Award in 2001 and the Stockholm Water Award, popularly known as the Nobel prize for water in 2015, shares insights on happiness through giving equal respect to nature and humanity. Some of the key insights are happiness means the satisfaction of life; satisfaction of life means the nourishment from nature for humankind; lasting happiness comes by giving equal respect to humanity and nature; this respect nourishes our brain and heart and the satisfaction and happiness of our brain and heart is continued happiness.

2.1 Gandhi's Understanding of 'Happiness'
Professor Rajmohan Gandhi

On Nov. 7, 1947 (i.e. less than three months before he was killed, and less than three months after India's Partition), a 78-year-old Gandhi, resting on his back in Birla House, New Delhi -- with a mudpack on his stomach -- looked "cheerful" to visitors from Indonesia. Aware that Gandhi had been shattered by the carnage that had accompanied Partition, one of the visitors asked him to explain his bright spirits. This was the reply:

> I look after my health with care… I have decided to live cheerfully even in this atmosphere of darkness and inhumanity. Moreover, I consider no one as my enemy… I also resort to certain outward remedies. You see that even while guests such as you are visiting here, I lie with a mudpack on me. Do please forgive me for my lack of manners.

As the visitors rose, expressing thanks that he "had given them his valuable time," Gandhi remarked:

> The pleasure is mutual. I have also been very happy to meet you. If you have occasion to come this way [again], and I am still alive, do come and see me. I am neither a great saint nor a Mahatma such as you describe me. I am a humble servant, I am only human, as you are.

In this conversation, some may locate half-a-dozen components of Gandhi's "happiness". There were additional ingredients. In October 1928, a 59-year-old Gandhi wrote in his weekly, *Young India*:

> In the midst of death, life persists; in the midst of untruth, truth persists; in the midst of darkness, life persists. Hence, I gather that God is life, truth, light. He is love. He is the supreme good. (*Young India*, Oct. 11, 1928)

Fourteen years earlier, shortly before he left South Africa for good, a 45-year-old Gandhi, stirred because he was about to separate himself from associates and comrades with whom he had worked, struggled and gone to prison, asked them to pray that "the approbation of his own conscience would be my first, second, and last concern." Was that where a (or the) source of his satisfaction lay?

Much later, in August 1947, the month when his dream of independence was realized, Gandhi, responding to someone wanting a message, wrote out, in Kolkata, his now-famous talisman:

> I will give you a talisman. Whenever you are in doubt, or when the self becomes too much with you, apply the following test. Recall the face of the poorest and the weakest man whom you may have seen, and ask yourself if the step you contemplate is going to be of any use to him. Will he gain anything by it? Will it restore him to a control over his own life and destiny? In other words, will it lead to swaraj for the hungry and spiritually starving millions? Then you will find your doubts and yourself melting away.

Rajmohan Gandhi

A historian and biographer, Professor Rajmohan Gandhi divides his time between India and the United States, where he serves as Research Professor at the University of Illinois at Urbana-Champaign. In 2007, he received the Indian History Congress's biennial award for his Mohandas: A True Story of a Man, his People, and the Empire (2006). Other books by him include Modern South India: A History from the 17th Century to Our Times (2018), Understanding India's Founding Fathers (2016), Punjab: A History from Aurangzeb to Mountbatten (2013), and Patel: A Life, a biography of Sardar Vallabhbhai Patel (1990).
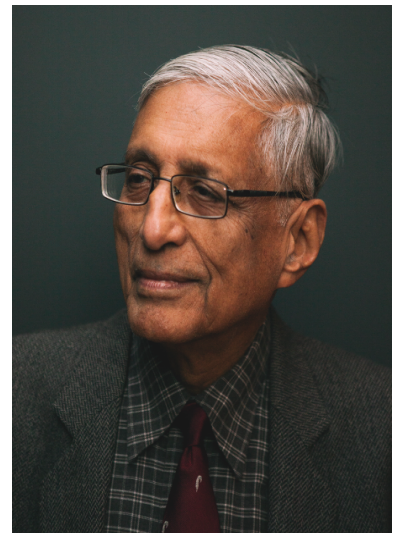
2.2 Impact of Time and Money on Happiness
Professor Sir Cary Cooper

More broadly, my research focuses on understanding "time and money (in their personal lives, relationships, and at work) impact happiness"

In most countries in the world, the issue of well-being and happiness at work has become a bottom-line imperative. As the costs of lack of mental well-being becomes the leading cause of sickness absence, presenteeism and poor performance, employers throughout the world see this as a strategic issue rather than a 'nice to have if you can afford it' (Johnson, Robertson & Cooper, 2019)! Even at the start of the Industrial Revolution, the great social reformer John Ruskin could see the dangers of industrialization on the health and well-being of workers when he wrote in 1851: "in order that people may be happy in their work, these three things are needed: they must be fit for it, they must not do too much of it, and they must have a sense of success in it".

Today, many business leaders understand the importance of employee well-being and happiness because they can see how it produces added value for their organization in terms of better employee health, less stress-related and mental ill health sickness absence, talent retention and increased productivity. As Studs Terkel wrote in his acclaimed book Working in the 1970s, "Work is about a search for daily meaning as well as daily bread, for recognition as well as cash, for astonishment rather than torpor, in short, for a sort of life rather than a Monday through Friday sort of dying".

Economists throughout the world use the wrong metric when trying to determine the success of their respective economies, Gross Domestic Product (GDP). GDP is a poor measure of a society's success; a better measure is Gross National Well-being! And there are many countries now considering this from Bhutan to New Zealand. As Bobby Kennedy wrote in a speech he gave months before his assassination in 1968: "Too much and for too long, we seemed to have surrendered personal excellence and community values in the mere accumulation of material things through our Gross National Product......Yet the Gross National Product does not allow for the health of our children, the quality of their education or the joy of their play. It does not include the beauty of our poetry or the strength of our marriages, the intelligence of our public debate or the integrity of our public officials.

It measures neither our wit nor our courage, neither our wisdom nor our learning, neither our compassion nor our devotion to our country, it measures everything in short, except that which makes life worthwhile". We are now entering the happiness era, and may it thrive enhancing people's health and well-being.

Cary L. Cooper

Cary L. Cooper is the 50th Anniversary Professor of Organizational Psychology and Health at Manchester Business School, University of Manchester. He is a founding President of the British Academy of Management, President of the Chartered Institute of Personnel and Development (CIPD), former President of RELATE and President of the Institute of Welfare. He was the Founding Editor of the Journal of Organizational Behavior, former Editor of the scholarly journal Stress and Health and is the Editor-in-Chief of the Wiley-Blackwell Encyclopedia of Management, now in its' 3rd Edition. He has been an advisor to the World Health Organization, ILO, and EU in the field of occupational health and well-being, was Chair of the Global Agenda Council on Chronic Disease of the World Economic Forum (2009-2010) (then served for 5 years on the Global Agenda Council for mental health of the WEF) and was Chair of the Academy of Social Sciences 2009-2015. Professor Cooper is the Chair of the National Forum for Health & Well-being at Work (comprised of 40 global companies e.g. BP, Microsoft, NHS Executive, UK government, Rolls Royce, John Lewis Partnership, etc.). Professor Cooper is the author/editor of over 250 books in the field of occupational health psychology, workplace well-being, women at work and occupational stress. He was awarded the CBE by the Queen in for his contributions to occupational health; and in 2014 he was awarded a Knighthood for his contribution to the social sciences.

2.3. Time, Money and Happiness
Professor Ashley Whillans

Most government policies focus on material prosperity. While important, money is not everything: wealth only weakly predicts well-being. It is therefore important to understand factors other than money that shape the happiness of citizens and countries.

In my research, I have explored how differences in the prioritization of time over money can explain individual and cross-country differences in happiness. People who value time over money report greater well-being, in part because they spend more of their time engaged in activities that promote happiness, like socializing, volunteering, and exercising.

Similarly, countries with citizens that value leisure more than work report higher subjective well-being at the country and individual level. Importantly, these effects hold in both high and low GDP countries. People who value work over leisure are less negatively impacted by financial instability.

In addition to improving material prosperity, governments should help their citizens recognize the value of leisure (vs. work) in order to improve the happiness of individuals and of societies. One potential intervention could be to start rewarding employees with paid vacation and mandating fewer work hours. Countries with generous paid leave and greater number of vacation days have happier citizens—potentially in part because citizens are more likely to value time vs. money.

Ashley Whillans

Ashley Whillans is an assistant professor at Harvard Business School and a leading scholar in the time and happiness research field. She earned her PhD in social psychology from the University of British Columbia. She was twice named a Rising Star of Behavioral Science by the Behavioral Science & Policy Association. In 2016 she cofounded a "nudge unit," namely, the Department of Behavioral Science in the Policy, Innovation, and Engagement division of the British Columbia Public Service Agency. She is part of the Global Happiness Council and the Workplace and Well-Being Initiative at Harvard University, and

she advises on workplace and well-being strategies for numerous nonprofit and for-profit partners. She has written about her research, which has appeared in numerous outlets, including the New York Times, the Washington Post, the LA Times, CNN, BBC, The Atlantic, The Economist, and the Wall Street Journal.

2.4 Compassion for Happiness
Dr. Emma Seppälä

From looking at the research on happiness and well-being for over a decade, this is my conclusion.

Those people who are happiest and most fulfilled in a sustained manner throughout their lives, are those people who live a life characterized by compassion and kindness towards others in balance with compassion and kindness to themselves.

Compassion for others leads to long-term, lasting well-being and a deep sense of purpose and meaning that brings fulfillment. Compassion for oneself ensures that a person sustains their body, has self-respect and takes care of themselves in the process.

Emma Seppälä

Emma Seppälä, Ph.D. is Science Director of Stanford University's Center for Compassion and Altruism Research and Education and the author of The Happiness Track (HarperOne, 2016). She is also Co-Director of the Yale College Emotional Intelligence Project at the Yale Center for Emotional Intelligence and Faculty Director of the Yale School of Management's Women's Leadership Program. She consults with Fortune 500 leaders and employees on building a positive organization and teaches in the Yale School of Management's Executive Education program. She has spoken at TEDx Sacramento, TEDx Hayward, and companies like Google, Apple, Facebook, Bain & Co, Ernst & Young, and a United States Congressional Hearing. She is a frequent contributor to Harvard Business Review, Psychology Today, Huffington Post, and Scientific American Mind. In addition, she is editor of the Oxford Handbook for Compassion Science. A graduate of Yale, Columbia and Stanford Universities, she is fluent in English, German and French and conversant in Spanish and Mandarin.

2.5 The Opposition of Happiness

Jennifer Moss

Happiness is for many, a nebulous concept. Such cause for debate, Wikipedia has over 6000 revisions to the definition and millions of daily page views. But, when we zoom out, perhaps it isn't a debate we're engaged in but rather an agreement. Happiness is deeply personal and individually nuanced. It appears in moments like fog – we can experience it through our senses but just as easily it can disappear in our hands.

For this reason, I am uncomfortable referring to myself as a happiness expert. I am instead, a journalist, a researcher and an author that explores how happiness shows up in humanity while investigating the shared experience of unhappiness around the world.

What I've learned is that happiness is not the absence of negative emotion. Like dialectical theory, a philosophy that can be tracked back to the ancient Greeks and the early days of defining happiness, it is now described in modern positive psychology as a worldview filled with opposites. However, rather than being contradictory, these opposing concepts can both be true at the same time. For example, we can be angry with someone and still love them very much. We can be suffering through an extreme crisis, like the pandemic, and yet be highly content. We can be heartbroken from the death of a loved one, but feel grateful they are no longer in pain.

With life so riddled with stress, particularly in these trying times, appreciating the opposites may be the key to sustaining a healthy mind-set. As an expert on burnout, I've witnessed moments where individuals "hit the wall" as Dr. Marie Åsberg, Psychiatrist and Professor at the Karolinska Institute in Sweden has so aptly termed. She describes that moment when we are forced to take on a heavier workload, or a parent becoming sick, or a child requiring more support, or a global health crisis hits, and since so many of us live without any margins – zero room for extra – we hit the wall – we fall of the cliff. At that point, we are ill. And, research shows that it can take 18 months to two years to recover.

It doesn't happen all at once. It exacts from a barely recognizable devolving, when we no longer live in the opposites. When we stopped recognizing that we can be both a high performer and take breaks. That we can be both a good parent and love our jobs. That even

during a pandemic, we can be both happy and sad. That balance of contradictions is how we survive the worst moments of grief, the most challenging days at work, and the scariest times in history.

Humanity will never stop being tested, so happiness must be about rebounding. That means training for the hard times when we're in moments of ease – training our psychological fitness intentionally each day. If we want to be empathic in times of crisis, we should be developing our cognitive empathy skills all the time, exercising gratitude and optimism, working out our resiliency skills, and practicing compassion. We will get drenched in a rainstorm if we forget to bring our umbrella. Happiness requires being prepared.

In an ever-evolving world, we will witness extraordinary pain. But we will equally witness humanity rise to the occasion to stomp out the hurt and the ignorance and the unhappiness. This is the real beauty of opposites.

Jennifer Moss

Jennifer Moss is international public speaker and the award-winning author of Unlocking Happiness at Work. She is a regular CBC Columnist, reporting on topics related to happiness and well-being. She writes for Harvard Business Review, Forbes and Huffington Post and sits on the United Nations Global Happiness Council. To acknowledge her contributions to business and public service, Jennifer was named a Canadian Innovator of the Year and International Female Entrepreneur of the Year. She was also a recipient of the Public Service Award from the Office of President Obama. Her next book, Rethinking Burnout, will be published by Harvard Business Press and will launch globally in December 2020.
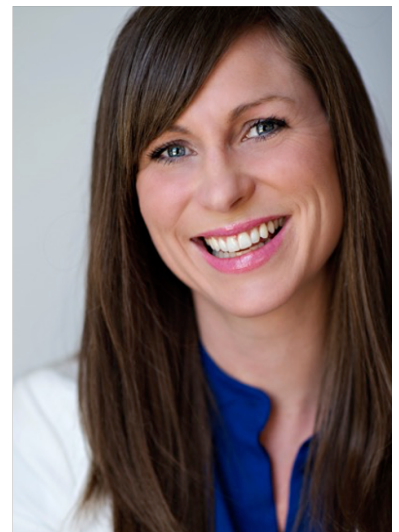
2.6 Happiness and Human Resource Development (HRD)
Professor T. V. Rao

Happiness is a state of the mind. It can be cultivated in many ways. It is not necessarily related to materialistic possessions. It is more related to the philosophy, goals, way of life and expectations from life including from each other. Those who respect the nature and life around that gives happiness are likely to nurture the same around those who assault nature don't care for future creates more unhappiness to themselves and others. Pandemics like Covid-19 have demonstrated the same. We need to have large numbers among us who can moderate their aspirations in ways that maximizes their happiness in living with limited material possessions. As Mahatma Gandhi said there is enough to meet the needs of all but not enough to meet the greed of a few.

The UNDPs Human Development Index is based on the extent to which people in a country are able to live longer, have skill base and lead good quality life. It is often weighed in favor of more materialistic possessions. No doubt that money and other material possessions do lead perhaps to longer life and skill base for some. However, countries like Bhutan and some communities in Japan have demonstrated that people can live much longer if they are happy and material possessions are not needed. So, in my view happiness should become the new goal of Human Development at country level.

In the corporate sector, the Human Resources Development Function was created in mid-seventies as a means to ensure happiness at work. Most employees spend 60% to 70% of their waking life in the organization they work for. Happy people are likely to give their best and the purpose of HR departments is to ensure that people enjoy their work. Happy people are also likely to explore more of their talent by taking initiative and making things happen. Unfortunately, many interventions made by HR Departments like appraisals, promotions, incentives and rewards, compensation policies that differentiate people have created more unhappiness than happiness. It is time to review all HRD policies in the corporate sector, government and all sections of the society and redesign them to create happiness at work so that human beings can discover what is possible than what is expected by a few.

At national level most interventions made by governments are meant to enhance happiness so that people live longer and also to learn various skills and put them to use to be happy and live longer. Happy people are likely to spread happiness among others through

collaboration, compassion and empathy. We should start helping people to cultivate happiness from early years in families and schools and spread to colleges by practicing many methods our ancient scholars have given us including meditation, yoga and the like. HR departments should become spiritual facilitators and aim at helping employees enjoy work and discover more and more of their talent as human possibilities than numbers in the company and population registers.

T. V. Rao

Dr. T. V. Rao is the Chairman of T. V. Rao Learning Systems Pvt. Ltd. With over 40 years of extensive work in the field of HRD, Dr. T. V. Rao is often referred to as 'One of the Fathers of HRD' in India. Dr. Rao and Dr. Udai Pareek introduced the concept of Human Resources Development in India by starting the first HRD in L&T. Prof. Rao served as a Professor at the Indian Institute of Management, Ahmedabad from 1973 to 1994 and thereafter as an Adjunct Professor. Dr. Rao was the L&T Professor of HRD at XLRI, Jamshedpur from 1983 to 1985. He is the C0-Founder and First President of the National HRD Network, and the First Honorary Director of the Academy of HRD, India. He was also a Visiting Faculty at the Indian School of Business (ISB), Hyderabad and was the HRD Advisor to the Reserve Bank of India (RBI).Dr. Rao was part of the Administrative Reforms Commission to review the personnel management practices for Civil Services and a member of the HRM Review Committee (Khandelwal Committee) of Public Sector Banks set up by the Ministry of Finance in 2009-2010. Dr. Rao's overseas assignments included working as a consultant to UNESCO, Bangkok; USAID Indonesia for the Ministry of Health, Indonesia: NERDA, Malaysia; FAO Rome; and the Commonwealth Secretariat, London. Dr Rao is recipient of Life Time Achievement award by Indian Academy of Management; Ravi Matthai Fellow of Association of Indian Management schools; and Asia Pacific HR Professional of 2019 awarded by APFHRM, Taiwan. He has written 60 books, numerous articles and research papers.

2.7 Experience Sharing from Gross National Happiness Bhutan

Dr. Dasho Karma Ura

Here I briefly describe the experience of Bhutan with its Gross National Happiness (GNH).

Happiness as the goal of governments and leadership occurs in various older textual sources in the Buddhist Himalayas. It is not surprising because Buddha's teaching is about happiness as the basic preference of sentient beings though 'dukkha and samsara' are a natural order of things if allowed to happen, individually and collectively.

This basic preference for happiness and its broad sets of 'satisfiers' are charted schematically in the nine domains of GNH. Here in GNH human beings, unlike in certain economic theory, are not seen exclusively as excellent consumer (Ahuvia & Izberk-Bilgin, 2013, pp. 483-497) abounding in omniscient knowledge about market clearing prices, unbeatable quality and most efficient suppliers of goods and services to optimize his or her satisfaction. Human happiness draws on communities, families and significant others, and the process of contributing and being contributed by them is a deepest part of happiness (Frey & Stutzer, 2013, pp. 431-447). Not only consumer's super knowledge does not exist, Mervyn King has remarked that "Radical uncertainty drives a gaping hole through the idea of competitive and complete markets. Even if markets that do exist are competitive, many crucial markets for future goods and services do not exist" (King, 2017, p. 129).

But far away from theoretical formulation of optimizing consumer, Bhutan was founded by a Buddhist monk in 1626. While the founder of Bhutan taught his disciples whatever profound paths he practiced, he had to address issues of governance to promote compassion-centered education and endeavored to disseminate disciplines of mind, body and speech that were ultimately tied to happiness and peace as an enduring and primary quality of its society. Given that the ontological priority of relationship, values and intentions were central to the relationship (Herschock, 2006).

For each generation in Bhutan since then, the basic question has been how to make key institutions and their rules and processes reflect structurally that basic preference of human beings, whether they are governments, corporations, national or cross-national, local or national. In modern managerial jargon, how can organizations, indicators and outcomes be aligned with and oriented to happiness of everybody.

GNH authored by His Majesty Jigme Singye Wangchuck, the fourth King of Bhutan, was applied in policy making and governance in an intuitive way since the 1970s. But, as the stage was being set up for democratically elected governments that could change every five year, GNH indicators were devised in Bhutan to seek adherence of the politicians and bureaucrats to long-term GNH goals. Discussion stretched over 2006 and 2007 led to the adoption of the concepts of the nine domains of GNH and GNH quantitative framework, after the present His Majesty the King directed the then government. To itemize, the nine domains are: psychological well-being, community vitality, time use, ecological resilience and diversity, cultural diversity and resilience, good governance, education, health, and living. Though they are listed separately, in reality there is profound interdependence and non-linear relationship between and among them, and none exist in isolation of the other.

GNH studies show that both material and nonmaterial conditions contribute to happiness. At a broader level such findings are nothing new but estimations (through various types of statistical analysis) enable us to know the relative significance of various factors for different groups. But it is an attempt to find how life is experienced from multiple perspectives of the nine domains by different demographic groups.

Inspired by the Bhutanese resolution tabled at the UN General Assembly in June 2011, recommending that governments make happiness and well-being a focus of public policy, the United Nations has since declared March 20th to be World Happiness Day, now marked each year by a fresh edition of the World Happiness Report.

Dasho Karma Ura

Dasho Karma Ura (PhD) currently heads the Centre for Bhutan and GNH Studies, the government multidisciplinary think tank in Thimphu, Bhutan. He has published extensively on economic and social issues linked to happiness. He also paints, and designs artefacts.

2.8 Spiritual LSD - Myth Theory
Devdutt Pattanaik
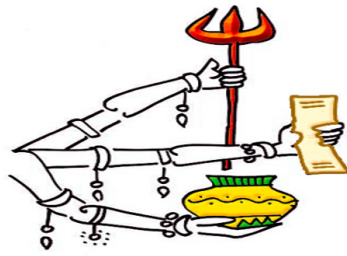
Everybody wants to be happy. We cannot be happy if we are starving or have no shelter or if we are facing any scarcity. Naturally, for happiness, we turn to Lakshmi, goddess of wealth. When she comes into our lives, there is food and clothing and shelter. We can survive and hope to thrive. More Lakshmi means abundance: there is money in the bank, investments, property, the future is financially secure. More Lakshmi means health and time to do things that we love doing. There is prosperity with pleasure.

The wise say that if you want Lakshmi to come into your life, you must never chase her. She must chase you. Otherwise she will come into your life with her twin-sister, Alakshmi, goddess of quarrels. A house filled with wealth as well as strife is a house inhabited by both Lakshmi and Alakshmi.

To make oneself worthy of Lakshmi, to ensure that she comes without Alakshmi in tow, one has to chase Saraswati, goddess of knowledge, who is dressed in white and bears books in her hands. Lakshmi is a whimsical goddess, who may move in your direction at one point, even without effort, and then move away from you at another. But Saraswati is a dependable goddess, very difficult to acquire, but once she comes by our side, she stays with us.

The more Saraswati we have, the more we know what people want, how to get things done, how to solve problems, how to take the right decisions. Saraswati enlightens us, helps us make sense of the world. Saraswati makes us sensitive to all things around us. One who has Saraswati in their lives knows how much they don't know; hence they are humble and generous. There is no anxiety about the movement of Lakshmi. And there is no fear of Alakshmi.

They say that Lakshmi and Saraswati rarely stay in the same house. When one has too

much Saraswati, one holds Lakshmi in disdain. If one has too much Lakshmi, one holds Saraswati in disdain. But Lakshmi without Saraswati, invites Alakshmi. And that is not a good thing. And Saraswati without Lakshmi invites Daridra, the goddess of poverty, which is also not a good thing.

But neither financial security nor knowledge guarantees emotional security. One can have all the money in the world but it does not guarantee a successful, fruitful relationship. One can possess all the knowledge of the world, but if relations are strained with parents and children and siblings, one cannot be happy. And so, we seek Shakti, the goddess of power. When we say we want fruitful relationships, we are actually saying we seek relationships that empower us, make us feel secure and safe and significant, as one does when one carries weapons. We want to feel invulnerable like a citadel or 'durg' from where comes the name Durga. Durga is sanctuary, emotional sanctuary, a place where we feel secure and wanted. As Durga, Shakti rides the tiger, fearless and holds weapons in her hands, protecting us, unafraid to go into battle for us. We want her in our life.

And to get Durga into our life, we have to give Durga. To feel secure and included, we have to give others feelings of security and inclusion. This will never happen if we do not have sensitivity, if we differentiate between 'mine' and 'not mine'. To break the divide between 'mine' and 'not mine' we need Saraswati once more.

Thus, happiness requires all three goddesses: L (Lakshmi), Saraswati (S) and Durga (D). This is spiritual LSD that every human being craves.

<div align="right">(First Published in Speaking Tree on Dec 12, 2010).</div>

Devdutt Pattanaik

Devdutt Pattanaik writes on relevance of mythology in modern times. Trained in medicine, he worked for 15 years in the healthcare and pharma industries before he plunged full time into his passion. Author of 50 books and 1000 columns, several with bestsellers, he is known for his TED talks, his TV shows especially Devlok, and his innovative views on culture, leadership and Indian approach to management.

2.9 Happiness through giving equal respect to Nature and Humanity

Dr. Rajendra Singh

For me, happiness means the satisfaction of life. And the satisfaction of life means the nourishment from nature for humankind.

My happiness started with the changes in the water situation in the Alwar area of Rajasthan where I came for work many years ago after leaving a comfortable government job. I travelled to this small village in Alwar area of Rajasthan, called a dark zone, by the Indian government because of a lack of water. I am a doctor. When I came here the people were displaced because there was no water, little food, and no employment. Only old people were living here and due to the malnutrition here, the night blindness disease was prevalent. I started the treatment for night blindness. After receiving treatment one old man said, "Rajendra, we don't need your medicine, we don't need your dedication in treating us, what we need is water."

I am an ayurvedic doctor. I knew nothing about water conservation. So, I learned from this illiterate farmer, water science, water engineering, the ancient practice of building small dams, called johads, on rivers to store water during the rainy season i.e. rainwater harvesting. I started the work to get water with community support. It was hard work and we labored for 10-14 hours a day. So, after one year of my work, when one waterworks is complete and that water body is full with rainwater, I see this water and me fully happy with this water! So, this incident you can say is an occasion of happiness but this type of happiness continues in your life if you are giving equal respect to nature and humans.

With community support, we kept building more dams, supplying needed water to village after village. When we had built 375 johads, the Avari River began to flow again. By 1995, the Avari River became perennial again, flowing with water all year long. Over the next 20 years, we have built more than 11800 johads and brought water back to 1200 villages throughout Rajasthan. With this work we are able to make a positive change in climate and adaptation in area of 10600 square kilometres. As a result, forests have begun to re-generate and wildlife is returning. We have rejuvenated 12 small rivers in Rajasthan, Maharashtra and Karnataka. This has continued my happiness.

So, my feeling that giving equal respect to nature and humanity, gives lasting happiness in life.

This respect nourishes our brain and heart and the satisfaction and happiness of our brain and heart is continued happiness. Over the years, my language is water and my words are a river.

What I have done, others can also do it to solve so many problems present today by giving equal respect to nature and humanity. And by doing so, they can find ways of their lasting happiness.

Rajendra Singh

Popularly known as 'Jal Purush, Waterman of India', Dr. Rajendra Singh is a renowned river rejuvenator and environmentalist. Dr. Singh has been awarded several international accolades: Chiefly "Ramon Magsaysay Award" in 2001 for community leadership, "Jamnalal Bajaj Award" for use of science and technology for rural development, in 2005 and the Stockholm Water Award, popularly known as the Nobel prize for water in 2015. The Guardian named him in the list of the world's 50 people in 2008 who can save the planet Earth. He is the Founder and President of Tarun Bharat Sangh, established in 1975, near Bhikampura Kishori, Sariska Tiger Reserve in Alwar district of Rajasthan. For the last 44 years, Tarun Bharat has prepared and supported society to construct 11,800 water structures. With their efforts more than 1,200 villages in the country are now water secure. Communities which were 'water deprived' and poverty stricken, now have water. As a result of their work, 12 rivers in the country have been revived: Arvari, Ruparel, Sarsa, Bhagani, Maheshwara, Sabi, Tibra, Sairni and Jahazwali in Rajasthan, Agarni and Mahakali in Maharashtra and Inchanahalla in Karnataka. Dr. Singh is committed to save the world from the Third World War, which is being predicted as being due to water. He has pledged to make peace in the world through water.
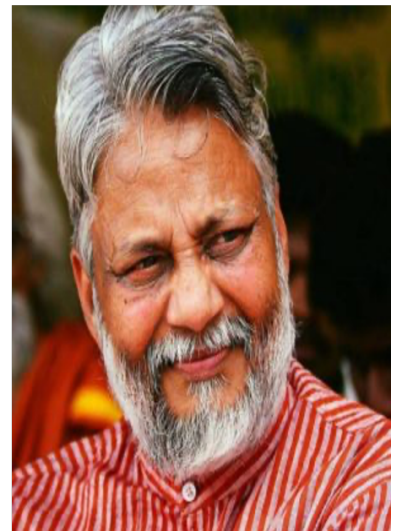
3. INDIA HAPPINESS RANKINGS 2020

The real happiness of life is in doing 'karma'.

Rig Veda (the first Veda out of four Vedas), Vedic age (c. 1500 – c. 500 BCE).

"Yat tad agre viham iva pariname
Mitopamam tat sukham sattvikam
proktam atma-buddhi-prasada-jam"

Meaning "Satvik or Pure happiness which in the beginning may be just like poison but at the end is just like nectar and which awakens one to self-realisation is said to be happiness in the mode of goodness".

Bhagavad Gita, Chapter 18, Verse 37.

Happiness is when what you think, what you say, and what you do are in harmony.

Mahatma Gandhi

Man thinks foolishly that he can make himself happy, and after years of struggle finds out at last that true happiness consists in killing selfishness and that no one can make him happy except himself.   Swami Vivekananda

Let no one ever come to you without leaving better and happier. Be the living expression of God's kindness: kindness in your face, kindness in your eyes, kindness in your smile.   St. Mother Teresa

The above five quotes are some quotes from Vedas, Bhagavad Gita, Mahatma Gandhi, Swami Vivekananda, and St. Mother Teresa on happiness, and there is a large volume of knowledge and literature on happiness from many revered people from various walks of life that is shared in various sources including scriptures going back to the Vedic age (c. 1500 – c. 500 BCE). Not only ideas, philosophies, and literature, but various applications of these for the practice of happiness such as compassion, meditation, and yoga, were also created and practiced over a long time in this ancient Indian civilisation. Truly, happiness and India have a very long association. The diversity of India makes it more compelling to study happiness in different states and union territories of India.

This third part of the report presents the findings of the India Happiness Rankings 2020. First, it presents the overall rankings of thirty-six states and union territories on happiness. Second, it explains the differences in happiness across states and union territories including the impact of COVID-19 on happiness. Third, it shares some interesting correlations of happiness. Fourth, it elaborates on the methodology. The fifth section presents happiness rankings for five years from now.

3.1 Happiness Rankings 2020

In the happiness rankings of states and union territories, Mizoram, Punjab, and Andaman and Nicobar Islands are the top three whereas Odisha, Uttarakhand, and Chhattisgarh are the bottom three. Among the big states, Punjab, Gujarat, and Telangana are among the top three states in happiness rankings. Among smaller states, Mizoram, Sikkim, and Arunachal Pradesh are the top three states in happiness rankings. Among union territories, Andaman and Nicobar Islands, Puducherry, and Lakshadweep are the top three in happiness rankings.

In Northern India, Punjab, Uttar Pradesh, and Haryana are the top three in happiness rankings. In Southern India, Puducherry, Telangana, and Andhra Pradesh are the top three in happiness rankings. In Western India, Gujarat, Maharashtra, and Dadra & Nagar Haveli and Daman & Diu are the top three in happiness rankings. In Eastern India, Jharkhand, West Bengal, and Bihar are the top three in happiness rankings. In North-Eastern India, Mizoram, Sikkim, and Arunachal Pradesh are the top three in happiness rankings. Madhya Pradesh tops in the central Indian states in happiness rankings. Table 3.1 shows the happiness rankings of the thirty-six states and union territories of India.

Table 3.1: Happiness Rankings for 2020

State / Union Territory	Happiness Ranking	Happiness Score
Mizoram	1	3.57
Punjab	2	3.52
Andaman & Nicobar	3	3.47
Puducherry	4	3.44
Sikkim	5	3.43
Gujarat	6	3.42
Arunachal Pradesh	7	3.41
Lakshadweep	8	3.41
Telangana	9	3.41
Uttar Pradesh	10	3.41
Andhra Pradesh	11	3.4
Maharashtra	12	3.4
Tripura	13	3.39
Kerala	14	3.38
Jharkhand	15	3.37
Karnataka	16	3.37
Haryana	17	3.36
Ladakh	18	3.36
Manipur	19	3.36
West Bengal	20	3.36
Himachal Pradesh	21	3.35
Assam	22	3.34
Delhi	23	3.34
Chandigarh	24	3.32
Bihar	25	3.31
Dadra & Nagar Haveli and Daman & Diu	26	3.3
Jammu & Kashmir	27	3.3
Madhya Pradesh	28	3.3
Tamil Nadu	29	3.29
Nagaland	30	3.27
Rajasthan	31	3.26
Goa	32	3.25
Meghalaya	33	3.25
Odisha	34	3.25
Uttarakhand	35	3.22
Chhattisgarh	36	3.19

3.2 Differences in Happiness Rankings Across States and Union Territories

Different states and union territories are at different levels in the happiness ranking. To understand this, we need to look at the components of happiness. There are five components of happiness given in box 3.1, namely, work and related issues such as earnings and growth; relationships including family and friends; health including physical and mental health; philanthropy including social concerns; and religious or/and spiritual orientation. This year there is an impact of COVID-19, which is the sixth component. Besides these six components which we have used in the report, there will be other factors also responsible for differences in happiness across states and union territories, as happiness is a subjective concept.

These components vary across states and union territories. In the study, on calculated scores of work and related issues such as earnings and growth Assam, Mizoram, Andaman and Nicobar Islands, Punjab, and Puducherry are the top five. On relationships including family and friends Punjab, Karnataka, Mizoram, Andaman and Nicobar Islands, and Sikkim are the top five. On health including physical and mental health Lakshadweep, Andaman and Nicobar Islands, Punjab, Mizoram, and Sikkim are the top five.

On philanthropy including social concerns Arunachal Pradesh, Ladakh, Andhra Pradesh, Mizoram, and Karnataka are the top five. On religious or/and spiritual orientation Sikkim, Nagaland, Andaman and Nicobar Islands, Tripura, and Ladakh are the top five. Chart 3.1 gives rankings of the thirty-six states and union territories on the five components of happiness. The sixth component i.e. impact of COVID-19 is explained separately under impact of COVID-19.

Box 3.1: Components of Happiness

> **Components of Happiness**
>
> These five components are used in the report
> - Work and related issues such as earning, growth
> - Relationships including family and friends
> - Health including physical and mental
> - Philanthropy including social concerns
> - Religious or/and spiritual orientation
>
> These are identified by the researcher in an earlier work for Happiness Strategy book. (Pillania, 2019)
>
> One more component added is Impact of COVID-19 on happiness.
>
> Together these add up to six total components used in this study.

Chart 3.1: Scores on Five Components of Happiness

Scores of Components of Happiness

State/UT	Work	Relationship	Health	Philanthropy	Religion
WEST BENGAL	2.96	3.88	3.66	3.42	3.64
UTTARAKHAND	2.81	3.82	3.55	3.24	3.48
UTTAR PRADESH	2.97	3.9	3.62	3.37	3.65
TRIPURA	2.97	3.84	3.64	3.47	3.72
TELANGANA	3.08	3.95	3.65	3.49	3.56
TAMIL NADU	2.92	3.83	3.6	3.34	3.59
SIKKIM	2.99	4.01	3.78	3.51	3.86
RAJASTHAN	2.9	3.81	3.51	3.38	3.66
PUNJAB	3.1	4.09	3.8	3.46	3.61
PUDUCHERRY	3.09	3.97	3.6	3.38	3.69
ODISHA	2.88	3.82	3.61	3.36	3.56
NAGALAND	2.99	3.97	3.68	3.44	3.78
MIZORAM	3.28	4.03	3.8	3.56	3.52
MEGHALAYA	2.87	3.95	3.64	3.4	3.4
MANIPUR	3.07	3.89	3.68	3.34	3.64
MAHARASHTRA	3	3.95	3.7	3.38	3.61
MADHYA PRADESH	2.95	3.91	3.63	3.33	3.49
LAKSHADWEEP	3.07	3.88	3.91	3.36	3.52
LADAKH	2.8	3.98	3.66	3.57	3.71
KERALA	3.07	3.84	3.62	3.44	3.58
KARNATAKA	3.07	4.04	3.68	3.54	3.61
JHARKHAND	2.95	3.9	3.63	3.45	3.7
JAMMU & KASHMIR	2.89	3.79	3.66	3.35	3.59
HIMACHAL PRADESH	3.04	3.95	3.67	3.45	3.71
HARYANA	3.02	3.91	3.58	3.4	3.58
GUJARAT	2.9	3.92	3.66	3.41	3.62
GOA	2.77	3.77	3.68	3.29	3.4
DELHI	2.89	3.9	3.65	3.44	3.68
DADRA & NAGAR HAVELI AND DAMAN & DIU	2.81	3.83	3.65	3.41	3.51
CHHATTISGARH	2.89	3.77	3.39	3.31	3.51
CHANDIGARH	3.03	3.9	3.68	3.53	3.52
BIHAR	2.99	3.89	3.61	3.4	3.65
ASSAM	3.95	3.68	3.65	3.42	3.34
ARUNACHAL PRADESH	2.94	3.96	3.77	3.57	3.6
ANDHRA PRADESH	2.91	3.87	3.66	3.57	3.59
A.& N.ISLANDS	3.1	4.03	3.81	3.36	3.76

■ Work ■ Relationship ■ Health ■ Philanthropy ■ Religion

Impact of COVID-19 on Happiness

The Spirit of India is quite resilient. In general, the evidence suggests that adaptation is an important feature of well-being. Many common but important life events have a modest long-term impact on self-reported happiness (Ortiz Ospina, 2013). Due to COVID-19, people have become more health-conscious and the importance of health has increased. There are differences in the impact of COVID-19 on happiness.

Participants were asked to rate their current standing on the impact of COVID-19 on their happiness from the worst possible to the best possible from 1 to 5. The deviation from 3 towards 5 shows a positive impact whereas towards 1 shows a negative impact. It varies from the worst possible to the best possible among individuals in the study. However, the final scores of the impact of COVID-19 on happiness for different states and union territories are nearer to the middle value than the extreme case of worst possible. Chart 3.2 shows the deviation of the impact of COVID-19 on happiness scores from the middle neutral value of 3, which is taken as zero.

Maharashtra, Delhi, and Haryana have shown the worst possible impact of COVID-19 on happiness whereas Puducherry and Jammu and Kashmir are neutral and Manipur, Andaman and Nicobar Islands and

Chart 3.2: Impact of COVID 19 on Happiness

Worst Possible to Best Possible Impact of Covid-19

Lakshadweep have shown the best possible impact.

Regression Analysis

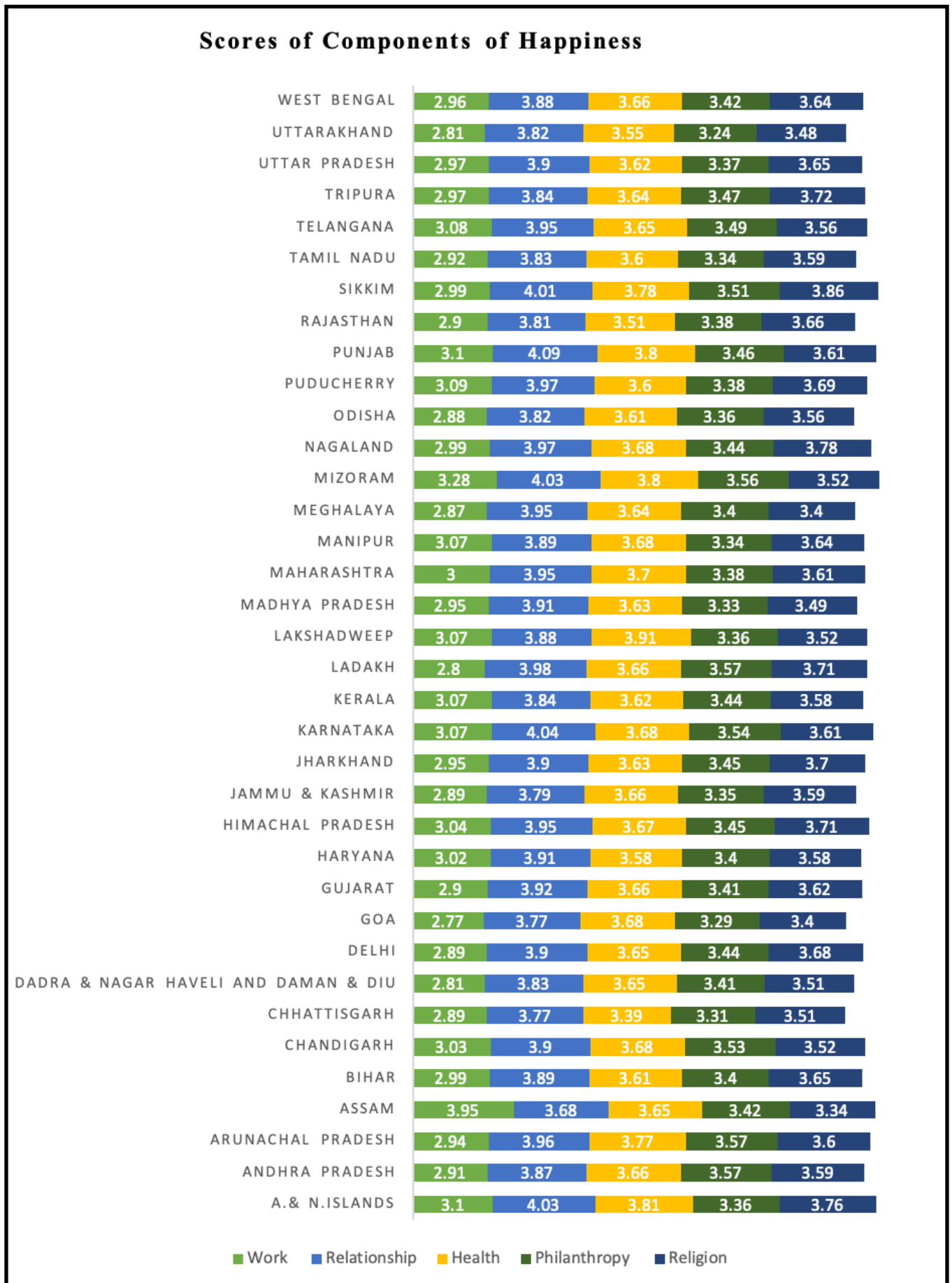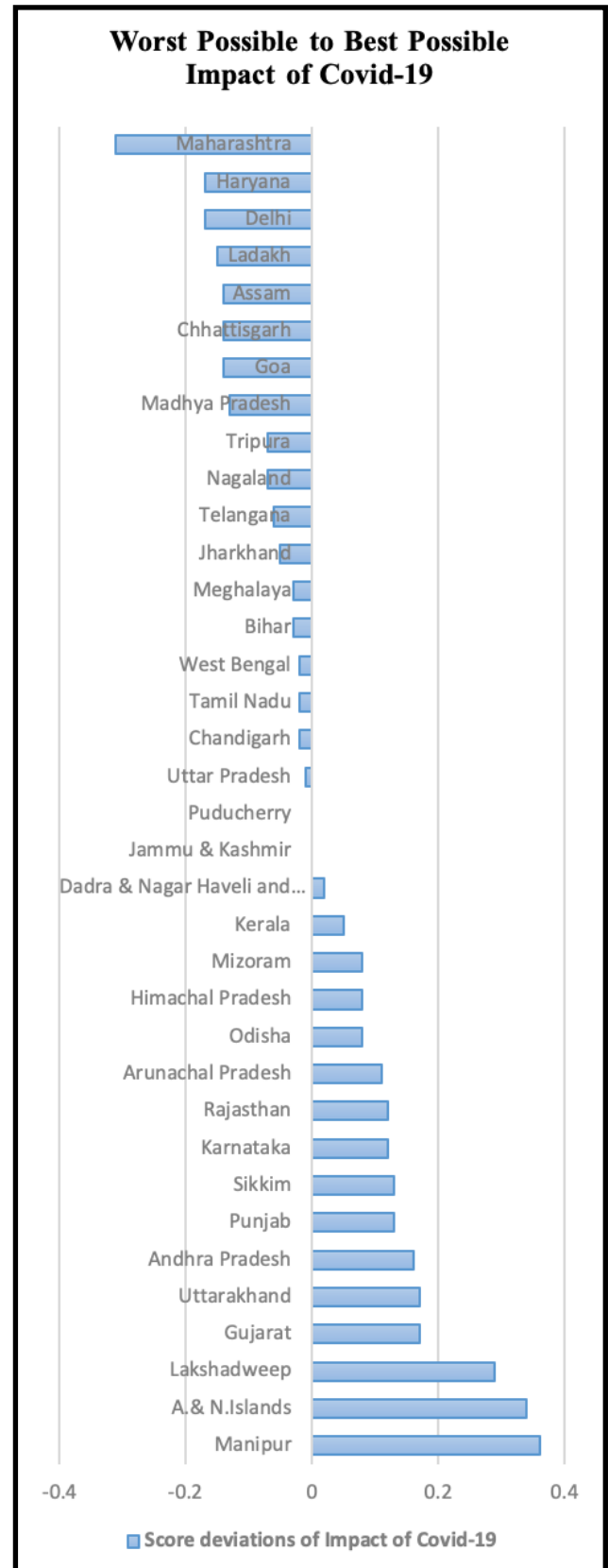OLS regression is run to regress the dependent variable of happiness on the six independent variables, namely, work and related issues such as earning and growth, relationships including family and friends, health including physical and mental, philanthropy including social concerns, religious or/and spiritual orientation, and the impact of COVID-19. The results of the regression are given in Table 3.2. All of the six components are significant and play a role in determining happiness and happiness differences across states and union territories.

Table 3.2: Regressions to Explain Happiness across States and Union Territories

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.786	0.029		27.457	.000
	Work and related issues such as earning, growth	0.306	0.006	0.362	53.671	.000
	Relationships including family and friends	0.121	0.007	0.13	18.016	.000
	Health including physical and mental	0.104	0.007	0.112	15.065	.000
	Philanthropy including social concerns	0.089	0.007	0.094	12.998	.000
	Religious or/and spiritual orientation	0.034	0.006	0.039	5.76	.000
	Impact of COVID-19	0.129	0.005	0.162	24.417	.000
a. Dependent Variable: On which step of the ladder would you say you personally feel you stand at this time?						
Adjusted R^2 = .411						

## 3.3 Some Interesting Correlations of Happiness

To find a correlation between happiness and age, gender, marital status, education, and income, analysis using the Pearson Correlation was run. The results are given in Table 3.3 and figure 3.1.

The results show the correlation between gender and happiness is not significant, whereas marital status, age group, education, and income level are overall positively related to happiness. Results show married people are happier than unmarried people.

Table 3.3: Correlation Matrix

		On which step of the ladder would you say you personally feel you stand at this time?	Significance
Gender	Pearson Correlation	.000	Not Significant
	Sig. (2-tailed)	.995	
Marital Status	Pearson Correlation	.082	Significant
	Sig. (2-tailed)	.000	
Age Groups	Pearson Correlation	.141	Significant
	Sig. (2-tailed)	.000	
Education Level	Pearson Correlation	.085	Significant
	Sig. (2-tailed)	.000	
Income Level	Pearson Correlation	.127	Significant

Figure 3.1: Correlation with Age, Education, and Income
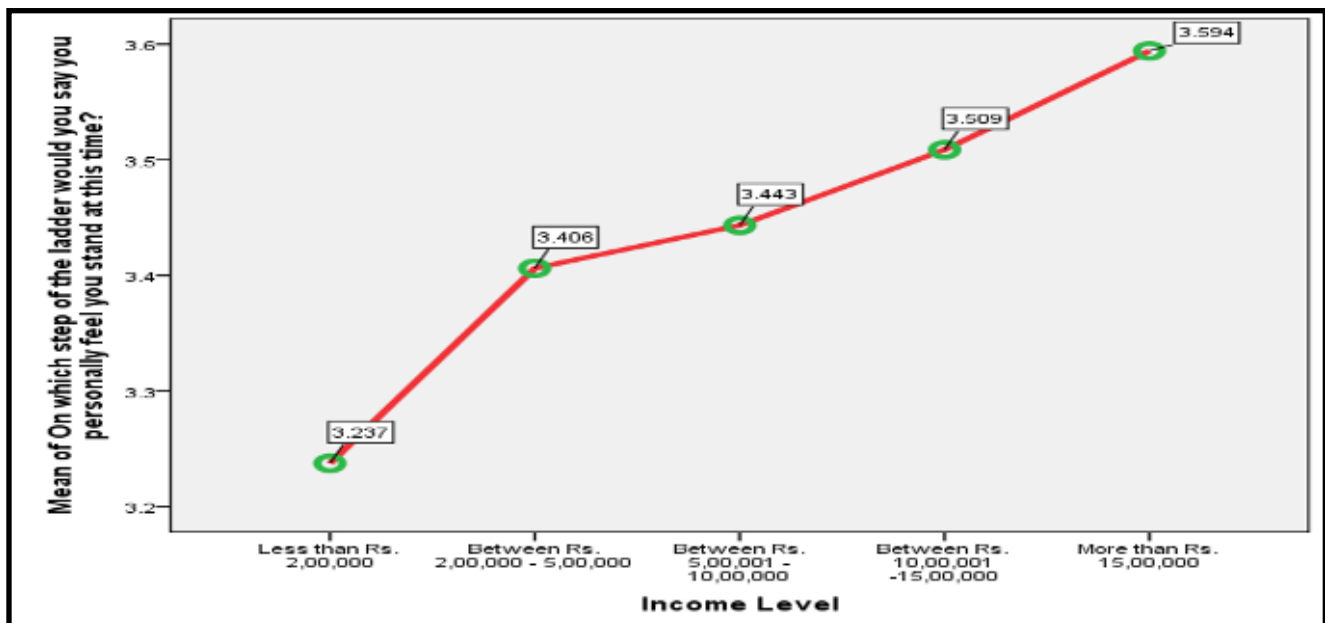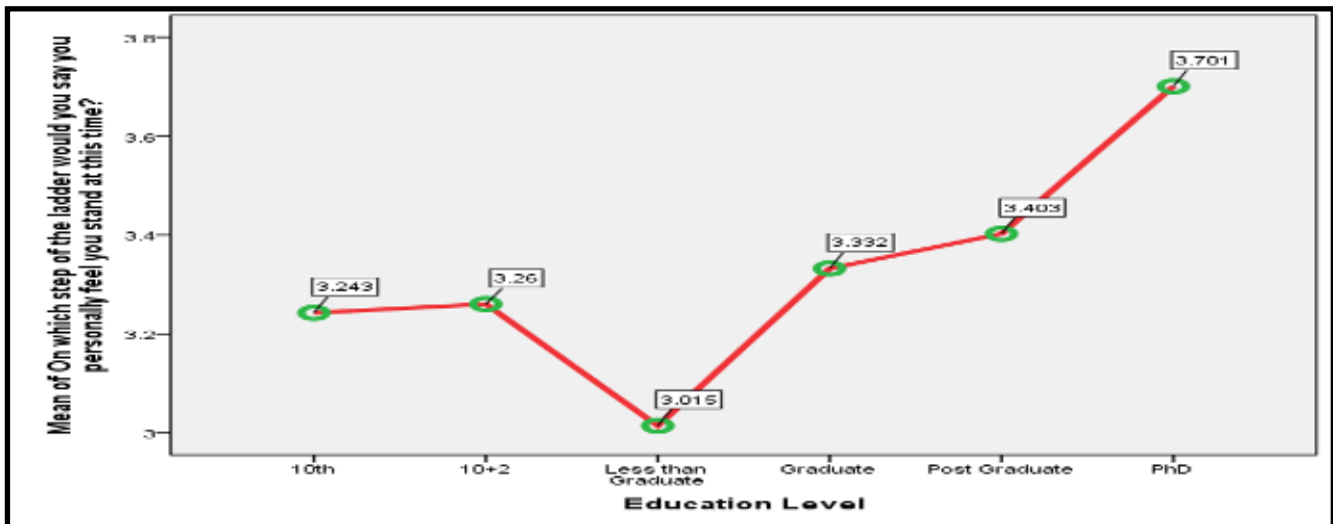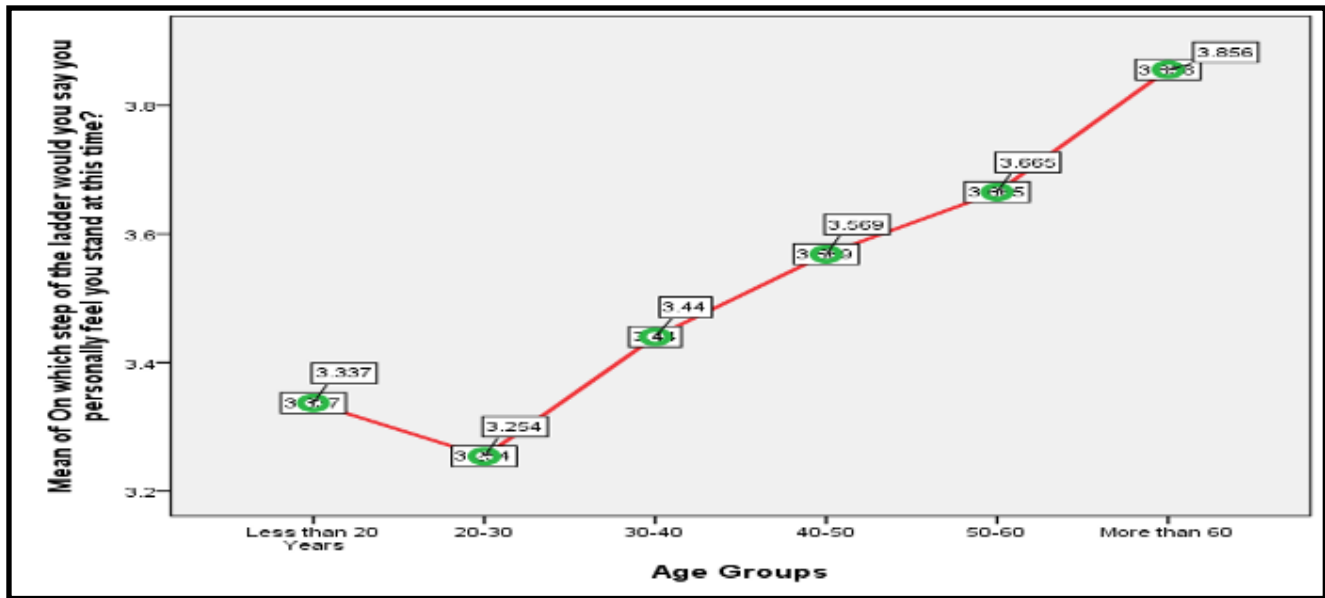
3.4 Methodology

Measuring feelings can be very subjective but is nonetheless a useful complement to more objective data when comparing the quality of life across countries. Subjective data can provide a personal evaluation of an individual's health, education, income, personal fulfillment, and social conditions. Surveys, in particular, are used to measure life satisfaction and happiness (OECD, 2020). Happiness is a subjective concept and research shows that the survey method is a good measurement option. Surveys asking people about life satisfaction and happiness do measure subjective well-being with reasonable accuracy and do provide a reasonably consistent and reliable picture of subjective well-being (Ortiz-Ospina, 2013). Also, research by Nobel Laureate Prof Daniel Kahneman and Prof Krueger support it by pointing out the fact that responses to subjective well-being questions are related to individuals' health outcomes, neurological functioning, and characteristics—and predict some future behavior—suggests that survey data is a valid methodology for this study (Kahneman & Krueger 2006).

For the India Happiness Report 2020, a questionnaire was developed. The questionnaire had eight questions. The first two questions were the famous Cantril ladder, also used in the World Happiness Report of the United Nations. In this participants were asked to imagine a ladder with steps numbered from 1 at the bottom to 5 at the top. The top of the ladder represents the best possible life for the participant and the bottom of the ladder represents the worst possible life for the participant.

The remaining five questions were developed by the researcher for the five components of happiness. These five components of happiness were identified by asking people from diverse backgrounds: What makes you happy? The answer to this question resulted in clustering the responses in five categories namely, work and related issues such as earning and growth; relationships including family and friends; health including physical and mental; philanthropy including social concerns; and religion or/and spiritual orientation. These five components of happiness have been tested on diverse population groups and these cover what makes a person happy. These five components were first used and published in Happiness Strategy (Pillania, 2019). Individual categories from these five components are highlighted by various research studies on happiness, including the annual World Happiness Report of the United Nations. A question on the impact of COVID-19 on happiness was also added.

The questionnaire was pretested on different groups of people. After minor adjustments of the items based on their feedback, the questionnaire was sent to respondents. Participants were assured that the survey was strictly confidential and anonymous. The final survey was conducted in March-July, 2020. A total of 16,950 responses were collected from all over India consisting of more than 400 responses from each state and union territory thus meeting the sample size requirement for the commonly followed statistical requirement of a 95 percent confidence interval and a .05 percent margin of error.

One limitation of this work is that this is an unusual year due to COVID-19 and there is a need for data for normal years, which will be done with subsequent annual reports. Another limitation is this is based on only a one-time value for one year and it will improve with subsequent annual reports. We will keep learning and improving with each annual report in the future.

3.5 Future Happiness

Table 3.4 gives the rankings on happiness for after 5 years from 2020 i.e. 2025. The happiness scores for after 5 years are better than the happiness scores for this year i.e. people are optimistic about their future. This is generally true as it has been observed in other contexts that people can be optimistic about their own future (Ortiz-Ospina, 2013). In the future happiness rankings Manipur, Andaman and Nicobar Islands, and Gujarat are the top three.

Among the big states Gujarat, Uttarakhand, and Andhra Pradesh are the top three states in the happiness ranking for after five years. Among the smaller states, Manipur, Sikkim and Arunachal Pradesh are the top three states. Among the union territories, Andaman and Nicobar Islands, Lakshadweep, and Delhi are in the top three in the happiness rankings for after five years.

Table 3.4: Happiness Rankings for 2025

State / Union Territory	Happiness Ranking	Happiness Score
Manipur	1	4.29
A.& N. Islands	2	4.29
Gujarat	3	4.27
Lakshadweep	4	4.27
Uttarakhand	5	4.25
Andhra Pradesh	6	4.24
Sikkim	7	4.24
Punjab	8	4.23
Rajasthan	9	4.21
Karnataka	10	4.2
Arunachal Pradesh	11	4.2
Himachal Pradesh	12	4.19
Delhi	13	4.19
Mizoram	14	4.18
Kerala	15	4.18
Dadra & Nagar Haveli and Daman & Diu	16	4.18
Maharashtra	17	4.17
Jammu & Kashmir	18	4.17
Uttar Pradesh	19	4.17
West Bengal	20	4.17
Tamil Nadu	21	4.17
Chandigarh	22	4.16
Bihar	23	4.16
Meghalaya	24	4.15
Jharkhand	25	4.15
Telangana	26	4.14
Tripura	27	4.14
Assam	28	4.13
Madhya Pradesh	29	4.09
Nagaland	30	4.09
Puducherry	31	4.07
Goa	32	4.06
Ladakh	33	4.06
Haryana	34	4.03
Odisha	35	4
Chhattisgarh	36	2.93

4. KEY TAKEAWAYS

As mentioned in the introduction, this inaugural India Happiness Report 2020 is deliberately kept concise and simple.

In the same spirit, here are three key takeaways for governments, organizations, and individuals.

1. India is a diverse country and different states and union territories are at different levels in terms of happiness rankings. There is a pressing need for more discussion, focus on, and the application of happiness in an Indian context.

2. Nine thought leaders have shared their insights in chapter two of this report. Choose and put into practice all or some or at least one of these insights, to begin the journey of happiness, or keep moving in the journey of happiness, if the journey has already commenced.

3. The five components of happiness namely, work and related issues such as earnings and growth; relationships, including family and friends; health, including physical and mental health; philanthropy, including social concerns; and religious or/and spiritual orientation, play an important role in the journey of happiness. Knowing is not enough. Happiness needs to be practised. One simple way to strategise and operationalise happiness using these components is given in Happiness Strategy (Pillania, 2019).

5. THE WAY FORWARD

This is the very first India Happiness Report. The plan is to come up with an annual version of this report each year in the future.

Each edition will try its best to bring in more ideas, more rigour, and solutions for the application of those ideas.

As the annual India Happiness Reports and the people involved in bringing out the reports progress on the learning curve, the focus will be to keep learning, keep minimising shortcomings and keep improving the annual reports. This looks to be an exciting but challenging journey ahead.

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[3] Collected Works, 89: 125.

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Chapter 4 Key Takeaways

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Brief Profile of the Author
Professor Rajesh K Pillania

Professor Rajesh K Pillania is rated and awarded the Top Professor of Strategy in India by The Associated Chambers of Commerce of India (ASSOCHAM) and Education Post. He is ranked jointly number one in average research productivity among management faculty (including IIMs/IITs) in India for research output from 1968 to 2014 [By Prof Ramdhar Singh of IIM Banglore and others in 2015 which was published in a reputed international journal titled Omega in 2017]. He is on the advisory board of many esteemed international research journals, professional bodies and conferences consisting of leading international academicians, industry leaders and policymakers.

He makes strategy, innovation, and happiness, simple, humorous, and applicable i.e. democratisation of strategy, innovation, and happiness. This has resulted in several articles in popular media and five simple, funny books with insights for application namely, Strategic Humour, Startup Strategy Humour, Love Strategy, Learning Strategy in a fun way with The Big Bang Theory, and Happiness Strategy - Strategy and Happiness for Everyone. All these books are endorsed by senior academicians and corporate leaders. Two more books are in pipeline namely Innovation Humour and Marketing Humour. His research is focused on two broad areas. The first one is as shared above where the focus is on the democratisation of strategy, innovation, and happiness. The second is on the frontiers of strategic management. For frontiers of strategic management, he is involved with several esteemed international research journals, conferences and has written research papers and books.

Besides being a prolific writer and a popular teacher; he has conducted various executive development programs for middle to senior management and has conducted consulting assignments for top management of organizations. His academic and research experience includes University Business School, Panjab University (Chandigarh, India); Indian Institute of Management Kozhikode (Kozhikode, India); R. H. Smith School of Business, University of Maryland (Maryland, USA); Harvard University (Boston, USA); and MCI Management Centre (Innsbruck, Austria) among others. He is a Professor of Strategy with Management Development Institute (MDI) Gurgaon and holds a Ph.D. in Strategy.

One of his very interesting and unique projects is 'Management Learnings from My Mother' wherein academic thought leaders and corporate leaders are sharing their insights on the management learnings from their mothers which they have been practicing in their work. There are three objectives of the project, namely to simplify management ideas; to honour our mothers and women; and to nudge youngsters to take their mothers' teachings more seriously. The project is finding that the essence of many management concepts is as simple as the simple insights from mothers, even illiterate mothers. For more, he can be reached at rajesh@pillania.org

Request for Your Support

Management Learnings from My Mother Project

'Management Learnings from My Mother' is a very interesting and unique project wherein academic thought leaders and corporate leaders are sharing their insights on the management learnings from their mothers which they have been practicing in their work.

There are three objectives of the project namely, to simplify management ideas; to honour mothers and women; and to nudge youngsters to take their mothers' teachings more seriously.

The project is finding that the essence of many management concepts is as simple as the simple insights from mothers, even illiterate mothers.

Request

If you are the Chairman, CEO, Managing Director of a big MNC or Indian company (because youngster take big names more seriously), please share your insights at: rajesh@pillania.org

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- **Learning outcomes**

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- **Target Audience**

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This first annual India Happiness Report fills a void; answers number of important questions on happiness; and gives insights on happiness in thirty-six states and union territories of India.

It also contains insights from following global thought leaders:

Professor Rajmohan Gandhi, University of Illinois, Urbana-Champaign.

Professor Sir Cary Cooper, University of Manchester.

Dr. Ashley Whillans, Assistant Professor, Harvard Business School.

Dr. Emma Seppälä, Science Director, Stanford CCARE, and Co-Director Wellness, Yale Center for Emotional Intelligence.

Public speaker Jennifer Moss, CBC Columnist, UN Happiness Council Member.

Dr. T. V. Rao, often referred to as one of the 'Fathers of HRD' in India.

Dr. Dash Karma Ura, Head, Centre for Bhutan & Gross National Happiness.

Dr. Devdutt Pattanaik a popular writer on relevance of mythology in modern times

Dr. Rajendra Singh, 'Waterman of India', and winner of Stockholm Water Award.

Dr. Rajesh K Pillania is rated and awarded the Top Professor for Strategy in India by ASSOCHAM and Education Post. He is recognised for his extensive research, jointly ranked number one in average research productivity among management faculty (including IIMs/IITs) in India between 1968 to 2014.

He makes strategy, innovation, and happiness, simple, humorous, and applicable. This has resulted into five simple, funny books with insights for application; numerous articles; and training programs.

He is a prolific writer, a popular teacher and a highly sought after trainer on strategy, innovation and happiness. His research and academic experience includes the Indian Institute of Management, Kozhikode; Smith School of Business, University of Maryland, College Park, USA; Harvard University among others. He is a Professor of Strategy at Management Development Institute (MDI), Gurgaon, India. He can be reached at rajesh@pillania.org