



AUTHENTIC BEHAVIOUR At Work May Lead To Greater Productivity: Study

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Matching behaviour with feeling is more productive than faking emotions at work, according to a study which suggests being one's true self may lead to higher levels of support and trust from co-workers.

The study, published in the Journal of Applied Psychology, surveyed working adults in a wide variety of industries including education, manufacturing, engineering, and financial services for two types of emotion regulation -- surface acting and deep acting.

"Surface acting is faking what you're displaying to other people. Inside, you may be upset or frustrated, but on the outside, you're trying your best to be pleasant or positive," Allison Gabriel, study co-author from Eller College of Management in the US, said in a statement.

"Deep acting is trying to change how you feel inside. When you're deep acting, you're actually trying to align how you feel with how you interact with other people," Gabriel explained.

The researchers sought to know whether people choose to engage in emotion regulation when interacting with their co-workers.

"We found that people who put forth effort to display positive emotions towards others at work -- versus faking their feelings -- receive higher levels of support and trust from co-workers," said Chris Rosen, study co-author from the University of Arkansas in the US.

According to Rosen, these people also reported significantly higher levels of progress on work goals likely due to the support they received.

The researchers also tried to understand why employees choose to regulate their emotions if there was no formal rule requiring them to do so, and what benefits they get out of

this effort.

Based on the survey, the research team could categorise the participants into four groups -- nonactors, low actors, deep actors, and regulators.

The first kind, they said, included those engaging in negligible levels of surface and deep acting.

Low actors, the researchers explained, were people displaying slightly higher surface and deep acting.

The third kind were participants who exhibited the highest levels of deep acting, and low levels of surface acting, and regulators, they said, displayed high levels of both the acting types.

Nonactors, the researchers reported,

made up the smallest group, with the other three groups being similar in size.

Gabriel and her team also identified several drivers for engaging in emotion regulation, and sorted them into two categories -- prosocial and impression management.

The former includes wanting to be a good co-worker, and cultivating positive relationships, and the latter is more strategic, and includes gaining access to resources, or looking good in front of colleagues and supervisor, the researchers said.

According to the study, regulators were driven by impression management motives, while deep actors

were more likely to be motivated by prosocial concerns.

Based on this observation, the researchers said deep actors choose to regulate their emotions with co-workers to foster positive work relationships, as opposed to being motivated by gaining access to more resources.

According to Gabriel, deep actors try to be positive with their co-workers for prosocial reasons and to reap significant benefits from these efforts.

These benefits, the study said, include receiving significantly higher levels of support from co-workers, such as help with workloads and offers of advice.

Gabriel added that the deep actors also achieve higher levels of progress on their work goals, and trust in their co-workers than the other three groups.

The findings also suggested that mixing high levels of surface and deep acting may result in physical and mental strain.

"Regulators suffered the most on our markers of well-being, including increased levels of feeling emotionally exhausted and inauthentic at work," Gabriel said in a statement.

Based on these findings, the scientists suggest that there is a benefit to displaying positive emotions during interactions at work.

One In 10 Indians Will Develop Cancer During Their Lifetime: WHO

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United Nations - India had an estimated 1.16 million new cancer cases in 2018, according to a report by the World Health Organization (WHO), which said that one in 10 Indians will develop cancer during their lifetime and one in 15 will die of the disease.

Ahead of the World Cancer Day on Tuesday, WHO and its specialized International Agency for Research on Cancer (IARC) have released two reports: one aimed at setting the global agenda on the disease; the other focused on research and prevention.

The World Cancer Report said that according to the estimated cancer burden in India in 2018, there are about 1.16 million new cancer cases, 784,800 cancer deaths, and 2.26 million 5-year prevalent cases in India's population of 1.35 billion.

The report said that "one in 10 Indians will develop cancer during their lifetime, and one in 15 Indians will die of cancer."

In India, the six most common cancer types were breast cancer (162,500 cases), oral cancer (120,000 cases), cervical cancer (97,000 cases), lung cancer (68,000 cases), stomach cancer (57,000 cases), and colorectal cancer (57,000). Together, these account for 49 per cent of all new cancer cases.

Of the 570,000 new cancer cases in men, oral cancer (92,000), lung cancer (49,000), stomach cancer (39,000), colorectal cancer (37,000), and oesophageal cancer (34,000) account for 45 per cent of cases.

The report added that of the 587,000 new cancer cases in women, breast cancer (162,500), cervical cancer (97,000), ovarian cancer (36,000), oral cancer (28,000), and colorectal cancer (20,000) account for 60 per cent of cases.

Cancer patterns in India are dominated by a high burden of tobacco-related head and neck cancers, particularly oral cancer, in men and of cervical cancer in women; both of these cancer types are associated with lower socioeconomic status, the report said.

The burden of cancer types, such as breast cancer and colorectal cancer, associated with overweight and obesity, lower levels of physical activity, and sedentary lifestyles is increasing and these cancer types are associated with higher socioeconomic status.

"During the past two decades, In-



dia has had one of the world's best performing and most stable economies, which has grown by more than 7 per cent annually in most years.

"This economic development has given rise to vast socioeconomic changes, with an increasing risk of noncommunicable diseases, including cancer, and significant disparities in access to cancer prevention and control services," the report said.

WHO warned that global cancer rates could rise by 60 per cent over the next 20 years unless cancer care is ramped up in low and middle-income countries. Less than 15 per cent of these nations offer comprehensive cancer treatment services through their public health systems, according to the UN agency.

At least 7 million lives could be saved over the next decade, by identifying the most appropriate science for each country situation, by basing strong cancer responses on universal health coverage, and by mobilizing different stakeholders to work together, WHO Director-General Tedros Adhanom Ghebreyesus said.

The report said that about 80 per cent of the world's smokers live in low and middle-income countries. In addition, 64 per cent of the world's daily smokers live in only 10 countries and more than 50 per cent of the world's male smokers live in three countries: China, India, and Indonesia.

There are currently 164 million users of smokeless tobacco, 69 million smokers, and 42 million smokers and chewers in India. More than 90 per cent of patients with oral cancer have low or lower-middle socioeconomic status. Tobacco-related cancers account for 34.6 per cent of all cancers in men, they constitute 10.27 per cent of all cancers in women in most regions in India.

The incidence of colorectal cancer is increasing in the most devel-

oped states in India and in urban populations.

"There is a clear increasing trend in the incidence rates of breast cancer across the country, with an annual percentage increase that ranges from 1.4 per cent to 2.8 per cent and is more pronounced in urban areas than in rural areas.

Incidence rates are also increasing for cancer types associated with overweight and obesity and lower levels of physical activity, such as colorectal cancer, uterine cancer, ovarian cancer and prostate cancer."

The report noted that there is a clear decreasing trend in the incidence rates of cervical cancer in most regions in India (annual percentage change, -2.0 per cent to -3.5 per cent), with age-standardized incidence rates as low as 6 per 1,00,000 in women in Kerala.

India accounts for about one fifth of the global burden of cervical cancer, despite decreasing incidence rates in several regions of the country.

Thus, elimination of cervical cancer in India will have a major impact on global elimination of the disease as a public health problem. Cervical cancer disproportionately affects women with lower socioeconomic status, who are at a considerable disadvantage in the availability of and access to public health services for prevention and early detection, and therefore this is an equity issue.

IARC Director Elisabete Weiderpass observed that high-income countries have adopted prevention, early diagnosis and screening programmes, which together with better treatment, have contributed to an estimated 20 per cent reduction in the probability of premature mortality between 2000 and 2015, but low-income countries only saw a reduction of five per cent.

Novel Technology Uses Sunlight To Degrade Toxic Liquid Waste

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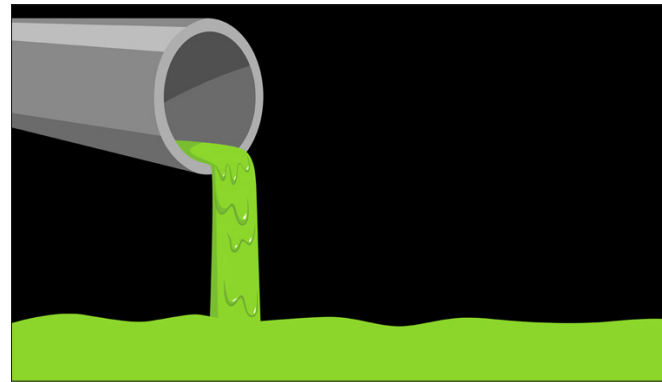
Scientists have developed an efficient, economical, and environment-friendly technology that uses sunlight to degrade toxic liquid waste, an advance they say could significantly reduce the waste-management costs of industries.

The technology, developed by the researchers from Lovely Professional University (LPU) in Phagwara, Punjab involves photocatalytic degradation -- a chemical reaction that involves the absorption of light -- using nanoparticles as catalysts.

The technique is extremely efficient for the degradation of toxic organic chemicals produced by companies across sectors like pharmaceuticals, textiles, pesticides, paper, paints, and other chemical industries, according to the study published in the Asian Journal of Chemistry.

Liquid waste management is a major challenge for many industries globally, especially those in the manufacturing space, owing to the extensive use of chemicals, the researchers said.

These industries produce several kinds of liquid wastes which can



cause serious environmental damage, like water and soil pollution, ground water contamination, and landfill contamination, if not treated properly, they said.

The researchers, which included Mandeep Kaur, an M.Sc. student at LPU, and Assistant Professor Chandan Adhikari, noted that a huge amount of liquid waste is produced in India due to the presence of a large number of industries.

They noted that the country's Central Pollution Control Board (CPCB) has set standards and guidelines regarding disposal of liquid waste.

However, because of the high cost,

most of the industries do not follow the proper waste management techniques to prevent the pollution caused by hazardous waste, they said.

Currently, the industry spends about INR 120 to degrade one litre of liquid waste, according to the researchers.

Apart from the cost, they noted the conventional way to degrade these chemicals has several disadvantages, for example, huge amount of energy requirement, and inefficiency.

The new method developed by the researchers uses sunlight and Bismuth oxychloride (BiOCl), a new photocatalyst to purify the toxic chemicals.

"This technology uses only sunlight to destroy the dyes by degrading them," Adhikari told PTI.

"As soon as the sunlight strikes the surface of the nanoparticles, it generates highly reactive oxygen species (ROS) which destroy the organic dyes," he said.

ROS are chemically reactive chemical species containing oxygen, such as peroxides, and superoxides.

To understand the potential of Bismuth oxychloride, the researchers conducted several studies and chose methylene blue as the model dye due to its resemblance with a number of waste chemicals produced by the industries.

The study shows that 100 per cent of dye degradation can be achieved up to 20 parts per million (ppm) of dye concentration in presence of sunlight over a period of four hours.

This catalyst can also be reused for 4-5 cycles with efficiency retention of more than 80 per cent, the researchers noted.

The new technique can reduce the cost of liquid waste management by almost 30-40 per cent, leading to significant savings for companies, they said.

Chinese Tourism, The Main Engine Of Global Travel

AGENCIES

The impact of the current health crisis on Chinese foreign tourism is likely to be worse than during the SARS epidemic in 2002/2003 or the swine flu crisis in 2009, simply because so many more Chinese people travel abroad for pleasure than back then.

Their country is now the top contributor to world tourism.

But in response to the spread of a novel coronavirus, Chinese authorities have suspended package holidays and advised nationals to avoid foreign travel. Curbs and cancellations affecting commercial flights to and from China are also weighing on traveller numbers. Here are some facts about



the worldwide role of Chinese tourism.

Chinese tourism rules

Mainland China with its 1.3 billion inhabitants is the top contributor to world tourism numbers with 150 million foreign trips in 2018.

Only about 10 per cent of China's

population actually hold a passport.

Where they go

Most Chinese tourists go elsewhere in Asia, most often to Hong Kong, Macao, Taiwan, Thailand, South Korea and Vietnam.

When they venture further afield it's usually to Europe, the

United States or Australia.

France is their top destination in Europe, with 2.2 million Chinese visitors in 2018, followed by Germany, Italy and the UK, according to the European Travel Commission.

Most first-time Chinese visitors to Europe pack several countries into their itinerary, typically as part of a package tour, says Atout France, an agency promoting French holiday destinations.

Big spenders

Chinese holiday makers spend more on average than any other nationality on their trips, around \$1,850 per person per year.

They overtook both the Americans and the Germans as the highest-spending tourists as early as 2012, according to the World Tourism Organization, a UN agency.