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Editorial

M. Rezaul Islam and others examine the core objectives and policy guidelines of the National Health Policy (2011) in Bangladesh and then rationalise whether these provisions provide health services for the low-income people in Bangladesh. R. R. Patil attempts to highlight the role of NGOs in political empowerment of tribal's in the state of Gujarat. In the midst of exclusion, marginalization and paradox of development, the NGOs have emerged as instruments of change for tribal in Gujarat. Mani K J and Jilly John attempt to explore the paradigm shift in the role of social worker professionals in the prevention of juvenile crimes in Kerala.

Lakshmi Mallik and Vineeta B. Pai reviewed Indian studies published during (2005 to 2017), on the theme of school based Life Skills Intervention and attempt to ascertain whether there were any studies which evaluated the efficacy of this approach.

Aparna Shinde reveals that socio-economic crimes are more harmful and dangerous to the society. White-collar crime is the new emergence offences. These offences are illegal and antisocial activities. They can cause widespread harm and loss to Indian society. Sachin Vernekar and Bhagirath Shanbhag explore the relationship of leadership, communication and employee loyalty to Employee Engagement in Real Estate Industry in Mumbai. B. T. Lawani elaborates the various aspects of CSR in India including the legal aspects and makes the reader well verse with the CSR aspects such as concepts, evolution, important components and legal provisions.

Rubeena Akhter and others explore the challenges in participation of women in politics with special focus on Panchayati Raj Institutions of Kashmir Valley and suggests various strategies that are required to ensure maximum participation of women in the political system. Praveenkumar and Gangadhar B Sonar examine the attitude of post graduate students of social sciences towards research in university education and found that postgraduate students have positive as well as negative attitudes towards research. T Ravichandra and C S Dalvi reveal that philosophical and ethical issues are the guidelines of HRD practitioners used in evolving, implementing, monitoring and evaluating employee-centered and development-oriented HR policies and programmes. Dr. Veena Alagur has made an attempt to know the adolescent's social realities related to school dropouts. Desetty and Saundadkar explored the vocational interests and job preferences of slum adolescents.

Dr. B. T. Lawani
Editor-in-Chief

Health Policy in Bangladesh: Is it a Safeguard for Low-income People?

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Abstract

This study aimed to examine the core objectives and policy guidelines of the National Health Policy 2011 in Bangladesh and then rationalise whether these provisions provide health services for the low-income people in Bangladesh. This study covered eight core objectives and principles respectively of the national health policy that are related to serve health services for the low income people. The study was quantitative in nature, where a self-administered social survey method was employed in order to gather opinions of the registered doctors of two government hospitals in Bangladesh using the Likert five scales. Results showed a wide range of breakdown on the level of achievements of the objectives and policies that were ranged from 'average' to 'poor'. In some cases, these achievements were 'good'. The finding would be important guideline to the policy makers, health practitioners and health service providers.

Key words: *Bangladesh, public health services, health policy, poverty, health inequality.*

Introduction

Health service is one of the basic needs of human being. Health is defined as a state of

complete physical, mental and social well-being and not merely the absence of disease or infirmity. The Government of Bangladesh has a constitutional obligation to ensure public health to all its citizens. The Section 15(A) of the Bangladesh Constitution ensures the basic medical utilities for the people of all strata, while the Section 18(A) emphasizes the development of health and nutrition status. Bangladesh also expressed agreement on a number of declarations, such as the Alma Ata Declaration, 1978; the World Summit for Children, 1990; International Conference on Population and Development, 1994; and the United Nations' Millennium Development Goal Beijing Women's Conference, 1995. The National Health Policy 2011 is the documents that mentions all aspects of the public health services in Bangladesh. The recorded documents showed that the country has made significant progress in health and development. Bangladesh has set an extraordinary example of gaining good health at a very low cost and has been proposed as a role model for other developing countries in the region (Ahmed et al., 2015). Despite these successes, the health system in Bangladesh continues to suffer from innumerable challenges. One of the main criticisms is that the health system relies heavily on the government or the public sector for financing and setting overall policies and service delivery mechanisms (Ahmed et al, 2015; El-Saharty et al., 2015).

Bangladesh health system is structured with three tiers of primary health care – Upazila Health Complexes (UHC) at the sub-district level, Union Health and Family Welfare Centres (UHFWC) at the Union (collection of few villages) level, and Community Clinics (CC) at the village level (Ministry of Health and Family Welfare, 2011). At present, the public health services are provided through a mix of public–private institutions and NGOs. The public sector provides all types of care (both curative and preventive), while the private sector mainly provides curative care and NGOs provide mainly preventive and basic care. Some of the services have been contracted out to NGOs which include immunization, nutrition and tuberculosis control. The UHFWCs and the UHCs are the key facilities to provide services in rural areas.

From the implementation level, some challenges for the health system are noted as critical. The lack of coordination across among the ministries and gap of the implementation of primary health-care service delivery between rural and urban areas are two key challenges (Ahmed et al., 2015). There is a critical shortage of trained health providers with appropriate skill-mix in the public sector and widespread increase in unregulated informal providers for an alternative source of care. The low annual allocation to health in the government budget and high out-of-pocket payments by households are expanding (Bangladesh Health Watch Report, 2011). There is also clearly visible about the inequitable access to health services between urban and rural areas including variable health financing mechanisms, which have slowed achieving universal health coverage (Ahmed et al., 2015). This research attempted to explore the level of achievement of the health policy on the objectives and principles that are targeted to the low income people in Bangladesh.

Literature review: Concepts and research

This study conceives three key concepts e.g., public health services, health policy, and low income people. In general, the public health services mean the health services

which are provided by the government. It includes the general health services from the government medical hospitals including District Hospitals, Upa-zila Health Complexes (UHC), Union Health and Family Welfare Centres (UHFWC), and Community Clinics (CC). Health policy refers to decisions, plans, and actions that are undertaken to achieve specific health care goals within a society (World Health Organization, 2016). Here; health policy refers to the health related policy options which are provided in the National Health Policy 2011 approved by the Ministry of Health and Family Welfare, Government of Bangladesh. The study used low income people in a very general term. Here, low income people are generally referred as poor people who are under poverty line. Poverty is a multi-dimensional social phenomenon.

There are many criticisms about the health services in Bangladesh that covered a number of studies. Andaleeb, Siddiqui and Khandakar (2007) mentioned that concern over the quality of health care services in Bangladesh has led to loss of faith in public and private hospitals, low utilization of public health facilities, and increasing outflow of Bangladeshi patients to hospitals in neighbouring countries. To consider the overall situation of health care achievement, El-Saharty et al., (2015) found that the challenges faced by the health system are multifarious and varied. They mentioned this system as a highly centralized and cumbersome bureaucratic system with weak response capacity that has stifled innovation and at times fuelled corruption. They mentioned that a weak regulatory and enforcement capacity, contributing to high rates of absenteeism and many unqualified health workers.

Bangladesh has a severe shortage of physicians, nurses, midwives, and health technicians of various kinds. In terms of health technicians of various kinds (from laboratory technicians to physiotherapists), the deficit is almost half a million. Midwives and community health workers are also in short supply (Islam and Biswas, 2014). Islam and Biswas further argued that the human health resources are heavily concentrated in urban centres, depriving rural areas of much needed human resources for health. They identified a number of challenges of health care in Bangladesh, such as limited public facilities, compromised access, lack of essential commodities, lack of local level planning, misuse or misappropriation of resources, unavailability of health workforce, lack of community empowerment at the local level, lack of public health and management expertise at the District and Upazila levels, growing and continuing inequity within the health system, inadequate financial resources, weak health information system, and political instability and lack of commitment. Mahmood (2012) argued that the main challenges facing health care delivery in Bangladesh, including absenteeism, corruption, shortage of doctors/nurses, inefficiency and mismanagement.

Khan, Grubner and Kramer (2012), and Nahar et al., (2014) claimed that the healthcare system in Bangladesh is generally biased towards rich people and urban elites. The poor people face more barriers to healthcare services than the rich. Some of the barriers are acute shortage of healthcare workforce, poor quality of services, absence of critical staff, lack of essential drugs and supplies, lack of supervision and job accountability. The NIPORT)/ Mitra and Associates/ICF International (2011) also reported the similar facts. According

to their report, the access to health services is iniquitous, with an elite bias. They reported that in 2011, less than 10% of mothers in the poorest quintile delivered in a health facility, compared with almost 60% of those in the richest. In the same year, less than 20% of mothers in the poorest quintile received antenatal care from a qualified doctor, as against 79% of those in the richest quintile. Because the poor have less access to qualified health services, they also bear a larger burden of disease and deprivation. Hossen and Westhues (2010) found this trend as 'social exclusion' in the health care system. They indicated the gender- and age-based social practices, gender- and class-based economic practices, religious beliefs that restricted the mobility of women, and social constructions of health and illness that led the women to avoid seeking health care. However, this kind of social exclusion completely violates health rights and the provisions of health services mentioned in the Health Policy 2011. Chaudhury and Hammer (2013) mentioned that the public health facilities are plagued by the lack of or outdated medicines and vaccines, and inadequate or obsolete equipment. This is particularly true in rural areas. Poor access to health services is further aggravated by the underutilization of existing health services. Most government doctors also have a private practice, and as a result, they tend to devote less attention to their public practice and are also less willing to work in rural areas as it reduces their opportunity for extra income. These doctors have even earned the reputation of being 'ghost doctors' (Sabina and Barkat, 2012; Chaudhury and Hammer, 2013).

A number of criticisms are frequently mentioned about the health policy in Bangladesh. Ahmed et al., (2015) reported that Bangladesh public health system remains highly centralized, with planning undertaken by the MHFW and little authority delegated to local levels. This process is plagued by overly centralized and bureaucratic decision making, which can lead to delays in policy making and implementation. El-Saharty et al., (2015) mentioned that the health policy has been developed through donor-led health and population projects and National Health Workforce Strategies. These are all under the auspices of the MHFW and therefore contain overlapping agendas, but are not necessarily coordinated. Gilso et al., (2011) mentioned that the policy is too context specific, does not offer clear lessons for policy makers, and is not rigorous are partly a reflection of differences in knowledge paradigms between those with predominantly clinical, biomedical, and epidemiological backgrounds, underpinned by a positivist paradigm, and those with social science backgrounds underpinned by a relativist paradigm. On the other hand, Sabina and Barkat (2012) mentioned that the government of different time periods has always been eager to look at the indicators which give quick and visible results rather than systematic changes where gains will be attained in the long run. The government ownership and leadership in policy formulation and reform are not strong enough; most of the steps are influenced by the donors. The delivery of universal coverage of essential service package (ESP) was disrupted because of a number of systems issues that were not fully addressed in the reforms and policies (Rahman, n.d). The above literature reviews pointed out clearly that there are many limitations and challenges of the national health policy in Bangladesh. From this observation, our present study examined the doctors' opinions on the eight core objective and principles towards the achievements of the National Health Policy 2011 related to health services for the low-income people in Bangladesh.

Research Question and Objective:

The principal research question of the study was: How was the overall achievements of the Health Policy 2011 to provide public health services for the low income people in Bangladesh? The main objective was to explain the successes and flops of the Health Policy 2011 for the low income people in Bangladesh.

Research Method:

Study location

The study was conducted in two government general hospitals in Bangladesh e.g. Shaheed Suhrawardy Medical College Hospital in Dhaka and Sylhet MAG Osmani Medical College Hospital in Sylhet in Bangladesh.

Research Approach and Research Method

The study was quantitative in nature, where a self-administered social survey method was employed in order to acquire opinions using the Likert scales from the registered doctors.

Data Collection Methods and Instruments

A face to face interview method was used to collect data from the registered doctors. A structured interview schedule was prepared using a pretested questionnaire for this interviewing. The instrument was prepared in English as most of the doctors were reluctant and efficient to participate in this interview in English.

Sampling and Profile of Respondents

The total 100 registered medical doctors (49 out of 207 from Shaheed Suhrawardy Medical College Hospital and 51 out of 130 from the Sylhet MAG Osmani Medical College Hospital) were selected through convenience sampling (Kim and Ham, 2012; Noh et al., 2016). Convenience sampling is a non-probability sampling technique, where the respondents are selected because of their convenient accessibility and proximity to the researcher. In addition, this sample technique is fast, inexpensive, and easy, and the respondents are readily available (Noh et al., 2016). Out of 100, 62 were male and 38 were female. Doctors' average working experience was around 16 years. The study considered the following inclusion criteria to select the respondents:

- i) The study considered only the full time registered doctors as participants,
- ii) The doctors whose service experience was three years and above were considered as participants

Data Measurement and Data Analysis Techniques

Data were measured by Liker 5 Scales namely very good, good, average, poor and very poor. The study followed the descriptive data analysis technique. To facilitate the data analysis, the frequencies and cross-tabulation analysis procedures were employed. The simple arithmetic mean was employed to determine the relationships between selected

variables

Ethical Consideration

As the hospital authorities and Bangladesh Medical Council did not have institutional review boards or committees who could approve the study. We followed the ethical guidelines given by Miles and Huberman (1994). A guarantee of confidentiality and anonymity of sources was given to both hospital authorities and doctors. We took verbal consent from them, and we followed the conventional processes in terms of consent, duty of care, and protection of confidentiality in the way the field work was carried out.

Results:

Achievements on Objectives of Health Policy

The study acquired doctors' opinions on the eight objectives out of 19 that are directly related to the health service provisions for the low income people in Bangladesh. The overall findings indicated that the achievements on the mentioned objectives were found at 'average' level except the objective 5 (regarding to reduce maternal and child mortality) that is shown 'good' though 31% of the doctors mentioned this as 'poor' (table 1). The highest number (51%) of the doctors believed that the achievement of the objective 1 (to reach all basic medical utilities to all people) was at average level, followed by 46% on the objective 3 (to establish a community health clinic for every 6000 people) and 7 (to ensure the child and maternal health at satisfactory level), 43% on the objective 2 (to ensure a standard and availability of health services), and 42% on the objective 8 (to ensure the acceptance of the family planning programme among the ultra-poor and low-income communities). A significant number of doctors mentioned that the achievement level was 'poor'. The numbers were 35% on the objective 2, followed by 30% on the objective 16 (to make secure the people's rights to have health information), 28% on the objective 8, 26% on the objective 17 (availability of the essential medicines and to keep price limit), 25% on the objective 1, and 21% on the objective 3. But 19% of the doctors mentioned that the achievement was very good to reduce maternal and child mortality (objective 5), and 43% mentioned this as good.

Table - 1
Achievements on the Different Objectives of Health Policy
Related to Low Income People

Objectives	Contents of objectives	Achievement level				
		Very good	Good	Average	Poor	Very poor
Objective 1	To reach all basic medical utilities to all people in the society and to develop health and nutrition in order to establish health as a basic right according to the Bangladesh Constitution and international conventions	6	17	51	25	1

Objective 2	To ensure a standard and availability of health services for the people, especially for the poor and disadvantaged communities, at both rural and urban areas	9	13	43	35	00
Objective 3	To establish a community health clinic for every 6000 people in order to ensure the availability of primary health care	6	27	46	21	00
Objective 5	To reduce the maternal and child mortality rate, and to ensure this reduction rate at a satisfactory level by 2021 at the 50 years celebration of independent	19	43	31	7	00
Objective 7	To ensure the child and maternal health at satisfactory level and ensure maternal health service in every village	9	33	46	9	3
Objective 8	To ensure the acceptance of the family planning programme among the ultra-poor and low-income communities, and ensure easily available of the family planning materials	7	19	42	28	4
Objective 16	To make secure the people's rights to have health information	4	25	38	30	3
Objective 17	To make secure about the availability of the essential medicines and to keep price limit	9	14	44	26	7

Achievements on Core Principles of Health Policy

The study perceived doctors' opinions on the eight principles out of 16 that are directly related with the health service provisions for the low income people in Bangladesh. The achievements on the different principles of health policy showed that all of these principles were achieved at 'average' level (table 2). These percentages varied from 40% to 48%. This is also remarkable that a significant numbers of doctors mentioned 'poor' on the most of the principles. Here, the numbers varied 32% to 41%. A very small number of doctors mentioned 'good' on the achievements of these principles except the principle 1 (to create awareness among the enable every citizen of Bangladesh) where 18% of the doctors mentioned that the achievement of this principle was 'good'. The most disastrous principles were 2 (regarding essential primary health care services reach every citizen in all geographical regions within Bangladesh), 6 (carry out appropriate administrative

restructuring, decentralization of the service delivery procedure), 13 (ensure standard health services for all citizens), and 15 (develop health safety nets in order to reach the health service, medicine, and medical equipment as emergency basis), where the percentages against ‘average’ and ‘poor’ were high.

Table - 2
Achievements on the Different Principles of Health Policy
Related to Low-income People

P o l i c y principles	Contents of policy principles	Achievement level				
		Very good	Good	Average	Poor	Very poor
Principle 1	To create awareness among the enable every citizen of Bangladesh irrespective of caste, creed, religion, income and gender, and especially children and women, in any geographical region of the country, through media publicity, to obtain health, nutrition and reproductive health services on the basis of social justice and equality through ensuring everyone’s constitutional rights	18	38	40	4	00
Principle 2	To make the essential primary health care services reach every citizen in all geographical regions within Bangladesh	5	11	43	40	1
Principle 3	To ensure equal distribution and optimum usage of the available resources to solve urgent health-related problems with focus on the disadvantaged, poor and unemployed persons.	5	22	40	32	1
Principle 4	To involve the people in various processes like planning, management, local fund raising, spending, monitoring and review of the procedure of health service delivery etc. with the aim of decentralizing the health management system and establishing people’s right and responsibilities in this system	5	15	42	35	3

Principle 6	To carry out appropriate administrative restructuring, decentralization of the service delivery procedure and the supply system, and to adopt strategies for priority-based human resource development aimed at overall improvement and quality-enhancement of health service, and to create access of all citizens to such services	3	5	48	41	3
Principle 10	To provide legal support with regard to the rights, opportunities, responsibilities, obligations and restrictions of the service providers, service receivers and other citizens, in connection with matters related to health service	2	19	45	33	1
Principle 13	To ensure standard health services for all citizens through utilizing innovative information, communication and technology (ICT) and e-health and telemedicine	4	5	45	35	11
Principle 15	To develop health safety nets in order to reach the health service, medicine, and medical equipment as emergency basis for the affected people by natural disaster and climate change	5	10	45	33	7

The Main Limitations of Health Policy

The doctors were asked to mention eight main limitations of the Health Policy 2011 that they felt were difficulties to secure public health policy for the low income people in Bangladesh. All of them (100%) mentioned two limitations as common such as the lack of health facilities at root level, and the low facilities of the doctors at the village level, followed by 90% mass poverty, 87% lack of training of the doctors and nurses, and the lack of government commitment, 86% shortages of doctors and nurses, 80% shortages of medical infrastructures, and 75% management problem (table 3). The rest of the limitations were insufficient emergency suppliers (70%), shortages of medicines and its high expense (68%), and lack of referral system (65%).

Table – 3**Main limitations of the Implementation of Health Policy**

Main limitations	% of doctors' opinions*
Shortages of medical infrastructures	80
Management problem	75
Lack of health facilities at root level	100
Shortages of doctors and nurses	86
Insufficient emergency suppliers	70
Low facilities of the doctors at the village level	100
Lack of training of the doctors and nurses	87
Shortages of medicines and its high expense	68
Mass poverty	90
Lack of government commitment	87
Lack of referral system	65
Others	45

* Multiple answers were possible

Discussion:

This quantitative research reported the level of achievements of the national health policy of Bangladesh on the objectives and policies that are targeted to the low income people in Bangladesh. This study had a number of limitations that include selection of respondent biased, small numbers of sample size and the lack of representativeness, and regional biased. We included only the doctors as participants in our study as we thought that the doctors know much better than others about the implementations of the objectives and principles of the policy. We also selected only two hospitals- one from Dhaka and another from Sylhet that may not properly represent the whole country. However, there is the lack of generalization. In addition, the focus and objective of this study only covered a general overview of the level of opinions on the objectives and principles which were related to health services for the low income people. The further study should be on some specify aspects of health policy, such as the lack of infrastructure, or management problems, or lack of human and financial capitals related to the effectiveness of health policy. An in-depth case study, for example, 'the opportunities and challenges of the local level participation in implementation of public health policy in Bangladesh' can give valuable findings.

To consider the above limitations, we would argue that this study presented some valuable findings about the level of implementations of the objectives and principles of health policy in Bangladesh. Results showed at 'average' level on all of the objectives except the objective 5 (regarding to reduce maternal and child mortality) that are shown 'good' though still 31% of the doctors thought that this was at 'poor' level. The findings indicated that the implementations of the objectives such as recipient of the public health

services to general people (objective 1); the assurance of the health services to the poor and disadvantaged people (objective 2); establishment of community health clinic (objective 3); guaranteed of maternal and child health in every village (objective 7); acceptance of family planning among the ultra-poor and low income people (objective 8); secure health information (objective 16); and availability of essential medicine and keep price limit (objective 17) were 'average' and 'poor' levels. This finding indicated that the achievement level to provide health services for the low income people is not satisfactory. Osman (2008) argued that making health services accessible to the poor is still challenging. High rate of maternal and child malnutrition proved that the quality issue in the health services are not addressed properly. Andaleeb, Siddiqui and Khandakar (2007) wanted to see this failure as the loss of faith and trust, and Islam and Biswas (2014) claimed this as shortages of infrastructure. The health insurance covered a very small share of total population (Ahmed et al., 2015). Li, Wei and Ma (2014), and Sun et al., (2011) found that the poorest income group were more likely to suffer than the richest income quintile. Uddin et al., (2009) mentioned that although Bangladesh's Health, Nutrition and Population Sector Programmes had been designed to ensure equitable services to all, yet this marginalised group of people is not targeted by these services. Through an assessment of the community clinics: effects on service delivery, quality and utilization of services, Normand, Iftekar and Rahman (2002) reported that the community clinics were constructed to provide essential healthcare at the community level; however, community clinics were not constructed everywhere and the usage rate was extremely low. The main reason for the low usage rate was the poor quality of services offered at these clinics and the inadequate supply of drugs.

The achievements on the different principles of health policy showed that all of these principles were achieved at 'average' level. These varied from 40% to 48%. A significant numbers of doctors mentioned 'poor' on the most of the principles that varied 32% to 41%. The most atrocious principles were 2 (regarding essential primary health care services reach every citizen in all geographical regions within Bangladesh), 6 (carry out appropriate administrative restructuring, decentralization of the service delivery procedure), 13 (ensure standard health services for all citizens), and 15 (develop health safety nets in order to reach the health service, medicine, and medical equipment as emergency basis), where the percentages against 'average' and 'poor' were high. Our findings on policy level achievements can be compared with many aspects of the reported literatures. The heavy urban bias in the government health workforce has been an issue of this low level of such achievements (Ahmed et al., 2011), and governments have persistently failed to resolve it. Fewer than 20% of HRH are providing services to more than 75% of the rural population (El-Saharty et al., 2011). Still the doctor-population ratio is 1:1,500 in urban areas, but 10 times worse in rural areas: 15,000 (Mabud, 2005). Despite commitments of various government plans to rectify wide geographic imbalances, they remain, partly because the underlying factors have not been resolved. A number of studies such as Khan, Grubner and Kramer (2012); Nahar et al., (2014); and the NIPORT/Mitra and Associates/ICF International (2011) mentioned that the health policy is generally biased towards rich people and urban elites. Hossen and Westhues (2010) found this trend as social exclusion. There are, for example, no incentives for posting and retaining health workers in remote

and hard-to-reach areas. Though, all of the citizens in Bangladesh are entitled to receive health care in public health facilities, yet both resources and supply are biased toward urban areas, which create large inequalities in use of services. Even though in aggregate more government resources are dedicated to rural areas, expenditure per capita in rural areas is around half that in urban areas (Ahmed et al., 2015; Bangladesh Health Watch, 2014; Werner, 2009).

Regarding the main limitations of the Health Policy 2011, all of the doctors mentioned the lack of health facilities at root level, and the low facilities of the doctors at the village level as the main limitations. Other limitations were mass poverty (90%), lack of training of the doctors and nurses, and the lack of government commitment (87% each), shortages of doctors and nurses (86%), shortages of medical infrastructures (80%), management problem (75%), insufficient emergency suppliers (70%), shortages of medicines and its high expense (68%), and lack of referral system (65%). A number of studies support this finding. For example, Ahmed et al., (2015) reported that Bangladesh is experiencing an extreme health workforce crisis. As of 2007, there were only around five physicians and two nurses per 10,000, with particular shortages in hard-to reach areas. The issue is compounded by staff absenteeism, mainly of doctors and nurses, which may range from 8% to 40% on any particular day (Chaudhury and Hammer, 2004; Bangladesh Health Watch Report, 2011). From a field level study, El-Saharty et al., (2015) found that there is inequitable distribution of health staff in Bangladesh. As a result, many people who live at the hard-to-reach areas do not get health services from the health staff, as most workers want to live and work in major urban metropolitan areas. Rahman, Asaduzzaman and Rahman (2005) mentioned that mass poverty is a big challenge to secure health services in Bangladesh.

In a recent study, the World Health Organization (2016) reported that the Health Policy in Bangladesh twisted an overly- centralized health system, weak governance structure and regulatory framework, weak management and institutional capacity, fragmented public service delivery, inefficient allocation of public resources, lack of regulation of the private sector, high turnover and absenteeism of health workers, and poor maintenance of health facilities and medical equipment. In support of this, Mahmood (2012) mentioned that the health care in Bangladesh is facing an acute shortage of medical technologists and allied health professionals e.g., physiotherapists, laboratory assistants, x-ray technicians, etc. Khanna et al., (2013) mentioned that affordability is a serious issue as far as poor women's access to reproductive health care is concerned; even public care has both directed and opportunity cost. Darkwa et al., (2015) found a number of challenges for indifferent operation of health policy in the rural areas that are consistent with our finding. These included poor living conditions in rural areas, overwhelming workloads with poor safety and insufficient equipment, lack of opportunities for career development and skill enhancement, insufficient wages and inadequate opportunities for private practice, lack of sufficient authority to undertake disciplinary measures for absenteeism, and unavailability or insufficient allowances for rural postings.

Conclusions:

The findings on the objectives and principles related to provide health services for the low income people in Bangladesh clearly showed that the achievements of the objectives and principles were average and poor in Bangladesh. This study found that the level of the achievements of the objectives of health policy on the assurance of the health services to the poor and disadvantaged people (objective 2); establishment of community health clinic (objective 3); guaranteed of maternal and child health in every village (objective 7); acceptance of family planning among the ultra-poor and low income people (objective 8); secure health information (objective 16); and availability of essential medicine and keep price limit of medicine (objective 17) were poor. On the other hand, the principles of health policy such as regarding essential primary health care services reach every citizen in all geographical regions within Bangladesh (principal 2), carry out appropriate administrative restructuring, decentralization of the service delivery procedure (principal 6), ensure standard health services for all citizens (principal 13), and develop health safety nets in order to reach the health service, medicine, and medical equipment as emergency basis (principal 15) were also mammoth lacking at the implementation level. The study explored number of limitations which were paralleled with the existing literature, such as the lack of health facilities at root level, low facilities for the doctors at the village level, mass poverty, lack of training of the doctors and nurses, lack of government commitment, shortages of doctors and nurses, shortages of medical infrastructures, management problem, insufficient emergency suppliers, shortages of medicines and its high expense.

The gap between the rich and poor in public health access is not an out-of-the-way in Bangladesh. This problem is also related with other three issues such as high poverty incidence among the low income people, lack of their social education, and low health purchasing capacity. In this perspective, the lack health infrastructure, shortages of doctors and nurses, lack of medical equipment, and rural-urban gap intensifies the health inequality. Therefore, in order to reduce health inequalities, the healthcare system should be operated such as way that will allow for effective and affordable healthcare services to reach the rural and underprivileged communities in Bangladesh. The study findings appealed that the opinions gathered through consulting with the medical doctors, the key stakeholders who are operationalizing the health policy, can give valuable inputs to modify the existing national health policy in Bangladesh. We would argue that public health services should be standardized and validated to provide need-based effective and affordable health services that have the potential to subsequently reduce inequalities in health. Education and awareness, mass media campaigns and effective counselling are necessary to reduce health care exclusion. The government should explore some policy options to mobilize additional financial resources for health and to expand coverage while improving service quality and availability.

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Role of Non-Governmental Organizations In Political Empowerment of Tribal Community in Gujarat

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Abstract

The significant contribution of NGOs in India and elsewhere in the world is to address issues of development and raise consciousness against the varied forms of exploitation and injustice. Many NGOs employ people-centric strategies and tools such as campaigns, people's mobilization, advocacy and networking to strengthen movements against exploitation, and emerged as social force that facilitates collective action and people's mobilization for human rights and social justice.

The present research paper attempts to highlight the role of NGOs in political empowerment of tribal's in the state of Gujarat. In the midst of exclusion, marginalization and paradox of development, the NGOs have emerged as instruments of change for tribal in Gujarat. The present research paper based on the questions how NGOs perceive tribal's problems? Do they contribute to political empowerment of tribal? How? Thus, to examine these questions, Friedmanns (1992) theoretical analysis of 'alternative development' through populist approach has been adopted to find out the role of NGOs in political empowerment of tribal's in Gujarat.

Key words: *NGOs, Political Empowerment, Tribal community, contribution.*

Introduction

The most important contribution of NGOs in India and elsewhere in the world is to raise consciousness against the varied forms of exploitation and injustice. In the recent times, the emergence of many grassroots micro movements protesting against the local social repression to state hegemony and development policies are due to the issues raised by the NGOs. These NGOs employ people-centric strategies and tools such as intense campaigns, people's mobilization, advocacy and effective networking to strengthen movements against exploitation. This radical role of NGOs characterized them as a social force that facilitates collective action and people's mobilization for human rights and social justice. However, looking at the heterogeneous character of NGOs in different parts of the country especially in India, the scholars may pose serious questions, such as, have NGOs really been an effective force? How and why? Etc. (Pattnaik and Panda, 2005).

The present study is also based on similar curiosity like above and proposes questions such as how NGOs perceive Tribal problems? Do they contribute to political empowerment of tribal? How do they take initiatives to promote political empowerment among tribal? Thus, to examine these questions, the study locates above questions in the theoretical framework of Friedmanns (1992) i.e. 'alternative development' is possible through economic, Marxian and populist approaches to development. To the first two approaches he calls humanism and civil rights. He argues that development should not only be about growth but about the construction of a society that gives people more power to construct and enjoy the spaces in which they live. The development should broaden democracy beyond the simple right to vote in elections and create a direct democracy that would increase the range of contexts outside politics where people can exercise the right to vote. On the other hand, he insisted that the theory and practice of development must recognize and develop human agency or populist formulation that concentrate only on consciousness raising, local knowledge and grassroots action must be more politically realistic. They must find ways to link local action with strategies to remove structural obstacles to human development. At this point, Friedmann's argument turns to grassroots organizations and those NGOs, which gives them support. According to him these organizations that can empower people both economically and psychologically, developing the people's capacities and determination to claim rights. These grassroots organization and NGOs are also helping to link local action back into national and structural change (Friedmann, 1992). This theoretical framework has potential to analyse the phenomenon of NGOs and their role in the empowerment of marginalized communities in general and in the political empowerment of tribal in particular.

Tribal Situation in India:

The Scheduled Tribes (STs) population of the country, as per the 2011 census, is 104,281,034 crore (100 million) constituting 8.6% of the total population. The population of Scheduled tribes had grown at the growth rate of 23.7% during the period 2001-2011. More than half the Scheduled Tribes population is concentrated in the States of Madhya Pradesh, Maharashtra, Odisha, Gujarat, Jharkhand, Chhattisgarh, Andhra Pradesh and West Bengal.

The human and social development index of tribal is very low in India. The drop-out rate among tribal school going children are still very high for the year 2010-2011 i.e. 71.1 % in classes I to IV; 110.1% in classes I-VIII and 141.9% in classes I-X in 2010-2011. The Health status of Scheduled Tribes is far worse than that of other social groups in India. The majority of their health problems are due to isolated habitat, poverty, lack of basic facilities, lack of safe drinking water, lack of food and malnutrition etc. As per National Family Health Survey (NFHS) report 2005-2006 data suggests' that barely 18 per cent of Scheduled Tribes pregnant women had deliveries in hospitals. Similarly, the child mortality rate among Scheduled Tribes is 84 per cent, Infant mortality 46 per cent, Anemia among tribal children is 79 per cent and underweight children are 26 per cent among Scheduled Tribes. Similarly, the Poverty Ratio is significantly higher among Scheduled Tribes compared to other social groups in India. According to one estimate, poverty among social

group reveals that the below poverty line ratio among Scheduled Tribes is significantly higher i.e. 45.6 per cent compared to other social groups such as forward castes 17.6 per cent; Non-Scheduled groups 24.9 per cent and all groups 29.9 per cent for the year 2009-2010 (Tendulkar, 2009).

In terms of Employment and Economic status, the Scheduled Tribes largely depends upon agricultural, forest and other livelihood activities. However, their involvement with agricultural, forest and other employment neither substantially change their economic condition nor show their significant representation in employment. According to the estimate of National Sample Survey Organization (NSSO) 66th round 2009-2010, the Scheduled Tribes represents 440 in self-employment compared to 474 among all the social groups out of 1000 households and 465 in rural labour compared to 404 among all the social groups out of 1000 households. Similarly, in urban areas the Scheduled Tribes represents 233 in self-employment, 384 in regular wage salaries, 211 in casual labour compared to 347 in self-employment, 397 in regular wage salaries and 134 in casual labour among other social groups out of 1000 urban households.

Apart from tribal deprivation in human and social development indices, it is also true that they are vulnerable to varied exploitation, crimes, atrocities, alienated from their land, denial of their forest rights and overall exclusion from their rights and entitlements. Despite of Protection of Civil Rights Act, 1955 (PCR Act) and the SCs & STs (Prevention of Atrocities) Act, 1989 (POA Act), the crime against Scheduled Tribes population is higher in India. The Crime in India 2011 report, estimates that the highest incidences of crime reported from Madhya Pradesh (1284); Rajasthan (1263); Andhra Pradesh (805); Odisha (484); Chhattisgarh (336); Maharashtra (321); Jharkhand (309). It also estimates that the highest percentage of heinous crimes and atrocities such as Murder, Rape and Kidnapping and Abduction are committed against Scheduled Tribes population in India.

The sufferings and exclusion of Scheduled Tribes population also due to their isolated and forest dwelling multiply their further plight due to land alienation and displacement from their homeland. The large stock of natural resources and reserves in the tribal belt led to extraction and commercialization of forest and tribal habitat across the world. In India more than 60 percent of mining and development project are located in tribal belts. In India, 3,14,700.31 hectores of land acquired till 2007 for water resource, industries, mining, non-hydro power plants, dams construction, development project in the states of Chhattisgarh, Jharkhand, West Bengal, Odisha, Andhra Pradesh. These states are inhabited by 80 per cent of the tribals of the country and most of the land acquired for the purpose of industrialization, mining and development project belonged to the tribal and forest dwellers. The acquisition of land for industrialization and development project has caused massive displacement of population. Since independence of India till today about 5 million people have been displaced out of which 50 per cent are tribals and in the states like Gujarat the proportion of displace people is 76 per cent (Planning Commission, 2012-17; Kujur, 2011).

Moreover, it has been also observed that the Government of India has enacted several legal provisions for welfare, development and protection of scheduled tribes in India. However, majority of them don't qualify to avail certain provisions such as reservation

policy due to their educational backwardness. Thus, their representation is far behind their prescribed quota of 8 per cent in the educational institutions and government employment. There is also device of the Tribal Sub Plan (TSP) in the form of separate budgetary mechanism for the socio-economic development of tribals and Integrated Tribal Development Programme for overall development of scheduled areas and tribals. But, despite of these provisions and measures, tribal welfare and development have only succeeded up to limited extent and the majority of time it even failed to protect the human rights of tribals in India (Kujur, 2011).

The above multi-dimensional deprivation of tribals basically the main reasons behind designing this research study to explore and examine the contributions of NGOs in political empowerment of tribal's vis-à-vis leadership development and promotion of tribal CBOs in the state of Gujarat.

Methodology:

The methodological approach of exploratory-cum-descriptive research design has been adopted for the research. Forty NGOs involved in tribal empowerment in 11 districts of Gujarat have been purposively selected to examine their efforts in the political empowerment of tribal. The information pro forma and semi-structured interview schedules have been used for the data collection. The collected data have been analyzed quantitatively and presented through descriptive writing in order to highlight the role of selected NGOs in the political empowerment of tribal in Gujarat.

Results and Discussion:

The major findings of the study are presented through charts, graphs and descriptive writing, which is as follows:

Figure – 1: Political Empowerment programme for Tribals

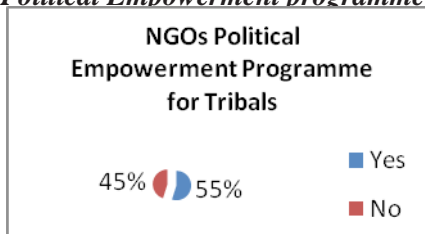


Figure 1 illustrates the number of NGOs involved in political empowerment of tribal in the study area. The data reveals that out of total 40 NGOs 22(55%) NGOs responded they have political empowerment programme in comparison 18(45%) NGOs responded they don't have political empowerment programme for tribal. As one gets impression from above data that higher number of NGOs have political empowerment programme for tribal. It also means that there is clear division among NGOs about whether to have political empowerment programme or not in the operational areas. It also indicates that NGO sector prefer to work for social, economic and educational empowerment of tribal than political empowerment in order to avoid conflict with dominant sections and the state.

Total 22(55%) NGOs having political empowerment programme reveal the objectives of political empowerment programmes are to generate awareness among tribal about their political rights and increase participation in the local self-governance and socio-political activities; to build tribal socio-political action and to form tribal organizations at the grass root level for socio-political development and advancement. In brief, the aim of political empowerment programmes of 22(55%) NGOs are intended towards increasing tribal participation in the socio-political process and build tribal local organization for their socio-political development and protection. Above data also shows that the moderate representation of selected NGOs in highlighting political empowerment of tribal's compared to the social, economic and educational empowerment. Thus, the above data indicates that the selected NGOs under study are largely developmental organizations, which work for socio-economic and educational development of tribal than political rights and political participation of tribal.

The subsequent figures and analysis of this paper are based on revelation of 22(55%) NGOs which are conducting programme for political empowerment of tribal in the study area.

Figure – 2: NGOs Strategies in Political Empowerment of Tribals

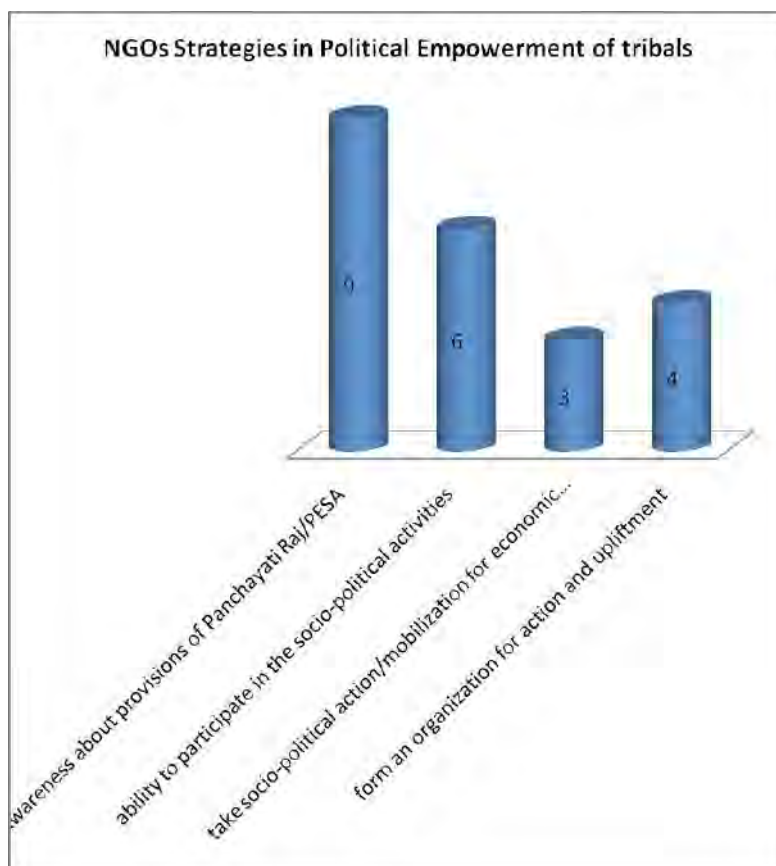


Figure 2 illustrates the NGOs strategies in political empowerment of tribal in south Gujarat. It reveals that 9(40.91%) of the total 22 NGOs responded that they evolved strategy to conduct awareness about provisions of Panchayati Raj and Panchayat Extension in Scheduled Areas(PESA), 6(27.27%) of the total 22 NGOs responded to have strategy to conduct activities to increase tribal ability to participate in the socio-political activities, 3(13.64%) of the total NGOs responded about strategy to organize socio-political action/mobilization for economic and social development of the communities, 4(18.18%) of the total 22 NGOs responded about strategy to form an organization for action and upliftment. The data reveals that a majority, 22 NGOs having strategies for political empowerment of tribal such as awareness about provisions of Panchayati Raj and Panchayat Extension in Scheduled Areas(PESA), ability to participate in the socio-political activities, organize/ take socio-political action/mobilization for economic and social development of the communities and form an organization for action and upliftment.

In order to execute above mentioned strategies, there were different activities that have been implemented by NGOs such as dissemination of information on PRI through publications and poster distribution; Awareness, Training and Workshops on PRI and PESA; strengthening PRI and local self-governance; training of tribal surpanches(leaders); strengthening of CBOs; association and networking with CBOs; Awareness, promotion and strengthening of peoples' organization, grass roots groups, peoples movements; awareness campaign and training on RTI; training/workshops on MGNREGA leadership development, etc.

Figure – 3: Frequency of implementing Political Empowerment Programme

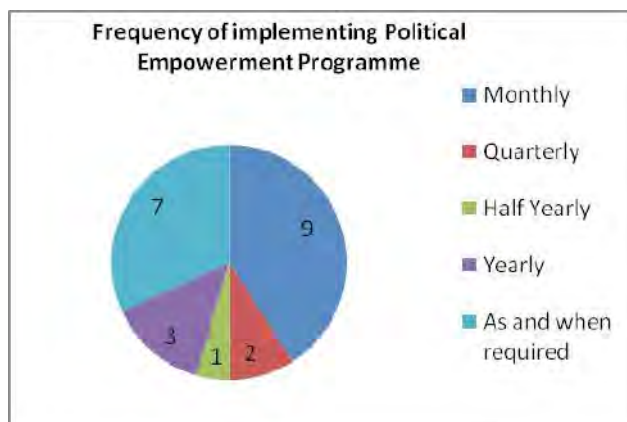


Figure 3 illustrates the frequency of implementing political empowerment programme by NGOs in the operational areas. The data reveals that 9 (40.91%) of the total 22 NGOs implementing political empowerment programme on monthly basis, 2(9.09%) of the total 22 NGOs implementing political empowerment programme on quarterly basis, 1(4.55%) of the total 22 NGOs implementing political empowerment programme on half yearly basis, 3(13.64%) of the total 22 NGOs implementing political empowerment programme

on a yearly basis and 7(31.82%) of the total 22 NGOs implementing political empowerment programme as and when required. The above trend indicates that 15 (68.18%) of the total 22 NGOs are implementing political empowerment programme on monthly, quarterly, half-yearly and yearly basis compare to 7(31.82%) NGOs implementation of political empowerment programme on as and when required basis. The above trend indicates that the selected 22 NGOs endeavour in political empowerment of tribals is ongoing and continuous to achieve aims and strategies of political empowerment programme for tribals in the study area.

Figure – 4: Level of participation and cooperation of Tribal

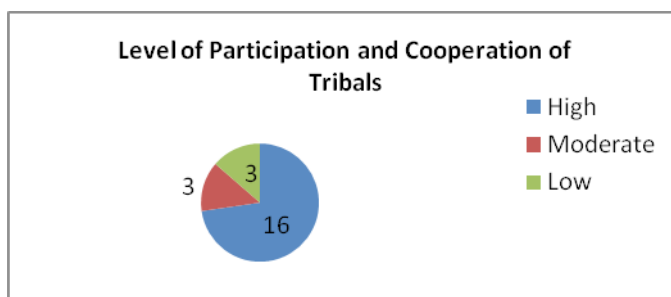


Figure 4 illustrates the level of participation and cooperation of tribals in the political empowerment programme of NGOs in the study area. Out of total 22 NGOs, 16(72.73%) NGOs have responded high level of participation and cooperation, 3(13.64%) NGOs have responded moderate level of participation and cooperation and 3(13.64%) NGOs have responded low level of participation and cooperation of tribals in the political empowerment programme in the study area. Above data shows that the majority 16(72.73%) out of 22 NGOs are getting high level of participation and cooperation from tribal groups in the political empowerment programme.

Similarly, it has been revealed by selected NGOs that all tribal community leaders are mainly instrumental for high level of participation and cooperation of tribals in the NGOs political empowerment initiatives. They have been continuously involved in spreading positive image of NGOs and have taken initiatives to mobilize tribals for NGOs political empowerment programme in the study area.

Figure – 5: Impact of Political Empowerment Programme

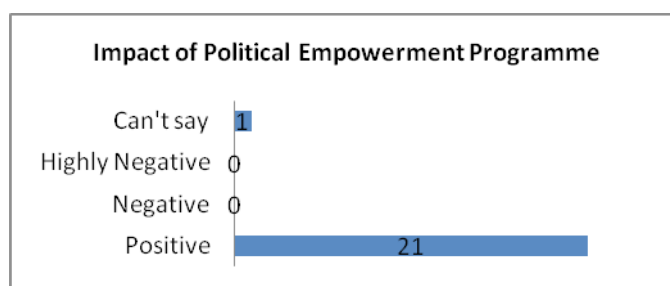


Figure 5 illustrates the impact of political empowerment programme of 22 NGOs on tribal in the study area. Majority 21(95.45%) NGOs responded about positive impact and 1(4.55%) NGO is not sure about the impact of political empowerment programme on tribals. Above data about higher positive impact of NGOs political empowerment programme although reveal self-satisfying perception of NGOs about their initiative but it also corroborates with the findings of earlier table related to the participation and cooperation of tribal in NGOs political empowerment programme in the study area.

Figure – 6: Handing over responsibility to tribal CBOs

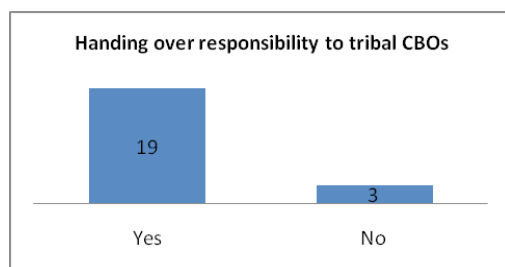


Figure 6 illustrates that NGOs are handing over responsibility to tribal CBOs to carry out the political empowerment programme. The data reveals that except 3(13.64%) NGOs of the total 22 NGOs, the majority 19(86.36%) NGOs have responded that they hand over responsibilities to the tribal CBOs to carry out political empowerment programme. Above trend indicates that majority NGOs strongly believe in participation as well as self-reliance of tribals in order to make political empowerment programme more effective and sustainable. Hence, they hand over responsibility to tribal CBOs to carry out programme. However, it has been found out that out of 19 NGOs, which had handed over responsibility to tribal CBOs, the majority 11(58%) NGOs responded partial handing over of responsibility in comparison 8(42%) NGOs responded complete handing over of responsibility to the tribal CBOs. It means majority NGOs still wants to remain as mentor and supporter of tribal CBOs than completely withdrawing themselves from the tribal empowerment process. In other words, in reality NGOs seldom withdraw completely from its project areas rather they continue to work on peripheral issues in the same area for its survival.

Figure – 7: Promotion of tribals Community-based Organizations (CBOs)

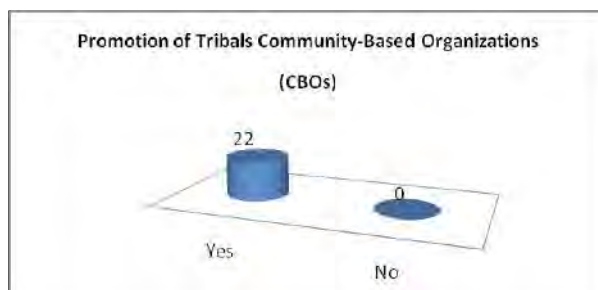


Figure 7 illustrates the responses of 22 NGOs regarding promotion of tribal community-based organizations (CBOs) for tribal empowerment. It shows that all 22(100%) NGOs promote tribal CBOs in their operational areas. The above trend indicates that the large majority of 22(100%) NGOs promote tribal CBOs in order to promote organizations ideology at tribal areas; create tribal support base for organization activities; create awareness about tribal rights; make tribal self-sufficient to address and resolve their issues; create tribal leadership; lessen organizational burden at the grass-root level; promote donor agency policy; promote organization level policy, strengthen tribal empowerment process through collective action and build local tribal group for tribal empowerment in the operational areas.

Figure – 8: Number of Tribal CBOs promoted by NGOs

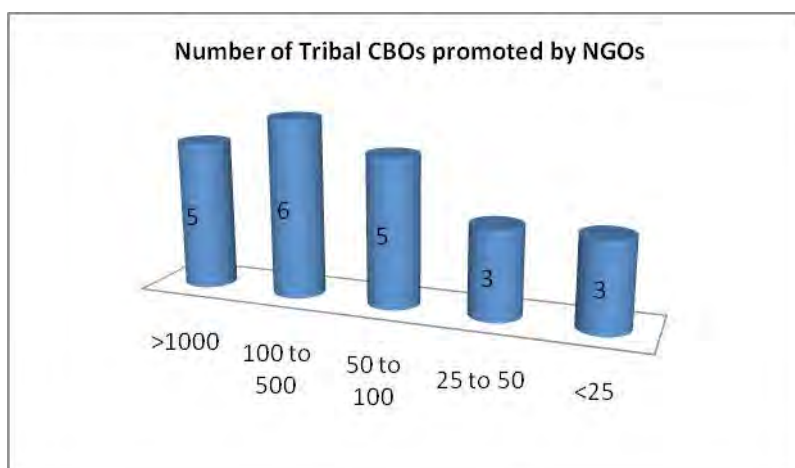


Figure 8 illustrates the number of tribal CBOs promoted by 22 NGOs for the political empowerment tribals in the study area. It shows that out of total 22 NGOs higher number of 6(27%) NGOs promote between 100 to 500 tribal CBOs, 5(23%) NGOs promote between 50 to 100 tribal CBOs, 5(23%) NGOs promote >1000 tribal CBOs, 3(14%) NGOs promote 25 to 50 tribal CBOs and 3(14%) NGOs promote <25 tribal CBOs in the study area.

Above trend indicates that the majority of NGOs involved in promoting tribal CBOs in their operational areas. It has been also observed that majority 19(86%) NGOs out of 22 NGOs promote more than 25 tribal CBOs and 3(14%) NGOs promote less than 25 tribal CBOs. Similarly, above data also indicates different size of NGOs such as big, medium and small NGOs are involved in tribal political empowerment in the study area. Importantly, the number of small and medium size NGOs are larger than big NGOs. However, the large number of small and medium size NGOs with limited professional strength and coverage could able to promote small number of tribal CBOs compare to few big size NGOs with professional strength and wide coverage have promoted large number of tribal CBOs for tribal empowerment in the operational areas.

Figure - 9: Strengthening of Tribal CBOs

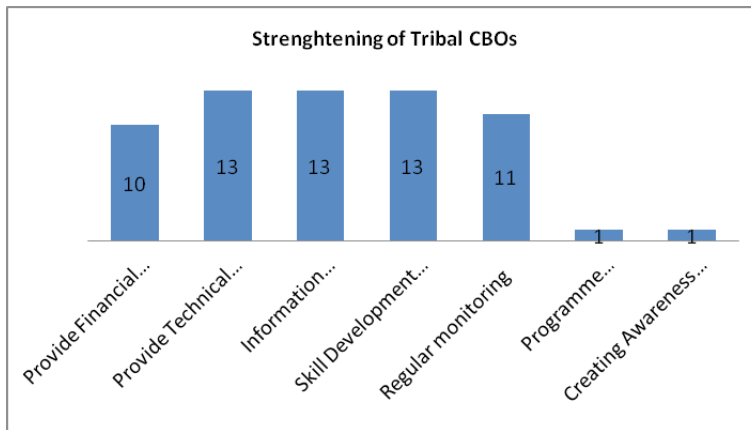


Figure 9 illustrates the efforts of 22 NGOs towards strengthening of tribal CBOs and its leadership for political empowerment in the study area. In order to strengthen tribal CBOs and its leadership, multiple initiatives have been undertaken by NGOs. Thus, the data below represents multiple initiatives of 22 NGOs to strengthen tribal CBOs and its leadership for political empowerment. The data shows that out of total 22 NGOs 10(45.45%) NGOs provide financial assistance to tribal CBOs, 13(59.09%) provide technical assistance to tribal CBOs, 13(59.09%) NGOs disseminate different kind of information, 13(59.09%) NGOs provide skill development training, 11(50%) NGOs regularly monitoring work of tribal CBOs, 1(4.55%) NGO involved in programme implementation at grass root level through CBOs financial monitoring and 1(4.55%) NGO creating awareness about tribals right. The above trend indicates that the majority of 22 NGOs have taken varied efforts to strengthen tribal CBOs and its leadership for tribal empowerment in south Gujarat. It also indicates that the majority of NGOs under study strongly believes in participatory collective action and builds capacity of tribal CBOs to achieve tribal political empowerment sustainably.

Figure – 10: NGOs role in building Social Movement



Figure 10 illustrates the role of 22 NGOs in building Social Movement for the tribal empowerment in the operational areas. The data below represents multiple roles of 22 NGOs in building social movements for tribal political empowerment in the study area. Above data shows that out of total 22 NGOs higher number of 14(64%) NGOs building broader awareness and mobilization of tribals, 8(36%) NGOs sensitizing and building network of civil society for tribal cause, 7(3%) NGOs collectively protesting for tribal human rights, 7(3%) NGOs sensitizing government through social action and 7(3%) NGOs collectively demand for justice from the government officials.

Thus, majority of 22 NGOs are playing effective role in building social movement for tribal political empowerment through building broader awareness and mobilization of tribals, collectively protesting for tribal human rights, sensitizing government through social action, collectively demanding justice from government officials and sensitizing and building network of civil society for tribal cause etc.

Figure – 11: Representation of tribal cause at the National level

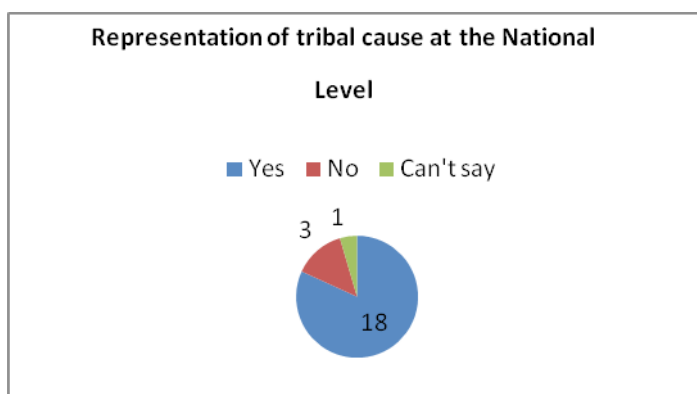


Figure 11 describes representation of tribal cause by NGOs at the National level. It shows that out of 22 NGOs majority 18(81.82%) NGOs represent tribal cause at the National level in comparison (13.64%) NGOs do not represent tribal cause at the National level and 1(4.55%) NGO is not certain about the representation of tribal cause at the National level. The above trend indicates that large majority of 18(81.82%) NGOs represent tribal cause at the National level through Networking and Lobbying (Local, Regional and National); Organizing National Seminar/Symposium/Workshops; Distribution of Pamphlets, Newsletters, Leaflets and Publication; Organizing Street plays, poster exhibition, signature campaign etc; Advocacy; Organizing demonstration, protest march, sit-ins, hunger strikes, rallies; Writing memorandum to Government; Capacity building/Training Programme for the Government officials; Networking with judiciary; Educational Training; Working for tribal rights; Forest land advocacy and activism work etc. Hence, above data indicate that large majority of NGOs under study represent tribal cause at the national level through various initiatives and activities and contributing to tribal political empowerment.

Figure – 12: Representation of tribal cause at the International level

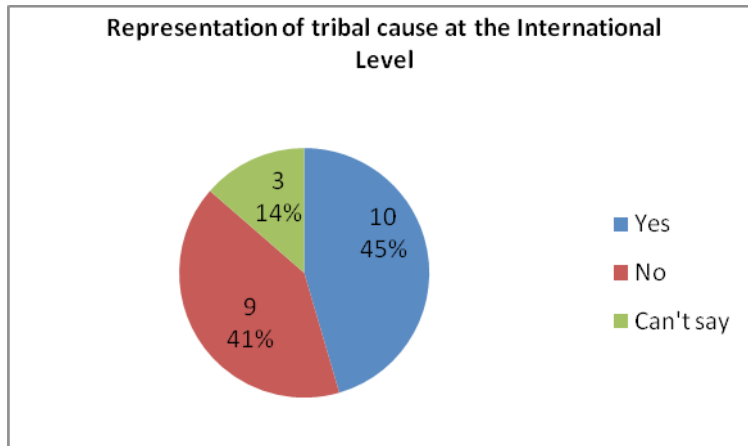


Figure 12 describes representation of tribal cause by NGOs at the International level. Above data shows that out of 22 NGOs, 10(45%) NGOs represent tribal cause at the International level, 9(41%) NGOs do not represent tribal cause at the International level and 3(14%) NGOs are not certain about representation of tribal cause at the International level.

The above trend indicates that less than 50 per cent i.e., 10(45%) big NGOs only represent tribal cause at the International level through participation in global/international/ UN conventions and conferences, networking and lobbying with international organizations and advocacy. On the other hand, the data also indicates that the significant numbers of medium and small size NGOs do not represent tribal cause at the international level may be due to their involvement in tribals empowerment is limited to the local as well as regional level than international level.

Figure – 13: Threat to carry out programme

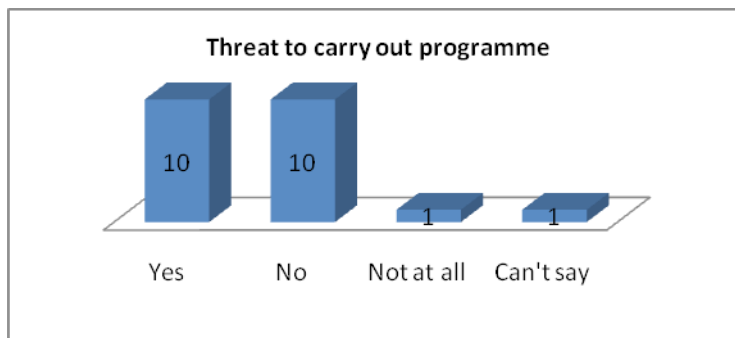


Figure 13 describes threat to NGOs to carry out programme for tribals political empowerment in the operational areas. The data shows that out of 22 NGOs, 10(45%) NGOs

have responded no threat to carry out political empowerment programme. On the contrary, 10(45%) NGOs have responded there are threats to carry out political empowerment programme for tribals and 1(5%) NGO each responded not at all threat and not sure about any threat to carry out political empowerment programme for tribals.

Out of 22 NGOs, those 10(45%) NGOs responded about threats for political empowerment programme are specifically from Local groups, Local political leaders/ organizations, Industrialist, Land encroacher, money lenders, Government functionaries/ corporations etc. It means that NGOs addressing political empowerment for tribals have potential threats from various quarters, which need to be prevented and checked by the government and civil society organizations.

Figure – 14: Sustainability of Tribal Empowerment Programme

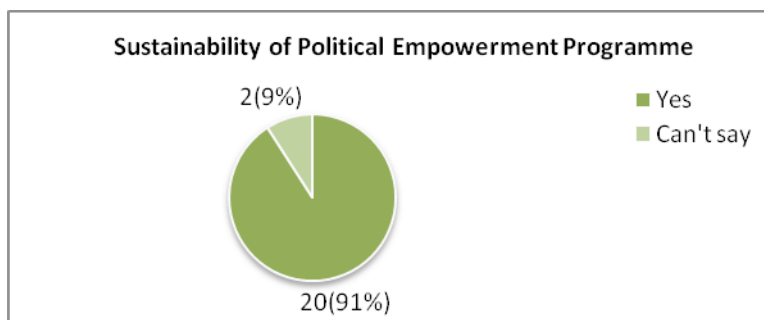


Figure 14 highlights the status of sustainability of political empowerment programme of NGOs under the study. Above data shows that out of 22 NGOs, large majority of 20(91%) NGOs responded their political empowerment programme is sustainable and 2(9%) NGOs are not sure about sustainability aspect of their political empowerment programme.

A large Majority of 20(91%) NGOs responded sustainability in their political empowerment programme due to orienting staff regularly about the significance of tribal empowerment programme, recruiting efficient and committed staff for tribal cause, maximum participation of tribal groups, developing ownership and self-reliance among tribal CBOs, regular supervision of programme, regular monitoring of programme and regular evaluation of programme. Above data indicates that NGOs working for tribal empowerment are seriously concerned about sustainability of political empowerment programme and they adopted different mechanism to maintain sustainability of political empowerment for tribals in their respective areas.

Conclusion:

The findings of the study described that out of total 44 NGOs, majority 22(55%) NGOs have political empowerment programme and promote tribal community-based organizations(CBOs) in order to promote organizations ideology in the tribal areas, create tribal support base for organizations activities, create awareness about tribal rights, make tribal self-sufficient to address and resolve their issues, create tribal leadership, lessen

organizational burden at the grass-root level, strengthening tribal empowerment process through collective action and building local tribal group in the operational areas. Similarly, NGOs are purposively involved in strengthening of tribal CBOs and its leadership by providing technical assistance, financial assistance, capacity building training, information dissemination on Government programmes and schemes, programme implementation, regular monitoring of programme and finance and creating awareness on Tribal Rights. It means the majority of NGOs have taken varied efforts to strengthen tribal CBOs and its leadership for tribal empowerment in south Gujarat. It also indicates that the majority of NGOs under study strongly believes in participatory collective action and builds capacity of tribal CBOs to achieve mission of tribal empowerment sustainably.

Finally, the findings of the study justifies the theoretical schema of Friedmanns' regarding nature and work of peoples initiatives and formally structured organizations like Non-Governmental organization(NGOs) are the instruments of development engaged in consciousness raising, local knowledge and grassroots action must be more politically realistic. It develops strategies to remove structural obstacles to human development and marginalization and these organizations that can empower people both economically and psychologically, developing the people's capacities, people's organizations and determination to claim rights. These grassroot organization and NGO also helping to link local action back into the national and structural change (Friedmann, 1992).

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Role of Social Workers in Prevention of Juvenile Crimes in Kerala: A Paradigm Shift

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Abstract

Since the human evolution, crime has been one of the overriding problem which arises when someone breaks the law by an obvious act, omission or neglect that can result in punishment. In attention of the rudimentary necessities and erroneous clutch, a child may turn into a delinquent. Despite the social awareness, juvenile delinquent behavior is one of the most important issues we face as a nation in this new millennium. No child is ever born as a criminal. It might be their surroundings, improper socialization, the peer group, and lack of parental care, which give raise to the delinquent behavior among children. It is worth pointing out in this respect that, social work should be seen as a sphere of action that is responsive to societal realities rather than as an immutable set of functions and strategies. Potential social work function could contribute to the promotion and protection of children's rights in the justice system. This paper is an attempt to explore the paradigm shift in the role of social worker in the growing magnitude of juvenile crimes in Kerala.

Key words: *Paradigm Shift, Delinquent behavior, Socialization, Counselling, Sensitization.*

Introduction

The evolution from childhood to adulthood in a progressively composite and mystifying world create delinquent and criminal behavior among young people. Irrespective of regional variations, some effective tactics and procedures required for preventing juvenile crimes with specific courtesy set to the expansion of instructive, proficient progress and community programmes, enhancements in family relations and parenting abilities and the value of curative justice for both committers and victims. The experience as a Member of Juvenile Justice Board, about six years since the inception of JJ Boards in Kerala, inspired me to have a look into the magnitude of juvenile crimes in Kerala. Statistical data indicate that in almost all parts of the world, with the exception of the United States, rates of youth crime rose in the 1990s. Crime by juveniles is a punitive and interminable reality

in India. It's a disturbing trend and society as a whole is anguished by such criminal acts by children. The often-used term juvenile delinquent is currently known with the nomenclature 'Juvenile in Conflict with Law' (JCL) in the Indian context and now by the introduction of new Juvenile Justice Act, it is known as the 'Child in Conflict with Law' (CCL). 'Child in Conflict with Law' means a Child who is alleged to have committed an offence. Section 15 (1) of JJ Act 2015 states : "In case of a heinous offence alleged to have been committed by a child, who has completed or is above the age of sixteen years, the Board shall conduct a preliminary assessment with regard to his mental and physical capacity to commit such offence, ability to understand the consequences of the offence and the circumstances in which he allegedly committed the offence, and may pass an order in accordance with the provisions of subsection 3(3) where the Board after preliminary assessment under section 15 pass an order that there is a need for trial of the said child as an adult, then the Board may order transfer of the trial of the case to the Children's Court having jurisdiction to try such offences of section 18.

Kerala is a state known as "Gods own country". With its high Human Development Index which has the highest literacy rate 93.91%, highest life expectancy 74 years and lowest sex ratio 923 / 1000 among Indian states, high standard of living, ranks high also in Juvenile crimes. In the year 2015, Kerala has been chosen by the India Today weekly as the best state in India and National Geographic Magazine has selected as one of the best 50 tourist spots of the World. But regarding suicide, high alcoholic consumption, high rate of substance abuse by the children, depression rate among the young generation, atrocities against women and children, increasing rate of road accidents, high rate of domestic violence etc., Kerala has an unappealing picture before the world.

Review of Literature

A child might be a criminal because of ambiances, absence of parental care, erroneous socialization, and the peer group. Delinquent behavior of the children can never be managed through firm rules and stiff margins. The main tenet of social control theory is that increased social bonds decrease the likelihood of engaging in crime and deviance (Hirschi, 1969). It is widely known that children experiencing physical and emotional trauma tend to exhibit behaviors associated with posttraumatic stress disorders during childhood and into adolescence. Research indicates that families that are less expressive, experience more conflict, and are more enmeshed are associated with antisocial adolescents (Carson, Chowdhury, Perry, & Pati, 1999). Delinquency is a universal problem and it is seen all over the world without exceptions to any specific cultures or religions. Generally, delinquency refers to illegal acts, whether criminal or not, committed by youth under the age of 18. The term juvenile delinquency was officially developed in the United States in 1899, when the first code of juvenile delinquency was enacted in Chicago, Illinois (Shoemaker, 2005).

The families that children grow up in and the social environment in which they live can have major effects on their well-being (Wallman, 2010). Many parents do not fully grasp their role as a teacher nor do they realize the influence they exert as parents on their children. When these vital lessons are not taught by the family, a child may collapse under the pressures of the outside world, with juvenile delinquency being an almost certain fate.

“The relationship is so strong that if ways could be found to do it, a strengthening and preserving of family life, among the groups which need it most, could probably accomplish more in the amelioration and prevention of delinquency and other problems than any other single program yet devised” (Monahan, p. 258, 1957). A particularly important factor to delinquency may, therefore, be the presence or absence of a father figure in the household. Price and Kunz (2003) conducted a meta-analysis involving 72 studies that involved divorce and juvenile delinquency. The results indicated that children from divorced homes have higher rates of delinquency compared to children from intact homes, with the exception of alcohol use.

Parenting practices may also impact delinquency over the long term. Loeber and Stouthamer-Loeber (1986) identify four paradigms that outline how parents can negatively influence adolescent behavior. They are, neglect; conflict; deviant behaviors and attitudes; and disruption. Rankin and Kern (1994) found that children who are strongly attached to both parents have a lower probability of self-reported delinquency than children who are strongly attached to only one parent. Parenting factors such as monitoring, supervision, involvement, and attachment reduce the likelihood of adolescents participating in crime and delinquency (Hoeve, 2009). The distinctive role of children and adolescents in Indian families and their interdependency with the family members tends to last much longer compared to many other developed countries (Madan, 1990; Simhadri, 1989).

Children in different family structures also experience many forms of monitoring, supervision, involvement, and attachment they receive from their parents (Hoeve, 2009). Two of the main factors influencing juvenile delinquency are the family structure that a child is exposed to (Apel & Kaukinen, 2008; Price & Kunz, 2003) and the relationships adolescents have with parents. Moreover, there is evidence that there is a great degree of variability within “broken home” families (Apel & Kaukinen, 2008; Demuth & Brown, 2004). The broken home issue has been a key component in the theories surrounding delinquency since the onset of criminology in the nineteenth century (Wells & Rankin, 1991). The failure of families may result serious consequences for the individual as well as for the society at large (Patchin, 2006). Kubrin, Stucky, and Krohn (2009) posit that there is movement from restricted to unrestricted environments in adolescence. The majority of adolescent criminal offenses are committed by males. This overrepresentation of males in juvenile delinquency is one of the most robust and stable findings in the literature (Freeman, 1996; Odgers & Moretti, 2002; Quinsey, Skilling, Lalumiere, & Craig, 2004).

Role of Social Workers in the Prevention of Juvenile Crimes

The social worker has a vital role to play in the growing magnitude of juvenile crimes in Kerala. In the social contexts like family, schools, peers and gangs, drugs in context etc. the active role of the social worker in sensitization, prevention and curative fields are of most important. This article try to explore the social worker’s expertness as counselor and facilitator better prepare them than law enforcement personnel to address youth offender’s psychological and social and mental health needs. Potential social work function could contribute to the promotion and protection of children’s rights in the justice system. Social workers have had a defined role in providing services to incarcerated individuals since the

inception of the profession in 1904 (Roberts & Springer, 2007). They are trained to bring a more constructive, holistic view on how to deal with teen offenders through counseling, developing relationships with family and friends, and engaging in school activities. A social worker conveys hope, reducing resistance and ambivalence, recognizing and managing feelings, identifying and supporting personal strengths and social assets, breaking down problems into parts that can be solved more readily, and maintaining a focus on goals and the means of achieving them.

Clearly, the social work profession has the requisite history and experience in providing services to the criminal and juvenile justice populations to effect meaningful change in the criminal justice system. The social worker can help the justice system provide more effective services to the offender, their families, and their communities as professionals by participating in the process of public policy development (Roberts & Springer, 2007, p. 46). Social work has historically been strongly associated with the positivist school of thought of crime prevention. Roberts and Springer (2007) posit that to be effective in the current criminal justice environment, social work must begin to move away from such a one dimensional view of offenders, particularly in light of significant changes in sentencing guidelines. The changes in the judicial policy for sentencing forced the social work profession to examine new realities and develop a more multidimensional approach to its role as a major part of the criminal justice system.

Objectives

The objectives of the study were to analyze the trends in Juvenile Crimes in Kerala & to examine the role of Social Worker in the prevention of juvenile crimes in Kerala.

Methodology

Secondary data is collected from JJBs of 14 districts in Kerala (Study Area). Data analyzed after consultation with experts and experienced people in this field. Data of seven years from 2009 to 2015 has been used for the purpose of analysis. Time series analysis, percentage analysis, charts etc. are used for the analysis of data in this article. The precise purpose of this study is to explore the paradigm shift in the role of social worker in the growing magnitude of juvenile crimes in Kerala.

Results and Discussion

It is impossible to study without understanding the condition behind juvenile involvement in criminal activity. Table 1 explains the Juvenile crimes over seven years in all Districts in Kerala.

Table No. 1 : Juvenile crime over seven years in all Districts in Kerala

Sl.No.	Districts	2009	2010	2011	2012	2013	2014	2015
1.	Trivandrum	114	104	111	162	165	112	124
2.	Kollam	73	72	94	82	125	112	136
3.	Alappuzha	54	74	50	42	75	34	57
4.	Idukki	06	01	04	10	24	54	62

5.	Kottayam	51	54	68	50	103	112	128
6.	Pathanamthitta	23	17	25	46	38	72	51
7.	Ernakulam	70	104	80	67	60	16	38
8.	Thrissur	89	93	114	63	157	102	119
9.	Palakkad	55	49	84	95	119	128	137
10.	Malappuram	60	36	47	57	39	64	53
11.	Kozhikkode	130	158	156	210	263	280	272
12.	Wayanad	34	26	23	27	46	46	51
13.	Kannur	86	74	96	109	118	180	192
14.	Kasaragod	80	40	47	27	55	44	63

Source: JJB data

Table No.1 shows the Juvenile crimes over seven years in all districts in Kerala. These are the crimes recorded in the respective CCL's. Among the districts, Kozhikode and Trivandrum are the highest followed by Kannur, Kollam, Palakkad, Kottayam and Thrissur. The lowest crime recorded districts are Ernakulam, Wayanad, Pathanamthitta, Alappuzha, Idukki, Kasaragod and Malappuram in the year 2015. The major weakness while dealing with the issue of juvenile crime is the absence of recorded crimes due to many factors. Victims or the authorities are not interested to register the cases either because of the fear of social exclusion or threat or thinking that it will become an additional burden.

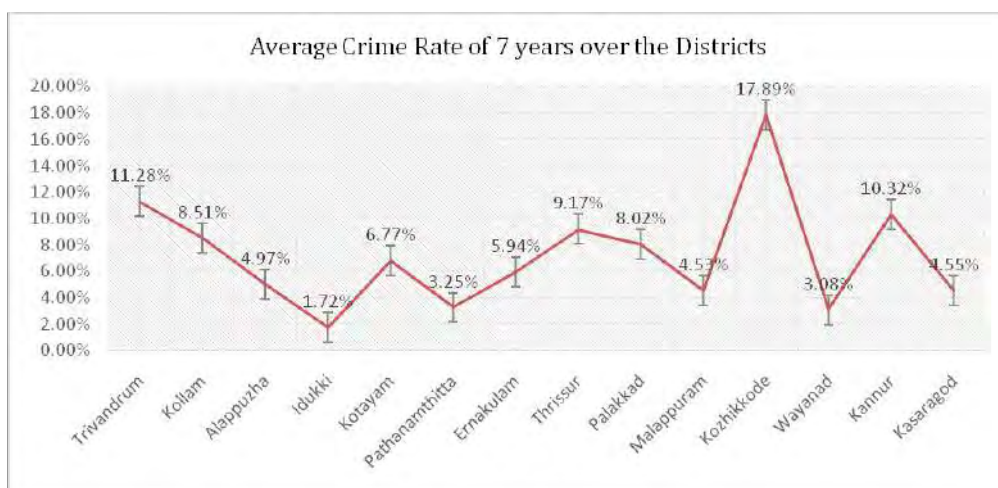
Table No. 2: Percentage of Crimes in the districts of Kerala

S l . No.	Districts	2009	2010	2011	2012	2013	2014	2015
1.	Trivandrum	12.32%	11.53%	11.11%	15.47%	11.90%	8.26%	8.36%
2.	Kollam	7.89%	7.98%	9.41%	7.83%	9.01%	8.26%	9.17%
3.	Alappuzha	5.84%	8.20%	5.01%	4.01%	5.41%	2.51%	3.84%
4.	Idukki	0.65%	0.11%	0.40%	0.96%	1.73%	3.98%	4.18%
5.	Kottayam	5.51%	5.99%	6.81%	4.78%	7.43%	8.26%	8.63%
6.	Pathanamthitta	2.49%	1.88%	2.50%	4.39%	2.74%	5.31%	3.44%
7.	Ernakulam	7.57%	11.53%	8.01%	6.40%	4.33%	1.18%	2.56%
8.	Thrissur	9.62%	10.31%	11.41%	6.02%	11.32%	7.52%	8.02%
9.	Palakkad	5.95%	5.43%	8.41%	9.07%	8.58%	9.44%	9.24%
10.	Malappuram	6.49%	3.99%	4.70%	5.44%	2.81%	4.72%	3.57%
11.	Kozhikkode	14.05%	17.52%	15.62%	20.06%	18.96%	20.65%	18.34%
12.	Wayanad	3.68%	2.88%	2.30%	2.58%	3.32%	3.39%	3.44%
13.	Kannur	9.30%	8.20%	9.61%	10.41%	8.51%	13.27%	12.95%
14.	Kasaragod	8.65%	4.43%	4.70%	2.58%	3.97%	3.24%	4.25%

Source: JJB data

Table No. 2 explain the percentage of crimes over the 14 districts from 2009 to 2015. Increased percentage of crimes are recorded in 2015, in the districts of Kollam 9.17%, Idukki 4.18%, Kotayam 8.63%, Pathanamthitta, 3.44%, Palakkad 9.24%, Kozhikkode 18.34%, and Kannur 12.95%, when comparing with 2009 data. At the same time there will be comparative reduction of juvenile crimes in some of the districts between 2009 - 2015, such as, Trivandrum 8.36%, Alappuzha 3.84%, Ernakulam 2.56%, Thrissur 8.02%, Malappuram 3.57%, and Kasaragod 4.25%. It means six districts in the state shows reduction in crimes while eight districts having still increasing crime rate even over a span of seven years.

Figure – 1: Average Crime Rate of Seven Years over the districts



Source: JJB data.

Figure No. 1 illustrates the average crime rates over the seven years among the districts in the state. The highest average recorded in Kozhikkode district 17.89% followed by Trivandrum 11.28% tailed by Kannur and Thrissur 10.32%, 9.17% respectively. The lowest average recorded by Idukki 1.72%, then Wayand 3.08% and Pathanamthitta 3.25%.

Table No. 3: Higher Crime Rate (>10%) Districts over the Years

Sl.No.	Districts	2009	2010	2011	2012	2013	2014	2015
1	Trivandrum	12.32%	11.53%	11.11%	15.47%	11.90%		
2	Ernakulam		11.53%					
3	Thrissur			11.41%		11.32%		
4	Kozhikkode	14.05%	17.52%	15.62%	20.06%	18.96%	20.65%	18.34%
5	Kannur				10.41%		13.27%	12.95%

Source: Calculated from JJB data.

Table No. 3, comprises of higher crime rate on a scale of >10% on districts over the years from 2009 to 2015. It is evident that, in 2009 Trivandrum district has an increased rate of crime in the year 2009, 12.32% comparing with other districts on a scale of >10% up to 2013 and then it falls. Districts of Kozhikkode and Kannur have shown an all-time increase in crimes even in 2015, 18.34% and 12.95% respectively.

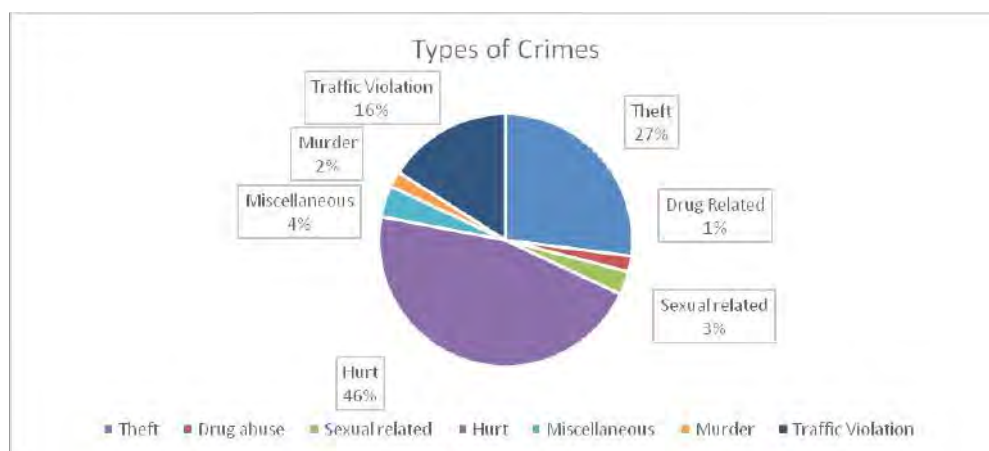
Table No. 4: Lowest Crime Rate (<5%) Districts

Sl.No.	Districts	2009	2010	2011	2012	2013	2014	2015
1	Alappuzha				4.01%		2.51%	3.84%
2	Idukki	0.65%	0.11%	0.40%	0.96%	1.73%	3.98%	4.18%
3	Kotayam				4.78%			
4	Pathanamthitta	2.49%	1.88%	2.50%	4.39%	2.74%		3.44%
5	Ernakulam					4.33%	1.18%	2.56%
6	Malappuram		3.99%	4.70%		2.81%	4.72%	3.57%
7	Wayanad	3.68%	2.88%	2.30%	2.58%	3.32%	3.39%	3.44%
8	Kasaragod		4.43%	4.70%	2.58%	3.97%	3.24%	4.25%

Source: Calculated from JJB data.

Table No. 4, examine the lower crime rate on a scale of <5% on districts over the years from 2009 to 2015. Eight districts are preceding with lowest crime rates in 2015. But when it compared to the crime rate of 2009, all of them shown an increased rate. The effectiveness of juvenile crime monitoring as well as resolving system is in question.

Figure No. 2 Major Crimes



Source: JJB data.

Figure No. 2 illustrate the major crimes in these districts. Major share of crimes are Hurt prone. It is about 46%. Theft became second 27%, traffic violation 16% and miscellaneous crimes accounted for 4%. Sexual related crimes are 3%, murder and drug

related crimes are 2% respectively. From the analysis, a total of seven categories of crimes are very prevalent in Kerala.

Discussion

From the results it is clear that, juvenile crimes are increasing over years in Kerala. Among the districts, Kozhikkode (18.34%) shows the highest crime rates followed by Kannur (12.95%). The lowest and decreasing rate of juvenile crimes accounted for Pathanamthitta (3.44%). Five districts shows an ever increasing crime rate over the years (>10%) and Eight districts shows lowest crime rates (>5%). Some special attention needs in two districts where there is constant increase of crimes. Among crimes, Hurt and Theft will be the most frequent and an average of 46% and 27% respectively accountable. Female participation in crimes is negligible to some extent. In the state of Kerala, where the study was conducted, the facilities have been established for the treatment of adjudicated children and adolescents: six Juvenile Homes, 14 observation homes, one Certified Juvenile Home, and two special homes.

There are so many reasons accountable for the increase of juvenile crimes in Kerala. Important among them are: Family environment, low income and poor housing, single parenthood, conflict within the family, family member involved in criminality, poor parental supervision, political views of the family, financial freedom, community, neighborhood neglect, high levels of criminal damage, non-judicious use of mobiles phones and the social media, peer pressure influence (Associating with other young people who commit crimes) bullying, use of substances (including alcohol, drug use), absence of adequate guidance (effective parenting, grant parents influence), difficulty of distinguishing what is right or wrong, greed, poverty, lack of proper education , poor attendance and exclusion, low attainment, poor school environment, disruptive and aggressive behavior.

Reflections on Paradigm Shift in the Roles of Social worker:

The following are the certain reflections in the paradigm shift in the roles of social workers in a civilized society like Kerala:

1. The social worker can use different methods of social work to learn and understand different problems faced by the juvenile and can make individual care plan and the rehabilitation plan for the community based rehabilitation of the juvenile.
2. The social worker can work in the prevention of juvenile delinquency through sensitization, motivation and behaviour modification programs and peer group targeted programs.
3. The social worker can act as a guide and mediator for the apprehended juvenile in how to proceed in the allegation against them.
4. The social worker can help the family especially the parents to properly handle the cases against their children and also to monitor the children as to how they don't involve in similar antisocial activities.
5. The social worker can act as a friend and guide to peruse their life goals by being a

mentor to the juvenile.

6. The social worker can identify from the juveniles whom they support the negative peer groups, dangerous juvenile gangs and their activities and can execute many plans to save such juvenile from the clutches of destruction.

Suggestions

Suggestions drawn from the study to emphasis the role of social worker in the event of increasing juvenile crimes in Kerala are as follows:

1. A meticulously planned Public, Private, Community partnership rehabilitation plan can prevent juvenile crimes and accelerate the community based rehabilitation of the children in conflict with law.
2. As there is a concept of special juvenile police in the JJ Act there could also be special trained juvenile social workers for the rehabilitation of the children in conflict with law.
3. As in the Western countries, juvenile social workers are to be placed in all the children's homes and the rehabilitation centers of the children.
4. The presence of a juvenile social worker is a must in schools to identify the vulnerable children to accelerate the prevention aspect of juvenile crimes in the society.
5. The juvenile social workers can come with various sensitization programs for the parents, children, young couples etc. Especially initiation of a certificate course in parenting will be an effective program which is still not there in Kerala, the highly developed state.

Conclusion

Children are nation's assets and are the most vulnerable group in the society. They can be exploited, misguided, abused and immersed into detrimental channels by disruptive rudiments even in the civic society. In Legal Aid Committee Vol. 12, the Supreme Court observed, "children require the protective umbrella of society for better growth and development as they are not in a position to claim their entitlements". A state having highest literacy, standard of living, political consciousness and moving towards highest growth showing a dangerous trend of juvenile crimes is not a child friendly state. It is worth pointing out in this respect that, social work should be seen as a sphere of action that is responsive to societal realities rather than as an immutable set of functions and strategies. A chain of social treatment and social worker's expertness as counselor, facilitator and a behavior mentor, will better prepare them than law enforcement personnel to address youth offender's psychological and social needs. Potential social work function could contribute to the promotion and protection of children's rights in the justice system. A social worker has great role in this context.

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Review of Research on School Based Life Skill Intervention for Adolescents in India

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Abstract

This-a purely review article-has reviewed Indian studies published from 2005 to 2017, on school based Life Skills Intervention .It is an attempt to ascertain whether there were any studies which evaluated the efficacy of this approach. Popular data bases and Web-cites have been consulted to locate the studies published. The same are reviewed by adopting content analysis method. Almost two School Based Life Skills Intervention programs per year are reported; studies conducted on mixed groups of male and female student adolescents are preponderant; the researchers considered the programs to be effective and had a positive impact on the adolescents' attitudes and behavior. Majority of the studies are short term intervention studies conducted by researchers with a narrow perspective of ascertaining impact of LSE on adolescents; Studies examining sustaining impact of LSE, Studies on rural, tribal, non-student adolescents and studies exclusively on girls or boys are sporadic; Studies, despite mixed samples, lack analysis from gender perspective; Studies evaluating Government programs/schemes on LSE are practically nil.

Key words: *Adolescents, Life Skills Intervention, LSE School Based Programme.*

Introduction

UNICEF (2012) considered adolescence as an age of opportunity for children, and a pivotal time for the society to build, to help them navigate risks and vulnerabilities, and to set them on the path of fulfilling their potential...'. However, the changes occurring different domains of human existence during this developmental phase may perplex children and leave them broken and defeated. Under such circumstances, children either require guidance or support from significant others, or the capacities to cope with these changes and face the challenges of adult life. The second option being a long lasting and more beneficial to

the adolescents, many-a-people now contemplate on the provision of Life Skill Education (LSE) to prepare them for the transition to healthy adulthood. By these indispensable needs of adolescent the World Health Organization 1993) introduced guidelines document to facilitate the development and implementation of life skill programmes focusing on children and adolescent in schools to improve psychosocial competencies and enhance coping resources. It listed 10 life skills, which are 1) Self-Awareness 2) Empathy (3) Decision Making (4) Problem Solving 5) Effective Communication (6) Interpersonal relations (7) Creative Thinking (8) Critical Thinking 9) Coping with Emotions and (10) Coping with Stress.

Thus UNESCO (2001) report states life skills aim at bringing positive behavioral changes, motivate individuals to behave in healthy ways, form a link between self-care and self-discipline, self confidence, improves self-image and better interpersonal relationships ,promotes physical, mental and social sense of positive attitudes ,better relationship with family and peer group. , increased self-awareness, better self-management, provides rehearsals of situations, which bring negative pressures, like indulgence in drugs. Similarly Aparna and Raakhee (2011) endorse this view stating that, life skills enable adolescents to make healthy choices, promote mental well being, develop competence to face the challenges of life, help to take effective actions for self protection and to have worthy social life. By acquiring life skills one can be able to think alternatives to solve the critical problems. But, both the present educational and the social system do not seem to be enabling adolescents acquire these life skills (Singh and Menon 2015; Saxena 2017).

There is a view held that much research-both in the West and India-has been carried out to examine the state in which the adolescents are, their specific problems, but for the evaluation of the strategies adopted to overcome their problems. In this article therefore the authors have made an attempt to review the research on 'life skills development' among adolescent students through the school based LSE (Intervention) approach, and examine whether there are any evaluation studies.

Research Problem

In the wake of an emphasis laid on dissuading adolescents from risk behavior and developing their capacities to be productive adults, a number of approaches-Life Skills Education being one such approach -have been adopted by both the Government and non-Government organizations, in India. The adolescent girls are focused with more vigor as they experience serious consequences when they do not possess the requisite life skills and be empowered. However, there does not seem to be a systematic evaluation of these attempts or review of the research conducted and reported. Hence this study is undertaken.

Objectives

- To evaluate the efficacy of school based life skill approach on adolescent through popular data bases and Web-cites.
- To focuses on the incidence, authorship, area of research, research design, sampling and findings.

- To assess the life skills based education (LSBE) approach which empowers adolescents in changing attitudes and behavior.
- To identify the research gaps for further research.

Justification for the Choice of the Period of Review

An exhaustive review covers available school based Life-Skills Intervention studies, both in urban and rural areas of India from 2005 to 2017. This period is opted because, in 2005 the NCERT (2005) developed the National Curriculum Framework which emphasized on constructive learning experiences, and on the development of an inquiry-based approach, work-related knowledge and broader life skills. According to the Central Board for Secondary Education and Sarva Shikshan Abhiyan incorporated this approach in their curricula. The researcher expected a heightened interest in the introduction of LSE approach in schools thereafter and an evaluation of such intervention to assess its impact. Hence the researcher decided on this period for the review.

Sources of Reviewed Articles

The data bases consulted for locating the studies are Shodhaganga, Research Gate, Google Scholar, Pub Med, JSTOR, International Journal of Indian Psychology, Sage Journals, Science Direct and Reports of the Government of India, UNICEF, and WHO. The researcher found that, while there was abundant research on various aspects pertaining to adolescents, the studies on LSE were sporadic.

Inclusive and exclusive criteria

- Articles reviewed from Shodhaganga, Research Gate, Google Scholar, PubMed, JSTOR, International Journal of Indian Psychology, Sage Journals, Science Direct and Reports of the Government of India, UNICEF, and WHO reports.
- An exhaustive review covered available school based Life-Skills Intervention studies, both in urban, rural and tribal areas of India from 2005 to 2017.
- Articles reviewed included single group (boys and girls) and mixed group of students.

Results and Discussion

The researcher has made a content analysis of these studies, in accordance with the objectives of this review. Based on this, the researcher has attempted to discern the research gaps.

The first published study, found by the authors is of Yadav and Iqbal (2009). These researchers attributed the increasing problems of emotional disturbances, sexual activity in schools, use of alcohol, drugs, dropping out from the school, etc., among adolescents to the lack of their coping skills. They therefore chose to assess the impact of life skill training on self-esteem, adjustment and empathy among adolescents, and ascertain the importance of life-skills among 60 students (30 males and 30 females) between 15-17 years adolescents. The overall post training result showed that the training was very effective as adolescents improved in self-esteem, emotional, educational, total adjustment and empathy

traits. Hence the researchers conclude that there is significant difference on adjustment of adolescents before and after life skill training in the area of emotional, educational and total Impact of Life Skill Training adjustment, only in social adjustment findings does not support the expectations.

Prasad (2009) carried out a study to find out the effect of Life Skills based Health Education (LSBHE) on adolescent students' awareness and attitude towards substance use. Eight hypotheses were tested by her. A purposive sample of 583 student-adolescents was selected. Data were collected by using pre- and post-test control group design. A module for LSBHE was designed for intervention. Both descriptive and inferential statistics were employed for data analysis. After Intervention result revealed there was a significant improvement in the awareness of various substances across gender, type of school and substance use status. Overall, there was no significant effect on attitude towards substance use, post intervention. Change in attitude was significant for one subscale- 'Social sanction for substance use'. Students reported improvement in life skills after LSBHE intervention.

Bharath and Kumar (2010) were of the opinion that since education was achievement-oriented rather than child-oriented, it did not address the needs of children in spite of various levels of scholastic competence. They carried out a quasi-experimental study comprising an experimental and a control group, employing the NIMHANS model on LSs to assess its impact on adolescents of both sexes between 14 to 16 years studying in 8th, 9th and 10th standards, in Coping, Self-esteem, Adjustment, and Psychopathology, in four diverse districts (Bangalore rural, Bangalore urban, Udupi, Haveri) covering selected 261 secondary schools and 55,000 adolescents for 3 months during the academic year.

Results showed that the intervention improved adjustment of the adolescents with teachers, school, increased pro-social behavior, coping, and self-esteem. It also indicated that even at the end of 1 year, there was a significant change in the way the adolescent perceived he/she in the school, with the teachers, and the confidence level, improved coping and self-esteem to deal with developmental challenges. Perceived self-efficacy, better self-esteem and general adjustment were significantly different between the two groups. Hence, the researchers recommended for the life skills education for all the adolescents to enable them develop skills and empower

Vrinda and Rao (2011) states adolescence is a transition phase where major physical and psychological changes occur are more vulnerable and have self doubt, uncertainty, disappointment which leads to involve in risk behaviour. The authors concluded by emphatically stating that, a continuous implementation of different models on adolescents over a period can modify their behavior by enabling them to abstain from risk behaviour, and reinforcing positive self enriching behaviour.

In 2012, Khera and Khosla conducted a study with a randomly selected sample of 500 adolescent students from 10 Government Senior Secondary Schools (25 each from 8th and 9th standards) of South Delhi, who had undergone YUVA School Life Skills Program (SLP), the main aim of their research was to study the relationship between Core Affective Life Skills and Core Cognitive Life Skills with Self Concept of adolescents developed

through YUVA School Life Skills Program. The analysis of the data revealed a positive correlation between self concept of adolescents and their core affective life as well as their core cognitive life skills. Hence they concluded that adolescents having good Self-Concepts had improved both their core affective and core cognitive life skills significantly through YUVA SLP.

In yet another study of Sorensen, Gupta, Nagler and Viswanath (2012), evaluated tobacco use prevention program in India implemented by the Salaam Bombay Foundation (SBF) a non-profit organization working with youth from low socio-economic backgrounds in Mumbai. Their main aim was to describe the effectiveness of the SBF program by comparing knowledge, attitudes and life skills, and tobacco use patterns among 8th and 9th grade students in SBF schools with 8th grade students in schools not receiving the SBF program by using a quasi-experimental design intervention was given during academic year-2010-11.

Findings indicated that the tobacco use was lower in intervention students, compared to students in the control schools. They reported more efforts to prevent tobacco use among others, and reported stronger life skills and self-efficacy than students in control schools. Findings also indicated that after one year of exposure to the program, students in SBF schools were only half as likely as students in control schools to have used tobacco in the last 30 days, and the usage of tobacco after two years of exposure to the program was even further reduced.

Nair et al (2012) in their study examined the impact of family life and life skill education package on the perceived problems of higher secondary school students by conducting survey among 11,501 adolescents belonging to 103 Higher Secondary Schools in Thiruvananthapuram district through Teenage Screening Questionnaire-Trivandrum for 10th Std. students. Family life and life skill education package was given to them and post intervention evaluation of improvement in knowledge level was assessed after 6 months by a structured pre-tested self-administered questionnaire. The pre-test results revealed a number of adolescents reporting various problems related to their body image, family and scholastics. 506 adolescents volunteered for medical check-up and 1247 for detailed psychological assessment. Family life and life skill education package showed consistent improvement in knowledge even after a gap of 6 months.

Sijimol (2014) conducted a study on the extent of life skills among Higher Secondary School students and compared them in the sub samples based on gender and domicile by adopting the normative survey method and life skills scale prepared by self to collect data for 600 students in six districts of Kerala by stratified random sampling technique. Results showed that the respondents possessed moderate level of life skills and found significant difference between life skills of male and female students. There is no significant difference between life skill of rural and urban higher secondary school students. Thus proper guidance and counseling should be rendered and establishment of information guidance center for the students.

Parvathy and Pillai (2015) conducted an experimental pre- and post- study design,

with a control group among 57 High School students (14 to 18yrs) of a coastal school in Kerala which randomly divided into two groups: experimental (1) totaling 30 and experiment-delayed group (2) totaling 27. Pre- and Post-intervention data were collected through self administered questionnaire containing demographic information and Life Skills Knowledge level analytical questionnaire covering ten life skills. Result showed significant impact of Life Skills Education training on adolescents. The knowledge level on overall skills improved in all the ten life skills in post-test when compared to pre-test. The researchers suggested further study to be conducted on larger samples and also by modifying and contextualizing of training modules to suit the needs of the backward sections.

Anand, et al (2013) undertook a research study based on a presumption that skill-based education could reduce risk behavior among adolescents, as in India, they thought that, life skills had often been emphasized from the point of reproductive health issues only. So they undertook to study and assessed the effect of life skills training on dietary behaviour of 9th and 11th grade student adolescents of 2 schools in Delhi for 31 students from each group of respective grades. The result showed significant improvement in positive attitude toward healthy eating practices. However, girls showed less improvement in eating practices as compared to boys in the study group. This study showed positive outcome in the implementation of life skill based education in the school setting.

Chavda and Trivedi's (2015) study was about the development of different life skills among students belonging to different age groups, besides assessing effect of gender on development of skills by aiming students aware of their skills for their personality development and measured social etiquettes, communication, self esteem and hygiene for 150 students who were selected randomly from schools and colleges of Ahmadabad city, who were divided in three groups by their age. Each group had 50 students (25 boys and 25 girls). 't' test was used for statistical analysis.

Result showed there is significant difference found between girls of 11-13 years and 14-17 years and girls of 11-13 years and 18-20 years but no significant difference found between girls of 14-17 years and 18-20 years. There is no significant difference found between Boys and Girls considering all age groups together, i.e. for all 11-20 years of age and between boys and girls of 11-13 years but we can observed that there is a difference found between boys and girls of 14-17 years and 18-20 years. Thus age is a major affecting factor for skills development in different groups of students.

Prajina and Prem Singh (2015) focused on the tribal in Kerala, with an object of besides studying their socio-economic, academic status and assessment of the life skills among them, to find out the relationship between life skills and academic performance of the students. The researchers employed descriptive study design, on a randomly selected sample of 80 tribal students from 7th, 8th and 9th standards, from different schools of Kannur district in Kerala. The Life Skill assessment tool constructed by the Rajiv Gandhi National Institute of Youth Development was used, besides the self-prepared questionnaire for collecting socio-demographic details. Results stated that though the alcoholic dependency of father and the poor standard of living affected the student's academic achievement, the life skills

and academic achievements were also found to be interdependent and interrelated.

The main objective of Shwetha's (2015) study was to analyze the effect of Life Skills Training on Emotional Maturity and Stress Resilience among trained and untrained adolescents studying in class 12. The study used quasi-experimental design with pre- and post-tests on research and control groups. Purposive sampling technique was used to draw the sample of 20 trained and untrained females, studying in 12th, from Bangalore city. The result showed that there was a significant difference between the experimental and control group, with the experimental group having high Emotional Maturity and high stress resilience compared to untrained group which confirmed the effectiveness of Life Skills Training in increasing Emotional Maturity and Stress Resilience among the students.

Pujar and Patil (2016) brought out the importance of life skills for adolescents as they maintained that these enabled them to take up the responsibility and challenges in life positively. This they stated based on the findings of their intervention study conducted in the rural schools of two villages of Dharwad district with an object of examining the impact of life skill development on educational empowerment of rural adolescent girls covering 120 randomly adolescent girls studying in 8th and 9th (13-15 years). The post-test results showed that the scores of majority of adolescent girls had high level critical thinking, coping with stress, problem solving, creative thinking and empathy. Yet, none of the respondent had low level of life skills and found majority of the adolescent girls (51%) had high level of life skills as compared to pre test. Thus, intervention found to be effective and had a profound impact among adolescent girls in developing their life skills.

Yet another qualitative study was conducted by Bardhan (2016) to understand the adolescents' risk behavior and the impact of life-skills interventions in developing positive changes among adolescents by adopting Case study analysis method for 7th to 11th standards students' by adopting counseling method to understand the mental health problems. Regular sessions were held with the students, parents, teachers, peer groups, and activity teachers like sports, craft, arts, etc, with whom the students interacted frequently. Result showed life skills intervention program had significantly benefitted which was visible from their improved academic performance and the interaction within classroom-teachers and fellow students. Further, parental involvement in the focus group discussions resulted in the improvement in parenting habits, and better adjustment in home environment.

Roy et al (2016) were of the opinion that the personal as well as the environmental stressors experienced by the adolescents often did not receive requisite attention of the elders, which led to the psychological problems in adolescents. So the present study focused on the effectiveness of life skill training program in reducing stress among 42 boys adolescents. Results revealed that 2/3rds of the adolescents had reported to be stressed before intervention and during the course of the study. However, the mean stress scores among adolescents who underwent the intervention program reduced significantly after one month and after post three months' follow up. This showed that the training had a sustaining effect. Hence, the researchers suggested that group based stress management programs if regularly conducted would be beneficial to reduce the stress levels among adolescents.

Anuradha (2016) assessed the relationship between life skills and self-concept among adolescents studying in 9th Standard with an object to find out the association between socio-demographic variables, life skills and self concept for 100 children (50 boys and 50 girls) was selected randomly. Results showed that 9th grade students-were having moderately good life skills. Further, no significant relation was observed between socio-demographic variables and life skills, except fathers' educational status except that a moderate association was observed in adolescents' self-concept and family's monthly income. Further result also showed a strongly significant association between the life skills and self-concept of students. The researcher therefore accepted the hypothesis that, improvement of life skills in adolescents enabled them to be more mature and develop strong self concept.

Surma and Sampathkumar (2016) selected a 300 (150 boys and 150 girls) high school students from various schools in Mysore city corporation limit, who had deficiency in self-sufficiency personality factor. The study adopted an experimental design where Life-Skills Counseling Intervention was given to experimental group. Both the experimental group and control group were monitored and later their pre-assessment scores were compared with the post-assessment scores. The results revealed that Life-skills counseling intervention had fostered self-sufficiency among high school students, promoted healthy personality, interaction, and behavior. Further, study showed life-skills counseling is an effective approach for primary prevention for educational and adjustment problems.

Chaudhary and Mehta (2017) conducted an intervention based study to provide life skill education program for tribal and economically disadvantaged group in Bharuch in Gujarat, with an object to impart the life skill to male and female adolescents to enable them to identify the skills in self, challenge their future, and to develop gender sensibilities. They adopted a pre- and post-test intervention approach to impart life skill training to mixed group of adolescents of low income background, in two schools with a sample of 94 secondary school adolescents between 13-15 years, studying in 8th and 9th standards for 20 sessions of 1and 1/2hour's duration. Result showed that before intervention adolescents had low self-esteem, lack of responsibility, gender bias, attitude problems which changed into positive strong self-esteem, besides showing signs of being confident and responsible adults after intervention.

Ritu (2017) conducted a study with pre- and post-test design to assess the impact of the life skill training program on adolescents' health and life style. The training was conducted in 13 sessions on alternate days, with a 60 minutes session per day, included theoretical and practical content with individual and group activities with sample of 60 students (12 to 14 years), studying in 8th standard in urban schools of Rohtak City of Haryana. Data were collected through Lifestyle Schedule and Adolescent Health Concern Inventory with 3 hypotheses to assess whether there was any significant effect of life skill training on life style of school students, health concern, life style and adolescent health concern. The results in post condition revealed that subjects improved in overall life style, physical activity, sleep, nutrition & health-mental/social, against injury & violence, environmental quality, health care & immunization. A highly significant association was found between life skills and these variables.

Discussion

The survey of the published literature showed that there were 20 studies available during the specified period. While 10 studies among these have covered mixed group (male and female) student adolescents, among ten only 2 studies each are exclusively on female and male student adolescents. In case of other 10 studies, gender composition of the respondents is not known.

However, these reviewed articles showed that, in India, the research interest in the School based Life Skills Intervention to assess the impact of life skills on adolescents' behavior actually picked pace only from 2009, despite the life skills being recommended to be an integral part of curriculum by the NCERT under NCF and the CBSE's subsequent introduction of it in their curriculum. The review showed the highest number of studies conducted in 2015 and 2016. Further, while studies on urban students are in preponderance, the studies on rural and tribal students are negligible.

As regards the authorship, the single and multiple authors' studies are in the ratio of 2:3. There are two studies conducted for the Government agencies. The publication status also shows that the ratio between the national and international journals is almost the same as the authorship-2:3.

A majority of the researchers have used quasi-experimental/intervention design to find the effectiveness of the life skills in modifying the behavior of the adolescents and enabling them to cope with different kinds of pressures, owing to which the adolescents may be experiencing problems in different domains of their life.

Further, it is observed that, despite using a mixed sample, except a minuscule minority, a majority of the researchers have not attempted a gender based analysis of the impact of Life Skills training. As regards the duration of intervention were short duration LS intervention and tried to assess their impact on the adolescents, only 2 researchers have done longitudinal studies to examine the sustenance of the impact of LSS even after a time gap.

One more observation is that, while a majority of the researchers have used only one or two variables and attempted to examine the impact of life skills training on them, only two studies have attempted a comprehensive coverage of all 10 life skills identified by the WHO model and the five important domains of adolescents' life namely, affective, cognitive, behavioral, environmental and physical. Further, none of the study has evaluated the government programs introduced for the life skills development of adolescents, though the researchers have used the life skills models developed under the collaborative initiatives of public and autonomous organizations, viz., NACO, NIMHANS, YUVA, to examine the effectiveness of life skills in enabling adolescents to abstain from the risk/unhealthy behavior.

Accordingly, there appears to be a considerable and cognizable gap in this area of research. One could not only examine the utility of life skills on different domains of one's existence, but also evaluate the impact of these on the overall personality of the adolescents.

Besides, more studies are required to be undertaken in the rural and tribal areas covering even the non-student adolescent population. Further, girls need to be focused on, as they experience a considerable discrimination in our culture, which renders them to have quite a negative self-image and self-concept. To harness their potentialities, there is a need to enable them to grow confident and competent, so that, they too can live with dignity. An end evaluation of the life skills programs designed and implemented by the government for the betterment of adolescents can also be a good option for the researchers.

Conclusion

Based on the above review, the researcher considers it appropriate to conclude that though the life skills based education (LSBE) empowers our younger generation and in turn it contributes to the development of the nation, life skills education is yet to take off seriously. Besides, more serious research needs to be undertaken. A number of researchers though have attempted to conduct intervention studies to check the impact of LSE on small number of adolescents in the schools is short duration. Moreover, little research has gone into to see the sustenance of the impact after a time gap.

Further, the review did not yield any results on the research conducted on the non-student adolescents, who need LSE too. The Life Skills Education programs under the aegis of the GOs and NGOs need to be implemented and evaluated periodically, so as to examine the efficacy of these schemes. A periodical review of the research on such evaluation shall enable one to judge the real impact, efficacy and effectiveness of these programs and help in revising and improving them further.

Such review of research is essential as it enables policy makers to focus on the unreached areas and augment their efforts of shaping of the human capital to ensure the country's economic boost and social resource enrichment. This therefore requires implementation of skill based education at schools, so that through the curriculum, in the early days of child development, the psycho-social competencies of children can be augmented and a strong foundation for a healthy adulthood can be laid. The research reviewed here above confirms that the Life Skills Education goes a long way in developing the personality of children and adolescents and enables them to grow in to responsible adults.

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Socio-Economic Offences in Corporate Sector: The Indian Perspective

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Abstract

This article is the study regarding socio-economic offences in corporate sectors. It is appeared that socio-economic crimes are more harmful and dangerous to the society. White-collar crime is the new emergence offences. These offences are illegal and antisocial activities. There is existence of various forms of socio-economic crime (white-collar crime). They can cause widespread harm and loss to Indian society. Due to the greed of money and improper, selfish use of power, the socio-economic offences are increasing in corporate sectors.

Key words: *Offences, White Collar Crime, Corporate Sectors, Perspective, Socio-economic offences.*

Introduction

India is a democratic and developing country where basic needs of the society, development and growth of infrastructures, national economy depend upon honest tax payer, government plans and policies and its implementation, but due to socio-economic offences which is hamper the economic, social, political growth of a nation. The offences like tax evasions, benami transactions, food adulterations, etc are increasing. The growth of dishonest practices like the system of speed money. 'Speed money' means a common type of corrupt practice particularly in matters relating to grant of licenses, permits, etc.¹

Persons like businessperson, public servants, upper strata people who are damaging to the society and exploit the economic system of country for their self-interest. Such anti-social activities are hamper the growth of the nation. In upper class or white collar class, respectable or respected business and professional people are harm or injury made to individual or public at large and which is different in nature that of traditional crimes.

Socio-economic crimes or public welfare offences in India:

Prof. Sutherland focused the attention of the criminologist on effects of anti-social behavior by most of corporations.² Corporate crimes are illegal behaviors that are committed by employees of a corporation to benefit the corporation for their business. White collar crime as illegal and unethical acts that violate fiduciary responsibility or

public trust for personal or organizational gain.³ Most of the corporation and concerned habitual are violators of the law. Due to white collar crimes are loss to not only individual but also public at large, to the society ultimately to whole country and such losses are higher. Most of the illegal acts that are committed by employees of a corporation to benefit the corporation, company, or business.

White-collar crime as: “illegal or unethical acts that violate fiduciary responsibility or public trust for personal or organizational gain”.⁴ Most of the corporations and concerned person involve in the fraudulent activities habitual violators of the law. From white-collar crimes loss not to individual but public at large, loss to the society, whole country and such losses are higher.

According to Santhanam Committee report⁵ on prevention of corruption says that because of advance technology & scientific development encouraging the growth of monopolies and emergence of white collar and economic crimes. Law commission appointed by government of India⁶ has also noted that the advance technology and scientific development one of encouraging factor the growth of monopolies rise of managerial class.

Socio-economic crimes are prevalent in India. India is the developing country but in each area, white-collar crimes are increasing which hamper the growth of national economy, development of state ultimately it affects on our democracy. The changing socio-economic scenario and growing linkage with outside world white-collar crimes are growing in various forms. Tax crime was done by tax payer and particularly Industrialists, businessman, actress etc who are earn the huge profits successfully and also influence the government or by illegal acts or concealment of particulars about income, making false return, illegal business tactic do tax evasion which defeat the provisions of law.

Business people earn interest by tax evasions and earn huge profits by investing such money again in business. They successfully influence the government to grant partial or total exemption. During 1966, Government of India exempted Mr. Ram Ratan Gupta an industrialist of state of U.P from payment of taxes. And planning estimates that exact Rs. 500 million to Rs 2000 million tax evasion.⁷

White collar criminals: playing with innocent people of the society

Those crimes are financial motivated crime committed for illegal monetary gain. Such crimes are fraud, bribery, embezzlement, copyright, Infringement, money laundering, labour right violation, unfair business practices, environment pollution, promoting supporting illegal activity. The white-collar crimes are common to Indian trade and business world like hoardings, profiteering and black marketing. Violation of foreign exchange regulations, import, and export laws are frequently violate for the sake of huge profits. The adulteration of foodstuffs, edibles and drugs that causes irreparable danger to public health is white-collar crime common in India. Corporate sector crimes are increasing in India.

- In 1992, Harshad Mehata sent the shares prices at sky. Therefore, that investor buys shares and the Bombay Stock Exchange was shut down for three days.⁸
- In Bhopal Gas Tragedy the disastrous gas, leak at a union carbide plant in Bhopal

India, December 1984. Thousands of Bhopal victims died instantly and others were injured suffering from physical & mental distress even decades after the accident.⁹

Most of the corporate crimes are occurred due to the negligence and desire of company to minimize the cost, standard, quality and increase the profits and it leads to death of person from society. Spurious drugs and adulterated food ate and drinks impair the health of customers. In the factory accident are more due to non-compliance of safety regulation and industries polluting river, atmosphere.

- * Moreover, these offences not limited to one country but spread all over the world.
- During 1970 as many as 8000 pregnant mother gave birth to deformed babies in states like North America, Australia, Brazil, Germany, and Sweden, Italy. The company which marked the drug was deliberately falsified the test & suppressed the truth about after effects. German Sport wear major Adidas AG which two senior company officials manipulates the account books leading to misappropriation of Rs 870 crore.¹⁰
- In India Rs 7000 crore fraud by former Satyam CEO Ramlinga Raju. There is questioned the role of auditors shareholders and senior management Roop Bhansali created pyramid financial empire which include mutual fund the investor had lost over Rs 1000 crore. 2G spectrum, Coal Scam, common wealth game, match fixing, spot fixed from bookies and betting syndicate influencing game usual practice of winning a match.¹¹

The people of the business world are probably more criminalist in this sense than are the public of the slums. The crimes of the slums are direct physical actions - a blow, a physical grasping and carrying away the property of others. The victim identifies the criminal definitely as a particular individual or group of individuals. The crimes of the business world are indirect, devious, anonymous and impersonal. A vague resentment against the entire system may be felt, but when particular individuals cannot be identified, the antagonism is futile. The perpetrators thus do not feel the resentment of their victims and the criminal practices continue and spread.

Conclusion:

Today's modern world had initiated great social changes. The changes are in economic and social structure of property, transformation of an increasing proportion of wealth from property of tangible, visible immovable into intangible and invisible rights, power such as shares, trademarks, patents. The development led to concentration of economic and political power in few hands and decline in the sense of social, moral and ethical value and responsibility.

At this present juncture what we need is the strengthening of our enforcement agencies such as Central Bureau of Investigation, the Enforcement Directorate, The Directorate of Revenue Intelligence, The Income-tax Department and the Customs Department. Concentration and distribution of national wealth must do in a proper manner. Speedy trial should be arranged by appointing more Judges. Central Vigilance Commission must keep a constant vigil on the workings of the top ranking officers. Everyone at a particular business

or company would keep an eye out for anything suspicious. Educating people and aware about white collar criminal are how much danger to society. If these crimes continue to grow at the present rate, they will be out of control before we know it.

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Employee Engagement Practice in Real Estate Industry in Mumbai

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Abstract

The purpose of this paper is to explore the relationship of leadership, communication and employee loyalty to Employee Engagement in Real Estate Industry in Mumbai. The Estate industry is facing a difficult situation of high property prices and low demand. This coupled with tight lending environment and high interest rate has strained the industry. Demand for Real Estate is a derived demand and as such several announcements of the Union budget, RERA (Real Estate Regulation Act), demonetisation, and now GST will have a direct and indirect impact on the sector. Since this sector is not well organized, hence selection of Real Estate organization for this study was done basis turnover of the company, age of the company, brand, business model and corporate vs partnership firm. Results of this study showed that the effectiveness of leadership, communication and employee loyalty has a significantly strong relationship to employee's engagement in Real Estate Industry in Mumbai.

The findings reveal that Engaged employees are a key competitive differentiator. Additionally, the study confirmed the correlation between Employee Engagement with several significant relationships between the employee demographics, employee loyalty, leadership and communication variables. It is evident that Engagement of Employees and Communication does have a significant impact on Employee Engagement. Employee Engagement can support performance improvisation/effectiveness. The study suggests some of the unique ideas and recommendations on employee engagement strategies to be practiced at industry level, organization level and managerial level in residential sector of real estate industry that will help to build engaged and productive workforce in residential sector to attain a sustainable growth in real estate industry in Mumbai.

Key words: *Employee Engagement; Communication, Employee Loyalty, Leadership, Residential sector in Real Estate Industry.*

Introduction

Against all expert predictions, the economic growth has faltered in the current financial year. Real Estate industry is facing a difficult situation of high property prices and low demand. This coupled with tight lending environment and high interest rate has strained the industry. Demand for Real Estate is a derived demand and as such several announcements of the Union budget will have a direct and indirect impact on the sector. The Real Estate Industry is neither a fully organized sector nor an unorganized sector. For many, it's a family managed sector with a very narrow perspective. Largely, the customer experience from this Industry is over promised, but under delivered. Unusual and strange competition is the dominant feature. Thus, maintaining high Employee Engagement and emotional attachment versus retention of talent, are big challenges today in Real Estate industry.

The concept of Employee Engagement evolved in the mid-1990's as a theory suggesting individuals have an immediate impact on business performance. More specifically, the concept of Employee Engagement attempts to go beyond the usual employee satisfaction models by connecting the employee population to the organization; acknowledging that individuals are part of a greater sum. This is due to enhanced concentration on human capital as assets. Earlier in this decade the norm was to do more with less number of employees. Therefore, the theory of Employee Engagement was designed to acknowledge the direct impact a collective group of employees can have on the organization's levels of productivity, effectiveness, performance, and profitability.

Employee Engagement is an issue on priority in the list of business managers. They have realized that to survive in the VUCA (Volatile, Uncertain, Complex and Ambiguous) World, organizations need to have engaged and committed employees to take the business mission forward.

Drivers for Employee Engagement:

a. Employee Loyalty and Engagement of Employees

The concepts of "Loyalty" and "Engagement" have gained a significant importance. Vance (2006) claims that engaged employees are the ones who are committed, have better performance and add to the competitive advantage of the organization. In an effort to retain high potential employees, companies concentrate on organizational attitudes like job satisfaction and organizational commitment. With the boom of knowledge economy, Employee Engagement and loyalty have become vital issues.

b. Leadership, Communication and Employee Engagement

The role of communication by management and senior leadership in relation to intent to stay with the organization is very well known (Frank & Taylor, 2004; Leonard & Dwight, 2004; Society for Human Resource Management, 2000; Buckingham & Coffman, 1999). Employees prefer to stay with organization where they have cordial relationship and transparency with their immediate manager. Similarly, the role of that immediate manager is critical to building engagement.

Drivers of Real Estate Business in Mumbai:

There are several important drivers for growth in Real Estate business in Mumbai: 1. City Master Plan instated for Mumbai with plans to upgrade the infrastructure, transport and water-transport. 2. Holistic planning including the hinterland of Thane, Suburban Mumbai and Navi Mumbai. 3. Stable government. 4. An operational new airport in Panvel by 2020. 5. Interest by major investors in Mumbai Market. 6. High scope for Residential Housing, as NRI and HNI families want to settle in Mumbai. 7. High demand for Office Space as Mumbai is a metropolitan city as well as the Financial Capital of India.

The Major Obstacles for Real Estate Industry in Mumbai:

- **Regulatory Issues:** The passing of the Real Estate Bill has impacted developers as well as buyers. Project Registration, all round clearances are mandatory. Escrow Account ensures customers advances for project completion and adherence to schedule. Current status post revision in Development Control Regulations (DCR) Maharashtra Housing regulatory bill to get Centre's nod.
- **Funding Issues:** Slowdown in banks' lending in the Real Estate sector. Increasing opportunities of Non-Banking Financial Companies in Real Estate lending.
- **High Land Cost:** Land prices are high in Mumbai. Input or material cost is high.
- **Execution Delays:** Approvals are time consuming. Manpower Gap of 22-26% in core professions. Shortage of skilled and semi-skilled workers/employees. Absence of Real Estate oriented curriculum/ training institutes.
- **Declining Residential Absorption:** 45% of residential MMR projects are laying.

Current Status:

a. Real Estate Sector in India

The Real Estate Market has seen much volatility in the last two years in respect to demand and supply in the six cities, Mumbai, Delhi/NCR, Bengaluru, Pune, Chennai and Hyderabad, known for their residential markets. It is foreseen in India that there will be a demand of 3.94 million housing units, growing at a steady pace of 11% Compounded Annual Growth Rate (CAGR). Of this, 2.3 million units will be demanded by the top seven cities.

b. Residential Sector

The new Government's focus on smart cities, housing for all and urban renewal is expected to give a boost to the growth of the residential sector. Its efforts are likely to create an adequate demand, but implementation remains the key. The country has been witnessing a sharp decline in absorption since 2011, with potential buyer deferring their purchases. These buyers are now gradually returning to the market. This may raise sales volume in the near future (primarily in the mid-income and affordable segment).

Residential Sector in Real Estate in Mumbai :

Developers find it difficult to drop price due to commitments to Investors. There is 25-100% price increase across various micro-markets from pre-GFC (2008) levels. Currently, there is ~150 mn. sq. ft. of unsold inventory and 13 quarters of overhang. High raw material input and approval cost of 8 to 10% is the norm. Limited infrastructure and high commuting times is leading to a spike in the number of mini CBD's /Office Spaces development over the next few years in Mumbai. The hotspots of these activities are South Central Mumbai (Lower Parel, Worli), Bandra Kurla Complex (BKC), North of Airport, Navi Mumbai to the East, Dharavi, Chembur, and Vikhroli. This year the overview for Residential Business looks bleak with only 45% of MMR's (Mumbai Metropolitan Region's) ready and under-construction projects are lying unsold due to weak demand and high prices.

Objectives:

- Capture employee perceptions on Employee Engagement practices in residential sector in Mumbai and its linkage to communication, leadership and employee loyalty
- Find out best practices by comparative study of Employee Engagement practices in Residential sector impacting communication, leadership and employee loyalty
- Recommendation on Employee Engagement Practices which can be applied in residential sector and benefit HR community, Employees and Business leaders.

Methodology:

Primary data were collected through personal interviews and Interactions. This study was geographically limited to the Mumbai based Real Estate companies and various consultants analysing the Real Estate sector. A wide sample size covering 15 Real Estate companies in Mumbai and almost 125 employees were selected for primary source of data collection.

Secondary data were collected through literature review through HR books, Management journals, HR and Real Estate magazines, articles, white papers on Employee Engagement and extensive use of websites to obtain pertinent data related to Employee Engagement practices as well as data related to Residential Sector of Real Estate.

Limitations:

- Impact of Employee Engagement on 4 major constructs considered for collection of data are adequate but not exhaustive. The present study is limited to the residential sector in Mumbai and extensive research is needed to extend the scope to other sectors of Real Estate industry.
- The perception regarding the construct is restricted to residential sector. This may vary to certain extent for other sectors of Real Estate.
- The Real Estate organizations being close-netted and family-managed businesses, do not disclose data. However, the constructs and the questionnaire prepared for this study give a fair and clear idea about Employee Engagement measures and indicators

as perceived by each employee.

- Replication of this kind of study may yield more fruitful results for all Real Estate professionals if they practice Employee Engagement aspects in spirit in their respective functions and organizations.
- Lack of a clear definition of Employee Engagement which has been universally accepted by academics or practitioners. Research has yet to validate the idea and philosophy of Employee Engagement in Residential Sector even if various research studies from other industry /area do exist.
- No research to be found as it relates to Leadership, Communication, Loyalty, Employee Engagement in Residential Sector of Real Estate Industry in Mumbai.
- The following study is not about finding the cause-effect relationship between Loyalty and actual Attrition. Therefore, a conclusion cannot be made as to how Employee Engagement Impacts Employee Attrition.
- At the time interview and interaction, few companies had also gone through a fair amount of Change and Restructuring which may have impacted the responses.

Results and Discussion:

On the basis of data analysis gathered in the study the researcher has concluded that leadership and communication does have a statistically significant relationship on both Employee Engagement and Loyalty. The study identified the type of information being shared by leadership and how well it is being shared as the most important factor. For example, executive leadership provides communication about business goals and direction while managers provide direction on work priorities. The variance between the leadership related communication was of great interest as it further supports the literature review and the importance of tailoring an approach on communication for employees in the organization. Managers are positioned to provide more daily communication and coaching at site level, while Executive Leadership carries the expectation to provide the vision and direction of the business. Both roles are responsible for sharing information that is relevant to the employee and how the sharing of this information is presented proves to be significantly related to the level of Employee Engagement. This study's findings support the notion that communication is a critical factor affecting Employee Engagement with a strong correlation. Incorporating the findings from this study with those of Kress (2005) and Meyer (2002) suggests that the role of leadership, communication and employee loyalty is a critical influencer of Employee Engagement.

Correlation between Employee Engagement and Loyalty: This study also identified correlation between Employee Engagement and employee loyalty with a strong correlation. These findings further support Richman's (2006) research on the subject that one's emotional attachment to an organization has a direct impact on employee loyalty.

The findings reveal a strong correlation between these variables which could easily have a positive or negative impact on the organization depending on the effectiveness of the leadership and communication which ultimately leads to a certain level of Employee

Engagement (or lack thereof) and loyalty.

Recommendations for Residential Sector in Mumbai:

a. Recommendation at Industry level

This study supports that for age group 24-35 years managing aspiration is very difficult. Industry level crucial recommendations are as follows:

If the organization is not following the route of revising compensation, then what are the avenues to enhance engagement of Gen-Y & Z (source: Deloitte Review Issue 16, Josh Bersin, January 26, 2015):

- a. Meaningful work b) Growth Opportunity c) Trust in Leadership d) Positive work environment e) Hands on Management – Harnessing power of feedback f) Motivation of generation X and baby boomers (Age 36 and above):
 - With fast change of pace of Real Estate sector and UVCA dynamics of the sector, the benchmark of salary structure constantly keeps on changing every quarter for the sector, hence devising appropriate reward and recognition policy to engage and retain as key competency within the organization becomes the right choice.
 - Niche skill is in short supply (MEP, Finishing, Design function in residential sector). To address this challenge, few corporate and builders started focusing on building culture of a learning organization through empowerment, growth opportunities and employee connect. Present study also confirms that empowerment leads to higher engagement, loyalty and excellent networking within organization.
 - Recycling of skills
 - Developing holistic personality of employees by creating Happiness Quotient (HQ) through keeping equal focus on Intelligence Quotient (IQ), Emotional Quotient (EQ) and Spiritual Quotient (SQ)
 - Google’s latest survey confirms that “Being nice with employees/Talk nicely with employees” supports Employee Engagement and retention of employees.

2. “Talent Hoarding” is used as a retention tool by organizations. It means rewarding managers with the sole purpose to incentivize their numbers.

3. Peak and valley nature of Real Estate business: Organizations can sustain their employees during valley time of business through focusing on sharpening employees’ skills which will be useful during peak time of business; Organizations should think long-term and have strong pipeline of projects; Strong and sustainable senior management teams. Sporadic growth of national players will happen by deepening the geography of their base location with two or three more locations, while regional players would be restructured in the regional geography because of economic and statutory norms. Whether it is right-sizing, right pricing, delivery speed or even better customer care experience, the Real Estate ball is now in the customer’s court (Source: Economic Times, dated 18/10/2016).

The best strategy for national players would be an aggressive approach of manpower

planning based on various scenarios. Scenario building is an advance science of project management which helps in building business strategy; they could efficiently move out of the issue of peak and valley nature of Real Estate business if they rotate the same manpower between 2-3 projects at any given point of time. This would ensure that the manpower is utilized at capacity, along with providing due skill rotation to build future capacity. This would also help in retaining manpower. Funnel based approach of marketing is possible in a geographical spread.

b. Recommendation at organizational level

Organizational level crucial recommendations are as follows:

- Create leadership pipeline to support present and future residential projects:

Robust leadership development and succession planning process built on identified potential, will fuel the growth of Real Estate sector. Additionally, it will help organization in attracting, engaging and retaining the right manpower.

Performance is not a key variable in defining and selection of top talent in this sector since the performance is driven by market variability.

- Create culture of learning and development:

The research posits that leadership is a significant predictor to Employee Engagement. Some of the crucial aspects of leadership that factor in the current research is, how the leader encourages his team members, how the leader/manager conducts the regular discussions with the sub-ordinates/team members on future aspirations and general wellbeing.

Recommendation ‘A’: Movement of organization’s mind-set from buying skills to developing skills, which will also address the organization’s requirement with respect to niche skills/skills in short supply, so that the focus is on capability building initiative.

Recommendation ‘B’: Organization should also focus on designing comprehensive model of career development, which addresses career aspirations of Gen-Y,X and Z.

Recommendation ‘C’: Aspects of a learning culture includes:

- I. Comprehensive talent management process
- II. Flexible career projectors
- III. Institutionalizing learning to support I and II.

c. Focus on Employee Empowerment:

Past research in the field of empowerment has proved statistically that empowered employees in an organization serve a longer tenure in the organization than those who are not empowered with the authority, responsibility in the role. The research also found that the employee opinion at the work place is crucial for generating empowerment. Talent Mobility Models which give international exposure to employees or cross functional job rotation; which increase the capability of employees, are sure shot method of creating an empowered employee. Stretch assignments designed to enhance the scope of authority and

responsibility could be another option.

d. Leader member exchange:

Leader member exchange theory profound that each leader creates and manages a small coterie (group of people with shared interest) of his/her followers. These members are closely held by the leader on critical projects. One of the methods of enhancing employee engagement could also be making employee part of the coterie. Richard Daft espouses a fluid task force structure to engage and empower a huge force of employees where each task force has a finite amount of power on to the issue and they contribute immensely towards the growth of the organization and enhance engagement of group of employees towards organization's goals/targets.

e. Communication and Engagement friendly eco system:

Transparent communication is the back-bone of all Employee Engagement initiatives. In VUCA (Volatile, Uncertain, Complex, Ambiguous) world, necessary knowledge and information is a key differentiator between the Haves and Have-nots; communication becomes the necessary vehicle to bind Employee Engagement at each level. For an Engagement, friendly Eco system in organization, there is a necessity to build a flexible, humanly, and inclusive workplace.

Recommendation at Managerial level:

Managerial level crucial recommendations are as follows:

1. Engagement as a Competence, mandatory for each manager:

Buckingham, M. & Coffman C. (1999) in their seminal work, "First break all the rules" found that employees don't leave the organization, rather they leave their bosses. This finding has been proved valid time and again in various industries and various geographies. Organizations have hence defined; engaging team members and retaining them as a key KRA of Project Leader, Project Business Head and HR Manager. Engagement as a competency has been well accepted by business and rightly so, since it is the key role of a manager to retain top talent/employee working with them.

Engagement Consciousness is the buzz word which is accepted reality in today's working condition. Engagement consciousness includes key competencies of manager of managing juniors; providing timely feedback on their work; assisting employee development through performance coaching and last but not the least, providing appropriate motivation.

2. Passion for work/Discretionary efforts:

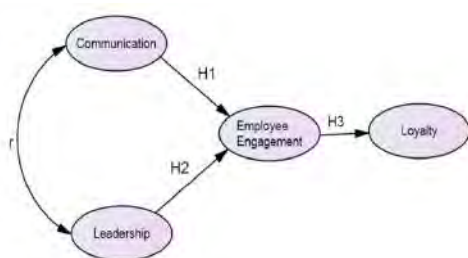
Motivating employees to put in discretionary behavior is the biggest challenge for today's manager. The challenge starts with how discretionary behavior is defined and in each organizational context it could be different. Hence demystifying discretionary behavior in one's own context becomes a crucial challenge for a manager. Research posits that discretionary behavior is the root to achieve organization citizenship and loyalty wherein an employee finds oneself with vision and objective of the organization and finds career longevity in the organization.

3. Entrepreneurship in Owner driven culture:

Developing managers to be people's manager is a crucial task entrusted with HR function. A good people manager is able to motivate his team to produce superlative performance. He/she is able to do that only by building trust, loyalty, and empowerment within his team. Managers' today find out unique ways to build entrepreneurship spirit as a way of engagement within the organization. There is "no one size fits all" solution for this challenge but engagement in a team can only be developed by focusing on crucial aspects of "lead by example"; being nice with employees; encouraging enthusiasm in people down the line and constantly sharpening employee connect.

Findings:

The diagram below indicates the co-relation of communication and leadership with Employee Engagement resulted in Employee Loyalty:



The key findings are:

- The respondents ranked "Employee Engagement" as the highest section related to their level of engagement. The "Communication" section ranked second in the results while "Loyalty" section ranked third. The "Leadership" section got ranked lowest
- It is evident that Engagement of Employees and Communication does have a significant impact on Employee Engagement.
- The descriptive analysis confirms that Employee Engagement can support performance improvisation/effectiveness. Employees are more engaged when they have resources they need to do their work right; they do best work every day and have the drive to put effort to help organization achieve its objectives.
- Communication reflects the relational statistics between communication and engaged employees. Employees are more engaged when employee knows where to find information they want and they get access to the same.
- Loyalty reflects the relationship between loyalty and employee engagement. Employees are more engaged when they enjoy discussing about their organization with people outside, feel organization as a part of the family and has a great deal of personal meaning for them.

- Leadership reflects the relationship between leadership and employee engagement which confirms that leadership can support creation of succession planning. Employees are more engaged when employees get useful feedback on their performance from their managers, information about business goals/objectives for their function from site/functional leader and clear direction for the future from executive leadership team.

Conclusions:

The Real Estate Sector is the second highest contributor to GDP and the present government is also focusing to plan “House for all by 2022”, creating smart cities, and generating employment opportunity. The government can play a huge role of a regulator in implementing RERA (Real Estate Regulation Act 2016) and its adherence by statutory approving authorities and other stakeholders.

This study identified the relationship of leadership, communication and loyalty to Employee Engagement within residential sector in Real Estate industry in Mumbai.

Implications:

Implications of this study are suggested for four areas: a) implications for other sectors within Real Estate organizations, b) implications to academia, c) the field of human resource development (HRD) in Real Estate industry in Mumbai and d) future research. This particular survey will contribute to other sectors within Real Estate organizations by confirming key variables of Employee Engagement. For the academic field, this study will provide new insight on the significance of leadership, communication to engagement and loyalty. This study will also contribute to the field of Human Resources by providing new quantifiable information about key variables of Employee Engagement such as ecosystem, empowerment and enthusiasm which could impact the way in which Human Resources supports an organization. Finally, this study will hopefully lead to future research on Employee Engagement, and perhaps prompt further investigation into leadership effect on engagement.

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Legal Aspects of Corporate Social Responsibility in India

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Abstract

India is the first country to have corporate social responsibility legislation, mandating the companies to spend 2 percent of their net profits to charitable causes. The new Companies Act, 2013 has made it mandatory to all those eligible companies to implement the provisions brought through this new law. It is in this context an attempt is made in this paper to elaborate the various aspects of CSR in India including the legal aspects. The very purpose of this article is to make the reader well verse with the CSR aspects such as its various concepts, its evolution, its important components and its legal provisions that are mandatory for those companies having worth of Rs 500 crore or more, turnover of Rs 1000 crore or more and having the net profit of Rs 5 crore or more. Further, the policy guidelines and CSR rules are also included in this context.

Key words: *Corporate Social Responsibility, Legal Aspects, Company Law, Companies Worth, Net Profit, Turnover, Industry.*

Introduction

Corporate social responsibility (CSR, also called corporate conscience, corporate citizenship or responsible business) is a form of corporate self-regulation integrated into a business model. CSR policy functions as a self-regulatory mechanism whereby a business monitors and ensures its active compliance with the spirit of the law, ethical standards and national or international norms. With some models, a firm's implementation of CSR goes beyond compliance and engages in "actions that appear to further some social good, beyond the interests of the firm and that which is required by law." CSR aims to embrace responsibility for corporate actions and to encourage a positive impact on the environment and stakeholders including consumers, employees, investors, communities, and others.

In today's economic and social environment, issues related to social responsibility and sustainability are gaining more and more importance, especially in the business sector. Business goals are inseparable from the societies and environments within which they operate. Whilst short-term economic gain can be pursued, the failure to account for longer-term social and environmental impacts makes those business practices unsustainable.

Corporate Social Responsibility (CSR) can be understood as a management concept and a process that integrates social and environmental concerns in business operations and a company's interactions with the full range of its stakeholders. The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labor standards, the environment and anti-corruption.

Milton Friedman, Nobel Laureate in Economics and author of several books wrote in 1970 in the New York Times Magazine that "the social responsibility of business is to increase its profits" and "the business of business is business". This represented an extreme view that the only social responsibility a law-abiding business has to maximize profits for the shareholders, which were considered the only stakeholders for the company. However, time has given the term 'stakeholder' wider connotations.

Edward Freeman defines, 'a stakeholder in an organization is any group or individual who can affect or is affected by the achievement of the organization's objectives.' Thus, the term stakeholder includes (apart from shareholders), but not limited to, customers, employees, suppliers, community, environment and society at large. These and a host of other such ideas have given rise to the concept of Corporate Social Responsibility (CSR). The concept of CSR goes beyond charity or philanthropy and requires the company to act beyond its legal obligations and to integrate social, environmental and ethical concerns into its business process. Business for Social Responsibility defines CSR as "achieving commercial success in ways that honor ethical values and respect people, communities, and the environment.

CSR Defined:

Though, there is no universal definition of CSR but the common understanding amongst most of these definitions concern with how the profits are made and how they are used, keeping in mind the interests of all stakeholders. The concept of Corporate Social Responsibility is constantly evolving. The triple bottom line approach to CSR emphasizes a company's commitment to operating in an economically, socially and environmentally sustainable manner. The emerging concept of CSR advocates moving away from a 'shareholder alone' focus to a 'multi-stakeholder' focus. This would include investors, employees, business partners, customers, regulators, supply chain, local communities, the environment and society at large.

It means addressing the legal, ethical, commercial and other expectations that society has for business and making decisions that fairly balance the claims of all key stakeholders. In its simplest terms it is: "what you do, how you do it, and when and what you say." A widely quoted definition by the World Business Council for Sustainable Development states that "Corporate social responsibility is the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large".

Traditionally in the United States, CSR has been defined much more in terms of a philanthropic model. Companies make profits, unhindered except by fulfilling their duty

to pay taxes. Then they donate a certain share of the profits to charitable causes. It is seen as tainting the act for the company to receive any benefit from the giving. The European model is much more focused on operating the core business in a socially responsible way, complemented by investment in communities for solid business case reasons.

Key Components of CSR:

- 1. Corporate Governance:** Within the ambit of corporate governance, major issues are the accountability, transparency and conduct in conformity with the laws. Good corporate governance policy would enable the company to realize its corporate objectives, protect shareholder rights, meet legal requirements and create transparency for all stakeholders.
- 2. Business Ethics:** Relates to value-based and ethical business practices. ‘Business ethics defines how a company integrates core values – such as honesty, trust, respect, and fairness – into its policies, practices, and decision making. Business ethics also involves a company’s compliance with legal standards and adherence to internal rules and regulations.’
- 3. Workplace and labor relations:** Human resources are most important and critical to a company. Good CSR practices relating to workplace and labor relations can help in improving the workplace in terms of health and safety, employee relations as well as result in a healthy balance between work and non-work aspects of employees’ life. It can also make it easier to recruit employees and make them stay longer, thereby reducing the costs and disruption of recruitment and retraining.
- 4. Affirmative action/good practices:** Equal opportunity employer, diversity of workforce that includes people with disability, people from the local community etc., gender policy, code of conduct/guidelines on prevention of sexual harassment at workplace, prevention of HIV/AIDS at workplace, employee volunteering etc. are some of the good practices which reflect CSR practices of the company.
- 5. Supply Chain:** The business process of the company is not just limited to the operations internal to the company but to the entire supply chain involved in goods and services. If anyone from the supply chain neglects social, environmental, human rights or other aspects, it may reflect badly on the company and may ultimately affect business heavily. Thus, company should use its strategic position to influence the entire supply chain to positively impact the stakeholders.
- 6. Customers:** The products and services of a company are ultimately aimed at the customers. The cost and quality of products may be of greatest concern to the customers but these are not the only aspects that the customers are concerned with. With increased awareness and means of communication, customer satisfaction and loyalty would depend on how the company has produced the goods and services, considering the social, environmental, supply-chain and other such aspects.
- 7. Environment:** Merely meeting legal requirements in itself does not comprise CSR but it requires company to engage in such a way that goes beyond mandatory

requirements and delivers environmental benefits. It would include, but not limited to, finding sustainable solutions for natural resources, reducing adverse impacts on environment, reducing environment-risky pollutants/emissions as well as producing environment-friendly goods.

8. **Community:** A major stakeholder to the business is the community in which the company operates. The involvement of a company with the community would depend upon its direct interaction with the community and assessment of issues/risks faced by those living in the company surrounding areas. This helps in delivering a community-focused CSR strategy – making positive changes to the lives of the people and improving the brand-image of the company.

Evolution of CSR in India:

The evolution of corporate social responsibility in India refers to changes over time in India of the cultural norms of corporations' engagement of corporate social responsibility (CSR), with CSR referring to way that businesses are managed to bring about an overall positive impact on the communities, cultures, societies and environments in which they operate. In the first phase charity and philanthropy were the main drivers of CSR. Culture, religion, family values and tradition and industrialization had an influential effect on CSR. In the pre-industrialization period, which lasted till 1850, wealthy merchants shared a part of their wealth with the wider society by way of setting up temples for a religious cause. Moreover, these merchants helped the society in getting over phases of famine and epidemics by providing food from their godowns and money and thus securing an integral position in the society. With the arrival of colonial rule in India from the 1850s onwards, the approach towards CSR changed. The industrial families of the 19th century such as Tata, Godrej, Bajaj, Modi, Birla, Singhania were strongly inclined towards economic as well as social considerations.

In the second phase, during the independence movement, there was increased stress on Indian Industrialists to demonstrate their dedication towards the progress of the society. This was when Mahatma Gandhi introduced the notion of “trusteeship”, according to which the industry leaders had to manage their wealth so as to benefit the common man. “I desire to end capitalism almost, if not quite, as much as the most advanced socialist. But our methods differ. My theory of trusteeship is no make-shift, certainly no camouflage. I am confident that it will survive all other theories.” This was Gandhi’s words which highlights his argument towards his concept of “trusteeship”. Gandhi’s influence put pressure on various Industrialists to act towards building the nation and its socio-economic development. According to Gandhi, Indian companies were supposed to be the “temples of modern India”. Under his influence businesses established trusts for schools and colleges and also helped in setting up training and scientific institutions.

The third phase of CSR (1960–80) had its relation to the element of “mixed economy”, emergence of Public Sector Undertakings (PSUs) and laws relating labour and environmental standards. During this period the private sector was forced to take a backseat. The public sector was seen as the prime mover of development. Because of the stringent legal rules

and regulations surrounding the activities of the private sector, the period was described as an “era of command and control”. The policy of industrial licensing, high taxes and restrictions on the private sector led to corporate malpractices. This led to enactment of legislation regarding corporate governance, labour and environmental issues. PSUs were set up by the state to ensure suitable distribution of resources (wealth, food etc.) to the needy. However the public sector was effective only to a certain limited extent. This led to shift of expectation from the public to the private sector and their active involvement in the socio-economic development of the country became absolutely necessary. In 1965 Indian academicians, politicians and businessmen set up a national workshop on CSR aimed at reconciliation. They emphasized upon transparency, social accountability and regular stakeholder dialogues.

In the fourth phase (1980 until the present) Indian companies started abandoning their traditional engagement with CSR and integrated it into a sustainable business strategy. In the 1990s the first initiation towards globalization and economic liberalization were undertaken. Controls and licensing system were partly done away with which gave a boost to the economy the signs of which are very evident today. Increased growth momentum of the economy helped Indian companies grow rapidly and this made them more willing (Gajare: 2014) and able to contribute towards social cause.

Current Status of Indian CSR:

As of the year 2000, CSR is fast gaining momentum as an important aspect of business practice in India. An appreciative quantum of roundtables and networks pertaining to CSR are being established and doing good work. Given below are a few of the more prominent examples. 2.2.1 Corporate Roundtable on Development of Strategies for the Environment and Sustainable Development - Business Council for Sustainable Development (CoRE-BCSD) of India There are several bodies now emerging on the Indian scene that focuses on issues of CSR. For instance, the Corporate Roundtable on Development of Strategies for the Environment and Sustainable Development - Business Council for Sustainable Development (CoRE-BCSD) of India⁶ is a grouping of Indian corporates trying collectively and individually to build in sustainable development concepts into their operations (see Box A). Initiated by The Energy and Resources Institute (TERI), CoREBCSD India includes some of the most innovative, some of the largest and also the most forward looking organizations in the country. Subject experts from these corporates identify and conceptualize projects. A team of industry members and TERI researchers then works to develop appropriate solutions/strategies for use by the industry.

The India Partnership Forum of the Confederation of Indian Industries (CII)⁷ is also an active proponent of CSR. It encourages a multi-stakeholder dialogue for promoting CSR in Indian business, including policy issues with regard to creation of an enabling environment. The activities of the forum do not just stop there. They also include mainstreaming CSR education in business schools, capacity building on community development, capacity building on sustainable reporting processes and indices, building an Indian CSR case study database and “operationalizing” CSR.

Legal Aspects:

The Companies Act 1956 was revamped with the New Companies Act 2013; the Act of Parliament received the assent of the President on the 29th August, 2013. The New Companies Act 2013 has also introduced a new Section on Corporate Social Responsibility (CSR), Section 135, making CSR mandatory for all Companies operating in India, with an eligible criterion based on their finances. The companies should use CSR to integrate economic, environmental and social objectives with the company's operations and its growth. The CSR committee shall formulate its CSR policy, based on which activities and specific budget would be allocated. The programmes implemented would be monitored and reported through company's website and annual report. 2% CSR spending would be computed as 2% of the average net profits made by the company during the preceding three financial years. Companies have to carry out and report their CSR initiatives for the financial year 2014 – 2015 and so the assessment year would be 2015 – 2016. The reporting or governance is simple "State what you will do, report what you did".

Now the amended Companies Act, 2013 has made it mandatory for companies to be socially responsible by introducing the Corporate Social Responsibility (CSR). Section 135 of the new Companies Act, read with the CSR Rules, mandates companies meeting certain criteria to set aside two per cent of their net profits for undertaking and promoting socially beneficial activities and projects in India. The Ministry of Corporate Affairs (MCA) recently issued the CSR Rules, 2014, to implement this legislative mandate, which came into effect on April 1, 2014.

1. **Applicability:** Section 135 of the Companies Act provides the threshold limit for applicability of the CSR to a Company i.e. (a) net worth of the company to be Rs 500 crore or more; (b) turnover of the company to be Rs 1000 crore or more; (c) net profit of the company to be Rs 5 crore or more. Further as per the CSR Rules, the provisions of CSR are not only applicable to Indian companies, but also applicable to branch and project offices of a foreign company in India.
2. **CSR Committee and Policy:** Every qualifying company requires spending of at least 2% of its average net profit for the immediately preceding 3 financial years on CSR activities. Further, the qualifying company will be required to constitute a committee (CSR Committee) of the Board of Directors (Board) consisting of 3 or more directors. The CSR Committee shall formulate and recommend to the Board, a policy which shall indicate the activities to be undertaken (CSR Policy); recommend the amount of expenditure to be incurred on the activities referred and monitor the CSR Policy of the company. The Board shall take into account the recommendations made by the CSR Committee and approve the CSR Policy of the company.
3. **Definition of the term CSR:** The term CSR has been defined under the CSR Rules which includes but is not limited to:
 - Projects or programs relating to activities specified in the Schedule; or
 - Projects or programs relating to activities undertaken by the Board in pursuance of

recommendations of the CSR Committee as per the declared CSR policy subject to the condition that such policy covers subjects enumerated in the Schedule.

This definition of CSR assumes significance as it allows companies to engage in projects or programs relating to activities enlisted under the Schedule. Flexibility is also permitted to the companies by allowing them to choose their preferred CSR engagements that are in conformity with the CSR policy.

4. **Activities under CSR:** The activities that can be done by the company to achieve its CSR obligations include eradicating extreme hunger and poverty, promotion of education, promoting gender equality and empowering women, reducing child mortality and improving maternal health, combating human immunodeficiency virus, acquired, immune deficiency syndrome, malaria and other diseases, ensuring environmental sustainability, employment enhancing vocational skills, social business projects, contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government or the State Governments for socio-economic development and relief and funds for the welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women and such other matters as may be prescribed.
5. **Local Area:** Under the Companies Act, preference should be given to local areas and the areas where the company operates. Company may also choose to associate with 2 or more companies for fulfilling the CSR activities provided that they are able to report individually. The CSR Committee shall also prepare the CSR Policy in which it includes the projects and programmes which is to be undertaken, prepare a list of projects and programmes which a company plans to undertake during the implementation year and also focus on integrating business models with social and environmental priorities and process in order to create share value.

The company can also make the annual report of CSR activities in which they mention the average net profit for the 3 financial years and also prescribed CSR expenditure but if the company is unable to spend the minimum required expenditure the company has to give the reasons in the Board Report for non compliance so that there are no penal provisions are attracted by it.

Key Elements of India's CSR Mandate:

1. What is the 2 percent requirement?

The act requires that companies set up a CSR board committee, which must consist of at least three directors, one of whom must be independent. That committee must ensure that the company spends "at least 2 percent of the average net profits of the company made during the three immediately preceding financial years" on "CSR" activities. If the company fails to spend this amount on CSR, the board must disclose why in its annual report.

2. Who must follow this requirement?

The requirement will apply to any company that is incorporated in India, whether

it is domestic or a subsidiary of a foreign company, and which has (1) net worth of Rs. 5 billion or more (US\$83 million), (2) turnover of Rs. 10 billion or more (US\$160 million), or (3) net profit of Rs. 50 million or more (US\$830,000) during any of the previous three financial years.

3. How will the requirement be enforced?

The board committee is responsible for reviewing, approving, and validating the company's investments in CSR. Prior to each annual meeting, the board must submit a report that includes details about the CSR initiatives undertaken during the previous financial year. The board's independent director helps ensure the credibility of this process. However, the act does not provide any guidance on what constitutes acceptable reasons for which a company may avoid spending 2 percent on CSR.

4. How does the act define "CSR"?

The act defines CSR as activities that promote poverty reduction, education, health, environmental sustainability, gender equality, and vocational skills development. Companies can choose which area to invest in, or contribute the amount to central or state government funds earmarked for socioeconomic development. While this definition of CSR is broad and open to interpretation, it clearly emphasizes corporate philanthropy rather than strategic CSR. The act does, however, specify that companies "shall give preference to the local area and areas around where it operates."

5. Will this positively or negatively impact CSR in India?

In a country such as India, where one-third of the population is illiterate, two-thirds lack access to proper sanitation, and 400 million people still live on less than US\$2 a day, the passage of the Companies Act should be hailed as a positive step forward in ensuring that business contributes to equitable and sustainable economic development.

Conclusion:

The key to maximizing returns for all the stakeholders in the given situation is to emphasize on developing effective and need based CSR strategies so that the investments can yield intended results. Effective CSR can be achieved by aligning CSR initiatives to the extent possible with business objectives, thereby indirectly benefiting and increasing their own incentive for efficient programming. As far as possible, the CSR initiatives should be designed in a sustainable manner and should be scalable and result oriented. Therefore, creating indirect advantages such as brand visibility, social capital, partnerships, business opportunities, long-term community relationships and most importantly nation building.

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Understanding Challenges in Women's Political Participation : A Case of Panchayati Raj Institutions (PRIs) of Kashmir Valley

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Abstract

In order to ensure decentralization of political institutions and to take democracy to the grass root level, the Constitution of India was amended by way of 73rd Amendment in 1992, also known as Panchayati Raj Act, wherein the establishment of Panchayats (Village Self Governance Unit) was made mandatory. Since the basic idea behind this enactment was to ensure socio-political empowerment of all sections especially weaker sections of society, but over a period of time, it has been found that the participation of women in particular has been very limited as has been testified by various reports and publications of State and Non-State Institutions of the Country. The present paper aims to explore the challenges in participation of Women in politics with special focus on Panchayati Raj Institutions of Kashmir Valley and also suggests various Strategies that are required to ensure maximum participation of Women in the Political system.

Key words: *Women, Kashmir, Political Participation, Challenges, Panchayati Raj.*

Introduction

Women constitute about half of India's population, but still their status in society remains unequal as compared to men. They are treated inferior and subordinate to men in all respects, and remained systematically marginalized in the sphere of politics too. In the domains of education, health, economy and politics, women face greater inequality. Even within the four walls of the house which is largely referred to private realm, women seldom enjoy decision making power on important matters. Although the Constitution of India did guarantee women equal rights as that of men, but unfortunately, Indian women continue to remain oppressed and struggle over everything; from survival to resources

(Sultana, 2010). Traditionally, women in almost every society have remained second grade citizens. In actual terms, women had become slaves of men, whose sole aim was to use them for producing and rearing up children (Khurshid, 2015). Neither were they allowed to get education nor were they given legal rights. To overcome this situation, the idea of Women empowerment gained a great acceptance... The term has been used more often to advocate for certain types of policies and intervention strategies, as demonstrated by a number of documents from the United Nations. Appreciating the importance of women empowerment, the government of India in the Programme of Action of year 1992, given by Ministry of Human Resource Development (HRD), considers women empowerment as a primary element of social change. Given the fact that political empowerment is one of the fundamental pillar of Women Empowerment, Panchayati Raj Institutions in India in this sense play a central role in the process of enhancing women's participation in public life and increased participation in political power structure for women, but in Kashmir valley the situation is entirely different. The two and a half decade armed conflict in the Valley has developed into a violent insurgency movement (Bakya & Bhatti, n.d.; Schofield, 2000).

In the midst of this cycle of violence many non-state actors have been trying to create disorder in order to thwart the attempts of the government to hold Panchayat elections but the state government succeeded in conducting Panchayat elections during the first quarter of 2001 after a very long gap of 22 years (Younis, 2014; Bhat, 2016). In the face of the call for boycott issued by the militants, many constituencies were declared vacant as no contestant came forward to fill in the nomination papers. Invariably in almost all the eight districts of Kashmir Valley, the number of candidates per district was less than the total number of constituencies. However, the Panchayat elections that were held in 2011 were quite different. The elections were held in all the constituencies of the State and were clearly seen as a step towards mainstreaming human potential at the grassroots. The elections were conducted without intimidation by militants or security forces. There were no serious pre-election threats, even from existing militants (Younis, 2014; Chowdhary, 2011). The significant point about the 2011 Panchayat elections in Kashmir was the overall enthusiasm of the people and in this election around 80 percent voter turn-out was recorded. Even armed militant groups were less vociferous in issuing threats. (Das & Singh, 2013). The Panchayat election of 2011 were significant in many respects, however one very disturbing result of this election was that there was a very less participation of females which was nearly about 10-15 percent as compared to males. But the situation then changed as a systematic attack on the roots of democracy was initiated during April 2012 when a militant outfit warned the duly elected Panchayat members either to quit or be ready for dreadful consequences. To give effect to the threats and enforce their diktat, a few Panchayat members and Sarpanchs were killed in militant attacks as a result of which about 500 Panchayat members announced their resignation openly through newspapers, mosques and by other means (Panchayati Raj Update – Our Panchayats Our Future, 2012). The killings forced at least 161 Village Heads including 49 Sarpanchs, 111 Panches and 1 Deputy Sarpanch of South Kashmir declaring their resignation through public address system in their respective areas and about 50 Panches and Sarpanchs from North Kashmir (Younis, 2014).

The Study

A qualitative method using Focused Group Discussions (FGD'S) were conducted with the rural women. A total of 5 FGD's were conducted, out of which three were conducted with the women working as political activists of different political parties and two (FGD'S) were conducted with the women having no affiliation with any political activity. The information was obtained around a specific theme i.e., "Challenges to Participation of Women in Politics". The researcher contacted local SarPanchs in order to seek permission for conducting discussions. The concerned SarPanchs arranged informal meetings and the researcher interacted and proceeded with proper permission and consent.

Analysis and Discussion

Given the objective of the present paper, the issue of challenges in women's participation in political system needs to be understood in totality. There is no doubt that increasing women's participation in politics and securing their access to political life is necessary for sustainable development of any State (Miranda, 2005). Before the partition of the Country in 1947, Kashmiri Women had a very little social role to play. But after independence, they got a boost when reforms took place in various fields particularly in the fields of education and employment which broke the shackles that bound women to traditional roles and conservative expectations. Encouraged and motivated by the State efforts, many Kashmiri women took up jobs in various fields since independence and have undoubtedly made remarkable inroads to more professional and challenging spheres; traditionally considered as male domains. However, the political sphere remains only an arena in which women have not gained comparably visible status.

As one of the political workers narrated,

"We have unpredictable conditions here in Kashmir and nobody knows what will happen tomorrow. We live in a conflict-affected zone and if any untoward situation occurs, we would be confined to our homes for months together. This conflict has snatched everything from us; our children and our loved ones. Given the situation here, women cannot think of joining politics in this environment particularly for women. We have taken a great risk" (Hajra, a political worker)

There is no doubt that despite having some position of power in politics, women especially in Kashmir have not been able to get their true status and access to political decision making; reason being the prolonged conflict and conservative society which is the main barrier and biggest constraint in their participation (Wani & Yasmin, 2015). To explain it more clearly, certain constraints are identified here with a view to gain insight into the issue.

Patriarchy

Patriarchy is a social system in which males hold primary power and predominate in roles of political leadership, moral authority, social privilege and control of property. In the domain of the family, father or father-figures hold authority over women and children. Historically, patriarchy has manifested itself in the social, legal, political, religious and

economic organization of a range of different cultures (Douglas, 2007). In many societies, women are portrayed as weak and incapable of making smart decisions. They have been depicted across generations to be only capable of trivial matters, constantly engaged in gossip and hearsay, utterly incompetent and less intelligent. This was projected and reinforced through the years through male-dominated institutions and patriarchal societies which internalized the idea that the woman was inferior. Augmenting the belief that women being subservient in every aspect made it more difficult for them to go after their political rights. For a woman to enter politics, such patriarchal attitudes make it even harder. The truth is that such attitudes are not a thing of the past. In fact, such conviction towards the female folk still prevails across the globe (Aswath, 2014).

Considering the following narrative:

“I remember once something was being discussed in my family and I gave a suggestion regarding that, but I was told that I should keep my mouth shut and should not interfere in family matters; and I have to listen every time that women are mostly idiot, they can end messing up everything” (Hafeeza, a house wife)

A combination of patriarchy, conservative religious interpretations and cultural stereotyping has built a very strong psychological barrier among Kashmiri people regarding women’s participation in the public sphere. Prevalence of the masculine model of politics, a patriarchal culture, the absence of well-developed education and training programs to support women candidates, and lack of coordination with public organizations also impede the participation of women in the mainstream political sphere.

As narrated by (*Mubeena, a housewife*)

“I remain busy full day; sometimes with the kids or sometimes with the household chores. I seldom find time for myself because of the busy schedule. When I don’t have time for myself, what will I do in politics as political career needs a lot of time”

The dual burden of balancing domestic tasks with professional obligations plus lack of control over financial resources hinders women’s political participation (Kassa, 2015). It was also observed that most of the women feel it interesting, but then the family pressure distracts their idea of being in a political sphere.

Religion

Religion is another important source of cultural beliefs in most countries. Religion has been used as a tool to sideline women from being an active participant in social, political or religious life, as assertions regarding women being subservient to men are ubiquitous across all ascendant religions (Kunovich, Paxton, & Hughes, 2007). Arguments about women’s inferiority to men are present across all dominant religions, and traditionally religion has long been used to exclude women from aspects of social, political, or religious life around the world (Kunovich, Paxton & Hughes, 2007). For example, Protestantism promotes nonhierarchical religious practices and more readily accepts women as religious leaders compared with Catholicism and Orthodox Christianity; and Islamic Law (Shariah) is typically interpreted in a manner that constrains the activities of women (Ahmed, 1992

; Meyer, Rizzo & Ali, 1998). Moreover, sidelining women from religious institutions and leadership is bound to negatively affect their status and arrest their scope in politics and public life. Therefore, religion is being used as an exclusion tool towards women in many communities in the country.

As narrated by Shameema, a House wife

“Once I told my husband that I also wanted to earn. The reaction was so bad that my husband didn’t talk to me for almost a week. Giving the reference of religion, he told me that pious women stay indoors. The ones who venture out of their homes don’t remain the same”.

Therefore religion plays a pivotal role in vehemently opposing the advanced way of independence of women particularly in the sphere of politics.

Pecuniary Circumstances

Economically, women are at an unfavorable position as a long history of discrimination is associated with them. Women’s participation and representation in political sphere is determined by their socio-economic position. Social and economic status of women directly influences their participation in political institutions (Shvedova, 2002). Therefore, unavailability of financial resources serves as one of the biggest impediment in encouraging women’s participation in politics. In order to enhance women’s participation in political sphere, all the necessary economic resources should be made easily accessible to the women folk. (Tovar, 2007). In the context of Kashmir Valley, women folk are economically dependent on men to a large extent; serving as an obstacle in the participation of women in governance.

As the narrative reveals,

“If a Woman ever tells her significant other that she wants to go into politics, she has to listen to a number of things. She’s being told that if she goes into politics, who will bear the expenses required for that.”

While speaking about the expenses required for going into politics, the respondent meant those expenses which are necessary for political campaigns including rallies, road shows, public gatherings and the informative and communicative material to highlight the political activities.

Cultural Prejudices/ Factors

Many Cultures strongly believe in the fact that women should be confined within the four walls of a house and perform the primary roles, i.e. taking care of husband and rearing children. This practice of restricting women to primary roles is prevalent in many countries throughout the World. The orthodox culture and strong patriarchal system restricts women’s advancement, progress and participation in political process. Societies across the globe are governed by a doctrine of ‘a woman’s place’ (Shvedova, 2002). Moreover, the perception of societies towards women folk heavily affects the participation level of women. People often infer that leadership is a masculine attribute and should be taken care by men only and

this perception of people, societies and cultures anticipates that whenever women are made to lead, people face a lot of problems (Eagly, Makhijani, & Klonsky, 1992). Consequently, the countries wherein women have achieved substantial levels of education or employment, they continue to face cultural hindrances to engagement in politics (Kunovich, Paxton & Hughes, 2007).

As narrated by Rabia, a house wife

“Before marriage, all parents tell their daughters to think about their respect before doing anything silly. No matter how much a girl studies, but in the end she has to take care of her in-laws and her family. After listening to this, how can a girl think of going out for work and making herself independent? Her wings are cut even before she can fly”

Culturally, there is a belief that women are supposed to be led not to lead. The type casted perception constitutes paramount barriers; societal notion regarding ability of women to lead, dearth of confidence among women, hinder their participation (Ministry of Women’s Affairs, 2006. (Norris & Inglehart, 2008).

Family and Work Pressures

Given the fact that women are best at maintaining the household, they spend more time than men in home and child care. The uneven distribution of family responsibilities between men and women puts a lot of pressure on the women. Studies have repeatedly shown that working women face a number of issues steering between family and work responsibilities. Moreover being deeply involved in child care, women can’t think of entering in the political environment (Rachel, 2009).

As narrated by Haseena*

“When a girl is married, all her liberties are gone. Some people advocate that women should also work and earn their living, but when it comes to politics, everyone takes it for granted. Presently, our State is headed by a Woman, but to be frank enough, my in-laws and even my parents abuse her all the time. If any untoward situation occurs, she is blamed. I fail to understand why people don’t see the men working with her, who are equal partners in decision making. Every time I hear that when a woman heads a State, curse is there to come.”

Although women’s political representation has improved over the years, negative social perceptions about the leadership ability of women, their low socio-economic status, low education and skill levels, and lack of strong role models all contribute to women’s low participation in decision making positions. The existence of male dominated model results in women either rejecting politics altogether or rejecting male-style politics. Generally many Kashmiri women have very little independence on decision making relating to individual and family issues.

A Way Forward

Women’s political participation is directly influenced by the prevailing conservative and male-dominated culture. Social, cultural and religious norms and values are playing

a significant role in influencing views towards women's role, responsibilities and representation. This is deeply rooted in the society and in order to promote women's participation in politics, these barriers need to be addressed. Therefore, in order to enhance the status of women, it is indispensable to have more women at the decision making positions (Panday, 2008). Over the years there has been a slight increase in women's political participation, however, much effort are needed to bring this to a considerable level wherein women feel safe and secure while participating in decision making and governance (Miranda, 2005). In order to enhance women's political participation, laws, policies and procedures that promote gender equality and send positive messages to women and girls about their role and place in the country/ region need to be developed. Lack of such policies and procedures sends the opposite message hindering the political participation of women (McDonagh, 2009). On the other hand, we could learn from other countries the process of "gender analysis" in budgeting and policy making in order to enhance women's political participation. Moreover, our Democracy is in need of a strong feminist movement that could to some degree mitigate the lack of party effectiveness in increasing women's political participation. Such a movement could work to recruit more women as candidates, put pressure on elected officials (both male and female), speak for women as a group, and push for policy to continue progress towards gender equality (Gupta. & Singh, 2013).

Similarly, media can play a vital role in promoting gender awareness within the societies. Media can take the responsibility to educate and mobilize the public and to increase the awareness regionally. Women's Organizations and other International Organizations can also provide advisory and financial support during elections to women candidates who have limited financial resources. This can support constituency building, providing capacity support and increase the visibility of the candidates. Women's collective action and ability are necessary to link with networks and build alliances with other political forces. Capacity development initiatives should not only include women already in decision making level or in Parliament, but also those who aspire to step into politics. Such initiatives should focus on grass root women and local level leaders (Miranda, 2005). Furthermore, there should be clear and explicit provisions within the constitution and legislation of the State on gender equality and non-discrimination against women. Moreover, there should be provision to enter the dialogue with religious institutions and leaders so as to promote participation of women in politics. There should also be improvement in training on gender equality for practitioners in the field of police, civil servants, and judiciary, and in national education curriculums.

Participation of women in the political life plays a very significant role in their empowerment and advancement. If we wish to see a society wherein women work abreast with men, women need to be encouraged to take active part in politics. Achieving equality, development and peace would be a dream in the absence of women. At the most basic level, an improvement of the overall situation of women in the social, economic, cultural and political life of the country is necessary not only for the sake of political representation, but as an obligation of a democratic state to abide by its laws and commitments to bring about equality among citizens. Moreover, in a society like Kashmir, where conflict, gender based violence and domestic violence are recurring problems that require a coordinated

approach from both public and private organizations.

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Post Graduate Student's Attitude towards Research in Higher Education

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Abstract

The paper empirically attempts to find out the attitude of post graduate students of social sciences towards research in university education. The samples comprised of 50 from different postgraduate programs were selected through purposive sampling technique. The Attitude towards Research Scale (7 point Likert) was adapted to collect primary data. It was explored the usefulness of research in career; research anxiety; positive attitudes toward research; relevance of research to life; and research difficulty. The data were analyzed using SPSS software. It is found that postgraduate students have positive as well as negative attitudes towards research. Few suggestions are made in order to develop positive attitudes and overcome from negative attitudes.

Key words: *Research Attitude, Higher Education, Postgraduate students.*

Introduction

Higher education plays a vital role in society by providing new knowledge, conveying it to students and nurturing invention. Quality teaching in higher education matters for student learning outcomes (Henard & Roseveare, 2012). Higher education is very important for a developing country like India as it has a direct bearing on the intellectual development of human resources. Indian higher education has never received much prominence when compared to other levels. Academicians have pointed out that for the economic and social well-being, quality and widespread of higher education is a must. The vision of Ministry of Human Resource Development is to realize India's human resource potential to its fullest extent in the education sector, with equity and excellence.

Research plays a significant role in our daily life. All inventions have been possible with the help of research. The human being was able to find the cure for flu, polio and

many other diseases. Not only in medicine, technology but also helped to develop Social Sciences (Gross, 2010). Research is the process of collecting and analyzing information to increase our understanding of the phenomenon under study. The aim of the research is to contribute towards the understanding of the phenomenon and then to communicate that understanding to society. It is rewarding experiences to produce graduates with high personal and professional achievement (Fishbein & Ajzen, 1975). Research and related elements have become essential to the modern tertiary education (Sreedharan, 2012).

A university education system is interrelated with research activity and such a system has to prepare the post graduates for professional activities and knowledge applications. Hence, postgraduates have to be open to changes, should be creative, and critical thinkers. It is to be noted that conducting research is not an entertaining activity. It requires a lot of self-independence and ability to bear responsibility (Lamanauskas & Augiene, 2014). Research competence is highly important in the application of acquired knowledge in creative ways and to create new knowledge. Therefore, research competence is awarded priority in higher education.

The attitude towards research is basically a detailed study of thinking, feeling and the person's behavior towards research. It also specifies how a person is acting in the research field and what importance is given to the different aspects of research. Papanastasiou (2005) infers that it is important to study the attitudes towards research. As research demand increases, every institution and universities require their students to come up with a quality research paper focusing on problems. This becomes a requirement for every institution and Universities student who want to receive a degree. However, tied with this demand is the students worry in their research class. Students usually tend to view research methods courses negatively (Papanastasiou, 2005).

Many records could show evidence of the student's negative attitudes towards research in relation to courses in, statistics and mathematics (Adams & Holcomb, 1986; Wise, 1985). There are problems which were believed to be associated with the negative attitudes of the students towards research, such as the difficulty of research, the number of workloads given to the students and their anxiety towards the subject. Normally, those students who find research difficult and stressful develop greater research anxiety, thus sacrificing their grades in the course. The term Attitude has been defined by Bandele & Adebule, (2013), as the readiness to act in a certain way to certain issues. Attitude is a set of feelings or thinking which usually reflect in an individual's predisposition or actions or a tendency to respond either positively or negatively towards a certain object, idea, a situation or person (Singh & Kaur, 2015). According to Bandura (1986), what people think, believe and feel affects how they behave. In view of this the study has been conducted with following objectives:

1. To explore the personal background of the postgraduate students:
2. To examine the attitude of postgraduate students towards research: and
3. To compare attitude of postgraduate students with family type.

Methodology:

In order to satisfy the objectives of the study, it was adopted descriptive research design besides employing quantitative techniques. The study has been limited to couple of Universities. It was studied with a sample of 50 postgraduate students of fourth semester who have already studied research methodology paper in the previous semester and presently in the process of doing mini research project. The samples have been drawn based on gender, family, age cohorts and discipline. A tool Attitudes towards Research Scale devised and standardized by Elena T. Papanastasiou adopted. It contains 32 items on usefulness of research in personal and professional life; research anxiety; positive attitudes towards research; and difficulty in doing research. The technique of questionnaire was used to collect data. The data was entered into the computer and analysis has been done with the help of SPSS software.

Results and Discussions:

Out of 50 post graduate students a majority of them three-fifth are females; more than seven-tenth are socialized in nuclear families; less than three-fifth hails from rural areas; about three-fifth of them belong to the category of other backward classes; majority of them four-fifth are Hindus; and more than one-tenth have entered post-graduation after a break in education. With reference to disciplines of study, a significant proportion more than two-fifth students are studying MSW (44 percent); more than three-tenth M.Com (34 percent); more than one-tenth MA Economics (12 percent); and one-tenth MA English (10 percent) respectively.

Table-1 Gender verses Research orientated thinking helps in everyday life of PG students

Gender	Strongly Disagree	Disagree to Some Extent	Disagree	Uncertain	Agree to some extent	Agree	Strongly Agree	Total
Male	0 (0)	1 (100)	1 (25)	1 (100)	6 (67)	7 (29)	4 (36.4)	20 (40)
Female	0 (0)	0 (00)	3 (75)	0 (00)	3 (33)	17 (71)	7 (63.6)	30 (60)
Total	0 (00)	1 (100)	4 (100)	1 (100)	9 (100)	24 (100)	11 (100)	50 (100)

$\chi^2= 7.27$ DF: 5 Significant level: .20 Result: Non-significant

* Figure in parenthesis shows percentages

The above table describes the association of gender with whether research oriented thinking plays an important role in the day-to-day life of postgraduate students. Out of 50 students a majority 44 of them agrees; agrees to some extent; and strongly agrees that

research orientation thinking helps them in day-to-life. Among them, female students are of the opinion that research oriented thinking helps them in dealing with day-to-day life when compared to male students. Whereas 5 students disagree; and disagree to some extent with reference to utility of research oriented thinking in their routine life. Among them females are more than the male students. When the chi-square test applied to see the association between gender and research oriented thinking use in routine life, it is found that there is no significant association.

Table-2: Gender verses Liking research by Postgraduate students

Gender	Strongly Disagree	Disagree to Some Extent	Disagree	Uncertain	Agree to some extent	Agree	Strongly Agree	Total
Male	0 (0)	0 (00)	0 (00)	1 (50)	2 (28.6)	11 (39.3)	6 (66.7)	20 (40)
Female	0 (0)	1 (100)	3 (100)	1 (50)	5 (71.4)	17 (60.7)	3 (33.3)	30 (60)
Total	0 (00)	1 (100)	3 (100)	2 (100)	7 (100)	28 (100)	9 (100)	50 (100)

$\chi^2= 5.804$ DF: 5

Significant level: .32

Result: Non-significant

* Figure in parenthesis shows percentages

The above table explores the relationship between gender and liking of research by postgraduate students. Out of 50 students, a majority 44 of them agrees; agrees to some extent; and strongly agrees that they like research. Among them, male students like research more when compared to females. It is only 4 students disagree or disagree to some extent with reference to liking of research. Among them all of them are females. When the chi-square test is applied to see the association between gender and liking of research by students, it is found that there is no significant association.

Table-3: Areas of positive Attitude towards Research

Areas	Attitude													
	Strongly Disagree		Disagree to Some Extent		Disagree		Uncertain		Agree to Some Extent		Agree		Strongly Agree	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Research is useful for career building	0	0	0	0	4	8.0	1	2.0	7	14.0	20	40.0	18	36.0
Interested in research	1	2.0	2	4.0	0	0	1	2.0	4	8.0	19	38.0	23	46.0
Knowledge acquired through research is as useful as arithmetic	0	0	0	0	0	0	8	16.0	16	32.0	10	20.0	16	32.0
Inclined to study the details of the research	1	2.0	7	14.0	2	2.0	2	4.0	5	10.0	30	60.0	5	10.0
Use research in daily life	4	8.0	2	4.0	11	22.0	3	6.0	7	14.0	14	28.0	9	18.0
Enjoy research	0	0	0	0	8	16.0	8	16.0	3	6.0	27	54.0	9	18.0

The above table depicts on the areas of positive attitude with reference to research by the postgraduate students. Out of 50 students, a majority of them agree to some extent; agree and strongly agree that research is useful for their career building (nine-tenth); they have developed interest in research (more than four-fifth); knowledge acquired through research is as useful as arithmetic (more than four-fifth); inclined to study the details of research (four-fifth); use research in the routine life (three-fifth); and enjoy research (less than four-fifth) respectively. However, a significant proportion, disagrees to some extent or disagrees or strongly disagree that the research is useful in their routine life (more than three-tenth); inclined to study the details of the research (less than one-fifth); enjoy listing and doing research (less than one-fifth) respectively.

Table-4: Areas of negative Attitude towards Research

Areas	Attitude													
	Strongly Disagree		Disagree to Some Extent		Disagree		Uncertain		Agree to Some Extent		Agree		Strongly Agree	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Research is stressful	10	20.0	13	26.0	13	26.0	1	2.0	3	6.0	9	18.0	1	2.0
Research develops anxiety	13	26.0	20	40.0	5	10.0	1	2.0	8	16.0	1	2.0	2	4.0
Research scares	7	14.0	13	26.0	8	16.0	8	16.0	10	20.0	5	10.0	0	0
Research is a complex subject	13	26.0	26	52.0	4	8.0	2	4.0	3	6.0	2	4.0	0	0
Trouble with arithmetic	12	24.0	9	18.0	11	22.0	0	0	2	4.0	4	8.0	12	24.0
I find it difficult to understand the concepts of research	6	12.0	25	50.0	8	16.0	4	8.0	6	12.0	1	2.0	0	0

The above table depicts on the areas of negative attitude towards research by the postgraduate students. Out of 50 students, a significant proportion of them agree to some extent; agree and strongly agree that research is stressful (more than one-fourth); research develops anxiety (more than one-fifth); research scares (one-third); research is complex subject (one-tenth); have trouble with arithmetic (less than two-fifth); and find difficulty to understand the concepts of research (more than one-fifth) respectively. However, a major proportion, strongly disagree; disagrees to some extent; and strongly disagree that research is not stressful (more than seven-tenth); research does not develops anxiety (more than three-fourth); research does not scares (more than half); research is not a complex subject (more than four-fifth); does not have the problem with arithmetic (more than three-fifth); and do not find it difficult to understand the concepts of research (more than three-fourth) respectively.

Conclusion:

An attempt has been made to assess the attitude of postgraduate students towards research. The attitude of students towards research is multi-dimensional. Developing research aptitude is essential to all the postgraduate students irrespective of their discipline. There is an association between the developing interest in research and the way concepts of research is delivered to students. The practicing of research in the form of conducting independent micro study makes them to enjoy the process. In view of this certain

suggestions are made to develop a positive attitude among the students about research;

1. Workshops for practicing research would address their practical difficulties both understanding theoretical and practicing research.
2. The concurrent practice of research helps the students to link between the theories and practice.
3. Students need to be encouraged to do micro projects independently. Proper support is to be extended by the faculty supervisors.
4. Individual conference on research progress at least once in a week help students to discuss the difficulties and redressal of practicing research.

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Philosophical and Ethical Issues of Human Resource Development

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Abstract

Of all the resources - money, material, machinery and human capital - human resources are considered to be the most precious and valuable resource that can be developed to the optimal level for attaining the cherished goals of an organisation. Individuals differ from one another and hence, a different approach is required in dealing with human resources. Philosophical and ethical issues are the guidelines HRD practitioners use in evolving, implementing, monitoring and evaluating employee-centered and development-oriented HR policies and programmes. The most important philosophical and ethical issues of HRD are highlighted.

Key words: *Human Resources, Ethical Issues, Philosophy, Personnel management.*

Introduction

The entry of Multi-National Companies into India with their expertise and resources has changed the scenario of Indian business leading to competition and quest for improvement in higher quality products/services. In this context, the prominence of Human Resource Development (HRD) has gained significance as opposed to the traditional approach of managing and controlling workforce.

The concept of Personnel Management is replaced with Human Resource Development. The change is not just in nomenclature; it is intended to bring about radical changes in the approach towards human resources, from managing to developing employees. The basic philosophy of HRD is the firm belief that human resources are the most valuable and precious resources that can be developed to the optimal level for attaining the cherished goals of any organization.

Tangible resources such as money, machinery may be regenerated, if the situation warrants. A company which has lost its machinery and equipment can bounce-back into

business if it is supported by talented workforce. Unlike the tangible assets, which have depreciating value in course of time, human resources get sharpened and are of immense value with effective use. Further, human resources are flexible and can be used for different purposes. Original human efforts cannot be duplicated and cannot be substituted with any other resource. Human resources, thus, serve as the intellectual capital of the organization. The big difference between a more successful and less successful organisation is not machinery or equipment or other tangible resources, for which every organisation has access to in the present times, but that of skill and knowledge of its workforce. Hence, in the given economic paradigm, HR professionals require to do things differently in an entirely different role; and thus, not limiting their role to that of an administrator (Becker et al, 2001).

The focus of attention of HRD is to introduce new and innovative practices that facilitate the development of competencies of employees and thereby contribute to organisational success. In the following lines, the philosophical and ethical issues related to HR functions viz., resource acquisition; resource development; and resource disposal and the last includes functions related to retirement, resignation, dismissal, expiry of a fixed term of employment, are explained.

Philosophical and Ethical Issues of HRD

HRD is a process of enabling and facilitating people to acquire competencies. From an organizational point of view, employees are helped in a planned, predetermined and continuous manner to acquire competencies to perform the present assignment and to prepare them for future endeavours and challenges. For many organizations, HRD means providing training only to its employees. For some, HRD is a welfare concept. Both the issues cannot be discarded and HRD does not limit its strategies to training or welfare of employees. It includes all issues and tasks that are initiated and implemented throughout the career of the employee for his/her development as well the well-being of the organisation.

Human factor has to be ranked high in an organisation to derive best results. Other resources like money, machinery are activated and made functional only with the efforts of human resources. No organisation can survive and reach the heights without the involvement of the right kind of human resources. These resources can be referred to as the pillars of the organisation on which the whole super structure of the organisation rests. Employees are known by the company to which they are part of, and similarly companies are known by the employees they keep. In a brisk and volatile business world, it is only the human resources of the company that are the ultimate source of its competitive advantage over other companies (Baron, 2004). Realizing the fact that the present era is a golden one for HRD profession, many companies have established HRD departments to focus on new and innovative HR practices.

HR professionals, unlike their peers in marketing, operations and finance streams have a difficulty in convincing their superiors with regard to the outcome of their practices in quantitative terms, in a language that all can understand – money. In theoretical terms, Returns on Investment (ROI) can be assessed on the basis of costs involved and benefits

generated; and ultimately the outcome of benefits less costs. It is not an easy task for HR professionals in quantifying their efforts in every arena of their endeavours. The unique role of HR professionals is to ensure that the organisation transacts smoothly, fairly and ethically with its workforce; employees deal fairly and ethically with one another, organisation and clients (Fisher et al, 1997).

The term philosophy refers to the principles underlying any department of knowledge. These philosophical assumptions cannot be tested scientifically nor are their effects visible and objective as that of mathematical calculations viz., investment and profit. But one can feel and sense the presence of the impact of the philosophy of HRD. Equally ethics of a profession are important from the view point of sound practices. It is not possible to legislate all the ethical issues. An industry cannot be built on sound lines when the ethical fiber is destroyed. Many of the ethical issues are unwritten and the consequences of not adopting ethical behavior are as destructive as that of not following legal behaviour (Khera, 2002).

Some of the important Philosophical Assumptions and Ethical Issues are discussed below for the clear understanding and their implications:

- No organisation, however great it is, can exist in a social vacuum. It is composed of people possessing varied socio-economic background as well as psychological traits. Every individual is unique and no two individuals are alike in all respects. Hence, individual differences are the characteristic feature of an organized system. The organisation has to appreciate such individual differences as an essential ingredient of the system.
- Organizational survival, growth and development depend on the collaborative work of people. It is apt to mention that individuals play the game but it is the team that wins. Similarly, behind organizational success, the contribution of every employee is paramount. Team-building and informal channels of communication are to be encouraged and by doing so the employees would not hesitate to express their feelings and emotions. This, further, results-in action to be taken, whenever/wherever required.

No employee is an island and the function of every employee is related to the functions of others and all aim at achieving the organizational goals. Hence, the organization needs to encourage team spirit and collaborative effort.

- Every individual is endowed with abundant potential to grow and develop. If opportunities are provided, every employee can make attempts to grow and develop to the desired level of performance. While change is the law of life, change is possible and change becomes inevitable in many occasions during the course of employment of a person.
- Organizations must develop a climate wherein employees feel that they are cared for and their contribution to the organizational objectives is worthy. A climate wherein people feel that human resources matter the most and there is top management's

commitment to HRD initiatives. A climate of mutual trust and belief has to be created and informal relations need to gain prominence over formal interactions. Hence, the human relations approach must be just and humane.

- All HR policies of the organisation must be development-oriented and not punitive in nature. Policies must be developed in such a way that adequate opportunities are provided for the use of full potential and creating opportunities for innovation, reward for positive behaviour, and job satisfaction of employees. Policies must be framed in such a manner that they are perceived by employees as fair and just both in letter and spirit.
- Individuals seek jobs and organisations seek good employees. A perfect match of the two is the essence of the process of talent search and selection. A clear and well-defined recruitment policy is essential to attract talent, and by adhering to the issues of social justice. There should not be any favoritism or victimization in the whole process. In the present competitive business scenario, hiring and retaining the talent is a major concern of every progressive organisation. Employees are to be seen as partners in development and not as commodities to be purchased and disposed of when not required.
- Harmonious and sound relationship between the management and employees is a pre-requisite for both stability and prosperity of the organisations (Nehru, 2009). A mutual trust and belief and compliance of mutually agreed policies and programmes would bring harmonious industrial relations. Employee union is one way wherein employees express their opinions, grievances and problems in a legitimate manner. Management should not interfere in the functioning of employee unions. Any unethical practice on the part of the union / management has to be avoided. While union and management are equal partners of organizational development, their interaction should be such that there is mutual trust and belief and coordinated effort. A meaningful dialogue between employees and management is for the good of the organization.
- Wage and salary administration should be reasonable and just and there should be no ulterior motive and exploitation in dealing with the issue.
- The performance appraisal system, adopted by the organization, must be open and the system should aim at the development of its employees, and improvement of the quality of work life, thereby paving a way for organizational effectiveness. Appraisal should aim at recognizing the strengths and areas where improvement is required through feedback. The whole exercise is for the career development of the employee and is not to be treated as a ritualistic affair.
- Promotion policy must be fair and non-discriminatory and the organization needs to adopt career planning for each employee.
- The health and well-being of employees are priority areas of management. Taking responsibility for the occupational health and providing needed services

at developmental, preventive and therapeutic levels are both the ethical and legal obligations of employers. Personal inconveniences and problems of adjustment of employees within the organisation or at the level of family need to be attended to through counseling and mentoring.

Counseling is a process that involves a series of steps which include initiation, exploration, plan of action and termination. Industrial counseling is emerging as a mechanism of HRD in all progressive organisations that care human resources.

The mentor-protégé relationship is like teacher-taught; and parent-child. The relationship grows gradually and is aimed at professional growth and mental maturity. Interest, ability, and competence, and availability will be the criteria adopted in the development of protégé.

- Any case of sexual harassment of women at workplace is to be treated as an ethical problem as well as a serious violation of code of conduct. Aarti (2002) has vividly explained the practice of discrimination and gender inequality which still prevails in the present times. In terms of the numbers, women are considered the single largest deprived and excluded group. A mechanism has to be evolved to prevent and deal with such cases with utmost concern. Sexual harassment of women at workplace is a cognizable offence and is a violation of their Fundamental Rights viz., the Right to Equality, Right to Freedom of Profession, Protection of Life, and Personal Liberty guaranteed by the Constitution. The work environment must be proactive for both the genders.
- There must be a fair policy for maintenance of discipline, and also settlement of conflicts and grievances amicably. In an exclusive interview with Bibhu Ranjan Mishra, Rishad Premji, (elder son of WIPRO's legendary Chairman Azim Hasham Premji) has highlighted that discipline and work-ethics are the most important things that he has learnt from his father (Edited Excerpts, contributed by Chandran, 2012).
- Human rights of the workforce have to be respected and developed viz., right to form an association/a union; right against the discrimination; right to healthy working environment, freedom of expression, and right to equality – equal pay for work of comparable worth. There should be no attempt on the part of the management to curtail the rights of employees.
- Corporate Social Responsibility (CSR) is more an ethical issue related to organizational development. Corporates are expected to behave in a responsible and ethical way towards stake-holders - employees, customers, general public, government, and even non-human entities like the environment. This responsibility can be termed as Corporate Social Responsibility. It can be termed as that action the corporate takes over and above the statutory requirement for the welfare of stakeholders. Agarwal (2008) defines it as the ethical behaviour of a company towards the society.

Multi-National Companies generally accord attention to three 'P's: People, Profit and Planet. The nature of business speaks of the 'P' to which the prominence is accorded

under the banner CSR (Jothi, 2010). Moss (2009) has mentioned that Corporate Social Responsibility has become an organisational commitment. A well-planned system of CSR is built-in on par with that of quality management system. As many as 72% of India's top 50 companies have a well defined CSR policies, and undertake varied activities with commitment. This social compliance cannot be viewed as an isolated programme. It is well-knit with its organisational goals – in terms of production and marketing. A clear link is established between production and marketing; and between increased social compliance and improved business performance.

- Employees must refrain from using official position for personal gain.
- Employee record is a written and permanent form of maintaining the details of every employee during their tenure of employment in the organisation. This system of record maintenance serves dual purpose of employee as well as organisational well-being. To maintain employee records as confidential documents, they are to be preserved in safe custody and not to be made accessible to unconcerned persons. The records must be arranged in such a way that they are easily accessible.
- To find out the factors that forced employees to take a firm decision to quit, an exit interview of both formal and informal must be conducted to identify the issues which require correction. This would enable the management to evolve measures to retain talent. A retention strategy is important, failing which the result would be of high turnover rates (Cushway, 1994).

Conclusion

One ethical issue which emerged in the recent times is how an organisation treats its employees during difficult times, like the period of recession. This fear of recession has made both the organisation and prospective candidates choosy. In this context, pay and other benefits may not matter much for both the parties. Now companies adopt different rigorous methods to select talent, and prospective candidates also look at the financial status of the organisation so as to ensure its long-term prospects (Bajaj and Chaudhury, 2012). Arbitrary downsizing, taking only economic criterion, is not a good practice. Retaining an employee even during odd times is an indication of the concern for human resources.

The lessons one would learn from high performance corporates are that it is the human resources, if groomed properly, would be the strong-force behind the success.

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Reasons Elicited By School Dropouts: A Social Reality

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Abstract

Present study is conducted to know the Adolescent's social realities related to school dropouts an attempt has been made to elicit their opinion regarding reasons for dropping out which has direct impact on their quality of life and the psychosocial issues related to their education. All the adolescents residing in Kalal galli slum in the age group of 14 to 17 years were included in the study. Adolescent (10–19 years) is the period of transition from childhood, which are formative years when maximum amount of physical, psychological & behavioral changes take place. During this period large number of children suffers from psychosocial problems at one time or other during their development. Many of these problems are of transient in nature & are often not even noticed. The term psychosocial reflects both the under controlled, externalizing or behavioral problems such as conduct disorders, educational difficulties and emotional problems.

Key words: *Education, Adolescents, Dropouts, Reasons, Issues.*

Introduction

In India Adolescents comprise 22.5% of the total population, during this period large number of children suffers from psychosocial problems at one time or other, during their development. Many of these problems are of transient in nature & are often not even noticed. The term psychosocial reflects both the under controlled, externalizing or behavioral problems such as conduct disorders, educational difficulties and emotional problems.

There is a need to study issues, situations which leads to psychosocial problems of adolescents because they face significant problems and risk related to their healthy development. Adolescents have very special and distinct needs which can no longer be over looked. It is also essential to invest in adolescents as they are the future of the country.

Approximately 80% of worlds children live in developing countries, their well being as adults depends heavily on the education they receive¹ The developing country like India has to opt for education as one of the most important and useful tool to achieve National development. India adopted the National policy for children in Aug 1974, The policy declares, It shall be the policy of the state to provide adequate services to children both before & after birth & through the period of growth, to ensure their full physical, mental &

social development and recognized children as the 'Nations Supremely important asset'*2

School education is a complex process and many multidimensional factors influence the teaching process. School education has been described as a "Social Vaccine" and it can serve as a powerful preventive tool. 3

The twin goals of "Education for all and Health for all" are inseparably linked .Good health is essential for effective learning and education is a means of empowering children and adults to attain and maintain health and ensure wellbeing. 4

Every year, a large number of students drop out of school worldwide. A significant number of them go on to become unemployed, living in poverty, receiving public assistance, in prison, unhealthy, divorced, and single parents of children who are likely to repeat the cycle themselves.[5,6] In any country Adolescents represent a major potential human resource for the overall development of the nation

One of the greatest disabilities that girls suffer from their poor education. In many poor families parents find little meaning in sending girls to schools. One of the reasons for poor enrollment of girls is their dual role as domestic help and baby sitters when parents are away at work 7.

The rate of growth of enrollment of girls has been higher than that of boys but disparities still persist and this dropout rate for girls is much higher than that of boys at the primary and upper primary stages. Gender disparities are conspicuous in regard to enrollment which has ground at the primary stage from 5.4 million in 1950-51 to 47.4 million in 95-96 and at upper primary stage from 0.5 million to 16.0 million 8

Out of every 100 girls in schools, 62 study at the primary level, 26 study at the middle level and 12 at the higher school level. It may be said that though the number of girls studying at various levels is low yet there has been a marked increase in the in the number of female student at every level from 1941 onwards 9.

20% of the girls drop out of school nearly one third of these girls drop out during 1st standard a study highlights economical problem & families need to have the girls at home to help with house hold work as main reason these girls also tell that they are scared by the teachers hard methods, afraid to fail and have little support with school work at home 10.

Government has made efforts to strengthen education system by providing Free books ,Mid day meal ,Nutritional supplements' like Milk Eggs ,Iron tablets Regular Health checkups School uniform Shoe's and Bicycle too .Government data indicate improvement in the rates of school enrolment. However, there may be problems in looking at enrolment data without attention to attendance and retention rates. Thus, the actual rates of dropout from schools may be much higher than that depicted.11

Students and their parents Attitude and psychosocial issues are dominating over importance of education which is resulting in dropouts. It is common knowledge that financial constraints or domestic chores are the main reasons cited by people for dropping out of education. But data from the National Sample Survey Office (NSSO) shows that 13 out of every 100 Indians between 5-29 years did not attend school or dropped out because

they did not consider education “necessary.” 12

student friendly psychosocial counseling cell or a school social worker should be the inseparable part of school to share their emotions ,difficulties ,related to social realities School social workers can play a key role in reducing dropout rate Appointment of School Social Worker has to be given priority as Easy availability of social workers at school is boon to adolescents as it helps them, encourage them to seek the advice and support of social workers at ease, any time during school hours 13

In the present study titled Reasons elicited by School dropouts-A social reality an attempt has been made to know the reasons for their school dropping and their issues related to education among Kalalgalli slum dwellers, which is urban field practice area of department of community medicine B L D E University’s Shri B M Patil Medical College Vijapur Karnataka state. Vijapur city is a district head quarter and it is categorized as socioeconomically backward district14. In view of this the present study has been conducted with the objective to elicit and categorize the adolescent’s reasons for dropping the school.

Material and methods:

The study area is Kalal galli a urban area in Vijayapura city. It was adopted cross sectional design. A sample of 408 was drawn from the study area. It was conducted during April to August 2012. Interview technique was used to collect data. The data collected was analysed using percentage and association using Chi-square test.

Results and Discussion:

Based on the primary data that have been collected for the purpose of the current study following analysis has been done and the conclusions have been drawn accordingly.

Table No-1: Age and sex wise distribution of respondents

Age in Years	Girls No (%)	Boys No (%)	Total No (%)
14	99 (38.8)	51(33.3)	150 (36.7)
15	72 (28.2)	45(29.4)	117 (28.7)
16	84 (32.9)	54 (35.3)	138 (33.8)
17	00 (0.0)	03 (2)	03 (0.7)
Total	255	153	408

Among the total 408 respondents, 255 (63%) were girls and 153 (37%) were boys. Maximum respondents were in the age of 14 years 150 (36.7%) followed by 16 year138 (33.8) and were least respondents were in the age of 17 years 3 (0.7%)

Table No-2: Distribution of respondents according to school going status

Age in Years	School Drop out girls No (%)	School Drop out boys No (%)	School Going girls No (%)	School Going boys No (%)	Total No
14	60 (35)	21 (33)	39 (46)	30 (33.3)	150
15	36 (21)	15 (24)	36 (43)	30 (33.3)	117
16	75 (44)	24 (38)	09 (11)	30 (33.3)	138
17	00 (0)	03 (05)	-- (0)	-- (0)	03
Total	171	63	84	90	408

On categorizing respondents on the basis of their school going status, it is found that 171 (42%)girls and 63(15%) boys were school dropouts ,were as 84 (21%)girls and 90 (22%)boys were school going . It is observed that maximum school going are in the age of 14 years for both girls 39 (46%) and boys 30 (33.3%). School dropout rate is high at the age of 16 years for both girls 75 (44%) And boys 24 (38%). Largest number of children dropped out at the age of 16 years and followed by 15 years and so on (<http://nuepa.org/new/download/Publications.pdf>)

Table No-3: Distribution of school dropout respondents according to their family related reasons to dropout

Reasons	School dropout girls	School dropout boys	Total
Family responsibility	45 (23)	27 (33)	72(26)
Coolie/Agri	21 (11)	0 (0)	21 (08)
Marriage	12 (06)	0 (0)	12 (04)
Migration	27 (14)	3 (4)	30 (11)
Lack of parents interest	24 (13)	27 (33)	51 (19)
Health problem of family	15 (08)	0 (0)	15 (5)
Care of siblings	9 (05)	0 (0)	9 (03)
Domestic animals /birds	3 (2)	0 (0)	3 (01)
others	36 (19)	24 (30)	60 (22)
Total	192	81	273

P<0.0001

Distribution of school dropout respondents according to their family related reasons to dropout. There is a significant difference between boys and girls regarding Family related reasons to drop out, p<0.0001

Table No-4: Distribution of school dropout respondents according to their school related reasons to dropout

Reasons	School dropout girls	School dropout boys	Total
Distance	3(50)	3 (50)	6
Fear of Teacher	24(73)	9 (27)	33
School not good	9 (75)	3 (25)	12
No friends company	1	21	42
Failed in exam	60 (83)	12 (17)	72
Tough subjects	18 (43)	24 (57)	42
others	75 (100)	0 (0)	75

P<0.0001

Distribution of school dropout respondents according to their school related reasons to dropout. There is a significant difference between boys and girls regarding school related reasons to drop out, p<0.0001

Conclusion:

Social realities related to school dropout reasons need to be categorized and documented region wise, which helps to plan and focus on various social factors influencing education of future generation .Specially among children living in slums There is significant difference between school dropout boys and girls The combination of poverty and attitude of parents and poor performance of children act as major hurdles of retaining children in schools. School authorities and also parents have to motivate about importance of education

1. Establish Psychosocial counseling at school set up
2. Professionally trained School social workers have to be appointed to deal with adolescents
3. NGO's NSS and NCC volunteers along with school authorities have to make home visit to help students at risk of dropping to make them turn towards school

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Vocational interests and job preferences of slum adolescents

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Abstract

Three hundred slum adolescents (16-18 yrs adolescents 100 each studying in Std. X, XI and XII, of both sex (50 each) were chosen at random from ten purposefully selected slums of Parbhani town in Maharashtra state. Their vocational interests were assessed by administering vocational interest record checklist (Kulshrestha, 1965) and their background information was collected through personal interviews based on the open ended interview schedule. Results indicated that, though 32 – 34 percent slum adolescents showed high and average interests in executive jobs, but significantly higher percentages of slum male adolescents were found to have shown high interest in jobs related to scientific, executive, commercial, and agriculture areas as compared to their female counterparts. With regard to preferences to jobs, significantly higher percentages of slum male adolescents had given first preference to become police constables followed by second preference to become PSI, Tahsildar and teachers. On the other hand significantly higher percentages of slum female adolescents had given second preference to IPS/IAS jobs.

Key words: *Vocational interest, slum adolescents.*

Introduction

21st Century is said to be an age of science and technology, because the speedy advancements in scientific, technological and industrial fields. These changes have immediately influenced all aspects of human life, especially children and adolescents. Due to scientific advancement, modern society demands the fullest use of skilled manpower. Accordingly, there is a need to search talents in human beings specially youth who have high potential to increase their productivity level which is useful for them and their family, society and nation. Therefore, it necessitates fresh attempt towards search in career orientation of adolescents with a view to understand the ways in which they make career choices based on their interest in educational as well as vocational areas. Vocational choice

is one of the adolescents' most serious needs and most critical work. (Kakkar, 2005). Vocation is valued by most adolescents because of its contribution to self esteem, financial independency and social maturity. Adolescence is the time when individuals are more concern about their future than any of the other developmental phases.

It is important to identify the individual's real interests in education and vocation fields correctly and early in life. The choice of vocation becomes easier if individuals mainly children and adolescents recognizes their interests early. A vocation of one's interest means happiness and prosperity and it transcends the abilities, needs and aspirations of the individual. On the other hand, if a vocation is not of one's interest, it not only leads to vocational maladjustment but also wastage of manpower. When the choice of vocation is not made accordingly, one can neither develop one's own potentialities, nor can one prove to be useful member of the society.

Gender of the adolescents plays an important role in their education and vocation choice. Boys and girls of high school age begin to think seriously about their futures. Boys are usually more seriously concerned about an occupation than girls for whom job will be as just a stopgap until marriage. Boys typically want glamorous and exciting jobs, regardless of the ability required or the chances that such jobs will be available for them. They also want jobs with high prestige, even if they pay less than those with lower prestige. Many boys from low status families hope to achieve higher social status through their occupation. Girls as a rule show a preference for occupations with greater security and less demand on their vocational choices; they usually stress services to others, such as teaching (Hurlock.1976). Each adolescent's perspective about their future, or future aspirations, is influenced by a number of factors that fall within the domains of individual abilities and social context. In light of above the study on "**Vocational interests and job preferences of slum adolescents**" was carried out.

Review of Literature

Baruah (2013) did a comparative study on vocational interest between boys and girls of IX grade students. Total number of sample is 50 students, which consisted of 25 boys and 25 girls chosen by random sampling method from different schools of Tinsukia Town of Assam (India). Vocational Interest Record (VIR) tool developed by Kulshreshta (1965) was used to assess the vocational interest of boys and girls. From this study, it was found that all the students chosen vocational areas as per their interest and in many cases, the interests between the boys and girls are similar. Further, it was also indicated that boys have above average interest in executive followed by average interest in executive, commercial, artistic, agriculture and social areas and least interest in household area. As far as girls' level of interest is concerned, they showed above average interest in executive, average interest was shown in executive, artistic and agriculture. In literary, girls have least interest.

Vocational choice is one of the most serious needs and most critical task of adolescents (Kakkar, 2005). Girls as a rule show a preference for occupations with greater security and less demand on their vocational choices; they usually stress services to others, such as teaching (Hurlock.1976).

Jadhav and Desetty (2011) took up a study on vocational interest of urban adolescents and factors influencing it. Three hundred (150 female and 150 male) adolescent students in the age range of 16-18 years from urban area of Parbhani town were included in the study. Results of the study revealed that more number of boys as compared to girls had dreams of becoming engineers, scientists, businessmen, journalist, advocates, and agriculture inspectors. However, slightly more number of girls than their counterparts wanted to become doctors, teachers, IAS officers, poets, accountants, literary writers and singers. Further, it was also found that majority of them were assessed to have low interest in their future employment related to household (87%), constructive (86%), commercial (80%), social (80%), agriculture (78%), persuasive (73%), and literacy (73%) areas. However, on scientific, executive and artistic areas nearly fifty percent of them were assessed to have low level interest, followed by average interest (12% - 40%) and high interest (11% - 19%). This might be due to lack of guidance and counseling given by either teachers or parents in choice career.

Results of the research study of Paul (2013), revealed that 34.6 per cent youth wished to select the occupation according to their interests. Twelve per cent respondents said that jobs in management, bank, Indian railway, post office and in police service sector are easy to achieve their target in life because the process of examination in these sectors is very much comfortable for them. Girls wanted to start their own business because they have interest in beauty parlour, boutique and costume jewellery business.

Phuke and Patnam (2004) collected vocational interests of school dropout female teenagers (14-17 yrs.) were farming (88%), managing beauty parlors (68%), tailoring (52%), knitting sweaters, household things (36%) and embroidery (18%).

It was found from Turner et al., (2005) research study that adolescent boys showed job interest in artistic, social, and conventional areas and girls were very much interested in realistic, enterprising, and conventional job fields.

The research study done by Lukas, (2015) indicated that, parents who are successful in influencing their children's career choices are those who have sufficient information, share that information with their children, and help their children in the process of making proper career and courses decisions.

The research study results of Cridge & Cridge, (2015) showed that during early child age, parents serve as the most important motivation factor in their children's lives and this includes career decisions. During early child age, parents provide guidance to their children by developing their skills and observing their academic improvements. Parents provide support by sending their children to tuition classes in order to improve their achievement in science and mathematics during the early education stage.

METHODOLOGY

The sample of 300 adolescents in the age group of 16-18 yrs and studying in Std. X, XI and XII were selected at random from the randomly chosen from ten purposefully selected slum colonies of Parbhani town, Parbhani District of Maharashtra state. Out of those 300

adolescents, 100 each were from Std. X, XI and XII students with equal percentage of female (150) and male (150). Vocational interest record checklist of Kulshrestha, (1965) modified by the investigator was administered on all 300 sample slum adolescent students for assessing their vocational interests' levels. Kuppaswamy's socio-economic status scale (2008) for urban population revised by Patel and Gaon (1989) was used to assess the socio economic status of the families of selected adolescents. A structured cum open ended interview schedule was developed to elicit the information related to slum adolescents about personal background and family background. The information thus collected from all the selected adolescents was later pooled, analyzed by using frequency, percentages and Z test, tabulated and discussed.

Results and Discussion

With regard to Personal background, irrespective of the gender, a higher percentage of slum adolescents were having siblings and they obtained 50-70 percent marks in their previous standards, opted Marathi language as medium of instruction and they belonged to arts stream in schools / colleges. No significant difference was found in age and ordinal position of male and female adolescents. From family background, it is concluded that, irrespective of gender, majority of the slum adolescents hailed from nuclear families, middle size families, low SES families and low income group families where the family monthly income was below Rs.1500/per month. Regarding parental background, most of their mothers were young (20-40 yrs. old), school educated and domestic engineers / unskilled workers. However, they had fathers of middle aged (20-40 yrs. old), school educated and unskilled workers.

Assessed levels of vocational interest of slum adolescents are shown in table 1 and illustrated in Figure-1. It is surprised to note that, majority of slum adolescents (in percentage range between 69% and 96%) were found to have shown low interest in

Table 1 : Assessed levels of vocational interests of slum adolescents

Vocational Areas	Vocational interests and percentages of slum adolescents (300)		
	High interests	Average interests	Low interests
Literary	3.00 (9)	9.00 (27)	88.00 (264)
Scientific	17.33 (52)	10.33 (31)	72.34 (217)
Executive	34.66 (104)	32.34 (97)	33.00 (99)
Commercial	6.66 (20)	24.00 (73)	69.34 (207)
Constructive	1.33 (4)	2.00 (6)	96.67 (290)
Artistic	7.00 (21)	12.33 (37)	80.67 (242)
Agriculture	7.00 (21)	17.00 (51)	76.00 (228)
Persuasive	6.00 (18)	7.00 (21)	87.00 (261)
Social	7.00 (21)	21.00 (63)	72.00 (216)
Household	10.00 (30)	14.33 (43)	75.67 (227)

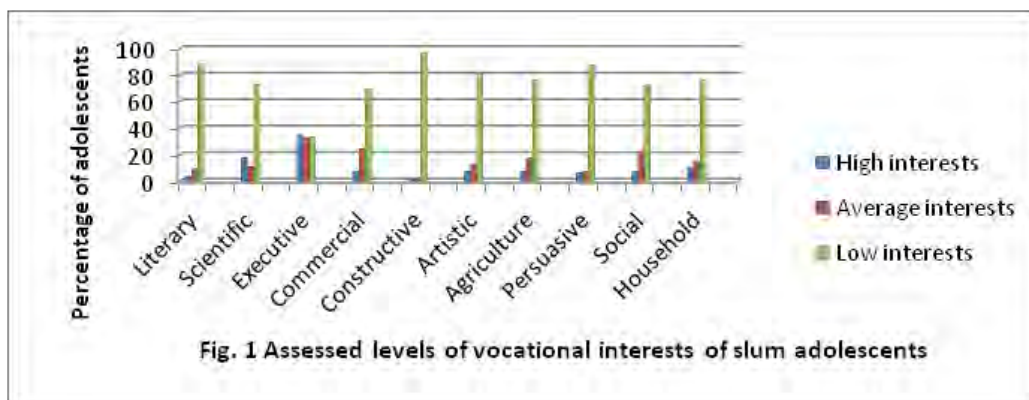


Fig. 1 Assessed levels of vocational interests of slum adolescents

getting into job fields in future are literary, commercial, persuasive, artistic, agriculture, social, household, scientific areas. Therefore, it is suggested that, parents as well as teachers should take essential steps to create and sustain children's interests through informal activities and also by converting their interests into hobbies through out their life in early childhood period. These results are in line with findings stated in research studies carried out by Cridge & Cridge, (2015) Lukas, (2015). On the other hand, a small percentage of them were found to have shown high interest in (1%) literary(3%), commercial (6%), persuasive (6%), artistic (7%), agriculture (7%), social (7%), household (10%), scientific (17%) vocational areas followed by average interest (2%, 9%, 24%, 7%, 12%, 17%, 21%, 14%, and 10%) in the same areas. The probable causes for this sort of results might be due to lack of proper knowledge on the part of adolescents' and their parents about job avenues and need of nurturing skills in early years so that children develop vision in future career and its benefits. These results are similar with results shown in the studies carried out by Turner et al., (2005) and Jadhav and Desetty (2011) with regard to effectiveness of intervention increased career interests and career related self efficacy of middle school adolescents in careers.

Comparison between slum male and female adolescents' vocational interests is enumerated in table 2. Out of all the selected slum male adolescents, majority of them were found to have shown low interest towards all the enlisted vocational areas like literary(97%),scientific(60%),executive(22%),commercial(49%),constructive(97%),artistic(96%),agriculture(62%), persuasive(96%),social(78%) and household(96%)areas followed by the rest of them were noted to have average (.6%, 16%, 34%, 40%, 1%, 4%, 10%, 2%, 14% and 3%) and high (2%, 22%, 43%, 10%, 1%,0%,10%, 2%, 8%, 0%) interest on these areas. Among all the selected slum female adolescents, a higher percentage of them were found to have low interest in all the enlisted vocational areas such as literary (78%), scientific (84%), executive (44%), commercial (88%), constructive (96%), artistic

(65%), agriculture (89%), persuasive (78%), social (66%), household (54%) followed by average interest (17%, 4%, 29%, 8%, 2%, 20%, 7%, 12%, 28% and 25%) and high interest (4%, 12%, 26%, 3%, 1%, 14%, 3%, 10%, 6%, 20%). Irrespective of the gender of slum adolescents, majority of them were found to have expressed low interest in almost all the enlisted vocational areas. This clearly indicates that the current slum youth do not have aspirations as aspirations make the individual to struggle for reaching the success in work, do not have tendency to work consistently. Therefore there is a great need to create awareness about significance of interest in human growth and development and peace in society and nation progress by giving them vocational guidance through parents and educational institutions to channelize their human resources to solve unemployment and other problems.

From statistical analysis, it was found that significantly a higher percentage of slum male adolescents were having low interest in jobs related to literary, artistic, persuasive, social and household vocational areas. However, similar trend was found in case of female adolescents' attitude towards scientific, executive, commercial, agriculture vocational areas.

From z values, it was confirmed that significantly a higher percentage of slum male adolescents had average interest in scientific and commercial areas and similarly female respondents' interest in literary, artistic, persuasive, social and household areas was at average level.

Statistical analysis indicates that significantly a higher percentage of slum male adolescents showed interest in scientific, executive, commercial and agriculture vocational areas was at high level whereas female adolescents shown similar level of interest only in one vocational area i.e. persuasive area. The results are partially in accordance with the results of the research studies carried out by Jadhav and Desetty (2011), Baruah (2013) with regard to adolescents' high aspirations for executive jobs.

Table 2 : Comparison between slum male and female adolescents' vocational interests in area-wise vocation

Vocational Areas	Gender and percentages of vocational interests of adolescents						Z values		
	Male (150)			Female (150)			a Vs d	b Vs e	c Vs f
	High interests (a)	Average interests (b)	Low interests (c)	High interests (d)	Average interests (e)	Low interests (f)			
Literary Area	2.00 (3)	0.66 (1)	97.33 (146)	4.00 (6)	17.33 (26)	78.66 (118)	1.01 ^{NS}	5.23**	5.19**
Scientific Area	22.66 (34)	16.66 (25)	60.66 (91)	12.00 (18)	4.00 (6)	84.00 (126)	2.32*	3.53**	4.80**
Executive Area	43.33 (65)	34.66 (52)	22.00 (33)	26.00 (39)	29.33 (45)	44.00 (66)	3.14**	0.93 ^{NS}	4.16**
Commercial Area	10.00 (15)	40.66 (61)	49.33 (74)	3.00 (5)	8.00 (12)	88.66 (133)	2.48*	6.99**	8.01**
Constructive Area	1.33 (2)	1.33 (2)	97.33 (146)	1.33 (2)	2.66 (4)	96.00 (144)	--	0.71 ^{NS}	0.47 ^{NS}
Artistic Area	-	4.00 (6)	96.00 (144)	14.00 (21)	20.66 (31)	65.33 (98)	--	4.39**	7.36**
Agriculture Area	10.66 (16)	10.66 (40)	62.66 (94)	3.33 (5)	7.33 (11)	89.33 (134)	2.48*	0.93 ^{NS}	5.72**
Persuasive Area	2.00 (3)	2.00 (3)	96.00 (144)	10.00 (15)	12.00 (18)	78.00 (117)	2.95**	3.46**	4.81**
Social Area	8.00 (12)	14.00 (21)	78.00 (117)	6.00 (9)	28.00 (42)	66.00 (99)	0.67 ^{NS}	3.02**	2.33*
Household Area	-	3.33 (5)	96.66 (145)	20.00 (30)	25.33 (38)	54.66 (82)	--	5.78**	9.60**

Figures in parenthesis indicate number of the adolescents*- P > 0.05 level **- P > 0.01 level NS – Non significant

Comparison between slum male and female adolescents' aspirations about future jobs and their preferences is presented in the table 3. Irrespective of preferences, relatively a higher percentage of the slum male adolescents aspired to become police constables (66%), police sub inspectors (64%), police superintendents (55%), IPS/IAS (38%), collectors (22%), and tahsildars (18%) as compared to their female counterparts (64%, 22%, 19%, 13%, 21% and 11%). Slum male respondents aspired for IAS/IPS officers in present study, while it was vice-versa in case of study result mentioned in research study did by Jadhav and Desetty (2011) i.e. more number of urban female adolescents' preference for IPS/IAS officer. Relatively a higher percentage of slum female adolescents than their male counterparts wanted to become as gramsevaks (37%-33%) and teachers (34%-24%) in future. It is good to note that few of the male adolescents desired to serve the country by becoming army officers (21%) and soldiers (22%). On the contrary, special aptitude of female adolescents made them to work as beauticians (39%), nurses (20%), tailors (26%) and dress designers (24%). The probable causes for such kind of results might be due to influence of personal liking, family members, cinema, celebrities, creative explorations, technological, modern trend and fashion. These results are in line with the results of research study carried out by Phuke and Patnam (2004) with regard to school dropout female teenagers' (14-17 yrs.) interests in farming (88%), managing beauty parlors (68%), tailoring (52%), knitting sweaters, household things (36%) and embroidery (18%). Statistical analysis showed significance difference between male and female slum adolescents with regard to their preferences for police sub inspector, police superintendent and police constable jobs. These results are in line with the results stated in the research studies carried out by Phuke and Patnam (2004), Jadhav and Desetty (2011), Paul (2013) with regard to adolescents' job preferences.

With regard to job preferences, among all the selected slum male adolescents, significantly higher percentages of them gave first preference for police constable followed by second preference for PSI, tahsildar, teacher; third preference for police superintendent; fourth preference for IPS/IAS and fifth preference for gramsevak jobs. On the other hand, of all the slum female adolescents, significantly higher percentages of had given second preference for IPS/IAS and fifth preference for tahsildar posts. The gender of the adolescents is one of the most powerful influences on their vocational choices. These results are in line with the results stated in the research studies carried out by Phuke and Patnam (2004), Jadhav and Desetty (2011), Paul (2013).

Overall, It is concluded that, significantly a higher percentages of male slum adolescents had given first preference to police constable job; followed by second preference to PSI, tahsildar, teacher jobs; third preference to police superintendent job; fourth preference to IPS/IAS posts and fifth preference to Gramsevak jobs. On the other hand significant number of slum female adolescents had given second preference to IPS/IAS job and fifth preference to tahsildar post. From these results it is very clear that slum male adolescents were found to have better knowledge about various jobs as compared to their female counterparts. Therefore, efforts need to be taken to empower the female youth.

Table 3 : Comparison between aspirations of slum male and female adolescents about their future jobs and preferences

Vocations	Gender, preference and percentages of selected slum adolescents (300)											
	Irrespective of preferences (a)	Male (150)					Irrespective of preferences (g)	Female (150)				
		1 (b)	2 (c)	3 (d)	4 (e)	5 (f)		1 (h)	2 (i)	3 (j)	4 (k)	5 (l)
Police constable	66.00 (99)	55.55 (55)	14.14 (14)	12.12 (12)	8.08 (8)	10.10 (10)	64.00 (96)	40.62 (39)	18.75 (18)	12.5 (12)	10.41 (10)	17.70 (17)
Police sub inspector (PSI)	64.00 (96)	-	48.95 (47)	29.16 (28)	13.54 (13)	8.33 (8)	22.00 (33)	-	18.18 (6)	24.24 (8)	21.21 (7)	36.36 (12)
Police superintendent	55.33 (83)	-	9.63 (8)	55.42 (46)	19.27 (16)	15.66 (13)	19.33 (29)	-	13.79 (4)	20.68 (6)	34.48 (10)	31.03 (9)
IPS/IAS	38.66 (58)	-	6.89 (4)	13.79 (8)	58.62 (34)	20.68 (12)	13.33 (20)	-	35.00 (7)	15.00 (3)	20.00 (4)	30.00 (6)
Collector	22.00 (33)	-	12.12 (4)	15.15 (5)	15.15 (5)	57.57 (19)	21.33 (32)	-	9.37 (3)	31.25 (10)	15.62 (5)	43.75 (14)
Tahsildar	18.66 (28)	35.71 (10)	35.71 (10)	7.14 (2)	14.28 (4)	7.14 (2)	11.33 (17)	-	11.76 (2)	23.52 (4)	17.64 (3)	47.05 (8)
Army officer	21.33 (32)	31.25 (10)	31.25 (10)	6.25 (2)	18.75 (6)	12.5 (4)	-	-	-	-	-	-
Soldier	22.00 (33)	33.33 (11)	12.12 (4)	24.24 (8)	18.18 (6)	12.12 (4)	-	-	-	-	-	-
GramSevak	33.33 (50)	14.00 (7)	20.00 (10)	8.00 (4)	6.00 (3)	52.00 (26)	37.33 (56)	25.00 (14)	14.28 (8)	16.07 (9)	16.07 (9)	28.57 (16)
Teacher	24.66 (37)	16.21 (6)	75.00 (12)	21.61 (8)	10.81 (4)	18.91 (7)	34.00 (51)	31.37 (16)	19.60 (10)	11.76 (6)	23.52 (12)	13.72 (7)
Nurse	-	-	-	-	-	-	20.66 (31)	9.67 (3)	38.70 (12)	22.58 (7)	19.35 (6)	9.67 (3)
Tailor	-	-	-	-	-	-	26.66 (40)	17.5 (7)	37.5 (15)	20.00 (8)	15.00 (6)	10.00 (4)
Embroider	-	-	-	-	-	-	24.00 (36)	22.22 (8)	27.77 (10)	16.66 (6)	8.33 (3)	25.00 (9)
Beautician	-	-	-	-	-	-	39.33 (59)	20.33 (12)	35.59 (21)	16.94 (10)	11.86 (7)	15.25 (9)

Figures in parenthesis indicate numbers of the adolescents

Table 3 : Z values

Vocations	a Vs g	b Vs h	c Vs i	d Vs j	e Vs k	f Vs l
Police constable	0.36 ^{NS}	2.12*	0.76 ^{NS}	--	0.48 ^{NS}	1.43 ^{NS}
Police sub inspector (PSI)	8.11**	--	6.24**	3.03**	1.01 ^{NS}	0.63 ^{NS}
Police superintendent	6.95**	--	0.57 ^{NS}	3.79**	1.53 ^{NS}	1.69 ^{NS}
IPS/IAS	5.18**	--	2.60**	0.21 ^{NS}	3.44**	0.86 ^{NS}
Collector	0.21 ^{NS}	--	0.39 ^{NS}	1.55 ^{NS}	--	1.13 ^{NS}
Tahsildar	1.73 ^{NS}	0.46 ^{NS}	2.03*	1.41 ^{NS}	0.26 ^{NS}	3.06**
Army officer	--	--	--	--	--	--
Soldier	--	--	--	--	--	--
Gramsevak	0.72 ^{NS}	1.44 ^{NS}	0.82 ^{NS}	1.28 ^{NS}	1.68 ^{NS}	2.58**
Teacher	1.92 ^{NS}	1.69 ^{NS}	6.22**	1.24 ^{NS}	1.69 ^{NS}	0.63 ^{NS}
Nurse	--	--	--	--	--	--
Tailor	--	--	--	--	--	--
Embroider	--	--	--	--	--	--
Beautician	--	--	--	--	--	--
*- P > 0.05 level			**-> P > 0.01 level		NS	Non significant

Implications

When one finds a way to enjoy what she /he involves in doing/ studying/ playing , then it will be more motivated and might even have more fun to do well any type of job/ work or academic performance. But the findings of table 2 clearly depicting that, majority of the slum adolescents were showing low level of interest in taking up jobs in all enlisted areas of vocation. Therefore, it is alarm for parents, teachers to take following steps to develop interest in their children to work in any field of their choice and also to excel in them

- Parents should motivate their children to increase tolerance level to complete the task and ready to work hard.
- Parents should help their children to set goals for future life and assure that children should take efforts to reach them.
- Parents and teachers should help adolescents to become self-reliant, independent, and explorative in academic activities.
- Parents and teachers should sensitize adolescents to get involved in academic and career planning programmes right from early years.
- Adolescents should be convinced that academic progress and career development go hand in hand.
- Parents / teachers should empower their children / adolescents to face challenges in life by improving their physical and mental health status.
- Parents / teachers should have reasonable expectations from children based on their strengths and weaknesses.

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NGO Profile

Vivekanand Environment Awareness Brigade, Goa

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Background:

Gone are the days when we had a clean and safe environment to live a healthy life. Today in the name of development we can see the degradation of environment across the world. This is especially true in case of the states which were once known for its lush greenery, forests, beaches, untouched habitats and rich bio-diversity.

Goa is a beautiful small state by area and population. This state is on the verge of environmental crisis experiencing the signs destruction of the rich watersheds, pollution of traditional ponds and lakes, deforestation, cutting of the lush green hills, reclamation of the eco-fragile flood plains of the major estuaries, destruction of the low lying Khazan ecosystem, leveling of the coastal sand dunes, fragmentation of the natural habitats, interference in the natural migratory corridors of the wild animals, overuse of chemical fertilizers, air pollution, dust pollution, impact of mining and quarrying, alluvial sand excavation, plastic waste, mountains of municipal solid waste, human- wild animal (elephants, monkeys, panthers) conflicts, erosion of wild and agro-biodiversity, gene pools etc. This has created the overall disturbance in ecological and cultural balance within the state.

Goa is known as tourist hub and attracts lakhs of foreign and domestic tourist each year. The study conducted by (Singh 1998, PP. 224-233) on 'Conservation of Nature, Culture and Environment – A case study of Goa ' highlights the environmental problems created by tourism in different forms such as haphazard, unintended and aesthetically unpleasant development of buildings along the roads, rivers and beaches which are incompatible with the surrounding areas besides causing water pollution and air pollution. In the towns some of the nicest old buildings have been demolished to construct hotels, flats and shops in order to meet the requirements of the tourists. New construction is ruining the architectural harmony and distinct character of the Goa settlement. Trees are cut indiscriminately along the hilly slopes to construct hotels and residential buildings causing landslides and soil erosion at many places. Excavation of sand from the beaches and rivers is causing problems of soil erosion and land slide. During peak tourist's season cities are overcrowded, causing

noise pollution and air pollution as many of the tourists vehicles come from other states and the number of vehicles has increased beyond the capacity of the roads; this has created considerable congestion in the cities.

It is true that the state has already being ruined witnessing the invasion of the industries, illegal mining, insensitive tourism, plastic pollution which has already created irreversible disturbance in natural ecosystem and its bio diversity.

Intervention of NGOs:

The government machinery alone cannot effectively cope-up with the task of pollution control until supported by the masses. Public interests litigations have successfully demonstrated that responsible and concerned NGOs and public spirited individuals can bring about significant pressure on polluting industries for adopting pollution control measures. NGOs being one of the most effective media to reach the people these days play a significant role in environment protection. They play a very important role in conservation of natural resources and environmental protection. The fundamental objectives of NGOs are to act as catalyst in bringing about local, national and international initiative and community participation in overall improvement in quality of life. It would also help the government to obtain relevant information for promoting and facilitate the implementation of major environmental programs. Environmental NGOs can play a crucial role in helping to plug gaps by conducting research to facilitate policy development, building institutional capacity and facilitating independent dialogue with civil society to help people live more sustainable lifestyle. A non-government organization is a social services organization working towards a better society. NGOs create awareness among the public on current environmental issues and solutions. Also protecting, the natural resources and entrusting the equitable use of resources. They help village's administrative officials in preparation, application and execution of projects on environmental protection. India has a number of NGOs that work in the field of environment protection.

The current write up tries to focus on the environmental activities of the NGO, **Vivekanand Environment Awareness Brigade (VEAB)**. VEAB is a non-profit organization based at Keri, Sattari- Goa, dedicated towards environment education and wildlife conservation. The organization is registered on October 04, 2001 under the Societies Registration Act, 1860, VEAB has gained repute as a leading force in the field of environment conservation. Primarily comprising of youth from various walks of life, the organization is a symbol of transformation and channelization of the energy in the youth in the right direction. VEAB has been recognized as key Environment NGO by Dr. Jane Godall Institute. The Organization was awarded with a prestigious state "Paryavaran Rakshak Puraskar" in the year 2017 at Goa State Environment film festival at the hands of Shekhar Dattatri and in presence of Hon. Chief Minister Manohar Parrikar. Contribution of the VEAB in the field of Environment Education and conservation has been rightly recognized in the book "Fish, Curry and Rice", in the year 2002 by the well known Environmentalist Dr. Claude Alvares.

Values of the Organization:

VEAB values in protecting & improving the natural environment. It is actively involved in activities such as spreading awareness and knowledge on the principles, practices regarding wildlife protection, pollution control and natural resource conservation thereby maintaining the stock of biological wealth.

Objectives of the organization:

VEAB has evolved out of the objective to educate and create awareness on Environment education especially for youngsters. It implements various conservation projects, coordinate related activities and carry out documentation and research on wildlife and other facets of biodiversity. It is a centre for facilitating the rescue, treat & rehabilitate wild animals

Mission of the organization:

Through a comprehensive set of activities, VEAB introduces people to the amazing World of nature and empowers them to be environmental defenders. The organisation routinely conducts nature orientation camps for schools and the general public. Kids and adults are taken to the forests in Goa where they spend time learning about wildlife, its importance and how they can help protect it. Nature trails and birding trips are held regularly and participants visit gardens and nearby forests where they guided by resource people and learn how to observe wild animals. A key tool used by VEAB to spread their message is street play. One of VEAB's major programme is wildlife rescue.

Adventure activities like rock climbing, trekking are also organized for the public. Cycle Rallies are also organized for awareness of issues demanding urgent attention.

It has been realized over the years that wildlife conservation cannot be a reality without participation of the people. Organization aim for the future therefore, is to implement action based wildlife conservation projects in Goa and surrounding areas with the people's participation.

Mission is to protect and improve Goa's natural environment including forests, lakes, rivers and wildlife, to aid and spread awareness and knowledge on principles, practices, techniques and methods regarding wildlife protection, eco-development, pollution control, social forestry and natural resource conservation; to assist the state forest department or any other statutory body or authority operating in the field of conservation; to put an end to hunting; protecting endangered species; to organize rock-climbing and trekking with emphasis on forest exploration, nature-study, wilderness survival, rescue operations and life-saving; organizing nature-study, nature awareness camps and scientific explorations and adventures to camp sites, etc.

Key Projects of the organization:

- Prepared a People's Biodiversity Register (PBR) of Bhironda Village panchayat, supported by Goa State Biodiversity Board.
- Prepared a People's Biodiversity Register (PBR) of Cotorem Village panchayat,

supported by Goa State Biodiversity Board.

- Worked as Technical Support Group (TSG) to prepare a comprehensive report on Documentation of Tradable Bio-resources of North Goa supported by Goa State Biodiversity Board
- CSR project titled “My class my forest” in association with Up2Green- Paris- Europe supported by Guala Closures, an MNC based in Goa. Planted 5000 trees in Tapi District of Gujarat as a part of My class my forest project
- Adopt a tree program initiated by VEAB in the year 2013 on the occasion of World Environment Day. Around 720 saplings of Jambhul were planted in entire state on the same day.
- Last year in the months of June and July 2017, 500 tree saplings are planted in sattari and border villages of Goa- Maharashtra.
- Cleaning of waterfalls of Sattari in post monsoon days.
- Environment Education in Rural Schools of Sattari supported by Directorate of Science, Technology and environment.
- Basic Naturalists Training workshops
- Has organized more than 200 Nature orientation camps for youths from various folks of life.
- Has been closely associated with Mhadei Bachao Abhiyan in creating awareness about Mhadei in the state of Goa.

Current Projects

- VEAB is implementing solid waste management project for 30 schools and training 7000 students and 400 teachers in managing solid waste in the school, home and community. This program contains year long commitment with each school for awareness, field visit and action to achieve 0 waste school program of Government of Goa. VEAB is also representing in the monitoring and implementation committee of zero waste program launched by Goa waste management corporation. This is covering all 395 high schools from Goa.
- “Tera Mera Beach”, the campaign which will run for 150 days and has started from mid-November with an aim to create mass awareness among tourists about why it is necessary to protect and safeguard Environment and awareness of Solid Waste Management in Goa.

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Book Review

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1. History and Philosophy of Social Work: By - Dr. Ramesh M. Sonkamble,
Akkamahadevi Women's University, Vijayapura, Published by Book Enclave, Jaipur,
Pages - 276, Price - Rs. 1,725/-

This book is significant contribution to the literature of social work in general and indigenous literature on social work profession in particular in contemporary era. The author is one of the senior social work educator and academician who have been engaged in teaching social work at University level for several years to compile this book on historical and philosophical perspectives of social work.

The philosophy of social work is based on humanitarianism, liberalism and democracy. The social work is a profession primarily concerned with the remedy to psycho-social problems and deficiencies and her/ his social environment. Except from devotion to welfare of human beings, social workers has to find a method of enabling those who are assisted to regain their confidence in themselves for the proper adjustment to normal life. Since from the history the social work literature has developed by western authors. But India having the great legacy of social reformers, therefore this book consisting of western and Indian perspectives on History and philosophy of social work profession, hence this book is unique in nature, as it based on own efforts and experiences developed by the author. It attempts to revitalizing the perspectives on history and philosophy of social work.

In India social work is mainly considered as a social welfare activity. The term "Social Welfare" has been started as provision of social services for the socially under-privileged groups- scheduled castes scheduled Tribes, denotified communities, orphans, windows, unmarried mothers, women in Moral danger, aged and infirmed, women and children, socially maladjusted, beggars, prostitutes (commercial sex workers), children's in conflict with laws, divyangjan, and economically underprivileged such as destitute, and unemployed. Social Welfare programs are basically directed to ameliorate their conditions

and to ensure the socially desirable conditions to live a satisfied life.

Religious motive which were called ‘charity’, ‘poor Relief’, philanthropy’ and ‘social reform’ the emphasis being primarily on the soul of the giver to attain salvation rather than the good done to the recipient. Values and ethics of social work practice; issues that affect the social worker in every decision and interaction with the clients, client families and fellow professionals. The core social work values as Ethics are human dignity and worth; social justice; service to humanity; integrity and competence.

Social workers are the Heart and soul of the Helping profession. Professional social work practice is distinctive from other helping professions in its approach of assisting clients to function optimally within their environments. Aimed at a better humanity the social worker works with the strong desire to help improving people’s lives. Social work is a multi-disciplined profession which focuses on welfare in a holistic manner. Social work can be practiced in diverse fields like hospital, school, Industry, communities, correctional settings etc.

The book is consisting of five chapters which cover the introduction about the social work, History of social work, values and principles of social work profession and the fields and skills of social work practice in India. All the schools of social work in India teach course / paper entitled “social work profession and Ideology” at the Bachelors and Masters level. The course consists of History and philosophy of social work.

To understand the basic concepts related to social work profession, history and philosophy of social work, Fields of social work, values, ethics and Principles of social work. This book is exclusively important and useful for trainee social workers and young social work educators

The contents of the book which is consisting of introduction to social work along with methods of social work and its relevance with each others. It is found that the less emphasis and focus has been made on Social Work Research. The contents also cover the historical perspectives since from U.K., to India. It also talks about the values & principles of Social Work. And very importantly this book covers the fields of social work and the roles which are to be performed by the professional social workers according to the settings / fields.

The book entitled History and Philosophy of Social Work which covers the contents of syllabus of the course / paper of “Social Work Profession and Ideology” at par with model curriculum on Social Work Education (2011) of UGC. The author has significantly contributed a literature to social work education. Also referred various references which have cited in the book. This book is useful to social work educators research scholars, trainee social workers, and field practitioners to revise the history and philosophy of social work.

2. Social Work Administration: By - Dr. Ramesh M. Sonkamble, Akkamahadevi Women's University, Vijayapura, Published by Book Enclave, Jaipur, Pages-276, Price-RS. 1,725/-

This book is admirable contribution to the literature of social work education. The author is one of the senior social work educator and academician who have been engaged in teaching social work at University level for several years to compile this book on Social welfare perspectives on social work administration.

The social work is the provision of services designed to aid individuals singly or in groups in coping with present or future social and psychological obstacle that prevent or likely to prevent, full of effective participation in society. Social welfare sector is responsible for the welfare, rehabilitation and development of the divyangjans, the social deviants and the other disadvantaged groups who require special attention of the state because of the disabilities and vulnerabilities they suffer from social work profession gave a method called Social Welfare Administration (SWA). Social welfare administration is one of the scientific method evolved and adopted in social work education and practice with varied knowledge, skills, values strategies etc.

Social welfare administration as a method of social work facilitates administrators to study and collaborate with government policies and programs. It is useful to all welfare organizations working in the diverse settings with its scientific core knowledge and principles. Social welfare administration translates social welfare policies and social legislation into social work practice. It administers the resources and personnel available for social work practices. It ventilates the many choices open to clients to adjust them as well as to recover themselves from problem solutions. Social welfare administration also enhances the psycho- social and economic functioning of the clients and beneficiaries. This book is consisting of social welfare administration, central social welfare Board, and Karnatka State Social Welfare Board, therefore this book is unique in natures as it based on own efforts and experiences developed by the author.

Social Work Administration provided knowledge on Administrative Applications on Social Welfare organizations. Social Work Administration is only application of administrative principles to social work which builds proficiency, effectiveness and goal achievement in project administration. Social Welfare Administration as a method of social work, social welfare administration is both scientific and professional activity. It promotes social work practice. Social Work Intervention with communities and Institutions in administration. Social welfare administration translates social welfare policies and social legislation into social work practice. It administers the resources and personnel available for social work practice. Social welfare planning is an important component of social welfare administration. The Central Social Welfare Board was first organization in post-Independence era to achieve people participation for implementation of welfare programs for women and children through non – governmental organizations (NGO'S)

This book is consisting of six chapters which cover the introduction to the Social

Welfare Administration, Central Social Welfare Board, and Rajiv Gandhi National crèche scheme for the children of working mothers, Karnataka State Social Welfare Board, Formation of social work Based organization and program administration. The first chapter deals with introduction, scope of the social welfare administration. The second chapter deals with Central Social Welfare Board followed by set up, functions, welfare programs and schemes including their monitoring and evaluation system. The third chapter is related with Rajiv Grandhi National Creche schemes for the children of working mothers which consists of nature, pattern and procedures and training and evaluation of the scheme. The fourth chapter deals with Karnataka Social Welfare Board. Which has focused on Nature, Development schemes and program structure, SWOT analysis, performance report and training methodology? This chapter is silent feature of this book. The chapter Five is associated with the Formation Social Work based organizations, which is related with different group's organizations and social change, knowledge, belonging and communities of practice. The last chapter number six is dealing with Advocacy in Social Action. It has focused on nature, types, models and theories of social Action. But the author has not emphasized on advocacy part.

All the schools of social work in India teach the course / paper entitled "Social Welfare Administration" as method of Social Work at the Bachelors and Masters level. The course consists of conceptual frame work of Social Welfare Administration, CSWB, SSWB structure, Welfare schemes, policies, programs and Functions. Registration procedure and management of Social Welfare organizations, methods of Fund Raising, social audit, zero base budgets etc. To understand the conceptual frame work of Social Welfare administration, CSWB, KSSWB, Rajiv Gandhi National crèche scheme, formation of social work based organizations, advocacy and social action. This book is exclusively useful and important for student social workers and field practitioners also.

The contents of the book which is consisting of introduction and scope of the social welfare administration along with CSWB, KSSWB, Rajiv Gandhi National crèches scheme, and formation of social work based organizations. It is found that the less emphasis and focus has been made on social advocacy. In the contents also the author has meticulously emphasized on Karnataka State Social Welfare Board which is the uniqueness of this book. The content of this book also talks about formation of social work based organizations, very importantly practiced and performed by the professional social workers according to the needs of people in the fields.

The book entitled Social Work Administration which covers the contents of syllabus of the course / paper of "Social Work Administration" at par with curriculum on Social Work Education (2011) of UGC. The author has significantly contributed a literature to social work education. Also referred various references which has cited at appropriate places in the book. This book is useful to academicians, i.e. social work educators research scholars, student social workers, and field practitioners to revise the perspectives on Social Welfare Administration.



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