DECLARATION

Title of Journal : Journal of Social Work and Development Issues

ISSN : 2279-0411

Periodicity : Annual

Language : English and Hindi

Name of Publisher : Udaipur School of Social Work

JRN Rajasthan Vidyapeeth (Deemed-to-be) University, Udaipur

Name of Editor : Dr. Sunil Choudhary

Asstt. Professor

JRN Rajasthan Vidyapeeth (Deemed-to-be) University, Udaipur

Name of Address of Publishing Institute : Udaipur School of Social Work

JRN Rajasthan Vidyapeeth (Deemed-to-be) University

Pratap Nagar, Udaipur, Rajasthan 313001

Owner & Copyright : Udaipur School of Social Work

JRN Rajasthan Vidyapeeth (Deemed-to-be) University

Pratap Nagar, Udaipur, Rajasthan 313001

Subscription:

<table>
<thead>
<tr>
<th></th>
<th>India</th>
<th>Overseas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual</td>
<td>Rs. 100.00</td>
<td>$ 25.00</td>
</tr>
<tr>
<td>S. No.</td>
<td>Particulars</td>
<td>Authors Name</td>
</tr>
<tr>
<td>-------</td>
<td>----------------------------------------------------------------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>1.</td>
<td>Social Networking and Quality of life of the Persons with Disability</td>
<td>Chet Narayan Patel, Vivek Kumar Singh</td>
</tr>
<tr>
<td>3.</td>
<td>Distance Mode of Social Work Education in India: Call for Paradigm Shift</td>
<td>Rekha N. Mistry</td>
</tr>
<tr>
<td>4.</td>
<td>Development of Marginalized Section and their Sustainability (A case study of an NGO of Uttar Pradesh)</td>
<td>Sunil Kumar, R.R. Patil</td>
</tr>
<tr>
<td>5.</td>
<td>A Study of Sexual Harassment at Work Place Act 2013 at Educational Institutes of Udaipur</td>
<td>Sunil Choudhary</td>
</tr>
<tr>
<td>9.</td>
<td>GST In India - A Tax Reform Opportunities And Challenges</td>
<td>Leena Sharma</td>
</tr>
<tr>
<td>10.</td>
<td>Work Power Dynamics Within Marital Relationship</td>
<td>Minakshi Kar</td>
</tr>
<tr>
<td>No.</td>
<td>Title</td>
<td>Authors</td>
</tr>
<tr>
<td>-----</td>
<td>--------------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>12</td>
<td>Gandhi's Experiments in Champaran and His Emergence as National Leader in Indian Freedom Struggle</td>
<td>Jitendra K. Verma, Vijay Kumar Mishra</td>
</tr>
<tr>
<td>14</td>
<td>Utilization of Ante Natal Care Services Among Rural Women</td>
<td>Sneha Chandrapal, Ankur Saxena</td>
</tr>
<tr>
<td>15</td>
<td>The Emerging Role of NGOs in Rural Development of India</td>
<td>Veena Dwivedi</td>
</tr>
<tr>
<td>16</td>
<td>Role and Status of Protection Officer: A Study of Rajasthan</td>
<td>Lalaram Jat</td>
</tr>
<tr>
<td>17</td>
<td>A study of the Socio-psychological problems of divorce women</td>
<td>Sita Gurjar</td>
</tr>
<tr>
<td>18</td>
<td>Role of I-SMAC Technologies in Digital Learning</td>
<td>Dilip Choudhary, Tarun Shrimali</td>
</tr>
</tbody>
</table>
SOCIAL NETWORKING AND QUALITY OF LIFE OF THE PERSONS WITH DISABILITY

Chet Narayan Patel*
Vivek Kumar Singh**

INTRODUCTION

A social networking is made up of a set of social actors (such as individuals or organizations) and a set of the dyadic ties between these actors. The social network perspective provides a set of methods for analyzing the structure of whole social entities as well as a variety of theories explaining the patterns observed in these structures. It is the grouping of individuals into specific groups, like small rural communities or a neighborhood subdivision. Although social networking is possible in person, especially in the workplace, universities, and high schools, it is most popular online.

Community includes the three inter-related components of place, people, and a sense of belonging and a geographical place where the ordinary and varied activities take place. In the field of disability research, "community" is typically presented as the opposite of segregation or isolation in "special" facilities or services which only include disabled people and those who are paid to support them. Community participation is a major goal for all disabled people. Community participation is not only a goal but a process by which other goals are achieved. For adults with disability, community participation means doing things with non-disabled people. This can involve lots of different areas of our lives- school, work, leisure, sports, friendship and helping other people. To make the community participation work for everyone, the community may need to change and community participation effectively achieved by social integration and network.

There are number of researches has shown evidence for a positive effect of social contacts and social integration on quality of life (Becker et al., 1998; Baxter et al., Holmen & Furukawa, 2002). Quality of life is primarily generated by elements of social capital. Social capital is embedded in social networks and is seen as an "investment in social relations with expected returns." These returns of social capital for the individual can be expected.

*Assistant Professor, Department of Hearing Impairment, Uttar Pradesh Viklang Uddhar Dr. Shakuntala Misra University, Lucknow
**Associate Professor, Department of Social Work, Uttar Pradesh Viklang Uddhar Dr. Shakuntala Misra University, Lucknow
Social capital in this sense is also seen as a resource that can be employed for health. Smith and Christiakis (2008) concluded “that socially isolated individuals are less able than others to buffer the impact of health stressors and consequently are at greater risk for negative health outcomes such as illness or death” (Smith & Christiakis, 2008). Berkman and Glass (2000) also highlight the role of self-efficacy, which was identified as a psychological pathway between the association of social integration and health-related quality of life. Studies show that a higher degree of self-efficacy was found to be a substantial mediator between social networks and reduced depressive symptoms, successful, reduced risk behavior, and enhanced health-promoting behavior.

Social networks depend upon the tradition and identity theory. The elder’s population and correlation between social networks and health seems to be more pronounced. The more aged a person is due to substantial changes of network structure and reduced network sizes of elder people. Social networks of elder people are reduced due to various reasons like death and migration of network partners, increasing difficulties to maintain social relations and to establish new relationships as well as due to relocation of elder people (Sluzki, 2000). For similar reasons, network composition of elder people is likely to change (e.g., reduction of friendship network and growth of asymmetric support relations). This view follows the tradition of identity theory. According to it Persons with special needs are seen as a minority within a majority of normal population.

Various scholars have shown the association between social capital and quality of life which is mediated by personal psychological resources like self-efficacy. In other words, social capital contributes to self-efficacy, which in turn positively affects quality of life. Hintermair (2008) said that communicative skills are also considered mediating factors. The association between social network integration and communicative skills is assumed to be reciprocal—either because communicative skills are established through social interaction or because communicative skills are prerequisites for successful social interaction or both. Either way, it is expected that controlling for communicative skills will reduce the observed social network
effect on self-efficacy and quality of life.

Disabilities are an umbrella term, covering impairments, activity limitations, and participation restrictions. It is neither purely a biological nor a social construct but the result of interactions between health conditions and environmental and personal factors (WHO, 2001). Disability can occur at three levels: impairment in body function or structure; a limitation in activity, such as the inability to read or move around; a restriction in participation, such as exclusion from school or work. People with disabilities face widespread barriers in accessing services, such as those for health care (including rehabilitation), education, transport and employment. These barriers include inadequate policies and standards, negative attitudes, lack of service provision, inadequate funding, lack of accessibility, inappropriate technologies, accessibility of technologies to the disabled and formats for information and communication, and lack of participation in decisions that directly affect their lives.

Evidence from Lerner (1985) and Lucas (1983) has clearly documented that many exceptional children experience difficulty in the area of social skills. Drew, Logan and Hardman (1984) indicate that retarded students often have higher incidence of emotional problems than non retarded students. Lerner (1985) identified six characteristics of social behavior that are common among disabled children and persons.

1. Lack of judgment
2. Difficulties in perceiving others
3. Problems in making friends
4. Poor self-concept
5. Problems in making family relationship
6. Social difficulties in school setting.

Blooms (1956) propose a system whereby all education related activities would fall into three major domains cognitive, affective and psychomotor. Cartwright et al. (1984) define the affective domain as the social domains; this deals with an individual's social abilities, such as establishing and maintaining satisfactory interpersonal skills, displaying behavior within reasonable social expectations and making personal adjustment. Social skills and the ability to get along with others are just as important to the disabled persons as they are to the non handicapped persons. Infact, these social skills even more critical to the persons who is handicapped because they are often compared with the norm and must compete for grades,
The term quality of life references the general well-being of individuals and societies. The term is used in a wide range of contexts, including the social development, healthcare, and politics. Quality of life should not be confused with the concept of standard of living, which is based primarily on income. Standard indicators of the quality of life include not only wealth and employment but also the built environment, physical and mental health, education, recreation and leisure time, and social belonging.

Some related concepts such as freedom, human rights, and happiness are important parameters considered as standard indicators. However, since happiness is subjective and difficult to measure, other measures are generally given priority. It has also been shown that happiness does not necessarily increase correspondingly with the comfort that results from increasing income. As a result, standard of living should not be taken to be a measure of happiness. Also sometimes considered related is the concept of human security, though the latter may be considered at a more basic level and for all people.

FACTORS AFFECTING SOCIAL NETWORKING

Social networking is a multidimensional concept which is affected by a lots of factors. Some of which is as follows-

I. Social-Emotional Development

Social-Emotional development occurs in early childhood, like developmental tasks occur in cognitive growth. The term social refers to a relationship or interaction between two or more people, who respond to each other and influence each other's behavior. Socialization is an important process in child development. Stated simply, it is the process whereby individuals, especially children, become functioning members of a particular group and take on the values, behaviors, and beliefs of the group's other members. Although the process begins shortly after birth and continues into adulthood, the age of early childhood is a crucial period of socialization.

II. The Family and Parental Influences

According to Smart and Smart (1980), "Each family is unique in the expectations of the people in various roles, in its patterns of interaction, its history of development, and its relationship with other systems". The acceptance-rejection and control-autonomy are contributing factors that determine a family's attitude toward child rearing. The structure of the family and the personality characteristics of individual parents make a difference in socialization.
III. Punishment and Discipline

The approach to punishment and discipline is another developmental task of learning. When children misbehave, teachers or parents may use some form of discipline. This approach may be in the form of spanking, scolding, yelling, embarrassing, or making the child feel inferior or unloved. Often a combination of these is involved. These negative approaches may have unwanted results (Park, 1977). Children who are disruptive and seek attention may draw attention to self through silly behaviors, immature or regressive actions, loud talking, and making inappropriate noises or gestures. Educators suggest that parents terminate disruptive attention-seeking behaviors and increase cooperative, pro-social interactions. (Jongsma, Peterson, McInnis, 2000)

IV. Culture

Culture also affects children's developing social skills (Wardle, 2001). Children who live in violent or unsafe communities may be fearful and withdrawn when in the classroom. Those exposed to domestic abuse, gang violence, criminals and terrorism do not feel safe or secure. Their feelings of insecurity will interfere with their total development, especially social skills development.

V. Friendship

Having friends and belonging is a very important part of being in the society. People feel cared for and valued, and feel they have something to give to other people too. Adults with disability are often in the society, but not really as a part of society. They often need support to help them to join the group and sense of belongingness and make friends in the society. Apathy of non-disabled people in the society creates a barrier to the adults with disabled to develop friendship which directly affect their life.

VI. Communication

HOW TO IMPROVE LIFE FOR DISABLED PEOPLE

The incidence of disabilities is very common in our communities. It is very important to ensure the quality of life of the people with disabilities not because they are human beings, but their dignity social well-being and rights should not be downgraded just because of disability. Disabilities can occur by different causes and they may happen to anyone and affect any stage in life. The great job is that it is not very difficult to help enhance a disabled person's life to make their living easier, doing daily living task more comfortable and successful.
I. Cater the individual's needs-

Persons with special needs have some basic need, therefore it is very important to remember that the effect of disability is very wide. The basic needs are all the same for everyone (e.g. Need to eat, safety, health etc.) but the different variations of abilities and life style needs is entirely individuals so there simply is no one-size-fits all method to improve quality of life.

II. Improving social wellbeing-

Even the best furnished and attractive homes can feel like a case, so it makes a huge difference to be able to go out to a park, shopping centre, picnic, picture etc. It is also ensure that Persons with special needs also actively participate in the programme organized by the community. People can often feel discarded and neglected when they can no longer get around as easily as other people. Staying in touch with them will let them know that they loved and wanted and they have somebody on whom they can rely should they need help.

III. Sports-

The unique ability of sports to transcend linguistic, cultural and social barriers makes it an excellent platform for strategies of inclusion and adaptation. Persons with disabilities often face societal barriers and disability evokes negative perceptions and discrimination in many societies. As a result of the stigma associated with disability, persons with disabilities are generally excluded from education, employment and community life which deprives them of opportunities essential to their social development. Sport can help reduce the stigma and discrimination associated with disability because it can transforms community attitudes about persons with disabilities by highlighting their skills and reducing the tendency to see the disability instead of the person. Through sport, persons without disabilities interact with persons with disabilities in a positive context forcing them to reshape assumptions about what persons with disabilities can and cannot do.

IV. Find an appropriate pet for them-

If Persons with special needs are interested or able then pets can be great companies. It is wise to check the abilities of individuals and if they are able give them pet's like- dog, cat, goat, hen etc. But it is important to remember, pets are not a substitute for people. The importance is that so often people who are cared for do not feel that they have the chance to care for or look after someone or something else. It gives the Persons with special needs a much better sense in personal confidence, self worth, mental wellbeing and personal responsibility which can takes their mind off their own troubles.
Electronic pets never really serve the same connection same connection. Many people of a wide range of mobility or mental challenges have interest in bonsai gardening in pot plants. Looking after plants such as bonsai can serve as the booster to concentration and artistic merit, where planting flowering from small potted colour and orchid cultivation gives colours and brightness to their lives.

V. Hobbies and activities-

Keeping the mind activities is important for their health as much as it is satisfying. Not all Persons with special needs are unable to move for higher qualification and learning from local area to specialized university. After assessment of the abilities introduce the health focus type fitness programmes and other activities. Persons with special needs being able to care for another give back a sense of confidence and ability so contribute to the community or other people.

REFERENCES


5300. 2000.39302. X.


BUSINESS PARTNERING COMPETENCIES FOR HR PROFESSIONALS: TRENDS, ISSUES & PERSPECTIVES

S.K. Mishra*
Prashant Rao**

(This article "Business Partnering Competencies for HR Professionals" is outcome of the Research Work on "A Study on HR Competencies for HR Professionals as HR Business Partners in selected Manufacturing Industries of Rajasthan & Gujarat - Trends, Issues & Perspectives" wherein an attempt has been made to understand the changing role of HR Professionals as HR Business Partners from HR Professionals and Managers perspectives and understand trends, issues with focus on associated competencies for HR Business Partners, the present state of affairs and the perspectives as recommendations for HR Professionals to be effective HR Business Partners.)

INTRODUCTION

HR Competencies for HR Business Partners has always been a matter of discussion on account of HR evolution. The HR function has emerged as Business Partner function. In India this has been a journey of transformation from Welfare, Industrial Relations, Employee Relations, Personnel, and Human Resource Development, perspectives with focus on maintenance, administration, compliance, developmental, support and finally moving to a partnering function. The HR Professionals are expected to perform as HR Business Partners with expectations from Business Managers to contribute as value proposers for the growth of the organization.

A Study on HR Competencies for HR Business Partners in Selected Manufacturing Industries of Rajasthan & Gujarat: Trends, Issues and Perspectives has been an attempt to address the above perspectives and shall provide the opportunities to assess the HR competencies of HR Professionals as HR Business Partners along with understanding the expectation from Managers for HR Professionals as HR Business Partners.

Barbara Kenton and Jane Yarnall in HR - The Business Partner - Shaping a new direction has shared perspectives of services from the client's perspective in the form of:

- Adding measurable value to the business - In terms of enhance customer

---

*Prof. & Head, Deptt. of Sociology, JRN, Rajasthan Vidyapeeth (Deemed-to-be) University, Udaipur
satisfaction, reduced costs, efficiencies, profits.

- Having a real understanding of the business and the business priorities - how the business operates, willingness to share solutions for complex business needs.

- Focusing on the business critical activities or hot spots

- Having a strong process for addressing problems

The emerging expectations include Business Partners to have a good understanding of the business and its changing context, need to clear about organization's goals, needs, values, aware of the gaps in the culture and capability, to be able to translate business goals into operational strategies. The other capacities to perform the above expectations calls for influence, decision making, collaboration, good negotiation, interpersonal skills and resilience.

HR Professionals as HR Business Partners normally perform their role in four quadrants which revolves as Strategic Partners, Emergency responders, Operations Managers and Employee Mediators.

HR Business Partners as strategic partners focus on developing the next generation of leaders, refocusing organizational structure on strategic objectives, understanding how HRBPs can support the business, understanding the talent needs of the business, adjusting HR strategies to respond to changing business needs, prioritizing across HR needs, identifying talent issues before they impact the business, identifying new business strategies, identifying critical HR metrics, creating a vision for talent strategy in the business unit, assessing the HR implications of strategic options and representing the business unit's talent interests within the organization.

HR Business Partners as Emergency responder focus on quickly responding to line manager questions, quickly responding to complaints, responding to manager needs, responding to employee needs and preparing for different situations.

HR Business Partners as Operations Manager focus on communicating organizational culture to employees, assessing employee attitudes, tracking trends in employee behaviors, designing HR programs to support organizational culture, communicating policies and procedures to employees and keeping the line managers updated on HR initiatives.

HR Business Partners as Employee Mediator focus on managing competing personalities in the organization, managing conflict between employees, managing conflict between managers, responding to organizational changes and resolving political problems in the execution of business plans.
On the basis of the extensive work done by Dave Ulrich The HR Value Proposition / HR - The Outside in and Barbara Kenton and Jane Yarnall in HR - The Business Partner - Shaping a new direction, an attempt has been made to group the competencies in the four domains as HR BP Role Competencies, Effectiveness Competencies, Professional Competencies and the outcome competencies.

A. The HR BP Role Competencies:

The competencies in this domain or cluster which revolve around the role of HR Business Partners. These competencies help in defining the role of the HR Business Partners with focus on organizational alignments with business perspective and strategy, collaboration, empowerment, creating and leading the change, delivery, maintaining the business focus, self-awareness impact and talent management.

B. The HR BP Effectiveness Competencies:

The competencies in this domain or cluster play a very important role for determining the effectiveness of HR Business Partnerships. These competencies help in defining the effectiveness of HR Business Partners with focus on analytics, capability builder, communication & collaboration, Credible Activist, HRBP Know How, Influence, Consulting and Processes & System.

C. The HR BP Professional Competencies:

The competencies in this domain or cluster which revolve around the HR Business Partnerships as HR BP Professionals. A Profession is governed by a specialized knowhow & skill set, requires internship, professional code of conduct. This cluster includes competencies as required for being Change Champion, HR Innovator & Integrator, Strategic positioned and Technology proponent.

D. The HR BP Outcome Competencies:

The competencies in this domain or cluster which revolve around the outcome or results of the HR Business Partnerships. Dave Ulrich define these eight competencies as HR Actions in "HR From the Outside in" in the form of Coach, Architect, Diagnostician, Though Leader, Doer, Designer, Facilitator and Observer.

Research Methodology

In the study total 27 competencies for HR professionals in the above four domains have been studied with inputs from 200+ HR Professionals and Business Managers from 50+ organizations, an attempt has been made to diagnose, assess, interpret and recommend the HR competencies on Role of HR Business Partners,
Effectiveness of HR Business Partners, Professional Competence of HR Business Partners and the HR Business Partner's Outcome.

The scope of the proposed study was to assess the HR competencies as HR Business partners as perceived by HR professionals as well as Managers. The HR professionals (100) & Managers (100) were selected from the manufacturing industries of Rajasthan & Gujarat (India) which included Multinational Co, Public Sector Undertakings and Private Sector undertakings.

The study was undertaken with the following objectives

- To assess the HR competencies of HR Professionals as HR Business Partners.
- To assess the HR competencies of the HR Professionals as HR Business Partners perceived by the Business Managers.
- To diagnose the trends, issues and challenges for the HR professionals so as to perform effectively as HR Business Partners.
- To recommend ways and methods enabling HR professionals to hone up the Business Partnering Competencies.
- To provide perspectives to educational institutions to revisit Curriculum for HR Professionals and make necessary amendments accordingly.

Primary data was collected through a specially structured questionnaire from sampled HR professionals and Business Managers. Interviews were also undertaken with HR Heads and Senior business managers to understand the business context and the role of HR professionals as HR Business Partners.

Secondary data was related with the literature review on HR Business Partner competencies, interactions with HR Heads and CEO’s. study of various models of HR business partners, research papers, books, journals and web resources.

Respondents for this study were selected by purposive sampling method from manufacturing industrial organizations located in Rajasthan and Gujarat. The sample included HR Professionals at middle and senior level who are currently working as HR Business Partners (100). The study shall also covered Business Managers at middle & senior level (100) from the similar Industries.

The samples were selected purposely from the organizations which are known for HR practices and where the concept of HR Business Partnering is practiced. Care was taken to include all sectors of manufacturing industries which included private sector, multinational companies and public sector.
Research Hypothesis

The hypothesis was formulated after extensive literature survey, discussions with senior HR professionals and experts and review of similar studies. The hypotheses to be tested included the following:

**Ho1** - HR Professionals do not exhibit the competencies as required for them to function as HR Business Partners

**Ha1** - HR Professionals exhibit the competencies as required for them to function as HR Business Partners

The research tools included a standard questionnaire to collect data from intended respondents from HR Professionals as well as the cross functional Line Managers. The questionnaire was taken from the work done by Dave Ulrich - The HR Value Proposition / HR - The Outside in and Barbara Kenton and Jane Yarnall in HR - The Business Partner - Shaping a new direction.

A questionnaire was designed to collect data from intended respondents.

**Part 1:** contained the general information of the respondents addressing the designation, level & name of the organization. This was made very specific to ensure the confidentiality of the respondents as required for the study.

**Part 2** was the main questionnaire which comprised of 166 questions. All the question were coded and were grouped into four clusters, most of the statements were positive in nature so as to ensure the flow and considering the number of the questions and the level of the participants.

The Likert scale was used for the self-assessment on competencies by HR professionals as HR Business Partners and Managers assessment on HR Business Partner competencies of HR Professionals.

The questions were used from the standard questionnaires which has been designed by global experts. Additionally, content validity for the survey instrument used in this study was attained through discussions with subject experts and peers for comments and after their suggestion some statements were added and some were deleted which were of repetitive nature, this helped to eliminate ambiguities in the items and then tool was floated for pilot study.

Interpreting the results for Overall summary of the responses on all the clusters taken together:

The mean of the overall population resting pulse is 3.88 (95% confidence intervals of 3.849 and 3.917). The standard deviation is 0.3136 (95% confidence intervals of
Using a significance level of 0.05, the Anderson-Darling normality test ($A^2 = 2.02$, $P$-Value < .005) indicates that the overall population resting pulse follows a normal distribution.

### Table 2.1 Summary Overall: Interpretation of the Results

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>St. Dev.</th>
<th>$A^2$</th>
<th>$P$-Value</th>
<th>Remark</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR, BP Over all</td>
<td>3.8833</td>
<td>0.3136</td>
<td>2.02</td>
<td>&lt; 0.005</td>
<td>Normal Dist.</td>
</tr>
<tr>
<td>Cluster Wise</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HR, BP Role</td>
<td>3.8678</td>
<td>0.3407</td>
<td>2.54</td>
<td>&lt; 0.005</td>
<td>Normal Dist.</td>
</tr>
<tr>
<td>HR, BP Effectiveness</td>
<td>3.9773</td>
<td>0.2776</td>
<td>0.29</td>
<td>0.608</td>
<td>Non Normal</td>
</tr>
<tr>
<td>HR, BP Prof Competency</td>
<td>3.8232</td>
<td>0.2250</td>
<td>0.44</td>
<td>0.278</td>
<td>Non Normal</td>
</tr>
<tr>
<td>HR, BP Outcome</td>
<td>3.6744</td>
<td>0.3462</td>
<td>0.28</td>
<td>0.589</td>
<td>Non Normal</td>
</tr>
</tbody>
</table>

The Summary illustrates that on Overall HR Professionals and Managers assessment of competencies as HR Business Partners the mean score of 3.88 with $P$ Value less than 0.005 and normal distribution further confirms the alternate hypothesis that overall HR Business Partners demonstrate HR BP Competencies.
ANALYSIS & SUMMARY OF RESULTS

The overall results of the mean scores of Managers assessment & HR Professional’s assessment on all the 27 competencies reflect that from the manager’s & HR Professionals collective assessment - Credible Activist, Communication & Collaboration, Processes & Systems, Facilitator & Analytics emerge as strengths or strong areas of demonstrations while Delivering to the business, thought Leader, Designer / Deliverer, Coach & Architect have emerged as opportunities for improvement.

<table>
<thead>
<tr>
<th>Table 3.1 HR Professional's &amp; Managers Assessment : Trends : Mean Scores</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="Table 3.1" /></td>
</tr>
</tbody>
</table>

The overall results on mean scores of Managers assessment & HR Professional’s assessment on HR BP Role Cluster reflect that from the manager's & HR Professionals collective assessment - alignment with the organizational objectives, collaboration & empowerment, self-awareness & impact have emerged as strengths or strong areas of demonstrations while Delivering to the business, creating & leading the change have emerged as opportunities for improvement.
The mean scores of Managers assessment & HR Professional's assessment on HR BP Effectiveness Cluster reflect that from the manager's & HR Professionals collective assessment - credible activist, communication & collaboration & processes & systems have emerged as strengths or strong areas of demonstrations while HR BP Know How and capability builder have emerged as opportunities for improvement.

The mean scores of Managers assessment & HR Professional's assessment on HR BP Professional Competence Cluster - all the 4 competencies reflect that from the manager's & HR Professionals collective assessment - change champion & technology proponent have emerged as strengths or strong areas of demonstrations while Strategic positioned and HR Innovator & Integrator have emerged as opportunities for improvement.

The mean scores of Managers assessment & HR Professional's assessment on HR BP Outcome Cluster - all the 8 competencies reflect that from the manager's & HR Professionals collective assessment - facilitator, diagnostician, observer & doer have emerged as strengths or strong areas of demonstrations while thought leader, designer/ deliverer, coach & architect have emerged as opportunities for improvement.

A comparison has also been done on 6 critical HR competencies with the benchmark study undertaken by Dave Ulrich and Team from HRCS 2012 Model and the conclusions reflect as under:

<p>| Table 5.5.1 HR Competencies - Overall Comparison of the Study with Global &amp; India Results : Trends, Issues &amp; Perspectives |
|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|-------------------------------------------------|</p>
<table>
<thead>
<tr>
<th>Sno</th>
<th>Particulars</th>
<th>2012 HRCS Global HR Competence Study - Global Results</th>
<th>2012 HRCS Global HR Competence Study - India Results</th>
<th>2017 Gujarat &amp; Rajasthan - Study on HR Competencies Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Sample Size</td>
<td>20013</td>
<td>1800</td>
<td>200</td>
</tr>
<tr>
<td>2</td>
<td>Business Units</td>
<td>635</td>
<td>55</td>
<td>51</td>
</tr>
<tr>
<td>3</td>
<td>Credible Activist - Mean Score</td>
<td>4.23</td>
<td>4.19</td>
<td>4.16</td>
</tr>
<tr>
<td>4</td>
<td>Strategic Positioner - Mean Score</td>
<td>3.89</td>
<td>3.83</td>
<td>3.78</td>
</tr>
<tr>
<td>5</td>
<td>Capability Builder - Mean Score</td>
<td>3.97</td>
<td>3.98</td>
<td>3.67</td>
</tr>
<tr>
<td>6</td>
<td>Change Champion - Mean Score</td>
<td>3.93</td>
<td>3.92</td>
<td>3.92</td>
</tr>
<tr>
<td>7</td>
<td>HR Innovator &amp; Integrator - Mean Score</td>
<td>3.9</td>
<td>3.89</td>
<td>3.79</td>
</tr>
<tr>
<td>8</td>
<td>Technology Proponent - Mean Score</td>
<td>3.74</td>
<td>3.82</td>
<td>3.83</td>
</tr>
</tbody>
</table>

The Major conclusions from the comparison can be summarized as under:

1. There has been a similar trend on all the HR competencies with global scores and India Scores on Credible Activist, Strategic Positioner, Change Champion and Technology Proponent.
2. The HR Professionals in Rajasthan & Gujarat have relatively high low mean scores on Capability Builder and HR Innovator and Integrator.

3. The HR Professionals have high mean score on Technology Proponent in comparison with overall Global & India Scores.

4. Opportunities for HR Professionals in Rajasthan & Gujarat to focus on Capability Building, working on HR Innovation and integration as well as honing being strategic in the role.

RECOMMENDATIONS & SUGGESTIONS

HR BP Role Cluster:

• HR Professionals need to align all their actions with the organizational objectives. They need to continue understanding of the strategic objectives of the organizations. HR Professionals need to analyze the strategic objective and should continually develop HR implications.

• HR Professionals shall continually need to build up the communication skills which shall help them in sharing knowledge and information with all stakeholders. Town Halls (One to many) Focused Groups (One to a team or group) can be effective models for dissemination of knowledge and information with all stakeholders.

• The organizations expect HR partners to lead and deploy change & the change has four orientations - Acclimatization, Assimilation, Acquisition & Acceleration. The HR Partners shall be effective change agents if they know what/ Why / When / Where / Whom and How of the change.

• HR Professionals as Business Partners need to understand their role and introspect the perspectives of HR being the business partners. HR Professionals need to introspect whether they exist to drive the HR agenda or the business agenda.

• The HR Strategies of any organization are linked with the business perspectives. It is very important for HR professionals to understand the Inside-Out and Out Side-In of the business. This includes overall macro business context, business forecast, and shareholder and investors value propositions. The HR professionals need to know the drivers of the business and the same can be achieved by participation in the business reviews, being part of the cross functional team on business projects, structured interactions with business stakeholders including customers and vendors.
• HR Professionals need to continuously maintain a business focus day in day out. HR Professionals need to understand the Urgent & Important model of prioritization so as to ensure that their investment of energies is appropriately channelized in achieving the business objectives..

• Talent Management is one of key role of HR Professionals, the role revolves around identifying talent needs, developing talent and managing talent across the organization. They need to master or specialize the content requirements of the business so as to help managers in deploying the right talent strategy of the organization.

• HR Profession is not a standalone function, the contents and the contexts have been changing of a rapid framework on account of changes in the overall environment. HR Profession demands continuous updation in terms of know-how and skills. HR Professionals need to be on a learning tract throughout their career so as to effectively demonstrate their role and use learning as a base for future development.

B: HR BP Effectiveness Cluster:

• HR Professionals need to comprehend & communicate precisely and appropriately. They need to master the art & science of Communication & Presentation. This can be achieved by enhancing & practicing the language skills as required though process interventions as Communication Meetings, conducting Town Halls, skip level meetings, participation in focused group discussions, undertaking one to one counseling sessions.

• Demonstration of Personal Integrity & Ethics is the DNA of Human Resource Professionals. HR Professionals needs to be the champions of demonstrating personal integrity and ethics as they are the custodians of the organizational values. They need to continuously communicate organizational values and link value framework in all transactions so as to build strong alignments of dissemination and assimilation of Values with the organizational culture.

• The organizational capabilities need to be continuously developed with deployment of processes and systems as required for a learning organizations. This can be achieved through mastering the art of engaging and building partnership with Managers for developmental discussions resulting into Individual Developmental Plans for all the employees. HR Professionals can work upon developing developmental specialists within the origination to strengthen the IDP Process Management intervention. The HR
Professionals need to integrate capability development agenda with other HR processes such as Talent Management & Performance Management.

- Analytics is an important effectiveness competency which help the HR Professionals to gain insights into analytics and help them in taking appropriate decisions. HR professionals need to regularly use data analytics and develop know how & skills in technology, they can further enhance this competency by using analytics in the business presentations, and talking about data in the business review and governance meetings.

- Processes and Systems are navigators for People aspects in a business. HR professionals need to develop capacities to design HR Processes and systems and work towards continual improvements. The understanding of business context and usage of HR implications in design of a process / system is very important for buying in commitment and conviction from line managers for effective deployment.

- Influencing and Consulting is the respiratory and circulatory system of HR Professionals as HR Business Partners. Day in and Day out HR professionals need to engage with Business Managers and apply influence & consulting. The influencing and consulting can be honed up by HR professionals through appropriate scanning of environment, understanding the content & context, being nonjudgmental and offering a wide range of perspectives and catalyzing mangers with pro, cons, impacts and consequential management so as to help and sensitize them with the required appropriate perspectives in an engaging and inspiring work environment.

C: HR BP Professional Competence Cluster:

- HR Professionals need to be the first one in the organization to imbibe the change, the change cannot be deployed if the change agents of the organizations do not imbibe the change. The change agents needs to emotionally own up the change and talk about the change with commitment and convictions to ensure and reflect demonstration of ownership.

- HR Professionals shall need to learn to leverage technology, those unable to learn shall be out of business requirements. The IT revolution has lead all functions to digitalization and HR function is not a standalone function to witness the impact of technology.

- Innovation & Integration shall be the new mantra for HR Professional Competence. Innovation refers to creation of new aspects and integration refers to the alignments and synergies of people's processes and systems.
HR Professionals shall have to continually think out of the Box and work on customization and standardization with focus on alignments and synergies as required for the organization.

- HR Professionals shall need to put in great efforts to ensure that the role of HR professionals gets strengthened as Business Partners and to make this happen they shall need to focus on maintaining a business perspectives, honing skills on delivering to the business and building up HR Business partner Know How & Skills.

**D: HR BP Outcome Cluster:**

- Most of the time HR professionals invest their time in facilitation, the process of effective facilitation is linked with enhance skills on communication, collaboration, influence, consulting. The higher is the competence on the above skills the greater is the facilitation.

- Architect is the competency which call for HR professionals to design unique, customized HR Processes and systems for the business requirements, HR Professionals need to diagnose and understand the business in details, translate business needs into HR implications and design meaningful and impactful HR Processes, Systems and interventions and work on improvement opportunities.

- HR Professionals need to demonstrate a great amount of HRBP Know How and proficiencies in Processes & Systems to demonstrate high abilities on Designer. Deliverer as a HR BP Competency. HR Professionals need not only be designer but this competency also call for proficiencies in deployment & execution.

- Coaching has emerged as one of the emerging competencies as required for the HR Professionals. The business organizations want HR professionals to act as Coaches and develop line managers as Coach to assess, manage and develop key talents for the organizations. It is recommended that in case of business requirements HR Professional should undergo specializations in coaching so as to act as coaches and undertake coaching for developing the leadership capabilities of the organizations.

- HR Professionals need to hone up the diagnostics at individual level, group / team level / organization wide through observations, interviews, focus groups, and surveys. Through diagnosis, HR professionals shall be in a position to anticipate the effects of causes, set priorities, and track results
• HR professional need to observe with an eye to details. This includes honing up abilities to observe and internal & external business conditions, to connect with key stakeholders, to clarify strategy, and to help the business make value propositions. HR Professionals also need to be aware about trends internal as well as external and translate them into actions.

• Doer as an HR outcome competency calls up for key skills in execution, diagnosis and ability to learn & deploy. As doers, HRBP need to make the right things happen and ensure that organizations respond as quickly as the environment requires.

• Thought Leader is a competency for HR Professionals which is needed to provide unique perspectives to work situations and as thought leaders, HRBP need to be conceptually very robust about theory, research and applications. The proficiency in this competency shall help HR professionals to challenge the basic assumptions and bring unique insights to work.

MOVING FORWARD:

HR Business Partners need to undertake a journey of HR Transformation which shall include self-introspection and moving forward with ideation of Individual Development Plans with focus on Capability Development and Business Orientation. This shall needs assessment on identifying key strengths, opportunities for functional improvements and continuous deployment of the same. There is a need to continuously focus on the capability development as the contents and the context of the business requirements are constantly changing. What is relevant for today may become irrelevant from tomorrow.

The Profession is on Cross roads where there are huge expectation from stakeholders, there is a need to revisit curriculums for all MBA / MSW and revisit the content as per the industry demands.

Revamp the current curriculums to ensure right fresh MBAs, MSWs etc are developed. These young post graduates are critical for long term success. The broad based curriculum needs to be created jointly by the academicians and the practicing HR Leaders. Practicing HR Leaders should not only be roped in to create the curriculum but also be partnered to teach the subjects to supplement the academic inputs. It is never an either or situation, both the inputs are necessary for well-rounded development.

Create a broad range of Management Development Programmes to develop the current working professionals in various competencies and capabilities for today. These programs can be based on the competency models. One of the shortcomings
today is we have the competency model in place but not the curriculums and the modules to fill in the gaps. The first is "Business Connect". Inspite of this being around for some time now, even after many have read about Wayne Brockbank's Strategic HR approach and Dave Ulrich's Business Partnership role, many HR leaders struggle to establish true connect with the Business. The HR Professionals need to develop their inclination to spend time on the shop-floor, office and marketplace, with a 'business outlook' and engage with their colleagues from other functions to appreciate the nature of their work and the business realities. The second is deep "functional value add". The reality is that unlike Engineering or Finance where the organizations always turn to functionally qualified people to take the lead in addressing the needs of the organisation in these aspects, when it comes to HR the need or confidence to turn to HR professionals is still not very strong. Even amongst many organizations where HR is part of the senior team, most tend to refer matters to them more as an administrative or transactional process rather than from a change or 'transformation' perspective. HR professionals must seize opportunities to make a difference.

The time is ripe enough to move from a support mindset to a partnering mindset and the expectations are huge from the Business Managers & stakeholders.

RESEARCH CONTRIBUTIONS:

The study shall help the HR Professionals in diagnosing the present trends, identifying issues and overcome challenges for the HR professionals and shall act as a guide so as to perform effectively as HR Business Partners. The study has come out with recommendations for HR Professionals which shall help HR Professionals to be on a developmental agenda for capability building in honing up the business partnering competencies. The future of HR Leadership lies on the educational institutes, this study shall provide perspectives to educational institutions to revisit Curriculum for HR Professionals and make necessary amendments accordingly.

REFERENCES


8. Brockbank W & Ulrich D, (2003), Competencies for the new HR, Ann Arbor, University of Michigen


17. Dave Ulrich, Jon Younger, Justin Allen, Mark Nyman, and Wayne Brockbank, (2009) HR Transformation, Building Human Resources from the Outside In,


23. Dave Ulrich (2012), what's next for HR? The six competencies HR needs for today's challenges, Personnel Today

24. Dave Ulrich, W Brockbank, J Younger, M Ulrich (2012), Global HR Competencies, Mastering Competitive Value from the Outside In, Mcgraw Hill Education Pp 131-158


27. F L Cooke, D L Saini, (2010), How Does the HR strategy support an innovation oriented business strategy? An investigation of institutional context and organizational practices in Indian firms, , Human resource Management, pp 210


29. Lawler & Mohrman, (2003), HR as a Strategic Partner: What does it to make it happen, CEO publication, Centre for effective organization, Marshal School of Business, University of South California pp 13 -24
36. HR Compass (2009): HR competency model developed by CII-NHRD-XLRI, Personal communication
38. Wright P & Snell S, (2005), Partner or Guardian? HR's challenge in balancing Values & Values, Human resource Management 44 (2), 177-182
DISTANCE MODE OF SOCIAL WORK EDUCATION IN INDIA: CALL FOR PARADIGM SHIFT

Rekha N. Mistry*

INTRODUCTION

Charity and religious devotion was the mainstay of the Indian culture in ancient period, the charity nature of social service which could be found in Rig-Veda which encourages charity by saying, "May the one who gives shine most". Social reform and social work can be traced back to the beginning of 19th century, especially to the time of Raja Ram Mohan Roy and many other reformers sow the seeds of social reforms against social evils prevailed in Indian society like caste system, child marriage and widow remarriage.

In India, Professional Social Work is of recent origin. Education for Professional Social Work began in 1936 in India with the establishment of the Sir Dorabji Tata Graduate School of Social Work at Bombay (now known as the Tata Institute of Social Sciences) followed by establishment of many schools of social work in different parts of the country. During the past six decades, the number of professional social work educational institutions within the university system has multiplied. The reason could be emerging complex social realities which call for services and action.

Social Work Education is considered interdisciplinary learning and someone who acquires Bachelor of Social Work (BSW) and Master in Social Work (MSW) academic degree is called Professional Social Workers equipped with essential knowledge and skills to work with people in all sorts of problems and conditions. Professional social work grew out of humanitarian and democratic ideals, values based on respect for the equality worth, and dignity of all people. Social work study is both science and an art;

Professional Social Work education and practice have gone through many changes since 18th century. It has emerged as one of the most demanding profession in India. The present scenario of social development prioritizes MSW degree as a passport to job seekers. Last two decades, almost 50 self financed educational institutions have emerged, like mushroom growth, in the field of social work in Gujarat. Large number of aspirants study through Distance Education (D E) in social Work by enrolling themselves in various local centers of various D E institutions of various universities of India. Social work education though it is recognized as a

*Senior Assistant professor, MSW Program, Social Science Bldg, Veer Narmad South Gujarat University, Udhana Magdulla Road, Surat 395007, Gujarat
professional course by UGC, many challenges are experienced in realizing professionalism as a practitioner and an academician.

DISTANCE EDUCATION (DE)

Distance Education started in mid-nineteenth century. It is practiced in almost all the parts of the world. According to Willen, "Distance Education is one form of educational learning which the learner outside the scope of the educational institution learn in his own way, with the possibility of requesting the referendum, and greater knowledge of the teacher by phone or letters". UNESCO has identified distance learning in the report of the UNESCO Regional Office in Asia and the Pacific as "the systematic use of media, print, etc., and these arguments must be well-prepared to break the separation between the learners, teachers, and providing support to learners in their study." Steiner defined and made distinction between distance education and distance learning. Distance Education is instructional delivery that does not constrain the student to be physically present in the same location as the instructor. Historically, Distance Education meant correspondence study. Today, audio, video, and computer technologies are more common delivery modes observed in distance learning. The term Distance Learning is often interchanged with Distance Education. However, this is inaccurate since institutions/instructors control educational delivery while the student is responsible for learning. In other words, Distance Learning is the result of Distance Education.

There are large numbers of international and national agencies involved in controlling distance education. The International Council for Open and Distance Education (ICDE) is the leading global membership organization for the open and distance education community and is open to institutions, educational authorities, commercial actors, and individuals (www.icde.org).

Government of India had clarified its position in respect of recognition of degrees, earned through the distance mode, for employment under it vide Gazette Notification No. 44 dated 1.3.1995 (Kavya, 2013).

In India, Distance Education Council (DEC) was constituted under statute 28 arising from Section 25 of the Indira Gandhi National Open University Act, 1985. DEC is responsible for the promotion and coordination of the Open University and Distance Education system for the determination of its standards. DEC helps in development of learner-centric Open and Distance Learning (ODL) system and ensures high quality of education, meet challenges of access and equity to reach the unreached, who do not have direct access to face to face teaching, working persons, housewives etc. It provides opportunity to working professionals to update their knowledge, enabling them to switch over to new disciplines and professions and
enhancing their qualifications for career advancement.

REVIEW OF LITERATURE

There is a limited body of literature available on social work distance education, and even less research specifically focused on web-based learning and social work education (Knowles, 2002). In terms of student's learning and satisfaction, distance education courses have been found to be comparable to traditional classroom courses (Schaech & Helton, 2001). Stocks and Freddolino (1998) found that academic performance between web-based and face to face sections of a graduate social work research course were comparable. Results identified a number of perceived benefits, including greater flexibility, improved questions in the course conference, the ability for students to re-visit class notes on the course web-site, enhanced control over the pace of learning and the overall importance of the discussion list (conference). Problems identified by Stocks and Freddolino included technical problems, the challenge of handling large numbers of electronic messages, the loss of face to face contact, and delays in instructor feedback.

Rafferty and Waldman (2006) reiterated the need for social workers to stay abreast of communication technologies that support virtual contact and practice. Distance education has become a critical method of delivering social work education because it has opened access to education for many people, including those in rural areas and in under-served communities, those who are far along in their careers, and those who are financially strained. Social work courses that incorporate current technologies can offer new possibilities for teaching and learning. (Kavya, 2013) "Learning by doing" has been the hallmark of social work education and the thrust of a social work practicum is to learn how to apply theoretical social work material to a hands-on situation; how to cope with the practical limitations of a real-life environment and how to be useful to 'real' people with 'real' problems in a real setting that is less than ideal. However, Field work practicum in distance mode realizes minimum efforts from the students, placements in different settings are not practiced by many universities offering distance education.

SOCIAL WORK EDUCATION THROUGH DISTANCE MODE IN INDIA

The emerging social realities call for services and action for social change in the area of social development, welfare and crisis intervention which require professionally qualified human power with specialized knowledge and skills. Inadequate number of formally trained social work professionals forces local organizations to employ paraprofessional and non-social work personnel. Distance education in the field of social work emerged as one of the most significant change in mode of delivery for practitioners, field workers and many other aspirants to
work in the field of social service. Institutions of Distance education in social work emerged to meet the demand of required manpower.

The first distance School of Social Work (SOSW) at Indira Gandhi National Open University (IGNOU) was established in 2007. It aims at providing quality education in the areas of social work, HIV/AIDS, counseling, and family studies by offering programmes leading to the award of Certificate, Diploma and Degree. The SOSW at IGNOU offers social work programmes both in ODL and conventional systems through convergence scheme. It has taken social work education to all the States and Union Territories in the country. It has indigenously developed high quality Self Instructional Materials (SIM) and uses multi-media approach for imparting social work teaching and training through its own (IGNOU's) TV and Radio channels both in English and Hindi. It offers social work programmes to in-service candidates and engages a large number of practitioners for field supervision. (Website- www.indiastudycenter.com/Univ/States/) Thereafter many institutions or universities started distance mode of social work education for BSW, MSW, and Ph D degree with establishing centers at the local level and empanelled social work educators and practitioners as counselors for field work supervision.

The present study was undertaken with the objectives to develop deeper understanding about the various facets of distance mode of education in social work provided by IGNOU.

METHODOLOGY

A qualitative study with exploratory and descriptive in nature was conducted. The Sample survey was carried out following purposive sampling method on (n=22) 18 students pursuing DE (BSW-8 and MSW-10) from IGNOU and 4 empanelled academic counselors with IGNOU. Interview Guide for students included questions like: why do they pursue the study through DE? Do they get proper books and study material in time? When and how many lectures are arranged for them? Do they face any difficulty in pursuing DE in social work? Interview Guide for empanelled counselors focused on their experiences in guiding students of DE from IGNOU.

The Content Analysis of the information gathered from respondents are divided into five major themes, namely: (a) Their objective for pursuing the distance study (b) Difficulties faced by students (c) Suggestions to improve DE in social work (d) To assess the need for Social Work Council and (e) Experiences of empanelled counselor in field supervision of students of DE.

Limitation of the study: The generalizations cannot be done because of small
size of sample.

**Content Analysis:** 

(A) In response to the objective for pursuing the distance study, almost all the BSW respondents said that they wanted to graduate themselves while working whereas respondents pursuing MSW degree said that they were in need of degree in social work for getting promotion in present job, two of the respondents were running NGO, wanted to enhance their knowledge for better working with people. And almost all respondents aspired to register NGO.

(B) Response to query on difficulties faced by students, largely respondents ventilated that they face many difficulties which can be summarized as: (a) they are not able to get books in time. (b) Field Work Journals are not available in the starting of the year (c) Information related to broadcasted lectures on Gyan Darshan, and Radio are not available with local centers. (d) Lecture scheduled is posted on the website but one cannot retrieve material once it is missed. (e) They are not provided theoretical inputs through lectures; no mandatory lectures are conducted as it is the will of the center to arrange lectures. (e) Every one of them has experienced delay in administrative procedure.

(C) Respondents gave suggestions for better training in Social Work Education: (a) Compulsory classes should be organized for students to attend. (b) Guidelines should be available online. (c) Institution of DE can collaborate with regular educational institutions in social work for theoretical inputs to facilitate better understanding on the part of students of DE (d) Proper facility of moderator, tutorial should be provided to them. (e) They should be able to retrieve broadcasted missed lectures. (f) The present mode do not facilitate web based interaction between experts and students at all.

(D) All the respondents opined assertively for the need of Professional Social Worker Council. All of them agreed and expressed the need for having National, State and City level Council body for academic and practitioner social workers. It was further suggested to have affiliations of Educational Institution to the Council which will give more recognition to degree holder of that institution. Council can be a monitoring body issuing guidelines to maintain standards of distance education, self financed institutions and Practitioners. Updated and right guidelines can be search out in time of difficulties and ethical dilemmas. Council can organize seminars and conferences or meetings to enhance professional touch.
Experiences of Empanelled Counselor: Academicians or practitioners who are having minimum MSW degree are empanelled as academic counselors by IGNOU at various centers. They are expected to guide and supervise field work of BSW and MSW students of DE. All the counselors were not contented with DE Intuitions as students are not provided theoretical inputs through lectures. It becomes difficult on their part to integrate theory and field work experiences among learners. The centers can have their own staff to meet special needs of students. Students are not found sincere in field work learning. There is a need for appointment of special qualified (PhD holder) teacher to guide dissertation project. Need assessment of student should be done at the time of admission in BSW and MSW.

To conclude, it can be stated that the data analysis have indicated various lacunas gap in the distance education in social work. The inadequate or lack of provision of theoretical lectures hampers the integration of theory and field work. Non timely provision of books implies ineffective administration on the part of study centers at local level. This has negative impact on professional growth of a person.

DE in Social Work is practiced all over the world. The overview of distance mode of delivery in Social Work in Canada illustrate pursuance of various effective pedagogical strategies facilitate comparable standard of knowledge, skills and attitudes among the learners of distance education which can be integrated in DE mode in Social Work in India.

Overview of various strategies of Distance mode Education in Social Work in Canada: In Canada, there are 39 universities out of which 9 universities are offering MSW and BSW through Distance Education. The overview of various web pages entailed uniformly followed strategies by all the institutions for providing DE in social work degree can be briefed as follows:

It is clearly noticed that students' eligibility and fit for distance education is assessed by giving list of considerations where students are; (a) required to have regular access to a computer and the internet (b) required to spend 8-12 hours per week on each course © Aspirants seeking admission should be comfortable in communicating online in a group environment, via both written discussions and live web conference sessions.

After assessing student's eligibility, they are given log on access to server-side software applications that provide tools for running and facilitating courses online. Here, instructors can post lecture notes, create quizzes, facilitate class discussions and small group exercises, and provide links to learning resources. Online participation is a required component of each course. Instructors are available for group or one-
on-one consultation online and by telephone.

Blackboard Learn (BbL) is widely practiced in Canada. It is a collection of learning tools that allow students to experience interactive online learning. BbL is a leading Learning Management Systems (LMS) for online education. This helps students to their courses from any computer via University homepage. Students are given Net ID and password to log into BbL from the link on the homepage of the respected University where,

(a) Each course has a site that includes weekly uploaded content, a copy of syllabus, non-textbook readings, links to resources, and interactive communication tools to connect with their instructor and fellow students.

(b) There are no assigned class times. Live sessions are scheduled, recorded and archived for students who cannot attend in real time.

(c) Assignments and tests are submitted online.

(d) Online classroom web programs Distance BSW courses are offered using a combination of delivery methods.

(e) Practicum in social work requires completion of minimum 350 hours for BSW and 450 hours for MSW.

(f) Materials for Distance Education; textbooks and course manuals are easily ordered through the Bookstore 'DE Textbooks Online'. Average turnaround time for filling order is 5-7 working days.

(g) All online Social Work courses follow the regular semester schedule with set start and end dates, and specific participation and assignment deadlines.

(h) Professional licensure practice is followed strictly. Social Work Profession is regulated in every country. The term "regulated" means that the titles of Social Worker and Registered Social Worker are reserved in legislation for those who meet the qualifications and standards set by the provincial regulatory bodies, Council.

(i) The Canadian Association of Schools of Social Work (CASSW) Educational Policy requires that part-time, distance and decentralized programmes "must achieve the same standards of academic proficiency and professional competence as full-time on-campus programmes" (CASSW, 2000, Policy Statements 3.6.2, 5.7.2). Universities are members of the Canadian Association of Schools of Social Work (CASSW). CASSW is the policy and standard-setting organization for university level social work education in Canada.
Paradigm Shift:

Paradigm Shift may be defined as a new ways of thinking, whereby theory, practice, and research are viewed as an integrated, continuous interplay. This emerging paradigm shift and epistemological change in social work simultaneously implicates an identity transformation, a role shift in D E. Paradigm shift also implies an increasing importance of social innovation as compared to technological innovation. This calls for a fundamental restructuring of social work education and training and an alternative delivery model for meeting the educational needs. As e-learning in social work education expands, programs will need to rethink how learning and programs are organized and find ways to address a number of philosophical, pedagogical and policy issues in a rapidly changing higher education environment. License and accreditation system is required to avoid mal practices in name of counselor. It will make practitioners more conscious and professionally responsible towards cliental system.

D E IN SOCIAL WORK IN INDIA REQUIRES PARADIGM SHIFT

The study findings revealed the scope of paradigm shift. On the basis of the findings of the study, it can be suggested to have inclusion of aforesaid various modes of delivery of D E in Social work which is practiced steadfastly in Canada is the need of hour to improve quality of trained social worker through D E in India.

Study also implied scope of research on various facets of D E. Formation of National and State level Council of social worker is the prime requirement to regulate status of Professional Social Worker, to keep check on standard of self financed educational institutions and institutions of D E, and practitioner too.

CONCLUSIONS

The effectiveness of social welfare, social action, and to begin a process of change through enabling the vulnerable sections of the society to participate fully in the overall development of the country is linked with the quality of human power employed in the development and welfare institutions, both governmental and non-governmental and also in the people-oriented community-based social movements and services.

Social work educators are being challenged to take advantage of new learning technologies and pedagogical opportunities. The potential benefits of e-learning in social work education include using interactive distance learning strategies as well as traditional instructional methodologies to facilitate and enhance pedagogical, curricular, research, and instructional development could help provide access to social work education among distance learner. Higher degree of coordination
among the concerned statutory authorities, primarily, UGC, IGNOU and the Distance Education Council (DEC) is the need of hour to keep pace with the global standard of trained professional social workers.

REFERENCES


Web bibliography:
1. Alberta Learning Information Service Dalhousie University, School Social Work
2. Canadian Association of Social Work Education (CASWE-ACFTS)
3. http://fsw.ucalgary.ca/currents_prod_v1/articles/knowles_v1_n1.htm(7of 17) 2/7/2006 (10)
6. Human Resources and Skills Development Canada National Occupational Classification (NOC Code Search 4152
7. University of Manitoba Faculty of Social Work
8. University of Victoria, School of Social Work
9. WWW.Icde.org
10. www.ifsw.org
DEVELOPMENT OF MARGINALIZED SECTION AND THEIR SUSTAINABILITY

(A CASE STUDY OF AN NGO OF UTTAR PRADESH)

Sunil Kumar*
R. R. Patil**

INTRODUCTION

Voluntary organizations are a relatively young field. It is a phenomenon of people getting together to engage in activity to improve their current situation. The efforts to develop theories that account for such activity are located within historical, social and political contexts. For example, in India there is visible organisational activity expressing ideals of compassion and service stretching back centuries linked to religious establishments. However, historical accounts of the voluntary sector tend to give them only a passing reference. In each country the point at which serious analysis of the sector begins is linked to the de-coupling of religion and compassion.

NGOs are often presumed to be concerned with development, humanitarian work, the environment or human rights. Then, they may be categorized into operational groups that run their own projects or advocacy groups that seek to influence policy. Not surprisingly, such an approach appears in the definitions used by intergovernmental organizations concerned with development. Gandhi stimulated the voluntary movement at the turn of the century. He believed that voluntary action was the only path to India's development. Gandhi strongly believed that India's problem was the poverty of rural masses. His notion of rural development was constructing self-supporting, self-governing and self-reliant village communities where everyone's needs were satisfied and they lived in harmony. In order to achieve this goal, Gandhi introduced a 'constructive programme' to make villages self-sufficient by encouraging people to use the spinning wheel (charka), hand-woven cloth (Khadi) and village industries (Gramudoyog) (Sen, 1992).

Indian NGOs have been involved in development work of one sort or another for over 100 years and have been important in Indian government programmes, as well as being partners for international NGO (INGO) donors since the nation's independence in 1947. Governments have seen them as service providers, while the NGOs' supporters have seen them as advocates for social change (Kilby, 2011: 1). India is a laboratory of races, religions and various cultures from ancient times.

*Research scholar, Department of Social Work, Jamia Millia Islamia, New Delhi
**Associate Professor, Department of Social Work, Jamia Millia Islamia, New Delhi
Indian population is a mixture of Dravidians, Mongolians, Scythians and Aryans. All these different kind of people came into India from various directions and with various cultures, centuries ago, when they were in a tribal state. They all have fought at the time of entry into the country by fighting with their predecessors, and after a satisfied state they all settled down as peaceful neighbors (Ambedkar, 1916:2). In India all men are said be equal by birth. However, subsequently some seem to have been born more equal than others. A sage once rightly said that if you did not know how to serve your fellowmen, how could you serve the God? Our scriptures repeatedly enjoin that men must be good, honest and kind to deserve the blessings of God (Mamta Yadav, 2010:32-33).

The word 'Dalit' is a descriptive word evocative of bondage and agony, the anguish and frustrated aspirations of a vast victimised section of the Indian population right down the ages. The word 'Dalit' as such was first used as far back as 1931 in journalistic writings. Following this, the Dalit Panther Movement of Maharashtra in the early 1970s, gave currency to the concept and word 'Dalit' to highlight the sufferings and struggles of the Untouchables. Later, they extended their movement to include all oppressed groups, namely the SCs, the STs, workers, landless labourers, small farmers and other poor people and also the neo-Buddhist converts. However, nowadays, the SCs (earlier called Depressed Classes under the British and Harijans by Gandhiji) prefer calling themselves 'Dalits' or 'the oppressed', The word 'Dalit' particularly emphasises the dehumanising 'caste oppression' that makes them outcastes and Untouchables (a degradation not shared by the tribal's or Soshits), within the context of the Hindu caste system with its religio-social organising principle of 'purity and pollution' (Michael, 2007:108).

LITERATURE REVIEW

Latha Prabhakar, 2011 in this article has highlighted the various problems faced by NGOs in India and what can be the remedies of it. Today, the NGOs in the country assume a conspicuous role in multifarious developmental programmes and activities. Waghmore, (2012) in this article has debated on the utility and the role of NGOs through the study of NGO intersection in Dalit movements. Tara Natarajan (2005) the author has focused in this paper is on two complex forces that have direct and indirect effects on rural poverty: (1) seasonality and (2) a global capitalist transformation of agriculture. Rural localization among the marginalized could be a counter development strategy that seeks to promote an alternative working model of rural regeneration.

D Rajasekhar (2002) in this paper author has done a case study of SHARE, an NGO in Tamil Nadu, conducted studies with women of two villages those who...
were the part of either SHGs or SHARE programmes. He did comparison between two women groups those who were working with SHARE or the part of SHGs. Pai (2004) examined in her paper that all pronouncements of the state government regarding Dalit upliftment the emphasis was on a non-conflictual pattern of change, i.e. on conciliation and sharing between castes/classes based upon the acceptance by society of notions of equity and justice rather than on mobilization based on ‘recognition of difference’, 'identity' or capture of power which has created conflict in U.P. between the upper and lower castes.

**RESEARCH METHODOLOGY**

The NGO has been selected purposively because it fits into the inclusive criteria of research. The organization is situated in Kaushambi district of Uttar Pradesh, which is primarily working for the development of marginalized section. Sources of data of this study comprises of primary as well as secondary too. The organization is situated in a district where marginalized population is highest as compared to other districts of UP. Data has been collected through interview schedule with three functionaries of NGO that includes secretary, programme coordinator and chief functionary. Interview guide has been used to collect data from beneficiaries of NGO. Focus group discussion has been conducted to get the feedback of beneficiaries about NGO work and their programme. The data which has been collected were analysed thematically and compiled in a form of case. Responses of NGO functionary were cross checked by responses of beneficiaries. In-depth qualitative analysis has been done to get the accurate answer about NGO working and their impact on marginalized section of society.

**SWARAJ UTTHAN SAMITI**

This NGO was established in 2002 and registered in 2007 under society’s registration Act, 1860. The factors which led to the origin of this organisation was commitment towards social service & social justice, eradicating social imbalances and bridge the gap between have and have not. This was the idea of chief functionary to establish this NGO.

**Vision**

The eradication of poverty, inequality from society and equal participation in decision making process

**Mission**

Awareness for education, health and rights and all programmes of government for the upliftment of marginalised community
Objectives

- Women empowerment and environment protection
- Strengthening PRI and providing awareness on health issues
- Awareness programmes on education

Socialism is the Ideological background of organisation. This organisation belongs to human rights, people movement and advocacy/action group. The organisation has partnership based services. Operational areas were two districts of Uttar Pradesh, Allahabad and Kaushambi. Target group of the organisation are women, children, Dalits, minority, elderly and differently abled. Current source of funds of organisation was mainly from charity and donation but along with it organisation got funds from international sources, central and state government too. Almost 80% of funds organisation arranged from charity and donations, rest of the amount from central government, state government and international sources. Which has least contribution? The organisation faced problem and difficulties in fund raising due to lack of awareness and lengthy procedure of government funding.

Total staff strength of organisation is less than 10. Full time paid staffs were two, part time paid staffs were two, there were 100 volunteers, seven trained staffs and one professional was there in the board of NGO. The organisation recruits only those individual who were committed for cause. The People from higher castes, OBCs, Dalits and minority were working in the organisation. The organization follows flat structure. Organizational structure was as mention ahead:

Organisational Structure of Swaraj Utthan Samiti, Allahabad

```
Director
 ↓
Programme Coordinator
 ↓
Project Coordinator
 ↓
Volunteers
```
Meetings in the organisation took place forth nightly. As of human resource practices were concerned in organisation only training programmes conducted sometimes. No computarised network system was used there for organizational development. Through democratic process decision were taken in the organisation. Since 10-15 years organisation was working in the operational area. Nature of work of organisation was empowerment and welfare & social service. The different activities were carried out in the areas of social, economic, educational and political empowerment of Dalits. Almost 5000 people including women, children and Dalits got the benefits of different organisational programmes. Regular programmes were carried out in the area of social, economic, educational and political aspect of Dalits. Organisation believed that special programmes are required for the empowerment of Dalits. Special programmes must be made after need based assessment of Dalits in various regions of the state. The organisation affiliate/network with other organisations like, local NGOs and CBOs in that district.

The organisation runs in a rented house. Where there was a space for conducting programme and activities. The organisation was not generating revenues from existing available infrastructure facility. The organisation maintain all the records of organizational programmes and activities like training, financial assistance & expenditure, monitoring & evaluation and annual reports. Survey was conducted by the organisation annually. Detailed survey reports were prepared by the organisation and there will be around 10-20 survey reports in organisation. Annual reports of organisation were published regularly, less than 10 annual reports were there in organisation. The organisation budget statement prepared by auditor/public charted accountant and less than 10 prepared audited statement of account was there in organisation. The organisation agreed to give audited statement of account to researcher.

**NGO strategies in dealing with various social issues of Dalits**

Chief functionary of the organisation was a young, educated and devoted for development of marginalized community. As of his opinion as per the survey of organisation it was decided that what and how is to be done was considered as strategy of organisation. For addressing the issues of Dalits, the NGO has adopted strategies like democratic and integration strategy. Untouchability was not practices in operational area of NGO. It was believed by the organisation that it is not visible in villages but when it comes to individual level it does exist in society. The problem of untouchability was not prevalent but still organisation believed in total eradication of this problem. That is why organisation has adopted integration strategy and at some extent it was successful to change the attitude of higher castes. Due to NGO
intervention higher castes people started eating food at Dalits house and attending their functions etc. the strategy was effective to minimize the problem of untouchability. Due to awareness campaign and meeting with Dalits and Non-Dalits it has minimized a lot. This strategy has provided intervention mechanism like Nukkad Natak; Puppet Shows etc to eradicate untouchability from society.

Castes discrimination was practices in operational area of NGO. Housing colonies of Dalits were segregated in villages. Practices of castes discrimination has reduced at very low level. The organisation has adopted democratic and integration strategy to eradicate the problem of castes discrimination from society. At a great extent organisation was successful in eradication of it. Due to NGO intervention social cohesion between Dalits and Non-Dalits has improved. In most of the meetings of NGO both groups were present. The organisation believes the strategy was effective to minimize the practice of castes discrimination. The strategy of organisation has provided further intervention mechanism like go for consensus meeting among community and solve the issues of society.

Practices of atrocities were not there in operational area of NGO. The organisation has never come across such kind of practices in its operational area. Now days every community was aware of legal safeguards and never hesitate to use it for the protection of community. Earlier organisation has worked to raise the awareness level of Dalits in this matter. If in any circumstances it happened go to democratic and constitutional way to short out this problem. Due to organisational awareness programmes this kind of problem never occurred with Dalits in operational area of NGO. Due to NGO programs attitude of higher castes change and practices of it never took place. These strategies have not provided nay further intervention mechanism to organisation.

The welfare and development schemes of government were implemented for Dalits. Programmes like MGNREGA, JSY, Indira Awas Yojna, Mid-Day Meal and various pension schemes for widow, old and handicapped. The organisation believes that there is lots of discrimination done in these programmes. Those who were dominant getting more benefits of these programmes and poor's get little benefits of it. Organisation has adopted democratic strategy for implementing welfare and development schemes for Dalits. Due to NGO intervention it was possible at some extent to implement programmes for Dalits. Even after intervention of NGO very small number of people of Dalit community getting the benefits of it. It is in the hand of Panchayti Raj institution to provide the benefits of these programmes but they have failed to do so. Organizational strategy did not provide any further intervention mechanism.
NGO Programmes for Empowerment of Dalits

Programme coordinator was working in this organisation since 12 years. He was having knowledge of vision and mission of the organisation. He emphasized eradication of inequality is main task which organisation is trying to do. He was having good understanding that who are organisational target groups like women, children, Dalits, minority and elderly. Vision and mission of organisation was getting reflected in systematic design of programmes for Dalits. The various programmes were implemented for the empowerment of Dalits, there were as it mention below.

These were the few programmes which organisation has implemented for the empowerment of Dalits.

Existence of Non-discrimination with Dalits was termed as social empowerment of Dalits. There were less than 5 programmes implemented for the social empowerment of Dalits. The major objectives were awareness on PRI and their rights. The various aspects which were covered i.e. Dalit rights and education. The one programme which was implemented "Dalits awareness" this programme is running since 2008 to till now. The objective is to make aware on various political and social issues. Target group of the programme was Dalits only. Programme was formulated by the director of NGO. Nature of this programme was entirely on awareness. There were 5 staff members working in this programme. The various activities were conducted under it meetings, workshops, Nukkad Natak and Rallies. Programme was implemented by the programme director of the organisation. Monitoring and evaluation both will be done by the organization only. No measures have taken for sustainability of programme. Around 1000 of people got the benefits of this programme and in coming year many more will get the benefits of it.

Capability of livelihood for day to day live was termed as economic empowerment of Dalits. There were less than 5 programmes formulated by the organisation for the economic empowerment of Dalits. The main objectives of these programmes to form SHG groups and promote micro finance activity among Dalits. The major aspect was to promote alternative source of income and livelihood. The one programme which was implemented "Women Empowerment" this programme is running since 2005 to till now. The objective of this programme is to make Dalits women economically viable to do some business at small scale. Target group of this programme is Dalit women only. The Programme was formulated by the director of organisation. The nature of this programme was to empower the women from economic point of view. There are 4 staff members working in this programme. The various activities are being done like SHG formation, opening saving bank accounts, meeting with SHG members and making aware of government
<table>
<thead>
<tr>
<th>S. no.</th>
<th>Nature of the programme</th>
<th>Issues and purpose</th>
<th>Target group</th>
<th>Total Beneficiaries</th>
<th>Total Pgm Expenditure</th>
<th>Funding organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>PRI project (200-05 &amp; 10)</td>
<td>Meeting with village head, awareness among Dalits regarding PRI and different programmes and schemes of the government.</td>
<td>PRI head and Dalits</td>
<td>10 village heads and Dalits</td>
<td>40,000/pa</td>
<td>Charity and donation</td>
</tr>
<tr>
<td>2.</td>
<td>Women empowerment (2005-till now)</td>
<td>SHG formation and micro saving among women and livelihood with these money</td>
<td>Dalits Women</td>
<td>1200</td>
<td>30000/Pa</td>
<td>central government/charity and donation</td>
</tr>
<tr>
<td>3.</td>
<td>Environment protection (2002-till now)</td>
<td>Distributing sapling and plantation and protection of it.</td>
<td>Dalits + Farmers</td>
<td>6000</td>
<td>36000/pa</td>
<td>State government/Charity and donation</td>
</tr>
<tr>
<td>4.</td>
<td>AIDS awareness (2008-till now)</td>
<td>Bringing awareness regarding causes of AIDS and telling the ways to protect from it</td>
<td>All people</td>
<td>1000</td>
<td>36000/Pa</td>
<td>State government/Charity and donation</td>
</tr>
<tr>
<td>5.</td>
<td>Education awareness programmes (2009-till now)</td>
<td>Developing interest for education, telling importance of education.</td>
<td>Dalits</td>
<td>500</td>
<td>26000/pa</td>
<td>central government/Charity and donation</td>
</tr>
<tr>
<td>6.</td>
<td>Dalit awareness (2008-Till Now)</td>
<td>Bringing awareness regarding education, social, political among Dalit community and regarding their rights also.</td>
<td>Dalits</td>
<td>1000</td>
<td>20000/pa</td>
<td>National NGO/charity</td>
</tr>
</tbody>
</table>

Sources: Interview guide
programmes for women. The Programme was implemented by organizational director and programme director. Monitoring and evaluation both will be done by organisation itself. No measures for sustainability of this programme. Around 1200 women are getting the benefits of this programme.

Ability to get job, aware of rights and capability to get it was termed as educational empowerment of Dalits. There were less than 5 programmes formulated by the organisation for educational empowerment of Dalits. The main objective was to bring awareness about education among Dalits. The main aspect of these programmes was to promote primary education among Dalits. The one programme which was conducted i.e. "Education Awareness Programmes". This programme is running since 2009 to till now. Main objective of this programme is to bring awareness about education among Dalits. Target group of this programme were only Dalits. The programme was formulated by the director of organisation. The nature of this programme was to bring awareness on right to education and motivating people to send their children to schools. There is 4 staff members were working in this programme. The main activity which was conducted under this programme was rally and campaign. The Programme was implemented by the programme coordinator of NGO. Monitoring and evaluation both will be done by the organisation only. No measures for sustainability of this programme. Around 500 Dalits parents started sending their children to schools. That was the positive sign of this programme.

Talking of rights was termed as political empowerment of Dalits. There were less than 5 programmes formulated for political empowerment of Dalits. The major objective of these programmes was to make them aware of PRI programmes for Dalits and how to avail the benefits of these programmes. The major aspect was to strengthen capacity in local governance. The one programme which was formulated "Panchayti Raj Institution". This programme was implemented during 2000-2010. The objectives of this programme were making them capable to avail the benefits of all Panchayat programmes. Target group was Dalits only. The Programme was formulated by the director of organisation. Nature of this programme was to focus on local governance issues among Dalits. There was 4 staff members were working in this programme. The various activities have done under it meetings with Dalits, workshops on PRI and programmes awareness campaign on PRI in villages. The Programme was implemented by the programme coordinator and it was evaluated and monitored by the organization. No measure for sustainability of this programme. Around 500 Dalits got the benefits of various PRI programmes due to NGO intervention only.
Beneficiaries Feedback about NGO Work

Total population in Meerpur was 1800 and Dalit population was 750 while in Vilaspur total population was 2800 and Dalit population was 50. In Vilaspur village there were 8 members and their average age was 30 years while in Meerpur village members were 10 and average age was 35 years.

The villages were selected as per the suggestion of NGO. The first village was Meerpur, block Chayal, Kaushambi. There were 10 members in focus group discussion. 8 were males 2 were females. Their age was between 25-50 years. The population of the village was around 1800. Male and female population of the village was around equal. There were various castes residing in this village like Pasi, Chamar, Dhobi, Kori, Sonar and Muslims. Population of Dalits in the village was around 750. Dalits were residing in the village since their birth and their Basti was originally situated there. All the Dalits family was earning their livelihood through daily wage labour. That was not sufficient for day to day survival of Dalits. Village was having road, water facility, electricity, Panchayat House, Aganwadi and Madarsa. No primary health center was there in the village. The Programmes were like MGNREGA, JSY, Indira Awas Yojna, Pension Schemes, BPL and Anttoday. All the welfare and development programmes were not implemented by the Panchayat. The People were living in harmony. There were no practices of untouchability, castes discrimination and atrocities in the village with Dalits. The organisation is working since 2002 in this village. This organisation works not only for Dalits but also for Paasmanda Muslims. The organisation did not conduct programmes on untouchability, castes discrimination and atrocities. The Dalits were not aware of any strategy of organisation for empowerment of Dalits. Only one or two programmes were done by organisation in this village. The programme was on women empowerment. In that programme women's were told of micro finance and SHG groups but that programme could not do anything for the social, education and political empowerment of Dalits. The Programmes of NGO were not conducted regular basis. Few Dalits were participating in the programme of NGO only. Neither local leader/ higher castes were called by NGO nor do they come willingly in the programme of NGO. With the intervention of NGO, no changes have taken place in Dalits and it was believed by the focus group members that empowerment of Dalits are not possible with NGO. They were saying only government can bring change among Dalits as it has brought since independence. The Dalits were facing problems of landlessness, illiteracy; livelihood and few families were having problems of water facility.

The second village was Vilaspur, Block Chayal, Kaushambi. There were 8
members in focus group discussion. All were males. Age of these members was between 20-50 years. The population of the village was around 2800. Male population was around equal to female population. There were different castes group residing in this village like, Chamar, Pasi, Gderiya, Behna, Kori, Lohar, Bhujwa, Sonar, Dhobi, Kurmi, Muslims, chuddihar Muslim and Darji Muslims. The Dalits population was around 50 only. They were residing since their birth in this village and their Basti was originally situated there. Source of income and livelihood was from agriculture, daily wage labour and agricultural labour. Income from source of livelihood was not sufficient for day to day survival of Dalits. As of facilities in village was concerned there were road, water, electricity, primary schools and junior school, primary health center, Aganwadi, and Panchayat Ghar in the village. Most of the welfare and development progrmmes of Panchayat was implemented for Dalits. Dalits were working under MGNREGA, 4 families were given Indira Awas Yojna, ASHA worker was working, and pensions were given to widow and old people. 50-60 family was having BPL cards. Some of them were getting benefits of Antodaya yojan. People were living in harmony in this village. There were no practices of untouchability, castes discrimination and atrocities with Dalits in this village. This organisation is working since 2008 in this village. The organisation did not work only for Dalits but also for women and Muslims. No programmes were done on untouchability, castes discrimination and atrocities by the organisation ever. Dalits were not aware of any strategy of organisation for their empowerment. Once there was a health programme conducted by the organisation on awareness of HIV AIDS. This was the only programme among Dalits. As of social, economic and political empowerment was concerned nothing has happens with Dalits. At some extent people of the village become aware of this disease. It can be called as an educative programme only. The organisation did not run regular programme on different issues. Dalits participation in this programme was mediocre only. In that programme local leader and higher castes people were called by the organisation. People of higher castes and local leader never visit to any programmes by themselves until they were asked for it. With the intervention of NGO empowerment of Dalits have not taken place in this village and it was expressed by Dalits in focus group discussion that empowerment is not possible with NGO.

DISCUSSION AND CONCLUSION

Development is a time consuming process. The development of any section cannot survive long until it is done on sound grounds. It is assumed that NGOs are aware of ground reality of people with whom they work. It is believed that their each programme and their beneficiaries were chosen very carefully and intervention is done to uplift them. Sustainability is not just a term but a belief into the process and
work of an organization. The development is not a word but some physical evidence which needed to be existing in operation area of an organization. Any development has no value until it sustain for a long time. Dalits were deprived of everything from society since immemorial time and status of them can be improved through only with appropriate programmes and their execution. Empowerment of Dalits was not possible with one or two programmes of NGO. How can an awareness programme can change the life of Dalits. The claim which was made by the NGO was not as true at some extent only bit of changes has taken place. The various government programmes under Panchayti Raj were not implemented properly and Dalit family was getting the benefits of these programmes. The Dalits of the village were very sad with the attitude of panchayat and NGO failed to provide benefits of these programmes too. It was found in this village that as such no empowerment of Dalits has taken place due to NGO intervention and their programmes. Merely awareness cannot bring the change among Dalits. It needs consistent efforts for long period of time because this is very poor community.

In second village NGO had conducted only one programme on awareness of HIV AIDS. This was not possible to bring any kind of change among Dalits with such programme. The Untouchability was not visible in villages where organisation has intervention with Dalits. But the forms of untouchability have changed like at the house of a higher caste, people of low castes were not allowed to have food. They had food but in their own vessels. There were many limitations before NGO. The organisation does not have sufficient resources to continue programmes on these issues effectively. Most the amount organisation had through charity and donation that is not sufficient to run programmes at large scale. State must support organizations working genuinely for the social cause.

REFERENCES:
3. Dr. B.R. Ambedkar, (1916), Castes in India their Mechanism, Genesis and Development, Bheema Patrika publications, Jallandhar, India
5. Geoff Lancaster, (2005), Research Methods in Management A concise
introduction to research in management and business consultancy, Elsevier Butterworth-Heinemann Great Britain


A STUDY OF SEXUAL HARASSMENT AT WORK PLACE ACT 2013 AT EDUCATIONAL INSTITUTES OF UDAIPUR

Sunil Choudhary*

INTRODUCTION

Sexual Harassment is one of the serious violations of women rights to equality, life and liberty. It creates an insecure and hostile work situations and environment which discourages women's participation in work, thereby adversely affecting their social, economic empowerment and the inclusive growth of the country.

Sexual Harassment is harassment in a work place or other professional or social situation, involving the making of unwanted sexual advances or observes remarks. Sexual Harassment at work place is not always easy to figure out; it can be a sexual comment in a meeting or an insinuating message on the Social Media.

Some forms of sexual harassment include:

- Unwelcome sexual advances
- Requests for sexual favours
- Unwanted touching or physical contact
- Verbal harassment of a sexual nature
- Physical acts of sexual assault
- Making conditions of employment dependent on sexual favours

Sexual harassment can occur in a variety of circumstances in the workplace or learning environment, like a school or university, including but not limited to the following:

- The victim or harasser may be a woman or a man. The victim may not be of the opposite sex.
- The harasser can be the any supervisor, agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- An offensive conduct of anyone may harass the victim.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- Unwelcome conduct of harasser.

*Assistant Prof., Udaipur School of Social Work, JRN, Rajasthan Vidyapeeth (Deemed-to-be) University, Udaipur
Facts and Figures

Following are the some of the statistics which shows that why it is essentially and critically important to consider the work place sexual harassment in a serious manner and why it is an issue:

1. 6 out of 10 women are suffering from the cases of Sexual Harassment at Work Place (NCRB, 2016)

2. According to the cosmopolitan surveyed 2235), following are the results:
   a) 1 in 3 women are sexually harassed between the ages of 18-34
   b) There are some women who do not have the knowledge on that the behaviour they are experiencing at work constitutes the sexual harassment
   c) 16% of women answered "NO" when being asked whether they have been sexually harassed at work
      BUT
      Have answered "YES" to have experienced sexually explicit or sexist remarks
   d) 81% of women said that they have experienced harassment in the verbal form
   e) 44% said that that they have came across the unwanted touching and sexual advances
   f) 25% they have got lewd messages or emails
   g) 75% say they were targeted by male co workers and 10% were harassed by the female co workers
   h) 49% said that they were harassed in some way by the male customers
   i) 42% of the sexually harassed cases came from the food service/hospitality field (showing the highest number of cases)
   j) 31% included the arts and entertainment, 36% retail, 30% legal and 31% stem. Some of the fields which shows the lowest percentage of the sexual harassment cases included Education (23%) and Medical care (21%)
   k) 21% did report the sexual harassment cases and 71% did not report the case. Out of which only 15% felt that the reported cases were actually handled seriously
SEXUAL HARASSMENT AT WORK PLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013: GLIMPSES

- The Act will ensure that women are protected against sexual harassment at all the work places, be it in public or private. It contributes to realisation of their right to gender equality, life and liberty and equality in working conditions everywhere.

- The Act defines sexual harassment at the work place and creates a mechanism for redressal of complaints. It also provides safeguards against false or malicious charges.

- The Act also covers concepts of 'quid pro quo harassment' and 'hostile work environment' as forms of sexual harassment if it occurs in connection with an act or behaviour of sexual harassment.[17]

- The definition of "aggrieved woman", who will get protection under the Act is extremely wide to cover all women, irrespective of her age or employment status, whether in the organised or unorganised sectors, public or private and covers clients, customers and domestic workers as well.

- While the "workplace" in the Vishaka Guidelines is confined to the traditional office set-up where there is a clear employer-employee relationship, the Act goes much further to include organisations, department, office, branch unit etc. in the public and private sector, organized and unorganized, hospitals, nursing homes, educational institutions, sports institutes, stadiums, sports complex and any place visited by the employee during the course of employment including the transportation. Even non-traditional workplaces which involve tele-commuting will get covered under this law.[18]

- The Committee is required to complete the inquiry within a time period of 90 days. On completion of the inquiry, the report will be sent to the employer or the District Officer, as the case may be, they are mandated to take action on the report within 60 days.

- Punishment under Section 354 A for unwelcome physical contact or advances or sexual favours or showing pornography is imprisonment which may extend to 3 years or fine or with both, and if any sexual remark is made than imprisonment which may extend to 1 year or fine or both.

- Section 298 (A) and (B) of the Indian Penal Code sentences a man found guilty of making a girl or woman the target of obscene gestures,
remarks, songs or recitation for a maximum tenure of three months. Section 292 of the IPC clearly spells out that showing pornographic or obscene pictures, books or slips to a woman or girl draws a fine of Rs 2,000 with two years of rigorous imprisonment for first-time offender. In case of repeated offence, when and if proved, the offender will be slapped with a fine of Rs 5,000 with five years’ imprisonment.

OBJECTIVE OF THE STUDY

1. To know the level of awareness among the staff members and workers of the educational institutes and establishments on the workplace sexual Harassment

2. To know the implementation level of Sexual Harassment at Work Place (Prevention, Prohibition and Redressal) Act, 2013

3. To find out the suggestions and recommendations to address and eliminate the challenge and problems of Sexual Harassment

METHODOLOGY

The present study is to know about the real reasons behind the occurrence of Sexual Harassment cases at the workplace and educational institutes. The study also focused on the level of implementation of Sexual Harassment at Work Place (Prevention, Prohibition and Redressal) Act, 2013 and what are the gaps and challenges which is needed to be addressed immediately. In this study, the secondary data has been taken from the various publications, articles and annual reports published by Ministry of women and child development and gender experts. The primary data is collected from number of various departments of different colleges/universities, in addition to the focused group discussion of young people from rural and urban areas and community leaders. The researcher had used interview schedule to deal with the head, workers and members of the Sexual Harassment Committees about the study matter, in addition to the direct observation.

Present study is Based on the responses of interview schedule with the 35 women staff members at the educational institutes, coming from 12 different departments of various Universities/Colleges in Udaipur District, Southern Rajasthan.

MAJOR FINDINGS

The research was conducted specifically to know the rate of awareness among the people in different universities/colleges.
Following were the major findings from the study which has been conducted in 12 different departments of various universities/colleges in Udaipur district in Southern Rajasthan:

1. 77.5% of the respondents said that they have the know about the Sexual Harassment at Work Place Act, 2013, 20% said they don't know and 2.5% answered "Not sure"

2. 37% of the respondents said YES that they have the Sexual Harassment Committee, 42% said NO and 21% said NOT SURE

3. 2.5% of the respondents said YES to the proper action taken on the Sexual Harassment Cases, 72.5% said NO and 25% said NOT SURE

4. 77.5% of the respondents said YES that they know that it is compulsory to have sexual harassment committee, 15% said NO and 7.5% said NOT SURE

5. 15% of the respondents said YES that they have posters/materials developed for generating awareness on Sexual Harassment, 65% said NO and 20% said NOT SURE

6. 52.5% of the respondents said YES that they do have the complaint box for the Sexual Harassment Cases, 35% said NO and 12.5% said NOT SURE

7. 0% of the respondents said YES when being asked that is they came across any sexual harassment case, 87.5% said NO and 12.5% said NOT SURE
8. Lack of awareness among the committee and staff members and ineffective implementation of the Sexual Harassment at Work Place (Prevention, Prohibition and Redressal) Act, 2013

9. The committee is not being established and if it is there, then there is an essential need to activate it

10. Few respondents were found the establishment of the committee to be not important/irrelevant

**CHALLENGES AND DIFFICULTIES**

Following were the challenges and difficulties which came across while conducting the study:

1. Head of the Sexual Harassment Committees or in general few of the female respondents were not ready to answer some of the questions being asked to them or did not show their interest in the study or did not find it useful/important

2. Some of the respondents were scared of answering to the questions as they felt that some strict action would be taken against them

3. Some of the respondents after filling up the interview schedule refused to hand it over to the researcher

**RECOMMENDATIONS**

1. There should be an establishment of policy that is strictly against the sexual harassment in the work place.

2. There should be an environment around which does not tolerate any kinds of acceptance towards sexual harassment.

3. Capacity building and sensitizing training should be provided to all the staff members, workers and volunteers to develop their understanding on the issue of Sexual Harassment and skills to work against such issues.

4. The established policy should mention clear procedures and process to file and solve complaints of Sexual Harassment at work place

5. Internal Complaint Committee should be formed at the work place following all the rules and regulations as mentioned in the policy and should also include women participation

6. All information and complaints submitted towards the sexual Harassment cases to the committee should be confidential and non discriminatory in
7. There is an essential need to redefine the definition of sexual harassment at work place and it should not only be restricted only to the physical office, space and beyond the workers and volunteers hired by the company/establishment/institution

8. There should be an establishment of the committee who will work strictly on solving out the Sexual Harassment cases

9. Awareness programs/campaign/sessions should be conducted among the committee members, staff workers and volunteers at different establishments/institutes to develop understanding on the workplace sexual harassment and on the gender based issues

10. There should be strict measures/penalty/punishments who are the culprits

11. Everyone should be treated in an egalitarian manner

12. The staff members/workers who are found in any of the sexual harassment cases should be expelled from the work and a strict action has to be taken

13. The policy established should also focuses on providing safety and security measures to all women staff members

14. The individual should help in creating a friendly environment where they should treat the female worker with respect, dignity and equality

15. The individual should provide support to the victim of harassment at work place

16. The policy should be effectively informed, told and interacted with all workers, regardless of the fact whether they paid or unpaid workers/volunteers.

17. It should give them the both formal and informal ways to complain about the sexual harassment at work place.

18. There has to be a proper orientation for all staff members and workers in all the institutions, organizations and establishments

19. There has to be a complaint committee which is trained effectively in terms of skill and capacity

20. Senior members and supervisors should be encouraged who has the power and skills of influencing employment related decisions and they will be acting as a role model for everyone
21. There should be a focus on creating a gender friendly environment which will allow both men and women to work together and is free from any Sexual Harassment cases.

CONCLUSION

There is a high need to work on the issue of Sexual Harassment at work place considering it to be as one of the serious women rights violations. It is not a problem of an individual, or a group. It is a global problem and we all need to tackle it together. The study has shown that there is a great need to generate awareness among the women staff members of the Sexual Harassment Committee and within the common population. The study also showed that there are lot of respondents who do not know about the existing law and procedures to prevent workplace sexual harassment. The employees have to take work on creating a friendly environment where women are treated with respect, dignity and equality.

REFERENCES

1. Arya, Rashmi, (1990), Women in Public Sector, Manak Publications Ltd, Delhi
11. ARTICLES AND PERIODICALS


27. Rajivan, A.K. (1996), Measurement of Gender Differences Using Anthropometry,


WEBSITES
1. censusindia.gov.in/Census_Data_2001/India_at.../workpart.aspx
3. ntui.org.in › What We Do › Women and Work
4. un.org/womenwatch/daw/followup/session/presskit/fs1.htm
INTRODUCTION

"We are guilty of many errors and many faults, but our worst crime is abandoning the children, neglecting the foundation of life. Many of the things we need can wait. The child cannot. Right now is the time his bones are being formed, his blood is being made and his senses are being developed. To him we cannot answer 'Tomorrow'. His name is 'Today'."

- Gabriela Mistral, 1948

It is mandatory to mothers delivering their babies, to have an appropriate setting, where life saving equipment and hygienic conditions can help reduce the risk of complications to mother and child. Healthcare sector has been experiencing a mushroom increase in shift from non-institutional to institutional deliveries over the years. Institutional delivery refers to the childbirth at technology-equipped medical facility and supervision of skilled medical staff.

Prevention of newborn deaths can be prevented through skilled care and responsive systems of intervention. Neonatal health can be improved, by involving indigenous practices for instance, by practices that do not have high costs attached, such as clean delivery conditions and the promotion of early and exclusive breastfeeding, and by ensuring that the mother is healthy when she gives birth. In a resource-poor area of rural India, a simple, low-cost package of essential newborn care delivered through a culturally sensitive community mobilisation and behaviour change communication programme by community-based health workers and volunteers improved key newborn care practices and reduced neonatal mortality to half within one year. (Introduction of community based skin to skin care in rural Uttar Pradesh, India. J Perinatol. 2006; 26:597-604.

Hence JananiSurkhsaYojana or JSY (literally meaning Maternal Protection Scheme) had been started as part of the National Rural Health Mission (NRHM) in India on 12 April 2005. The major objectives of JSY were to reduce maternal mortality ratio and infant mortality rate by encouraging institutional deliveries and focusing on institutional care among women, particularly those belonging to families below the poverty line. All pregnant women belonging to the below poverty line..."
(BPL) households and of the age of 19 years or above, and up to two live births.

Asha worker as a link between the government programs and rural area population. Asha (accredited Social Health Activists) are play main role in JSY. They identify pregnant woman, bring the women near sub-centre/PHC for registration, assist the women to obtain BPL certification, provide and help the women to receive at least three ANC, assist in receiving two TT injections, Post natal visits within 7 days pregnancy and track the mother health and counsel for initiation of breastfeeding within one-hour of delivery and its continuance till 3-6 month.

The benefits would be extended to all women from BPL families of 10 low performing states namely 8 EAG states (Uttar Pradesh, Uttaranchal, Madhya Pradesh, Chhattisgarh, Rajasthan, Bihar, Jharkhand and Orissa) and the states of Assam, and J&k.

Under the JSY the incentive payment are:-

<table>
<thead>
<tr>
<th>Category of States</th>
<th>Rural Area</th>
<th>Urban Area</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Assistance Package to mother</td>
<td>Package for Asha</td>
</tr>
<tr>
<td>LPS</td>
<td>1400</td>
<td>600</td>
</tr>
<tr>
<td>HPS</td>
<td>700</td>
<td>600</td>
</tr>
</tbody>
</table>

Objective of the Study:

This study explores the implementation of the JSY scheme in the Azamgarh district of U.P. These are the following research objectives:-

1. To study the impact of antenatal service and institutional deliveries,
2. To find the level of awareness level about JSY,
3. To assess the management and implementation of JSY.

METHODOLOGY

The study design is a Quantitative-Qualitative methodology. The qualitative aspect includes finding out level of awareness and accessibility numerical representations which have been collected from the study population. The quantitative methodology was used to explore and recode the experience of the women beneficiaries.
Purposive Sampling has been applied. The respondent sample size is 150. The respondent on this study are individual women who have received the JSY scheme benefits. The source of the data had been both secondary and primary which has also determined the tools for data collection. The primary tools of the data collection is interview schedule and the secondary data sources have varied from District health society reports, gazetteers and Public documents of U.P state health society and National health system resource centre. Data has been analyzed by creating table and tabulation. The qualitative data has been manually analyzed under the themes of awareness, accessibility and Asha worker roles.

Finding and Results:-

Table 1: Profile of JSY Beneficiaries

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Group</th>
<th>Frequency</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>18-20</td>
<td>7</td>
<td>4.66</td>
</tr>
<tr>
<td></td>
<td>20-30</td>
<td>124</td>
<td>82.67</td>
</tr>
<tr>
<td></td>
<td>31-40</td>
<td>19</td>
<td>12.67</td>
</tr>
<tr>
<td>Religion</td>
<td>Hindu</td>
<td>116</td>
<td>77.33</td>
</tr>
<tr>
<td></td>
<td>Muslim</td>
<td>34</td>
<td>22.67</td>
</tr>
<tr>
<td>Education</td>
<td>Illiterate</td>
<td>19</td>
<td>12.67</td>
</tr>
<tr>
<td></td>
<td>Below Matric</td>
<td>66</td>
<td>44</td>
</tr>
<tr>
<td></td>
<td>Matric &amp; above</td>
<td>65</td>
<td>43.33</td>
</tr>
<tr>
<td>Caste</td>
<td>General</td>
<td>19</td>
<td>12.66</td>
</tr>
<tr>
<td></td>
<td>OBC</td>
<td>79</td>
<td>52.67</td>
</tr>
<tr>
<td></td>
<td>SC</td>
<td>52</td>
<td>34.67</td>
</tr>
</tbody>
</table>

In the study majority of mothers (82%) were in the age group of 21-30, followed by the age group 31-40 years (12.67%) and only (4.66%) were in the age group of 18-20 years. One third were Hindu (77.33%) and (22.67%) are Muslim; one of half beneficiaries (52.67%) belonged to OBC category. Education Profile to the Beneficiaries revealed that 44% were below matric, 43% were above the matric and 12.66% were illiterates. (Table 1). Majority were housewives (92.67%).

All (100%) knew about government programs, thus registered for benefits but not all knew the name or specification of the scheme. for 56.52 percent respondents,
the source of information was the family, 41 per cent were TV and only 26 per cent respondents had Asha as their source, 19.56 percent were informed by Aganwadi worker.

In Health Centre doctor are available during 24x7 out of total respondent 51.33 percent said yes, 18 percent said no doctor are not available in 24x7. According to 46 percent beneficiaries’ female doctor is not appointed, but 40 percent of beneficiaries said they didn't knew about, the female doctor and only 14 percent said yes, female doctor is there. About labor room and delivery equipment available, 44 percent of beneficiaries not know anything; 26.66 percent said no there is no labor room and delivery equipment.

Table 2: Status of Prenatal Service

<table>
<thead>
<tr>
<th>Health Service</th>
<th>Groups</th>
<th>Frequency</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration Month</td>
<td>with information</td>
<td>87</td>
<td>58</td>
</tr>
<tr>
<td></td>
<td>After three month</td>
<td>57</td>
<td>38</td>
</tr>
<tr>
<td></td>
<td>After six month</td>
<td>6</td>
<td>4</td>
</tr>
<tr>
<td>know about registration card</td>
<td>Yes</td>
<td>64</td>
<td>42.67</td>
</tr>
<tr>
<td></td>
<td>No</td>
<td>86</td>
<td>57.33</td>
</tr>
<tr>
<td>Prenatal care place</td>
<td>District hospital</td>
<td>138</td>
<td>92</td>
</tr>
<tr>
<td></td>
<td>Mahilahospital</td>
<td>12</td>
<td>8</td>
</tr>
<tr>
<td>Test (during pregnancy)</td>
<td>Yes</td>
<td>103</td>
<td>68.67</td>
</tr>
<tr>
<td></td>
<td>No</td>
<td>47</td>
<td>31.33</td>
</tr>
<tr>
<td>No. of Prenatal care visit</td>
<td>1-2 times</td>
<td>13</td>
<td>8.67</td>
</tr>
<tr>
<td></td>
<td>3-4 times</td>
<td>45</td>
<td>30</td>
</tr>
<tr>
<td></td>
<td>5-6 times</td>
<td>52</td>
<td>34.67</td>
</tr>
<tr>
<td></td>
<td>7-8 times</td>
<td>24</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>9 or above</td>
<td>16</td>
<td>10.66</td>
</tr>
</tbody>
</table>

100% respondent were registered at health center in pregnancy time, 58 percent was registered when they knew about that pregnancy, 38 percent were registered after three months of pregnancy and 4 percent was after six months; 57.33 percent did not knew about registration card and 42.67 were known about card; for Prenatal
care 92 percent was taken in District hospital and 8 percent were in private hospital. During pregnancy time 68.67 percent respondent had a test but 31.33 percent respondent had not did. 34.67 percent had got prenatal checkup for 5-6 time; 10.66 percent got nine and above time checkup (Table -2) and a 100% were known about two TT injections, 88 percent taken second TT injection after one month and 12 percent did not remember about TT injection.

100% respondent had chosen institution for delivery 91.33 percent went District hospital and 8.67 percent went mahila hospital. After delivery 31.33 percent women stayed in health centre for more then one day, 32 percent were stayed 2-7 hours after delivery and 26 percent stayed of 7-12 hours and 10.67 percent stayed for one day. 55.33 percent of respondents did not take checkup within 48 hours after delivery, but 44.67 percent took check-up.

Table 3: Status of Implementation of JSY

<table>
<thead>
<tr>
<th>JSY Services</th>
<th>Group/Answers</th>
<th>Frequency</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>About Objective of JSY</td>
<td>For the mother and children to eat food</td>
<td>124</td>
<td>82.66</td>
</tr>
<tr>
<td></td>
<td>Promote institutional delivery system</td>
<td>67</td>
<td>44.66</td>
</tr>
<tr>
<td></td>
<td>Did not knew</td>
<td>47</td>
<td>31.33</td>
</tr>
<tr>
<td>Incentives received</td>
<td>within month</td>
<td>79</td>
<td>52.67</td>
</tr>
<tr>
<td></td>
<td>After 15 days</td>
<td>47</td>
<td>31.33</td>
</tr>
<tr>
<td></td>
<td>after one month</td>
<td>24</td>
<td>16.00</td>
</tr>
<tr>
<td>Status about infant mortality rates</td>
<td>Not known the status</td>
<td>138</td>
<td>92.00</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
<td>12</td>
<td>8.00</td>
</tr>
<tr>
<td>Promote institutional delivery through the JSY</td>
<td>Infavour</td>
<td>87</td>
<td>58.00</td>
</tr>
<tr>
<td></td>
<td>Did not know about this</td>
<td>63</td>
<td>42.00</td>
</tr>
<tr>
<td>Favored to implement the JSY scheme</td>
<td>Favour</td>
<td>134</td>
<td>89.33</td>
</tr>
<tr>
<td></td>
<td>Did not know about this</td>
<td>16</td>
<td>10.67</td>
</tr>
</tbody>
</table>

The study aims to assess the awareness level of the beneficiaries through the information on the source of knowledge on JSY. 100% respondents knew about
JSY but they did not know about his objectives. 82.66% respondents were for the mother and children to eat food, 44.66% respondents promote institutional delivery system and 31.33 % respondents did not knew about objective of JSY.

Out of 150 respondents, 52.67 per cent had received JSY incentives within one month of discharge, 31.33 per cent respondents receive after 15 days and 16 per cent respondents received after one month of discharge time (Table 3). The causes of delay were incomplete paperwork and funds among the beneficiaries. The incentive in 100 per cent of cases was paid through the bank account. The respondents have, however referred to have paid "service charges" of Rs 100-200 to the health functionaries.

Status about infant mortality rates reduced through the JSY 92 percent were not known the status and 8 percent said yes reduced infant mortality rate (Table 3). Promote institutional delivery through the JSY scheme. 58 percent were in favour and 42 percent did not know about this. 89.33 percent respondent was favored to implement the JSY scheme, but 10.67 percent did not know about this (Table 3).

### Table 4: Status of Antenatal care according to JSY norm

<table>
<thead>
<tr>
<th>Antenatal care Services</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-natal services</td>
<td>68</td>
</tr>
<tr>
<td>Postnatal service</td>
<td>72</td>
</tr>
</tbody>
</table>

JSY is not only about incentive, but also critical in facilitating antenatal care among their registered mothers. 100 per cent respondents registered with health centre, but only 68 per cent respondent's got Pre-natal care visits according the JSY norms, 72 per cent have got postnatal care and thus received (Table 4).

### Table 5: Role of Asha worker in JSY

<table>
<thead>
<tr>
<th>Role of Asha Worker</th>
<th>Response</th>
<th>Frequency</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly visits</td>
<td>Regular</td>
<td>16</td>
<td>10.67</td>
</tr>
<tr>
<td></td>
<td>No</td>
<td>47</td>
<td>31.33</td>
</tr>
<tr>
<td></td>
<td>Sometimes</td>
<td>87</td>
<td>58</td>
</tr>
<tr>
<td>Institutional delivery importance</td>
<td>Yes</td>
<td>58</td>
<td>38.67</td>
</tr>
<tr>
<td></td>
<td>No</td>
<td>92</td>
<td>61.33</td>
</tr>
<tr>
<td>Motivate for institutional delivery</td>
<td>Yes</td>
<td>93</td>
<td>62</td>
</tr>
<tr>
<td></td>
<td>No</td>
<td>57</td>
<td>38</td>
</tr>
</tbody>
</table>
In JSY, Asha worker is playing important role to motivate for institutional delivery. According to 58 percent for respondents the house were sometimes visited by Asha worker, only 10.67 percent of respondents house were regular visited by Asha worker (Table 5); 59.33 percent of respondents were not queen the health related information about cleanliness, nutrition and balanced diet and care in pregnancy and delivery time, new born babies breastfeeding, child vaccine and family planning related information. 61.33 percent were not get information about institutional delivery importance by Asha worker, 38.67 got this information (Table 5). One of third (62%) respondent were motivated by Asha for institutional delivery; 38 percent said no. Majority of respondent (92%) registered for institutional delivery by Asha worker.

Post natal visits by asha worker 72.67 percent of respondents said yes or 27.33 percent said no, and 70.67 percent were got post natal visit after 6-7 days, 8 percent got after 2-3 days. 42 percent of respondents were counseled for initiation of breastfeeding, whereas 42 percent were not by the Ashaworkers (Table 5).

The JSY in Uttar Pradesh have definitely decreased the home deliveries by virtue of increasing the institutional deliveries through its community reach. The current study confirms the fact of increasing community involvement in the implementation of JSY in terms of registering for the scheme and facilitating institutional delivery. But considering the low registration of antenatal and post care among already JSY registered mothers, there is a huge population untouched by JSY.

**DISCUSSION AND SUGGESTION**

On the basis of statistical data shown in the research, reformation is needed in the implementations of JSY. Under his programme institutional delivery has increased, but there is seen poor service facility provided to pre-natal & post-natal clients. The clients know that they get Rs 1400/- on institution delivery, but they don't know what is the aim & under which programme they are getting the particular money.

Along with his Asha worker are not performing their duty properly. Peoples are not getting information about government programme by Asha worker and not
promoting for institutional delivery. As well as Asha worker are not awaring to the people about Pre-natal and Post natal services. According to beneficiaries, Asha worker go for home visits very rarely

**Suggestion:-**

- To reform the facilities by health department so that people can trust on government hospital.
- To insure providing atleast three antenatal care, and post devlivery visits by ash worker
- To insure that the incentive should be given timely under the programme.
- After the awareness programs, there should be evaluation by the high level offices, so that they get Knowledge about extent of awareness.
- Under this programme there should be a compulsary training for related worker from time to time.
- Along with the training, evaluation is also needed, so that working employes can provide better facilities.
- There should be reformation in selection process of Asha, under the programme; because she is playing an important role and it is very important to evaluate work of Asha.

**REFERENCES**


INTRODUCTION

As urban development takes place within Indian cities and around their fringes, urban sprawl or the lack thereof will continue to be a by-product of development practices and policies. Population increases and the consequences of unplanned urbanization are directly related to recent growth management practices that seek to influence the way in which built-up land can proliferate. The pattern, density, and rate at which built-up land develops are the basis for one cont As urban growth occurs, that growth is often confused with urban sprawl. However, there is a distinction between urban growth and urban sprawl. Cities often experience growth either physically, by population, or by a combination of both. Urban sprawl is much more complicated because it may or may not qualify as urban growth. How a city grows can create the appearance of sprawl. Such urban growth may appear as a low density leapfrog pattern, a linear or strip development pattern along highways, or a tightly condensed pattern of new development around pre-existing built-up landscapes (Nechyba et al, 2004)

Being at the beginning of a research article on "Urban sprawl and its impact on Urban dwellers" in the Indian cities with the final goat to find out the impact of urban sprawl. Here we will discuss what sprawl is, where it originates from, what its causes, symptoms, its impacts and may be find solutions. The term urban sprawl is widely used in many disciplines dealing with urban development and urban form. A term describing the unplanned extension of relatively low density urban land use into rural areas, usually alongside the main roads. In almost all countries of the World, especially in the developing countries like India, cities are growing at the expense of surrounding agricultural land and the fringe areas are continuously being shifted out ward.

OBJECTIVES

• To study the major impact of urban sprawl in India.
• To find out the most possible causes of urban sprawl.
• To find out the possible solution of urban sprawl.

*Faculty in Sociology, National University of Study and Research in Law, Ranchi (Jharkhand)
IMPORTANCE OF THE STUDY

This study is very significant in aspect of the future planning of the urban areas where the populations are gradually increasing and the rural urban facing an area absorbs saturated. Therefore it is very important to study the impact of urban sprawl on urban dwellers in Indian cities as well as the role of Indian government to overcome different problems of the urban sprawling by providing well planned.

METHODOLOGY

Methodology is of paramount importance in making exploration of practiced and theoretical base of any research work undertaken in relation to ground reality. This paper has been prepared based on ideas gathered from different books, Journals and different case studies some secondary data have been collected from "statistical hand book, 2009" Kolkata. Necessary cartographic techniques are used to represent the data and also used internet system.

Origin of the Term:

The term "sprawl" was first used in last by "Earle Drapor" of the Iennessee valley Authority in the context of a rational conference of planners (Cit in wasmex 2002). Sprawl was referred to as an unaesthetic and uneconomic settlement from. But now in present day context "sprawl mainly used in the negative unplanned way of urban development.

Definition and meaning:

In a single word urban sprawl means the unplanned extension of relatively low density urban land use into rural areas usually alongside main roads "also urban sprawl is an ambiguous term that can be viewed and interoperated in different ways.

Definitions based on normative planning and order perceptions unplanned urban development that runs countries to the objectives of spatial development is identified as sprawl (Gassner 1978 et.al)

Sprawl is also defined via specific land use pattern (Althuler and Gonez Ibanez, 1993) as well as (Harvey and Clark. 1965) define sprawl as continuous low density residential development at the fringe of a metropolitan area as ribbon low density development along highways and as leapfrogging development within undeveloped land leaving a spatial patch work.

Literature Review:

Environment and development issues and found very much in transitional zone
of rural and urban area or peri urban fringe when urbanization process is very rapid, the environmental problem is very high, Environmental problem is very much in poor and middle income region of the peri urban area (Simon, 2008). Urban sprawling is the process of urbanization where all facilities like transport, economy, service, bank etc. are available for increase of urban (Burchfield, 2005). Urban sprawl is the parallel growth of urban that is the pattern, density and rate of the new urban growth (Almida, 2005). Urban sprawling and expansion rate may be change in different time and space and it may be different type based on activity (Xiao et. al, 2004). Urban sprawl is a global phenomenon that is controlled by growth of population and huge migration of population to periphery from any other places (Sudhira, Ramachandra and Jagadish, 2004). The urbanization takes place either in radial direction around well established city or lineaxly along the high way, this dispersed development along high way or surrounding the city and in rural country side often refers as sprawl (Theobald, 2001). Urban sprawl is a very complex matter; it is measures no easily and no clears identification of extent of urban sprawl (Feng, 2009). Sprawl is one kind of phenomena that drives the change of land use pattern (sierra club, 1998). Urban sprawl is a discontinuous growth of urbanization and it's structural by the dispersed type of settlement (Glaster et. al. 1978). The rural urban fringe is an area of mixed rural and urban population and land uses which begins at the point where agricultural land use appear near the city and extends to the point where village have distinct urban land uses or where some person at least from the village community commute to the city daily for their essential work or other purpose. Rural urban fringe is a quasi urban area where the experience at of both rural and urban development has been area where the experience at of both rural and urban development has been gaining ground especially for the construction. The area displays a changing mix of land use social and demographic characteristics and is an area in which the large scale urban amenities are located (Pryor, 1968). Development of motor vehicles transportation peoples are easily move one place to another place, for the maxy problem in central city, people are migrated toward fringe by the own car or private car (Wehrwein, 1942).

**CHARACTERISTICS OF URBAN SPRAWL**

Many of the aspects which characterize sprawl have been already mentioned indirectly. Burchell et.al 1998. Characterise sprawl in two ways:

1. On the one hand residential low density scattered development and
2. On the other hand Non-residential scattered commercial and industrial development.
Scattered development is a form that is commonly associated with urban sprawl. He further describes 10 points that characterize urban sprawl - these following characteristic are based on a review of research findings:

a) Low residential density.
b) Unlimited outward extension of new development.
c) Spatial segregation of different types of land uses through zoning regulations.
d) Leap frog (discontinuous) development.
e) Ho centralized ownership of land or planning of development.
f) All transportation dominated by privately owned motor vehicles.
g) Fragmentation of governance authority over land uses between many local governments.
h) Wide spread commercial strip development along major roadways.
i) Major reliance upon the filtering or "trickle - down" process to provide housing for low income households.

**Urban Sprawl in Indian Perspectives:**

In the developing countries, like India, the metropolitan and other million and class one sites are sprawling along the national highways and major roads.

- The Delhi - Chandigarh
- Delhi - Hardware via meerul
- Delhi - Dehradun
- Delhi - Agra
- Delhi - Jaipur
- Delhi - Rohtak
- Delhi - Moradabad

Sprawls are quite conspicuous, which have emerged during the last three decades. Ultimately these sprawls may achieve the form of urban conurbation similar sprawls may also be seen along

- Mumbai - Pune
- Ahmedabad - Vodadra
- Chennai - Coinbatore roach
In the following table we define how urban sprawl day-by-day increased in the most populous metropolitan areas in India.

### LIST OF METROPOLITAN URBAN EXTENTION IN INDIA

<table>
<thead>
<tr>
<th>RANK</th>
<th>METROPOLITAN AREA</th>
<th>GOVERNING AUTHORITY</th>
<th>STATE / TERRITORY</th>
<th>POPULATION 2011</th>
<th>URBAN EXTENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>National capital Region</td>
<td>Delhi Development Authority</td>
<td>Delhi, Uttar Pradesh, Haryana</td>
<td>21,753,486</td>
<td>Also includes Faridabad, palwal, Gurgaon and sonipat district of Haryana and Gautam Buddha Nagar and Ghaziabad district.</td>
</tr>
<tr>
<td>2</td>
<td>Mumbai Metropolitan Region</td>
<td>Mumbai Metropolitan Region Development Authority</td>
<td>Maharashtra</td>
<td>20,248,395</td>
<td>Also includes Alibag, Pen, Murud, Panvel Roha, Uranand Karjat taluks of Raigad district and Thane, Kalyan, Wada Vasai, Mumbai</td>
</tr>
<tr>
<td>3</td>
<td>Kolkata Metropolitan Area</td>
<td>Kolkata Metropolitan Development Authority</td>
<td>West Bengal</td>
<td>14,617,388</td>
<td>Kolkata district Chandannagar Chinswah Serampore Hoogly</td>
</tr>
<tr>
<td>4</td>
<td>Chennai Metropolitan Area</td>
<td>Chennai Metropolitan Development Authority</td>
<td>Tamil Nadu</td>
<td>8,917,749</td>
<td>Includes Chennai district Chenagapalli Kanchipuram sholiganallu sriram bhavi Tambram Kanchipuram Ambattur, Ponneri.</td>
</tr>
<tr>
<td>5</td>
<td>Bangalore Metropolitan Area</td>
<td>Bangalore Metropolitan Development Authority</td>
<td>Karnataka</td>
<td>8,373,906</td>
<td>Bangalore urban district Kanakapura Magadi Taluk of Ramanagara district of Karnataka</td>
</tr>
<tr>
<td>6</td>
<td>Bangalore Hyderabad Metropolitan Area</td>
<td>Hyderabad Metropolitan Development Authority</td>
<td>A.P.</td>
<td>7,349,714</td>
<td>Includes Secunderabad Rangareddy district Mahabubnagar Nalgonda Medak district</td>
</tr>
<tr>
<td>7</td>
<td>Ahmedabad Metropolitan Region</td>
<td></td>
<td>Gujarat</td>
<td>6,322,354</td>
<td>Includes Gandhinagar Barwala Balva, Daskrl, Dholka</td>
</tr>
<tr>
<td>8</td>
<td>Pune Metropolitan Area</td>
<td></td>
<td>Maharashtra</td>
<td>5,049,968</td>
<td>Includes Ambegaon, Havel, Junnar Khed, Manal Mulshi, Pune Chinchwad Pune district.</td>
</tr>
</tbody>
</table>
Impact of Sprawl on Urban Dwellers:

Urban sprawl on urban dwellers is unplanned and uncontrolled urbanization have native impact. The rapid increase in urban population is the cause of concern for planners and administrators. The urban problems may be classified under two broader categories:-

I. Internal problems' which affect the city area and its inhabitants, e.g. shortage of space, shortage of residential accommodation, transport bottleneck, paucity of clean drinking water, pollution, disposal of city garbage and sewage, supply of electricity. Maintenance of law and order and control of crimes.

II. External problems' which have their impact on the area and people if its fringe area and inland etc.

Some important urban sprawl impacts are:-

1. Physical impact
2. Socio-cultural impact
3. Ecological impact
4. Environmental impact
5. Other impact

PHYSICAL IMPACT

Physical impact is most important aspect it is mainly the area and size < space and Residential Accommodation? Of some of the metropolitan cities, like Mumbai, Kolkata, New Delhi, Chennai, Bangalore and Patna have increased at an unparallel scale. These cities are overcrowded with large population and high density of population.

The physical landscape impact is some important elements are -

- Land resource impact indicators
- Density
- Farmland loss.
- Forest core habitat loss etc.

SOCIO-CULTURAL IMPACT

Socio-cultural impact is another important factor it is mainly in the urban places, especially in the major cities and towns, people immigrates in search of jobs and
economic benefits. Usually, they come alone to cities leaving their families back in village.

**Ecological Impact:**

Ecological impact is mainly deforestation of forest and degradation of soil erosion and population density increased day by day. So forests are cutting ecologically imbalanced.

**ENVIRONMENTAL IMPACT**

Environmental pollution is the serious problem of all the million, industrial and Class 1 cities of India. It is not only air pollution caused by smoke emitting from factors, cars, vehicles and houses, water and noise pollutions are equally serious.

**OTHERS IMPACT**

Other impacts are also caused by the urban sprawl that is -

- Problem of Transport
- The Energy Crisis
- Inadequacy of water supply.
- Problem of urban crimes etc.

**CAUSES OF URBAN SPRAWL IN INDIAN SCENARIO**

Historically, suburbs grow first along major roads sides. This development is patchy, scattered and sprung out, with tendency to discontinuity because there are three major forms of urban sprawl, such as -

- Low density continuous development.
- Ribbon development
- Leapfrog development.

There are so many causes which are responsible for urban sprawl, these are -

1. Rapid growth of population.
2. Rapid economic development
3. Topographical and geological factors.
4. Pollution free environment.
6. Other facilities -
   a) Employment
   b) Education
   c) Transport/communication
   d) Health facilities
   e) Recreation facilities etc

1. Rapid growth of population:

   Birth rate in most of the developing countries is significantly high, while the
deadth rate has been checked appreciably. Family planning is not practiced seriously like as India.

### POPULATION GROWTH IN URBAN AREA:

<table>
<thead>
<tr>
<th>Census Year</th>
<th>URBAN POP TOTAL</th>
<th>URBANIZATION LEVEL (%)</th>
<th>RATE OF URBANIZATION (%)</th>
<th>URBANIZATION CENTRES TOTAL</th>
<th>INCREMENT</th>
<th>STATUTORY</th>
<th>CENSUS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>62.44</td>
<td>17.29</td>
<td>2.54</td>
<td></td>
<td>3060</td>
<td>638</td>
<td></td>
<td></td>
</tr>
<tr>
<td>78.94</td>
<td>17.97</td>
<td>0.40</td>
<td></td>
<td>2700</td>
<td>-360</td>
<td></td>
<td></td>
</tr>
<tr>
<td>109.11</td>
<td>19.91</td>
<td>1.06</td>
<td></td>
<td>3126</td>
<td>426</td>
<td></td>
<td></td>
</tr>
<tr>
<td>159.46</td>
<td>23.34</td>
<td>1.72</td>
<td></td>
<td>4029</td>
<td>903</td>
<td>68.5</td>
<td>31.5</td>
</tr>
<tr>
<td>217.55</td>
<td>25.72</td>
<td>1.02</td>
<td></td>
<td>4689</td>
<td>660</td>
<td>63.9</td>
<td>36.1</td>
</tr>
<tr>
<td>285.35</td>
<td>27.78</td>
<td>0.82</td>
<td></td>
<td>5161</td>
<td>472</td>
<td>73.6</td>
<td>26.4</td>
</tr>
<tr>
<td>320.42</td>
<td>31.53</td>
<td>0.13</td>
<td></td>
<td>5932</td>
<td>413</td>
<td>83.9</td>
<td>16.9</td>
</tr>
</tbody>
</table>

Source: Census of India 2011.

2. Rapid Economic Development:

   Economic development has been one of he dominant driving forces. The national
economic survey of the year 2011 put India's GDP & 2.5 billion. The economic
development has led to establishment of more industries the boom of real estate
and subsequently to the expansion of the city area.

3. Topographical & Geological Factor:

The physical and geological setting also influenced the urban sprawl the north-east, west ward, southern part of India along with main road expansion have extended to follow the flat areas. In the areas to the east where at first sight the flat land and the general topography appear more urban sprawl.

4. Population Free Environment:

In the urban fringe area where environmental condition is very good then the central part of the town. So most of the people built up their resident in the suburb areas, as a result continuous urban sprawl. Sometime we also found that more wealthy persons also built up their house in the fringe are for good environment.

5. Congestion problem:

In urban centre area so many congestion problem are faced, its may be traffic congestion, it's may be building congestion. To obtain or get release of this problem peoples are built up their resident in the suburb areas as a result urban sprawl occurred.

6. Other facilities:

Some of the other facilities are -

i) Employment

ii) Education
iii) Transport / communication
iv) Health facilities
v) Recreation facilities.

a) Employment:

Historically towns are known for its commercial activities along with it is also creating demand for different types of employment related to several small scale industries. Also informal sector also becoming in the city as because of increasing population and their several basic needs regarding daily consumption. There are several Governmental offices, private offices, school, colleges, private institution attract peoples from different part of the country to get employment over here and most of them choose to reside in the town and due to low land prices of the fringe area most of them are constructing their residential houses in the rural urban fringe.

b) Education:

The highly centralized educational institution are set up in the central town which indicates the degree of educational function is more actives here compared to other suburb area. So peoples are constructing their residential houses in the rural urban fringe.

Possible Solutions:

Urban sprawl typically cut neighbourhoods' off from place of business, forcing people to be car reliant.

Urban sprawl is the outward spread of development from urban centers into rural areas. It is typically unorganized and poorly planned. Making it an unsustainable from of development. Urban sprawl weak have on the natural land, ecosystem and community. Fortunately there are solutions to urban sprawl in smart growth new urbanism and community development.

1. Education: One of the biggest problems concerning urban sprawl is lack of education. If communities are educated about the negative impacts of urban sprawl they are more likely to take action. The community can challenge local project lobby councilors to vote in favour of more sustainable development. Member of the community can also challenge the local government to partner with organizations that promote smart growth and new urbanism to prevent irresponsible development.

2. Community Action: The community can be a solution to urban sprawl through involvement and action. The community can challenge local project
lobby councilors to vote in favour of more sustainable development. Member of the community can also challenge the local government to partner with organizations that promote smart growth and new urbanism.

3. Thirdly, Redevelopment of urban core and creation of adequate open spaces maintaining hierarchy and balance between built and natural environment.

4. Fourth, planners and developers must follow Tagore's views of green architect for site selection, building orientation and landscape planning.

5. Finally, we have to consider native people belief values ritual psychological connection with the region for proper development.

MAJOR FINDINGS

Environmental and planning research like urban expansion and the population pressure on urban fringe in the context of urban planning is very useful tool for this study. To prepare a study report we faced so many limitations and found so many problems, such as -

a) Within short period of time broad concussion on try to generate.

b) Main causes of urban sprawl are rapid population growth.

c) People are wants to live in the urban area for their better livelihood.

CONCLUSION

Indian towns are most important for its surroundings growth and development. But some metropolitan cities and its fringe areas have so many problems therefore, to solve the all civic problems of this cities and fringe areas, the planning authority of state and central levels should think to prepare a master plan not only for its city region but also for its fringe area as because in near future the fringe areas will be considered as the cities boundary as residence of the fringes are demanding for the urban facilities. Such master plan should be drawn up after comprehensive detailed surveys and to analyze the degree of growth potentiality of the urban and surrounding rural areas, which would be the basic guideline for the planning programmes. Sometimes we found in our study is that different type of facilities are provided by the towns, and cities, but its proper care taking was not found in the study area. To develop the town and its surrounding areas, should needs a proper planning.

The transport network of the region should be developed in such a way that all service centres have sufficient good accessibility, so that better distribution of resources and facilities would be possible to all levels of settlements from fringe to the centre of the town. For this purpose, each service centre should be connected
directly with its fringe proximity to urban areas and fringe proximity to rural areas. The rural urban fringe areas are mainly characterized with the residential areas which has the potentiality as urban areas in near future. If the areas are planned and managed from its infant stage of growing then so many problems can be resolved in near future as faced by several newly emerged and old Indian urban areas. Therefore it is very important to study the rural urban fringe areas in relation to its core urban areas and facilities available by the present municipality for the fringe areas as for the better management and planning in near future.

REFERENCES


23. www.urban sprawl in India its impact in our metropolitan cities.
HONOUR RELATED VIOLENCE AGAINST WOMEN IN INDIA: PROBLEMS, PERSPECTIVES AND CHALLENGES

Garima Singh*

INTRODUCTION

Violence against girls and women is the most pervasive yet under recognized human rights violation in the world. The United Nations estimates that five thousands women and girls are murdered each year in the name of honour. Honour Related Violence (HRV) is a form of violence against women committed with the motive of protecting or regaining the honour of the perpetrator, family, or community. Victims of honour violence are targeted because their actual or perceived behaviour is deemed to be shameful or to violate cultural or religious norms. Conduct such as resisting an arranged marriage, seeking a divorce, adopting a western lifestyle and wearing western clothing, and having friends of the opposite sex have resulted in honour violence.

This paper is an attempt to know what Honour Related Violence is and what are the problems behind that HRV and challenges face by them and affect to women and their life because they are the constructive and productive members of the society. Until very recently violence against women was invisible in the human rights discourse and absent from concerns with human development. Yet such violence infringes women's fundamental human right to bodily integrity and freedom from fear, jeopardizes their basic human capabilities, and, as a result, undermines their ability to participate as full citizens in the economic, political and social life of their community. These costs do not fall on women alone, but also on their children and families, and beyond to the wider society.

Conceptual Framework

Honour Related Violence (HRV) is violence against an individual who has 'dishonoured' their family. Victims of Honour violence are targeted because their behaviour violates cultural or religious norms. The assailant feels that the only way to restore family honour is to harm or kill the victim. Victims are shot, stoned, burned, buried alive, strangled, smothered, and stabbed in the name of restoring Honour. In this perspective, such killings transmit the practice in which women are murdered by their male relatives to restore the honour they lose when 'their' women defile it.

*Senior Research Fellow, Department of Social Work, University of Lucknow, Lucknow (email: singh.pride7@gmail.com)
Women may hurt the honour of men innumerous ways. Since socio-culturally the honour belongsto men and they own as well as comprehend their understanding of 'honour', men possess the right of declaring any act dishonourable.

What is honour?

It can be defined in several ways. The anthropologist Julian Pitt-Rivers defines honour as the value of a person in his/her own and others eyes; it is a person's evaluation of the value of him/herself in a social context. Honour, can be said to be a person's demand and right to pride and respect (Pitt-Rivers, 1965: 21). Honour is a state that can be lost and this state implies shame, and honour is often associated with men and shame with women. It has been suggested that honour in kinship societies are reflections of the ability of a person to live up to the cultural constructed standards of "masculinity" and "femininity" (Sirman, 2004: 44). In the Middle East, these gender roles imply that men are powerful and dominant, sexually active, providers while women are seen as submissive and weak, sexually passive and working in the domestic sphere. Women have primarily a reproductive role, and men are obliged to guard and control their sexuality. Those who transgress the honour norms are punished with violence. We have defined this violence as "sexual" since its basis lies in sexual norms and behaviour.

What is Honour Related Violence?

Honour violence is a form of violence against women committed with the motive of protecting or regaining the Honour of the perpetrator, family, or community. Victims of Honour violence are targeted because their actual or perceived behaviour is deemed to be shameful or to violate cultural or religious norms. Conduct such as resisting an arranged marriage, seeking a divorce, adopting a western lifestyle and wearing western clothing, and having friends of the opposite sex have resulted in Honour violence.

Honour violence involves systematic control of the victim that escalates over a period of time and may begin at a young age. Honour violence can be perpetrated by one individual or can be a group campaign of harassment and violence committed by an entire family or community. It can take many forms, including verbal/emotional abuse, threats, stalking, harassment, false imprisonment, physical violence, sexual abuse, and homicide.

How is honour violence different from domestic violence?

Although honour violence involves violence by one family member against another, it has characteristics that make it unique and warrant a different approach by social service providers and law enforcement. For example, a perpetrator of honour
violence believes that his conduct is justified because of the victim's actions. Because this perception is supported by deeply ingrained cultural mores, he is generally not alone in this belief and often has the support of his family and community, either in planning and committing the violence or fleeing from law enforcement afterwards. Additionally, a victim of honour violence is likely to be shunned by her family and community because she is believed to have caused the violence through her own behaviour. For a victim of honour violence to leave the abusive situation, she must not only part from her abuser, but often must be ready to leave her entire nuclear and extended family, and perhaps even her cultural community. She will face immense pressure to change the offending behaviour so as to bring peace to the family and restore the family's Honour and will be made to believe that she deserves the abuse she is suffering.

Honour violence occurs in patriarchal communities where women are considered the property of male relatives and are responsible for upholding family honour. In a strong patriarchal society the word honour is not measured with the worthiness of a man, but rather the honour lies in the women under the control of a man. HRV is violence against an individual who has 'dishonored' their family. Victims of Honour violence are targeted because their behaviour violates cultural or religious norms. The assailant feels that the only way to restore family honour is to harm or kill the victim. Victims are shot, stoned, burned, buried alive, strangled, smothered, and stabbed in the name of restoring honour. HRV defined as that any form of violence "exercised in the name of traditional codes of Honour. Where the 'Honour' of the family is at stake, according to the family, and the woman suffers the consequences, it is proper to speak of a so-called "Honour Crime." "Honour" crimes may be described as acts of violence against women "where the publicly articulated 'justification' is attributed to a social order claimed to require the preservation of a concept of 'Honour' vested in male (family and/or conjugal) control over women." These definitions take into account the collective and community nature that condones "Honour"-based violence.

Honour related violence is understood to derive from a desire to control the behaviour of women and girls within a community. Most often with an emphasis on her sexuality, there are many forms of behaviour under scrutiny, including dress, communication with men and sexual relationships. Victims of honour violence are targeted because their behaviour is seen to violate cultural or religious norms; where their assailant feels the only way to prevent such behaviour or restore family honour is to harm or kill the victim.

Ultimately, such an interpretation of honour is grounded in an objectification of
the woman, with the honour of a family vested in her body. As the Special Rapporteur on violence against women has pointed out, preserving honour turns on the idea that a woman has to be sexually controlled until marriage; it is a means of controlling her choices, particularly in terms of sexuality and freedom of movement.

Honour violence occurs in patriarchal communities where male status and family status are prioritized. Honour crimes often have a collective dimension, being planned by several family members. They are often public, an aspect "integral to their social functions, which include influencing the conduct of other women."

Honour-based violence has been reported in Afghanistan, Bangladesh, Brazil, Canada, Ecuador, Egypt, France, Germany, India, Iraq, Iran, Italy, Jordan, Morocco, Pakistan, Sweden, Turkey, Uganda, UK, and the United States.

In the course of modernization, the honour ideology is being challenged and questioned. Individualism is a part of modernity, collectivism of kinship societies. This process of transition to individualism is often reflected in the common conflict between individual and collective concerns and interests in terms of marriage. The individuality of the girl is sacrificed for the sake of the honour of the extended family.

**Indicators of HRV against women**

"Shameful" woman that has lost her honour by supposedly promiscuous behaviour, or more often, a reputation of some kind of unacceptable action, must be punished in order to regain the respect and honour of her relatives. Honour-related violence, and in its most extreme form, honour killings, can be viewed as sanctions against unauthorized love. The honour can be saved if the "crime" is hidden from the public eye, but once it has been discovered, the honour has to be restored either by violence, killings, social exclusion, or by house arrest of the female. Paradoxically, an increased number of honour crimes can indicate modernization and individualism, since it can be argued that the traditional system is responding to an increasing number of women transgressing the traditional borders of honour. Few cases of honour crimes can, on the other hand, imply that socialization into the honour ideology is successful and few individuals are breaking with traditional norms.

- a girl/woman is not allowed to have friends of opposite sex,
- a girl/woman cannot dress as she would like - or that she is forced to wear an item of clothing against her will,
- she is not allowed to go out,
- she cannot spend time with friends,
• she cannot marry the person she want to,
• she is not in charge of her own body, her life or her sexuality,
• she is always supervised or controlled,
• she is not allowed to continue her studies, or may only study in the town where her family lives, and
• she is controlled by her family/relatives, who have more power than she do.

When the honour of a man or a family is threatened or 'stained' the punishment is aimed at the woman responsible for crossing the limits of accepted behaviour. That could be interaction with the opposite sex, or maybe just rumours of such interaction. In relation to a man's honour, the control of women's sexuality is of great importance, which means that women's behaviour must be controlled for the honour to be kept intact. This entails for instance, that her contact outside the family and the home is very limited. The female's role is to stay virgin until married off, then breed children and take care of the household. Therefore her virginity is of utmost importance to keep intact before marriage. The reason for the early marriages within these groups is also a way of securing the purity of the bride. Within the group a man's honour is an asset for him and for his extended family. There is an asset in a girl's virginity to be able to marry her off. Commonly the marriage is part of some form of trade between families for example by attaining another girl/woman in return for a male in the family. It also gives the males status if they keep the female family members 'pure', i.e. virgins, for marriage. It gives them the right to be met with respect from others in the social group the males belong to. This, as mentioned above, functions as a social security system in many of the communities where HRV is practised, as means of survival of the community where dependence on each other permeates everyday life.

Contrary to popular belief, honour crimes do not have anything to do with religion, although perpetrators may try to justify their actions on religious grounds.

**Forms of Honour Related Violence and Oppression**

While killing in the name of 'Honour' is the most discussed aspect of the phenomenon, this is only one aspect of a nexus of control over women's lives. Women in 'Honour' cultures may be subjected to constant surveillance, without which it is assumed they may transgress the Honour code and bring the family into disrepute. This may imply that women from these cultures have little privacy at home, and few opportunities to socialize outside their kinship network. The family may try to restrict women's movements to ensure they do not develop relationships
outside the family or community grouping, meaning a reduction on women's freedom of movement and association. Such an ethic of control may reduce women's opportunities to take part in the social world, form relationships of their choosing, and to seek help in the event of violence or coercion. Women (and men) are expected to conform to the wishes of their elders who are presumed to be acting in for the greater good of the family as a whole; those who insist upon their autonomy are considered selfish and disruptive to the family, and its honour.

Where a perceived slight to the family 'Honour' has occurred, responses vary, according to the family's preferences and the public nature of the 'dishonouring' behaviour.

- **Forced abortion and hymen repair**

  If a woman becomes pregnant before marriage, and this is unknown outside the family circle, it may be considered a better solution to procure an abortion and surgical hymen repair procedure than to commit a crime; however, if her condition is common knowledge, more severe responses may be required to quell negative responses from the community. Women's consent to such medical procedures is acquired under duress, if it is acquired at all: it is impossible to make a free choice between an unwanted abortion and hymenoplasty and death at the hands of a relative. Such practices deny women's sovereignty over their own bodies.

- **Abduction and imprisonment**

  Where women are subjected to violence at their hands of their families this may include abduction, if they have fled the family home to seek protection; within certain diasporic communities professional agencies exist dedicated to the location and retrieval of runaway women and girls. In other countries, the State may play a role: in Afghanistan, a girl running away from home is considered to have committed a criminal and may be imprisoned and returned into the hands of her family. Imprisonment may also be part of a family's strategy of control over a woman in order to keep her out of the public eye. This may be accompanied by threats and assaults, and may even be the prelude to violence, forced marriage or murder.

- **Forced marriage**

  In some cases, a woman who is perceived to have violated family Honour may be forced into marriage. This has a double effect of saving face and increasing surveillance and control over her by increasing the number of persons who are able to control and police her behaviour. Such marriages may involve an undesirable spouse who is unable to contract a marriage by other means. Such marriages are often abusive and may be intended as a punishment against the woman as well as a
means of restoring 'Honour'. Cultures in which 'Honour' killings occur are very often those in which arranged marriages are expected, and the refusal to accept a marriage approved by the family may result in that same marriage being forced upon an unwilling person.

- **Honour suicide**
  Where 'Honour' killings are robustly prosecuted, families may deploy a strategy of forcing women to kill themselves in order to remain technically innocent of murder. This is particularly associated with regions of Turkey; however, it may not be clear in any country whether an individual woman has committed suicide due to direct coercion, to spare her brother the jail sentence he might face as her murderer, whether an outright murder has been disguised as self-killing, or whether a woman has killed herself due to the unbearable pressures of the restrictions upon her life and her family's disfavour or abuse.

- **Honour killings**
  "Honour killing" is defined as the murder or forced suicide of a person by a family or clan member or a hired killer upon the suspicion or insinuation that the person has compromised his or her virtue and thus stained the family's honour (or in other words, upon the suspicion or insinuation that one has been involved in something immoral and thus, disgraced his or her family).

  Human Rights Watch defines "Honour killings are acts of vengeance, usually death, committed by male family members against female family members, who are held to have brought dishonour upon the family. A woman can be targeted by (individuals within) her family for a variety of reasons, including: refusing to enter into an arranged marriage, being the victim of a sexual assault, seeking a divorce- even from an abusive husband- or (allegedly) committing adultery. The mere perception that a woman has behaved in a way that "dishonours" her family is sufficient to trigger an attack on her life.

  'Honour' killings, as the ultimate sanction against a woman who has deemed to have offended collective morality may be a highly organized and premeditated crime, decided upon through a collective decision-making process involving a family 'council' meeting, in which the murder is planned to the last detail; alternatively, it may also be less organized, but still be supported by a wider collective than the apparent perpetrator. In either case, the risks to an individual are extremely high, and it may be beyond the capacity of mainstream domestic violence services to provide adequate protection.
Some Important Observations

The UN has estimated that 5,000 women are murdered by family members each year in "honour killings" but according to women's advocacy groups the figure could be around 20,000. In general, given the difficulty surrounding the reporting of these crimes, official statistics are understood to be grossly underreported. Honour killings have been identified in Muslim, Hindu and Sikh communities across the world; both India and Pakistan are estimated to have 1,000 Honour killings per year.

Across the country, love-related disputes were the third most common motive for murder in 2012, after personal vendettas, which accounted for 3,877 killings, and property disputes, which led to 3,169 deaths. Affairs of the heart resulted in 2,549 killings last year, up by 184 since 2010. In some states, "love affairs/sexual causes" accounted for the highest number of murders, according to the 2012 data released by the National Crime Records Bureau. The southern state of Andhra Pradesh topped the list with 445 such murders, followed by the northern state of Uttar Pradesh with 325, and Tamil Nadu, also in the south, with 291.

Harsh Malhotra, who set up the voluntary organization Love Commandos in 2010 to help protect young couples from their disapproving families, said his organization receives 600 to 700 phone calls every day from couples who face opposition from their families for marrying outside their caste or religion, with the most coming from Andhra Pradesh, followed by Uttar Pradesh, Haryana and Punjab.

According to women's right campaigners over 10,000 women are murdered each year in the country in Honour killings, most of which take place in the northern states.

Honour Related Violence and Sustainable Human Development

Human development is defined as the process of enlarging people's freedoms and opportunities and improving their well-being. Human development is about the real freedom ordinary people have to decide who to be, what to do, and how to live. The human development concept was developed by economist Mahbubul Haq. In 1990 the Human Development Report - (HDR) provided a clear definition of human development as a process of "enlarging people's choices," laying stress on the freedom to be healthy, to be educated and to enjoy a decent standard of living. But it also stressed that human development and wellbeing went far beyond these dimensions to encompass a much broader range of capabilities, including political freedoms, human rights and, echoing Adam Smith, "the ability to go about without shame."
Violence against girls and women is the most pervasive yet under recognized human rights violation in the world. The United Nations estimates that five thousands women and girls are murdered each year in the name of honor. Until very recently violence against women was invisible in the human rights discourse and absent from concerns with human development. Yet such violence infringes women's fundamental human right to bodily integrity and freedom from fear, jeopardizes their basic human capabilities, and, as a result, undermines their ability to participate as full citizens in the economic, political and social life of their community. These costs do not fall on women alone, but also on their children and families, and beyond to the wider society. They are a major barrier to the goal of equitable and sustainable human development.

All forms of gender related violence; "Crimes of Honour" deprive women of the right to life, liberty and security of person, the right to be free from torture or cruel, inhuman or degrading treatment or punishment, right to equality in the family and the right to the highest attainable standard of physical and mental health. In the broader context of patriarchal principles motivating "crimes of Honour, India is obligated as a state party to ensure that all discrimination against women in matters relating to marriage and family relations are eliminated, providing them with the same right to enter into marriage and to freely choose a spouse and to enter into marriage only with their free and full consent. This includes ensuring that informal decision making bodies operating on customary laws, such as the khappanchayat, are refrained from enforcing their dicta, and interfering with the right of women to choose their spouse.

The Convention on the Elimination of All Forms of Discrimination against Women 1, now ratified by 187 states, obliges States parties to "pursue by all appropriate means and without delay a policy of eliminating discrimination against women". Article 1 of the UN Declaration on the Elimination of Violence against Women proclaims "the term 'violence against women' means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women" 2. The Platform for Action on Women's Human Rights from the UN's Fourth World Conference on Women urges states to eliminate violence against women, "which is a human rights violation resulting from harmful traditional or customary practices, cultural prejudices and extremism" 3. The International Covenant on Civil and Political Rights asserts that "every human being has the inherent right to life" in addition to "the right to liberty and security of person" 4.

Despite this, continued extreme violence against women occurs across the globe. Much of this violence is motivated and excused by a misguided notion of "honour".
While not legally binding on the State, the human rights standards enumerated in paragraph 232 of the Beijing Platform for Action (BPFA 1995) recognises that the "human rights of women include their right to have control over and decide freely and responsibly on matters relating to their sexuality, including sexual and reproductive health, free of coercion, discrimination and violence". The Beijing Platform for Action on Women’s Human Rights calls upon States to "take urgent action to combat and eliminate violence against women, which is a human rights violation resulting from harmful traditional or customary practices, cultural prejudices and extremism". Crimes of honour may involve the violation or abuse of a number of human rights, which include the right to life, liberty and security of the person; the prohibition on torture or other cruel, inhuman, or humiliating treatment or punishment; the ban on slavery; the right to freedom from gender-based discrimination; the right to privacy; the right to marry; the right to be free from sexual abuse and exploitation; the obligation to amend customs that discriminate against women; and the right to an effective remedy. All these mentioned above violate the Human Rights Act (1998). Honour Killings are a clear violation of human rights and States necessarily need to protect individuals from such violations.

**Effective Strategies and Action Plan**

Honour related violence is a global problem. Challenging the parameters of the power dynamics involved in honour related violence is complex since they are embedded in interpersonal relations, family, community and culture. It is vital to emphasise the importance of approaching honour related violence on the basis of human rights, to be able to find constructive solutions. The strategy to combat HRV must therefore be multileveled and include interventions at the level of the state, community/family, and individuals.

The following measures should be taken for prevention of HRV:-

- Deterrent modes of punishments should be invited and scales of punishments should be invited.
- It would be useful in the future if the police reported HRV cases as a specific crime category.
- Procedural Law Provisions and Leniency to grant Bails should be eschewed.
- Conduct effective investigations of the crime, and prosecute and sanction acts of violence perpetrated by State or private actors, especially when these acts demonstrate a pattern of systemic violence towards women.
- Include legal reform to criminalize violence against women, regardless of
whether it occurs in public or private;

- Ensure that "front-line responders", such as the police, judges and social workers are attuned to their key role in supporting victims and sanctioning perpetrators; and

- Work closely with the media, the educational system, community-based organisations and women's groups to undertake the revolutionary task of transforming societal attitudes which tolerate or condone violence.

- Guarantee de jure and de facto access to adequate and effective judicial remedies;

- Modify the social and cultural patterns of conduct of men and women and eliminate prejudices, customary practices and other practices based on the idea of the inferiority or superiority of either of the sexes, and on stereotyped roles for men and women.

- Need for co-ordination of co-operation between actors in contact with issues of HRV, i.e. social services, police, the legal system, schools, NGOs, both locally and nationally.

- There is a need of preventive work in for example schools, youth recreation centres and within the social service. This preventive work must have focus on strengthening the self-confidence of girls and increase the understanding and empathy of boys regarding equality and honour related norms. One goal of the work should be to encourage the brothers to support their sisters when it comes to issues concerning HRV.

And finally, to change the mindset and attitudinal behaviour of the people at all sphere of life and take the social collective responsibility as a citizen of the nation for ideal society.

CONCLUDING REMARKS

In honor culture the family's honor is valued by the girl's or the woman's social and sexual behavior, in her virginity, and is therefore dependent on how well she can manage the deeply rooted traditional norms that describes what is acceptable or not. Anyone who violates these norms and rules must be punished, and the most extreme form is killings, 'so called' honor killings, sanctioned by the community. This is because family honor means everything, more than a life. Oppression and violence in the name of 'so called' honor prevent girls and women to make choices about their own life. It restricts them in their everyday life, and is an act of serious discrimination and violation against human rights.
It is felt that there have to be separate act/legislation for the Honour Killings as per the recommendations of the Law Commissions as it is a Socio Legal Issue and therefore there is a need to draft a separate and stringent law along with thorough quantum of sentencing for Honour Killings so as to combat this evil in this society before it takes an ugly turn (Lakshmi Anusha posted on Legal India, on May 4, 2014).

The factors behind the honor violence have traditional and sociocultural traits, but can be explained by economic and social problems. In poor socioeconomic settings, honor is the family's insurance for their well-being. Further in-depth research is needed to find out more about this correlation. The honor culture has traditional traits, and is stronger in less developed areas where the human capital is lower (Critelli & Willett, 2012; Kulwicki, 2002). Conservative rules continue to restrict and prevent girls and women to live to their full potential. In the absence of economical capital or a strong welfare state the honor has the function of social capital and insurance. In a weak welfare state the family's network come to rely on reputation and honor, as the only way to survive (Miller & Petro-Nustas, 2002; Ouis, 2009). You need to have the right connections that can help you with every day matters. Consequently, lost honor makes life harder. Findings show that honor is a substitute for the welfare system in tribal collective societies and leads to a conclusion that honor culture and the 'so called' honor violence can be traced to poverty and socioeconomic problems.

Even though this field of study has recently gained more attention, apparently little research has been conducted within 'so called' honor related violence, particularly in rural and underdeveloped areas. The complexities between the collective and individual values need further understanding, especially in view of conflicts between honor values and modernization, therefore, more research is strongly recommended. Helldén & Carbin (2010) and Ouis (2009) highlight the fact that it is important to understand the background of the 'so called' honor violence, but also to further examine practices to combat it.

REFERENCES

12. Killing in the Name of "honor": The South Asian Community in the Canadian Context http://www.violenceisnotourculture.org/sites/default/files/Saima%20Ishaq
13. Killing in the name of "honour": The South Asian Community in the Canadian Context : www.violenceisnotourculture.org
17. The Prevention of Crimes in the name of 'Honour' & Tradition Ncw.nic.in-PDFFiles>Bill_against_honour
GST IN INDIA - A TAX REFORM OPPORTUNITIES AND CHALLENGES

Leena Sharma*

INTRODUCTION

GST as a tax reform for the nation is offering a complete and unified tax system that had replaced all indirect taxes and duties of states and central government such as VAT, CST, Excise Duty (ED), Service Tax (ST), cesses and local state taxes, surcharges and Entertainment tax and many more to unify the national economy into a flawless national market. Four sets of GST Acts has been passed to simplification of the tax system which will facilitate inter and intra states transactions, development of universal market and plummeting trade and economic misrepresentation. These four GST Acts are which were enacted on 12th April 2017: "ST Act, 2017; Integrated GST Act, 2017; Union Territory GST Act, 2017 and GST (Compensation to States) Act, 2017". Some of the fundamental reasons for adopting the GST are:

1. To define an unified tax system in the entire nation
2. Facilitation of cross border-transactions, development of smooth hassle free national market
3. Reducing trade and economic distortions
4. To increase the government revenue and to drop the rate of income taxes with certain percent.
5. Neutral Revenue approach and many more

Around the globe till 2014 a total of 165 countries had adopted the GST and very first it was introduced in France in 1960. "IMF also consistently supporting and advocating GST/VAT form of taxation system into the countries and assisting the economies for adopting with less developed economic statue and administrative constitutions."1 "In order to reduce uncertainty and risks of double taxation and unintended non-taxation that result from inconsistencies, OECD also has a project to develop the International VAT/GST Guidelines."2

GST Timeline:

1. GST was first mooted in 1990s.
2. 1994 - Service Tax introduced.

*Assistant Professor, Deptt. of Economics, Pacific University, Udaipur
3. GST recommendation was made in FRBM Act in 2005.
4. 2005-06, Implementation of VAT in more than 26 states.
5. 2008 - View of GST structured finalized in April month.
6. In 2011, 115th amendment to enable GST.
7. 2014, December, 122nd amendment to enable GST and bill was introduced.
8. 2015, May, Bill passed by Loksabha and forwarded for ratification to Rajyasabha.
9. GST Acts were enacted on 12th April 2017.

**GST Outline:**

GST council which is consisted of the representatives of both central and state government to form "GST laws, GST Rules, Tax rate structure including Compensation Cess, Classification of goods and services into different rate slabs, Exemptions, Thresholds and Tax administration come with some decisions":

1. Limit for exception from levy of GST is Rs. 20 lakh, for the States for some Special Category it is Rs. 10 Lakh.
2. 5%, 12%, 18% and 28% are the tax rates structure for GST.
3. A separate cess structure is depicted for certain goods such as sumptuousness and hybrid cars, fizzy drinks, Tobacco and Pan masala and other tobacco products, over and above the GST rate of 28% for payment of compensation.
to the states.

4. Realization of concept "One Nation-One Tax-One Market."

According to GST Act 2017 a normal tax payer has to go for three monthly returns and one compiled annual return. Tax payer can file through a common portal of GSTN, promoted by state or central governments. GST law governs eleven different types of forms to be filled by individual/organization and other bodies which are part of any economic activity.

**Table 1: GST Forms**

<table>
<thead>
<tr>
<th>Type of GSTR Form</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>GSTR Form 1</td>
<td>&quot;To file outward supplies of taxable goods or services rendered by registered taxable supplier on 10th of the next month.&quot;</td>
</tr>
<tr>
<td>GSTR Form 2</td>
<td>To file inward supplies of taxable goods or services claiming input tax credit by registered taxable supplier on 15th of the next month.</td>
</tr>
<tr>
<td>GSTR Form 3</td>
<td>To file inward and outward supplies with the amount of tax on 20th of next month.</td>
</tr>
<tr>
<td>GSTR Form 4</td>
<td>To file quarterly return for compounding taxable person on 18th of the month following quarter.</td>
</tr>
<tr>
<td>GSTR Form 5</td>
<td>To file return of NRI on 20th of the next month.</td>
</tr>
<tr>
<td>GSTR Form 6</td>
<td>To file return for input service distributor on 13th of the next month.</td>
</tr>
<tr>
<td>GSTR Form 7</td>
<td>To file return for authorities deducting tax at source on 10th of next month.</td>
</tr>
<tr>
<td>GSTR Form 8</td>
<td>To file details of supplies through e-commerce and amount of tax collected by e-commerce operator on 10th of next month.</td>
</tr>
<tr>
<td>GSTR Form 9</td>
<td>To file annual return by taxable person on 31st December.</td>
</tr>
<tr>
<td>GSTR Form 10</td>
<td>To file final return of whose registration is cancelled within 3 months.</td>
</tr>
<tr>
<td>GSTR Form 11</td>
<td>To file details of inward supplies by a person having UIN and claiming refund on 28th of the month.</td>
</tr>
</tbody>
</table>

GST in India vs. Other Countries:

A total number of 165 countries have implemented the GST and all among the countries opted GST, India rates with 18% is the highest.

<table>
<thead>
<tr>
<th></th>
<th>India</th>
<th>New Zealand</th>
<th>Canada</th>
<th>Singapore</th>
<th>Australia</th>
<th>Malaysia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standard rate</td>
<td>18%</td>
<td>10%</td>
<td>5%</td>
<td>3%</td>
<td>10%</td>
<td>6%</td>
</tr>
<tr>
<td>Slabs</td>
<td>0%, 5%, 12%, 18% and 28%</td>
<td>10%, 12.5% and 15%</td>
<td>HST varies from 0 to 15%</td>
<td>3.1%, 2.3%, 7%</td>
<td>10%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Source: ZeeBiz, Pooja Jaiswar, May 29 2017

Advantages and Disadvantages of GST:

GST (Goods and Services Tax) amalgamates Central and States taxes ("State tax, Central sales tax, Purchase tax, Luxury tax, Entry tax, Entertainment tax, Taxes on advertisements, taxes on lotteries, betting and gambling") It mitigates double taxation and makes Indian products more competitive.

**Advantages:**

1. Simplified the current indirect system.
2. Removes economic distortion - Levied only at final destination of consumption based on VAT.
4. Proposed and expected to reduce tax burden on production companies.
5. Will include all the type of organized and unorganized business entities into tax range.
6. Tax differences in states will be eliminated.
7. May boost the foreign direct investments
8. Will generate more employment
9. Will minimise the chances of meeting the taxpayers with tax officials.
10. Grant of refund within 60 days.
11. Anti-profiteering provisions for consumer rights also added.
12. Auto populated monthly and yearly returns.
14. Will help in reducing the corruption by open tax policies and regime.
15. Overall tax is reduced.

Disadvantages:

1. Dual tax will improve more control of businesses as both central and state level. So compliances will be more.
2. Online connectivity with GST network, for small business network setup would be costly.
3. Service sector taxes improved which will affect the growth.
4. GSTN may not be optimally worked for some times.

CONCLUSION

GST is comprehensively good for the economic development of the nation in the tax system of the nation. GST combines and applied on all the possible types of the goods and services that will result into more revenue for the government and will boost the infrastructural development as well. It made easy to understand the complicated tax system into very convenient and easy tax system to common citizen and will result into more involvement of the citizen. It also breaks the barriers of state and central taxes for smooth functioning of the businesses and will also minimize the exemptions. Overall implementation of GST is good and fruitful without worrying about higher tax rates on some of the good and services.

REFERENCES

1. The VAT in Developing and Transitional Countries role of International Monetary Fund ('IMF') in spreading VAT to developing countries.

WORK POWER DYNAMICS WITHIN MARITAL RELATIONSHIP
(With reference to domestic violence against women)

Minakshi Kar*

INTRODUCTION

In intimate relationship, work power dynamics play a rigorous role which many a times become the incidence of domestic violence. The prevalence of hostility within a shared household are likely to be shaped not alone by women's employment, but it also takes shape by their husband's employment status (Benson, Fox, DeMaris, & Van Wyk, 2003, Macmillan & Gartner, 1999). In India, a husband's ability to fulfill economic need of the family is intimately linked to the notion of masculinity as well as personal and family honor. Marital relationships have surely undergone a transformation as more and more women taking up work, outside their homes. Often, the increasing assertiveness of women as a result of economic independence is seen as a challenge to the pride of their male companions. Society is yet to reach a level of acceptability for the working status of women. With this social equality is to see that recipient receives equal work benefit irrespective of gender.

Advocators of battered women feared that abusive men would raise violence because of independence brought to women by employment. In contradiction, lack of economic liberty underpins women's vulnerability to violence and thus it become difficult for her to rescue her selves from the violent relationship. The link between violence and economic resources are circular in nature. One hand the threat and fear of violence compel women from seeking employment, or even force her to keep low paid home based exploitative labour and on the other hand without economic independence women have no power to escape from abusive relationship. The reverse of this argument is also true in certain conditions that is, women's increasing economic activity and independence is viewed as a threat which leads to increase, male violence. This is particularly true when the male partner is unemployed and feels his power undermined in the household (unicef 2000).

Thus it is very obvious that 'work power dynamics' have impact on the incidence of domestic violence subsequently a study was undertaken in rural & urban area of Indore district. Another major purpose of the study was context sensitivity as Indore district is transforming as commercial capital of Madhya Pradesh and thus with the changing trend it was to examine the power of dynamics of work on shared

*Asst. Prof. ISSW, Indore Email : minakshi2008_kar@yahoo.co.in
household violence. Indore the "Sabbe Malwa" with high cultural heritage, pleasant climatic condition, tasteful food corners, abundant readymade market, and full of joyfulness is very popular in its own. But question arise is this joyfulness really matters in respect to women's prospective. In the near past the city had topped the crime record in the country for the second consecutive year followed by Bhopal. The study not only characterized socio-psychological perspective of 504 women victims of domestic violence who have registered themselves in any state institutions to seek legal & preventive services against violence but also to identify relevant dimensions of culture which had consequences on partner's employment creating violence within shared household. Further study viewed to examine the association between the status of occupation of spouse and the extent of domestic violence. Following are few glimpses of work power dynamics within shared households:

Table 1: Nature of Work distribution of Women Victim & Husband

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Type of Work</th>
<th>Women Victim</th>
<th>Husband</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Small Enterprise</td>
<td>16 (3.2)</td>
<td>117 (23.2)</td>
</tr>
<tr>
<td>2</td>
<td>Service</td>
<td>107 (21.2)</td>
<td>192 (38.1)</td>
</tr>
<tr>
<td>3</td>
<td>Professional</td>
<td>10 (2.0)</td>
<td>6 (1.2)</td>
</tr>
<tr>
<td>4</td>
<td>Unemployed</td>
<td>241 (47.8)</td>
<td>41 (8.1)</td>
</tr>
<tr>
<td>5</td>
<td>Seasonal Work</td>
<td>130 (25.8)</td>
<td>146 (29)</td>
</tr>
<tr>
<td>6</td>
<td>Died</td>
<td>-</td>
<td>2 (0.4)</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>504 (100)</td>
<td>504 (100)</td>
</tr>
</tbody>
</table>

In table 1, persons involved in the particular category of the 'Nature of Work' have a major similarity which could reflect the thought process of the particular group regarding violence within shared households. The study finds that the prominent category of women who are severely imposed to shared household violence are 47.8 per cent women victim who have no commercial job and if though they have any sorts, as in the cases of next majority of 25.8 per cent then it is of low cadre in general and seasonal work in specific. Further in comparison to nature of work of women victims, majority of 'Husband's' who are involve in abusing their wives are considerable in higher strata of jobs with 38.1 per cent in Service and 23.2 per cent having their own Small Enterprises. Consequently this concludes that as Madhya Pradesh is one of the biggest backward states of India in contrast Indore is the fastest commercial city of the state by means of its speedy growth in several developmental measures, yet found to be in the transitional phase only. The tendency
well reflected in the nature of work undertaken by women victims within their shared household. Since at one end majority i.e. quarter of victims are seasonal/marginal workers (sign of women underdevelopment) bearing the pain of multi exploitation in their work as well as in the household culture because of their poor status, and that too also adds on the intensity of violence on them. On the other end women with the professionally sound (sign of women development) also stands in the same lineup of hostility. This reveals that women's employment status has no bearing on the violence imposed to them the fact only finds that dynamics of aggression varies with the dynamic situations, as it traces one or other ground to erupt hostility and thus confirms the conclusion of other feminist studies.

**Table 2 : Monthly Income distribution of Women Victim, Husband & Family**

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Income in Rs.</th>
<th>Women Victim</th>
<th>Husband</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Less than Rs. 3000/-</td>
<td>131</td>
<td>58</td>
<td>17</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(26)</td>
<td>(11.5)</td>
<td>(3.4)</td>
</tr>
<tr>
<td>2</td>
<td>Rs.3000/- to Rs.10,000/-</td>
<td>87</td>
<td>191</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(17.3)</td>
<td>(37.9)</td>
<td>(19.8)</td>
</tr>
<tr>
<td>3</td>
<td>Rs.10,000/- to Rs 25,000/-</td>
<td>35</td>
<td>109</td>
<td>165</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(6.9)</td>
<td>(21.6)</td>
<td>(32.7)</td>
</tr>
<tr>
<td>4</td>
<td>Rs.25000/- to Rs. 50000/-</td>
<td>10</td>
<td>67</td>
<td>132</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(2)</td>
<td>(13.3)</td>
<td>(26.2)</td>
</tr>
<tr>
<td>5</td>
<td>Rs. 50000/- to Rs.1,00000</td>
<td>-</td>
<td>18</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(3.6)</td>
<td>(8.5)</td>
</tr>
<tr>
<td>6</td>
<td>Rs.1,00000/- &amp; above</td>
<td>-</td>
<td>-</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(2.8)</td>
</tr>
<tr>
<td>7</td>
<td>Don't Know</td>
<td>-</td>
<td>18</td>
<td>31</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(3.6)</td>
<td>(6.2)</td>
</tr>
<tr>
<td>8</td>
<td>Not Applicable</td>
<td>241</td>
<td>43</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(47.8)</td>
<td>(8.5)</td>
<td>(0.4)</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td>504</td>
<td>504</td>
<td>504</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(100)</td>
<td>(100)</td>
<td>(100)</td>
</tr>
</tbody>
</table>

The table 2 is monthly income distribution of women victim, husband & family as it supplements and compliments the nature of work. The Monthly Income finds
that the district is still in its conventional phase. Since large percentage of women are still poorly employed thus paid within Rs. 3,000/- per month that too not very regularly. On comparing with the husband's income it reveals that majorly of them are drawing in between Rs. 3,000/- to 10,000/- per month. Although a big number of families of women victims even earns up to Rs.25,000/- per month in the district. Majority of these families are having 6-10 members in which good numbers are having maximum 2-6 earning members. The fact reveals that the total monthly income of the family of women victims becomes not sufficient to fetch the needs of the family folks as per the growing modern and developmental mentality of the people of the district.

Table: 3: Cause of Violence with respect to Place and Nature of Work of Women Victim

<table>
<thead>
<tr>
<th>Place Work</th>
<th>Cause of Violence as Perceived by Victim</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Power &amp; Authority Conflict</td>
<td>Ego Conflict</td>
</tr>
<tr>
<td>Rural</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Service</td>
<td>9.5%</td>
<td>23.8%</td>
</tr>
<tr>
<td>Home Maker</td>
<td>23</td>
<td>16</td>
</tr>
<tr>
<td>Unemployment</td>
<td>28.4%</td>
<td>19.8%</td>
</tr>
<tr>
<td>Seasonal Work</td>
<td>19</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>33.3%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Total</td>
<td>44</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>27.7%</td>
<td>17.6%</td>
</tr>
<tr>
<td>Urban</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Small Enterprises</td>
<td>15.4%</td>
<td>23.1%</td>
</tr>
<tr>
<td>Services</td>
<td>23</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>26.7%</td>
<td>16.3%</td>
</tr>
<tr>
<td>Home Maker (Unemployment)</td>
<td>51</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>31.9%</td>
<td>11.3%</td>
</tr>
<tr>
<td>Seasonal Work</td>
<td>15</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>20.5%</td>
<td>5.5%</td>
</tr>
<tr>
<td>Total</td>
<td>93</td>
<td>42</td>
</tr>
<tr>
<td></td>
<td>27.0%</td>
<td>12.2%</td>
</tr>
</tbody>
</table>

The table 3 is showing the causes of domestic violence that erupted due to the work dynamics of women victims. On considering the rural sector it was found that 50.9 per cent women victims are Home Maker and not involved in any kind of direct income based livelihood activities, amongst 42 per cent finds the prominent cause of violence faced by them are Conflict over Marital Code & Conduct and another
28.4 per cent finds Power & Authority Conflict. In urban area about 15.4 per cent women have said that difference in Power and Authority came in way to cause domestic violence which is faced by them. The study finds an association between 'Nature of Work of Women Victim' and 'Cause of Domestic Violence' in urban area. The strength of relationship between the variables thus finds that the Cramer’s V value is 0.130 this reveals that it has Low to Moderate (linear) relationship.

### Table 4: Distribution of Nature of Work and Type of Violence with respect to Place

<table>
<thead>
<tr>
<th>Place</th>
<th>Nature of Work</th>
<th>Type of Case</th>
<th>Physical Violence</th>
<th>Psychological Violence</th>
<th>Other Violence</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural</td>
<td>Small Enterprises &amp; Professional Work.</td>
<td>WV</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td></td>
<td>H</td>
<td>10 (45.5)</td>
<td>9 (40.9)</td>
<td>3 (13.6)</td>
<td>22 (100)</td>
</tr>
<tr>
<td></td>
<td>Service.</td>
<td>WV</td>
<td>6 (28.6)</td>
<td>13 (61.9)</td>
<td>2 (9.5)</td>
<td>21 (100)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>H</td>
<td>32 (59.3)</td>
<td>20 (37)</td>
<td>2 (3.7)</td>
<td>54 (100)</td>
</tr>
<tr>
<td></td>
<td>Seasonal Work/ Unemployment.</td>
<td>WV</td>
<td>82 (59.4)</td>
<td>39 (28.3)</td>
<td>17 (12.3)</td>
<td>138 (100)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>H</td>
<td>46 (55.4)</td>
<td>23 (27.7)</td>
<td>14 (16.9)</td>
<td>83 (100)</td>
</tr>
<tr>
<td>Total (Victims &amp; Husbands)</td>
<td>88 (55.3)</td>
<td>52 (32.7)</td>
<td>19 (11.9)</td>
<td>159 (100)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td>Small Enterprises &amp; Professional Work.</td>
<td>WV</td>
<td>17 (65.4)</td>
<td>6 (23.1)</td>
<td>3 (11.5)</td>
<td>26 (100)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>H</td>
<td>51 (50.5)</td>
<td>29 (28.7)</td>
<td>21 (20.8)</td>
<td>101 (100)</td>
</tr>
<tr>
<td></td>
<td>Service.</td>
<td>WV</td>
<td>23 (26.7)</td>
<td>46 (53.5)</td>
<td>17 (19.8)</td>
<td>86 (100)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>H</td>
<td>57 (40.7)</td>
<td>63 (45)</td>
<td>20 (14.3)</td>
<td>140 (100)</td>
</tr>
<tr>
<td></td>
<td>Seasonal Work/ Unemployment.</td>
<td>WV</td>
<td>130 (55.8)</td>
<td>70 (30)</td>
<td>33 (14.2)</td>
<td>233 (100)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>H</td>
<td>62 (59.6)</td>
<td>30 (28.8)</td>
<td>12 (11.5)</td>
<td>104 (100)</td>
</tr>
<tr>
<td>Total (Victims &amp; Husbands)</td>
<td>170 (49.3)</td>
<td>122 (35.4)</td>
<td>53 (15.4)</td>
<td>345 (100)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

WV: Wives, H: Husbands

The table 4 is presenting the impact of work power dynamics within shared households which appeared in varied types of violence. The study conducted at Indore district finds that types of violence against women is associated with work power dynamics i.e. employment status of individuals. Here at Indore the rural women at home
without gainful employment suffer more from physical violence than their counterpart at service. The urban picture fall in a difference with rural condition as the women professional/entrepreneurs suffers more from physical violence than their counterpart in service. Here in the urban condition the reason is because both the professionals and entrepreneurs needs to spend more time in their job instead of time spend in household chores and the typical cultural mental setup do not allow families to except the pattern that in due course of time erupt violence against women within the shard house hold, whereas the reason in rural Indore is simply because of lack of economic empowerment. The researcher also concludes that there is an association between the two variables: Nature of Work of women victims & Types of Violence with respect to urban & rural area.

One more important dimension of work power dynamics within shared household violence is Reason of irregular employment of husbands' & Types of Domestic Violence. The study concluded that the irregularity of husband's employment is basically caused due to personal vices or for dependency on wife's or parents' income that causes majorly physical violence or sexual/economic violence miserably with high magnitude. The person suffering from personal limitation finds hard to sustain the employment and thereafter about three forth husbands abuses their wives psychologically. Thus it could be said that the major reason of irregularity of employment of husbands' are preventive in nature. Since calculated value of Pearson \( \chi^2 \) is 38.61 is more than the table value of \( \chi^2 \) (12.59) at 0.05 level of significance for 6 degree of freedom and hence the null hypothesis (H0 = No difference among Reasons of irregular employment of husbands' & Types of Domestic Violence) is rejected. The research therefore concludes that there is an association between the two variables.

RECOMMENDATION

To come out of the vicious circle of violence within shared household, the department of Industries, Labour welfare, Human resource, Law, Poly-techniques, I.T.I., etc. should develop rigorous extension services to provide better work opportunity to women that could help in developing the better economic status. Along with it the family in need of employment could be assisted as per their present qualification and skills is concern.

The monthly income studied reveals that the district is still in its conventional look out as large percentage of women are still poorly paid that too not very regularly. On other hand taking the account of husbands' and family's income it reveals that majorly needs small investment counseling that could multiply their money. Majority of these families are having 6-10 members in the family and good number of families
having maximum of 2-6 earning members. This could be considered as an advantage for better human plan within the family. The NGOs could take up innovative projects regarding the occupational rehabilitation of vulnerable families within the equal remuneration act provisions. Their expenditure provisions & investment scope could be guided & monitored for a period of time. Insurance agencies could cater up trainings in this regards for slum youths, women self help group members, CBOs etc.

The study reveals that women victims of domestic violence bear the pain of husband's irregularity towards employment, for that reasons their husband's are more responsible. The magnitude of the data set is such that if it rectified with efficient planning and efforts of multidisciplinary experts the condition could be controlled up to certain limit. If ever it is left at its own then in near future it might get linked to the more serious tribulations that would worsen the harmony of society all together. For the clause the employment bureau, employment guaranty programmes, self employment provisions, wage employment opportunities, livelihood development measures, entrepreneurship, self help federations and etc. are to be sensitize towards the issues of women facing the domestic violence and build up appropriate career counseling measures for the same.

The broad conclusion drawn regarding the occupational trends of husbands of women victim's that in the rural Indore, employment opportunity is still a big challenge to approximately half of the males even in or after their 40es also, that’s why due to the feeling hopelessness they take up the way of violence on their wives. Many of the employment generating schemes are recently launched that too have not yet taken up the proper pace to meet the annoyance of poverty stricken domestic violence. The urban origin of Indore is in need of right gender role orientation for males. The women self help groups could be the effective instrument which could meet the problem of the same. The local community level distillery shops could be uprooted by the groups and the licensed shops could be under regular monitoring and supervision by these community based organizations.

CONCLUSION

This study identified a range of factors that caused the types of domestic violence existing in different sector of community. The key issues are related to lack of awareness regarding the domestic violence and identifies common theme that go beyond the two categories i.e. men's tendency to be dominant and controlling over women, which creates a lot of friction within shared households that leads to violent outbursts over petty matters. The study provided a wealth of information about what contributed to their domestic violence, their experiences and perceptions
regarding the difficulties in preventing and reducing this scandal. Therefore, it is important to employ multiple strategies to reach women to organize more & more. This study has to be seen as a first step to assist in preventing and reducing the harm caused by domestic violence among peoples from diverse culture.

REFERENCE


3. Peace at Work (2005), Domestic violence and employment wheel,


PANCHAYTI RAJ INSTITUTION AND SCHEDULED CASTES:
A CRITICAL EVALUATION

Ashvini K. Singh*
Sunil Kumar**

"A representative government is better than an efficient government...It is your claim to equality, which hurts them. They want to maintain the status quo. If you continue to accept your lowly status ungrudgingly; continue to remain dirty, filthy, backward, ignorant, poor and disunited; they will allow you to live in peace. The moment you start to raise your level, the conflict starts... Those arguing against reservation must understand that 50 years of affirmative action is nothing as compared to 3000 years of subjugation. Those crying foul over merit know very well that there is not enough fruit in the garden hence those who are already in want to keep out those who are already out. Those responsible for implementing the policy of Reservation must undoubtedly understand that 'Reservation is neither a policy matter, a political gimmick, nor a matter of Charity'. It is a constitutional obligation."

- Dr. Bhim Rao Ambedkar

INTRODUCTION

India is huge nation with many states having second largest population, most sovereign countries in the world. To democratically govern a country of this size requires several tiers of government. Even though decentralization has been an issue of concern in India for over a century, until recently there were generally only two federated tiers of government center and state. During pre-independence, all efforts were towards administrative decentralization only (Alagh, 1990). The scheme of Panchayati Raj was an effort to provide for an integrated system of local government in the rural areas, with functions of development necessitated by the governmental functions. Planning and development became the prerequisite of the rearrangement of its structure and function (Jha, 1972). Panchayati Raj aimed at, first, providing a broad base to democracy by striving to achieve the cherished ideal of village self-government; second, affording the much needed training ground for future leadership, third, creating an awareness and initiative in the rural people about the community development programme; fourth, proper utilization of the available manpower and other natural resources which have

*Assistant Professor, Deptt. of Social Work, Jamia Millia Islamia (A Central university), New Delhi
**Research Scholar, Deptt. of Social Work, Jamia Millia Islamia (A Central university), New Delhi
mostly remained underexploited and unutilized; fifth, developing a sense of community feeling and self-reliance in the villages; sixth, helping the weaker sections of the community to participate in the management of rural affairs; seventh, bringing rural consciousness among the officials and impressing upon them the utility of a coordinated and interrelated approach to various development programmes; eighth, ensuring quicker acceptance of the new ideas in the countryside; ninth, planning an overall balanced development of the rural areas and thereby raising the standards of living of the rural people (Sharma, 1978: 354-55). The debates in the Constituent Assembly on Panchayati Raj were more fundamentally grounded. There were two differing viewpoints that of Gandhi and of Ambedkar. The fundamental difference in philosophies of these two thinkers was on parliamentary democracy - Ambedkar believed the unit of development should be the individual while Gandhi believed the unit of development should be the village.

A compromise was forged and in 1948, PRIs found place in the non-justifiable part of the Constitution: The State shall take steps to organize village Panchayats and endow them with such powers and authority as may be necessary to enable them to function as units of self-government (World Bank, 2000). Recognizing the importance of democratic institutions at the grass-roots level, the Indian Constitution laid down in Article 40 of Part IV of the Directive Principles of State Policy that the state would take steps to organize village Panchayats and endow them with such powers and authority as might be necessary to enable them to function as units of self-government.

The Panchayati Raj institutions became a state subject under the Constitution. The Balwant Rai Mehta Committee was appointed in 1957 to study the Community Development and National Extension Service programmes, especially from the point of view of assessing the extent of popular participation, and to recommend the creation of institutions through which such participation could be achieved. The Committee recommended the constitution of statutory elected local bodies with the necessary resources, power and authority devolved to them and a decentralized administrative system working under their control (Alagh, 1990). Local government cannot be regarded just "as a machine to be operated by technicians."

It is something that has got to be learnt and the process of learning is not a swift one, it is a difficult technique, a difficult art." The policy of the democratic decentralization can succeed only when all actors in the drama play their part, seriously and cautiously. All this requires an extensive programme of education for all those connected with this complicated and lengthy process of social and economic advance (Sharma, 1978: 364). The institutionalization of a nationally
The conceived concept of democratic decentralization, popularly known as Panchayati Raj, is the second most significant administrative innovation, the first being the Community Development (CD) programme, initiated primarily to accelerate the pace of rural development efforts in post-independent India. Panchayati Raj arose out of the need to induce public cooperation in the formulation and execution of the rural development programme which the externally sponsored CD programme, launched on the 2 October 1952, could not achieve in fair measure. To evoke local interest and generate initiative in the field of rural development, the Mehta Study Team stressed the need of creating three-tiered representative and democratic institutions viz., Panchayat at the village level, Panchayat Samiti at the block level, and Zila Parishad at the district level.

Thus emerged Panchayati Raj as a scheme of decentralization inasmuch as it passes on to these bodies planning and developmental activities and stresses the need of further devolution and dispersal of powers and responsibilities in future. It is a scheme of democratization because it creates representative institutions of the people at the village, for political education to the people (Rai and Prasad, 1973). The rising expectations and government's emotional commitment to democratic values have made the public bureaucracy confront a formidable task to promote economic development through autonomous institutions with the support of people's elected representatives. The constitutional, politico-administrative and socio-economic parameters of India's path to nation-building and planned development can be very much facilitated it and when effective participation of the masses is assured. The pattern of decentralization involves both the delegation and devolution or transfer of political and administrative powers (Sharma 1978). The passage of the 73rd and 74th constitutional amendments in 1994 has been hailed as a landmark in the evolution of local governments in India.

The amendments provided rural and urban local governments with a constitutional status that they had previously lacked and reinforced this status by mandating regular elections to locally elected bodies. Further, the amendments mandated reservations of positions in these local bodies for women and for individuals from two traditionally disadvantaged (and constitutionally recognized) groups: Dalits (Scheduled Castes, i.e., castes at the bottom of, or more accurately, excluded from, the traditional Hindu caste hierarchy) and Adivasis (Scheduled Tribes, i.e., the indigenous populations of the Indian subcontinent). Beyond this, the amendments called on—but did not explicitly require—individual states, the highest tier of sub-national government within India's federal setup, to enact legislation to devolve powers and resources to local bodies so as to enable the latter to function as institutions of self-government to play a central role in the provision of public services, the creation and maintenance of
local public goods, and the planning and implementation of developmental activities and programs to alleviate poverty and promote distributive equity (Chaudhuri, 2003).

It is a matter of great concern that after the enactment of the 73rd and 74th constitutional amendments, their implementation is slow and uneven in the states. There are several aspects on which reforms have been tardy and sporadic, or have hit serious roadblocks, primarily because of the reluctance of various stakeholders to push them through. The task of empowering local governments and getting them to function well is a constantly evolving one. Periodic introspection is necessary and strategies need to be evaluated, reviewed and transformed while new ideas need to be debated (Tiwari, 2011). The Panchayats would not like SCs and women to come out publicly and to take part in political meetings since it would go against the dignity of upper class people. Similarly, the village elders may harass women Panchayat members if they raise their voices against social evils such as child marriage, widow marriage etc. (Mohanty, 1995).

PRI AND SCHEDULED CASTES

The Panchayat Raj Act envisaged the Gram Sabha to be the key to self-governance, the space for direct democracy to manifest, to discuss, criticise, approve or reject the proposals of the Gram Panchayat as well as assessing its performance (Bijoy, 2012). The 73rd Constitution Amendment's importance is that it aimed at achieving grassroots democracy guaranteeing adequate representation to the marginalized groups like the scheduled castes, the scheduled tribes and women. However, the 73rd amendment was not automatically applicable to the scheduled areas (geographical area where the Adivasis are concentrated) because of their unique characteristics and special needs. An amendment act was subsequently enacted in December 1996 titled, The Provisions of the Panchayat (Extension to the Scheduled areas) Act, 1996. The scheduled areas and the tribal areas are specified in accordance with the provisions in article 244 and Vth and VIth schedules of the Indian Constitution.

The Extension Act is one of the potent legislative measures of recent times, which recognizes the tribal people's mode of living, aspirations, their culture and traditions. It should be noted that empowering Dalits and marginalised groups through ensuring their participation in the decentralized mechanism was one of the stated objectives of the central act. However, the ground reality reflects some negative trends too. It was observed that high caste resorted to various measures to dilute or sabotage the attempts to empower marginalised groups especially Scheduled Castes. There are instances where high caste groups challenge the reservation for scheduled caste in the court of law, and when this attempt fails they announce a boycott.
of elections. There are also numerous cases of violence against SCs to prevent them from contesting elections or to influence them to favour other interest groups. If these efforts also fail and elections do take place, they look for candidates who can be coaxed to carry out the whims and fancies of the dominant castes. On the other hand, if somebody out of favor of the dominant caste manages to get elected, they do not cooperate with the person concerned. Even after coming to positions of power, SCs elected representatives are restricted in effective exercise of their leadership (Mathew, 2003). SCs are attempting to improve their position in Panchayats. Started contesting elections in reserved seats independently without support of upper castes.

THE CHALLENGE AND THE WAY FORWARD

Gram Sabha is one of the integral and central features of the 73rd Amendment and it is also seen as a means to ensure direct democracy in rural areas. While the hopes raised through the amendment are high, the real picture at the grassroots level is different and mixed. While to a large extent, citizens' participation in the Gram Sabha is not satisfactory, the outcomes are impressive where they have participated. PRIs operate in a complex social environment. Caste, class and gender hierarchies have a crucial bearing on institutional processes and democratic practices. Participation in the Gram Sabha is affected by the apathy of the villagers. This indifference has its roots in the long historical background of non-participation in governance, entrenched with caste, class and gender hierarchies, which are quite un-participatory, to say the least.

The political culture promoted since independence has also been one of patronage and it has certainly not encouraged the participation of people in institutional processes. Where the Gram Sabha did take place, the issues discussed were important and participation was genuine. Gram Sabha has been described as the institution for direct democracy, for participation of the local community in decisions on their concerns, programmes and projects, fixing priorities, selecting beneficiaries, receiving annual reports and accounts, approving the coming year's programmes, conducting social audit, etc. But the enthusiasm of scholars and policymakers has not caught the imagination of the local citizens and the extent of participation has remained a matter of concern. Measures suggested and sometimes even implemented e.g., smaller size of Gram Sabha, holding meetings in the ward/village as Palli Sabha, Ward Sabha, appointing nodal officers to ensure that Gram Sabha meetings are conducted on the days/dates every quarter or six months fixed in different states and even changed.
While participation has been described in the Indian context, not only as a means to an end but also an end in itself, the results are not seen in increasing this participation. It remains a centrally provided, centrally driven exercise even after 20 years. Where some civil society efforts have been made for mobilization, the impact has not been sustained after the mobilization phase (Buch, 2012). Decisions are being taken by the village head without the consultation of members of Panchayat. On the name of development, only appeasement is taking place. In whichever family they are having good number of votes they are getting lots of benefits by the village heads. Otherwise at the time of election few things have been distributed among poor people like, Nal-koop, cement pipes, money etc. As challenges are concerned with PRI it is countless and cannot be control unless proper supervision is not going to done at block and district level. On the name of reservation for SCs/STs and women it is only symbolic in nature and reality is far from it.

DISCUSSION

Belief of a common man is fading day to day in democracy, the way it is functioning in our country. It is not of choosing representatives only but to believing in the system the way it works. It has disappointed people at grass root level to metropolitan cities and even in capital of states and country too. Now it is of people only but not by the people and for the people at all. The architect of this nation would never thought of like it that time will come, when every public institutions will lose their credibility in the eyes of people. Scheduled castes are most backward people in the country. Since immemorial times they have been oppressed and exploited. This section of society is weak in every sphere of their lives like, political, economic, social and psychological. Whether the 73rd Amendment would be able to bring about a significant change in the existing situation leading to political empowerment of SCs are still an open question. The 73rd (Constitution Amendment) Act, 1992 provides the basis for the deepening of democracy at the grass roots level and for bringing into realization the dream of gram Swaraj of the founding fathers of our nation.

The Panchayats are the pillars of our national democracy of which the dome is the national parliament. Reservation for SCs in the Panchayati Raj would make a difference if careful attention will be given by the government. Much more can be gained, especially in the short term, if the policy of reservations is accompanied by other proactive measures. Though provisions are there to give representation to scheduled castes, but at grass root level only at some extent faces are changing. It is found through various authors' point of views and researcher's own experiences says that now a days PRI has become a source of income and a matter of prestige.
than true representative of Gram Sabha. Money given to Panchayats are not fully utilized in favour of any section of villagers. Scheduled Castes failed to have true representation in Panchayats, they merely works as puppet of rich people in village Panchayats. In case of providing benefits of different programmes by Panchayats, lots of discrimination takes place with scheduled castes. They have been given least priority in row of providing any benefits to them.

It is author's firm belief that there is various programme and schemes which can change the state of poor especially SCs in villages, if it is implemented with full devotion. Public distribution system is there to cater the need of poor (especially SCs) providing rice, wheat, sugar and kerosene. Grains are being provided at cheapest price to poor through Anntodya Yojna. But due to unavailability of BPL Ration Cards to needy people, they never able to get the benefits of these programmes. It is the laggard of PRI system only which fails to do justice with SCs. As alike MGNREGA, old age pension, widow pension, stalling hand pumps, electricity poles to SCs localities, toilet construction and Indira Awas Yojna etc. these are the programmes which have potential to change the condition of SCs in villages. Though PRI, headed by Scheduled Castes even in decision making their roles are less.

The dream which was seen by the Father of Nation get ruined due to inefficiency of PRI. Since 68 years of independence the first tier of democracy failed to bring the SCs in mainstream. PRI still into the grip of rich people who has no concerns with poor (especially SCs). District administration and local authorities are reluctant to interfere into the functioning of PRI. In some of the state, PRI functioning are proper, and positive impact can be seen in those villages. Gradually representation of SCs are increasing in PRI and participation in decision making also.

PRI is the basic unit of democracy which could not perform till now as per the expectation of country. According to Ministry of Rural Development, Rural Development implies both the economic betterment of people as well as greater social transformation. In order to provide the rural people with better prospects for economic development, increased participation of people in the rural development programmes, decentralization of planning, better enforcement of land reforms and greater access to credit are envisaged, which is quite possible with the help of strong Panchayti Raj Institution in our country.

REFERENCES
6. Craig Johnson, (2003) "Decentralisation in India: Poverty, Politics and Panchayati Raj" Department of Political Science University of Guelph, Ontario, Overseas Development Institute Westminster Bridge Road, London
13. Planningcommission.nic.in/reports/sereport/ser/stdy_empsc.pdf?

19. Sachchidananda, "Empowerment of elected SC members Through PRIS in Bihar", Sulabh institute of development studies, New patliputra colony, Delhi


24. Vivek Kumar, (2002), Dalit Leadership in India, Delhi, Kalpaz Publications,


GANDHI'S EXPERIMENTS IN CHAMPARAN AND
HIS EMERGENCE AS NATIONAL LEADER IN INDIAN
FREEDOM STRUGGLE

Jitendra K Verma*
Vijay Kumar Mishra**

Gandhi was a well known social thinker, reformer and pioneer of strategy of non-violence for the political achievement. He was very much influenced his religious family background and many others foundational writings of theologians and philosopher. He completed his primary education in India and went to England to study law after. There, he interacted with Christianity and teachings of Jesus. But he followed his vows which he took in front of his mother. He refused to take non-vegetarian food and drinks. After coming from England, he started his practice of Barrister but did not get much success.

Gandhi got a call from Dada Abdulla an Indian Merchandiser in South Africa. He called Gandhi to advocate a case with Seth Tayebji. When Gandhi was going to Pretoria to meet to Seth Tayebji then he faced racial discrimination on account of his skin colour, which was common on those days. Gandhi decided to struggle with those discrimination and he started to mobilize the people. He started struggle against racial discrimination but later he struggled for all type of discrimination which was happening to Indians. Gandhi fought for indentured labours, against Black Act, Tax of 3 pound and Marriage Act etc. He mobilized Indians and struggled with a new and non-violent weapon called Satyagraha. Satyagraha was a new and powerful weapon which can only use by brave man and people who can sacrifice their ownself-interest. Gandhi formed Phoenix and Tolstoy Ashram in South Africa to practice commune, self-dependency and for the teaching purpose. To teach and mobilize Indians, Gandhi used to publish Indian Opinion weekly. He got success in his all practices and through his non-violent struggle, Indians got their right.

Gandhi came to India on 9th January 1915 with big success story. And as per advised by Gokhale, who known as his political guru, he started visit to different parts of India by third class compartment of train and observing the reality of India. In this period he observed the current scenario of Indian Politics. During that period he mobilized indentured labour at Lahore. In 1915 he established a Satyagraha Ashram in Kocharab on 25th May 1915. Later it was shifted on 17th June 1917 at a

*Assistant Professor, Department of Social Work, JVBI, Ladanun
**Research Scholar, Department of Gandhian Thought and Peace Studies, Central University of Gujrat, Ahemdabad, Gujrat.
beautiful site near bank of Sabarmati River because of the Plague disease. It named Sabarmati Ashram. Here Gandhi started some experiment living the farmer life, animal husbandry, cow breeding, Khadi and related constructive activities. He used to do all practices by self with his Ashram colleague. Gandhi started such kind of ideal practices which he delivered in his speech at Banaras Hindu University. Many people influenced by that speech. Vinoba Bhave was one of them. He came to Sabarmati to meet Gandhi there he saw Gandhi's simplicity and got influence and inspiration to serve the India.

GANDHI'S PRACTICE IN CHAMPARAN

Gandhi came to Champaran in 1917 on the request of Rajkumar Shukla. Who had met him in Lucknow Congress meeting on December 1916? Champaran was a part of Bihar Province. After meetings, Rajkumar Shukla told to Gandhi about the problems of Champaran regarding peasant. But Gandhi wanted to see it for himself. When Gandhi went to Champaran then he realized the problems of peasant. The problem was there that the peasants were suffering on account of tinkathiya rule. According to tinkathiya rule, peasants had to cultivate indigo plants in three kattha out of every bigha. Gandhi saw that farmers were afraid of their landlords and Government servant. So he thought of making them fearless. So, requested to some lawyers for their advocacy. Gandhi met collector with landlords and there officers but collector asked him to live Tirhut. However, Gandhi refused it. Then Gandhi was summoned to the court. This news spread everywhere like wildfire. Then a large number of farmers came to the court to see the Gandhi. So, magistrate gets back summon. Now peasants became fearless. There Gandhi felt face to face with Ahimsa. This was Gandhi's first movement in India for peasants.

Now Gandhi went to visit to different villages. He saw the actual condition of Bihar. He found dirt at in villages, dirt on roads and dirt at every place, and untouchability. They had lost the capacity for organized work. Therefore, he thought their mode of living required a change. As per his experience, he thought that work of permanent nature was not possible without proper village education. So Gandhi decided to open primary school in six villages. He gave one condition to villagers that they should provide boarding and lodging for the teachers and his colleagues would see after to the other expense. They were Brajkishore Babu, Rajendra Babu, Shambhu Babu, Anurag Babu and Dharni Babu. They were from Bihari Sangh and J. B. Kriplani a teacher from Muzaffarpur. College had quality of being heterogeneous. He used to guard in day and teaching in the night. There people did not have cash to give, so, they decided to pay in corn.
However, there was problem of getting good teachers with little amount and Gandhi wanted good teachers with character. So Gandhi asked for volunteers from outside. Then some of volunteers, whom came, send by Gangadhar Rao. He was sent to Baba Shaheb, Soman and Pundlic. Avantika Bai Gokhale came from Mumbai. Anandi Bai came from South. Gandhi called Chhote Lal, Surendra Nath and his son Devdas. He also got Narhari Parikh and Mahadev Desai. Then Mahadev Desai wife's Durga Behan and Narhari Parikh's wife Mani Behan came. After all Gandhi called Kasturba for those to helping purpose.

Avantika Bai and Anandi Bai were able to teach in Hindi language but Mani Parikh and Durga Desai knew only Gujarati and Kasturba were illiterate. Therefore, there was a problem how they can teach Hindi students. Therefore, Gandhi told them that don't teach students to Grammar. Teach them good living and cleanliness and also told them that there was not much difference between Hindi, Gujarati and Marathi and in first standard they have to teach multiplication table. After they got confidence and then school became ideal.

He taught leaders about cleanliness because he wanted to change their life through it.

There people usually got seek so Gandhi call for a Doctor from Gokhale society. Then Dr. Dev came from Gokhale society.

For every school, Gandhi provided one female teacher and one male teacher. They had to do cleaning and also provide medicines to the people. He provided some medicines for all schools. For minor diseases they used to castor oil, quinine oil and sulphur and for serious diseases they depended on Dr. Dev. If the patient showed a furred tongue or complained of constipation, castor oil was administered in case of fever quinine was given after an opening does of castor oil and sulphur ointment was applied in case of boils and itch after thoroughly washing the affected part. No patient was permitted to take home any medicine. Where there was some complication Dr. Dev was consulted. Dr. Dev used to visit each centre on certain fixed days in the week.

There was difficulty for cleaning because people were not ready for cleaning. People who used to work in agriculture fields they were not ready to clean their hands. But Doctor Dev did not accept their defeat; he used to go to their house of the people and cleaned their houses and road. After that some people got ashamed and started cleaning. There people had no boxes for keeping clothes, so they used to wear dirty clothes. But these people had quality to follow the rules. Gandhi influenced them to don't go in complaint of Indigo owners and stay away from
politics. If anybody wants to give complaints, then they should inform me. Nobody
go from his area and followed it.

In Champaran Grasses and Bamboos were easily available so they made a
school in Bhitiharwa by this. However, somebody burned that school
building. Therefore, Soham and Kasturba had responsibility for this school and now
it was difficult to rebuild it by bamboo and grass. Therefore, Soham took responsibility
to make it by bricks. Now it was safe.

Now these people got faith on them on Gandhi and his colleagues. They started
to respect them.

Gandhi got enquiry time for limit term, and then Governor called him and asked
to come in enquiry commission. After discussion with his colleagues and accepted
with a condition that condition was independence to concern with his colleagues.
After this Commission submitted its report and rule of Tinkathiya was ended.

Now Gandhi wanted to leave there more. However, he has another work and he
got volunteered for certain term. Therefore, they went back but effect of his six
months work and experience is living now also.

Gandhi came back to Gujarat because he got a letter from Mohan Lal Parikh
telling him about failure of corps in Kheda District and second letter from
Shrimati Aasuyabai about the condition of wages were low, the labours were
demanding an increment.

Gandhi had good relation with owner (Sjt. Ambalal Sarabhai) mill-hands case
was strong and Ambalal's sister Shrimati Anasuyabai was leading mill-hands. Gandhi
tried a settle but mill owner was not ready to for arbitration. So Gandhi told to
labours to go for strike but never to resort to violence. Here Gandhi came to attraction
with Balabh Bhai Patel. Balabh Bhai and Maganlal Gandhi was also playing role in
that work. In this movement Gandhi did not want to go for fast because it was
against the rule of Satyagraha but lastly he took fast and due to his fast a settlement
took place. This was an example for a conflict resolution.

In Kheda, peasants were demanding suspension of the revenue due to failure of
corps. If the crop was costing four annas under such condition cultivator could claim
for full suspension of revenue. This movement was not much success because
Kheda peasants had not fully understand the inner meaning of Satyagraha but a
settlement took place that only rich people have to pay revenue and they founded
the true and infallible method for their grievances.
CONCLUSION

Gandhi brought a new kind of weapon called Satyagraha, which was very important for those days and have importance in contemporary time also. Gandhi brought this nonviolent weapon under the great influence of religion, his family background and also some fundamental and social reformer's writings from different religion and region.

Through his new path of Satyagraha, he struggled for right of Indians in South Africa. He started to mobilize Indians after returning from South Africa. For making faith in people, he used to do such types of things:-

- True education
- Physical labour
- Simple life
- Making faith with each other
- Community living
- Journalism, for him journalism was also for teaching, mobilizing people and raise important and true things

Most important thing was he never takes any opponent as enemy.

He believed that faith and mutual understanding in everybody is important because he believed in community living. His method of Satyagraha made him stalwart advocate of non-violence.

After come from South Africa he visited India as a common man and made himself as a karma yogi. He never differentiates his word and his work and Indians never saw credibility gap in him. So many people got influence and they took Gandhi as a problem solver.

In addition, people started calling him to solve their problem. RajkumarShukla called him to at Champaran. Gandhi went there and solved their problems of Tinkathiya. This success made him a mass leader. Because it was his first movement in India and also for peasants and peasantsis back bone of India.

Success of South Africa, his mode of living, practice of non-violent and Satyagraha and also a vacant of national leadership in Indian freedom struggle, because Gokhale dead and Tilak became old Gandhi emerge as a national leader and brought a collective effort in Indian freedom struggle, which taking place in different part of India but there was not a big collective effort.
Gandhi brought collective effort in Indian freedom struggle and did many reforms in society like for the communal harmony, removal of untouchability, all type of equality, tried to make a self dependent society and through non-violent way he brought three big movements for India's freedom.

REFERENCES
CONSUMER PROTECTION ACT 1986: REDRESSAL AGENCIES FOR PROTECTION OF CONSUMERS & CONSUMER RIGHT

Anila*
Smith Sharma**

INTRODUCTION

Globalization and liberalization of trade and commercial has resulted in many products and services offered to the consumers under a single ridge. Development in economy has resulted in rise in the buying power of the middle class section, which is the largest part of the general public. Advances in technological development, growth and complexities of the sellers techniques, existence of a vast army of middlemen, unethical, untruthful advertisements, and misleading advertisement makes the situation of consumer exploitation the consumer has to be aware of his rights and play a key role in our protection their rights. The success of consumerism is a strong function of consumer awareness and to avoid exploitation consumer must become knowledge to consumer about product and services they use.

Modern technological developments have no doubt made a great impact on the quality, availability and safety of goods and services. But the fact is that the consumers are still victims of unfair trade and exploitative practices. Consumers are exploited by numerous forms such as adulteration of food, spurious drugs, dubious hire purchase plans, high prices, deprived quality, deficient services, false advertisements, harmful products, black marketing and many more. In addition, with revolution in information technology innovativemanners of challenges are terrified to the consumer like cybercrimes, plastic money etc. which affect the consumer in even higher way. 'Consumer is sovereign' and 'customer is the king' are nothing more than lore in the present situation mostly in the developing societies so it is really significant that consumers are aware about their rights and redressal agencies.

METHODOLOGY

Need of the study: There is a need to undertake this study the consumers aware from their rights & redressal given by consumer protection act 1986.

Scope of the study:

• This research will be helpful for those consumers who are not aware about
Consumer Protection Act and consumer rights.

- This research will be helpful for those consumers who are not aware about Consumer Redressal forum.
- Our study is restricted only to the rights and redressal forum associated with this Act in India.

**OBJECTIVE OF THE STUDY**

Following objectives are determined for present study:

(i) To study the Consumer Protection Act 1986 in context of protection to consumer rights

(ii) To study the Consumer Redressal forum in context of protection of consumers.

**DATA COLLECTION METHOD**

**Primary Data:** The study is primarily based on primary data. The primary data has been collected from 50 consumers, through a well-structured questionnaire. Consumers have been selected from the various parts of Udaipur district.

**Secondary data:** Data is collected by different sources like internet, journals and magazines, books of several authors, Newspapers and Government report.

**CONSUMER PROTECTION ACT 1986: HISTORY**

The consumer movement in India is as old as trade and business. In Kautilyas Arthashastra, there are mentions to the concept of consumer protection against manipulation by the business and industry, short weighting and measures, adulteration and penalty for these offences.

The Consumer Protection Act 1986 is at best a mediocre strength at consumer protection. Then, better none than one when it comes to laws in India! It absences teeth in several areas including safety, product labeling, execution of the law, and punishment of the violators of the law. Miserably, violators of consumer rights still appreciate complete liberty in India to neglect safety and quality when it comes to consumer products even with this law. The meeting of consumer affairs was held on January 31, 1987 and then the conference on consumer protection was initiated in New Delhi on February 20, 1987.

It was joined by food and civil supplies ministers of states and union territories who has debates several issues involving to the enactment and execution of the newly passed consumer protection act 1986. In 1986, the Union Parliament approved the
milestone Consumer Protection Act 1986 which not only was the major basic customer protection law passed in India shell goods and services falling under all categories but also set up a distinct sequence of courts specially for their implementation.

**Who is consumer?**

The Latin term "Consumo" means, "eat up completely" which logically led to the modern use of the term "consumer". Any person who buys goods and services for personal consumption and not for commercial purpose or resale is called a consumer. Consumer means someone who purchases a good for personal use.

According to Lesley Barker: Consumers are the people and businesses that buy things from other people or businesses.

According to Consumer protection act 1986 [sec 2(1) (d)] "Consumer" means any person, who buys any goods for a consideration (a) which has been paid or promised or partly paid and partly promised, or (b) under any system of differed payment. "Consumer? does not include a person who obtains goods for resale or for any commercial purpose.

Consumer rights: There is a famous saying that 'there cannot be rights without responsibilities'. Consumer rights at the right amount and study how to use the goods to check damage or injury and be accountable and the resolution aided by them, it is essential to reflect whether consumers should also be accountable adequate to be allowed to implementation their rights. Consumers must take all safeguards to select the right things holder out yours accountability.
CONSUMER RIGHTS

CONSUMER DISPUTES REDRESSAL AGENCIES

Consumer Forums have been established in country at the different stages with view to provide prompt, less costly and easy dispute redressal to the consumers. For accomplishing the goals, section 9 of the Consumer Protection Act 1986 offers three types of dispute redressal agencies.

- 'National Consumer Dispute Redressal Commission' This is established by Central Government by the notification. This Court to be known as "National Commission".

- 'State Consumer Dispute Redressal Commission': Established by State Government with previous approval of the Central Government, by notification. And this Court to be known as "State Commission".

- Consumer Dispute Redressal Forum established by the State Government in each district of the State by notification. And this Court to be known as 'District Forum'.

Thus, the Act proposed to set up the hierarchy of three redressal agencies.

All these agencies are quasijudicial in terms of nature and power.

1. District Forum at district level
2. State Consumer Disputes Redressal Commission at state level
3. National Consumer Disputes Redressal Commission at the national level.

Redressal Agencies under the Consumer Protection Act

Constitution of Forums under the Consumer Protection Act, 1986

District Forum: State Government established Consumer Disputes Redressal Forum called District Forum. The Composition of the District Forum must be of two person including the president of such forum and the State commission must be
of three person including the president. Sec 10(1)

<table>
<thead>
<tr>
<th>Members and their Qualifications: sec 10(1)</th>
<th>Terms &amp; Salary Sec 10(3)</th>
<th>Nature of Jurisdiction Sec 11</th>
<th>Appellate</th>
<th>Appeal against order of District forum (sec 15)</th>
</tr>
</thead>
<tbody>
<tr>
<td>One President - Two member</td>
<td>Term of officer – 5 years or up to the age of 65 years Whichever is earlier [Sec. 10(2)]. The salary shall be as determined by the concerned State Government. [Sec. 10(3)]</td>
<td>Up to Rs. 20 lacs</td>
<td>No appealable Jurisdiction</td>
<td>Any person aggrieved by an order made by the District Forum may prefer an appeal against such order to the state commission within a period of thirty days from the date of the order, in such form and manner as may be prescribed.</td>
</tr>
</tbody>
</table>

'State Consumer Dispute Redressal Commission: Established by State Government with previous approval of the Central Government, by notification. And this Court to be known as "State Commission".

<table>
<thead>
<tr>
<th>Members and their Qualifications: sec 16(1)</th>
<th>Terms &amp; Salary Sec 16(2)</th>
<th>Nature of Jurisdiction Sec 17</th>
<th>Appellate</th>
<th>Appeal against order of State commission (sec 19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>One President and not less than two members and not more than the total number of members prescribed by the state government [a) The President shall be one who is or has been qualified to be a judge or a sitting/retired judge of High Court; (b) Two members of eminence who fulfill the qualification prescribed under para 10; (c) Out of both one should be a lady member [Sec. 16(1)]</td>
<td>5 years or up to the age of 67 years whichever is earlier Sec. 16(3) The salary as fixed by concerned State Government. [Sec. 16(2)]</td>
<td>More than Rs. 20 lacs but least than Rs. 1 crore</td>
<td>(a) Appeal against the orders of district forums (b) In case where the district forum exceeded the jurisdiction or failed to exercise jurisdiction</td>
<td>Any person aggrieved by an order made by the State commission may prefer an appeal against such order to the state commission within a period of thirty days from the date of the order, in such form and manner as may be prescribed.</td>
</tr>
</tbody>
</table>
'National Consumer Dispute Redressal Commission': This is established by Central Government by the notification. This Court to be known as "National Commission".

<table>
<thead>
<tr>
<th>Members and their Qualifications (sec 20)</th>
<th>Terms &amp; Salary (Sec.20 (2)(3))</th>
<th>Nature of Jurisdiction (Sec 21)</th>
<th>Appellate (Sec 22)</th>
<th>Appeal against order of National commission (sec 23)</th>
</tr>
</thead>
<tbody>
<tr>
<td>One President and not less than four members and not more than the total number of members prescribed by the Central government (a) The President shall be one who is or has been qualified to be a judge of Supreme Court or a sitting / retired judge of Supreme Court; (b) Four members of eminence who fulfill the qualifications prescribed under para 10; (c) Out of (b), one should be a lady Member [Sec. 20(1)].</td>
<td>Five years or upto the age of 70 years whichever is earlier [Sec. 20(3)]. The salary as fixed by the Central Government [Sec. 20(2)].</td>
<td>More than Rs. one crore</td>
<td>(a) Appeal against the orders of the state commission (b) In case where the state commission exceed the jurisdiction or failed to exercised jurisdiction</td>
<td>Any person aggrieved by an order made by the National commission may prefer an appeal against such order to the Supreme court within a period of thirty days from the date of the order, in such form and manner as may prescribed.</td>
</tr>
</tbody>
</table>

**PROFILE OF RESPONDENT**

As stated above that the study has been confined to the sample size of 50 consumer. The age group of most of the respondent is 30-50 years. Some consumers are belongs to urban area and some consumers are belongs to rural area. Most of them are qualified i.e. U.G. or more.
Data Analysis & Interpretation:

**TABLE 1**

<table>
<thead>
<tr>
<th>QUESTION</th>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you know about &quot;JagoGrahakJago&quot; Slogen?</td>
<td>39 (78%)</td>
<td>11 (22%)</td>
</tr>
<tr>
<td>Do you know about your consumer rights?</td>
<td>22 (44%)</td>
<td>28 (56%)</td>
</tr>
<tr>
<td>Do you know about consumer awareness?</td>
<td>37 (74%)</td>
<td>13 (26%)</td>
</tr>
<tr>
<td>Do you know about consumer protection act?</td>
<td>25 (50%)</td>
<td>25 (50%)</td>
</tr>
<tr>
<td>Do you know about consumer dispute redressal agencies?</td>
<td>23 (46%)</td>
<td>27 (54%)</td>
</tr>
</tbody>
</table>

Table 1 highlights the general awareness regarding consumer protection among 50 respondents.

It shows that 78% respondents are know about JagograhakJagoSlogen & 22% respondents are not aware about JagograhakJagoSlogen. In this study 44% respondents are know about his/her consumer rights & 56% respondents has not knowledge about consumer rights. In this table 74% respondents are know about consumer awareness and 26% respondents are not aware about consumer awareness.

It shows that 50% respondents are aware about the concept of consumer protection act and 50% respondent are not aware about concept of consumer protection act. This study shows that 46% respondents are know about consumer dispute redressal agencies and 54% respondents are lack of the knowledge about consumer dispute redressal agencies.

**TABLE 2**

<table>
<thead>
<tr>
<th>QUESTION</th>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Are you satisfied with compensation given by Consumer Forum?</td>
<td>35 (70%)</td>
<td>15 (30%)</td>
</tr>
<tr>
<td>2. Are you satisfied with procedures of Consumer Forum for settlement of suit?</td>
<td>36 (72%)</td>
<td>14 (28%)</td>
</tr>
<tr>
<td>3. Are you satisfied with existing provisions of Consumer Protection Act?</td>
<td>37 (74%)</td>
<td>13 (26%)</td>
</tr>
<tr>
<td>4. Are you satisfied with government activities to publicize ‘Rights of Consumers’?</td>
<td>28 (56%)</td>
<td>22 (44%)</td>
</tr>
<tr>
<td>5. Do you have knowledge about consumer organizations working for consumer welfare /consumer forums?</td>
<td>16 (32%)</td>
<td>34 (68%)</td>
</tr>
</tbody>
</table>
Table 2 highlights the general satisfactory level regarding consumer protection act among 50 respondents.

It shows that 70% respondents are satisfied with compensation given by Consumer Forum & 30% respondents are not satisfied with compensation given by Consumer Forum. In this study 72% respondents are satisfied with procedures of Consumer Forum for settlement of suit only 28% respondents are not satisfied with procedures of Consumer Forum for settlement of suit. In this table 74% respondents are satisfied with existing provisions of Consumer Protection Act and only 36% respondents are not satisfied with existing provisions of Consumer Protection Act. It shows that 56% respondents are satisfied with government activities to publicize 'Rights of Consumers and 44% respond are not satisfied with government activities to publicize 'Rights of Consumers. This study shows that 32% respondents are having knowledge about consumer organizations working for consumer welfare / consumer forums and 68% respondents are lack of knowledge about consumer organizations working for consumer welfare / consumer forums.

CONCLUSION

In common economic term consumer is define as one who consume goods for fulfillment of their needs by giving its price. Today it is seen that there is increase in consumer goods day by day. Consumer Protection Act 1986 has been a exclusive part of legislation and very important milestone in the history of Indian Legislations. The consumer protection act is a social welfare legislation enacted to provide for better protection of the interest of the consumers and different redressal forums have been established under said act for settlement of consumer disputes. The legislature having enacted such a legislation for speedy solutions of the disputes of the consumer for the benefit of the people at large, the people to allow those forum to function as far as possible without avoidable interdiction by the high court. It clearly specify the concept of goods, services, defect, deficiency etc. It clearly explains the procedure for filings complaint, relief available, appeals etc. It is working as a three tier system (District, State, National) as a quasi-judicial machinery.

The study clearly shows that Consumers should have to aware their rights and redressal agencies which given by consumer protection act 1986 but they don't have enough education about their rights, Consumer Protection Act, Consumer Awareness Programs like "jagograhakjago" and redressal agencies

REFERENCES


5. "Consumer Protection and National Consumer Disputes Redressal Commission".

6. Consumer and consumerism (Richard Hitcher)

7. http://ncdrc.nic.in/


12. supremecourtofindia.nic.in/constitution.htm

UTILIZATION OF ANTE NATAL CARE SERVICES
AMONG RURAL WOMEN

Sneha Chandrapal*
Ankur Saxena**

INTRODUCTION

Reproductive health is defined as a state of physical, mental, and social well-being in all matters relating to the reproductive system, at all stages of life.

The International Conference on Population and Development Programme of Action states that "reproductive health implies that people are able to have a satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so. Implicit in this last condition are the right of men and women to be informed and to have access to safe, effective, affordable and acceptable methods of family planning of their choice, as well as other methods of their choice for regulation of fertility which are not against the law, and the right of access to appropriate health care services that will enable women to go safely through pregnancy and childbirth and provide couples with the best chance of having a healthy infant. Reproductive health includes sexual health, the purpose of which is the enhancement of life and personal relations, and not merely counseling and care related to reproduction and sexually transmitted diseases."

Maternal Mortality is reduced and pregnancy is made safe by providing protective and promotive measures to all women during pregnancy (Antenatal Care), child birth (Intra natal Care), and puerperium (Postnatal Care).

Antenatal care (ANC) is the care a woman receives throughout her pregnancy in order to ensure that both the mother and child remain healthy. A healthy diet and lifestyle during pregnancy is important for the development of a healthy baby and may have long-term beneficial effects on the health of the child. Antenatal care (ANC) services are considered to be the key element in the primary health care delivery system of a country, which aims for a healthy society.

The primary aim of ante natal care is to achieve at the end of a pregnancy a healthy mother and a healthy baby. Ideally this care should begin soon after conception and continue throughout pregnancy.

The objectives of Ante Natal Care are to promote, protect and maintain the health of the mother during pregnancy, to detect "high risk" cases and give them
special attention, to foresee complications and prevent them, to remove anxiety and
dread associated with delivery, to reduce maternal and infant mortality and morbidity,
to teach the mother elements of child care, nutrition, personal hygiene and
environmental sanitation, to sensitize the mother to the need for family planning,
including advice to cases seeking medical termination of pregnancy; and to attend
to the under fives accompanying the mother.

OBJECTIVES OF THE STUDY

1. To study demographic Profile of the rural married women
2. To assess utilization of Ante Natal Care services among rural women

MATERIALS AND METHODS

The present study is descriptive in nature and conducted during 2014-15 among
married women of 19-49 years of age group who had at least one delivery in the
last 1 year. Married women from selected villages of Anand Taluka were interviewed
using structured interview schedule which included demographic profile and questions
related to utilization of ANC. In case the respondent had more than one delivery,
interview was taken about the most recent delivery. Stratified random sampling
method is adopted to elicit samples from universe.

The data so collected was entered and tabulated in SPSS. Chi square was applied
for the analysis.

RESULTS AND DISCUSSIONS

Demographic Profile:

Table 1: Demographic Profile of the Respondents

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19-29 Yrs.</td>
<td>243</td>
<td>81.0</td>
</tr>
<tr>
<td>30-39 Yrs.</td>
<td>53</td>
<td>17.7</td>
</tr>
<tr>
<td>40-49 Yrs.</td>
<td>4</td>
<td>1.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>300</td>
<td>100</td>
</tr>
<tr>
<td><strong>Major Source of Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agriculture</td>
<td>63</td>
<td>21.0</td>
</tr>
<tr>
<td>Job</td>
<td>48</td>
<td>16.0</td>
</tr>
<tr>
<td>Labour Work</td>
<td>155</td>
<td>51.7</td>
</tr>
<tr>
<td>Business</td>
<td>34</td>
<td>11.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>300</td>
<td>100</td>
</tr>
</tbody>
</table>
Family Income (Monthly)

<table>
<thead>
<tr>
<th>Income Range</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than Rs. 1500</td>
<td>68</td>
<td>22.7</td>
</tr>
<tr>
<td>Rs.1501-Rs.3000</td>
<td>96</td>
<td>32.0</td>
</tr>
<tr>
<td>Rs.3001-Rs.5000</td>
<td>68</td>
<td>22.7</td>
</tr>
<tr>
<td>Rs.5001-Rs.8000</td>
<td>29</td>
<td>9.7</td>
</tr>
<tr>
<td>More than Rs.8000</td>
<td>39</td>
<td>13.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>300</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Respondents' Educational Qualification

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illiterate</td>
<td>59</td>
<td>19.7</td>
</tr>
<tr>
<td>Std.1 to 8</td>
<td>121</td>
<td>40.3</td>
</tr>
<tr>
<td>Std. 9 to 10</td>
<td>68</td>
<td>22.7</td>
</tr>
<tr>
<td>Std.11 &amp; 12</td>
<td>37</td>
<td>12.3</td>
</tr>
<tr>
<td>Graduate</td>
<td>9</td>
<td>3.0</td>
</tr>
<tr>
<td>More than Graduate</td>
<td>6</td>
<td>2.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>300</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Type of Family

<table>
<thead>
<tr>
<th>Type</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joint</td>
<td>228</td>
<td>76.0</td>
</tr>
<tr>
<td>Nuclear</td>
<td>72</td>
<td>24.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>300</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Out of 300 respondents, majority of the women belong to the age group of 19-29 years i.e. 243 (81%). Majority (51.7%) of the respondents are involved in labour work. It can also be seen that majority (32%) of the respondents' monthly family income is 1501-3000. From the above table 1 it can be also viewed that most of the respondents say 40.3 percent (n=121) have studied up to 1 to 8th standard. It can be observed from the above table that majority of the respondents say 76 percent (n=228) are from Joint families whereas 24 percent (n=72) are from Nuclear Families.
Table 2: Antenatal Visits in relation to demographic variables

<table>
<thead>
<tr>
<th>Variables</th>
<th>Very Often</th>
<th>Regularly</th>
<th>Sometimes</th>
<th>Once or twice</th>
<th>Never</th>
<th>P Value</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19-29 Years</td>
<td>24</td>
<td>203</td>
<td>10</td>
<td>6</td>
<td>0</td>
<td>.000</td>
</tr>
<tr>
<td>30-39 Years</td>
<td>5</td>
<td>43</td>
<td>1</td>
<td>3</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>40-49 Years</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Family Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than Rs. 1500</td>
<td>6</td>
<td>51</td>
<td>6</td>
<td>4</td>
<td>1</td>
<td>.049</td>
</tr>
<tr>
<td>Rs.1501-Rs.3000</td>
<td>5</td>
<td>82</td>
<td>5</td>
<td>4</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Rs.3001-Rs.5000</td>
<td>11</td>
<td>57</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Rs.5001-Rs.8000</td>
<td>2</td>
<td>27</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>More than Rs.8000</td>
<td>5</td>
<td>31</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Education</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Illiterate</td>
<td>10</td>
<td>41</td>
<td>5</td>
<td>2</td>
<td>1</td>
<td>.595</td>
</tr>
<tr>
<td>Std.1 to 8</td>
<td>10</td>
<td>100</td>
<td>5</td>
<td>5</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Std. 9 to 10</td>
<td>4</td>
<td>61</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Std. 11 &amp; 12</td>
<td>5</td>
<td>31</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Graduate</td>
<td>0</td>
<td>9</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>More than Graduate</td>
<td>0</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Type of Family</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joint</td>
<td>26</td>
<td>189</td>
<td>7</td>
<td>6</td>
<td>0</td>
<td>.020</td>
</tr>
<tr>
<td>Nuclear</td>
<td>3</td>
<td>59</td>
<td>4</td>
<td>4</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

ANC service utilization was found to be significantly associated with age (P < .05), family income, & type of family (P < 0.05), but was not significantly associated with Education (P > .05) of the women.

**Utilization of Antenatal Services:**

It can be found from the study that majority of the respondents say 98 percent (n=294) have registered their pregnancy with ANM. Majority (95.7%) of the respondents have received Mamta Card from ANM. Out of 300 respondents, most of the respondents say 48 percent (n=144) received more than 7 times Antenatal
Care, 39 percent (n=117) received 4-6 times ANC while 13 percent (n=39) received 1-3 times Antenatal care. Majority of the respondents say 94.3 percent (n=283) were given injection to prevent them from Tetanus.

It can also be said that out of 300 women, majority of the respondents (60.4%) were given two doses of Tetanus Toxoid. It is also found from the study that majority of the respondents have consumed Iron Folic Acid regularly during pregnancy i.e. 253 (84.3%).

CONCLUSION

From the foregoing analysis, it can be said that majority of the women belong to the age group of 19-29 years and they are involved in labour work. As far as educational status is concerned majority of the women have taken only primary education.

In the current study, demographic factors like age, family income & type of family showed a significant association with the utilization of ANC services while education is not significantly associated with ANC visits. Education is a strong predictor of use of maternal health care services. On the contrary, significant association with factors like maternal education was reported by other authors. It can be also concluded that majority of the women utilized ante natal services.

REFERENCES


3. Gupta, R. et al. (2013). Knowledge regarding antenatal care services, its utilization, and delivery practices in mothers (aged 15-49 years) in a rural area of North India. Tropical Journal of Medical Research. 18 (2), 89-94. DOI: 10.4103/1119-0388.158401


INTRODUCTION

"INDIA LIVES IN ITS VILLAGES" -

- MAHATMA GANDHI

Hence Rural Development which is concerned with economic growth and social justice, improvement in the living standard of the rural people by providing adequate and quality social services and minimum basic needs becomes essential. The present strategy of rural development mainly focuses on poverty alleviation, better livelihood opportunities, provision of basic amenities and infrastructure facilities through innovative programmes of wage and self-employment. The above goals will be achieved by various programme support being implemented creating partnership with communities, non-governmental organizations, community based organizations, Institutions, PRIs and industrial establishments. The Government's policy and programmes have laid emphasis on poverty alleviation, generation of employment and income opportunities and provision of infrastructure and basic facilities to meet the needs of rural poor.

A majority of these families spend over 90% of their earnings on basic needs such as food, fuel and health care. Over 50% of the rural families who are not able to meet even these essential needs fall under the category of the poor. Thus, in an agrarian country like India, for improving the economic status of the population it is not enough to enhance the per capita GNP, but it is also necessary to ensure prosperity among the poor. Industrial development and adoption of modern technologies are likely to generate additional employment in urban areas and pay rich dividend to elite and rich investors. Therefore, we need to address the problems of the poor to ensure social justice and better quality of life. Rural development also deserves priority for maintaining self-sufficiency in food supply.

THE GOVERNMENT PROGRAMMES FOR RURAL DEVELOPMENT

India is a land of villages and the Government of India has been implementing numerous rural development programmes for the upliftment of rural Communities.

Non-government organizations with their advantage of non-rigid, locality specific, felt need based, beneficiary oriented and committed nature of service have established
multitude of roles which can effect rural development. A number of NGOs have been playing a vital role in rural community development, besides government interventions. Realizing that the government alone was not able to meet the challenges of the massive enormous tasks in the process of rural development, the non-profit, voluntary and non-governmental organizations had to be involved in different phases and activities at the global, regional and local levels.

Fortunately, the Government of India has been giving top priority to rural development. However, in the absence of well planned development programmes and efficient delivery systems, most of these resources do not benefit the target groups. It has been reported that only 18% of the rural development budget reaches the target families, while the rest is wasted due to inefficient delivery systems or drained out. In the process of assisting the poor, a significant portion of the budget is spent on relief and subsidies.

Strategically the rural development programme should identify the problems of the poor and address the local needs, instead of forcing them to accept pre conceived plans. The participating families should take active part in the programme. There should be equal opportunity for the weaker sections of the society and women. The programme should facilitate sustainable management of natural resources and environmental protection and lead to better quality of life.

INDIA AND NGO'S

India has a long tradition of social service, social reform and voluntary agencies. NGOs emerged in India soon after Independence when Mahamata Gandhi made a plea for dissolving the Indian National Congress (the political party which came into power upon Independence), and transforming it into a Lok Sevak Sangh (Public Service Organization). This plea was, however, rejected; nevertheless, it did not halt the formation of non-governmental organizations in India. Many Gandhi followers established voluntary agencies to work closely with the governmental programs on social and economical issues. These agencies organized handicrafts and village industries, rural development programs, credit cooperatives, educational institutions; etc. The second stage of growth of NGOs in India was around 1960 when many individuals noticed that the governmental programs seemed to be inadequate to deal with the deprived sections of India.

These groups formed organizations that worked on behalf of the poor, the landless, the tribal's, the bonded laborers, and many other social groups that were being discriminated against by the policies of the state and social structure. These grass roots organizations work at the micro-level and work with limited resources and
lack of coordination. Since Independence in 1947 until around 1980 there was little effort on the part of the Indian Government to define the role of a voluntary agency or to recognize its importance. In 1980, however, with the Sixth Five Year Plan (1980-1985), the government identified new areas in which NGOs as new actors could participate in development. These areas included:

1. Optimal utilization and development of renewable source of energy, including forestry through the formation of renewable energy association at the block level
2. Family welfare, health and nutrition, education and relevant community programs in the field
3. Health for all programs
4. Water management and soil conservation
5. Social welfare programs for weaker sections
6. Implementation of minimum needs program
7. Disaster preparedness and management (i.e. for floods, cyclones, etc)
8. Promotion of ecology and tribal development, and
9. Environmental protection and education.

This plan, nevertheless, was to become the first of a series. Under the Seventh Five Year Plan (1985-1990) the Indian government envisioned a more active role for voluntary organizations to aid in making communities as self-reliant as possible. These groups were expected to show how village and indigenous resources could be used and how human resources, rural skills and local knowledge, grossly underutilized at present could be used for their own development. NGOs because of their situation and interaction with local people can be very effective in bringing in change since they are able to address issues that governments are often not able to comprehend. That is, because these organizations work at the grass roots level they are able to sense the urgency of issues and prioritize into the problem solving mode at a quicker pace. This advantage has also been noticed by the Indian government. In the Eight Five Year Plan the importance of NGOs is further enhanced, paying particular attention to the role of these agencies as participants in rural appraisal for drawing up development plans at a very low cost and involving the rural community.

Today, India has a vigorous NGO sector. Although there has been no complete census of NGOs, it is estimated that about 25,000 to 30,000 are active in India. In
fact, as of December 31st, 1989, there were 12,313 NGOs registered with the Ministry of Home Affairs, Government of India under the Foreign Contribution (Regulation) Act (FCRA) 1976; furthermore, 726 NGOs are unregistered but under the prior permission category. One problem with NGOs in India, as with NGOs anywhere else in the world, has been the increasing dependency on governmental funds ordinations from external (foreign) donors like the World Bank. This dependent relationship has resulted in a lack of flexibility on the part of NGOs to pick their missions and objectives since many are expected to perform certain tasks in return for funding. But, further still, it has also created structures that have become more bureaucratic in nature and, hence, less effective in development. Nevertheless, NGOs are here to stay and will continue to work in India on political, economical or social issues, the task before before them is how they will manage to produce change will keeping track for governmental documentation new actor has emerged on the international stage, Non Governmental Organizations (NGOs) or Private Voluntary Organizations (PVOs) are increasingly making their presence felt. A decade ago, NGOs were fairly peripheral to major international diplomacy. Today, however, NGOsparticipate actively in various political, economical and social matters. NGOs work on their own, in conjunction with individual governments or with international organizations.

As former UN Secretary-General Boutros Boutros-Ghali and other UN officials have noted, the involvement of NGOs in making decisions on the environment, sustainable development, human rights andwomen have increased the legitimacy and transparency of intergovernmental deliberations. NGOs come in all sizes, shapes, ideologies, nationalities, organizing structures and styles. Some focus on nothing but local issues. Others address issues that span whole continents, and some like Amnesty International span the entire globe. Their very diversity reflects the complexity of these organizations. NGOs encompass everything from charities and relief agencies to political parties; think tanks and academic centers to community organizations; cultural associations to Continent wide farmers' networks; women's groups to environmental federations; social

Movements to human rights and religious groups. NGOs are usually formed among private groups of individuals sharing specialized interests in regards to issues that can be local, national or international. While a few such organizations had existed from the early beginnings of the nation-state, they were to proliferate in the transnational era and increased even more dramatically after World War II. This change can be too attributed to technological developments, industrialization, and urbanization. Further still these factors are likely to continue to make the presence of NGOs felt in global arena. The industrialized democracies in recent years have
accounted for well over half of all Memberships in international NGOs, and have been headquarters for most 90 percent of all these organizations. For example, the term NGOs is used to refer to such organizations as the International Red Cross, Oxfam, Care, Amnesty International, International Chamber of Commerce, International Confederation of Free Trade Unions, International Criminal Police Organization, Salvation Army, World Federation of United Nations Associations, etc. Hundreds of NGOs are permitted direct involvement in the activities of several UN agencies. Their tasks involve sharing information and advancing proposals as part of a web of governmental, Intergovernmental and nongovernmental efforts aimed at global problem solving. NGOs, then, are an indispensable organ of international importance.

**HISTORY OF NGO'S:**

International non-governmental organizations have a history dating back to at least 1839. It has been estimated that by 1914, there were 1083 NGOs. International NGOs were important in the anti-slavery movement and the movement for women's suffrage, and reached a peak at the time of the World Disarmament Conference. However, the phrase "non-governmental organization" only came into popular use with the establishment of the United Nations Organization in 1945 with provisions in Article 71 of Chapter 10 of the United Nations Charter for a consultative role for organizations which are neither government nor member states see Consultative Status.

The definition of "international NGO" (INGO) is first given in resolution 288 (X) of ECOSOC on February 27, 1950: it is defined as "any international organization that is not founded by an international treaty". The vital role of NGOs and other "major groups" in sustainable development was recognized in Chapter 27 of Agenda 21, leading to intense arrangements for a consultative relationship between the United Nations and nongovernmental organizations. Rising in periods of growth and declining in periods of crisis. It has been observed that the number of INGO founded or dissolved matches the general "s Rapid development of the non-governmental sector occurred in western countries as a result of the processes of restructuring of the welfare state. Further globalization of that process occurred after the fall of the communist system and was an important part of the Washington consensus.

Globalization during the 20th century gave rise to the importance of NGOs. Many problems could not be solved within a nation. International treaties and international organizations such as the World Trade Organization were centered mainly on the interests of capitalist enterprises. In an attempt to counter balance
this trend, NGOs have developed to emphasize humanitarian issues, developmental aid and sustainable development. A prominent example of this is the World Social Forum, which is a rival convention to the World Economic Forum held annually in January in Davis, Switzerland. The fifth World Social Forum in Porto Alegre, Brazil, in January 2005 was attended by representatives from more than 1,000 NGOs. In terms of environmental issues and sustainable development, the Earth Summit in Rio in 1992 was the first to show the power of international NGOs, when about 2,400 representatives of NGOs came to play a central role in deliberations. Some have argued that in forums like these, NGOs take the place of what should belong to popular movements of the poor. Whatever the case, NGO transnational networking is now extensive.

MEANING AND DEFINITION OF NGO

NGOs are difficult to define and classify, and the term 'NGO' is not used consistently. As result, there are many different classifications in use. The most common use a framework that includes orientation and level of operation. An NGO's orientation refers to the type of activities it takes on. These activities might include human rights, environmental, or development work. An NGO's level of operation indicates the scale at which an organization works, such as local, international or national. "Confronting the Classification Problem: Toward Taxonomy of NGOs" One of the earliest mentions of the acronym "NGO" was in 1945, when the UN was created. The UN, which is an inter-governmental organization, made it possible for certain approved specialized international non-state agencies or non-governmental organizations to be awarded observer status at its assemblies and some of its meetings. Later the term became used more widely. Today, according to the UN, any kind of private organization that is independent from government control can be termed an "NGO", provided it is not-profit, non-criminal and not simply an opposition political party.

Professor Peter Willetts, from the University of London, argues the definition of NGOs can be interpreted differently by various organizations and depending on a situation's context. He defines an NGO as "an independent voluntary association of people acting together on continuous basis for some common purpose other than achieving government office, making money or illegal activities." In this view, two main types of NGOs are recognized according to the activities they pursue: operational NGOs that deliver services and campaigning NGOs. Although Willetts proposes the operational and campaigning NGOs as a tool to differentiate the main activities of these organizations, he also explains that a single NGO may often be engaged in both activities. Many NGOs also see them as mutually reinforcing. Professor Akira
Iriye defines NGO as "a voluntary non state, nonprofit, nonreligious, and nonmilitary association."

A non-governmental organization (NGO) is a legally constituted organization created by natural or legal persons that operates independently from any form of government. The term originated from the United Nations (UN), and is normally used to refer to organizations that are not a part of the government and are not conventional for-profit business. In the cases in which NGOs are funded totally or partially by governments, the NGO maintains its non-governmental status by excluding government representatives from membership in the organization. The terms usually applied only to organizations that pursue wider social aims that have political aspects.

But are not openly political organizations such as political parties. The number of NGOs operating in the United States is estimated at 40,000. International numbers are even higher: Russia has 277,000 NGOs India is estimated to have around 3.3 million NGOs in year 2009, which is just over one NGO per 400 Indians, and many times the number of primary schools and primary health centers in India. Some successful NGOs in Rural Development, through their hard work, dedication, commitment combined with professional competency and integrity have made their mark in the field of Rural Development during last three decades. The Government also acknowledged the contribution of such NGOs and supported them both by policy changes and financial assistance. This GOs - NGOs partnership in recent years has yielded very good results. In view of such successful partnership, it was expected that more favorable policies towards NGOs would be introduced by the Government. Strangely, instead, reverse has started happening with the Government policies discouraging the involvement of NGOs. This example of reversal or regression in Government policy is clearly seen in the revised guidelines for watershed development (revised in 2001) by the Department of Land Resources, Ministry of Rural Development, and Government of India.

**NGOS ROLE IN RURAL DEVELOPMENT**

Thus, in later phases, both the GOs and NGOs have been actively involved in transforming the lives of the rural poor. No doubt, NGOs have been constantly working day-in and day out to solve various problems concerning children, women, senior citizens, environment etc. The NGO sector effectively works towards uplifting the socio-economic status of the poor. However, for a significant impact in the present era of liberalization and globalization wherein market forces adopt a key role, it becomes essential for the NGO sector to take a lead in helping poor fight the challenges posed by the system.
The system, information on market opportunities, training facilities, information on sources of credit, etc. in order to meet the aspirations of rural poor, a unique set of training programmes are expected to extend for the officials of for better management of the organization and developmental initiatives. Non-Government Organizations (NGOs) are playing a very critical role in the process of managing development initiatives of various kinds at the rural level. Even the Government of India has recognized the critical role of the NGOs in the Five Year Plans, as they have commitment, credibility with the masses and professional approach to the people Issues unlike the charitable organizations of earlier days.

**MAJOR ROLE SEEN FOR NGO'S IN RURAL DEVELOPMENT**

As economic reform and liberalization saw the Government vacating several areas to let private sector entrepreneurship flourish and contribute to the high growth rate of the economy in recent years, a similar paradigm shift is needed to transform NGOs from their dependence on aid and grants from within and outside for transforming the rural scenario in the country. This is sought to be achieved for the NGOs through engaging them in micro-finance, microinsurance, and micro-entrepreneurship activities for the overall development of the rural areas and to promote the welfare of the people of rural India.

**RURAL DEVELOPMENT SCHEMES AND NGO**

Some important schemes available from Government of India for Rural Development are:

1. Mahatma Gandhi National Rural Employment Guarantee Act (MGNREG)
2. Swarnjayanti Gram Swarozgar Yojna (SGSY)
3. Pradhan Mantri Gram Sadak Yojna (PMGSY)
4. India Awaas Yojana (IAY)
5. National Social Assistance Programme (NSAP)
6. Department of Land Resources (DLR)
7. National Land Records Modernization Programme (NLRMP)
8. Integrated Watershed Management Programme (IWMP)

**THE INTEGRATED RURAL DEVELOPMENT PROGRAMME (IRDP)**

The Integrated Rural Development Programme (IRDP) is a rural development program of the Government of India launched in Financial Year 1978 and extended throughout India by 1980. It is a self-employment program intended to raise the income-generation capacity of target groups among the poor. The target group
consists largely of small and marginal farmers, agricultural laborers and rural artisans living below the poverty line. The pattern of subsidy is 25 per Cent for small farmers, 33-1/3 per cent for marginal farmers, agricultural laborers and rural artisans and 50 per cent for Scheduled Castes/Scheduled Tribes families and physically handicapped persons. The ceiling for subsidy is Rs.6000/- for Scheduled Castes/Scheduled Tribes families and the physically handicapped; for others, it is Rs.4000/-in non-DPAP/non-DDPareas and Rs.5000/- in DPAP and DDP areas. Within the target group, there is an assured coverage of 50 per cent for Scheduled Castes/Scheduled Tribes, 40 per cent for women and 3 percent for the physically handicapped. Priority in assistance is also given to the families belonging to the assignees of ceiling surplus land; Green Card Holders covered under the Family Welfare Programme and freed bonded labourers.

IRDP is a major self-employment programme for Poverty Alleviation. The objective of IRDP is to provide suitable income generating assests through a mix of subsidy and credit to below poverty Line families with a view to bring them above the Poverty Line. A family with an annual income of Rs. 20,000/- and below per annum is considered to be below the poverty line based on the 1998 below Poverty Line Census. The aim is to raise recipients above the poverty line by providing substantial opportunities for self-employment. During the 7th five year plan, the total expenditure under the program was Rs33.2 million, and Rs 53.7 million of term credit was mobilized. Some 13 million new families participated, bringing total coverage under the program to more than 18 million families. These development programs have played an important role in increased agricultural production by educating farmers and providing them with financial and other inputs to increase yields. The objective of IRDP is to enable identified rural poor families to cross the poverty line by providing productive assets and inputs to the target groups. The assets which could be in primary, secondary or tertiary sector are provided through financial assistance in the form of subsidy by the government and term credit advanced by financial institutions. The program is implemented in all the blocks in the country as a centrally sponsored scheme funded on 50:50 basis by the Centre and State.

The Scheme is merged with another Scheme named Swarnajayanti Gram Swarozgar Yojana (SGSY) since 01.04.1999. The Government runs its large-scale rural development schemes mainly through the Ministry of Rural Development, National Bank for Agriculture and Rural Development (NABARD), and Khadi and Village Industries Commission (KVIC). Besides, some autonomous bodies like District Rural Development Agency (DRDA), National Institute of Rural Development (NIRD), National Rural Roads Development Agency (NRRDA) and
Council for Advancement of People's Action and Rural Technology (CAPART) are also working in tandem with the Government.

AN ASSESSMENT OF THE ROLE OF NGO'S IN RURAL DEVELOPMENT:

The NGOs have taking active participation in rural development. The rural poor and socially depressed classes are mainly depending upon the operations of NGOs. No particular job is particularly meant for the NGOs. Thus, there is a huge competition among the NGOs to extend the services for the benefit of the poor. At the same time we should not forget the mushrooming of the NGOs for their welfare. The following are the important activities should take up for the development of the poor.

1. AGRICULTURAL RELATED PROGRAMS:

Numerous activities can be undertaken under agriculture sector. The jobs/projects like Distributing planting materials, cattle, poultry, minor irrigation, free medical care for cattle’s, safe drinking water for animals etc.

2. HEALTH PROGRAMMES FOR HUMAN AND NON-HUMAN BEINGS:

The works like pit drainage, housing, creation of smokeless environment, good drinking water for animals and human beings, regular health checkup camps etc. will improve the health conditions of the human and non human beings.

3. COMMUNITY DEVELOPMENT PROGRAMS:

The community development programs like adoption of villages for development, moral support during flood and famine period, supply of food and drinking water during flood, common well, training programs for the rural youths, housing projects, repair and renovation of houses etc will satisfy the basic necessities. The important program like training programs for the rural poor will hold the youths from rural exodus. Even this type of training programs may also be extended for the rural women, so that we can expect self sustenance among this community.

4. HUMAN RESOURCE DEVELOPMENT PROGRAMS:

The personality development programs, skill development programs, educational programs, integrated development projects etc will enable the rural poor to earn bread and butter.

5. TRADE AND INDUSTRIAL PROMOTION:

The important problem in the present context is availability of the market for the
products of rural enterprises. Therefore, an NGO has a direct link with the government for marketing of the goods. Apart from this, NGO can also go for training the rural youths in fabrication works, woodworks, beedi rolling, agarbathi manufacturing, printing press etc.

6. GOVERNMENT SUPPORT:

The government (central, state or local) support at all level is inevitable for rural development. NGOs alone cannot do miracles over night. Therefore, the government should watch and ward the working of NGOs at phase wise manner. Thus, the fund or whatever may be directly should move to beneficiaries. The NGOs should accountable for the funds.

SOME OBSERVATIONS ON NGO'S:

1. A few NGOs have been operating without proper direction, organizational development, good management practices and specific mission.
2. It is also observed from the existing literature that, some NGOs are very lack in the areas like decision-making for right kind of developmental intervention, managing socio-economic change and attaining sustainability,
3. There is a direct correlation between the donor funding and the continuation of the projects undertaken by NGOs in rural areas.

POLICY IMPLICATIONS

The following suggestions and policy implications have been made for the further improvement in their working of NGOs.

1. A short term training programme for strengthening the managerial capabilities of NGOs will go a long way in improving their performance and effectiveness significantly.
2. The overdependence of NGOs on funding agencies and the syndrome of dependency should be reduced by involving the government directly in funding activities.
3. Donor agencies should also take active initiation in selecting the funding projects and even selecting of NGOs too.
4. The donor agencies should go for surveying the viable projects for NGOs and the needs of the people.
5. NGO should also accept the truth that, the funding agencies are no longer available for the projects which are not viable.
6. Proper monitoring the activities of the NGOs and the enterprises run under
the umbrella is the need of the hour. Therefore, the NGOs should also accountable for the funds on the one hand and the beneficiaries on the other.

CHALLENGES AND STRATEGY FOR RURAL DEVELOPMENT

Unless the NGOs are developed, prepared to face the new challenges like shortage of funds, stoppage of funds, it would be difficult for them to sustain. Rural India continues to suffer from lack of employment and self-employment opportunities owing to its narrow economic base. In the recent past, considerable success has been achieved in developing rural poor through entrepreneurship development approach which focuses on selectively utilizing local talent, appropriately developing them through training intervention and linking them with relevant business opportunities. EDI implemented Rural Entrepreneurship Development (RED) Approach, in collaboration with NGOs by training their development workers. One of the major hurdles faced in the process is non-availability of required and timely financial support to trained entrepreneurs.

CONCLUSION

Rural Development is not only needed for ensuring food security but also to boost the Gross National Product of the nation. Fortunately, India has plenty of natural resources, idle labour, necessary technology and good market both in India and abroad. Presently, the people engaged in agriculture lack motivation and organizational strength at the grass root level. We need to act now, before it is too late.

REFERENCES

1. DR. H. Ramakrishna, (2013), Associate Prof. Dept of PG Studies and Research in Commerce, Vijaynagara Srikrishnaadevaraya University, Bellary, Karnataka
ROLE AND STATUS OF PROTECTION OFFICER: 
A STUDY OF RAJASTHAN

Lalaram Jat*

INTRODUCTION

Women and men are main part of the family and they balance the family. Both men and women are essential part of the social system. They make family with children's and elders. But from beginning the women are subjected to violence and discrimination. Women face gender inequality. Women are often in critical state of danger at their own home or family, where they should have been the safest. In many homes they face terror and violence inflicted upon by their own family members or somebody very close to them or somebody they should be able to trust. They suffer from physical, sexual or psychological harassment. There human rights are denied , they live in fear. Their lives are stolen from them by this type of domestic violence.

In recent years, there has been increase in understanding of the domestic violence against women, its causes and consequences. Domestic violence is now recognized as an issue of human rights and it is a serious barrier to development. So, an International consensus has developed on the need to deal with the issue. International conventions such as the Vienna Accord of 1994 and the Beijing Declaration and the platform for action (1995) are also based on this problem. The United Nations Committee on convention on Elimination of all forms of Discrimination against women strongly advocated that states should act to protect women against violence of any kind, especially violence in family or home.

Definitions:

1. Domestic violence is the violence that occurs in homes or private places. It is generally created by intimate partner, husband, and blood relative or in laws.

2. UN General Assembly in 1993 defines violence against women as "any act of gender based violence that results in, or is likely to result in physical , sexual or psychological harm or suffering to women including threats of such acts , coercion or arbitrary deprivation of liberty ; whether occurring in

---

*Assistant Professor, Udaipur School of Social work, JRN Rajasthan Vidyapeeth (Deemed-to-be) University, Udaipur (Raj)
The protection of women from Domestic Violence Act, 2005 is an important step by the state towards fulfilling its obligation to ensure gender equality and commitment to international mandates. In the protection of women Domestic Violence Act. Domestic violence is defined as follows:

1. Habitually assaults or makes the life of the aggrieved person miserable by cruelty of conduct even if such conduct does not amount to physical ill-treatment; or
2. Forces the aggrieved person to lead an immoral life; or
3. Otherwise injures or harm the aggrieved person.

Nothing contained in clause(c) of sub-section (1) shall amount to domestic violence if the pursuit of course of conduct by the respondent was reasonable for his own protection or for the protection of his or another's property.

In this Act protection provided to the wife or female live-in partner or widow and the protection also extended to sisters, mothers and other female members of family. In this Act Domestic violence includes actual abuse or the threat of abuse whether physical, sexual, verbal, emotional or economic. Demanding her salary or dowry also covered by this Act. This Act gives the aggrieved women freedom from fear of domestic violence.

**SALIENT FEATURES OF THE ACT**

The silent features of Protection from Domestic Violence Act, 2005 are as under:

1. The Act seeks to cover all those women who are or have been in domestic relationship with a man, where both parties have living together in a shared household and are related by blood or adoption or through a relationship in nature of marriage or consanguinity or living together in a joint family as family members are also included. Those women who are sisters, widows, mothers, single women or living with the abuser are entitled to get legal protection under this Act.

2. "Domestic Violence*" the Act wider the definition of domestic violence it includes actual abuse or the threat of abuse that is physical, sexual, verbal, emotional and economic. Harassment by unlawful dowry demand to women or her relatives would also be covered under this Act. In determining whether any Act, omission, commission or conduct of respondent constitutes "Domestic Violence" the overall facts and circumstances of the case shall be a guiding factor.
3. Secure housing is other important features right to reside in matrimonial or shared household whether or not she has any title or right in the household also provides by this Act. Residence order which is passed by the secure the right of woman.

4. The other relief under this Act is protection order which is passed by court to prevent the abuser from aiding or committing an act of domestic violence or any other specified act, entering a workplace or any other place frequented by the abused, attempting to communicate with the victim against her desire. Isolating any assets used by the parties and causing violence to the abused, her relatives and others who provide her assistance from domestic violence.

5. The Provision of Protection Officers is also a relief under this Act. The Act provides for appointment of protection officers and NGO'S to provide assistance to the women who are facing violence for medical examination, legal aid, safe shelter etc.

6. The aim of this Act is immediate protection against violence. This means that the judicial magistrate must initiate proceeding within three days and provide all requisite protection and relief measures within 60 days of filling the application.

7. The Act also provided for breach of protection order or interim protection order by respondent as a cognizable and non bail able offence punishable with imprisonment for a term which May extend to one year or with fine which may extend to twenty thousand rupees or with both. If non - compliance or discharge of duties by the protection officers is also sought to be made an offence under this Act with similar punishment.

8. Under the Act no liability, civil or criminal, shall be incurred but any person for giving information in good faith to the concerned police officers about domestic violence being committed, having been committed or likely to be committed.

Appointment of Protection officers : Section 8 and 9 of the Protection of women from domestic violence Act, 2005 provided the protection officers to the women who faced the domestic violence.

1. The state government shall by notification, appoint such number of protection officer in each district as it may consider necessary and shall also notify the area or areas within which a Protection Officer shall exercise the powers and perform the duties conferred on him by or under this Act (Section-8).
2. Women will prefer as protection officers and shall such qualified and experienced as prescribed.

3. The terms and conditions of service of the protection officers and other subordinate to him/her shall be such as may be prescribed.

Section 9 of the Act prescribed the duties and functions of protection officers. According to section 9 of protection officers is as follows.

1. To assists the magistrate under this Act.

2. To make DIR (Domestic Incident Report) and report to magistrate. This DIR shall be in prescribed Performa. This DIR also forward to police in charge whose jurisdiction there have been domestic violence committed.

3. To make an application in such a form and in such manner as may be prescribed to magistrate, if the aggrieved person so desires, claiming relief for issuance of a protection order.

4. To ensure that aggrieved person is provided free legal aid and to make available free of cost the prescribed form in which complaint is to be made.

5. To make and maintain a list of all service providers which is providing legal aid or counseling, shelter homes and medical facilities in the local area within the jurisdiction of the magistrate.

6. To make sure available a safe shelter home to the aggrieved person if required and the report forward to police station and magistrate having jurisdiction in the area where the shelter name is situated.

7. To get the medical examined, if aggrieved person injured and the report of medical examination forward to police station and to the magistrate having jurisdiction in the area where the domestic violence is alleged to have been taken place.

8. To ensure the execution of monitory relief order under section 20.

9. To perform such other duties as may be prescribed.

According to the Act protection officer shall be under the control and supervision of the magistrate and shall performed the duties imposed on him by the magistrate and the government by, or under this Act.

The nature of section 8 of this Act is mandatory and government should really appoint protection officer and should not give the charge to the other officers (Shruti Singh Advocate vs. Press Council Of India, 2008).
The nature of section 9 which is providing powers to protection officers is not absolutely and stubborn (Kunhambhu vs. Protection Officer, 2008)

Study area and Research Methodology: The area for this study is selected on this basis of capital of Rajasthan, Jaipur, High Court main bench Jodhpur and T S P and Non T S P center Udaipur. Primary data collected from the 75 aggrieved women by domestic violence through the purposeful sampling.

Important Feature of the Study:

- By this study researcher found that in preparing or drafting the case related to domestic violence only 10.66% protection officers discharged their duties honestly while an important role is given to the protection officers in the related Act.
- There are nil role of protection officer in medical examination and police proceedings were found in study. Total 12 protection officer became in contact of aggrieved women in which only 2 (16.67%) protection officer helped in medical and police proceeding.
- The duty to serve the notice is given to the protection officer in the related Act but in study only 01.34% protection officer discharged their duties was found. It is question mark on the role of protection officer.

Table 1: On the basis of presence of protection officer in court

<table>
<thead>
<tr>
<th>S.N.</th>
<th>Present in court</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>04</td>
<td>5.33</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>71</td>
<td>94.67</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>75</td>
<td>100</td>
</tr>
</tbody>
</table>

By this table researcher notice that protection officer will present or not in court and try to explain this fact. By this table it is clear that 94.67 present respondent accept that protection officer not present with them in court. Only 5.33 present respondent accept that their protection officer with them when they present in court. Wherever in act protection officer is like a mediator in between court and aggrieved person.

Table 2: On the basis of contact to protection officer

<table>
<thead>
<tr>
<th>S. N.</th>
<th>Contact</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>12</td>
<td>16.00</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>63</td>
<td>84.00</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>75</td>
<td>100</td>
</tr>
</tbody>
</table>
By this table it is very clear that total respondent is 75 in which only 12 respondents able to contact with protection officer means only 16 percent accept that they meet to protection officer. Maximum of respondent says that they could not contact with protection officer. The Act gives the role of mediator to protection officer in between court and aggrieved person. But researcher found the other scenario like this.

Table 3: On the basis of appointment of protection officer

<table>
<thead>
<tr>
<th>S.N.</th>
<th>Research area district</th>
<th>Total protection officer (%)</th>
<th>Female Protection officer (%)</th>
<th>Male protection officer (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Jaipur</td>
<td>35 (5.77 %)</td>
<td>28 (80 %)</td>
<td>07 (20 %)</td>
</tr>
<tr>
<td>2</td>
<td>Jodhpur</td>
<td>22 (3.62 %)</td>
<td>15 (68.18 %)</td>
<td>07 (31.82 %)</td>
</tr>
<tr>
<td>3</td>
<td>Udaipur</td>
<td>26 (4.28 %)</td>
<td>23 (88.46 %)</td>
<td>03 (11.54 %)</td>
</tr>
<tr>
<td>4</td>
<td>Rajasthan</td>
<td>607 (55.52 %)</td>
<td>337 (55.52 %)</td>
<td>270 (44.48 %)</td>
</tr>
</tbody>
</table>

By analysis of this table it is clear that in whole Rajasthan total 607 protection officer is appointed by state government. Additional charge also given to officers of child and women development department including Pracheta while the Act prescribed only women protection officer will prefer for this post. The candidate also has experience of 3 years in social work. In Rajasthan additional charge also indicate that act is violated by government. Rajasthan government appointed 607 protection officers in which only 55.52 % women and 44.48 % are men.

CONCLUSION

It is liability of state government to appoint the protection officer. Protection of women from Domestic Violence Act 2005 Rule 2006 included the role and experience of protection officer with their duties and liability. There are provision of separate officer for protection officer but the appointment of protection officer is not according to provision of the Act. Rajasthan government gave the additional charge to the officers of women and child development. It is only the formality for the responsibility of government. Nearby 44.48 present Male protection officer appointed in Rajasthan, it is against the main purpose of the Act. The protection officer who was appointed are not trained and their responsibilities are not confirmed.
The role of protection officer is not implemented in practical manner. So the aggrieved person unable to get justice at the time of need. There are lack of propaganda. So aggrieved women have not knowledge about protection officer and they don't get help by them.

SUGGESTION

Rajasthan government should prepare a trained and free protection officer according to the domestic violence Act. So the aggrieved women can get justice.

REFERENCES

1. Daga,S., Domestic violence Against women: Indian Scenario cf www.regional.org.au
4. Shruti Singh Advocate vs. Press Council Of India, 2008(71) AIC 758 (Patna)
5. Kunhambhu vs. Protection Officer, 2008(64) A.I.C 817(Keral)
6. Mehta,R : Socio-Legal Status of Women in India, Mittal Publication New Delhi
7. Sexena, S: Crimes Against Women and Protection Law, Deep and Deep Publication New Delhi
A STUDY OF THE SOCIO-PSYCHOLOGICAL PROBLEMS OF DIVORCE WOMEN

Sita Gurjar*

INTRODUCTION

Marriage is no longer a sacred word and divorce no longer a taboo. With the passage of time a large number of Indians are flooding the divorce courts to escape from unhappy marriages and flooding the divorce courts to escape from unhappy marriages and assert their independence.

As the divorce cases are increasing, the courts overflow with quarrelling couples. In Delhi nearly 25 divorce petition cases are filed every day. In Bombay cases have more than doubled during the last decade. Punjab and Haryana are not too far behind. Courts made a quantum leap of 328 percent during the last five years.

DIVORCE RATE IN DIFFERENT COUNTRIES

United States

In 2008, 46% of all marriages involve a remarriage for one or both spouses. It is estimated that 40% of all marriages have ended in divorce as of 2008. It is frequently reported that the divorce rate in America is 50%.

United Kingdom

The rate of divorce in the United Kingdom has been dropping in recent years. In 2007 the divorce rate in England and Wales was recorded at 11.9 people per every 1000 of the married population. This is the lowest divorce rate recorded since 1981.

Europe

In 2000, Belgium had the highest divorce rate at 2.9 per 1,000 people, and Italy and the Republic of Ireland the lowest rate at 0.7. One study estimated that legal reforms accounted for about 20 percent of the increase in divorce rates in Europe between 1960 and 2002.

India

Acknowledging India's respect for its culture and social ethics, one can guess that India enjoys a lowest divorce rate. But it is more surprising to know that the divorce rate in India ranks lowest among all the countries of the world. Statistics

*Asstt. Proff., Udaipur School of Social work, JRN Rajasthan Vidyapeeth (Deemed-to-be) University, Udaipur (Raj)
shows that only 1 out of 100 Indian marriages end up to a divorce which is quite low in comparison to America's 50% of marriages turning into breakups. The rate of divorce in India was even low in the previous decade, where only 7.40 marriages out of 1,000 marriages were annulled. The divorce rate in Indian villages is even lower in comparison to urban India.

Incompatibility in marriage cases instability between the husband and wife which ultimately result in feuds, dimensions and rising frictions lead to divorce.

According to DivorceStatistics.org, 40-50 percent of all first-time marriages will end in divorce. And although the reasons vary, some of the top ones include poor communication, financial strain, intimacy issues, built-up resentment, deep-rooted feelings of incompatibility and not being able to forgive.

There's no question that when there are these types of problems in a marital union, there's a pressure to find a solution. And sometimes, for one or both spouses, it's divorce. However, it's important to remember that while initially divorce may seem like "the answer" to a hurting marriage, it tends to affect spouses, children and society as a whole in a myriad of negative ways.

Elliot and Merril(1961,349-50) states that a modern middle class wife is confronted with several difficult roles. They describe this conflict as occurring from the following.

a. Multiplicity of Roles
b. Dissatisfaction with Roles
c. Conflict of Roles
d. Change the definition of Role

Rev. John.L. Thomas,a Jesit sociologist has an analysed the causes of divorce in mid-vest Catholic families in America. His statistical analysis therein shows the following reasons for divorce.

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excessive drinking</td>
<td>30%</td>
</tr>
<tr>
<td>Adultery</td>
<td>25%</td>
</tr>
<tr>
<td>Irresponsibility</td>
<td>12%</td>
</tr>
<tr>
<td>Clash of temperaments</td>
<td>12%</td>
</tr>
<tr>
<td>In-laws</td>
<td>7%</td>
</tr>
<tr>
<td>Sexual incompatibility</td>
<td>5%</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>10%</td>
</tr>
</tbody>
</table>
According to Bohannan there are six divorces contained within any marital break-up. He identifies these as the emotional, legal, economic, co-parental, community and psychic (Weingarten, 1986, 194-5).

There's data to support the fact that divorce can lead to all sorts of psychological and behavioral problems in children; it can also cause them to have relational issues with their parents, siblings and others due to their fear of abandonment. Also, divorce can cause the health of the separated spouses to decrease. Not only that but divorce affects society as a whole. Studies indicate that people who are married tend to be far more productive at work than those who come from a broken relationship.

THE PROBLEM

This study also intends to look at the reasons leading to divorce and the socio-psychological problems faced by the divorced women.

Thus all divorces are usually accompanied by heart break, guilt feelings of rejection, conflicts over children and money problems. This is accentuated by outside factors like the attitude of family members, neighbors, colleagues etc. This study would also find out if divorced women feel that they are exploited in society and discriminated against at home or at work place just because they are divorced.

OBJECTIVES

The main objectives of this study are following:

1. To find out the socio-economic background of the divorced women.
2. To understand to reasons leading to divorce.
3. To analyze the socio-psychological problems of divorced women.
4. To trace the adjustment process of divorced women in starting a new life.

HYPOTHESES

Divorce will be greater among those women whose marital duration is short.

Definition of Concepts;

Divorce is the process by which a marriage, recognized as valid is revoked in the life time of the partners, who then revert to single status and are free to remarry. Thus a divorced women is one who has dissolved her marriage and is legally separated from her husband.
Area of this Study

Divorced women were expected to be found all over Rajasthan. For the purpose of this study, three districts of Rajasthan, i.e., Udaipur, Rajsamand, and Chittorgadh were selected.

Sample of the study

100 respondents each from the three districts, totaling 300 respondents, were selected on a random basis from the three districts.

FINDINGS AND SUGGESTIONS

The findings of the study are as follows:

1. In this study, majority (43%) of the respondents were below 30 years of age. However, there were also 7% who were above the age of 48 years. Divorce was found to be more among spouses whose age difference was between 1 and 3 years (36%), followed by those whose age difference was above 9 years (22%). 59% of the divorced women stated that their marriages lasted from 1 to 3 years only.

2. As for education, majority (50%) of the respondents had only school education. 3 of the respondents were found to be illiterate, and 30% were graduates, 15% were postgraduates, and 5% were professionally qualified.

3. It has been proved time and again that added strain of economic burden would decrease the desire to work and compromise in marriage. 50% of the respondents stated that their former husband earned less than Rs. 5,000 per month, 15% earned between Rs. 5,000 and Rs. 10,000, 30% earned above Rs. 10,000, while 5% had their husband depending on their parents for financial needs.

4. 53% of the marriages that ended in divorce were arranged by the parents with the consent of the respondents, while 23% were arranged without the consent. 3% of the marriages were more inter-religious, without the consent of the parents. This study also showed that divorce was more in nuclear families (50%) and comparatively low in extended (35%) and joint (15%) families.

5. In 79% of the marriages that ended in divorce, dowry was demanded while in 18% though it was not demanded, parents gave it without being asked.

6. 58% of the respondents stated that their marriage lasted only for less than
three years, its proved our hypothesis that divorce occurs more among women whose marital duration is short.

7. Our second objective of understanding the reasons leading to divorce was often different from the legal ground on which divorce was obtained. Legally majority of the respondents obtained divorce on the grounds of cruelty(47.2%) while adultery(17.8%), desertion(13.4%) impotence or barrenness(4%), mental or physical illness(12%) and mutual consent (8%) were the other ground on which divorce was granted.

8. In 30% of the cases the respondents themselves took the initiative to divorce while in 37% the husbands initiated it. In 10% the decision to divorce was mutually taken and in 22% the initiative was taken by the parents, relatives or friends of either the man or the women. After the decision was taken, majority of the respondents (80%) did not discuss any matters of consequence with their husbands.

9. This study showed that in 38% of the cases a settlement was made by the husband and wife out of court. But in 62% the court ordered the husbands to pay a sum every month to the wife.

10. 80% of the women went back to their parental home though in some cases they were not welcome there. This unwelcome attitude was because the parental home was usually occupied by a son and his family who would not be very willing to take up more responsibility.

11. 52% felt social security was the most immediate problem after divorce while 16% felt it was the upbringing of children. 12.5% found it was accommodation, 10.5% said it was finance, 2.3% health and 1.7% found it to be gossip.

12. 49.6% of the working women found their bosses to be sympathetic, 44.4% said they were indifferent while 8% stated their bosses made evil advances and tried to take advantage of their divorced status.

13. 62% respondents were happy in their remarriage and 28% rated their remarriage as an extremely happy one and 10% of the respondents who were between the ages of 20 and 45 stated their happiness in remarriage was the same as what they had in their first marriage.

Most of the respondents felt they were given a low status in society mainly due to the lack of a male member in their household. They were often treated as having no morals, easily available and as "loose women".
RECOMMENDATIONS

- Separation counseling - Marriage counseling is proven to improve physical and emotional intimacy, increase communication, and establish an overall better connection between spouses.

- Financial advisor - Either one or both parties should conduct a cost-benefit analysis of the dispute resolution chosen. For example, if going to court, a full financial picture should be laid out upfront to the client so they have an idea of how this battle is going to affect family finances and the settlement.

- Parenting expert or clinician - In addition to parenting education, expand that information with an understanding of outcomes such as: not paying child support, estrangement, abandonment, parent alienation, and so on.

- Sensitivity training - Help lawyers better understand personality disorder and mental illness. This may also deal with what happens if the difficulty rests with the other side.

- Reinforce realistic expectations - It isn't uncommon for clients to seek revenge and blame, seeking outcomes which are unreasonable and nonnegotiable. Better client education needs to be provided - for example, going after assets that are not matrimonial assets, such as inheritance or gifts. Lawyers need to take greater responsibility to act in the client's best interest, and not necessarily what the client wants. Often times, emotions fuel the divorce process, fouling up the process. More accountability should be placed on lawyers who are seeking outcomes they know up front are not attainable, and clearly excluded from matrimonial property.

- Disclosure penalties - When a client won't disclose, what action does the lawyer take to compel disclosure from his/her client? Are there guidelines as to how this problem is managed? How does the court enforce rulings when one does not abide?

- Penalties for the spouse who, for no reason, fails to negotiate and stonewalls the system in an effort to be vindictive to their spouse, and therefore unnecessarily prolongs the process and creates astronomical legal bills. Many times that individual will self represent, while their soon-to-be ex is represented by a lawyer, which often emboldens the self rep to act badly with little consequence.

- Greater access to legal aid. There is a large segment of the population that does not qualify for legal aid, yet cannot afford a lawyer. Greater government
funding should be made available to increase access to cost effective independent legal advice (ILA) for a minimum of two to three hours. Individuals would be better informed, and may end up costing the legal system fewer dollars as the divorce process might be managed more effectively. And I wonder, how many more couples would be more inclined to mediate, rather than litigate; taking the burden off an already financially- and time-stressed system.

REFERENCES

1. B. Suguna, (2005), "Working women and religion" Discovery publishing house, New Delhi p.no. 22
4. Paras Diwan, (1990), "Dowry and Protection to Married Women" Deep and Deep publications, p.no.30-33
5. Roy Ashine, (2003), "Violence Against Women"Rajat Publications "New Delhi,
ROLE OF I-SMAC TECHNOLOGIES IN DIGITAL LEARNING

Dilip Choudhary*
Tarun Shrimali**

INTRODUCTION

Internet of Things, Social Media, Mobile technology, Big Data Analytics and cloud technology are separate platforms. These technologies have evolved rapidly in last few years. Efforts are being made to integrate these technologies for the benefits of different application areas including digital learning. Integrated I-SMAC model will make digital learning more connected, productive, collaborative and real-time. Integration of I-SMAC technologies presents a prospect for educational institutions to increase their revenues and satisfaction by investing more into digital learning instead of traditional learning. Combining these five key technologies will bring revolutionary changes in training and education sector. I-SMAC model has potential to redefine the student experience and make learning easier, real time, more productive and more rewarding.

In I-SMAC, each and every technology is having its own impact and that is complimentary for task completion. People are using more information from Cloud. The Cloud access is available to people by Mobile devices. An actionable sense of the data available in cloud can be done by Analytics. Finally, for finding colleagues to collaborate with and co-create social media is available throughout for help.

Teaching methodology in educational institutions is changing. It is moving more and more towards supplying personal support for learning, and teaching to be an efficient member of the communities that one cares about. I-SMAC takes part in instructional establishments making education SMARTER. Seamless convergence of I-SMAC technologies and education is going to help in providing exchange of ideas and develop collaboration between learner and instructor.

Digital learning is any type of learning that is facilitated by technology or by instructional practice that makes effective use of technology. It encompasses the application of a wide spectrum of practices including: blended and virtual learning, e-learning and m-learning. Digital learning technologies can enable students to grasp concepts more quickly and fully, to connect theory and application more adeptly, and to engage in learning more readily, while also improving instructional techniques.

---

*Research Scholar, JRN Rajasthan Vidyapeeth (Deemed-to-be) University, Udaipur (Raj.)
**Research Advisor, JRN Rajasthan Vidyapeeth (Deemed-to-be) University, Udaipur (Raj.)
leveraging instructor time, and facilitating the widespread sharing of knowledge. Digital technologies will enable this in new and better ways and create possibilities beyond the limits of our current imagination. Digital learning also brought a major shift in the focus of instruction. Student interests are taking center stage, and the methodical teacher-centered learning is being replaced by learner-centered instruction.

II. LITERATURE REVIEW

Wainhouse research believes well-integrated network capabilities that support digital learning and the concept of the digital campus can help IT address its myriad challenges [1]. It is now possible to achieve smart campus features with location based services using the Internet of Things (IoT) for improved connectivity and network services. Analytics can influence outcomes through better understanding of student behaviours and help educational institutions to deal pragmatically with regular and non-routine stakeholder behaviours. Currently, the IT (information technology) environment is dominated by SMAC (social, mobile, analytics, and cloud) technologies. However, after SMAC, VR (virtual reality), AR (augmented reality), IoT (Internet of Things), AI (artificial intelligence), machine learning, and autonomous vehicles are the key areas that are expected to drive the $13 trillion in spending forecast for the next computing cycle [2].

III. I-SMAC AND DIGITAL LEARNING

The current model, tools and technologies of digital learning are not useful enough to provide better services of digital learning. This leads to applying I-SMAC tools and techniques to functional aspects of digital learning which provides agility to the services of digital learning. The education and training institutes recognizes the importance of emerging technologies and different related tools related to reach out to the learner effectively and encourage excellent digital learning service delivery.

Internet of Things

The term, “Internet of Things” was coined in 1999 by Kevin Ashton when he was working in the Media Centre at the Massachusetts Institute of Technology. The Internet of Things (IoT) is an area of Information Technology that is exploding with promise and possibilities because of the rapid proliferation of inexpensive, yet powerful technologies both in hardware and in software. In fact, it has heralded a new paradigm shift in Internet-enabled computing, adding to and enhancing the present state of complex digital infrastructures. IoT is a network of physical objects that are connected to the internet. These objects such as sensors, smart phones, watches and electronics will transmit data via “The Internet” to the cloud providing
a “smarter” service or experience for the user.

Internet of things is among the most discussed technology in our days, intended to connect our physical world with sensors and actuators over the internet into digital platforms, in order to monitor, measure and optimize processes and future forecast [3]. It is projected that by 2025, more than 100 billion devices will be connected and contribute over 11$ trillion in the global market per year while transforming the way people live and work.

Social Media

Social media refers to software tool used by people to collaborative innovation on the move, communicate, and build community with their friends online. It is fast, dynamic and ever-evolving: the digital era has transformed the way we communicate unlike any era before. With smart phones, tablets and other gadgets, we’re now able to “plug in” virtually whenever we desire. Social media allows people to easily learn and capitalize knowledge of others. Social media supports digital learning to reach a large number of audiences quickly and efficiently. Characteristics of Social media software includes: easy content creation and sharing, online collaboration, conversations, hub of wisdoms and transparency. Applications of social media in Education are [4]:

• Blogs: It can be used in Course Management System, reflective learning systems, and also as discussion forums.
• Wikis: allows group of people to work collaboratively to develop a website with no knowledge of HTML. It can be used to display courseware to students.
• PodCasting: refers to audio broadcasting in mp3 format. It can be used as lectures, news, marketing, music classes and language classes.
• Screen Casting: Refers to movie taken of one’s computer screen with narration. It can be used to record lectures, to provide tutorials and commenting on student project work. Various screen casting tutorials can be accessed in http://www.spoken-tutorial.org/ (developed by IIT Bombay and funded by MHRD, Government of India).

Mobile

Mobility refers to communication beyond limitations of physical, static location or devices. It includes tablets, laptops, netbooks and smartphones etc. Characteristics of Mobile devices include portability, size and wireless communication. Mobile learning technologies offers learners and instructors a more dynamic flexible approach towards learning. Aakash is one such mobile device taken part to link students of
colleges and universities in our country for the promotion of m-learning.

Analytics

Analytics refers to the utilization of raw data, inference rules, and analysis models to provide decision makers to perform necessary steps to improve their day-to-day or milestone activities. Volume, Variety and Velocity are the three main characteristics of Analytics. Volume refers to quantity of data, Variety refers to divergent of data and Velocity refers to speed of data.

Deployment of Analytics tools in primary, secondary and higher education will improve the quality of education. It utilizes student basic data, learner-produced data such as quiz, assignments, faculty produced data such as course content, learning resources and analysis models to help administrators in predicting student learning, faculty efficiency, quality of the study material posted in their learning management tools, reduce risk & complexity and promote academic success.

Learning analytics provide a set of powerful tools to inform and support learners. They enable institutions and individuals to better understand and predict personal learning needs and performance. These tools offer more than improvements in teaching and learning: they can also be used to deliver increased efficiency. Universities already collect vast amounts of data, charting students' footprints through their studies and extra-curricular lives. These datasets are rich and growing. Technological and methodological leaps mean that collection and analysis is easier than ever. However, this data resource is often underused. Data analytics can be used to add value across a wide range of university activities. Cloud Cloud is a general model for enabling on demand network and a convenient way to access a pool of computing resources which includes servers, networks, applications and services. The main features of cloud include Data Storage, data backup, data Accessibility, Collaboration and Resources and Time Conscious. In general, it is a term covering the delivery of hosted services such as IaaS, PaaS and SaaS over the Internet. Internal and External are the two basic types of cloud infrastructures. In internal cloud resources are used inside the organisation which is contrary to the external cloud. Learning resources created by IITs can be accessed NPTEL, which is one of the example for Cloud storage.

Higher education institutions can now find solutions for student admission and placements, talent management, research, administration, and fund raising in the cloud. The cloud has disrupted the education scenario for good - freeing it from the confines of space and time. The cloud technology dramatically reduces the time, funds and infrastructure for educational institutions. Not only do institutions benefit from the economies of scale, but they can also channelize the savings towards
strategic learning initiatives and other revenue streams. Apart from these, institutions will achieve operational efficiency with the centralized control while the students become more engaged with the options available to them. Teachers focus more on learner requirements rather than on mundane admin tasks.

IV. BENEFITS AND LIMITATIONS OF I-SMAC

Benefits of I-SMAC technology in digital learning:

- I-SMAC increases exposure of digital learning related services
- This approach allows cost saving as well because of less investment required for software, hardware, connectivity, bandwidth etc
- It provides opportunity to improve services of e-governance
- I-SMAC model allows engaging students on a more personal level and get insight into their likes, dislikes, physical whereabouts and habits thus enabling digital learning service provider to deliver more targeted messages and provide individual support for enhancing student-centred education.

The above benefits are not limited but prime consideration. There are also some limitations or legal issues in terms of security of implementing digital learning by using integrated technology I-SMAC:

- There are some risk factors in gathering big data while applying I-SMAC
- If data is more secure then there would be restrictions of rights on use of data
- It would be challenging to protect database, which can be misused, in applying result of analysis.

V. RESULTS AND FINDINGS

The broad concept of I-SMAC is helpful for understanding impact of technology integration from strategic viewpoint which is deliberated in Table 1.

<table>
<thead>
<tr>
<th>Technology</th>
<th>Role and Relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>IoT</td>
<td>When to Deliver - use of sensors</td>
</tr>
<tr>
<td>Social</td>
<td>Who is the beneficiary - social media to create virtual connectivity</td>
</tr>
<tr>
<td>Mobile</td>
<td>What is the media for communication - use of mobile devices</td>
</tr>
<tr>
<td>Analytics</td>
<td>Why the delivery of specific contents</td>
</tr>
<tr>
<td>Cloud</td>
<td>Where to store the data</td>
</tr>
</tbody>
</table>
When I-SMAC technologies are deployed in an integrated manner, they have a potential of creating and building new age digital learning models based completely on digitized information. In Figure 1, a proposed model for seamless convergence of digital learning and I-SMAC technologies is depicted:

![Figure 1: I-SMAC Model for Digital Learning](image)

VI. CONCLUSION AND FUTURE WORK

To conclude, convergence of these technologies needs much more attention in education. Focus for the deployment of IoT, Social Media, Mobile, Analytics and Cloud in educational institutions will provide encouragement to leading institutions for using social media and mobile infrastructure in learning environment, and for promoting usage of analytics, and usage of free and open source educational software tools using cloud. I-SMAC may also be deployed as augmentation tool in conventional classroom courses, to yield insight for students and teachers.

REFERENCES


Ethical Policy and Guidelines for Authors

Communication

Communication with reference to articles should be addressed to the Editor of The Journal of Social Work and developmentisms. The Editor of (JSWDI) will correspond with the main author in case electronic submission of your article, please direct it to.

Preliminary Requirements

The preliminary requirement of an article, before it is processed for review, are the following

• Appropriateness of the title to the goals and scope of the journal.
• An abstract of article, not exceeding 100 words.
• Conformation to the Reference Style of the journal.

If a new article does not meet these requirements, it will be sent back to the author(s).

Declaration

Each article should be accompanied with a declaration by all the authors that:

• They are the authors of the article in the order in which listed; and
• The article is original, has not been published, and has not be submitted for publication elsewhere.

If the author has quoted more than 500 words/a table/a figure from a published work in the article, a copy of permission obtained from the respective copyright holder needs to enclosed.

Typescript

The article should be submitted in triplicate: be typed in double space on one side of A4 paper; and not exceed 20 pages. The page should include the title of the article, the author's name and the author blurb.

Review system and copy-Editing

The criteria used for reviewing an article are: contemporary relevance, contribution to knowledge, originality, clarity and logic in analysis, methodology of research articles, implications for intervention, appropriateness of reference, and language. Every article undergoes a masked peer review process. The review process takes up to six months.

Copyright

The author owns the copyright of the article until the article is accepted by the journal for publication. After the acceptance communication, the copyright of the article is owned by the Udaipur School of Social Work. It should not be reproduced elsewhere without the written permission of the Editor (JSWDI).
Scheduling

Accepted articles are scheduled for publication in the chronological order in which they are accepted. The publication lag of an accepted article is generally a year. Each author gets two complimentary copies of the journal issue in which his/her article is published.

Journal of Social Work and Development Issues is an internationally refereed journal published annually by Udaipur School of Social Work. It provides a platform to the academicians, researchers, social activities and professionals from the field of social work and other developmental sectors for publications of their research papers, articles, research notes and book reviews.

Instructions for submission of Manuscripts

1. Two copies of Manuscript must be submitted before or on July 31st of each year.
2. Manuscript submitted for publication must be typed in double space on one side of A4 size paper with proper margin at the left.
3. Font type must be Times new roman and font size must be 14.
4. Manuscript should not be too lengthy as to exceed 20 typed pages.
5. Presentation of tabular data should be kept to the barest minimum.
6. All references cited in the text be alphabetically arranged in an appendix titled REFERENCES. For typing format see the following example:
   i. Jain P C (1989), Tribal Agrarian Movement (A Case Study of Bhil Movement in Rajasthan), Himanshu Publication, Udaipur, 10-11
7. Each manuscript should be accompanied with a declaration that the material has not been published elsewhere and that it has been submitted for publication in any other journal.
8. The editorial board reserves the right to reject and ask for modification and resubmission of the manuscript sent in for publication.
9. All Legal matters will be subjected to the legal jurisdiction of Udaipur city.
10. All Manuscripts for publication in Journal should be addressed to:

THE EDITOR

Journal of Social Work and Development Issues
Udaipur School of Social Work
JRN Rajasthan Vidyapeeth (Deemed-to-be) University
Pratapnagar, Udaipur, Rajasthan, India, Pin - 313 001
Contact : 0294-2491809 (O), 09829445889 (M)
Email : ussw@jrnrvu.edu.in, sunil_msw@rediffmail.com