

Corporate Sector in Social Welfare ಸಮಾಜ ಕಲ್ಯಾಣದಲ್ಲಿ ಕಾರ್ಪೊರೇಟ್ ವಲಯ

Introduction

- India is one of the **largest economies of the world**, and an increasingly important player in the emerging global order.
- But it is still home to the largest number of people living in **absolute poverty** (even if the proportion of poor people has decreased) and the largest number of **undernourished children**.
- What emerges is a picture of **uneven distribution of the benefits of growth** which many believe, is the root cause of social unrest.
- ಭಾರತವು ವಿಶ್ವದ ಅತಿದೊಡ್ಡ ಆರ್ಥಿಕತೆಗಳಲ್ಲಿ ಒಂದಾಗಿದೆ ಮತ್ತು ಉದಯೋನ್ಮುಖ ಜಾಗತಿಕ ಕ್ರಮದಲ್ಲಿ ಹೆಚ್ಚು ಮಹತ್ವದ ಆಟಗಾರ.
- ಆದರೆ ಇದು ಇನ್ನೂ ಹೆಚ್ಚಿನ ಸಂಖ್ಯೆಯಲ್ಲಿ ಸಂಪೂರ್ಣ ಬಡತನದಲ್ಲಿ ವಾಸಿಸುತ್ತಿದೆ (ಬಡ ಜನರ ಪ್ರಮಾಣ ಕಡಿಮೆಯಾಗಿದ್ದರೂ ಸಹ) ಮತ್ತು ಹೆಚ್ಚಿನ ಸಂಖ್ಯೆಯ ಅಪೌಷ್ಟಿಕ ಮಕ್ಕಳು.
- ಹೊರಹೊಮ್ಮುವುದು ಸಾಮಾಜಿಕ ಅಶಾಂತಿಗೆ ಮೂಲ ಕಾರಣ ಎಂದು ಅನೇಕರು ನಂಬುವ ಬೆಳವಣಿಗೆಯ ಪ್ರಯೋಜನಗಳ ಅಸಮ ಹಂಚಿಕೆಯ ಚಿತ್ರ.

Indian Companies ಭಾರತೀಯ ಕಂಪನಿಗಳು

- Companies too have been the target of those perturbed by this uneven development and as a result, their contributions to society are under severe scrutiny
 - With increasing awareness of this gap between the haves and the have-nots, this scrutiny will only increase over time and societal expectations will be on the rise.
 - Many companies have been quick to sense this development, and have responded proactively while others have done so only when pushed.
- ಕಂಪನಿಗಳು ಸಹ ಈ ಅಸಮ ಬೆಳವಣಿಗೆಯಿಂದ ತೊಂದರೆಗೀಡಾದವರ ಗುರಿಯಾಗಿದೆ ಮತ್ತು ಇದರ ಪರಿಣಾಮವಾಗಿ, ಸಮಾಜಕ್ಕೆ ಅವರ ಕೊಡುಗೆಗಳು ತೀವ್ರ ಪರಿಶೀಲನೆಗೆ ಒಳಗಾಗುತ್ತವೆ.
 - Eg: $\text{Eg} \rightarrow \text{a} \rightarrow \text{a} \rightarrow \text{v} \rightarrow \text{a} \rightarrow \text{a} \rightarrow \text{u} \rightarrow \text{Eg} \rightarrow \text{z} \rightarrow \text{e}$
 $\text{Eg} \rightarrow \text{a} \rightarrow \text{a} \rightarrow \text{g} \rightarrow \text{a}$ ನಡುವಿನ ಈ ಅಂತರದ ಬಗ್ಗೆ ಹೆಚ್ಚಿನ ಅರಿವಿನೊಂದಿಗೆ, ಈ ಪರಿಶೀಲನೆಯು ಕಾಲಾನಂತರದಲ್ಲಿ ಮಾತ್ರ ಹೆಚ್ಚಾಗುತ್ತದೆ ಮತ್ತು ಸಾಮಾಜಿಕ ನಿರೀಕ್ಷೆಗಳು ಹೆಚ್ಚಾಗುತ್ತವೆ.
 - ಅನೇಕ ಕಂಪನಿಗಳು ಈ ಬೆಳವಣಿಗೆಯನ್ನು ಶೀಘ್ರವಾಗಿ ಗ್ರಹಿಸಿವೆ, ಮತ್ತು ಪೂರ್ವಭಾವಿಯಾಗಿ ಪ್ರತಿಕ್ರಿಯಿಸಿವೆ ಮತ್ತು ಇತರರು ಅದನ್ನು ತಳ್ಳಿದಾಗ ಮಾತ್ರ ಮಾಡಿದ್ದಾರೆ.

Steps taken

- Governments as well as regulators have responded to this unrest.
- The **National Voluntary Guidelines for Social, Environmental and Economic Responsibilities of Business** or the NVGs (accompanied by the Business Responsibility Reports mandated by the SEBI for the top 100 companies) released by the Ministry of Corporate Affairs.
- The **CSR clause** within the Companies Act, 2013.

ಕೈಗೊಂಡ ಕ್ರಮಗಳು

- ಈ ಅಶಾಂತಿಗೆ ಸರ್ಕಾರಗಳು ಮತ್ತು ನಿಯಂತ್ರಕರು ಪ್ರತಿಕ್ರಿಯಿಸಿದ್ದಾರೆ.
- ಸಾಂಸ್ಥಿಕ ವ್ಯವಹಾರಗಳ ಸಚಿವಾಲಯ ಬಿಡುಗಡೆ ಮಾಡಿದ ಸಾಮಾಜಿಕ, ಪರಿಸರ ಮತ್ತು ಆರ್ಥಿಕ ಜವಾಬ್ದಾರಿಗಳಿಗಾಗಿ ರಾಷ್ಟ್ರೀಯ ಸ್ವಯಂಪ್ರೇರಿತ ಮಾರ್ಗಸೂಚಿಗಳು ಅಥವಾ ಎನ್‌ವಿಜಿಗಳು (ಅಗ್ರ 100 ಕಂಪನಿಗಳಿಗೆ ಸೆಬಿ ಆದೇಶಿಸಿರುವ ವ್ಯಾಪಾರ ಜವಾಬ್ದಾರಿ ವರದಿಗಳೊಂದಿಗೆ).
- ಕಂಪನಿಗಳ ಕಾಯ್ದೆ, 2013 ರೊಳಗಿನ ಸಿಎಸ್‌ಆರ್ ಷರತ್ತು.

CSR & INDIA

According to Indian Institute of Corporate Affairs:

- A minimum of 6,000 Indian companies will be required to undertake CSR projects in order to comply with the provisions of the Companies Act, 2013 with many companies undertaking these initiatives for the first time.
- Some estimates indicate that CSR commitments from companies can amount to as much as ₹ 20,000 crore

ಭಾರತೀಯ ಸಾಂಸ್ಥಿಕ ವ್ಯವಹಾರಗಳ

ಸಂಸ್ಥೆಯ ಪ್ರಕಾರ:

- ಕಂಪನಿಗಳ ಕಾಯ್ದೆ, 2013 ರ ನಿಬಂಧನೆಗಳನ್ನು ಅನುಸರಿಸಲು ಸಿಎಸ್‌ಆರ್ ಯೋಜನೆಗಳನ್ನು ಕೈಗೊಳ್ಳಲು ಕನಿಷ್ಠ 6,000 ಭಾರತೀಯ ಕಂಪನಿಗಳು ಅಗತ್ಯವಿರುತ್ತದೆ, ಅನೇಕ ಕಂಪನಿಗಳು ಮೊದಲ ಬಾರಿಗೆ ಈ ಉಪಕ್ರಮಗಳನ್ನು ಕೈಗೊಳ್ಳುತ್ತವೆ.
- ಕೆಲವು ಅಂದಾಜುಗಳ ಪ್ರಕಾರ ಕಂಪನಿಗಳಿಂದ ಸಿಎಸ್‌ಆರ್ ಬದ್ಧತೆಗಳು ₹ 20,000 ಕೋಟಿಗಳಷ್ಟಿರಬಹುದು

MANDATORY PROVISIONS OF CSR UNDER COMPANIES ACT 2013

ಕಂಪನಿ ಕಾಯ್ದೆ 2013 ರ ಅಡಿಯಲ್ಲಿ ಸಿಎಸ್‌ಆರ್‌ಎನ್‌ಎಮ್‌ಎಂಡ್‌ಟಿ‌ರಿ ನಿಬಂಧನೆಗಳು

- Ministry of Corporate Affairs notified section 135 and schedule IX of Companies Act 2013 for Companies (CSR) rule 2014 came into effect on April 1st, 2015.
- With effect from April 1, 2014, every company, private limited or public limited, which either has a net worth of Rs 500 crore or a turnover of Rs 1,000 crore or net profit of Rs 5 crore, needs to spend at least 2% of its average net profit for the immediately preceding three financial years on corporate social responsibility activities.
- ಕಾರ್ಪೊರೇಟ್ ಅಫೇರ್ಸ್ ಸಚಿವಾಲಯವು ಸೆಕ್ಷನ್ 135 ಮತ್ತು ಕಂಪನಿಗಳ (ಸಿಎಸ್‌ಆರ್) ನಿಯಮ 2014 ರ ಕಂಪನಿ ಕಾಯ್ದೆ 2013 ರ ವೇಳಾಪಟ್ಟಿ ಐಎಕ್ಸ್ ಅನ್ನು ಏಪ್ರಿಲ್ 1, 2015 ರಿಂದ ಜಾರಿಗೆ ತಂದಿತು.
- ಏಪ್ರಿಲ್ 1, 2014 ರಿಂದ ಜಾರಿಗೆ ಬರುವಂತೆ, 500 ಕೋಟಿ ರೂ. ನಿವ್ವಳ ಮೌಲ್ಯ ಅಥವಾ 1,000 ಕೋಟಿ ರೂ. ವಹಿವಾಟು ಅಥವಾ 5 ಕೋಟಿ ರೂ. ನಿವ್ವಳ ಲಾಭ ಹೊಂದಿರುವ ಖಾಸಗಿ ಸೀಮಿತ ಅಥವಾ ಸಾರ್ವಜನಿಕ ಸೀಮಿತವಾದ ಪ್ರತಿ ಕಂಪನಿ ಕನಿಷ್ಠ 2% ಖರ್ಚು ಮಾಡಬೇಕಾಗುತ್ತದೆ ಸಾಂಸ್ಥಿಕ ಸಾಮಾಜಿಕ ಜವಾಬ್ದಾರಿ ಚಟುವಟಿಕೆಗಳಲ್ಲಿ ತಕ್ಷಣದ ಹಿಂದಿನ ಮೂರು ಹಣಕಾಸು ವರ್ಷಗಳಲ್ಲಿ ಅದರ ಸರಾಸರಿ ನಿವ್ವಳ ಲಾಭ.

- In determining CSR activities to be undertaken, preference would need to be given to local areas and the areas around where the company operates.
- The activities that can be undertaken by a company to fulfill its CSR obligations are: Providing food to hunger, poverty and malnutrition, promoting preventive healthcare,
- promoting education and promoting gender equality, setting up homes for women, orphans and the senior citizens, animal welfare, protection of national heritage, development and relief and welfare of SC, ST, OBCs, minorities and women, contributions or funds provided to technology within academic institutions approved by the Central Government and rural development projects.
- ಕೈಗೊಳ್ಳಬೇಕಾದ ಸಿಎಸ್‌ಆರ್ ಚಟುವಟಿಕೆಗಳನ್ನು ನಿರ್ಧರಿಸುವಲ್ಲಿ, ಸ್ಥಳೀಯ ಪ್ರದೇಶಗಳಿಗೆ ಮತ್ತು ಕಂಪನಿಯು ಕಾರ್ಯನಿರ್ವಹಿಸುವ ಪ್ರದೇಶಗಳಿಗೆ ಆದ್ಯತೆ ನೀಡಬೇಕಾಗುತ್ತದೆ.
- ಕಂಪನಿಯು ತನ್ನ ಸಿಎಸ್‌ಆರ್ ಕಟ್ಟುಪಾಡುಗಳನ್ನು ಪೂರೈಸಲು ಕೈಗೊಳ್ಳಬಹುದಾದ ಚಟುವಟಿಕೆಗಳು: ಹಸಿವು, ಬಡತನ ಮತ್ತು ಅಪೌಷ್ಟಿಕತೆಗೆ ಆಹಾರವನ್ನು ಒದಗಿಸುವುದು, ತಡೆಗಟ್ಟುವ ಆರೋಗ್ಯ ರಕ್ಷಣೆಯನ್ನು ಉತ್ತೇಜಿಸುವುದು,
- ಶಿಕ್ಷಣವನ್ನು ಉತ್ತೇಜಿಸುವುದು ಮತ್ತು ಲಿಂಗ ಸಮಾನತೆಯನ್ನು ಉತ್ತೇಜಿಸುವುದು, ಮಹಿಳೆಯರು, ಅನಾಥರು ಮತ್ತು ಹಿರಿಯ ನಾಗರಿಕರಿಗೆ ಮನೆಗಳನ್ನು ಸ್ಥಾಪಿಸುವುದು, ಪ್ರಾಣಿ ಕಲ್ಯಾಣ, ರಾಷ್ಟ್ರೀಯ ಪರಂಪರೆಯ ರಕ್ಷಣೆ, ಎಸ್‌ಸಿ, ಎಸ್‌ಟಿ, ಒಬಿಸಿಗಳು, ಅಲ್ಪಸಂಖ್ಯಾತರು ಮತ್ತು ಮಹಿಳೆಯರ ಅಭಿವೃದ್ಧಿ ಮತ್ತು ಪರಿಹಾರ ಮತ್ತು ಕಲ್ಯಾಣ, ತಂತ್ರಜ್ಞಾನಕ್ಕೆ ಕೊಡುಗೆಗಳು ಅಥವಾ ಹಣವನ್ನು ಒದಗಿಸಲಾಗಿದೆ ಕೇಂದ್ರ ಸರ್ಕಾರ ಮತ್ತು ಗ್ರಾಮೀಣಾಭಿವೃದ್ಧಿ ಯೋಜನೆಗಳಿಂದ ಅನುಮೋದಿತ ಶೈಕ್ಷಣಿಕ ಸಂಸ್ಥೆಗಳು.

Consequences CSR and Penalties ಸಿಎಸ್ಆರ್ ಮತ್ತು ದಂಡಗಳ ಪರಿಣಾಮ

Following activities are not consider as a activities of section under section 135

- Contribution to political parties.
- Opening schools for children's of employees
- Bonus to workers
- Providing technical skills or additional knowledge to workers.
- Running welfare services for employees, etc.

Penalties for default:

Rs. 50,000/- fine or 3years imprisonment or both a company owner have to face for not filing the CSR report to the MCA.

- ಕೆಲಗಿನ ಚಟುವಟಿಕೆಗಳನ್ನು ವಿಭಾಗ 135 ರ ಅಡಿಯಲ್ಲಿ ವಿಭಾಗದ ಚಟುವಟಿಕೆಗಳಾಗಿ ಪರಿಗಣಿಸಲಾಗುವುದಿಲ್ಲ.
- ರಾಜಕೀಯ ಪಕ್ಷಗಳಿಗೆ ಕೊಡುಗೆ. ಉದ್ಯೋಗಿಗಳ ಮಕ್ಕಳಿಗಾಗಿ ಶಾಲೆಗಳನ್ನು ತೆರೆಯುವುದು ಕಾರ್ಮಿಕರಿಗೆ ಬೋನಸ್ ಕಾರ್ಮಿಕರಿಗೆ ತಾಂತ್ರಿಕ ಕೌಶಲ್ಯ ಅಥವಾ ಹೆಚ್ಚುವರಿ ಜ್ಞಾನವನ್ನು ಒದಗಿಸುವುದು. ಉದ್ಯೋಗಿಗಳಿಗೆ ಕಲ್ಯಾಣ ಸೇವೆಗಳನ್ನು ನಡೆಸುವುದು ಇತ್ಯಾದಿ.
 - ಡೀಫಾಲ್ಟಾಗಿ ದಂಡಗಳು: ಸಿಎಸ್ಆರ್ ವರದಿಯನ್ನು ಎಂಸಿಎಗೆ ಸಲ್ಲಿಸದಿದ್ದಕ್ಕಾಗಿ ರೂ. 50,000 / - ದಂಡ ಅಥವಾ 3 ವರ್ಷಗಳ ಜೈಲು ಶಿಕ್ಷೆ ಅಥವಾ ಕಂಪನಿಯ ಮಾಲೀಕರಿಬ್ಬರೂ ಎದುರಿಸಬೇಕಾಗುತ್ತದೆ.

Corporate Sector in Social Welfare ಸಮಾಜ ಕಲ್ಯಾಣದಲ್ಲಿ ಕಾರ್ಪೊರೇಟ್ ವಲಯ

Corporate social responsibility (CSR) is a self-regulating business model that helps a company be socially accountable—to itself, its stakeholders, and the public. By practicing corporate social responsibility, also called corporate citizenship, companies can be conscious of the kind of impact they are having on all aspects of society, including economic, social, and environmental.

To engage in CSR means that, in the ordinary course of business, a company is operating in ways that enhance society and the environment, instead of contributing negatively to them.

ಕಾರ್ಪೊರೇಟ್ ಸಾಮಾಜಿಕ ಜವಾಬ್ದಾರಿ (ಸಿಎಸ್ಆರ್) ಎನ್ನುವುದು ಸ್ವಯಂ-ನಿಯಂತ್ರಿಸುವ ವ್ಯವಹಾರ ಮಾದರಿಯಾಗಿದ್ದು, ಅದು ಕಂಪನಿಯು ಸಾಮಾಜಿಕವಾಗಿ ಜವಾಬ್ದಾರಿಯುತವಾಗಿರಲು ಸಹಾಯ ಮಾಡುತ್ತದೆ-ಸ್ವತಃ, ಅದರ ಮಧ್ಯಸ್ಥಗಾರರಿಗೆ ಮತ್ತು ಸಾರ್ವಜನಿಕರಿಗೆ. ಕಾರ್ಪೊರೇಟ್ ಪೌರತ್ವ ಎಂದೂ ಕರೆಯಲ್ಪಡುವ ಕಾರ್ಪೊರೇಟ್ ಸಾಮಾಜಿಕ ಜವಾಬ್ದಾರಿಯನ್ನು ಅಭ್ಯಾಸ ಮಾಡುವ ಮೂಲಕ, ಕಂಪನಿಗಳು ಆರ್ಥಿಕ, ಸಾಮಾಜಿಕ ಮತ್ತು ಪರಿಸರ ಸೇರಿದಂತೆ ಸಮಾಜದ ಎಲ್ಲಾ ಅಂಶಗಳ ಮೇಲೆ ಯಾವ ರೀತಿಯ ಪರಿಣಾಮ ಬೀರುತ್ತವೆ ಎಂಬುದರ ಬಗ್ಗೆ ಜಾಗೃತರಾಗಬಹುದು.

ಸಿಎಸ್ಆರ್‌ನಲ್ಲಿ ತೊಡಗಿಸಿಕೊಳ್ಳುವುದು ಎಂದರೆ, ಸಾಮಾನ್ಯ ವ್ಯವಹಾರದಲ್ಲಿ, ಕಂಪನಿಯು ಅವರಿಗೆ ಆಣಾತ್ಮಕ ಕೊಡುಗೆ ನೀಡುವ ಬದಲು ಸಮಾಜ ಮತ್ತು ಪರಿಸರವನ್ನು ಹೆಚ್ಚಿಸುವ ರೀತಿಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತಿದೆ.

Corporate social responsibility is a broad concept that can take many forms depending on the company and industry. Through CSR programs, philanthropy, and volunteer efforts, businesses can benefit society while boosting their brands.

As important as CSR is for the community, it is equally valuable for a company. CSR activities can help forge a stronger bond between employees and corporations, boost morale and help both employees and employers feel more connected with the world around them.

ಸಾಂಸ್ಥಿಕ ಸಾಮಾಜಿಕ ಜವಾಬ್ದಾರಿ ಎನ್ನುವುದು ಕಂಪನಿ ಮತ್ತು ಉದ್ಯಮವನ್ನು ಅವಲಂಬಿಸಿ ಅನೇಕ ರೂಪಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳುವ ವಿಶಾಲ ಪರಿಕಲ್ಪನೆಯಾಗಿದೆ. ಸಿಎಸ್ಆರ್ ಕಾರ್ಯಕ್ರಮಗಳು, ಲೋಕೋಪಕಾರ ಮತ್ತು ಸ್ವಯಂಸೇವಕ ಪ್ರಯತ್ನಗಳ ಮೂಲಕ, ವ್ಯವಹಾರಗಳು ತಮ್ಮ ಬ್ರಾಂಡ್‌ಗಳನ್ನು ಹೆಚ್ಚಿಸುವಾಗ ಸಮಾಜಕ್ಕೆ ಪ್ರಯೋಜನವನ್ನು ನೀಡುತ್ತವೆ.

ಸಮುದಾಯಕ್ಕೆ ಸಿಎಸ್ಆರ್ ಎಷ್ಟು ಮುಖ್ಯವೋ, ಅದು ಕಂಪನಿಗೆ ಅಷ್ಟೇ ಮೌಲ್ಯಯುತವಾಗಿದೆ. ಸಿಎಸ್ಆರ್ ಚಟುವಟಿಕೆಗಳು ನೌಕರರು ಮತ್ತು ನಿಗಮಗಳ ನಡುವೆ ಬಲವಾದ ಸಂಬಂಧವನ್ನು ರೂಪಿಸಲು ಸಹಾಯ ಮಾಡುತ್ತದೆ, ಸ್ಪೈರ್‌ವನ್ನು ಹೆಚ್ಚಿಸುತ್ತದೆ ಮತ್ತು ನೌಕರರು ಮತ್ತು ಉದ್ಯೋಗದಾತರು ತಮ್ಮ ಸುತ್ತಲಿನ ಪ್ರಪಂಚದೊಂದಿಗೆ ಹೆಚ್ಚು ಸಂಪರ್ಕ ಹೊಂದಿದ್ದಾರೆಂದು ಭಾವಿಸಲು ಸಹಾಯ ಮಾಡುತ್ತದೆ.

Definitions of CSR

The Kennedy School of Government (Harvard University), CSR Initiative:

“The term [CSR] is often used interchangeably with others, including corporate responsibility, corporate citizenship, social enterprise, sustainability, sustainable development, triple bottom line, corporate ethics, and in some cases corporate governance. Though these terms are different, they all point in the same direction: throughout the industrialized world and in many developing countries there has been a sharp escalation in the social roles corporations are expected to play.”

ಕೆನಡಿ ಸ್ಕೂಲ್ ಆಫ್ ಗವರ್ನಮೆಂಟ್ (ಹಾರ್ವರ್ಡ್ ವಿಶ್ವವಿದ್ಯಾಲಯ), ಸಿಎಸ್‌ಆರ್ ಇನ್ನಿತರ ಪದಗಳನ್ನು :

"[ಸಿಎಸ್‌ಆರ್] ಎಂಬ ಪದವನ್ನು ಕಾರ್ಪೊರೇಟ್ ಜವಾಬ್ದಾರಿ, ಕಾರ್ಪೊರೇಟ್ ಪೌರತ್ವ, ಸಾಮಾಜಿಕ ಉದ್ಯಮ, ಸುಸ್ಥಿರತೆ, ಸುಸ್ಥಿರ ಅಭಿವೃದ್ಧಿ, ಟ್ರಿಪಲ್ ಬಾಟಮ್ ಲೈನ್, ಕಾರ್ಪೊರೇಟ್ ನೀತಿಶಾಸ್ತ್ರ, ಮತ್ತು ಕೆಲವು ಸಂದರ್ಭಗಳಲ್ಲಿ ಕಾರ್ಪೊರೇಟ್ ಆಡಳಿತ ಸೇರಿದಂತೆ ಇತರರೊಂದಿಗೆ ಪರಸ್ಪರ ವಿನಿಮಯ ಮಾಡಿಕೊಳ್ಳಲಾಗುತ್ತದೆ. ಈ ನಿಯಮಗಳು ವಿಭಿನ್ನವಾಗಿದ್ದರೂ, ಅವೆಲ್ಲವೂ ಒಂದೇ ದಿಕ್ಕಿನಲ್ಲಿವೆ: ಕೈಗಾರಿಕೀಕರಣಗೊಂಡ ಪ್ರಪಂಚದಾದ್ಯಂತ ಮತ್ತು ಅನೇಕ ಅಭಿವೃದ್ಧಿಶೀಲ ರಾಷ್ಟ್ರಗಳಲ್ಲಿ ನಿಗಮಗಳು ವಹಿಸುವ ಸಾಮಾಜಿಕ ಪಾತ್ರಗಳಲ್ಲಿ ತೀವ್ರ ಏರಿಕೆ ಕಂಡುಬಂದಿದೆ. "

What is CSR?

Common Understanding One

Common Understanding One: CSR is an idea whereby companies integrate economic, social and environmental concerns in their business operations.

Common Understanding Two:

Stakeholders Common Understanding Two:

CSR relates to the idea whereby a business addresses and balances the needs of stakeholders.

Who/what are stakeholders? "Individuals and groups who may affect or be affected by the actions, decisions, policies, practices or goals of an enterprise." Examples:

- Shareholders and other investors
- Employees
- Governments
- NGOs
- Customers
- Local communities
- Environment

ಸಿಎಸ್‌ಆರ್ ಎಂದರೇನು?

ಸಾಮಾನ್ಯ ತಿಳುವಳಿಕೆ ಒಂದು

ಸಾಮಾನ್ಯ ತಿಳುವಳಿಕೆ ಒಂದು:

ಸಿಎಸ್‌ಆರ್ ಎನ್ನುವುದು ಕಂಪನಿಗಳು ತಮ್ಮ ವ್ಯವಹಾರ ಕಾರ್ಯಾಚರಣೆಗಳಲ್ಲಿ ಆರ್ಥಿಕ, ಸಾಮಾಜಿಕ ಮತ್ತು ಪರಿಸರ ಕಾಳಜಿಗಳನ್ನು ಸಂಯೋಜಿಸುವ ಒಂದು ಉಪಾಯವಾಗಿದೆ.

ಸಾಮಾನ್ಯ ತಿಳುವಳಿಕೆ ಎರಡು:

ಮಧ್ಯಸ್ಥಗಾರರು ಸಾಮಾನ್ಯ ತಿಳುವಳಿಕೆ ಎರಡು:

ಸಿಎಸ್‌ಆರ್ ವ್ಯವಹಾರವು ಮಧ್ಯಸ್ಥಗಾರರ ಅಗತ್ಯಗಳನ್ನು ಪರಿಹರಿಸುವ ಮತ್ತು ಸಮತೋಲನಗೊಳಿಸುವ ಕಲ್ಪನೆಗೆ ಸಂಬಂಧಿಸಿದೆ. ಯಾರು / ಮಧ್ಯಸ್ಥಗಾರರು ಯಾರು? "ಉದ್ಯಮದ ಕ್ರಿಯೆಗಳು, ನಿರ್ಧಾರಗಳು, ನೀತಿಗಳು, ಅಭ್ಯಾಸಗಳು ಅಥವಾ ಗುರಿಗಳಿಂದ ಪ್ರಭಾವ ಬೀರುವ ಅಥವಾ ಪರಿಣಾಮ ಬೀರುವ ವ್ಯಕ್ತಿಗಳು ಮತ್ತು ಗುಂಪುಗಳು."

ಉದಾಹರಣೆಗಳು:

- ಷೇರುದಾರರು ಮತ್ತು ಇತರ ಹೂಡಿಕೆದಾರರು
- ನೌಕರರು • ಗ್ರಾಹಕರು
- ಸರ್ಕಾರಗಳು • ಸ್ಥಳೀಯ ಸಮುದಾಯಗಳು
- ಎನ್‌ಜಿಒಗಳು • ಪರಿಸರ

Needs of CSR for a Company: ಕಂಪನಿಗೆ ಸಿಎಸ್‌ಆರ್ ಅಗತ್ಯಗಳು

- Communities provide the license to operate.
- Attracting and retaining employees.
- A company's ability to attract, retain and motivate employees with their CSR commitments.
- Enhancing corporate reputation
- Generating goodwill, creating a positive image.
- Corporate Social Responsibility attracts more investors.
- Customers are attracted towards Socially responsible companies.
- ಸಮುದಾಯಗಳು ಕಾರ್ಯನಿರ್ವಹಿಸಲು ಪರವಾನಗಿ ನೀಡುತ್ತವೆ.
- ನೌಕರರನ್ನು ಆಕರ್ಷಿಸುವುದು ಮತ್ತು ಉಳಿಸಿಕೊಳ್ಳುವುದು.
- ಸಿಎಸ್‌ಆರ್ ಬದ್ಧತೆಗಳೊಂದಿಗೆ ನೌಕರರನ್ನು ಆಕರ್ಷಿಸಲು, ಉಳಿಸಿಕೊಳ್ಳಲು ಮತ್ತು ಪ್ರೇರೇಪಿಸುವ ಕಂಪನಿಯ ಸಾಮರ್ಥ್ಯ.
- ಕಾರ್ಪೊರೇಟ್ ಖ್ಯಾತಿಯನ್ನು ಹೆಚ್ಚಿಸುತ್ತದೆ .
- ಸದ್ಭಾವನೆಯನ್ನು ಹುಟ್ಟುಹಾಕುವುದು, ಸಕಾರಾತ್ಮಕ ಚಿತ್ರವನ್ನು ರಚಿಸುವುದು.
- ಕಾರ್ಪೊರೇಟ್ ಸಾಮಾಜಿಕ ಜವಾಬ್ದಾರಿ ಹೆಚ್ಚು ಹೂಡಿಕೆದಾರರನ್ನು ಆಕರ್ಷಿಸುತ್ತದೆ.
- ಗ್ರಾಹಕರು ಸಾಮಾಜಿಕ ಜವಾಬ್ದಾರಿಯುತ ಕಂಪನಿಗಳತ್ತ ಆಕರ್ಷಿತರಾಗುತ್ತಾರೆ ..

Reasons for CSR Activities ಸಿಎಸ್‌ಆರ್ ಚಟುವಟಿಕೆಗಳಿಗೆ ಕಾರಣಗಳು

- CSR activities are important to and even expected by the public. And they are easily monitored worldwide.
- CSR activities help organizations hire and retain the people they want.
- CSR activities contribute to business performance
- ಸಿಎಸ್‌ಆರ್ ಚಟುವಟಿಕೆಗಳು ಸಾರ್ವಜನಿಕರಿಂದ ಮುಖ್ಯವಾಗಿ ಮತ್ತು ನಿರೀಕ್ಷಿಸಲ್ಪಡುತ್ತವೆ. ಮತ್ತು ಅವುಗಳನ್ನು ಸುಲಭವಾಗಿ ಮೇಲ್ವಿಚಾರಣೆ ಮಾಡಲಾಗುತ್ತದೆ.
- ಸಿಎಸ್‌ಆರ್ ಚಟುವಟಿಕೆಗಳು ಸಂಸ್ಥೆಗಳಿಗೆ ಅವರು ಬಯಸುವ ಜನರನ್ನು ನೇಮಿಸಿಕೊಳ್ಳಲು ಮತ್ತು ಉಳಿಸಿಕೊಳ್ಳಲು ಸಹಾಯ ಮಾಡುತ್ತದೆ.
- ಸಿಎಸ್‌ಆರ್ ಚಟುವಟಿಕೆಗಳು ವ್ಯವಹಾರದ ಕಾರ್ಯಕ್ಷಮತೆಗೆ ಕೊಡುಗೆ ನೀಡುತ್ತವೆ

Benefits of Corporate Social Responsibility ಕಾರ್ಪೊರೇಟ್ ಸಾಮಾಜಿಕ ಜವಾಬ್ದಾರಿಯ ಪ್ರಯೋಜನಗಳು

Some clear benefits of corporate social responsibility are:

- **Improved public image.** This is crucial, as consumers assess your public image when deciding whether to buy from you. Something simple, like staff members volunteering an hour a week at a charity, shows that you're a brand committed to helping others. As a result, you'll appear much more favourable to consumers.
- **Increased brand awareness and recognition.** If you're committed to ethical practices, this news will spread. More people will therefore hear about your brand, which creates an increased brand awareness.
- **Cost savings.** Many simple changes in favour of sustainability, such as using less packaging, will help to decrease your production costs.

- ಸಾಂಸ್ಥಿಕ ಸಾಮಾಜಿಕ ಜವಾಬ್ದಾರಿಯ ಕೆಲವು ಸ್ಪಷ್ಟ ಪ್ರಯೋಜನಗಳು:
- ಸುಧಾರಿತ ಸಾರ್ವಜನಿಕ ಚಿತ್ರಣ. ನಿಮ್ಮಿಂದ ಖರೀದಿಸಬೇಕೆ ಎಂದು ನಿರ್ದರಿಸುವಾಗ ಗ್ರಾಹಕರು ನಿಮ್ಮ ಸಾರ್ವಜನಿಕ ಚಿತ್ರವನ್ನು ನಿರ್ಣಯಿಸುವುದರಿಂದ ಇದು ನಿರ್ಣಾಯಕವಾಗಿದೆ. ಸಿಬ್ಬಂದಿ ಸದಸ್ಯರು ವಾರದಲ್ಲಿ ಒಂದು ಗಂಟೆ ಚಾರಿಟಿಯಲ್ಲಿ ಸ್ವಯಂ ಸೇವಕರಾಗಿ ಕೆಲಸ ಮಾಡುವಂತೆಯೇ, ನೀವು ಇತರರಿಗೆ ಸಹಾಯ ಮಾಡಲು ಬದ್ಧರಾಗಿರುವ ಬ್ರಾಂಡ್ ಎಂದು ತೋರಿಸುತ್ತದೆ. ಪರಿಣಾಮವಾಗಿ, ನೀವು ಗ್ರಾಹಕರಿಗೆ ಹೆಚ್ಚು ಅನುಕೂಲಕರವಾಗಿ ಕಾಣಿಸುತ್ತೀರಿ.
- ಹೆಚ್ಚಿದ ಬ್ರಾಂಡ್ ಅರಿವು ಮತ್ತು ಮಾನ್ಯತೆ. ನೀವು ನೈತಿಕ ಅಭ್ಯಾಸಗಳಿಗೆ ಬದ್ಧರಾಗಿದ್ದರೆ, ಈ ಸುದ್ದಿ ಹರಡುತ್ತದೆ. ಆದ್ದರಿಂದ ಹೆಚ್ಚಿನ ಜನರು ನಿಮ್ಮ ಬ್ರಾಂಡ್ ಬಗ್ಗೆ ಕೇಳುತ್ತಾರೆ, ಇದು ಹೆಚ್ಚಿದ ಬ್ರಾಂಡ್ ಅರಿವನ್ನು ಉಂಟುಮಾಡುತ್ತದೆ.
- ವೆಚ್ಚ ಉಳಿತಾಯ. ಕಡಿಮೆ ಪ್ಯಾಕೇಜಿಂಗ್ ಅನ್ನು ಬಳಸುವುದರಂತಹ ಸುಸ್ಥಿರತೆಯ ಪರವಾಗಿ ಅನೇಕ ಸರಳ ಬದಲಾವಣೆಗಳು ನಿಮ್ಮ ಉತ್ಪಾದನಾ ವೆಚ್ಚವನ್ನು ಕಡಿಮೆ ಮಾಡಲು ಸಹಾಯ ಮಾಡುತ್ತದೆ.

- **An advantage over competitors.** By embracing CSR, you stand out from competitors in your industry. You establish yourself as a company committed to going one step further by considering social and environmental factors.
- **Increased customer engagement.** If you're using sustainable systems, you should shout it from the rooftops. Post it on your social media channels and create a story out of your efforts. Furthermore, you should show your efforts to local media outlets in the hope they'll give it some coverage. Customers will follow this and engage with your brand and operations.

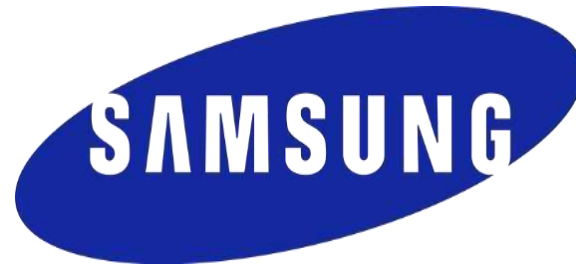
- ಸ್ಪರ್ಧಿಗಳಿಗಿಂತ ಒಂದು ಅನುಕೂಲ. ಸಿಎಸ್‌ಆರ್ ಅನ್ನು ಸ್ವೀಕರಿಸುವ ಮೂಲಕ, ನಿಮ್ಮ ಉದ್ಯಮದ ಸ್ಪರ್ಧಿಗಳಿಂದ ನೀವು ಎದ್ದು ಕಾಣುತ್ತೀರಿ. ಸಾಮಾಜಿಕ ಮತ್ತು ಪರಿಸರ ಅಂಶಗಳನ್ನು ಪರಿಗಣಿಸಿ ಒಂದು ಹೆಜ್ಜೆ ಮುಂದೆ ಹೋಗಲು ಬದ್ಧವಾಗಿರುವ ಕಂಪನಿಯಾಗಿ ನೀವು ನಿಮ್ಮನ್ನು ಸ್ಥಾಪಿಸಿಕೊಳ್ಳುತ್ತೀರಿ.
- ಗ್ರಾಹಕರ ವೇದಿಕೆಯಲ್ಲಿ ನಿಮ್ಮ ಸಾಮಾಜಿಕ ಮಾಧ್ಯಮ ಚಾನೆಲ್‌ಗಳಲ್ಲಿ ಪೋಸ್ಟ್ ಮಾಡಿ ಮತ್ತು ನಿಮ್ಮ ಪ್ರಯತ್ನದಿಂದ ಕಥೆಯನ್ನು ರಚಿಸಿ. ಇದಲ್ಲದೆ, ಸ್ಥಳೀಯ ಮಾಧ್ಯಮಗಳಿಗೆ ಅವರು ಸ್ವಲ್ಪ ವ್ಯಾಪ್ತಿಯನ್ನು ನೀಡುತ್ತಾರೆ ಎಂಬ ಭರವಸೆಯಿಂದ ನಿಮ್ಮ ಪ್ರಯತ್ನಗಳನ್ನು ನೀವು ತೋರಿಸಬೇಕು. ಗ್ರಾಹಕರು ಇದನ್ನು ಅನುಸರಿಸುತ್ತಾರೆ ಮತ್ತು ನಿಮ್ಮ ಬ್ರ್ಯಾಂಡ್ ಮತ್ತು ಕಾರ್ಯಾಚರಣೆಗಳೊಂದಿಗೆ ತೊಡಗುತ್ತಾರೆ.

- **Greater employee engagement.** Similar to customer engagement, you also need to ensure that your employees know your CSR strategies. It's proven that employees enjoy working more for a company that has a good public image than one that doesn't. Furthermore, by showing that you're committed to things like human rights, you're much more likely to attract and retain the top candidates.
- **More benefits for employees.** There are also a range of benefits for your employees when you embrace CSR. Your workplace will be a more positive and productive place to work, and by promoting things like volunteering, you encourage personal and professional growth.
- ಹೆಚ್ಚಿನ ಉದ್ಯೋಗಿಗಳ ವೇತನವನ್ನು ಹೆಚ್ಚಿಸಿ. ಗ್ರಾಹಕರ ವೇತನವನ್ನು ಹೆಚ್ಚಿಸಿ, ನಿಮ್ಮ ಸಿಎಸ್ಆರ್ ಕಾರ್ಯತಂತ್ರಗಳನ್ನು ನಿಮ್ಮ ಉದ್ಯೋಗಿಗಳಿಗೆ ತಿಳಿದಿದೆಯೆ ಎಂದು ನೀವು ಖಚಿತಪಡಿಸಿಕೊಳ್ಳಬೇಕು. ಉತ್ತಮ ಸಾರ್ವಜನಿಕ ಚಿತ್ರಣವನ್ನು ಹೊಂದಿರುವ ಕಂಪನಿಗೆ ಉದ್ಯೋಗಿಗಳು ಹೆಚ್ಚು ಕೆಲಸ ಮಾಡುವುದನ್ನು ಆನಂದಿಸುತ್ತಾರೆ ಎಂಬುದು ಸಾಬೀತಾಗಿದೆ. ಇದಲ್ಲದೆ, ನೀವು ಮಾನವ ಹಕ್ಕುಗಳಂತಹ ವಿಷಯಗಳಿಗೆ ಬದ್ಧರಾಗಿದ್ದೀರಿ ಎಂದು ತೋರಿಸುವ ಮೂಲಕ, ನೀವು ಉನ್ನತ ಅಭ್ಯರ್ಥಿಗಳನ್ನು ಆಕರ್ಷಿಸುವ ಮತ್ತು ಉಳಿಸಿಕೊಳ್ಳುವ ಸಾಧ್ಯತೆಯಿದೆ.
- **ಉದ್ಯೋಗಿಗಳಿಗೆ ಹೆಚ್ಚಿನ ಪ್ರಯೋಜನಗಳು.** ನೀವು ಸಿಎಸ್ಆರ್ ಅನ್ನು ಸ್ವೀಕರಿಸುವಾಗ ನಿಮ್ಮ ಉದ್ಯೋಗಿಗಳಿಗೆ ಹಲವಾರು ಪ್ರಯೋಜನಗಳಿವೆ. ನಿಮ್ಮ ಕೆಲಸದ ಸ್ಥಳವು ಕೆಲಸ ಮಾಡಲು ಹೆಚ್ಚು ಸಕಾರಾತ್ಮಕ ಮತ್ತು ಉತ್ಪಾದಕ ಸ್ಥಳವಾಗಿರುತ್ತದೆ ಮತ್ತು ಸ್ವಯಂಸೇವಕರಂತಹ ವಿಷಯಗಳನ್ನು ಉತ್ತೇಜಿಸುವ ಮೂಲಕ, ನೀವು ವೈಯಕ್ತಿಕ ಮತ್ತು ವೃತ್ತಿಪರ ಬೆಳವಣಿಗೆಯನ್ನು ಪ್ರೋತ್ಸಾಹಿಸುತ್ತೀರಿ.

CSR INITIATIVE BY DIFFERENT COMPANIES IN INDIA

ಭಾರತದ ವಿವಿಧ ಕಂಪನಿಗಳಿಂದ ಸಿಎಸ್ಆರ್ ಉಪಕ್ರಮ





CSR INITIATIVE: SOLAR LAMPS

SOURCE:

<https://www.youtube.com/watch?v=gt-ga9hdZ0w>



VIDYADHANAM

- Scholarship Programmes
 - Special Coaching Classes
 - School Infrastructure Improvement
 - Co-Curricular activities
 - More than 37,000 children were benefited
- VASUNDHARA**
- Tree Plantation Programmes
 - Creating Environmental Awareness
 - 1,64,000 trees were planted

AAROGYA

- Addressing Malnutrition
- Preventive and Curative Healthcare Services
- More than 2,84,000 persons were benefited in

2013-14

KAUSHALYA

- Driver Training Programme
 - Training in Automotive and Technical Trades
 - Training in Agriculture and allied activities
 - ITI adoption Programme- training 137 youth across
- India
- More than 20,000 youth were benefited in 2013-14

SOURCE :

<http://www.tatamotors.com/investors/financials/>

ORCHID CHEMICALS ಆರ್ಕಿಡ್ ರಾಸಾಯನಿಕಗಳು

- Orchid chemicals and pharmaceuticals limited is an Indian company based in Chennai founded on 1, July, 1992 by kailasam raghavendra rao an alumnus of IIM Ahmedabad.
- There was a CSR conflict ,women workers protested for not having equal rights as men in terms of salary, promotions and basic facilities.
- ಆರ್ಕಿಡ್ ರಾಸಾಯನಿಕಗಳು ಮತ್ತು ಔಷಧೀಯ ಸೀಮಿತವು ಚೆನ್ನೈ ಮೂಲದ ಭಾರತೀಯ ಕಂಪನಿಯಾಗಿದ್ದು, ಜುಲೈ 1, 1992 ರಂದು ಕೈಲಾಸಂ ರಾಘವೇಂದ್ರ ರಾವ್ ಅವರು ಐಐಎಂ ಅಹಮದಾಬಾದ್‌ನ ಹಳೆಯ ವಿದ್ಯಾರ್ಥಿ ಸ್ಥಾಪಿಸಿದರು.
- ಸಿಎಸ್‌ಆರ್ ಸಂಘರ್ಷವಿತ್ತು, ಮಹಿಳಾ ಕಾರ್ಮಿಕರು ವೇತನ, ಬಡ್ಡಿ ಮತ್ತು ಮೂಲ ಸೌಲಭ್ಯಗಳ ವಿಷಯದಲ್ಲಿ ಪುರುಷರಿಗೆ ಸಮಾನ ಹಕ್ಕುಗಳನ್ನು ಹೊಂದಿಲ್ಲವೆಂದು ಪ್ರತಿಭಟಿಸಿದರು.

CANON

- CANON is a Japanese multinational corporation specialized in manufacture of imaging and optical products. Canon has regional headquarters in Japan America ,Asia ,Europe, middle east ,Africa ,etc
- The CSR conflict, the workers are not allowed to sit during working hours , then should work all day long . The main moto only to make profit and increase efficiency of company.

- ಕ್ಯಾನನ್ ಎಂಬುದು ಜಪಾನಿನ ಬಹುರಾಷ್ಟ್ರೀಯ ಸಂಸ್ಥೆಯಾಗಿದ್ದು, ಇಮೇಜಿಂಗ್ ಮತ್ತು ಆಪ್ಟಿಕಲ್ ಉತ್ಪನ್ನಗಳ ತಯಾರಿಕೆಯಲ್ಲಿ ಪರಿಣತಿ ಪಡೆದಿದೆ. ಕ್ಯಾನನ್ ಜಪಾನ್ ಅಮೆರಿಕ, ಏಷ್ಯಾ, ಯುರೋಪ್, ಮಧ್ಯಪ್ರಾಚ್ಯ, ಆಫ್ರಿಕಾ, ಇತ್ಯಾದಿಗಳಲ್ಲಿ ಪ್ರಾದೇಶಿಕ ಪ್ರಧಾನ PÀbÉÃjAiÀÄ£ÀÄß ಹೊಂದಿದೆ.
- ಸಿಎಸ್ಆರ್ ಸಂಘರ್ಷ, ಕಾರ್ಮಿಕರಿಗೆ ಕೆಲಸದ ಸಮಯದಲ್ಲಿ ಕುಳಿತುಕೊಳ್ಳಲು ಅವಕಾಶವಿಲ್ಲ, ನಂತರ ದಿನವಿಡೀ ಕೆಲಸ ಮಾಡಬೇಕು. ಲಾಭಗಳಿಸಲು ಮತ್ತು ಕಂಪನಿಯ ದಕ್ಷತೆಯನ್ನು ಹೆಚ್ಚಿಸಲು ಮಾತ್ರ ಮುಖ್ಯ ಮೋಟೋ.

RELIANCE

Reliance industries limited is an Indian holding company headquartered in Mumbai. The group is present in many business sectors across India including petrochemicals, health care ,retail ,textiles, etc.

The CSR conflicts Business with suppliers those using child labor.

- ರಿಲಯನ್ಸ್ ಇಂಡಸ್ಟ್ರೀಸ್ ಲಿಮಿಟೆಡ್ ಮುಂಬೈನಲ್ಲಿ ಪ್ರಧಾನ ಕಚೇರಿಯನ್ನು ಹೊಂದಿರುವ ಭಾರತೀಯ ಹಿಡುವಳಿ ಕಂಪನಿಯಾಗಿದೆ. ಪೆಟ್ರೋಕೆಮಿಕಲ್ಸ್, ಆರೋಗ್ಯ ರಕ್ಷಣೆ, ಚಿಲ್ಲರೆ ವ್ಯಾಪಾರ, ಜವಳಿ ಇತ್ಯಾದಿಗಳನ್ನು ಒಳಗೊಂಡಂತೆ ಭಾರತದಾದ್ಯಂತ ಅನೇಕ ವ್ಯಾಪಾರ ಕ್ಷೇತ್ರಗಳಲ್ಲಿ ಈ ಗುಂಪು ಅಸ್ತಿತ್ವದಲ್ಲಿದೆ.
- ಸಿಎಸ್‌ಆರ್ ಘರ್ಷಣೆಗಳು ಬಾಲ ಕಾರ್ಮಿಕ ಪದ್ಧತಿಯನ್ನು ಬಳಸುವವರೊಂದಿಗೆ ವ್ಯಾಪಾರ.

ASIAN PAINTS

- Asian paints limited is an Indian chemical company headquartered in Mumbai. It manufacture paints for decorative and industrial use. It is India's largest and Asia's third largest paint company.

The CSR conflict

- The toxic chemicals which are removed by the Asian paints industries caused the death of thousand of fishes.
- Its chemical pollutes surrounding water more faster than any other company.

- ಏಷ್ಯನ್ ಪೇಂಟ್ಸ್ ಲಿಮಿಟೆಡ್ ಮುಂಬೈನಲ್ಲಿ ಪ್ರಧಾನ ಕಚೇರಿಯನ್ನು ಹೊಂದಿರುವ ಭಾರತೀಯ ರಾಸಾಯನಿಕ ಕಂಪನಿಯಾಗಿದೆ. ಇದು ಅಲಂಕಾರಿಕ ಮತ್ತು ಕೈಗಾರಿಕಾ ಬಳಕೆಗಾಗಿ ಬಣ್ಣಗಳನ್ನು ತಯಾರಿಸುತ್ತದೆ. ಇದು ಭಾರತದ ಅತಿದೊಡ್ಡ ಮತ್ತು ಏಷ್ಯಾದ ಮೂರನೇ ಅತಿದೊಡ್ಡ ಪೇಂಟ್ ಕಂಪನಿಯಾಗಿದೆ.
- ಸಿಎಸ್‌ಆರ್ ಸಂಘರ್ಷ ಏಷ್ಯನ್ ಪೇಂಟ್ಸ್ ಕೈಗಾರಿಕೆಗಳಿಂದ ತೆಗೆದುಹಾಕಲ್ಪಟ್ಟ ವಿಷಕಾರಿ ರಾಸಾಯನಿಕಗಳು ಸಾವಿರಾರು ಮೀನುಗಳ ಸಾವಿಗೆ ಕಾರಣವಾಯಿತು. ಇದರ ರಾಸಾಯನಿಕವು ಸುತ್ತಮುತ್ತಲಿನ ನೀರನ್ನು ಇತರ ಕಂಪನಿಗಳಿಗಿಂತ ವೇಗವಾಗಿ ಮಾಲಿನ್ಯಗೊಳಿಸುತ್ತದೆ.

POSITIVE Public Relation

ಸಕಾರಾತ್ಮಕ ಸಾರ್ವಜನಿಕ ಸಂಪರ್ಕ

- CSR provides the opportunity to share positive stories online and through traditional media. Companies no longer have to waste money on expensive advertising campaigns. Instead they generate free publicity and benefit from word of mouth marketing.

- **LONG TERM FUTURE FOR YOUR BUSINESS**

CSR is not something for the short term. It's all about achieving long term results and business continuity. Large businesses refer to: "shaping a more sustainable society.

- ಸಿಎಸ್ಆರ್ ಆನ್‌ಲೈನ್ ಮತ್ತು ಸಾಂಪ್ರದಾಯಿಕ ಮಾಧ್ಯಮಗಳ ಮೂಲಕ ಸಕಾರಾತ್ಮಕ ಕಥೆಗಳನ್ನು ಹಂಚಿಕೊಳ್ಳಲು ಅವಕಾಶವನ್ನು ಒದಗಿಸುತ್ತದೆ. ಕಂಪನಿಗಳು ಇನ್ನು ಮುಂದೆ ದುಬಾರಿ ಜಾಹೀರಾತು ಪ್ರಚಾರಕ್ಕಾಗಿ ಹಣವನ್ನು ವ್ಯರ್ಥ ಮಾಡಬೇಕಾಗಿಲ್ಲ. ಬದಲಾಗಿ ಅವರು ಉಚಿತ ಪ್ರಚಾರವನ್ನು ನೀಡುತ್ತಾರೆ ಮತ್ತು ಬಾಯಿ ಮಾರ್ಕೆಟಿಂಗ್ ಮೌಲ್ಯದಿಂದ ಲಾಭ ಪಡೆಯುತ್ತಾರೆ.

- **ನಿಮ್ಮ ವ್ಯವಹಾರಕ್ಕಾಗಿ ದೀರ್ಘಾವಧಿಯ ಭವಿಷ್ಯ**

ಸಿಎಸ್ಆರ್ ಅಲ್ಪಾವಧಿಗೆ ಸಂಬಂಧಿಸಿದ ವಿಷಯವಲ್ಲ. ಇದು ದೀರ್ಘಾವಧಿಯ ಫಲಿತಾಂಶಗಳು ಮತ್ತು ವ್ಯವಹಾರ ನಿರಂತರತೆಯನ್ನು ಸಾಧಿಸುವ ಬಗ್ಗೆ. ದೊಡ್ಡ ವ್ಯವಹಾರಗಳು ಇದನ್ನು ಉಲ್ಲೇಖಿಸುತ್ತವೆ: "ಹೆಚ್ಚು ಸುಸ್ಥಿರ ಸಮಾಜವನ್ನು ರೂಪಿಸುವುದು.

Companies involved in CSR and some of them are:-

1. HUL

Project Shakti (empowering women) , Sanjivani (free mobile medical service camp)



2. Tata

Employability and Skill Advancement.
Environmental conservation.
Healthcare.



3. Oil India Ltd.

Educational, health and infrastructural development.



4 Aditya Birla Group.

Social causes

Health care and family welfare

Infrastructure development

ಸಾಮಾಜಿಕ ಕಾರಣಗಳು ಆರೋಗ್ಯ

ರಕ್ಷಣೆ ಮತ್ತು ಕುಟುಂಬ ಕಲ್ಯಾಣ

ಮೂಲಸೌಕರ್ಯ ಅಭಿವೃದ್ಧಿ



THANK YOU

Resource Mobilization ಸಂಪನ್ಮೂಲ ಕ್ರೋರಣ

Resource mobilization is all the means that an organization should acquire to implement its action plan. It goes beyond fund raising. It entails obtaining various resources from a multitude of partners, by different means. Thus resource mobilization could be seen as a combination between:

- **Resources:** elements necessary for the running of an organization.
- **Mechanisms:** means which make it possible to obtain resources directly.
- **Partners:** persons and/or institutions providing resources.

ಸಂಪನ್ಮೂಲ ಕ್ರೋರಣವು ಒಂದು ಸಂಸ್ಥೆ ತನ್ನ ಕ್ರಿಯಾ ಯೋಜನೆಯನ್ನು ಕಾರ್ಯಗತಗೊಳಿಸಲು ಪಡೆದುಕೊಳ್ಳಬೇಕಾದ ಎಲ್ಲಾ ವಿಧಾನಗಳು. ಇದು ನಿಧಿಸಂಗ್ರಹವನ್ನು ಮೀರಿದೆ. ಇದು ಹಲವಾರು ಪಾಲುದಾರರಿಂದ ವಿವಿಧ ಸಂಪನ್ಮೂಲಗಳನ್ನು ವಿವಿಧ ವಿಧಾನಗಳಿಂದ ಪಡೆಯುವುದನ್ನು ಒಳಗೊಳ್ಳುತ್ತದೆ. ಆದ್ದರಿಂದ ಸಂಪನ್ಮೂಲ ಕ್ರೋರಣವನ್ನು ಇವುಗಳ ನಡುವಿನ ಸಂಯೋಜನೆಯಾಗಿ ಕಾಣಬಹುದು:

- **ಸಂಪನ್ಮೂಲಗಳು:** ಸಂಸ್ಥೆಯ ಚಾಲನೆಗೆ ಅಗತ್ಯವಾದ ಅಂಶಗಳು.
- **ಕಾರ್ಯವಿಧಾನಗಳು:** ಇದರರ್ಥ ಸಂಪನ್ಮೂಲಗಳನ್ನು ನೇರವಾಗಿ ಪಡೆಯಲು ಸಾಧ್ಯವಾಗಿಸುತ್ತದೆ.
- **ಪಾಲುದಾರರು:** ವ್ಯಕ್ತಿಗಳು ಮತ್ತು / ಅಥವಾ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಒದಗಿಸುವ ಸಂಸ್ಥೆಗಳು.

Definition:

Resource Mobilization is a process, which will identify the resources essential for the development, implementation and continuation of works for achieving the organization's mission. In real terms, Resource Mobilization means expansion of relations with the Resource Providers, the skills, knowledge and capacity for proper use of resources.

Resource Mobilization does not only mean use of money but its extensiveness denotes the process that achieves the mission of the Organization through the mobilization of knowledge in human, use of skills, equipment, services etc. It also means seeking new sources of resource mobilization and right and maximum use of the available resources.

ಸಂಪನ್ಮೂಲ ಕ್ರೋಝಿಕರಣವು ಒಂದು ಪ್ರಕ್ರಿಯೆಯಾಗಿದ್ದು, ಇದು ಸಂಸ್ಥೆಯ ಧೈಯವನ್ನು ಸಾಧಿಸಲು ಕೃತಿಗಳ ಅಭಿವೃದ್ಧಿ, ಅನುಷ್ಠಾನ ಮತ್ತು ಮುಂದುವರಿಕೆಗೆ ಅಗತ್ಯವಾದ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಗುರುತಿಸುತ್ತದೆ. ನೈಜವಾಗಿ ಹೇಳುವುದಾದರೆ, ಸಂಪನ್ಮೂಲ ಸಜ್ಜುಗೊಳಿಸುವಿಕೆ ಎಂದರೆ ಸಂಪನ್ಮೂಲ ಪೂರೈಕೆದಾರರೊಂದಿಗಿನ ಸಂಬಂಧಗಳ ವಿಸ್ತರಣೆ, ಸಂಪನ್ಮೂಲಗಳ ಸರಿಯಾದ ಬಳಕೆಗಾಗಿ ಕೌಶಲ್ಯ, ಜ್ಞಾನ ಮತ್ತು ಸಾಮರ್ಥ್ಯ.

ಸಂಪನ್ಮೂಲ ಕ್ರೋಝಿಕರಣವು ಹಣದ ಬಳಕೆಯನ್ನು ಮಾತ್ರ ಅರ್ಥವಲ್ಲ ಆದರೆ ಮಾನವನಲ್ಲಿ ಜ್ಞಾನವನ್ನು ಸಜ್ಜುಗೊಳಿಸುವುದು, ಕೌಶಲ್ಯಗಳು, ಉಪಕರಣಗಳು, ಸೇವೆಗಳ ಬಳಕೆ ಮೂಲಕ ಸಂಸ್ಥೆಯ ಧೈಯವನ್ನು ಸಾಧಿಸುವ ಪ್ರಕ್ರಿಯೆಯನ್ನು ಇದು ವಿಸ್ತಾರವಾಗಿ ಸೂಚಿಸುತ್ತದೆ. ಇದರರ್ಥ ಸಂಪನ್ಮೂಲ ಕ್ರೋಝಿಕರಣ ಮತ್ತು ಬಲದ ಹೊಸ ಮೂಲಗಳನ್ನು ಹುಡುಕುವುದು ಮತ್ತು ಲಭ್ಯವಿರುವ ಸಂಪನ್ಮೂಲಗಳ ಗರಿಷ್ಠ ಬಳಕೆ.

The Importance of Resource Mobilization

- To diversify and expand resources.
- Resource Mobilization helps to formulate an independent budget.
- To break the tradition of running the specific programs of any donor agencies only.
- To spend in the program of the Organization's liking.
- To decrease dependency on others.
- To save oneself the chance of becoming contractors of foreign donor agencies.
- For sustainability of the Organization and program.
- For maximum use of domestic capital and skills.

ÀA¥À£ÀÆä®UÀ¼À

PÉÆæÄrüpÀgÀtzÀ °ÀÄ°ÀvÀé

- ಸಂಪನ್ಮೂಲಗಳನ್ನು ವೈವಿಧ್ಯಗೊಳಿಸಲು ಮತ್ತು ವಿಸ್ತರಿಸಲು.
- ಸಂಪನ್ಮೂಲ ಸಜ್ಜುಗೊಳಿಸುವಿಕೆಯು ಸ್ವತಂತ್ರ ಬಜೆಟ್ ರೂಪಿಸಲು ಸಹಾಯ ಮಾಡುತ್ತದೆ.
- ಯಾವುದೇ ದಾನಿ ಏಜೆನ್ಸಿಗಳ ನಿರ್ದಿಷ್ಟ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ಮಾತ್ರ ನಡೆಸುವ ಸಂಪ್ರದಾಯವನ್ನು ಮುರಿಯುವುದು.
- ಸಂಸ್ಥೆಯ EZEÒAiÀÄAvÉ ಕಾರ್ಯಕ್ರಮದಲ್ಲಿ ಖರ್ಚು ಮಾಡಲು.
- ಇತರರ ಮೇಲಿನ ಅವಲಂಬನೆಯನ್ನು ಕಡಿಮೆ ಮಾಡಲು.
- ವಿದೇಶಿ ದಾನಿ ಏಜೆನ್ಸಿಗಳ ಗುತ್ತಿಗೆದಾರರಾಗುವ ಅವಕಾಶವನ್ನು ಉಳಿಸಿಕೊಳ್ಳಲು.
- ಸಂಸ್ಥೆ ಮತ್ತು ಕಾರ್ಯಕ್ರಮದ ಸುಸ್ಥಿರತೆಗಾಗಿ.
- ದೇಶೀಯ ಬಂಡವಾಳ ಮತ್ತು ಕೌಶಲ್ಯಗಳ ಗರಿಷ್ಠ ಬಳಕೆಗಾಗಿ.

- To expand deep relations with the stakeholder and community.
- To clean the image of the Organization and expand relations.
- To fulfill responsibilities towards the community.
- To run programs based on the genuine needs of the community.
- To disseminate the good practices of the Organization.
- To develop new thinking and challenge the old traditions.
- To enhance the dignity of one's Organization.
- ಮಧ್ಯಸ್ಥಗಾರ ಮತ್ತು ಸಮುದಾಯದೊಂದಿಗೆ ಆಳವಾದ ಸಂಬಂಧವನ್ನು ವಿಸ್ತರಿಸುವುದು.
- ಸಂಸ್ಥೆಯ ಚಿತ್ರವನ್ನು ಸ್ವಚ್ಛ ಗೊಳಿಸಲು ಮತ್ತು ಸಂಬಂಧಗಳನ್ನು ವಿಸ್ತರಿಸಲು.
- ಸಮುದಾಯದ ಕಡೆಗೆ ಜವಾಬ್ದಾರಿಗಳನ್ನು ಪೂರೈಸುವುದು.
- ಸಮುದಾಯದ ನಿಜವಾದ ಅಗತ್ಯಗಳನ್ನು ಆಧರಿಸಿ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ನಡೆಸುವುದು.
- ಸಂಸ್ಥೆಯ ಉತ್ತಮ ಅಭ್ಯಾಸಗಳನ್ನು ಪ್ರಸಾರ ಮಾಡಲು.
- ಹೊಸ ಆಲೋಚನೆಯನ್ನು ಬೆಳೆಸುವುದು ಮತ್ತು ಹಳೆಯ ಸಂಪ್ರದಾಯಗಳನ್ನು ಸವಾಲು ಮಾಡುವುದು.
- ಒಬ್ಬ ಸಂಘಟನೆಯ ಘನತೆಯನ್ನು ಹೆಚ್ಚಿಸಲು.

Features

- Resource identification
- Identification of Resource Provider
- Identification of mechanism to receive resource
- Expansion of relations with the Resource Provider
- Right use of resource
- Knowledge and skills to Resource Mobilization
- Human skills, service, information, equipment
- Seeking out new resource
- Thought of institutional sustainability
- Lower financial risk

ವೈಶಿಷ್ಟ್ಯಗಳು

- ಸಂಪನ್ಮೂಲ ಗುರುತಿಸುವಿಕೆ
- ಸಂಪನ್ಮೂಲ ಒದಗಿಸುವವರ ಗುರುತಿಸುವಿಕೆ
- ಸಂಪನ್ಮೂಲವನ್ನು ಸ್ವೀಕರಿಸಲು ಯಾಂತ್ರಿಕತೆಯ ಗುರುತಿಸುವಿಕೆ
- ಸಂಪನ್ಮೂಲ ಒದಗಿಸುವವರೊಂದಿಗಿನ ಸಂಬಂಧಗಳ ವಿಸ್ತರಣೆ
- ಸಂಪನ್ಮೂಲದ ಸರಿಯಾದ ಬಳಕೆ
- ಸಂಪನ್ಮೂಲ ಕ್ರೋಢೀಕರಣಕ್ಕೆ ಜ್ಞಾನ ಮತ್ತು ಕೌಶಲ್ಯಗಳು ಮಾನವ ಕೌಶಲ್ಯಗಳು, ಸೇವೆ, ಮಾಹಿತಿ, ಉಪಕರಣಗಳು
- ಹೊಸ ಸಂಪನ್ಮೂಲವನ್ನು ಹುಡುಕುವುದು
- ಸಾಂಸ್ಥಿಕ ಸುಸ್ಥಿರತೆಯ ಚಿಂತನೆ * ಕಡಿಮೆ ಆರ್ಥಿಕ ಅಪಾಯ

Reasons for the requirement

- In order to continue with its work and achieve the works and targets.
- In order to begin or plan for new work.
- In order to enhance or maintain relationship with the community, individuals,
- Government Organizations, Private organizations or donor agencies.
- For the development of the various conditions of the Organization.

- ಅದರ ಕೆಲಸವನ್ನು ಮುಂದುವರಿಸಲು ಮತ್ತು ಕಾರ್ಯಗಳು ಮತ್ತು ಗುರಿಗಳನ್ನು ಸಾಧಿಸಲು.
- ಹೊಸ ಕೆಲಸವನ್ನು ಪ್ರಾರಂಭಿಸಲು ಅಥವಾ ಯೋಜಿಸಲು.
- ಸಮುದಾಯ, ವ್ಯಕ್ತಿಗಳೊಂದಿಗೆ ಸಂಬಂಧವನ್ನು ಹೆಚ್ಚಿಸಲು ಅಥವಾ ನಿರ್ವಹಿಸಲು.
- ಸರ್ಕಾರಿ ಸಂಸ್ಥೆಗಳು, ಖಾಸಗಿ ಸಂಸ್ಥೆಗಳು ಅಥವಾ ದಾನಿ ಸಂಸ್ಥೆಗಳು.
- ಸಂಸ್ಥೆಯ ವಿವಿಧ ಪರಿಸ್ಥಿತಿಗಳ ಅಭಿವೃದ್ಧಿಗೆ.

Types of Resources

In general terms, Resource is understood as materials, goods or services that help fulfill the organization's needs. Materials, money, human (man and woman), means and time are Resources that are used by Group, organization and individuals to fulfill their objectives. Resource is required by every kind of organization to fulfill its objectives. It is essential to know the type of resource, its normal availability and the estimated cost to attain the require resources in order to carry our works as per the objectives of the Organization. On the basis of this information, the primary plans of resource mobilization should be established, checked and if needed repeated.

- ಸಾಮಾನ್ಯವಾಗಿ ಹೇಳುವುದಾದರೆ, ಸಂಪನ್ಮೂಲವನ್ನು ಸಂಸ್ಥೆಯ ಅಗತ್ಯಗಳನ್ನು ಪೂರೈಸಲು ಸಹಾಯ ಮಾಡುವ ವಸ್ತುಗಳು, ಸರಕುಗಳು ಅಥವಾ ಸೇವೆಗಳು ಎಂದು ತಿಳಿಯಲಾಗುತ್ತದೆ. ವಸ್ತುಗಳು, ಹಣ, ಮಾನವ (ಪುರುಷ ಮತ್ತು ಮಹಿಳೆ), ಸಾಧನಗಳು ಮತ್ತು ಸಮಯವು ಸಂಪನ್ಮೂಲಗಳು, ಅವುಗಳ ಉದ್ದೇಶಗಳನ್ನು ಪೂರೈಸಲು ಗುಂಪು, ಸಂಸ್ಥೆ ಮತ್ತು ವ್ಯಕ್ತಿಗಳು ಬಳಸುತ್ತಾರೆ. ಅದರ ಉದ್ದೇಶಗಳನ್ನು ಪೂರೈಸಲು ಪ್ರತಿಯೊಂದು ರೀತಿಯ ಸಂಸ್ಥೆಯಿಂದ ಸಂಪನ್ಮೂಲ ಅಗತ್ಯವಿದೆ. ಸಂಘಟನೆಯ ಉದ್ದೇಶಗಳಿಗೆ ಅನುಗುಣವಾಗಿ ನಮ್ಮ ಕೃತಿಗಳನ್ನು ಸಾಗಿಸಲು ಸಂಪನ್ಮೂಲಗಳ ಪ್ರಕಾರ, ಅದರ ಸಾಮಾನ್ಯ ಲಭ್ಯತೆ ಮತ್ತು ಅಗತ್ಯವಿರುವ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಸಾಧಿಸಲು ಅಂದಾಜು ವೆಚ್ಚವನ್ನು ತಿಳಿದುಕೊಳ್ಳುವುದು ಅತ್ಯಗತ್ಯ. ಈ ಮಾಹಿತಿಯ ಆಧಾರದ ಮೇಲೆ, ಸಂಪನ್ಮೂಲ ಕ್ರೋಝ್ಕರಣದ ಪ್ರಾಥಮಿಕ ಯೋಜನೆಗಳನ್ನು ಸ್ಥಾಪಿಸಬೇಕು, ಪರಿಶೀಲಿಸಬೇಕು ಮತ್ತು ಅಗತ್ಯವಿದ್ದರೆ ಪುನರಾವರ್ತಿತಿಸಬೇಕು.

Money/Cash:

Wealth/Cash is essential in order to run the existing programs, pay cost of goods and salary and to carry out new works. Wealth/Cash can be increased through various means like membership fees, grant received as per or without request, local fund, donations and various other sources such as NGO, INGO or external funding.

ಹಣ / ನಗದು:

ಅಸ್ತಿತ್ವದಲ್ಲಿರುವ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ನಡೆಸಲು, ಸರಕು ಮತ್ತು ವೇತನದ ವೆಚ್ಚವನ್ನು ಪಾವತಿಸಲು ಮತ್ತು ಹೊಸ ಕಾರ್ಯಗಳನ್ನು ಕೈಗೊಳ್ಳಲು ಸಂಪತ್ತು / ನಗದು ಅತ್ಯಗತ್ಯ. ಸದಸ್ಯತ್ವ ಶುಲ್ಕ, ವಿನಂತಿಯಂತೆ ಅಥವಾ ಇಲ್ಲದೆ ಪಡೆದ ಅನುದಾನ, ಸ್ಥಳೀಯ ನಿಧಿ, ದೇಣಿಗೆ ಮತ್ತು ಎನ್‌ಜಿಒ, ಐಎನ್‌ಜಿಒ ಅಥವಾ ಬಾಹ್ಯ ನಿಧಿಯಂತಹ ವಿವಿಧ ಮೂಲಗಳ ಮೂಲಕ ಸಂಪತ್ತು / ನಗದು ಹೆಚ್ಚಿಸಬಹುದು.

Technical Assistance/Cooperation:

Every Organization will not have people essential for carrying out various types of activities, project and programs. Apart from that, every organization may not have the necessary fund to appoint essential efficient employees. Technical cooperation can be made by any Organization by providing the amount essential for appointing such efficient employees for a special project or the efficient employee helping for a fixed timeframe. Some organizations provide technical cooperation through trainings.

ತಾಂತ್ರಿಕ ನೆರವು / ಸಹಕಾರ:

ಪ್ರತಿಯೊಂದು ಸಂಸ್ಥೆಯು ವಿವಿಧ ರೀತಿಯ ಚಟುವಟಿಕೆಗಳು, ಯೋಜನೆ ಮತ್ತು ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ನಿರ್ವಹಿಸಲು ಅಗತ್ಯವಾದ ಜನರನ್ನು ಹೊಂದಿರುವುದಿಲ್ಲ. ಇದಲ್ಲದೆ, ಪ್ರತಿ ಸಂಸ್ಥೆಯು ಅಗತ್ಯ ದಕ್ಷ ಉದ್ಯೋಗಿಗಳನ್ನು ನೇಮಿಸಲು ಅಗತ್ಯವಾದ ಹಣವನ್ನು ಹೊಂದಿಲ್ಲದಿರಬಹುದು. ವಿಶೇಷ ಯೋಜನೆಗೆ ಅಂತಹ ದಕ್ಷ ಉದ್ಯೋಗಿಗಳನ್ನು ನೇಮಿಸಲು ಅಗತ್ಯವಾದ ಮೊತ್ತವನ್ನು ಅಥವಾ ನಿಗದಿತ ಕಾಲಾವಧಿಗೆ ಸಹಾಯ ಮಾಡುವ ದಕ್ಷ ಉದ್ಯೋಗಿಯನ್ನು ಯಾವುದೇ ಸಂಸ್ಥೆ ಒದಗಿಸುವ ಮೂಲಕ ತಾಂತ್ರಿಕ ಸಹಕಾರವನ್ನು ಮಾಡಬಹುದು. ಕೆಲವು ಸಂಸ್ಥೆಗಳು ತರಬೇತಿಯ ಮೂಲಕ ತಾಂತ್ರಿಕ ಸಹಕಾರವನ್ನು ನೀಡುತ್ತವೆ.

Human Resources:

Every type of Organization will require people/personnel to ensure that the Organizational role and works are fulfilled. For essential human resources, the Organization will make different provisions. The Organization can appoint some permanent employees while the remaining appointments are made as per requirement. The permanent employees are taken as internal resources of the Organization while employees appointed for a specific time period are regarded as external resources. Many NGOs utilize dedicated and regular volunteer groups in order to fulfill the need of human resource.

ಮಾನವ ಸಂಪನ್ಮೂಲ:

ಪ್ರತಿಯೊಂದು ರೀತಿಯ ಸಂಘಟನೆಯು ಜನರು / ಸಿಬ್ಬಂದಿಗಳು ಸಾಂಸ್ಥಿಕ ಪಾತ್ರ ಮತ್ತು ಕಾರ್ಯಗಳನ್ನು ಪೂರೈಸಲಾಗಿದೆಯೆ ಎಂದು ಖಚಿತಪಡಿಸಿಕೊಳ್ಳಬೇಕು. ಅಗತ್ಯ ಮಾನವ ಸಂಪನ್ಮೂಲಗಳಿಗಾಗಿ, ಸಂಸ್ಥೆ ವಿಭಿನ್ನ ನಿಬಂಧನೆಗಳನ್ನು ಮಾಡುತ್ತದೆ. ಸಂಸ್ಥೆಯು ಕೆಲವು ಖಾಯಂ ಉದ್ಯೋಗಿಗಳನ್ನು ನೇಮಿಸಬಹುದು ಮತ್ತು ಉಳಿದ ನೇಮಕಾತಿಗಳನ್ನು ಅಗತ್ಯಕ್ಕೆ ಅನುಗುಣವಾಗಿ ಮಾಡಲಾಗುತ್ತದೆ. ಶಾಶ್ವತ ನೌಕರರನ್ನು ಸಂಸ್ಥೆಯ ಆಂತರಿಕ ಸಂಪನ್ಮೂಲಗಳಾಗಿ ತೆಗೆದುಕೊಳ್ಳಲಾಗುತ್ತದೆ ಮತ್ತು ನಿರ್ದಿಷ್ಟ ಅವಧಿಗೆ ನೇಮಕಗೊಂಡ ನೌಕರರನ್ನು ಬಾಹ್ಯ ಸಂಪನ್ಮೂಲಗಳಾಗಿ ಪರಿಗಣಿಸಲಾಗುತ್ತದೆ. ಅನೇಕ ಎನ್ಐಒಗಳು ಮಾನವ ಸಂಪನ್ಮೂಲದ ಅಗತ್ಯವನ್ನು ಪೂರೈಸಲು ಮೀಸಲಾದ ಮತ್ತು ನಿಯಮಿತ ಸ್ವಯಂಸೇವಕ ಗುಂಪುಗಳನ್ನು ಬಳಸಿಕೊಳ್ಳುತ್ತವೆ.

Physical Goods:

They are physical goods resources. For example, the Organization's activities or availability of the project are taken ahead together by the tools. It is essential for the Organization to spend on such goods in order to train on main activities of the project/organization. Examples of resources like office tools, furniture, training tools and raw goods, vehicles and other machines have been classified under the Physical Goods.

ಭೌತಿಕ ಸರಕುಗಳು:

ಅವು ಭೌತಿಕ ಸರಕುಗಳ ಸಂಪನ್ಮೂಲಗಳಾಗಿವೆ. ಉದಾಹರಣೆಗೆ, ಸಂಸ್ಥೆಯ ಚಟುವಟಿಕೆಗಳು ಅಥವಾ ಯೋಜನೆಯ ಲಭ್ಯತೆಯನ್ನು ಸಾಧನಗಳು ಒಟ್ಟಿಗೆ ತೆಗೆದುಕೊಳ್ಳುತ್ತವೆ. ಯೋಜನೆ / ಸಂಸ್ಥೆಯ ಮುಖ್ಯ ಚಟುವಟಿಕೆಗಳಿಗೆ ತರಬೇತಿ ನೀಡಲು ಸಂಸ್ಥೆಯು ಅಂತಹ ಸರಕುಗಳಿಗಾಗಿ ಖರ್ಚು ಮಾಡುವುದು ಅತ್ಯಗತ್ಯ. ಕಚೇರಿ ಪರಿಕರಗಳು, ಪೀಠೋಪಕರಣಗಳು, ತರಬೇತಿ ಪರಿಕರಗಳು ಮತ್ತು ಕಚ್ಚಾ ವಸ್ತುಗಳು, ವಾಹನಗಳು ಮತ್ತು ಇತರ ಯಂತ್ರಗಳಂತಹ ಸಂಪನ್ಮೂಲಗಳ ಉದಾಹರಣೆಗಳನ್ನು ಭೌತಿಕ ಸರಕುಗಳ ಅಡಿಯಲ್ಲಿ ವರ್ಗೀಕರಿಸಲಾಗಿದೆ.

Free Service and Facilities:

A non-profit-making Organization gives many physical goods, service and facilities only in minimum cost. As a result, provisions for free services in the Project/Organization should be made through community support. Apart from this, other Organizations provide the non-profit-making Organizations to use these facilities (Eg. Computer, Telephone, Photocopy Machine and Internet). Which is a form of free facility. The kinds of resources could differ and change as per the various phases of the project. For example, in the preliminary phases, active participation from all the organizations is essential for leadership and management of the organization.

ಉಚಿತ ಸೇವೆ ಮತ್ತು ಸೌಲಭ್ಯಗಳು:

ಲಾಭೋದ್ದೇಶವಿಲ್ಲದ ಸಂಸ್ಥೆ ಅನೇಕ ಭೌತಿಕ ವಸ್ತುಗಳು, ಸೇವೆ ಮತ್ತು ಸೌಲಭ್ಯಗಳನ್ನು ಕನಿಷ್ಠ ವೆಚ್ಚದಲ್ಲಿ ಮಾತ್ರ ನೀಡುತ್ತದೆ. ಪರಿಣಾಮವಾಗಿ, ಸಮುದಾಯ ಬೆಂಬಲದ ಮೂಲಕ ಯೋಜನೆ / ಸಂಸ್ಥೆಯಲ್ಲಿ ಉಚಿತ ಸೇವೆಗಳಿಗೆ ಅವಕಾಶ ಕಲ್ಪಿಸಬೇಕು. ಇದಲ್ಲದೆ, ಇತರ ಸಂಸ್ಥೆಗಳು ಈ ಸೌಲಭ್ಯಗಳನ್ನು ಬಳಸಲು ಲಾಭರಹಿತ ಸಂಸ್ಥೆಗಳನ್ನು ಒದಗಿಸುತ್ತವೆ (ಉದಾ. ಕಂಪ್ಯೂಟರ್, ದೂರವಾಣಿ, ಫೋಟೋಕಾಪಿ ಯಂತ್ರ ಮತ್ತು ಇಂಟರ್ನೆಟ್). ಇದು ಒಂದು ಉಚಿತ ಸೌಲಭ್ಯದ ರೂಪ. ಯೋಜನೆಯ ವಿವಿಧ ಹಂತಗಳ ಪ್ರಕಾರ ಸಂಪನ್ಮೂಲಗಳ ಪ್ರಕಾರಗಳು ಭಿನ್ನವಾಗಿರುತ್ತವೆ ಮತ್ತು ಬದಲಾಗಬಹುದು. ಉದಾಹರಣೆಗೆ, ಪ್ರಾಥಮಿಕ ಹಂತಗಳಲ್ಲಿ, ಸಂಸ್ಥೆಯ ನಾಯಕತ್ವ ಮತ್ತು ನಿರ್ವಹಣೆಗೆ ಎಲ್ಲಾ ಸಂಸ್ಥೆಗಳಿಂದ ಸಕ್ರಿಯವಾಗಿ ಭಾಗವಹಿಸುವುದು ಅವಶ್ಯಕ.

Maintenance service and resources to make it sustainable is essential. This condition or need has a big impact on the kind of human resource and accordingly on assisting tools and equipments.

ಅದನ್ನು ಸುಸ್ಥಿರವಾಗಿಸಲು ನಿರ್ವಹಣೆ ಸೇವೆ ಮತ್ತು ಸಂಪನ್ಮೂಲಗಳು ಅತ್ಯಗತ್ಯ. ಈ ಸ್ಥಿತಿ ಅಥವಾ ಅಗತ್ಯವು ಮಾನವ ಸಂಪನ್ಮೂಲದ ಮೇಲೆ ದೊಡ್ಡ ಪರಿಣಾಮವನ್ನು ಬೀರುತ್ತದೆ ಮತ್ತು ಅದಕ್ಕೆ ಅನುಗುಣವಾಗಿ ಉಪಕರಣಗಳು ಮತ್ತು ಸಲಕರಣೆಗಳಿಗೆ ಸಹಾಯ ಮಾಡುತ್ತದೆ.

Resource Providers:

Resource Providers refers the different individuals/organizations that provide resources to any organization. There are many organizations, groups and individuals that provide resources to the NGOs. The groups have been classified as follows:

- Organizations/Institutions
- International Non-Government
- Organizations/Institutions
- National Governments
- Businessmen/Organizations/Private sector
- Individual
- Other Groups

ಸಂಪನ್ಮೂಲ ಪೂರೈಕೆದಾರರು ಯಾವುದೇ ಸಂಸ್ಥೆಗೆ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಒದಗಿಸುವ ವಿಭಿನ್ನ ವ್ಯಕ್ತಿಗಳು / ಸಂಸ್ಥೆಗಳನ್ನು ಉಲ್ಲೇಖಿಸುತ್ತಾರೆ. ಎನ್ನಿಒಗಳಿಗೆ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಒದಗಿಸುವ ಅನೇಕ ಸಂಸ್ಥೆಗಳು, ಗುಂಪುಗಳು ಮತ್ತು ವ್ಯಕ್ತಿಗಳು ಇದ್ದಾರೆ. ಗುಂಪುಗಳನ್ನು ಈ ಕೆಳಗಿನಂತೆ ವರ್ಗೀಕರಿಸಲಾಗಿದೆ:

- ಸಂಸ್ಥೆಗಳು / ಸಂಸ್ಥೆಗಳು
- ಅಂತರರಾಷ್ಟ್ರೀಯ ಸರ್ಕಾರೇತರ ಸಂಸ್ಥೆಗಳು
- ರಾಷ್ಟ್ರೀಯ ಸರ್ಕಾರಗಳು
- ಉದ್ಯಮಿಗಳು / ಸಂಸ್ಥೆಗಳು / ಖಾಸಗಿ ವಲಯ
- ವೈಯಕ್ತಿಕ
- ಇತರ ಗುಂಪುಗಳು

Factors motivate

Politics: Receiving votes, spreading the ideology, making decisions for one's interest, asking to keep the name of the party, asking to construct statue of leaders, enforce the party's program, publicizing the party, bringing divisions.

Social: To have one's name, protect image, for employment, for future of son/daughter, or family, to expand relations with various personalities, enhance pride, for genuine development, to support, to affect on education, utilize the unused resources.

ಅಂಶಗಳು ಪ್ರೇರೇಪಿಸುತ್ತವೆ

- **ರಾಜಕೀಯ:** ಮತಗಳನ್ನು ಸ್ವೀಕರಿಸುವುದು, ಸಿದ್ಧಾಂತವನ್ನು ಹರಡುವುದು, ಒಬ್ಬರ ಹಿತಾಸಕ್ತಿಗಾಗಿ ನಿರ್ಧಾರಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳುವುದು, ಪಕ್ಷದ ಹೆಸರನ್ನು ಉಳಿಸಿಕೊಳ್ಳಲು ಕೇಳಿಕೊಳ್ಳುವುದು, ನಾಯಕರ ಪ್ರತಿಮೆ ನಿರ್ಮಿಸಲು ಕೇಳಿಕೊಳ್ಳುವುದು, ಪಕ್ಷದ ಕಾರ್ಯಕ್ರಮವನ್ನು ಜಾರಿಗೊಳಿಸುವುದು, ಪಕ್ಷವನ್ನು ಪ್ರಚಾರ ಮಾಡುವುದು, ವಿಭಾಗಗಳನ್ನು ತರುವುದು.
- **ಸಾಮಾಜಿಕ:** ಒಬ್ಬರ ಹೆಸರನ್ನು ಹೊಂದಲು, ಚಿತ್ರವನ್ನು ರಕ್ಷಿಸಲು, ಉದ್ಯೋಗಕ್ಕಾಗಿ, ಮಗ / ಮಗಳ ಅಥವಾ ಕುಟುಂಬದ ಭವಿಷ್ಯಕ್ಕಾಗಿ, ವಿವಿಧ ವ್ಯಕ್ತಿಗಳೊಂದಿಗೆ ಸಂಬಂಧವನ್ನು ವಿಸ್ತರಿಸಲು, ಹೆಮ್ಮೆಯನ್ನು ಹೆಚ್ಚಿಸಲು, ನಿಜವಾದ ಅಭಿವೃದ್ಧಿಗೆ, ಬೆಂಬಲಿಸಲು, ಶಿಕ್ಷಣದ ಮೇಲೆ ಪರಿಣಾಮ ಬೀರಲು, ಬಳಕೆಯಾಗದ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಬಳಸಿಕೊಳ್ಳಲು.

- **Financial:** To earn money, make profit, for job, employment, use illegal property, to evade tax, to get tax concessions, to receive interest .
- **Business:** To evade tax, to get concessions, to make profit, to sell one's products, to earn interest, as a good citizen of the country, realizing one's duty, because there is not many profit.
- **ಹಣಕಾಸು:** ಹಣ ಸಂಪಾದಿಸಲು, ಲಾಭ ಗಳಿಸಲು, ಉದ್ಯೋಗಕ್ಕಾಗಿ, ಉದ್ಯೋಗಕ್ಕಾಗಿ, ಅಕ್ರಮ ಆಸ್ತಿಯನ್ನು ಬಳಸುವುದು, ತೆರಿಗೆ ತಪ್ಪಿಸಲು, ತೆರಿಗೆ ರಿಯಾಯಿತಿಗಳನ್ನು ಪಡೆಯಲು, ಬಡ್ಡಿ ಪಡೆಯಲು
- **ವ್ಯವಹಾರ:** ತೆರಿಗೆ ತಪ್ಪಿಸುವುದು, ರಿಯಾಯಿತಿ ಪಡೆಯುವುದು, ಲಾಭ ಗಳಿಸುವುದು, ಒಬ್ಬರ ಉತ್ಪನ್ನಗಳನ್ನು ಮಾರಾಟ ಮಾಡುವುದು, ಬಡ್ಡಿ ಗಳಿಸುವುದು, ದೇಶದ ಉತ್ತಮ ಪ್ರಜೆಯಾಗಿ, ಒಬ್ಬರ ಕರ್ತವ್ಯವನ್ನು ಅರಿತುಕೊಳ್ಳುವುದು, ಏಕೆಂದರೆ ಹೆಚ್ಚಿನ ಲಾಭವಿಲ್ಲ.

- **Religious:** To publicize the religion, to increase followers, to built temples/monasteries etc.
- **Development:** Because of common thought on development, pity, love, to share experiences, utilize free time, to gain knowledge skills, with pure heart/spirit, to bring equality.
- **Cultural:** To increase influence of one's culture, to influence on the food, style of working, to preserve good culture, to wipe out superstition etc.
- **ಧಾರ್ಮಿಕ:** ಧರ್ಮವನ್ನು ಪ್ರಚಾರ ಮಾಡುವುದು, ಅನುಯಾಯಿಗಳನ್ನು ಹೆಚ್ಚಿಸುವುದು, ದೇವಾಲಯಗಳು / ಮಠಗಳನ್ನು ನಿರ್ಮಿಸುವುದು ಇತ್ಯಾದಿ.
- **ಅಭಿವೃದ್ಧಿ:** ಅಭಿವೃದ್ಧಿ, ಕರುಣೆ, ಪ್ರೀತಿ, ಅನುಭವಗಳನ್ನು ಹಂಚಿಕೊಳ್ಳಲು, ಉಚಿತ ಸಮಯವನ್ನು ಬಳಸಿಕೊಳ್ಳಲು, ಜ್ಞಾನ ಕೌಶಲ್ಯಗಳನ್ನು ಪಡೆಯಲು, ಶುದ್ಧ ಹೃದಯ / ಜೈತನ್ಯದೊಂದಿಗೆ, ಸಮಾನತೆಯನ್ನು ತರಲು ಸಾಮಾನ್ಯ ಚಿಂತನೆಯಿಂದಾಗಿ.
- **ಸಾಂಸ್ಕೃತಿಕ:** ಒಬ್ಬರ ಸಂಸ್ಕೃತಿಯ ಪ್ರಭಾವವನ್ನು ಹೆಚ್ಚಿಸುವುದು, ಆಹಾರದ ಮೇಲೆ ಪ್ರಭಾವ ಬೀರುವುದು, ಕೆಲಸದ ಶೈಲಿ, ಉತ್ತಮ ಸಂಸ್ಕೃತಿಯನ್ನು ಕಾಪಾಡುವುದು, ಮೂಠ ನಂಬಿಕೆಗಳನ್ನು ತೊಡೆದುಹಾಕುವುದು ಇತ್ಯಾದಿ.

Conclusion

A resource mobilization plan becomes effective when the organization analyzes the existing resources at its disposal and run programs on the basis of a plan on the type and quantity of resources essential to achieve the strategic objectives (mission).

In this manner, strategic plan, state of resources, analysis of mechanism/instruments to receive resources and skills etc. are essential for resource mobilization. So, the meaning of Resource Mobilization is to collect resources from more and more resource providers, which will in turn brings down the financial risks and give sustainability to the organization.

ಕಾರ್ಯತಂತ್ರದ ಉದ್ದೇಶಗಳನ್ನು (ಮಿಷನ್) ಸಾಧಿಸಲು ಅಗತ್ಯವಾದ ಸಂಪನ್ಮೂಲಗಳ ಪ್ರಕಾರ ಮತ್ತು ಪ್ರಮಾಣಗಳ ಯೋಜನೆಯ ಆಧಾರದ ಮೇಲೆ ಸಂಸ್ಥೆಯು ಅಸ್ತಿತ್ವದಲ್ಲಿರುವ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಅದರ ವಿಲೇವಾರಿಯಲ್ಲಿ ವಿಶ್ಲೇಷಿಸಿದಾಗ ಮತ್ತು ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ನಡೆಸುವಾಗ ಸಂಪನ್ಮೂಲ ಕ್ರೋಝ್ಕರಣ ಯೋಜನೆ ಪರಿಣಾಮಕಾರಿಯಾಗುತ್ತದೆ.

ಈ ರೀತಿಯಾಗಿ, ಸಂಪನ್ಮೂಲ ಕ್ರೋಝ್ಕರಣಕ್ಕೆ ಕಾರ್ಯತಂತ್ರದ ಯೋಜನೆ, ಸಂಪನ್ಮೂಲಗಳ ಸ್ಥಿತಿ, ಸಂಪನ್ಮೂಲಗಳು ಮತ್ತು ಕೌಶಲ್ಯಗಳನ್ನು ಪಡೆಯಲು ಯಾಂತ್ರಿಕ / ಉಪಕರಣಗಳ ವಿಶ್ಲೇಷಣೆ ಇತ್ಯಾದಿ. ಆದ್ದರಿಂದ, ಸಂಪನ್ಮೂಲ ಕ್ರೋಝ್ಕರಣದ ಅರ್ಥವು ಹೆಚ್ಚು ಹೆಚ್ಚು ಸಂಪನ್ಮೂಲ ಪೂರೈಕೆದಾರರಿಂದ ಸಂಪನ್ಮೂಲಗಳನ್ನು ಸಂಗ್ರಹಿಸುವುದು, ಇದು ಹಣಕಾಸಿನ ಅಪಾಯಗಳನ್ನು ತಗ್ಗಿಸುತ್ತದೆ ಮತ್ತು ಸಂಸ್ಥೆಗೆ ಸುಸ್ಥಿರತೆಯನ್ನು ನೀಡುತ್ತದೆ.

Thank you

CHAPTER- III

SOCIAL WELFARE AND ITS ADMINISTRATION

- 3.1 Introduction
 - 3.2 Background and historical development of social welfare
 - 3.3 Definitions and nature of social welfare
 - 3.4 Welfare administration, its functions and scope
 - 3.5 Methods and techniques of undertaking welfare activities
 - 3.6 Fund raising and resource mobilization
 - 3.7 Faith Based Organizations- a brief history
 - 3.8 Faith Based Organization- importance and benefits
 - 3.9 Conclusion
- Works Cited

CHAPTER- III

SOCIAL WELFARE AND ITS ADMINISTRATION

3.1 Introduction:

(Religion and development ways of transforming the world 1983) One of the important reasons in giving attention to religions of people lives is to make utmost use of the available resource for possible human development.

3.2 Background and historical development of social welfare:

Any act that men do for the good or benefit of society can be simply termed as social welfare. It is an organized concern of individuals, for all the people. The individuals in the society have inherently have worked to take care of the poor, underprivileged and destitute.

Table 3.1 Historical development of social welfare as a Social Institution:

	(stage)Pre-industrial, agricultural, rural society	Stage)Industrial urban society: (post-19th century)
Social Welfare provided by:	Family, kinship system, neighbourhood, informal support networks, religious institutions, etc.	Systematic provided by the state/ government, voluntary organization and FBO
The people involved	Services were provided by the laymen, majorly non-professional and unspecialized	Services were provided to a larger extent which were specialized, through professionals and were elaborated differentiated services
The basis of welfare	based upon only normative values of mutual help, kinship or locality ties, charity, religious beliefs...etc.	Also based upon liberal values: universal, welfare right, etc.
Nature of services	The services were largely remedial in nature, selective and stigmatized	Safety net approach, social wage concept, etc.; They are institutionalized; considered as an integral system of society.

Source:<http://web.hku.hk/~hrnwlc/introsocwelfare/welfareconcepts.htm>

3.3 Definitions and nature of social welfare

3.3.1 Definition of social welfare

(Dolgoff n.d.)“In its narrowest sense, social welfare includes those non-profit functions of society, public or voluntary, which are clearly aimed at alleviating distress and poverty or at improving the conditions of the casualties of society.”

(United Nations 1967 n.d.) “Social welfare as an organized function is regarded as a body of activities considered to enable individuals, families, groups and communities to cope with the social problems of changing conditions. But in addition to and extending beyond the range of its responsibilities for specific services, social welfare has a further function within the broad area of a country's social development. In this larger sense, social welfare should play a major role in contributing to the effective mobilization and organization of human and material resources of the country to deal successfully with the social requirements of change thereby participating in nation-building.”

(Hong Kong Government 1991 White Paper n.d.) “Social welfare embraces laws, programs, benefits and services which address social needs accepted as critical to the well-being of a society. It focuses on personal and social problems, both prevailing and potential.”

Thus, Social welfare can be termed as a organized system of social services and institutions designed to help individuals and group of people to enjoy satisfying standards of life.

3.3.2 Features of social welfare

The features of Social Welfare are:

1. The welfare activities are delivered through organisations. They can be secular, government or voluntary or faith based.
2. The focus is human beings for e.g. Medical aid, housing, skill training etc.
3. The motive is not to make profit but welfare
4. It is based upon functional generalization in order to meet the different aspects of social need.
5. They act as social sponsorship and accountable in provision of quality service for the use of resources provided by donors and government.

3.3.3 Nature of social welfare:

Social welfare in **broad** sense, includes 1) education, 2) medical & health, 3) housing, 4) income maintenance, and 5) personal welfare, and in narrow sense refers to personal welfare

It provides for the following:

- substitutes functions of extended family and kinship system; - provides affection, progressive, socialization, rehabilitative needs;
- facilitating economic growth - human resource development
- Sustains individuals in periods of dependency (e.g. sickness, disability, unemployment etc.)

3.4 Welfare administration, its functions and Scope:

In today's words where problems are varied in nature and context, the subject matter of welfare services also changes. Thus in the dynamic society there are many emerging problems like migration dues to wars or militant attacks, urbanization, sexual abuse, contagious diseases etc. The government and of the other welfare organizations responsibilities also increases in working and solving these problems. Social welfare administration refers to the process of applying professional competence for the implementation of social welfare programs and projects by the social welfare agencies.

3.4.1 The functions of welfare administration are

1. Determining the purpose, goals and aims of the social welfare organization
2. Establishing the structure of the organization
3. Determining the require workforce and electing, training and developing them.
4. Providing with the financial administration
5. Working with the committees
6. Evaluating the outcome of the performance in relation to the purpose and making strategies.

With this, the scope of welfare administration is vast and varied in nature as well as in task.

3.4.2. Social Welfare Administration is primarily concerned with the following:

(D.R.Sachadeva 2015)

- a. Social Problems: Their causes have to be recognized and their treatment has to be identified. Various social reforms and legislation have to be referred. Public awareness has to be created and public opinions have to be regarded.

- b. **Social Services:** The underprivileged and the vulnerable sections of the society have to be rendered with services such as education, training, health, housing etc.
- c. **Social Security:** By the help of social assistance and social security, the provision of help or compensation on account of loss of employment, disability, death of earning member of family, accident, old age has to be administered.
- d. **Social Work:** It is a profession which is primarily engaged in organized social service activity, in order to facilitate and strengthen social relationships and mutual adjustment between the individuals and their social environment for the welfare of the individual social functioning and that of the society. In order to aid suffering people and solve their problems social work, the methods like case work, group work, community organization, research and administration.
- e. **Social Policy:** The aims and objectives to the goals to be achieved have to be demarcated for the welfare of the beneficiary through social action.

3.4.3 The discipline of Social Welfare Administration is inter-disciplinary in approach as such; the knowledge from other fields like philosophy, psychology, sociology, political science and economics is involved to solve the problems of individuals, families and groups.

3.4.4 The structures of social service under which welfare programs are carried out are at various levels .They are national, State and Local levels.

3.4.5 The voluntary organizations and the FBOs play a vital role.

The supplement and complement the efforts of the government with regard to the conduct of welfare activities and their fruitful delivery.

3.4.6 The international social welfare agency also plays a major role. They include

- a.) United Nations special agencies like, WHO, ILO, UNESCO, UNICEF
- b.) International NGO's –Red Cross, CARE, OXFAM etc.
- c.) Regional associations like SAARC, ODA (Overseas Development Agency) etc.

3.4.7 Task of Administration:

(Ford n.d.)Coming together is a beginning, keeping together is a progress. Working together is success. In order to make welfare organizations more effective in rendering their services to the community, it needs to adopt certain administrative, financial and procedural practices.(Sanderson 2012)Welfare organizations have to work for the community to provide them welfare being in the community, meeting the

expectations of people who fund them and the staff who work for them. Working together can be referred in various terms such as engagement, participation, involvement, consultation and co-production. This involvement of people with the voluntary organizations is at different ladder.

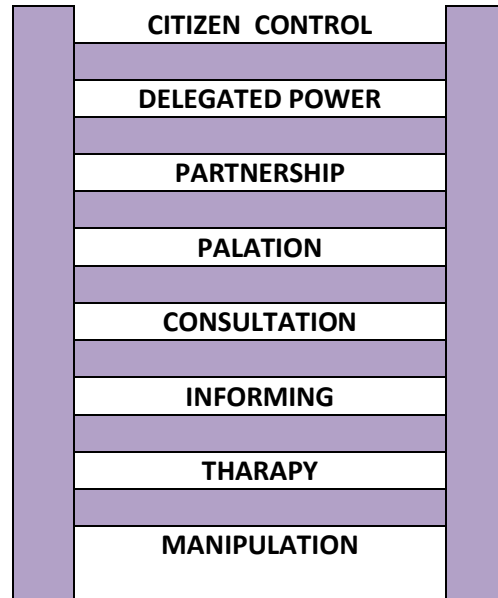


Diagram 3.1The ladder of citizen participation

Source: (Arnstein 1969)

(Arnstein 1969)Citizen participation is a categorical term for citizen power; it is the redistribution of power that can help the have-not – citizens who are excluded from political and economic progress. This is a plan of action wherein the have-not join in determining, how information is shared, goal determined, resources allocated and programs operated. It is basically including valuable social reforms to share the benefits of the affluent society.

The levels of involvement of people can be clarified as follows:

Manipulative and Therapy: This being at the bottom of the rungs of the ladder describes non participation. At this stage the people need to be helped, to educate and cure.

Informing: It is providing with adequate and timely information of the prevailing problems that need to be attacked, the alternatives and opportunities and likely outcome.

Consulting: In consulting we seek feedback, suggestions, ideas, alternatives or decisions. Generally it is done by attitude surveys, neighbourhood meetings, and public hearings.

Placation: This is involving the aspirants, to understand and associate themselves to contribute, seeking participation and start working with them. They may be asked to serve on committees. For e.g. these people could be reference Groups.

Partnership: At this level, there is working in collaboration on each aspect of problem.

Delegated Power: By empowering, the decision making is entrusted to the staff or the community involved or any other stakes involved in working for the cause of the Voluntary organization.

Citizen Control: It involve with working closely with the individuals and communities and understanding their needs and talents and thus designing programs and administering them.

3.4.8 Good management, the essence of effective Social Welfare Administration

Management includes certain important functions such as:

1. Planning:

It is the identification of problem and designing a plan of action to solve the problem, likewise deciding what is to be done, when it has to be done, how it has to be done and who has to do it. With the appraisal of the necessary environmental conditions the short term, medium term and long term plans have to be framed.

(The American Institutes for Research for(SAMHSA) 2008) “Strategic planning process arranges for a systematic way for an organization to express its vision, describe its values, state or update its mission, develop and accomplish short- and long-term goals, identify strengths and weaknesses, set goals and timelines, and track progress.” This roadmap for the organization brings together all fragments of the organization, including board of directors, managers, staff, collaborative partners, advisory members and community members. It must be ensured that there is some piece of valuable information contributed by each member to have input to accomplish the goals and tasks mentioned in the plan.

2. Organization:

It is the conscious integration of human effort and other resource to achieve the planned goals

3. Financial administration

Financial administration is an important aspect. Funds have to be raised, allocated and utilized in the best possible manner. It is to be ensured that there is no underutilization or misuse or wastage of resources. The essential is that with

limited financial resources, multiplying responsibilities and functions of welfare have to be attained successfully.

The basic skills in financial management start in areas of cash management and bookkeeping. Integrity of financial management is to be ensured for continued funding support. Financial statements have to be generated and analyzed to understand the financial standing. The spending should be tracked from time to time.

4. Personnel management

Personnel management is also one of the important components. It includes recruitment, selection, placement, training, evaluation, appraisal, security, welfare, development etc. As the organizations people work on the welfare of the human being their approach has to be person centric.

Organization can be compared to a human body. A stomach ache can affect the function of the entire body and give stress. Regularly reviewing an organization's health will prevent or prepare it to face sudden problems which may emerge from time to time. Such an assessment provides information on the performance of an organization and can help in better working. The major aspects that need to be considered for assessment would be governance of the board, mission, finance and HR management and program management. One of the most commonly used tool for organizational assessment is SWOT analysis.

5. Direction:

Necessary guidelines, orders backed with effective communication and motivation becomes very necessary for successful working. 'Red tapes' has to be minimal as far as possible.

6. Co-ordination:

As there will be division of work as per the specialization, it has to be ensured that there is good organizational climate. This will help in co-operation and co-ordination which is very much essential for smooth function of the organization.

7. Reporting:

Continuous reporting is very essential to know the success of programs and activities ongoing or undertaken. It is very essential for making plans and policies and also to report to the stakeholders about its functioning.

8. Public Relations:

Information about the various welfare services has to be provided. The organization may also need to get familiarized with the community at large. It has also to provide feedback of the development activities to the local governing bodies and stakeholders and thereby also help in modification of welfare policies from time to time as required. For this they may communicate through their magazines, participation in inter religious meets, conferences and also through their websites and blogs.

9. Research and Evaluation.

It provides useful information and direction for better planning and contributes largely in solving the problems of the society in relation to their welfare, to uplift and their development.

3.5 Methods and techniques of undertaking welfare activities

3.5.1 Case Work:

This is a method which is based on the principle of one to one relationships, involving the beneficiary in such a way to seek his acceptance and assuring him/her confidentiality. Thus, first the attitude of the social worker like respecting, ensuring security, encouraging the beneficiary to speak about his/her problem frankly. Secondly the social worker administers practical services and offers counseling and thirdly the social worker build trust with the beneficiary. This technique helps in better diagnosing the problems and treating the cause through support, building confidence, environment manipulation etc.

Case study technique are used in child care, in the schools ,in dealing with youth, family welfare, marriage counseling centres, in dealing with old age people and handicapped and also people suffering from character disorder, emotional disturbance, addiction etc.

(Parmar 2014) This method is practiced across the globe and one of the primary methods that enable social functioning of individuals.

3.5.2 Group Work

(D.R.Sachadeva 2015) It is a method of people working in groups (two or more) that lay emphasis on individualism, importance of each member and participation of all members to reach highest potential and achieve better success working together. The techniques used by the group will be media, crafts, games and other creativity. This helps in release tension, stress, anxieties, overcome isolation, loneliness. It helps the beneficiaries to interact and share experience, develop right

attitude and behaviour towards the problems they are going through. The Young Men's Catholic Association (YMCA) and The Young Women's Catholic Association YWCA are leading examples for using this technique.

Thus it is apparent that case study is effective in dealing with individual cases where as group work is designed to treat the beneficiaries in the group.

3.5.3 Community Development

The case work address on the individual to individual relationship whereas group work utilizes the group as a tool for changed behaviours and attitudes of individual and groups.

But community organizations are the tool for working with the community in totality. This may be the neighbourhood, village, city, state, nation and international community. (Aderfar 2011) Thus the community organizers establish relationship with the members of the community. The community organizers conduct survey, identify the problems and work on the objective to solve the same. This is done by co-operation and collaborative efforts of the community. The community is made to involve in the formation of plans, raising funds and also implementing them for the communities social welfare. Community organization is generally long term process. The developed countries like USA and UK are using this method. In fact U.K was the first to work on this method successfully to overcome poverty in the nineteenth century.

3.5.4 Research and Evaluation

(International Encyclopedia of the social sciences 1968) In order to gain additional knowledge and understanding about the social functioning, control and reduction of social problems a methodical enquiry is undertaken using certain techniques. The techniques of such research can be statistical, historical, social survey, case methods. Research skills are important for social work practice as social work is both a science and an art. Thus research serves as a source of knowledge for social welfare planning and implementation. Fanshel (1980) says, every profession must thoroughly carry out high quality research about its practices if its performance in the service to its clients has to remain effective and up to date. Research helps social action in several ways. For instance, it can help in

1. Measure and evaluate work
2. Describe the beneficiaries' complex situation
3. Describe strength and potentials of the welfare organization

4. Measure various potential beneficiaries' needs and prioritize them accordingly.
5. Establish need of new service

On the other hand evaluation indicates the scientific approach to assess the achievement of the program we can measure the progress of the beneficiaries'. This is done with the purpose of providing objective, systematic and comprehensive evidence to the degree to which program objectives are achieved. Thus research and evaluation are useful in providing different dimension and prospective to the social problem so that effective planning, policy and implementation of welfare programs can be undertaken.

3.5.5 Administration:

Administration refers to the process of applying professional standards, competence and resources for the success of achieving targeted programs.

(Kurse 1960) "Administration process seeks to mobilize, the total resources of agency to the end that is purposes are translated into efficient and effective services."

(Kidneigh 1950) Define Social welfare Administration as "the process of transforming social policy into action social services –a two way process: transforming policy in concrete social services and use of experience in recommending modification in policy."

The ministry of social justice and empowerment provides administration structure and aids for implementation of welfare programs. The state governments also establish certain departments for welfare administration. Further, every university through its various colleges and post graduate studies and the training institutes contribute immensely towards inclusion of curriculum.



Diagram 3.2 some important roles of board members

Source: (Brinckerhoff 1999)

3.5.6 Mission

The Mission statement should be a statement of passion and belief expressing the basic premise of setting up of the organization. Generally mission statements could begin with, “to create....”, “we believe....” Or “Because....”



Diagram 3.3The characteristics of Mission Statement

Source (Brinckerhoff 1999)

Goals: The goals should indicate what the organization intends to do in the long run , as such what the organization is supposed to meet its purpose of setting up. They are realistic description of outcomes. They do not have a time frame. Many a time in order to accomplish a goal it may take a life time.

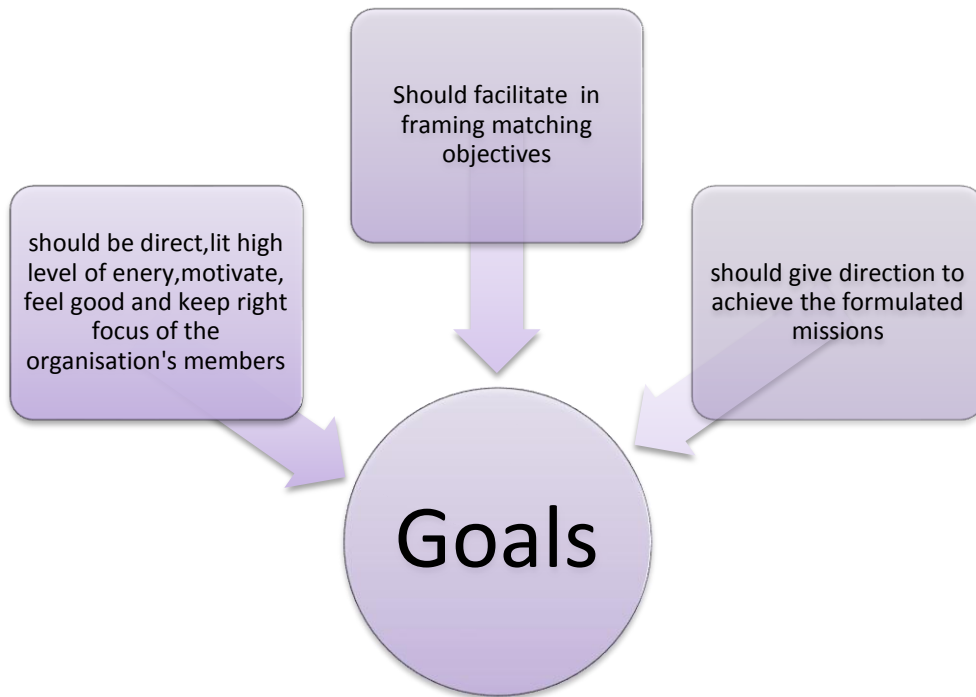


Diagram3.4 the characteristics of Goals

Source: (Brinckerhoff 1999)

3.5.7 Objectives

Clear goals help in formulation adapt objectives. Objectives are specific, measurable and realistic outcomes that indicate or guide how the goals are to be achieved within a time frame.

The acronym SMART can best help in designing the objectives.

S- Specific, M- Measurable, A – Achievable, R- Reliable, T- Time based

3.5.8 Faith Based organizations and Strategic Planning:

The FBO’s are indeed instrumental in meeting or solving community needs or problems. But these FBO’s cannot ignore strategic planning as, it is said that, if you ‘fail to plan’ you are likely to end up into ‘plan to fail’. For the FBO’s, when plans and path are developed, they should be as per Gods prompting and within a discerning

relationship with God. Engaging in strategic planning can help in fulfilling the mission and can guard from drifting away from the same. Strategic planning helps to act and think strategically maximizing the impact of community need fulfilment that the FBO's meet.

(Osburn 2013) A strategic Plan gives direction and helps in identifying long term and short term goals and accordingly one can align organizational programs and projects matching to the needs and problems of the community within the established mission. Thus strategic planning helps in focusing on goal and likewise a good strategic plan considers the following

1. Organizational Assessment: One has to assess the FBO's values, culture, strengths and weaknesses.
2. Community need assessment: It helps to identify the beneficiaries and serve them, although it is not possible to share everyone, you need to know who the targets are.
3. Assessment for partners who can join with the FBO by which you can increase the circumference or the services or maximize the impact of the services.



Diagram: 3. 5 several key components into the design and development of a strategic plan.

Source (John 2004)

3.5.9 Strategic planning can be done in the following ways:

Goals-based strategic planning:(McNamara 2010)Goal-based strategic planning is also referred as vision based planning where in the planning works from the future to the present. This process is more common which focuses on an organization's values, vision, mission and scanning the internal and external environment. It sets goals to achieve, while working toward a mission, identify strategies to achieve the goals, and plans actions for those involved that is, who will do, what to do, with whom and by when. For e.g. it is planned to increase the market share by 20% by the end of next fiscal year. The goal based plans are long range plans for 3 to 5 years.

Issues-based strategic planning: In Issue based strategic planning; planning starts from present and works to the future. It examines major current issues faced by the organization and focuses on strategies and action plans to address those issues. Here the external environment is scanned but the focus is basically on the internal environment. The plans are of short range, ranging for a year. For example, the management of the use of financial resources for its efficient working.

Organic-based strategic planning: When one considers the organization to be dynamic system working on a long term conventional plan can be obsolete. Hence in Organic based strategic planning, it considers an organization's vision and values and then focuses on action plan to achieve the vision and adhere to the values. Thus everyone works for the vision and regularly decide the realistic action. They meet regularly to report and decide for new action plan to accomplish their vision.

Real Time Strategic Planning: The organizations with rapid changing environment, decide to make plans on continuous bases. The real time strategic plan is based upon the research of external environment and thus every six months or a year there are new strategies.

Alignment Model of Strategic Planning: Here a strong alignment is established with the organizations internal operations. This is generally done by establishing goals and setting organizational performance. Management models like Total Quality Management (TQM), Business Process Re-engineering etc.

Inspirational model of strategic Planning: When very little time is available for planning, this strategic planning is arrived.

However, there is no perfect model for strategic planning model. The organization is required to customize the best approach to suit its culture, situations and the purpose for making the strategy.

3.5.10 Organization:

For the efficient organization, of the welfare and developmental activities by the FBO's, following aspects need to take in consideration for its smooth functioning.



Diagram 3.6 Factors to be considered for organizing of Faith Based organization (John 2004)

Credibility: It is very much important that the FBOs work towards, being recognizable to main stakeholders and members of the organization. There should be the right balance of authority, responsibility, insight and knowledge of the FBO's key aspects. Building of the trust among the beneficiaries and fund providers is very essential for FBO's. Thus they need to provide the stakes with timely, adequate and correct information.

Technical know-how: The approach and mechanism of the delivery of the services, the organization's issues, the various organization's programs and services have to be mastered by the people working in the organization. A research culture has to be developed with appropriate data analysis. Thus the FBO's can achieve its goals with a systematic approach in a manner that the organizations grow as well as beneficiaries are satisfied.

Objectivity:(Burns n.d.)Objectivity is an attribute to initiate actions and directions in the best interest of the organization. Objectivity allows the leader or manager, to weigh the facts of the situation and how different alternatives impact people in the organization without bias. Thus objectivity enables the perspectives of people, which facilitates decisions which are both precisely sound and can be accepted by people who are affected by the decisions.

Communication skills:(importance of communication in an organisation n.d.) Effective communication building block to successful organization or, it is also termed as organizational blood. Minute observations, clearly understanding and expressing ones views clearly is very important in an organization. An effective communication should necessary help to motivate the teams, source and guide to decision, helps in seeking desired actions and attitudes. It is also an important tool for co-ordination and control in the functioning of the organization, so also it is very important medium to socialize without which it is difficult to survive in current day situation. Further the organization should be able to communicate the results of the assessment, in a manner that, stakes other people can understand easily.

Interpersonal skills: The teams in the organization need to be accountable, need to express, depict high level of emotional quotient which are required for problem solving, negotiation, decision making, in co-ordination in being assertive and building relationships. As the FBO's work for delivering welfare to the people they should work on building interpersonal skill in order to interact with all parties, in a sensitive manner, and be able to work as part of a team effectively.

Availability: It has to ensure that the organization staffs have desired skill sets, the financial and material resources in adequate supply, that, they are dedicating committed time to serve on various activities and programs and work as they would be assessed.

Structure: Structure describes the groups of people involved in various roles of board members, staff, volunteers etc. in implementing the task of the organization. In order to meet the objectives of the organizations right people are placed in appropriate roles.

3.5.11 mapping the community

Knowing the community in the community and identifying people as prospects for delivery of services to them or address their problems. This mapping can be done with the help of local parishes, the various other groups functioning at the parish level like the Parish Pastoral Council, small Christian communities, and legion of Mary etc. The prospects are called invisible people (they can be orphans, widows, unemployed, unemployed youth, elderly, metal patients).

3.5.12 Liquidity

If the organization fails to pay its creditors, employees and other payments timely, the FBO faces technical bankruptcy. Technical bankruptcy attracts legal problems. Thus, it should be ensured that, the organization should maintain adequate

liquidity or simply adequate cash inflows to match its cash outflows. The operations thus largely depend upon the liquidity of the firm.

The people working in the organization should be confident on the framed budget, so that they put their maximum effort in raising the need funds or resources. The staff and volunteers sometimes face difficulties and may end up in meeting few expenses out of their own pockets and not even report or record such instances. Also, even though people have high respect and trust for the FBO's, it should not neglect record keeping or book keeping. As such keeping a track of income and expenses, recording them and monitoring them is essential to proceed with and exercise budgeting.

3.5.13 Financial Reporting

Doing good work with compassion and passion cannot compensate incompetence, even lacking in transparency and accountability. Moreover the delivery of services from religious prospective (God's work) intensifies the magnitude of obligation. Thus the FBO can be judged by people's opinion, by law and by God (being God's faithful service)

The financial reporting systems are similar to the commercial organizations such as the Balance Sheet, Income and Expenditure account which is also referred as Operating System and Fund Flow Statement

3.5.14

(John 2004) In Commercial organization the liabilities side includes liabilities and Equity. Whereas in voluntary organization does not have paid up capital, retained earnings and dividend pay-outs. In place of retained earnings there are usual nomenclature that is, 'net assets or fund balance'. The capital contributions received are referred as endowments. If the contributions are in kind like, land, building, equipment's etc. they are referred as 'contributed plant' or 'contributed equipment'. Thus these capital contributions are separate from operating capital.

While accounting for revenue advance membership fees or life time membership, even though they may be smaller amount they have to be considered as capital contributions.

People sometimes pledge to give contribution at a future date; this amount should not be treated as income receivable unless and until they materialize.

While treating depreciation, if the asset is acquired on loan basis, the portion of the amount of principal amount repaid for the year can be treated as depreciation for that year.

If the organization is receiving donated services, it should estimate the notational cost of such services. Because if such services have to be replaced with paid services in future the cost would increase and accordingly budgets can be made. Although voluntary organizations or FBO's are not set up to make profits or net income, they are essentially required to maintain operational equity (Income equal to the expenses). Because if their expenses increase over the cash inflows every year they may require to close down the organization.

It is difficult to predict the cash flows for the FBO.

Predictable Sources	Unpredictable Sources
If education or training fees are collected in a pattern	If any government grants are receivable ,adding to bureaucratic issues
Grants from Foundations	Day to day billing like hospital and medical services
	Donation received excluded from regular contribution from the donor base.

Table 3.2 Predictable and Unpredictable Sources of Income for the FBOs
Source (John 2004)

3.5.15 Performa Balance Sheet, Operating Statement or Income and Expenditure, and details of Program Service Expenses of a Faith Based Organizations or Voluntary service organization

Name of the Organization

Balance Sheet as on 31stMarch,...

Liabilities & Fund Balance	Amount (Rs.)	Assets & Investments	Amount (Rs.)
Maintenance Fund :		Cash in hand	xxx
(Working Capital) xxx		Bank balance	xxx
Bills Payable xxx		Prepaid expenses	xxx
Provision for Expenses xxx		Bills receivable	xxx
Grants received in advance xxx		Advance to (Staff, Suppliers)	xxx
Endowment Funds xxx	xxx	Security Deposits	xxx
(Scholarship, Prizes)		Inventory	xxx
	xxx	Accrued Interest	xxx
Special Funds :		Investment	xxx
Provident Fund xxx		Add: Accrued Interest	xxx
Staff Welfare Fund xxx			
Staff Premium Fund xxx		Fixed Deposit	xxx
Gratuity Fund xxx	xxx	Add: Interest	xxx
Capital Fund		Fixed Assets:	xxx
Plant Capital xxx		Less: Depreciation	xxx
Less: Cumulative Depreciation xxx			
Fund for Capital Expenses xxx			
Loan from Sponsors xxx			
Development Fund xxx	xxx		
Total	XXX	Total	XXX

Table 3.3 Performa Balance Sheet of Voluntary Organizations

Source:(John 2004)

Name of the Organization

Operating Statement for the period 01/04/XX to 31/03/XX

A Income		Amount (Rs.)
Support :		
Contributions	xxx	
Grants	xxx	
Donations in kind	xxx	
Net revenue from special events	xxx	xxx
Revenues:		
Retail Sales		
Income from other Program	xxx	xxx
Interest		
Gain from Sale of property , equipment	xxx	
Staff Welfare Fund	xxx	
Staff Premium Fund	xxx	
Gratuity Fund	xxx	xxx
Total of Support and Revenue		
B. Expenses		
Program Expenses		
Program A	xxx	
Program B	xxx	
Program C	xxx	xxx
Support Service Expenses		xxx
Management and General Expenses (Staff Salaries etc.)		xxx
Fundraising and Development Expenses		xxx
Local tax		xxx
Total Expenses		XXX
(A-B) net gains or loss		XXX

Table 3.4 Performa Operating Statement or Income and Expenditure of

Voluntary or FBO's

Source:(John 2004)

Name of the Organization

For the Period 01/04/xx to 31/03/xx

Details	Program A	Program B	Program C	Total
Bad Debts Expenses	xx		xxx	xxx
Construction Expenses	xxx	xxx	xxx	xxx
Depreciation	xxx	xxx	xxx	xxx
Interest Paid	xxx	xxx	xxx	xxx
Rent Paid	xxx	xxx	xxx	xxx
Office Supplies	xx	xxx	xxx	xxx
Postage	xx	xx	xx	xxx
Printing	xxx	xxx	xxx	xxx
Professional Services	xxx	xxx		xxx
Contribution given to other causes	xxx		xxx	xxx
Travelling Expenses	xxx	xxx	xxx	xxx
Training Expenses	xxx	xxx		xxx
Total	xxx	xxx	xxx	xxx

3.5 Performa Details of Program Service Expenses of a FBO

Source:(John 2004)

3.5.16 Some Terminologies of Costing Concepts

(John 2004)Cost Object: Cost object is the unit of activity to be measured for the expense. For e.g. it could be an even, an admission for day care, number of hours of training etc.

Cost Centres: The particular activity cost is accumulated to cost centres. Generally departments are considered as cost centres. Cost centres are categorized into two. They are Mission Centre and Service Centre.

Mission Centre directly renders services as per the goals

Service centre: These are support service centres like, housekeeping, laboratory, warehousing etc.

Direct Cost: Direct Cost is the cost that is directly related and can be traced to the cost object or cost centre. E.g. Wood in furniture

Indirect Cost: It is the cost that constitutes to more than one cost centre. For instance, service of manager

Job order costing is the cost accumulated for individual jobs.

Standard Cost: It is the device which helps in ensuring cost control over the cost. The standard direct material, direct labour and overhead are estimated. They are then compared to the actual. The variances are then analyzed. Any variance factors representing long term change should be considered in establishing standard cost for the next period.

The cost accounting process has an objective to get full accumulation of cost for every cost object. Cost accounting guides the following

1. Pricing
2. Profitability analysis.
3. It would help in giving a judgment to either to continue or discontinue the services.
4. Expand or reduce the volume of services
5. Let out services or provide in house services

Fixed Cost: Fixed Cost is the component of cost which remains constant over a range of production over a period of time. E.g. Rent

Variable Cost: The component of Cost which proportionally increases with the volume of activities.

Step up cost: For a range of activities which are beyond the range of one step it becomes necessary to consider Step up Cost.

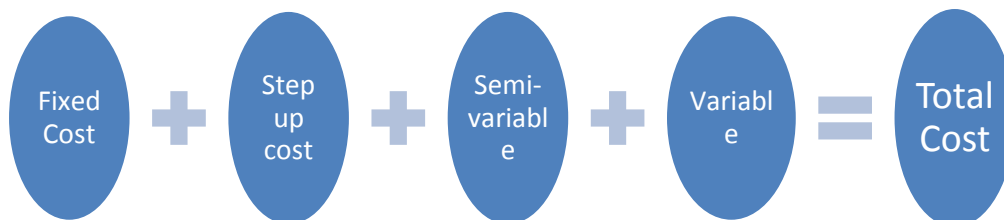


Diagram 3.7 Component of Cost

Break –even Analysis: A tool to determine the volume of activity or program at a point where in the organization’s cost of service or product covers its total revenue. Thus the total revenue = Total Cost (Total Fixed Cost+ Total variable cost)

3.5.17 some of the best practices of financial management

(Sanderson 2012)

1. Proper records, including copies of all receipts and expenditures have to be maintained. It has to be ensured that all financial data are kept up to date and generally accepted accounting principles are followed.
2. The funders need to be reported time to time with adequate information. Hence monthly report of all the financial activities need to generated. Sometimes it may also be felt necessary to provide them with the reports. The reports are required for financial planning and budgeting, are have to made available in required formats for board meeting, managerial decisions and reporting to funders.
3. The FBO’s should work to have a diversified funding base. All the finance related policies must be in writing may be for its investment of assets, internal control procedures, purchasing practices, inventory, compensation, staff and volunteers financing, reporting etc.
4. It has to also ensure that, the funds are used, as budgeted. Well planned and well implemented budget enhances the probability of the FBO to be financially well organized and successful.

The budgets are to be driven by the FBO’s mission and objectives and they should support the operations and evaluation of the performance. The source of funds should be known while prepared the budgets. All direct and indirect expenses are to be reviewed. While preparing the annual budget, it should necessarily consider the fund available, the progressive fund raising activities, support programs and administration.

5. It is very essential to report to the funders, if in case a certain part of the donated funds were not utilized for whatever reasons. Further, the plan of activities with the unused money has to be communicated. It may also benefit, if all key the budget actual performance against the budgeted.
6. It should be always borne in mind that signature stamp are not be used to endorse cheque, so that the risk of potential criminal activity from board members or staff or anyone else can be avoided.

3.5.18 FBOs and marketing Communications

(Williams 2017) It is not generally accepted by people that a religion may be a church or temple or a religious organization is a business. But as these operate they need to operate as a business. They have to attract new members, volunteers, establish their religious and social views, and need to generate revenues for better serving their internal and external communities. Honestly speaking, if no one knows about the existence of the FBO's they cannot grow and serve their missions.

Further FBO's need to be proactive and not reactive and hence external marketing is required to promote and achieve their goals.



Diagram 3.8 some of the Marketing communications tools

Source: (Klein 2000)

The FBO's also needed to engage themselves, with the public and the influential media voices. There are many ways where an FBO can do their marketing communication and benefit through it for their social cause to achieve their mission. The advertising activities stand on three pillars namely, the allocated budgets for the same, the audience targeted and the purpose behind such advertisements. As such one should be clear with who the targets are, what needs to be advertised and which would be the platform to advertise. (front gate - guide to christian audience n.d.)As far as platforms are concerned, there are many means like the social and digital media which are very strong today. The mobile apps, blogs, post and tweets work together to share your story and the views.

Advertising can also done by,

1. Broadcasting on radio or television
2. Advertising through print media like magazines
3. Direct marketing like email, voice mail, telecommunications
4. Word of mouth
5. Events and sponsorships
6. Publishing material like newsletters, magazines, brochures

Media training: FBOs need to have effective spokesperson, to represent and communicate on behalf of the organization. The messages should be clearly and easily understood, especially to those who do not know the FBO and its important mission.

Public Relations are a very important communication tools which is also known as earned media. The articles and documentary covered by media, interviews and placements are valuable tools of public relations. Publicity helps in influencing society on issues importance of faith community and their works.

Thus FBO's has to work on building good public relations, content development, branding and to impact people who need support and guidance.

3.6 Fund Raising and Resource Mobilization

A. 3.6.1 Fundraising

The act of giving food for food bank or orphanage, providing animal shelter, donating for abused or destitute children are few examples of philanthropy.

(John 2004)Philanthropy is an act of charity, helping the needy, or giving for a cause or doing good works. Thus, it not merely reaching out to the known people, but also reaching out to the unknown people, without expecting anything in return from them.

Fundraising is raising funds or collecting money for a specific cause. Fundraising is also known as development, is the process of soliciting and gathering voluntary contributions of money and other resources for the not for profit organizations. It is also used to refer the identification and solicitation of investors for sources of capital for profit making organizations also. When we raise funds for philanthropic purposes, it is called as philanthropic fund raising. This philanthropic fundraising has been done since thousands of years. Fund raising has been done by religious organizations for their charitable works. Even during times of wars, in order to meet the needs of war veterans, orphans of soldiers, refugees etc. The fund raisers are one of the important factors that instigate generous giving so that many worthy causes can be undertaken. Thus, Duronio and Temple express that, “The fundraisers create a bridge between mission and the market.” People may donate for varied reasons; it could be either belief in the cause, liking for the organization or its reputation, for tax benefits, a feeling of generosity, prestige, an assurance that the funds would be used in better way, a liking toward the staff or member of the organization, lacking in time to volunteer in any other way, or may because of the guilt feeling to say no.

It should be borne in mind that fundraising is not begging because the projects or causes need fund for the wellbeing of the society. It should be considered that success of fund raising lies in appealing to more number of people. The fundraiser may expect that the prospect would not entertain and refuse to give but surprisingly, the prospect would welcome and support and contribute to the cause. Similarly, it the fundraiser may high expectation that a particular prospect may contribute largely but may contribute nothing or give a smaller amount. Another instance could be the prospect refuses to give but may change its mind and may contribute later date. Therefore, keep moving and keep moving is the best strategy to be adopted.



Diagram 3.9 Role of Fundraising

Source: (Brinckerhoff 1999)

The organization before it starts with fundraising it should be clear with the following:

1. Why are the funds needed?
2. On what purpose the money need to be used?
3. In what manner the task or use of funds will be evaluated?

3.6.2 Fundraising Planning

If order to meet the financial needs of the organization, a blue print to need to be developed, to work on accumulating the needed funds.

Create budget: While formulating budget to for the project or event if can be beneficial if three budgets are developed. Thus the income and expenses have to be projected which become the guidelines and numerical expression of the objectives formulated.

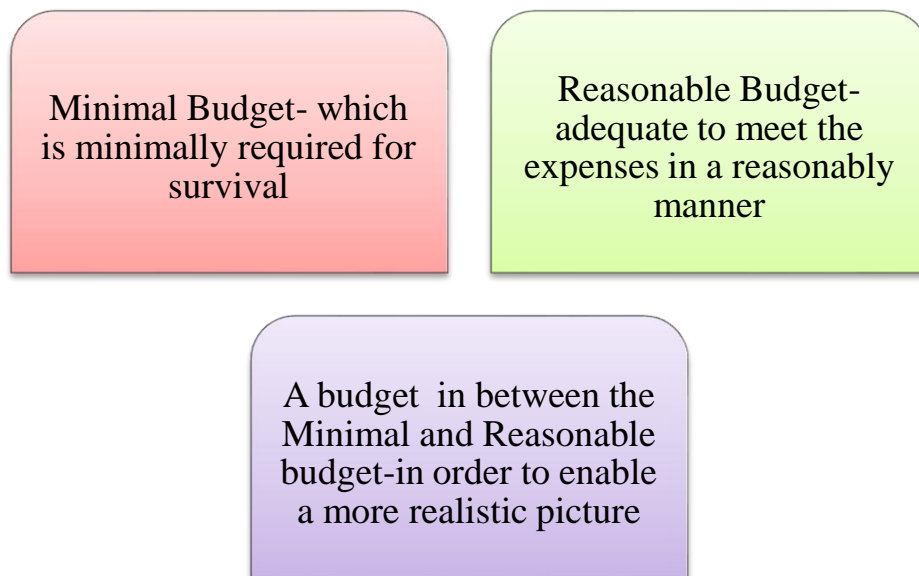


Diagram 3.10 Ways available for formulation of Budget

Source: (John 2004)

3.6.3 Gift Range:

Few people may contribute large amount, many may give a smaller amount and some may give a moderate amount. Thus a gift range need to be framed and accordingly the combinations of the number of people to be contacted can be analyzed and approached. A gift range chart may help because the fund raiser may not

have much indication about the financial standing or simply the history of the prospect. Micro or tailor level appeals to different prospects can create more loyal donors and also can give better success to fundraising

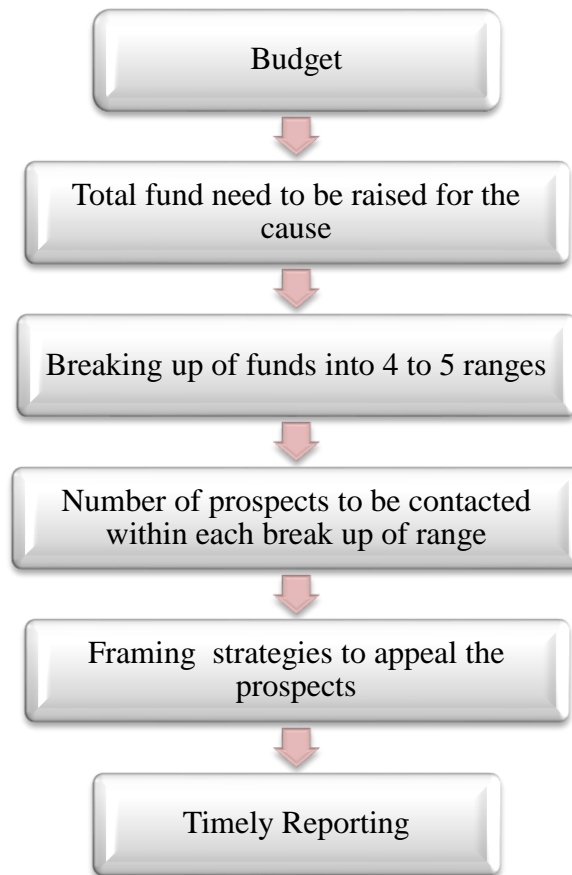


Diagram 3.11 Steps in formulating a Gift Range Chart

Source: (Klein 2000)

3.6.4 Fund raising teams:

It is generally observed that volunteers see fund raising as stressful and anxious task in comparison to the other task that they are eager to volunteer. At the same time fundraising cannot be ignored. (Klein 2000) Thus the organization can overcome this problem by dividing this fundraising activity among the entire group working for the organizations cause. Fundraising can be incorporated in the job charts and a culture of fund raising can be developed in the organization.

In order to raise funds for the FBO in an effective manner fund raising team are to be formed. For making such teams following steps could be considered.

1. Funding Plan: As the funding plan is made, it should be in agreement with the respective fund raising team.

2. Sharing of Task: Certain task may be hard, some more time consuming and some people may require more time to complete similar task in comparison to others. The task need to be divided in such a way that the team member feel that the task is more or less equally divided.
3. Team Spirit: it should be taken care that members do not compare or develop competitive spirit with regard to the achievement of targets. If any team member is slow or is unable to achieve the targets, it has to be dealt without affecting the respective member dignity.
4. Reporting: There should be a method formulated for reporting about the progress of task and problems they face. The reporting methods can be brief meet of teams, filling forms or reporting telephonically or through email.

Believing in the Cause

- Each team member should understand how the initiatives would solve the problem of the targeted issues.

Dedicate Sufficient time to plan the event

Framing Gift Range Charts

Finalizing the mode of request

- Face to face solicitation, phone, letters, emails, events, social media, websites etc.

Making enough provision to start with the initial preparation of the event

Diagram 3.12 Preliminary tasks before proceeding with fund raising

Source: (Klein 2000)

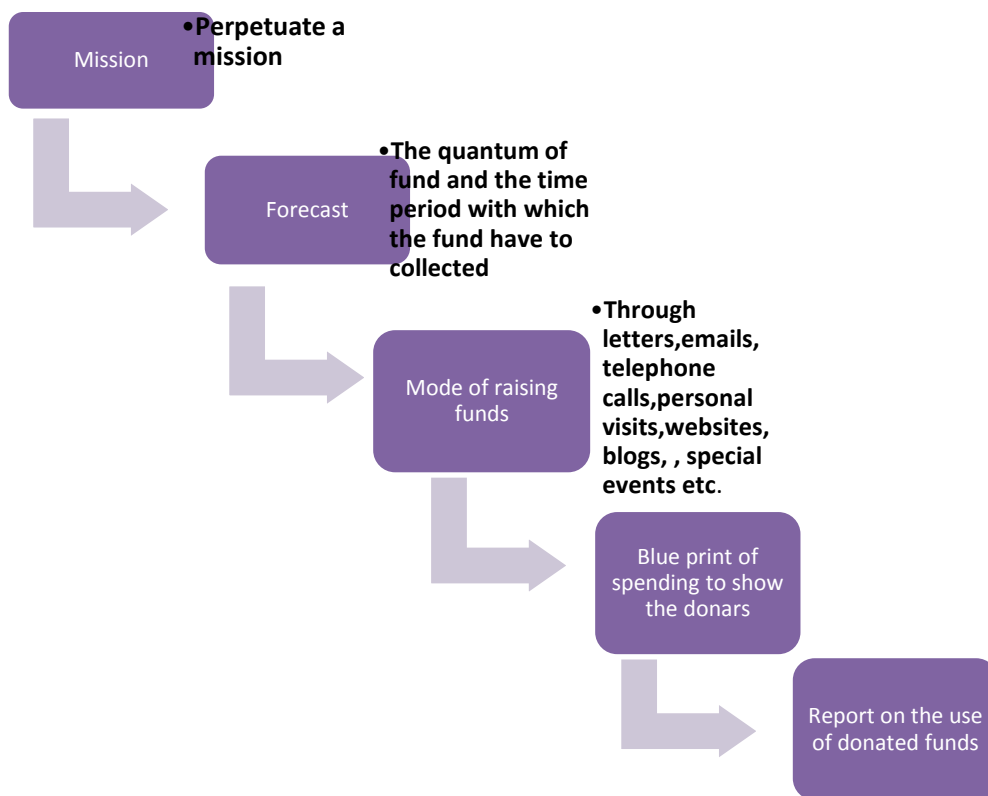


Diagram 3.13 the general steps that are followed in Fundraising

Source: (John 2004)

3.6.5 Modes of Fundraising

1. **Canvassing**: canvassing task is generally assigned to children who describe about the organization’s work and additionally they made also help in selling snacks, candies, candles, craft work etc.

2. Special events: Many kinds of special events can be organized like marathons, get-togethers, auctions etc. Such events can raise a lot of money at the same time it calls for tremendous efforts.

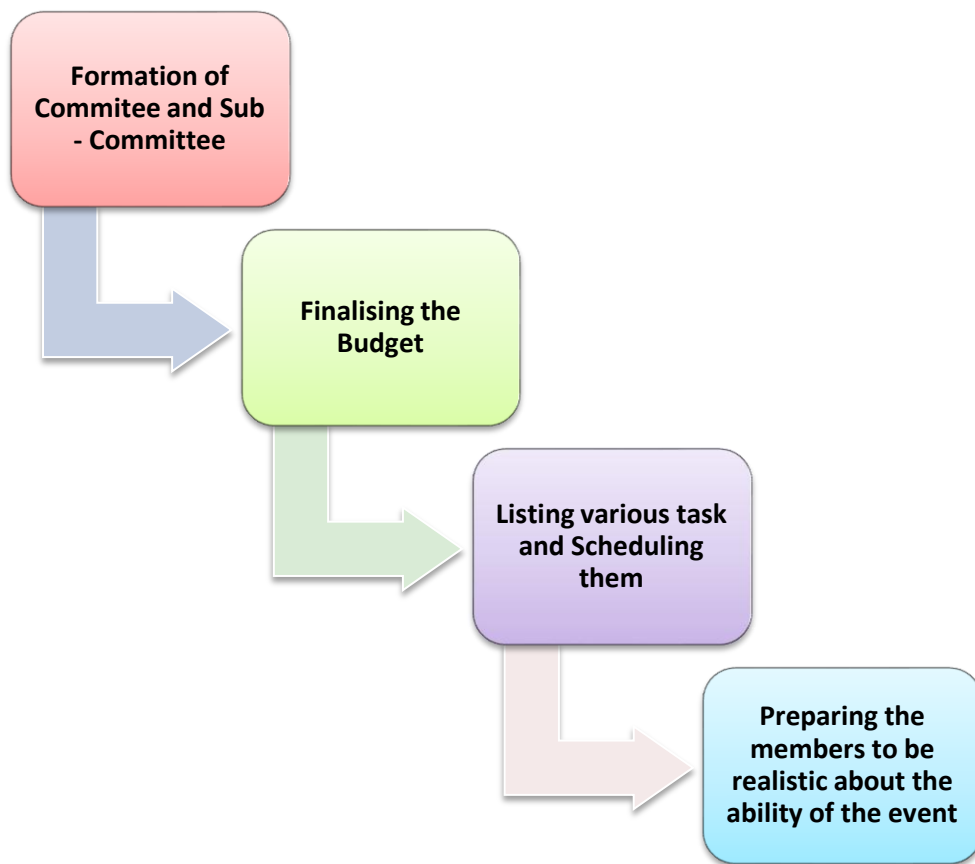


Diagram 3.15 Steps in Special Event

3. Direct Mail: Direct mail is one of the best modes

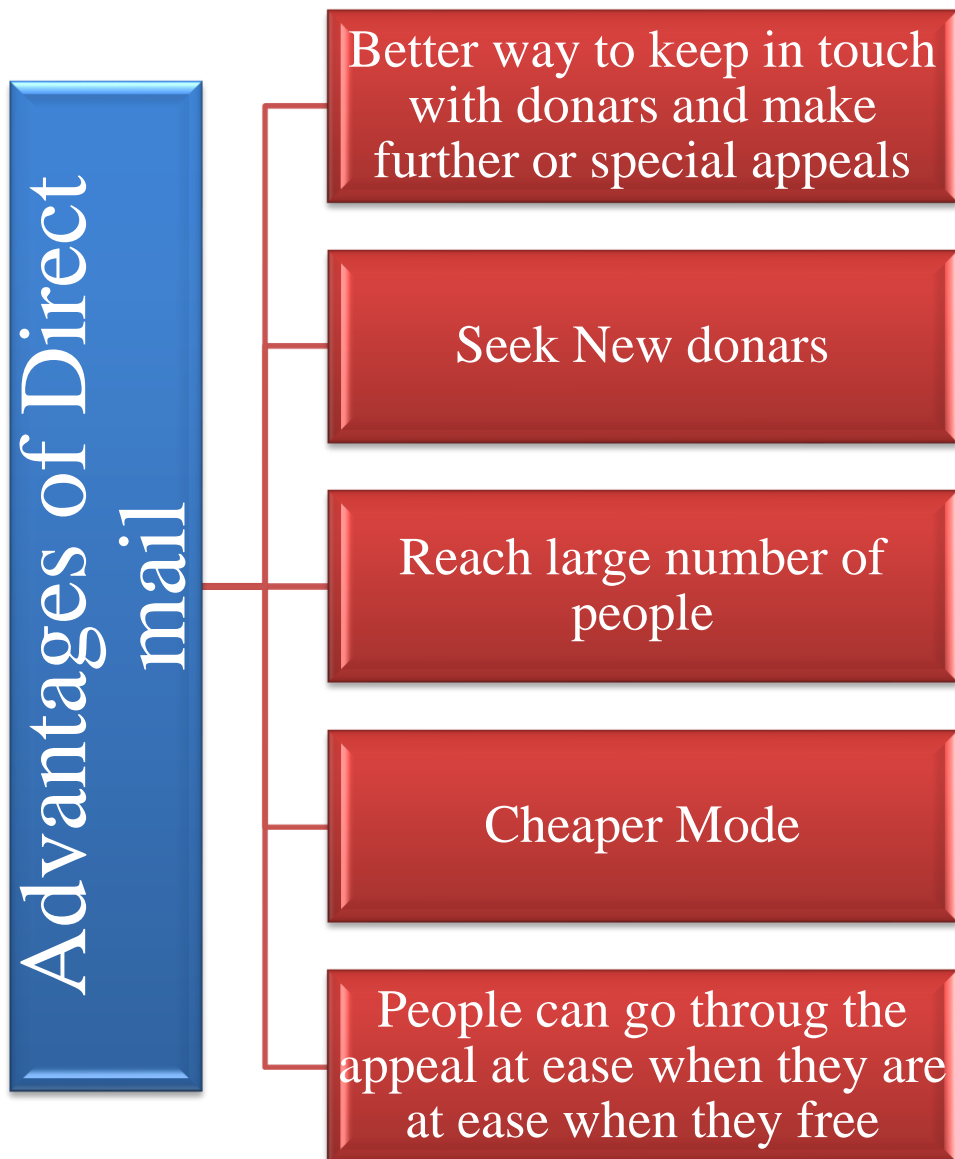


Diagram 3.16 Advantages of Direct Mail

Source: (Klein 2000)

Mailing List

The mailing list has to be categorized so that different strategy is adopted for each of them to be effective in the mode of Direct Mails. Thus the organizations have to have a good data base and can get the data from local church and other congregations.

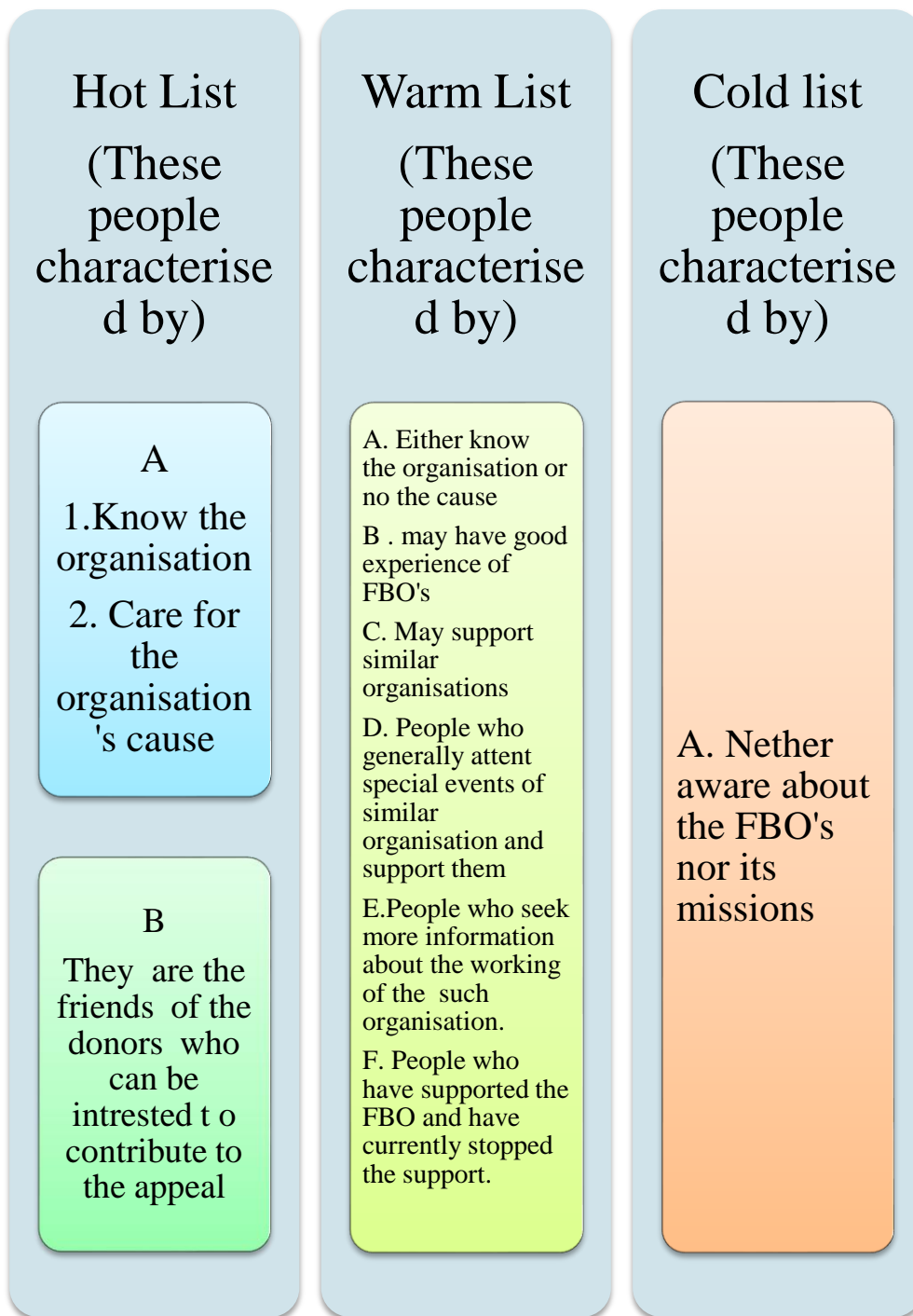
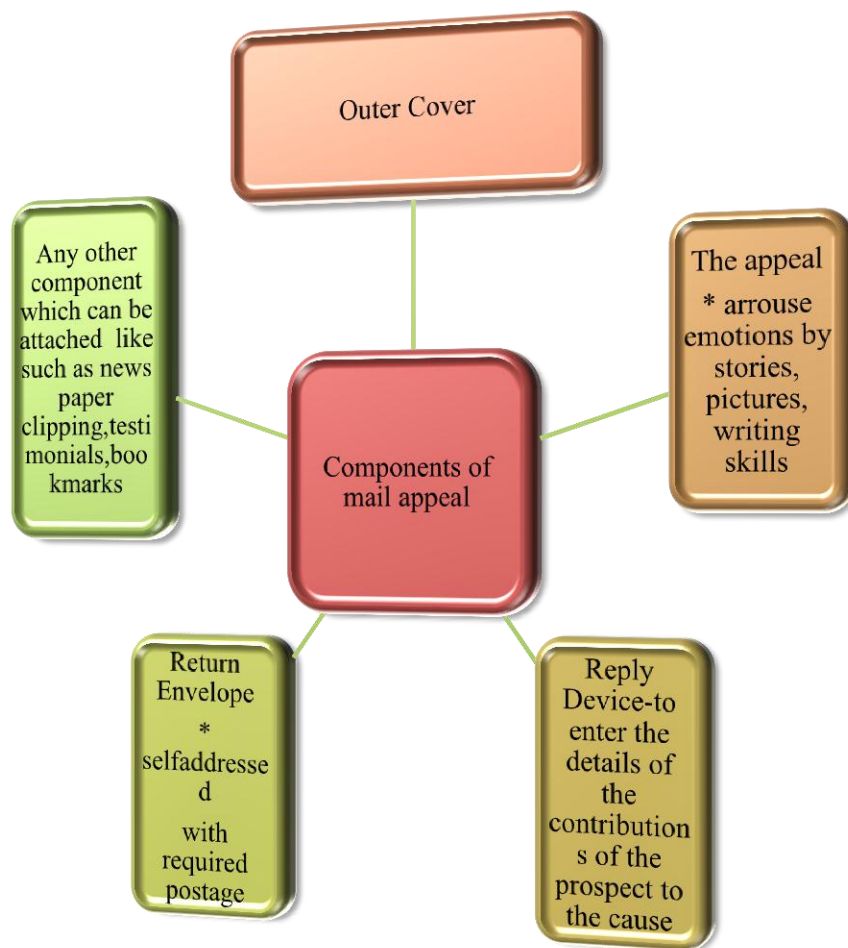


Diagram 3.17 Types of Mailing List

Source: (John 2004)



**Diagram 3.18 The Components of Direct Mail Appeal
(Klein 2000)**

3.6.6 Drafting of Appeal

While drafting an appeal for fundraising following need to be considered. The appeal should not be very lengthy.

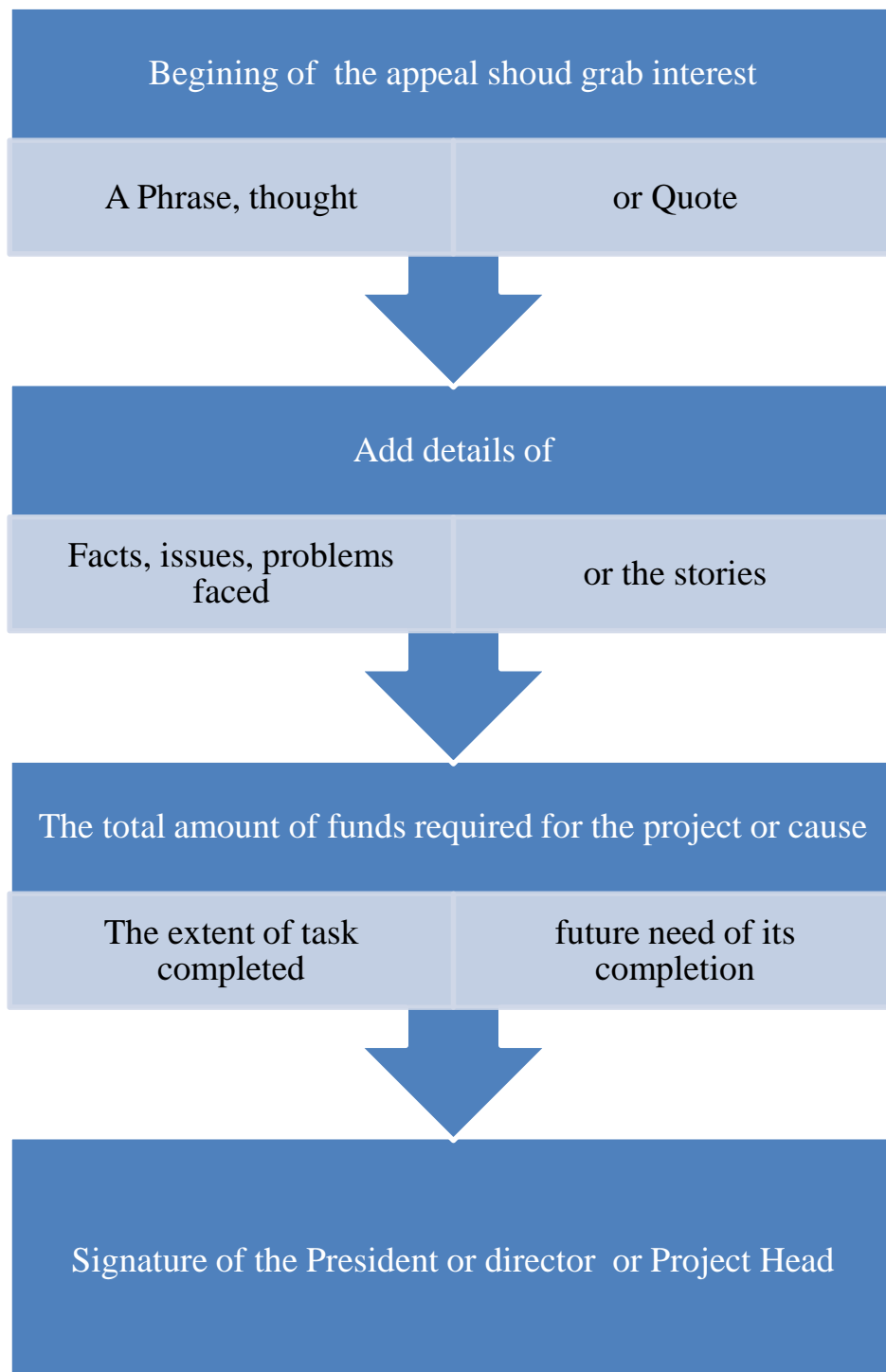


Diagram3.19 the Analysis of an appeal for fundraising

Source: (Brinckerhoff 1999)

a. Phone Campaigns:

Phone campaign of raising funds has an advantage of human interaction. It may be harder to pay visits than to make phone calls like direct mail phone campaign is also a high volume strategy but has a low success rate in soliciting donors.

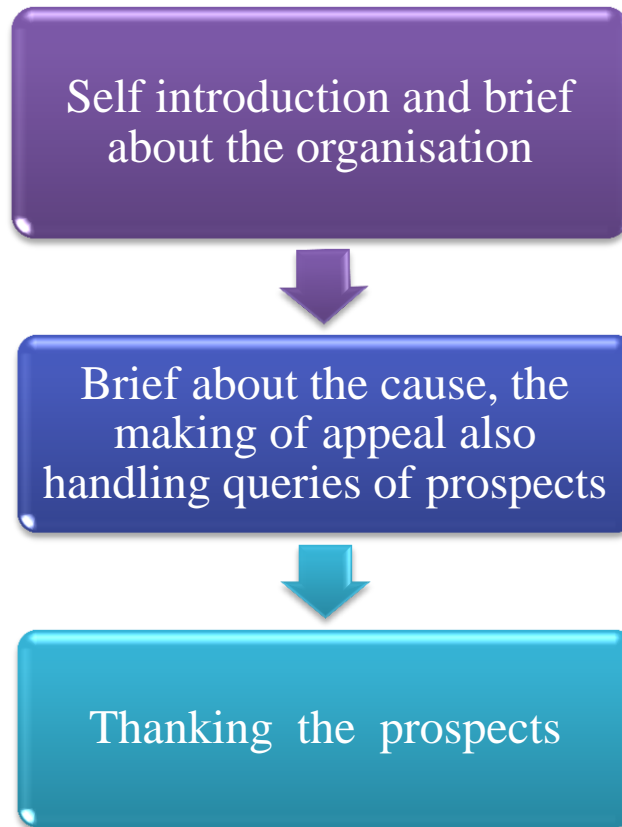


Diagram 3.20 the components of making calls for fundraising phone campaign

Source: (Klein 2000)

b. Personal solicitation:

People can recall better the person who approached for the appeal as compared to the cause the individual represented. Thus personal solicitation can be a very good strategy for fundraising. For personal solicitation, the people to be approached should personally know the fundraiser, the people who know the people who know the fundraiser and the existing donors.

The fundraiser should also have an understanding that the fundraiser has the ability to give. At the same time one should also be clear of the other objectives of fundraising, that it has to build relationships and not only collect funds. People should

be contributing because, they know the intensity of the cause and care for the same, they cannot refuse the person who ask and also because they have money.

The Solicitors need to be poised, enthusiastic and confident as they appeal to the prospects.

c. Appealing for major gifts for special program or cause

For this purpose following steps need to be taken in making an appeal

1. Thanking the donor for the valuable support in the past, reflect high respect to the donor
2. Describing in brief about the current achievements of the organization
3. Describing about the future plans and about the special program
4. Appealing for the donor for the contribution
5. Thanking the donor for response.

3.6.7 Reporting

A good database is very essential for the FBOs. Database is a major and important asset. The notes of the meeting or correspondence, with prospects or donors need to be recorded. Continuous reviews, team meetings, and summarizing future plans are of vital importance for the successful working of FBOs. This will help in following ways

1. Ensure budget control, analysis of variance
2. Appraisal, counseling, training and development of staff and volunteers
3. Compliance with statutory requirements of local government, taxes etc.
4. Outstanding donors, part of the donor base can be incorporated in the membership of the governing body.
5. Manner of reporting must be formulated. The progress of work, the problems and difficulties or benchmarking need to be reported by conducting brief meetings, filling close and open ended forms, emails, telephonic calls, etc.

Fundraising has now evolved from face-to-face collecting money to online fundraising. There are also professional funders (Third party firms) who are generally paid fees or a percentage on the fund raised by them. But these professional firms are bound by the code of ethics of the Association of Fundraising Professionals (AFP) which may restrict the percentage based mode of payment for their services. The organizations may also employ staff who may be called as development offices whose responsibility is only raising funds for the programs and projects.

3.6.8 Types of Funds

1. **Grants:** Government units offer grants to the private charitable trusts or non-profit organization or religious organizations for their various projects.
2. **Financial Endowments:** some donors may invest money in the name of the deceased family member. A fixed sizeable fund may be invested with a financial institution or bank, the periodic return which could be monthly or quarterly or yearly is received by the charitable organization.
3. **Capital Campaign:** Capital campaign is an intensive fund raising effort in order to raise a planned sum of money to meet variety of asset-building needs of an organization within a define time period Such asset building activities may include, purchase of land, construction of building, expansion, renovation like new equipment, development of land etc.

For the purpose of capital campaigns generally large corporations are tapped. The capital campaign may take two characteristic forms

1. **Gifts:** The gifts solicited which are much larger in comparison to the quantum that is received annually.
2. **Pledges:** A few donors may commit to contribute a sum of money which may be transferred to the organization by them in instalment which are convenient to them over a period of time. It must be also in the form of transfer of appreciated real or personal property.

The various types of capital campaigns are identified.

1. **‘Brick’ and ‘Motor’:** This is a traditional campaign method wherein the focus is building construction or improvement which is considered as ‘once in life time’
2. **Mega goals:** In recent times organization schedule capital campaigns every 5 or 10 years. ‘Counting everything’ which means they estimate the total fund required over the next five to seven year is estimated.
3. **Comprehensive, integrated and total developmental campaign:** Here a longer fund raising program is made based upon the long term analysis of the organizations need and direction. Here the capital campaign includes ordinary fund raising activities which are slow paced in comparison to the traditional campaign.
4. **Fundraising Events:** These are events and campaigns are organized with the primary motive of raising money for a cause or charity. Along with this primary

motive, these events are intended to increase visibility and support for the organization. There are many types of fundraising events

- a. **Formal Dinners:** Lavish gala dinners are arranged to honour the celebrities, philanthropist and business leaders. These people not only provide for financial support but also solicit their social and business connections.
- b. Walkathon, marathons etc.
- c. **'Ad-book':** The charitable organizations publish ad book where in the donor messages, complements and business advertisements are published. By this mode the organizations can generate revenue, visibility and donor relations.
- d. **Online fundraising pages:** By the way of websites, the fundraising cause based events such as walk marathon, cycling etc. and its cause are described which is very effective in current day. The pages have online payment facility which is easy for the funders and members.
5. **Donor cultivation or Relationship Building:** The economics of regular and sustained receipt of funds and aid is very important. As such maintain donor relations by regularly reporting and thanking them is very essential. Sufficient research has indicated that 30 % to 50% donors may be lost in the period of three years, if due care is not taken in relationship building and maintenance. There are many associations like, Association of Donor Relation Professionals (ADRP). Many strategies are evolved to build donor relations likewise the donors may be group as major and mid-level donors based upon their annual giving.

Creating donor Base: To create a donor base, the prospects need to be loyal to the organization and not to the fundraiser personally. The prospect need to have a strong belief in the organization, its mission and its works and should expect the task be achieved fruitfully by the organization.

Bequest: These are the gifts offered by living individuals by signing a Will and the receipt of the gift under the Will, we be transfer to the organization after the death of the individual or donor.

If the donor belongs to a lower income group it cannot be blindly assumed that the individual may give a small donation amount. The individual may make monthly contribution of tithes. Similarly, it also cannot be assumed that, the individual with higher income may give huge amount of donation.

B 3.6.9 Resource Mobilization

John Haydon, founder of Inbound Zombie and author of Face book marketing for Dummies says, “Don’t ask people to donate, instead ask them to join, build etc. appeal to identify and emotion, not wallets.”

Along with money the charitable organizations monetarydonations,material giving and support collectively which is referred as resource mobilization.

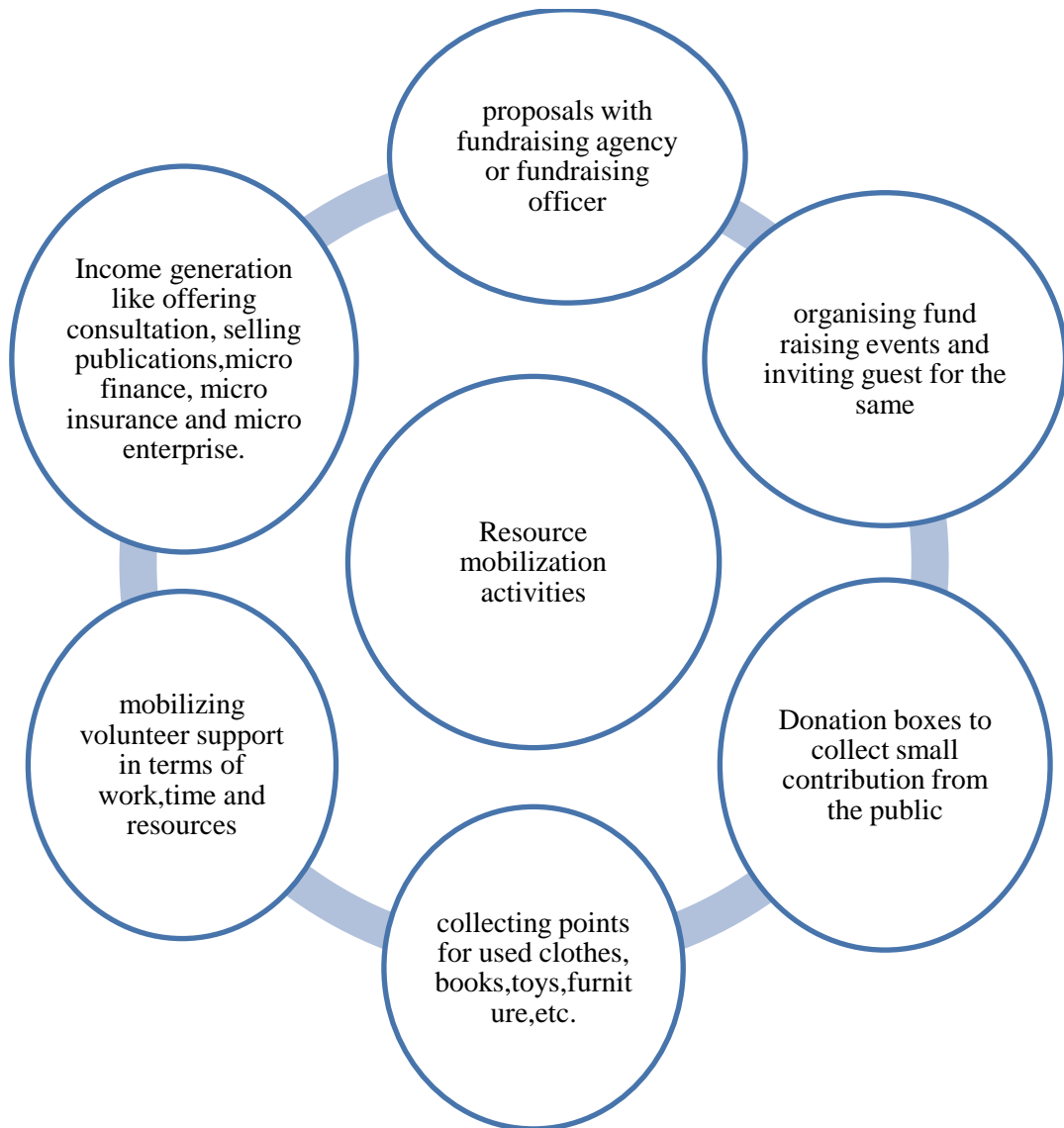


Diagram 3.21 The resource mobilization activities

The resource mobilization can bring funds, material resources, media attention, and alliance with different people like entrepreneurs. Thus it can acquire resources as well as mobilize people to accomplish the organization’s mission. Finally

the efforts should be taken to see that the organization's mission transforms in the form of public good.

3.7 Faith based Organization- a brief history

Charity and mercy is deep rooted as of absolute value for human beings from time immemorial. Before any humanitarian law was formed individuals and faith communities provided help and aid to those affected by acute poverty, despair, natural disaster, war, persecution, widespread diseases etc. (Ferris n.d.)The temples were the destinations to the refuges, destitute and those who were persecuted and in the later medieval period monasteries were also the places for shelter and help. The Catholics following the scriptures as called for justice to the poor and need began to establish charity homes, medical care, schools for children and so on. Also the other sects like the orthodox churches, Protestants the ministry for service was primary.

The eighteenth and the nineteenth century witnessed humanitarian assistance as mission societies contributed largely towards welfare in Europe and North America. With increasing awareness about their work they also received aid from individual and groups in money and kind. With the industrial revolution several social reformers contributed largely in support to the factory laborers. Many secular organizations were set up like the Red Cross, Anti-Slavery, save the Children, Oxfam. During the period of the World War I and II and during great Depression voluntary organizations played a major role in bring restoration in the lives of the afflicted people. The NGOs apart from their extensive relief and charitable works also were involved in lobbying the governments, brought issues to the public's, created awareness and advocacy. The outcome was very important and supportive to the refuges of war crises and favourable ties between nations. The Post World War II period witness a good increase in secular and Christian faith based organization like the Care International, Christian aid and Church World Service to respond to the humanitarian need at that critical time. As per the survey and analysis done in the year 1953, it was found that fully 90% of post-war relief was given by religious agencies. The World Council Catholic Churches (WCC) was formed in 1948. In the early years of the formation of World Council Catholic Churches (WCC) being the need of the hour, it functioned primarily through its programmed works meeting the humanitarian need particularly in Europe. Similar work was witnessed from the Lutheran World Federation (LWF) which was set up in 1947 which dedicatedly worked for the

welfare of the Lutherans. Currently this organization works towards development and relief in more than 37 countries.

It was the NGO's and Churches that lobbied for the establishment of United Nations, and initiative for inclusion of human Rights in the United Nations Charter. The Federal of 11 churches contributed majorly in drafting text for the drafting of the charter and was also the US representatives for the drafting committee. The FBO often lead in encouraging Coalitions.

The international level Standing Committee of Voluntary Agencies (SCVA) was formed in June 1948 with 37 national and international agencies "to provide for joint representation in discussions with competent organization's or governments to work solutions on refugee problems" and to facilitate joint consultation among the voluntary agencies regarding the needs of refugees, working conditions, etc. The faith-based organizations were very much instrumental during 1950s and 1960s in provision substantial relief and worked for the effective functioning of refugee-serving community.

In the year 1956, the NGOs took the lead in lobbying for resettlement opportunities and in providing the resources needed for the resettlement of Hungarian refugees fleeing Soviet intervention. Over the years, church-based organizations have been providing financial aid to the local churches and related organizations by the way of "inter-church aid" for the victims of wars and other disasters. In 1962, the International Council of Voluntary Agencies (ICVA) was formed, largely with the initiative of faith-based organizations. Within three years of the formation of ICVA 65 agencies became members of ICVA. ICVA plays, a unique role as a coalition of NGOs active in the fields of development and humanitarian relief.

From the early 1960s to the early 1980s NGOs grew in size and range of activities. The Intergovernmental organizations particularly that of UNHCR exceedingly grew than the NGO's .In 1967 the Status of Refugees with geographical restrictions was removed making UNHRC more active.

The 1980 era marked the growth of indigenous NGOs in developing countries. Also with the changing perceptions of development secular and faith-based international organizations experienced increasing pressure to decrease their direct involvement in provision of services abroad and rather to concentrated the development of local institutions. Institution-building and empowerment with

emphasis on capacity –building of local NGO’s replaced concepts of community organizing. This work is still being continued.

3.8 Faith based Organization- Importance and Benefits

3.8.1 Characteristics of Faith based Organization

(Ferris n.d.) FBOs are generally characterized as having one or more of the following qualities:

1. Affiliated to a religious body
2. A mission statement with clear reference to religious values
3. Financial support from religious sources or generally donor who follow same faith
4. A governance structure where generally selection of board members or staff is based on religious beliefs or affiliation
5. Also the decision-making processes may be based on religious values.

There are two generic types of FBOs

1. FBO’s those are active in a single nation
2. FBO’s that are working in more than one nation

(The Urban Institute August 2001) Faith-based organizations can be categorized into three basic types:

1. Congregations: Here congregation is referred organized body forming an independent sub division of a religious order. For example: The missionaries of Charities (Mother Teresa of Calcutta), Congregation of Carmelite religious etc.
2. National networks, which include national denominations, their social service arms (for example, Catholic Charities, PICO national networks, YCMA, YWCA etc.)
3. Freestanding Religious Organizations, which are setup separately from congregations and national networks.

3.8.2 General activities in which the Faith Based Institutions get involved

1. Community Development: This would involve Skill Building, Micro-Finance, prison ministry etc.
2. Delivery of Services : They may include health services, education, rationing, legal assistance, rehabilitation for addicts of drugs, alcohol, care and treatment for people suffering from HIV/Aids
3. Handling and resolving conflicts: domestic violence, inter-religious clashes, building inter religion relationships, inter-religious meets, etc.

4. Reform Movements and advocacy: Campaigning for human rights, gender equity, women welfare, child rights, anti-corruption, dowry etc.
5. Disaster relief and emergency aid: reacting immediately during situations like natural calamities, wars and other despair.
6. Pastoral care: counseling, mentoring, friendly visits etc.

3.8.3 Importance and benefits of FBO's

1. (The non Profit Partnership-the way forward faith based non profits 2013)The outcome is important. FBO with the tool of faith have the ability in producing results. They could be getting underprivileged kids to school, bring drug addicts out of their addiction, a new hope in the lives of victims of physical abuse, skills building and training of unemployed youth into employable resources and so on.
2. Faith-based Organization creates close personal relationship which is more important to transform people. The approach of FBO's is also morally based and value oriented which has the power to motivate people to change whereas secular incentives cannot bring such deep change. Faith-based organizations are more holistic in their approach as compared to the secular government and non-profit private agencies because the FBO's focus on the spiritual, emotional and physical development of a human being. Studies have indicated that FBO's are more engaged and carrying with a personal approach with the lives of the suffering people. They do not consider people as clients, or case or just patients but rather consider them as children of God and care for them with a deep faith they are working for the children of God.

The works of FBO's in turn result in the value addition to the development of the FBO.

3. (BAIYERI August 2013)FBO's through their programs establish more of personal relationships than the professional relationship as compared to secular non-profit organization. This is uniquely done by counseling by the priest or religious, community praying together, visiting the beneficiaries in their difficult phases of life. All this creates an impact on the spiritual and psychological wellbeing of the beneficiaries.
4. FBOs have a greater ability to attract volunteers which enables the FBO's to be cost effective. This is referred as the richest resource to the FBO's. Many of the volunteers are beneficiaries of such FBOs; hence they are better committed to work for the Nobel projects of the FBO's.

5. FBO's have a high capacity to avail grass root participation in development networking. Many FBO's involve the beneficiaries in planning, implementation, co-ordination, monitoring and evaluation in the developmental programs that they undertake. Thus there is creation, maintenance and enhancement of social capital. FBO's bind the communities together. This is very much essential in creating social as well as economic good.
6. Pragmatic approach to involve everyone in the answer to large community problems.
7. FBO's show a high level of accountability and responsibility towards their work and the outcomes. As the FBOs are highly motivated by their religious faith and spirituality there are not merely concerned for the worldly rewards but more of eternal rewards and joy of serving. They will persist with their social activities providing for welfare even if there is little or no economic gain. The staff and volunteers working in the FBO are found to put in extra efforts, a great deal of extra time and extra energy which may not be equivalent to the monetary benefits that they receive from the FBO. This is because they strongly believe in their organizations mission and their calling to render service to the needy. They affirm to the fact that it is the Gods mission and want to do Gods will in their lives through their service. As such by their dedicated service they bring a positive change in the community where they serve.
8. FBO's attract zealous people to take up leadership. Amongst them the Clergy are generally the role models. They have the ability to involve people, mobilize resources and interpret faith in action.
Leadership with zeal and vision can find ways to tap, additional funding, staff, and volunteers; develop multiple uses with the existing capacities, resources and locate unused resources. In other words they have to potential to pull material, financial, human and spiritual resources towards the organizational cause.
9. As they work at grass root levels 'real' developmental gains are recorded. This data is very essential for planning of various elements of a nation's economic and developmental planning.
The Voluntary organizations by rendering social welfare services have been commendable in their contribution in the democratic, socialistic and welfare states.

The help for can be located from:

1. Foundations
4. Funding for senior programs
5. Request for proposals
6. Venture capitalist who are interest in equity

The NPO or FBOs operating in India receive financial aid from many international voluntary NGO. To mention a few:

1. Christian Children's Fund(CCF)
2. Danish International Development(DANIDA)
3. Co-operation for American Relief Everywhere(CARE)
4. Community Aid abroad(CAA)
5. Oxford Famine Relief Committee(OXFA)
6. Canadian International Development Agency(CIDA)
7. The Society of Vincent de Paul

3.8.4 FBO partnerships

Partnership is formed with either partners operation in the public, for doing good deeds, for accomplishing shared goals in effective and respectful way. FBO partnerships have a great scope of offering benefits to the community. The partnership with government agencies can also create a greater impact. The major challenges faces for FBO partnership are

1. Sharing of Visions
2. Sharing Works
3. Sharing Public Recognition
4. Problems arise when there are cultural boundaries, racial-ethnic and low – income setting

The circumstances when partnership becomes fruitful are

1. Partnership succeed as healthy relationship build among the partners, working becoming more comfortable and fruitful
2. When partners share common perception of the problems and needs of the community

Thus, in partnership sustaining personal trust and confidence is very essential. It is generally seen in Christian FBO's Pastors become bridges between partners and help building relationship between local and international partners.

3.9 Conclusion

FBOs have comparative advantages over secular social service providing organization because of their roots with rural and urban communities, moral competence, respect and trust of members and also that of beneficiaries. Thus, from the early times FBO's have been in the forefront in the delivery of services, in social movements and persuading with social reforms and significant driver for social change. Although FBO impact a lot of services they cannot do everything because of the various limitations such as time, money, space and ability. But striving to do the work effectively and efficiently with the given time is essential. The failing in inadequacy should not perpetuate people suffering or hurt them. The negative consequences may attract criticism, which can necessarily affect the supporters and fundraising.

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Social welfare Services in India

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What is social service?

Charitable activities

What is social work?

What is professionalism

What is science?

Difference between science and technology

Professionalism

- Extensive training
- Specialized knowledge
- Application
- Theoretical knowledge
- Research
- Code of ethics
- Regulated by governing body

What is social work?

- To help the person to help himself
- Enabling /empowerment
- In systematic way
- Professional way
- Maintains objectivity

Techniques of social work

- Social case work- at individual level
- Social group work-at group level/ family
- Community organization – at community level
- Social welfare administration- organization level
- Social research
- Social action –at mass level

What is social welfare

- The Indian Constitution establishes a welfare state.
- This is clear from the salient features in the Preamble and the Directive Principles of State Policy (DPSP)
- In this spirit, India is making a determined attempt to fulfil its ideal of a welfare state not only in principle but also through economic planning,
- thus securing to the Indian citizens justice—social, economic and political.

continued

- Brief discussion on mainstreaming and marginalization

Social welfare schemes

- Women and Child Development
- Scheduled Tribes/scheduled caste/backward caste Welfare
- Unorganised Sector
- **Minority welfare**
- **Differentially abled welfare**
- **Senior citizen welfare**
- **Urban rural poverty alleviation**

Social security

- According to I.L.O, “Social security is the **protection which**

society provides for its members through a series of public

measure, against the **economic and social distress that**

otherwise would be caused by the substantial stoppage of

earning resulting from :-

- sickness
- maternity
- injury
- unemployment
- old age and

Purpose of social security

- To give individuals and families the confidence that their level of living and quality of life will not erode by social or economic eventuality.**
- To provide medical care and income security against the consequences of defined contingencies**
- To facilitate the victims physical and vocational rehabilitation**
- To prevent or reduce ill health and accidents in the occupations**
- To protect against unemployment by maintenance and promotion of job creation**
- To provide benefit for the maintenance of any children**

objectives

- Compensation
- Restoration
- Prevention

Approaches

- Social assistance:

- A method to provide benefits as of right to persons,

usually of small means in amounts sufficient to meet a

minimum standards of living from general revenues of

the state.

Contingencies of social security

- Medical Care
- Sickness Benefit
- Unemployment Benefit
- Old Age Benefit
- Employment Injury
- Benefit
- Family Benefit
- Maternity Benefit

Social assistance

- NSAP stands for National Social Assistance Programme. NSAP was launched on 15th August, 1995.
- In particular, Article 41 of the Constitution of India directs the State to provide public assistance to its citizens in case of unemployment, old age, sickness and disablement and in other cases of undeserved want within the limit of its economic capacity and development.

continued

- The NSAP at its inception in 1995 had three components namely
- National Old Age Pension Scheme (NOAPS),
- National Family Benefit Scheme (NFBS) and
- National Maternity Benefit Scheme (NMBS).
- The National Maternity Benefit Scheme (NMBS) was subsequently transferred on 1st April, 2001 from the Ministry of Rural development to the Ministry of Health and Family Welfare.

continued

- On 1st April, 2000 a new Scheme known as Annapurna Scheme was launched.
- This scheme aimed at providing food security to meet the requirement of those senior citizens who, though eligible, have remained uncovered under the NOAPS.

continued

- In February 2009, two new Schemes known as Indira Gandhi National Widow Pension Scheme (IGNWPS) and Indira Gandhi National Disability Pension Scheme (IGNDPS) were introduced.

Social policy

- Broadly speaking, the term 'policy' refers to the general guidelines or principles, which give direction to a particular course of action by the government or by an organisation.
- According to David Gill: Social policies are principles/course of action designed to influence:
 - i) the overall quality of life in a society;
 - ii) the circumstances of living of individuals and groups in that society; and
 - iii) the nature of intra- societal relationships among individuals, groups and society as a whole.

continued

- According to Kulkarni “Social policy is the strategy of
- action indicating means and methods to be followed in
- successive phases to achieve the declared social
- objectives.”

Social policy

- According to Prof. Titmuss, social policy represents a
- summation of acts of government, deliberately designed
- to improve the welfare of people

Actors in Formulation of Social Policy

- Government
- ii) Political parties
- iii) Individual reforms
- iv) Voluntary organisations
- v) Social action groups
- vi) Plan documents
- vii) Laws and courts
- viii) Parliamentary committees

Problems in Policy Implementation

- Lack of political will
- Widespread corruption at each and every level of functioning
- Financial constraints
- Red-tapism
- Erosion of moral values
- Financial constraints
- Inadequate staffing
- Absence of training
- Lack of people's participation
Gross mismatch between actual needs and perceived needs of people
- Delay in getting justice.

Strategies for Effecting Changes in Policies

- Use of mass media
- ii) Creation of public opinion
- iii) Demonstrations
- iv) Public Interest Litigation
- v) Discussions, Meetings and Seminars
- Building pressure over government
- vii) Submission of memorandum
- viii) Signature campaign
- ix) Pressure groups etc.

Concept of Social Planning

- Planning is the process of preparing a blueprint of actions

to attain stated objectives within a time frame.

- **M. Webber** defines planning as the process of making rational decisions about future goals and future courses of action,
- **Alfred J. Kahn** defines planning as follows:
Planning is policy choice and programming in the light of facts, projections and application of values.
- **Planning is policy formulation and realization through choices and rationalization.**

Social development

Social Development Through Planning

- Planning gives expression to the idea of intervention and it is a central notion in social development.
- Advocates of planning contend that social and economic processes can be directed through rational intervention to improve society.

What is social development ?

Social Development is the promotion of a sustainable society that is worthy of human dignity by empowering marginalised groups, women and men, to undertake their own development, to improve their social and economic position and to acquire their rightful place in society.....”

---Bilance, 1997

Social Development is equality of social opportunities”

- Amartya Sen, 1995

Definition of social development

“Human development is a process of enlarging peoples’ choices.

The most critical choices that people should have, include a long and healthy life, access to knowledge and income, assets and employment for a decent standard of living...

(But) human development concerns more than the formation of human capabilities such as improved health or knowledge.

It also concerns the use of these capabilities”

How social development is measured?

**The Human Development Reports
of United Nation Development Programme
(UNDP)**

have developed indices such as the Human Development Index (HDI), the Human Poverty Index (HPI) & the Gender-related Development Index (GDI).

The Human Development Index (HDI)

is in terms of capabilities of three basic dimensions of human development:

- Life longevity
- Knowledge (adult literacy and combined primary, secondary and tertiary enrolment)
- Decent standard of living (real per capita income)

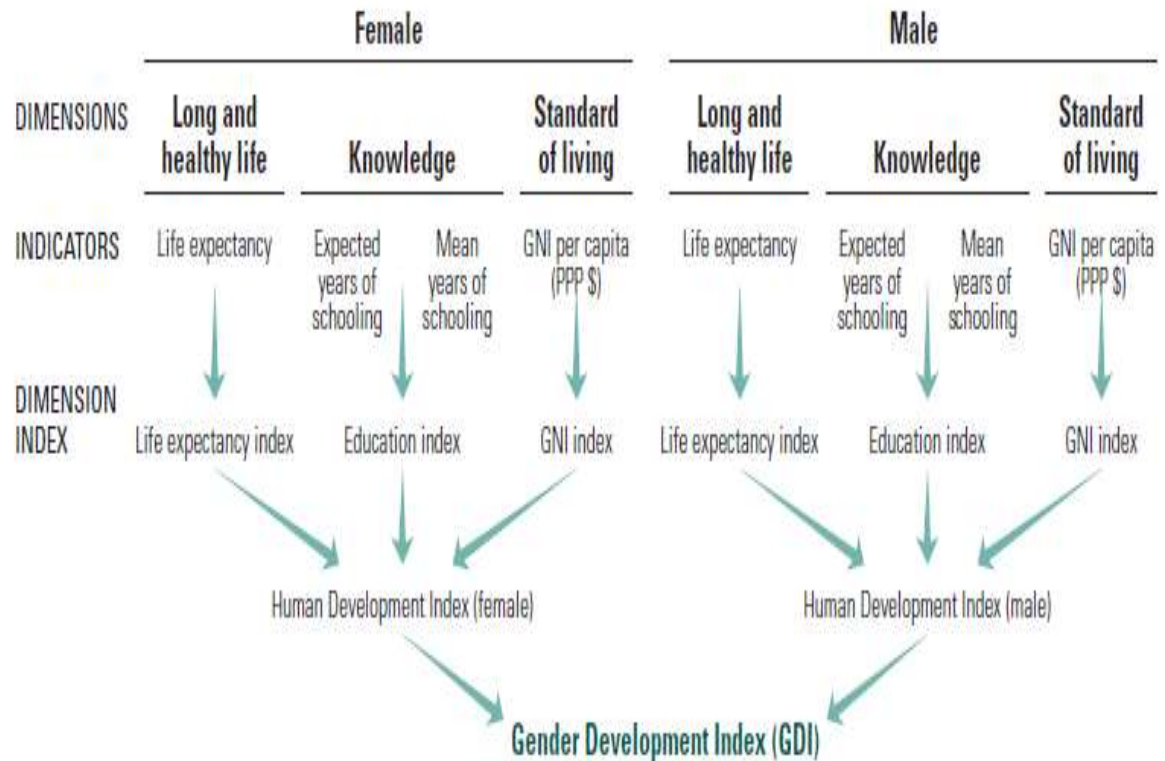
The Human Poverty Index (HPI),

meant for most deprived sections of the community, is based on deprivations in the essential elements of decent human life:

- **Basic Survival** (Death before age 40, child and maternal mortality)
- **Educational levels** (% of illiterate adults)
- **Overall economic provisioning** (% of people without access to health services and safe water)
- **Sustainability** (% of underweight children under 5)

Gender related development index

Gender Development Index (GDI)



Brief discussion

- Comparison of all development index

What after development ???

- Do you think, all our problem are solved ?
- The next phase after development

Social change

- **Change implies all variations in human societies. When changes occur in the modes of living of individuals and social relation gets influenced, such changes are called social changes.**
- **Social change refers to the modifications which take place in life pattern of people.**
- **Hence, social change would mean observable differences in any social phenomena over any period of time.**

Definitions of social changes

- **Kingsley Davis says, “By Social change is meant only such alternations as occur in social organization – that is, the structure and functions of society”.**
- **Morris Ginsberg defines, “By social change, I understand a change in social structure, e.g., the size of the society, the composition or the balance of its parts or the type of its organization”.**
- **Fairchild defines social change as “variations or modifications in any aspects of social process, pattern or form.**

What is social change ?

- Compare all the definitions
- Brief discussion
- How it is related with social development ?

Social action

Social action is a method of social work used for mobilizing masses in order to bring about structural changes in the social system or to prevent adverse changes.

Definitions of social action

Mary Richmond was the first social worker to use the word “social action” in 1922.

She defines social action as “mass betterment through propaganda and social legislation”.

Sydney Maslin (1947) limits the scope of social action by considering it as a process of social work mainly concerned with securing legislation to meet mass problems.

Baldwin (1966) defines social action as “an organized effort to change social and economic institutions as distinguished from social work or social service, the fields which do not characteristically cover essential changes in established institutions.

Principles of social action

- **Principle of Credibility Building**
- **Principle of Legitimization**
- **Principle of Dramatization**
- **Principle of Multiple Strategies**

Principle of Credibility Building

It is the task of creating public image of leadership, the organization and the participants of the movement

Principle of Legitimization

Legitimization is the process of convincing the target group and the general public that the movement-objectives are morally right.

Principle of Dramatization

Dramatization is the principle of mass mobilization by which the leaders of a movement galvanize the population into action by emotional appeals to heroism, sensational news management, novel procedures,

MULTIPLE STRATEGIES

- *Educational strategy*
- *Persuasive strategy*
- *Facilitative strategy*
- *Power strategy*

CHAPTER I

INTRODUCTION

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CHAPTER I

INTRODUCTION

This chapter is schemed in such a way that it throws light on the key concepts of the study - the concepts being Social Welfare, Social Welfare Administration and Child Welfare. This chapter furnishes the background and theoretical information on these concepts and gives conceptual clarification. It is in the light of this information that the empirical data is analysed in the later chapters of the study. The developments in the field of social welfare at international, national and state levels are analysed here. The contemporary developments and realities in the field of social welfare in general and child welfare in particular is the focal point in the later chapters. Therefore much stress is given here to the theoretical and historical aspects.

Welfare is a dynamic concept and its meaning has changed from time to time. Generally we understand that welfare is a state of being healthy and comfortable. It includes all organised efforts to improve the living conditions for the needy. Earlier, welfare was understood as efforts to help the weaker sections only in terms of relieving their problems and not actually curing them. Initial welfare measures only intended to conceal the gravity of problems and meeting the basic needs. Later on welfare assumed greater connotation and it included under its umbrella provisions of health education, housing services and even legislations and social security measures. Today, welfare is not only measures taken for the wellbeing of weaker sections but for the wellbeing of the entire society. The term welfare has various aspects

like economic welfare, social welfare, moral welfare, political welfare, educational welfare and the like. This chapter confines to and elaborates on the social welfare aspect.

1.1 Social Welfare.

The present study is focusing on the problems of Social Welfare Administration, hence it is essential to have a proper understanding of the concept of social welfare in theoretical terms and the first part of this chapter deals with the background information required in understanding the concept better. The term social welfare is very familiar to the layman and the picture it creates in their mind is that of old age homes, orphanages and other such charitable institutions. In a broader sense, this concept is influenced by time and place. The welfare needs of twenty years back does not remain the same today and what is expected today by welfare will not be the same twenty years from now. In any country, the concept of social welfare is influenced by evolving social, economic, political and cultural trends and therefore this term could attain a fixed meaning only at the price of failing to meet new situations'¹. The Department of Social Welfare, UN, points out that “the field of social welfare has not settled into fixed or uniform patterns and is therefore resistant to clear -cut definition. This fact is reflected in widespread confusion as to what constitute qualified personnel and appropriate training. In no country have the frontiers of social welfare or social service or social work has been established beyond cavil”². However certain writers have tried to define social welfare. According to Prof. Friedlander - “Social Welfare is the

organised system of social services and institutions, designed to aid individuals and groups to attain satisfying standards of life and health. It aims at personal and social relationships which permit individuals the development of their full capacities and the promotion of their wellbeing in harmony with the needs of the community”³.

The methods and techniques followed by any society in dealing with social problems and providing welfare has always been subjected to change .But still social welfare is a very important element in social life especially in the context of industrialised societies. Above all these changes, the institution of social welfare is expected to perform three main functions which can be termed as Maintenance Activities, Development Activities and Change Activities. Maintenance activities include all those attempts to help individuals and groups to lead a smooth and stable life whereas developmental activities include all attempts that aim at the growth of individuals and all social institutions. Change activities aim at changing individual, family and group functioning as and when found necessary for the benefit of them.

1.1.1 Models of Social Welfare

Administration of social welfare in any country depends on the approach adopted towards the welfare system. The form, scale, content and size of the welfare programmes depend on these approaches which are based on each society’s social, political and economic ideology. As the focus in the later chapters of this study is on the administration of social welfare, it is

worth analysing the various views or models of social welfare in different countries of the world.

1.1.1.1 The Residual View

The residual view considers the role of social welfare as that of filling the gap. This view holds that social welfare services are to be provided only when individual's needs are not properly met through other social institutions, mainly the family. According to this view, social welfare should not be provided until all other measures are completely exhausted. It also feels that funds and services should be given on a short term basis and should be withdrawn immediately after the individual or family regains their ability to manage themselves. United States is a best example for this model.

1.1.1.2. The Familial Model

The role of family in social welfare is emphasised in this model. The care of child, aged and disabled is considered as the responsibility of the family in this view. The best example of an advanced society in which a very high value is still placed on the role of the family is France. Their family system is still very strong. Only in late 1960s much later than the other European countries that France felt the need for an unemployment insurance plan. And it is still common for the unemployed French factory workers to be absorbed temporarily in some kind of family enterprise.

1.1.1.3. The Institutional Model

According to this view, social welfare functions are to be accepted as a proper, legitimate function of the industrialised society in helping individuals

to attain fulfillment. This view holds that individual's problems arise out of the factors that are not within his control. When difficulties arise causes are sought in the environment and efforts are focused on improving the social institution within which individual functions.

1.1.1.4. The Model of State Control

Welfare system is solely controlled by the government here. Soviet Union is an example. Private welfare has not been entirely abolished and the insurance system is strongly marked by certain features that are often thought of as peculiarly, "Capitalist". The whole of social insurance, residual welfare, personal social services and the bulk of medical treatment are organised by provincial authorities or by local authorities.

The quantum and quality of social welfare programmes and administration can not be uniform in different countries as there are variations in the approach adopted. These approaches can again undergo changes along with changes in the government and political and economic ideologies, availability of resources and the like. In India , we find that in spite of the growing complexities as a result of industrialisation and urbanisation; family ties are still very strong. At the same time our government is also conscious of its obligation to provide maximum welfare to its citizens and is involved in providing direct services. The government is also encouraging voluntary efforts in this direction. Thus we find aspects of institutional model and familial model of social welfare existing in India.

1.1.2. Evolution of Social Welfare

The very history of social welfare can be traced to the earlier group living. Man lived in groups out of the needs for physical protection, food gathering, sexual relation and the like. The need to care the children resulted in the emergence of earlier forms of family and tribe. Later family became a very stable social and welfare unit in which many common human needs were met and the concept of responsibility was thus established and the future history of social welfare can be seen in the progressive expansion of groups for which responsibility was felt.

Concern for poor, disabled and needy had existed in all societies at all times. But the concept of a welfare state and the development of an organised form of welfare system have a later origin. In all nations the social welfare system has progressed through different stages. Industrial revolution and its resulting changes had forced Medieval England to pass some acts like The Elizabethan Poor Law of 1601 which was later amended and Speenhamland Act of 1796. These acts are important events in the development of social welfare in United Kingdom. The adoption of Poor Law of 1601 and Law of Settlement and Removal of 1662, American Revolution, Establishment of Morrill Act and Freedom's Bureau, emergence of Charitable Organisations Society and finally the establishment of several colleges and universities to give training in social work are some of the milestones in the development of social welfare in United States.

1.1.2.1. Evolution of Social Welfare in India

Every aspect of Indian society is predominated by humanitarian philosophy and social welfare in India is as old as Indian society. The evolution and development of social welfare in our country can be broadly classified in to three periods:

1.1.2.2. Pre-British Period

This includes both the ancient and medieval India. During this time social welfare was an integral part of the religion and responsibility of the government. All the rulers of these periods have undertaken measures of social welfare. There were several charitable institutions for poor and disabled, several works of public utility were also undertaken by the rulers such as building separate hospitals for men and animals, national high ways, rest houses and the like. There were village republics to look in to village administration and protection of the weak. Arrangements were made for irrigation and free medical facilities to the people. Ancient rulers also reformed the system of communication and built roads, established charitable institutions, and almost all the rulers personally took interest in the problems of cultivators, disabled and destitute.

1.1.2.3. British Period

At this time Indian society was orthodox and custom bound. Every kind of custom received sanction under the cover of religion .The customs of sati, untouchability, dedication of women to temples, caste system, were all prevalent. The new way of thinking characterised by rationalism, democracy

and liberalism brought in by the British rule influenced and motivated several men of the time to raise their voice against the social evils prevalent in the society and social welfare during this period evolved in the form of social reform movements . The various reform movements like Brahma samaj, Arya samaj, Rama Krishna Mission all raised the public opinion against the evil practices of our society and succeeded in introducing some legislation as a relief to this situation. Besides, several leaders advocated for social reform along with the growing Nationalist Movement. Contribution of Gandhi in this regard is significant. Gandhi pleaded for the equality of women, harijan welfare, betterment of rural economic life and for a system of education geared to the work and life of the people. He was also interested in the problems of health and sanitation and showed special concern for the lepers. Gandhiji's social reform was part of his larger public life and was included in his "constructive programme" which was a movement for economic betterment and for improving the tenor of social life.

1.1.2.4. Post Independent Period

After independence, social welfare programmes were undertaken in a more organised pattern and has its base in the Indian constitution which empowers the state to promote the welfare and meet the basic needs of the weaker sections of the society. These programmes were included in the five year plans and have taken shape in stages in the course of the plans. In each plan a target group was identified and funds were allocated for meeting their needs. Social Welfare Department was established to co-ordinate the welfare

programmes of the country. Social Welfare Advisory Board was also established in all states and union territories to co-ordinate the voluntary efforts in the nation. A sizable portion of the financial assistance from the Board is extended to voluntary institutions through the State Boards. Thus passing through different stages, social welfare in India has acquired its present status

1.1.3. Social Welfare across the World Today

After having discussed the various models of social welfare and some important events in the development of social welfare in India and abroad, it is necessary to focus on the ideological or value framework of welfare system today in major countries.

Social welfare in United Kingdom is identified with the term “Welfare state” which Richard Titmus deplored referring to it as an “undefinable abstraction”. In general a welfare state is defined as a country that establishes income support programmes and services such as those envisaged in the renowned Beveridge Report (William Beveridge, Social Insurance and Allied Services, Macmillan, New York, 1942). This was a report proposing social welfare provision for the entire population of a country from “cradle to the grave”. In pursuance of the report, Britain developed a comprehensive social security system to fight what Beveridge has called the five giant evils of want, disease, ignorance, squalor and idleness. In Britain the essential ingredients of social welfare have been the guarantee of a national minimum social security with children’s allowances and comprehensive health insurance available to

all⁴. In United States although there has been extensive development of various forms of social insurance under both public and private auspices, 'means test' programmes for special categories are usually relied upon to protect the population from dire poverty. The insurance based medicare provides limited physician and hospital services to eligible aged while the means based medicaid provides comprehensive medical care⁵.

Canada has developed a highly organised and reasonably efficient social welfare system. There social welfare is conceived as a generic term that encompasses the network of legislation, social policies, programmes, institutions, resources and services that exist in modern society to attempt to ensure that all people have access to those things necessary to permit them to develop their potential as individuals in a manner acceptable to themselves with due regard for the rights of others"⁶. Scandinavian countries are reputed to have the world's best developed and most efficient social welfare system. There the social welfare system is based on the principle that a citizen has an unconditional right to certain contributions from the public if he met with a few general qualifications and that this principle should apply to pensions for the aged and disabled and to health services for the entire population"⁷.

The values underlying the Chinese welfare system are an amalgam of traditional and contemporary ideologies. The Confucian welfare legacy of family dependence rather than government dependence has been promoted as a means of lessening the welfare burden on the state. Maoist ideology has moulded the fabric of Chinese welfare system. The basis of Chinese welfare

philosophy has been the idea that it is the best interest of society to alleviate poverty and to assist those unable to care for themselves by increasing production rather than embarking on a protective policy of income redistribution”⁸. The constitution of Japan enunciates explicitly, the concept of the people’s right to social security and social welfare and the state’s obligation to guarantee that right. The idea of a state guaranteed right of subsistence is the welfare ideology of the people. Japan has given over emphasis to medical care and income security, which has resulted in a lower priority being given to the personal welfare services for particular target groups. It is high time for them to give more emphasis on personal social services⁹.

In India social welfare is always dominated by the values of humanitarianism, spirituality and individuality. Society does not impose any welfare measures on its citizens. People are free to decide whether to make use of the provisions under a particular programme or not. It also considers individual capacity with regard to the solution of the problem which confronts him. Social welfare recognises that several factors can lead to one particular problem. Hence a detailed study of these factors is done before planning a welfare programme to help a client or community. Such a programme has greater chance for success. The government also believes in the collective responsibility of the government, various administrative staff, entire community and individuals in attaining the goal of welfare state. Commitment, co-ordination and responsibility on the part of all individuals,

departments and institutions concerned are essential in attaining social welfare in India.

All nations have developed social welfare services as they moved from agrarian to industrial economies. The role of family in protecting its members is reduced in the modern complex societies and it demands the need for an external agency to provide welfare. In all countries welfare is now the concern of both public and private agencies. The role of these agencies in the Indian context is dealt in detail in the following part of this chapter.

1.1.4 Agencies of Social Welfare

International activities in social welfare are a recent phenomenon. Starting with a brief description of such international welfare agencies in India, the researcher moves on to the national agencies, i.e., the Government and Non Government Organisations in detail. Assistance in times of mass distress like famine, floods, earthquakes and the like by one nation to the other is known from time immemorial. But international activities in social welfare in a broader sense began in the middle of the nineteenth century. This is based on the recognition that international co-operation in social welfare is needed in order to secure the wellbeing, social and economic security and good health in human beings everywhere, which are indispensable for world peace and stability. International social welfare agencies can be classified in to five groups:

- Private International Organisations
- Government Agencies of International character,

- Private International Organisations having autonomous organisation in each country
- National Government Agencies extending their work to other countries
- National Private Agencies extending their social service to other countries

Some of those international agencies actively functioning in India are the Red Cross, YMCA and YWCA, UNESCO, UNICEF, WHO, ILO, FAO, International Conference of Social Work, International Union for Child Welfare, The Ford Foundation, etc. All these agencies have made awesome contribution towards the benefit of people in different fields in India. But the administration of these international agencies does not come within the purview of welfare administration in India. As this study is focusing on the problems of welfare administration in the Indian context, especially in the state of Kerala, the national agencies of social welfare namely the Government Organisations and the Non-Government Organisations are considered in detail.

1.1.4.1. Role of NGOs in Social Welfare

In India, Voluntary organisations constitute a reckonable force and have a long and established history of social service. The Report of Working Committee Group on Administrative Machinery for Welfare Programmes, observes that the “sphere of social welfare is still very largely the domain of voluntary workers and voluntary organisations. They constitute the king-pin

of the machinery for the implementation of welfare programmes”. The important organisations that played significant role in welfare activities initially were Brahma Samaj, Arya Samaj, Prarthana Samaj, Theosophical Society, Rama Krishna Mission and the like.. A major area of work by non governmental organisations had been in the care and rehabilitation of orphans and destitute people. There had been non governmental organisations to meet the special requirements and specialised interests of special groups such as the aged, handicapped, women and children. Balkanji Bari, Guild of Service, Children’s Aid Society, and ICCW were few organisations involved in excellent child welfare activities. Age-India and Help Age India are the voluntary organisations engaged in the welfare programmes for the aged. At present there are a lot of non governmental organisations in the state actively engaged in the field of helping drug addicts, cancer patients, Aids patients, alcoholics, mentally challenged and various other target groups. They are making significant contribution in their respective field which would not be possible by government organisations alone. These non governmental organizations give more emphasis to rehabilitation services than the government sector. In 1953, Central Social Welfare Advisory Board was established to co-ordinate and guide the non governmental efforts.

Even today, social welfare field is dominated by voluntary activities. Government has also recognized their capacities and is encouraging and giving assistance to non government sector. No complete or reliable data is available about the total number of non government organisations in the

country but there are huge number of NGOs receiving grants from the Central Social Welfare Advisory Board and a much more is functioning probably with their own resources derived from charity, donations, gifts and also from funding agencies. Non Government Organisations show wide variations in the aim, ideals, quality of personnel and quality of services. Some are well established organisations with a distinguished record of dedicated services while some others are sprung up to take advantage of the grants and funds available. The level at which these organisations are functioning and the range of their activities also vary. Some are All-India Organisations and others are district or sub- district level organisations.

Non governmental organisations raise additional resources and manpower and meet the uncovered needs and enrich social life . They perform a number of functions for the welfare of its members, the development of the country and integration and solidarity of the society and nation. Voluntary organisations provide an opportunity to all those who are willing to serve the society to come together and serve as a source of relief for thousands of innocent lives.

1.1.4.2. Role of Government in Social Welfare

Before India came under British rule, welfare activities such as care of the handicapped, aged, destitute, children were the responsibilities of joint family, caste and religious institutions. The government or the rulers assumed only limited responsibility for social welfare. During British rule, Indian society witnessed drastic changes due to urbanization and industrialisation which resulted in the need for an organised system of social welfare.

The government followed a policy of least intervention in social reform and assumed minimum responsibility for social welfare. Most of the social welfare work was done by the voluntary organisations. These organisations were mostly run on communal lines and their services were therefore limited to a particular caste or religious group. The state passed certain social legislations on its own initiative mainly for the control of vagrancy and crime. Other social legislations were introduced reluctantly by the government under the pressure from reformers. Institutional services were provided by the government in capital cities or in big industrial areas under the legislative measures for the control of crime and vagrancy. One area where the government was most active was in the welfare of the industrial workers mainly under the pressure from textile mills in England and later on also due to the work of philanthropists and early trade union leaders.

After independence the government was faced with the problems of refugees who were pouring in great numbers as a result of the partition of the country. This was a problem of unprecedented magnitude and the government had to organise relief and later rehabilitation measures on a large scale. The task was handled by the government by utilising its administrative machinery and personnel in association with some voluntary social workers and organisations.

The year 1950 mark a new phase in the role of state in social welfare. Indian constitution came into force and the planning commission was established in this year. The Directive Principles of State Policy emphasised

the achievement of social, economic and political justice. This was further elaborated in the articles of the constitution. Article-38 directs the state “to secure and protect a social order which stands for the welfare of the people”. Various articles of the constitution deal with specific activities to be undertaken by the state in this direction. Some of the major areas of state activity to achieve the welfare of the people are securing adequate means of livelihood to all citizens, the protection of the strength and health of workers and avoiding circumstances which force citizens to vocations unsuited to their age or strength, protection of childhood and youth against exploitation or moral and material abandonment, to secure the right to work, education and public assistance in case of unemployed, old age and sickness¹⁰. In accordance to the spirit of our constitution, a large number of welfare programmes have been included in five year plans. These programmes have taken shape by stages in the course of the plans. The field of welfare services became more organised in the later days with the establishment of a Department of Social Welfare at the centre and the creation of an independent Ministry for Social Welfare. The birth of this department and ministry and its course of progress over the years describes the history of Social Welfare Administration in India.

1.2. Social Welfare Administration

Today welfare does not happen by chance anywhere. It is no longer an individual act of charity. Welfare is a planned and organised activity in today's world and state and government has greater role to play in this field.

The planning, organisation and implementation of welfare activities is what we mean by Social Welfare Administration. John.C. Kidneigh defines “Social Welfare Administration is the process of transferring the social policy into services and the use of experience in evaluating and modifying policy”.

Social Welfare Administration is a continuous process involving certain stages. Planning is the starting point. In this stage, objectives are defined clearly on the basis of which broad policies are formulated and the ways and means of achieving these objectives are identified. Planning is followed by the organization of the staff by assigning them duties and responsibilities in order to materialize these plans. Appropriate staff needs to be selected, trained and recognised for their work and they also need to be directed properly to get the work done. Social welfare administration is a team work. No individual can work alone in this process and hence there is a need for co-ordination among the activities of all members concerned in the different stages of this process. The whole activity need to be budgeted because finance appears to be the backbone in materialising these objectives. Finally the whole process needs to be reported. Reports serve as feed back and help in assessing the rate of its success and identifying the limitations according to which necessary modifications can be made in the policies and programmes. The aim of the present study is to analyse these stages of administration in the context of institutional services for children in need of care and protection and identify its limitations and problems. Social Welfare Administration includes the organisation of welfare services in both

government and non-government sector. Therefore the study includes within its purview public and private services for children.

As the later part of the thesis is going to deal with empirical data in the field of welfare administration, here the researcher concentrates on its theoretical aspects relevant in the context of the study. Broadly, the functions of Social Welfare Administration are

- To look in to the need and efficiency of social policies
- To undertake programmes of social welfare
- To provide direct services to public through government institutions
- To provide indirect services through private institutions
- To initiate new projects and secure enough resources
- To monitor and evaluate these programmes
- To bring about necessary modifications and finally achieve the goal of social welfare.

1.2.1. Development of Social Welfare Administration in India

Welfare activities had existed in India from time immemorial. Earlier welfare measures were result of activities by individual rulers, reformers and religious groups. The role of state was minimum. Such an informal and voluntary effort could afford to lack organisation and administrative structure. Since independence Government of India had taken keen interest in the field. Government was convinced of the need to improve administration and infrastructure in the execution of welfare programmes and thus social welfare got transferred from an informal and voluntary process to a formal official system and thus marked the birth of welfare administration in the country.

Any discussion on the development of welfare administration in India has to begin with Indian Council of Social Work. ICSW has played a very significant role in the development of welfare administration and was the first to raise voice for the creation of a Ministry of Social Welfare. ICSW was earlier known as Indian Conference of Social Work. After independence, graduates from Tata Institute of Social Sciences headed by Dr. Kumarappa had begun to feel that there was no organised All- India Forum of Social Welfare where professionals and volunteers could meet and develop a common approach. A similar feeling was expressed by a group of Madras based voluntary agencies led by the Guild of Service and as a result an All-India Organisation came into force at Bombay. A strong delegation led by Lady Nye and many others came to Bombay where the first conference was convened by the alumni of Tata School of Social Sciences. At the conference, for the first time, the subject of social welfare in all its facets was discussed. It was a very exciting session from which originated the Indian Conference of Social Work.

The historic birth of Indian Conference of Social Work was followed by the creation of its first state branch at Madras. Several sessions were held later on in different states and branches of ICSW were established as well. The work of ICSW gathered momentum and they succeeded in formulating and ensuring the adoption of an institutional framework for social welfare. In 1953, for the first time the ICSW presented a memorandum to the then Prime Minister, Mr. Nehru, urging the creation of a Ministry of Social Welfare with

a corresponding set up at the state level. The interventions of ICSW on the legal and legislative front have given rise to many laws .On the programme side also they took a daring lead. On the international scene promising links were soon established. In 1952, the first International Conference of Social Work was convened in Madras. ICSW continued to expand its scope of activities. Today when Ministries and Departments of Social Welfare have blossomed forth at the centre and in most states, ICSW can take its share of credit for the achievement¹².

The year 1964 is a landmark year in the history of Social Welfare Administration in India. The Department of Social Welfare was created in 1964 at the centre which was later elevated to an independent Ministry of Welfare under the Central Government. This ministry is responsible for welfare in the country today. At the time of establishment, Social Welfare Department was a part of the Ministry of Education and Social Welfare. This department looked after child welfare, women welfare, family welfare, welfare of the handicapped, social defense, rehabilitation of displaced persons, welfare of scheduled and backward classes, etc. Some of these functions were previously dealt within the Ministries of Education, Health and Home Affairs. The Department of Social Welfare was converted into a full fledged ministry in the year 1979. The activities of the ministry were carried out through three Bureaus each headed by a joint secretary. These were Nutrition and Child Development Bureau, Social Security and Handicapped Welfare Bureau and Women's Development and Social Defense

Bureau. The Planning, Research and Evaluation and Monitoring Division provided technical support to the activities of the ministry.

With the formation of the new government after the general election in December 1984, the Ministry of Social Welfare was renamed as Ministry of Social and Women's Welfare. With the re-organisation of several ministries in September 1986, the erstwhile Ministry of Social and Women's Welfare was re-organised into the Ministry of Welfare and The Department of Women and Child Development. The Ministry of Welfare was to look after the welfare of the scheduled caste and tribes, minorities and other backward communities, welfare of disabled, social defense programmes etc. The activities of the ministry were carried out through three divisions and two cells. The Department of Women's Welfare was now part of the Ministry of Human Resource Development which was under the charge of a Cabinet Minister¹³. This department was brought under the Ministry of Welfare in 1990 but was again transferred to the Ministry of Human Resource Development in 1991. After the formation of new government in 1998, the name of the Ministry of Welfare was changed to Ministry of Social Justice and Empowerment. The ministry continues to be called so even today and aims at meeting the social welfare needs of the people in an integrated manner with a progressive outlook and with optimum use of country's resources.

1.2.2. Agencies of Social Welfare Administration

The entry of state in the field of social welfare is marked by the establishment of Social Welfare Department and Social Welfare Advisory Board. These are the two agencies through which Social Welfare

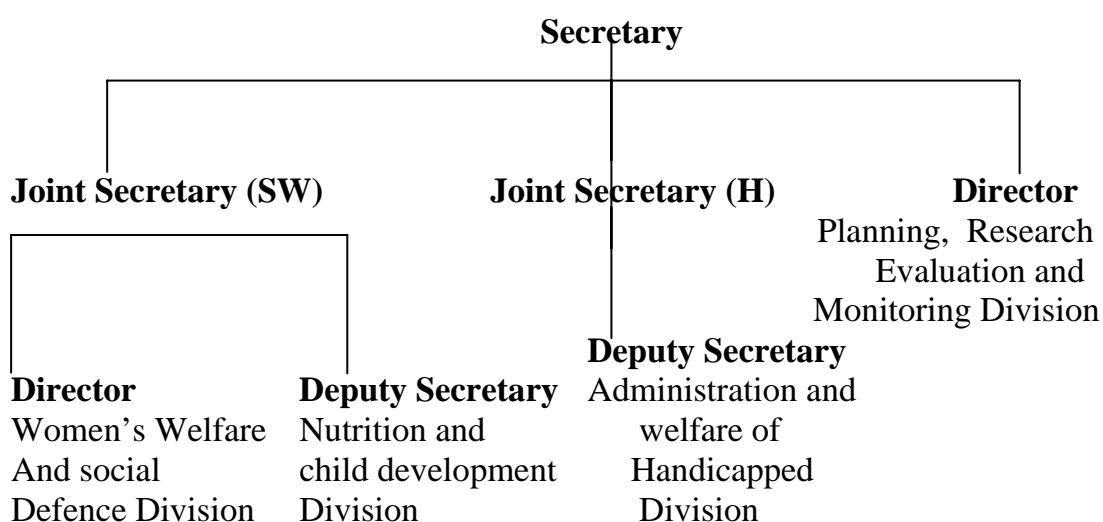
Administration is carried out in the country. They come under the Ministry of Social Justice and Empowerment. Social Welfare Department is directly involved in providing services for various vulnerable groups. But the coverage of government services is very limited. This gap is filled up by the services given by the NGOs. The administrative authority of the government and non government sector are the Social Welfare Department and Social Welfare Advisory Board. Hence the evolution of these agencies, their organisational structure and the programmes administered by them are looked in to as these two agencies are linked to the subject matter of this study.

1.2.2.1 Social Welfare Department

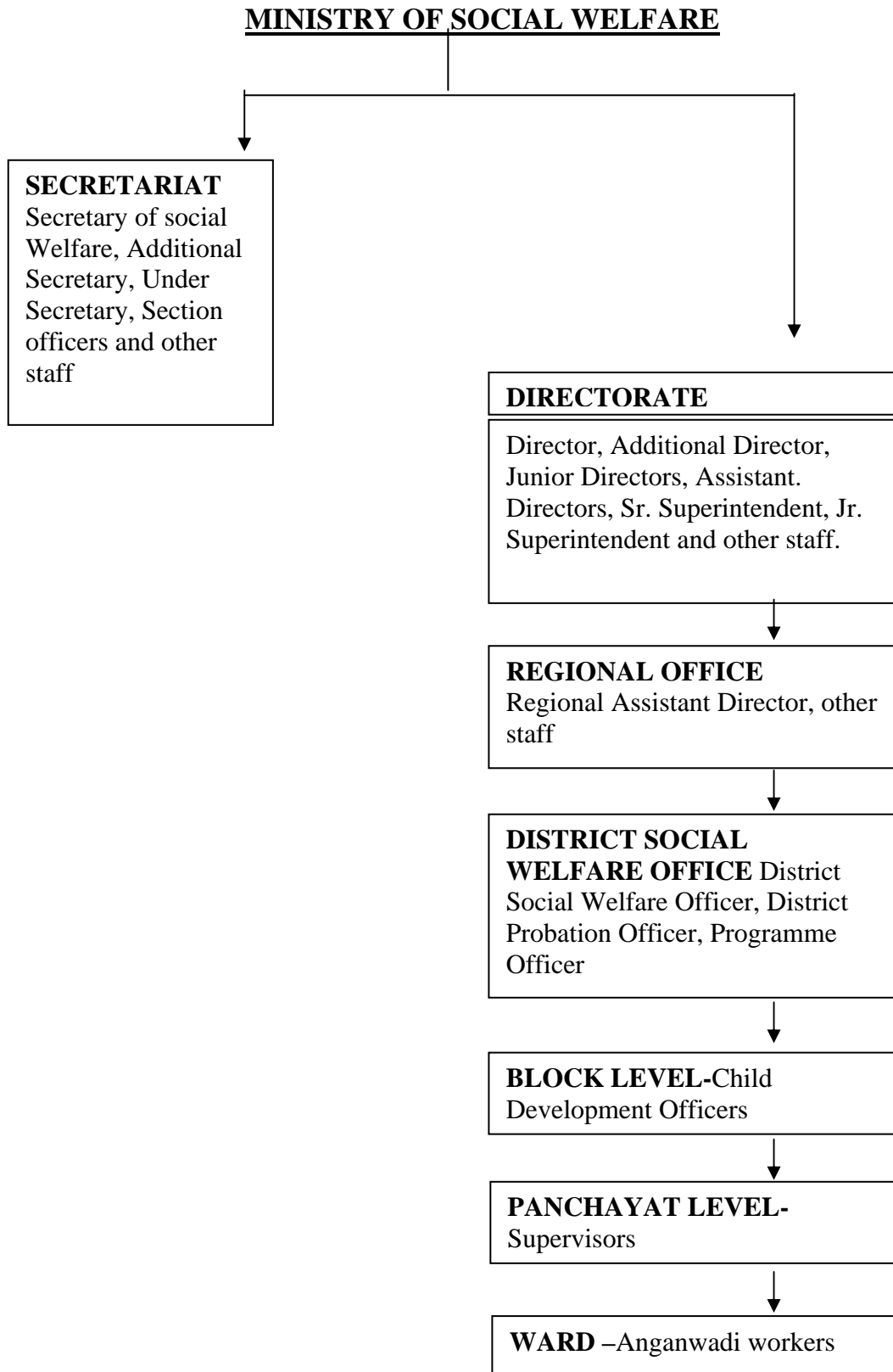
The planning Commission set up by the Government of India in March 1950 to prepare a plan for the most effective and balanced utilisation of country's resources formulates the programmes of social welfare in the country. Then onwards in all the five year plans a budget has been allocated for social welfare. The Department of Social Welfare was created at the centre in 1964. Subsequently Social Welfare Department was established in all states as well. The purpose of Social Welfare Department is to chalk out various welfare schemes and programmes for the under privileged sections in the society. Such programmes are devised by the department at the centre and also by the state departments according to the need felt in each state. In Kerala, Social Welfare Department was established in 1975 with an aim of framing social welfare programmes to protect, rehabilitate and attain overall development of the weaker sections of the society like destitute, aged, handicapped and the like.

The department is directly involved in providing institutional services for various target groups. Abala mandirams, rescue homes and after care homes are maintained for protecting destitute women and women involved in immoral trafficking . ICDS is a very important programme to be mentioned in the field of child welfare which aims the overall development of the children. Nutrition programmes, informal free-school education, health checkups, accurate referral services and health and nutrition classes are provided under ICDS. Besides Children’s Homes are maintained for saving children who are in need of care and protection and observation homes and special homes and probation services for children with criminal background. Institutional care is also given for physically handicapped, mentally deficient children and aged and destitute men and women by the department. There are also certain schemes for financial assistance to the risk groups and grants for NGOs. There can be slight variations in the programmes carried out by different state departments in accordance with the needs and problems felt in each state. Similarly the organizational set up may also vary slightly in status.

1.2.2.1 Organisational setup of the Department of Social Welfare at the Centre



1.2.2.1.2 The Organisational set up of Social Welfare Department in Kerala



1.2.2.2. Central Social Welfare Board

The government in free India has realised the role of voluntary efforts in the field of social welfare and felt the need to strengthen and assist the activities of voluntary organisations. For this purpose, Government of India set up the CSWB on 12 August 1953. The special fields entrusted to the Board were the welfare of women, children and the handicapped. This Board was predominantly non official in character. It was an autonomous body with powers of decision making and administration. The CSWB was set up in the first five year plan itself.. The functions assigned to the CSWB by the Government Resolution were to assist in the improvement and development of social welfare activities, in particular¹⁵.

- To conduct a survey on the needs and requirements of social welfare organisation
- To evaluate the programmes and projects of the aided agencies
- To co-ordinate the assistance extended to social welfare activities by various ministries in the central and state government
- To promote the setting up of social welfare organizations on a voluntary basis in places where no such organisations exist
- To render financial aid when necessary to deserving organisations or institutions on terms to be prescribed by the Board.

Later more functions were added as follows as per the recommendation of the Study Team appointed by the Committee on Plan Projects ¹⁶.

- To organise a field counselling service as an effective supplement to the working of the grants -in-aid programme to assess the programmes and projects of aided agencies.
- To promote the setting up of the rural welfare projects to be administered through the agency of the State Social Welfare Advisory Board
- To initiate the organisation of pioneering welfare services and
- To stimulate effective co-ordination among voluntary agencies especially at the national level and among agencies covered by the grants -in- aid programme.

A year after the establishment of CSWB, State Boards were also established by August 1954. In 1964 with creation of the Department of Social Security the CSWB came under this department. The schemes and programmes undertaken by the Board includes general grants — in aid to voluntary organisations, welfare extension programmes for women and children, community development programmes, welfare extension programmes for women and children in urban slum areas, assistance to voluntary organisations for running working women's hostel, holiday camps for children, organising balawadis, integrated pre-school project, welfare extension projects in border areas, mahila mandal programmes, training of rural women in public co operation, supplementary nutrition programmes and the like.

1.2.2.2.1. Organisational Structure

State Boards have a uniform pattern and organisation. The State Boards are constituted by State Governments and union territories in consultation with the CSWB. The membership of the Board is also decided by these two agencies in consultation with each other. The chairman of the Board is a non official appointed by mutual agreement between these two. Normally, the Board consists of the representatives from each district in each state. Representatives are from University Departments, Schools of Social Work, Department of Health, Social Welfare, Education and State Legislature. Half the members are nominated by the CSWB and the other half including the chairman for a term of two years by the government. The Board also has a standing committee of chairman, vice chairman, treasurer and one more member of the board. It may also have adhoc committees or sub- committees or panel of experts to deal with specific problems.

Social Welfare Department and Social Welfare Advisory Board are the two hands of the administrative machinery through which the state is trying to find a solution to the situation of inequalities, disproportion and disadvantages. These agencies are involved in designing and implementing services for the weaker and vulnerable sections of the community who, due to some handicap in social, economical, political or mental aspects are unable to make use of or denied the use of welfare services.

1.2.3. Fields of Social Welfare Administration

The key term in John. C. Kidneigh's definition of Social Welfare

Administration is that it is a process of transferring social policies into services. Hence any area where there is a need for social service becomes the field of social welfare and comes under the scope of welfare administration. In fact its scope is very wide and the areas constituting its field are increasing day by day due to the emergence of new social problems. The challenges and responsibilities in front of the government are also increasing. Welfare Administration has numerous tasks to tackle and they are primarily concerned with women welfare, youth welfare, welfare of the aged and infirm, welfare of the handicapped, etc. The present study is focusing on the administration of institutional services for children in need of care and protection. Hence the area of child welfare acquires significance in the context of this study and needs elaboration

1.3. Child Welfare

Children are a dependent group. Their life and future lies in the hands of others. Millions of children all over the world are living under threatening circumstances due to poverty, ignorance, lack of medical facilities, changing social and familial system and various other reasons. A happy and content life is a dream for many of them. Children deprived of opportunities for safe living are a hard reality especially in the case of developing countries. In India, children were not always safe. In Ancient India, there were several evil practices such as preference for male child, child marriages, female infanticide and the like. Though these are regulated to some extent by law, new problems have crept in to the societies in accordance with the growing

complexities in social life. Problems such as child prostitution, child begging, destitution, exploitation, abandonment are major areas of concern for the state in today's time. The state is now conscious of the fact that life of our children are at high risk and they are under constant threat. Understanding this fact, the government has enacted several legislations, undertook several projects and schemes, established several organisations and institutions. Several NGOs are also functioning in the country with an aim of protecting children. Today child welfare programmes acquire much significance among other measures of social welfare.

The concept of Child Welfare services has changed with the changing concept of social work. Helpless and destitute children have been the subject of ancient religious charity. But the recognition that all children need help including the destitute is a recent phenomenon. Now child welfare has a broader meaning. It is not only concerned with the care of maladjusted delinquents , but incorporates the social, economic, health activities of public and private agencies, which secure and protect the wellbeing of all children in their physical, intellectual and emotional development¹⁸.

1.3.1 Child Welfare-Some International Developments

Certain international developments regarding child rights have contributed towards the recognition of child welfare services all over. The researcher first looks into those details before discussing the Indian scene because these international developments have influenced the central and state governments in developing the child welfare programmes.

1.3.1.1 UN Convention on the Rights of Children

The year 1979 marked a turning point in the international legal concept of the Rights of Children. International Children's Rights instruments drafted prior to that date viewed the child as a being solely in need of care and protection. Children's Rights instruments drafted after that date recognising the child's rights of individual personality rights sometimes referred to as civil-political rights. The UN designated 1979 as the International Year of the Child. Drafting of the Convention on the Rights of Child, which was proposed by the Government of Poland, began in 1979, under the auspices of the UN commission on Human Rights. On 20th November, 1989, the convention was adopted by UN's General Assembly. The different articles adopted by the working group includes articles dealing with non-discriminating the "best interest" of the child, right to a name and a nationality, recognition of parental responsibility and right to express an opinion. NGOs played a major role in drafting the Convention on the Rights of Child and that article 45 gives them a part to play in the work of the committee¹⁹.

The convention has also set international standards on commitments to children that are relevant to both industrialised and developing nations. There are provisions in the convention that recognise the special problems that developing countries face in realising the standards set by the convention. While the convention envisages international co-operation and development assistance for the realisation of child rights, it also encourages regional co-operation and sharing of experiences and strategies²⁰. India acceded to this

convention on 11th December, 1992 and consequently added certain provisions to the constitution for children.

1.3.1.2 International Agencies of Child Welfare

Three main international agencies dealing with child welfare are the WHO, United Nations International Children's Emergency Fund and the International Union for Child Welfare. The former two agencies are doing a lot in connection with the maternal and child health and general feeding programmes in the country through the Government of India and State Governments. The third one disseminates information on child welfare activities and holds conferences to focus the attention on this problem. During the first plan period i.e., 1952-57, WHO and UNICEF assisted maternity and child health projects in various states. Under this programme WHO provided consultation, doctors, nurses and UNICEF gave supplies, equipments, transport of MCH centers and state MCH Bureaus. These international agencies have contributed towards the child welfare scene in India.

1.3.2 Development of Child Welfare Services in India

In ancient India every individual was strongly bonded to his family. The family had tremendous influence on all its members. Joint family system was the prevalent form in those days. There was no question of separation of family life and they led a simple life. In this background, any child born in Indian families was safe and secure. If at all there arose any issues of destitution or handicapped children, the village panchayats and all the ancient rulers took great interest in guarding the welfare of the subjects and village.

But situation started to change with the British rule. Ancient village and family system got disrupted with the industrial revolution, development of communication and transportation and the establishment of new system of education. Joint family system was affected, many persons left family and villages in search of employment to urban centers resulting in no one to take care of the family. There existed great poverty in the villages with the destruction of village industries and education provided in the villages were also not sufficient. All these gave rise to a series of complicated problems. Destitution, beggary, delinquency, crime and immoral traffic and other similar problems started emerging.

The state did very little directly to tackle the various problems of children as was done in other developed nations. This further complicated the problem. However there were certain leaders with vision who with the help of philanthropists made efforts to meet some of the needs of children, though there was no comprehensive programme to solve this problem. Missionary homes, orphanages, industrial schools and other such institutions were the outcome of these voluntary efforts, but these efforts and institutions suffered from lack of funds, suitable personnel, proper management and co ordination. The state, though it did not take any direct measure for the welfare of children, passed certain legislation for their protection. Some of these acts passed in the pre independent India were The Apprentice Act 1850, The Guardians and Wards Act 1890, Reformatory Schools Act 1897, Indian Merchant Shipping Act 1923, Child Marriage

Restraint Act 1929, The Children Pledging of Labour Act 1933 and The Employment of Children Act 1938. These were the important acts passed by the central government while the state also passed various acts in this connection after 1921. Though these legislations were good in itself it suffered due to lack of proper implementation. The legislations were also not comprehensive and differed from state to state. All these defects were to be removed to put the Child Welfare Movement on a sound footing.

1.3.3 Government Policy on Children

With independence some changes were noted in the field of child welfare. Our constitution made the following provisions in the interest of children

- Article 15 - Provision has been made for making any special provisions for women and children by the state, though otherwise the state cannot discriminate against any citizen on grounds of religion, race, caste, sex, and place of birth or any of them.
- Article 24 - No child below the age of fourteen years should be employed to work in any factory or mine or engaged in hazardous employment.
- Article 39 - According to this article, children should not be abused or forced by economic necessity to enter vocations unsuited to their age or strength and that children and youth are protected against exploitation against moral and material abandonment
- Article 45 - State endeavors shall provide within a period of ten years from the commencement of the constitution for free and compulsory education for all children until they complete the age of fourteen years

- Article 46 - State shall regard the raising of the level of nutrition and standard of living of its people and the improvement of public health as among its primary duties.

After the declaration of the Rights of Child adopted by the UN General Assembly in 1959, which proclaimed that mankind owes to the child the best it has to give and the child has the right to enjoy special protection and facilities to develop in a healthy and normal manner, the Government of India has been consistently subscribing to the principles enshrined in the declaration and taken steps to guarantee these rights in consonance with the availability of resources. In 1967, the government appointed a committee under the chairmanship of Sri.Ganga Saran Sinha to go into the full extent of the problems facing the children. The committee observed that a comprehensive national policy for children was necessary to take integrated views on the different needs of children and assign priorities. As a result, the Government of India proclaimed the National Policy for Children in August, 1974. The Declaration said that “the nation’s children are a supremely important asset. Their nurture and solicitude are our responsibility”²¹.

1.3.3.2 National Policy for Children

The policy lays down that the state shall provide adequate facilities to the children both before and after birth and through the period of growth to ensure their full physical, mental and social development. The policy also provided for a National Children’s Board to focus and the forum to plan, review and properly co-ordinate the multiplicity of services striving to meet

the needs of children. The following measures are laid down for the attainment of the policy objectives.

- All children shall be covered by a comprehensive health programme
- Programmes shall be implemented to provide nutrition services with the object of removing deficiencies in the diet of children
- Programmes shall be undertaken for the general improvement of health and for the care and nutrition of expectant and nursing mothers.
- Free and Compulsory Education for all children up to the age of fourteen
- Children unable to take full advantage of formal school education should be provided other forms of education suited for requirements
- Recreational, cultural and scientific activities shall be promoted in schools, community centers and other such institutions
- Special assistance programmes for children belonging to weaker sections
- Socially handicapped children shall be provided facilities for education, training, rehabilitation and be helped to become useful citizens
- Children shall be protected from neglect, cruelty and exploitation
- Children under 14 years shall not be permitted to work in hazardous occupation

- Facilities shall be provided for special treatment, education, rehabilitation and care of children who are physically handicapped, emotionally disturbed or mentally retarded
- Children shall be given priority for protection and relief in times of distress or natural calamity
- Special programmes to assist children from weaker sections
- Amendment of laws in such a way that children are given paramount consideration in all legal disputes.
- Services for children would be directed to strengthen family ties

1.3.4 .Child Welfare Programmes in Kerala

Thousands of children in our state are living in very dangerous situations. The sympathy of the public is not going to help them. The only way out for them is the welfare services available in the state. With an aim to protect these children from such circumstances and to improve their status and ensure basic facilities for personal growth, the government has drawn several schemes for our children. NGOs are also active in this field. The Government sector is maintaining institutions for disabled children, mentally challenged, destitute, children of leprosy patients, orphans and the like under different names such as Children's Home, Bala Sadan, Care Homes, etc. Apart from institutions, community based programmes are also initiated. To ensure the healthy growth of children until six years, a scheme of Integrated Child Development Services with emphasis on supplementary nutrition, immunisation, health check up, referral services and nutrition education is

also undertaken. All the child welfare programmes does not become the subject matter of this study. Here the focus is on Institutional Services for Children in Need of Care and Protection in the government and non government sectors.

1.3.5. Institutional Services for Children in Need of Care and Protection

Children in Need of Care and Protection is a concept borrowed from the Juvenile Justice Act.. This Act deals with two categories of Children - Juvenile in Conflict with Law and Children in Need of Care and Protection. According to this Act, Children in Need of Care and Protection means a child belonging to any of the following categories such as destitute children, children facing cruelty from parents, children of unfit parents (Prisoners, drug addicts, etc), mentally or physically challenged children, missing, runaway or abandoned children, sexually abused children, children at the risk of exploitation, children vulnerable to drug addiction, and victims of natural calamities.

Government of Kerala is directly maintaining six institutions known as Children's Home in five districts (Trivandrum, Kollam, Kottayam, Trichur, and Calicut) for these categories of children. Earlier they were known as Juvenile Homes. The Act has a provision to permit voluntary organisations to function as Children's Home to support the same category of children. Such organisations have to get recognised by the government according to the rules under the act. Today there is no such voluntary organisation recognised under the act. But there are several other NGOs protecting these children and they

receive financial assistance from Social Welfare Department, Board or run on donations. They function under different names such as short stay homes, girls home, care home, orphanage, balasadan and so on. The administration of these institutions is the focus of this study. In the coming chapters an attempt is made to analyse the various aspects of its functioning, the efficiency of its administration, problems and limitations in its administration and efforts to improve its efficiency, all in the interest of the children because welfare of the children is important for the child himself, for the family and for the society at large. With that note in mind, the researcher proceeds to the next chapters

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CENTRAL SOCIAL WELFARE BOARD



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- **CSWB is an autonomous body, under the control of Ministry of Education.**
- **This was set up by the government of India, on 13 Aug 1953.**

- **CSWB is an initiative of Pandit Jawaharlal Nehru.**
- **Dr. Durgabai Deshmukh was the founding Chairman. (Eminent Social Worker).**

DR. DURGA BAI DESHMUKH



MISSION

- **As a National Organization, strive to be recognized as the most progressive entity for providing services of unequivocal excellence to women and children for their protection, capacity building and total empowerment.**

Cont....

- **To raise awareness about the legal and human rights of women and girl child and to run campaigns against social evils affecting them.**

VISION

- **The Board must :**
- **Act as a change maker with a humanitarian approach by reinforcing the spirit of voluntarism.**

- **Create an enabling mechanism to facilitate networking of committed social workers for the empowerment of women and children.**

- **Develop a cadre of sensitive professionals with a gender centric vision committed to equity, justice and social change.**

- **Recommend gender specific policy initiatives to meet the new challenges for women and children in emerging areas.**

- **Strengthen voluntary organizations and expand coverage of 'engendered' schemes in areas where they have not yet reached.**

- **Initiate and strengthen its monitoring role to act a social audit and guide for the voluntary sector so as to access Government funds as resource.**

- **Generate awareness about the challenges of a society in transition where negative use of technologies and practices are impacting on the wellbeing of women and children.**

ORGANIZATIONAL STRUCTURE

- **The Board is headed by Chairperson.**
- **The Board has a 56 member General Body and a 16 member Executive Committee.**

The composition of the General Body and Executive Committee are as follows:-

- 1. General Body.**
- 2. Executive Committee**

GENERAL BODY

- **Chairperson, CSWB.**
- **All Chairpersons of State Social Welfare Boards.**

- **Representatives from the Parliament; two from Lok Sabha and One from Rajya Sabha.**
- **Five Professionals (one each from Law, Medicine, Social Work, Education and Social Development and Nutrition)**

- **Three eminent persons with extensive experience of social work.**
- **Representatives from Ministries/Departments.**

EXECUTIVE COMMITTEE

- **Chairperson, CSWB.**
- **Chairperson of State/Union territories State Social Welfare Boards; - Maharashtra, Karnataka, Assam, Rajasthan, A&N Islands**

**Representatives of Ministries/Department
of Government of India (of the level of JS) -
Ministry of Women and Child
Development, Ministry of Health & Family
Welfare, Ministry of Rural Development,
Ministry of Finance, Ministry of HRD, D/o
Secondary & Higher Education, Ministry of
Social Justice & Empowerment, Financial
Advisor, Ministry of Women and Child
Development**

- **Two Professionals.**
- **Executive Director, Central Social Welfare Board.**

FIELD OFFICERS MACHINERY OF **CSWB**

- **The field staff of the Central Social Welfare Board in the cadres of Project Officer, Asst. Project Officer and Welfare Officer are attached to the various State Social Welfare Boards to supervise and monitor the implementation of the various programmes.**

ACTIVITIES

- **It surveys the needs and requirements of voluntary welfare organizations in the country.**
- **It promotes the formation of social welfare organizations.**

- **It provides financial aid to deserving welfare organizations.**

- **It has started a scheme of “Industrial cooperatives” under which the women of the lower middle class in urban areas, were employed and given salary, thus releasing their economic status.**

- **It has initiated “Family and Child Welfare Services” in 1968, in rural areas for the welfare of women and children through various activities such as mother craft, social education, literacy classes, distribution of milk, organization of play centers for children, etc.**

THANK YOU



Types and Purpose of Social Service Organisations

* *C.P. Mathew*

Introduction

A 'Service' is termed as 'Social' if its aim is the enhancement of the welfare of the individual or the community either through personal effort or by collective action. Social Services are, therefore, conceived as organised philanthropic actions to promote human welfare. However, social services are interpreted differently in different countries. It is restricted to relief services only among the European countries, whereas in Great Britain and Commonwealth Countries it has a wider meaning and includes health, education, housing welfare etc. In India, Social Services are generally understood as those activities which are meant for furthering the people's welfare and these include education, public health activities, social security measures, social insurance, social assistance, child welfare, corrections, mental hygiene, recreation, labour protection, housing etc.

We have had social welfare programmes, social service organisations, social reformers and workers in the cause of social welfare in India from the earliest times. Right through the centuries, commencing with the reign of King Ashoka or going back even to the days of Buddha, there have been many rulers and many among the common people of India who trod the path of Service to their fellow beings and adopted it as a life mission. Mahatma Gandhi's work in this sphere constitutes a continuance in the present century of the National tradition. The ideal of social welfare is thus not new to us; it is an

* *Mr. C.P. Mathew, BSSS, Bhopal*

integral part of our national character and history. Social welfare organisations play a vital role in rendering Social Services in every country, especially in developing and underdeveloped countries. In this unit we are discussing about various types of Social Service Organisation and purposes.

Formal and Informal Organisations

Formal Organisations refer to a structure of well-defined jobs, each bearing a definite measure of authority, responsibility and accountability. Formal Organisation lays down the pattern of relationship between individuals and the rules and regulations, which guide the behaviour of individuals.

Informal Organisation is an outcome of social interaction between individuals in a formal organisation. Whenever people work together, they evolve informal groups bound together by common, social, technological interests. Such groups constitute informal organisation. Informal organisation represents relationships between individuals in the organisation based on interest, personal attitudes, emotions, prejudices, likes, dislikes, physical location, similarity of work etc. These relations are not developed according to the procedures, rules and regulations laid down in the formal organisational structure.

Informal Organisation comes into existence because of the limitations of the Formal Organisation. It represents “natural grouping of people at work”. The birth of small groups in an organisation is a natural phenomenon. These groups may also overlap because an individual may be a member of more than one informal groups. In many cases, informal groups come in to being to support and supplement the formal organisation.

Now we can see the differences of formal and informal organisation with the help of a table given below:

Sl.No.	Formal Organisation	Informal Organisation
1.	It is created to achieve predetermined objectives.	It has no predetermined objectives.
2.	There is an official hierarchy relationship. It refers to the structure of well-defined authority and responsibility relationships.	Its structure is based on human emotions and sentiments. It refers to the personal relationships, which develop automatically when people work together.
3.	Formal relations are well planned and are created deliberately.	Informal relations are unplanned and they originate automatically.
4.	Formal Organisations follow the official chain of command, which can't be changed. Communication has to flow through formal channel.	Informal Organisation does not have a fixed chain of command. It is based on the sentiments of the members. There is no fixed pattern of communication.
5.	Formal Organisation is usually stable.	Informal Organisation does not last long.

We may add some more important elements of formal and informal organisation.

Functions of Formal Organisation

Planning

- Working out in broad outline that need to be done and the methods for doing them to accomplish the purpose.

Organising

- Establishment of the formal structure of authority through which work subdivisions are arranged, defined, and co-ordinated for the defined objective.

Staffing

- The whole personnel function of bringing in and training the staff.

Directing

- The task of making decisions and embodying them in specific and general orders and instructions and serving as the leader of the organisation.

Co-ordinating

- Major function of inter-relating the various parts of work.

Reporting

- Keeping those in responsible positions informed as to what is going on.

Budgeting

- All that goes with budgeting in the form of fiscal planning, accounting and control.

The Informal Organisation is:

- Customary and not enacted.
- Not written regulations.
- Not portrayed in organisational charts.

It must be noted that informal organisation is based on formal structure and cannot exist without it. The informal organisation allows an organisation a measure of flexibility, which is a functional necessity. However, greatest weakness of the informal organisation is its instability; its changeability and its unpredictability.

Structured and Unstructured Organisations

We are aware that “an organisation is a group of people who are co-operating under the direction of a leader for the accomplishment of a common end (Ralph. C. Davis). The need for an organisation arises when two or more persons unite together to achieve some common objectives.

Organisation is one of the basic functions of management. Its importance lies in the systematically evolved pattern of relationships designed to set in motion the process of managerial functions. **Structured organisations are those organisations, which are formed, and functioning with a clear structure or framework of relationship.** As structure, organisation is a network of internal authority, responsibility, and relationships. It is the framework of relationships of persons, operating at various levels, to accomplish common objectives. **Thus, a Structured Organisation has got three major elements:**

- Formal Structure
- Definite Authority
- Clear Responsibility

When we think about structured and unstructured organisation in a social work context, there are a lot of organisations falling under this category. All these organisations have a clear structural framework, be it a formal or informal organisation. For example—registered social service organisations, social welfare departments, co-operative societies etc.

On the other hand, unstructured organisation do not have a clear structure or framework and may not be long-lasting. Committee Organisation, Community Organisation, Social Action are some of the examples of unstructured organisations. They may be formed as per the requirement or purpose in order to achieve certain limited goals and objectives. These organisations are not formed for a short duration.

Governmental and Non-governmental Organisations

Local, State and Central Level Organisations

The structure of welfare organisations differs in agencies which are established under public sector from those which are of voluntary or private sector. **Public or Government agencies** are based upon a law or order, administered within the framework of local, state and central governments and financed by the Government. **Private Agencies or Non-Governmental Organisations** are established by individuals or philanthropic, religious, fraternal or humanitarian groups; their management is vested with a board of directors. These organisations are supported mainly by contributions, donations, endowments or trust funds.

Public Social Service Agencies (Government Organisations)

Our country has a long tradition of Social Service. Our sovereign and democratic republic stands committed to ensure justice social, economic and political to the people and usher in a welfare state. After independence, the concept of social justice became part and parcel of our constitution and is reflected not only in the preamble, but also in the directive principles of the state policy.

Social Welfare is defined as those services which are designed for those weaker and vulnerable sections of community who due to some hardship — social, economic, political, mental — are unable to make use of or are traditionally denied the use of these services. The scope of social welfare encompasses services relating to women, children, youth, aged, the handicapped, scheduled castes and scheduled tribes, community welfare service, social defense, social welfare measures and social welfare services for other weaker sections of society.

Before discussing about the administrative structures for social welfare and the three tiers of our federal polity, let us have a look at the Non-Governmental Organisation.

Non-Government Organisations (Voluntary Organisations)

State is not the only association working in the society; there are a large number of voluntary associations (NGOs) which perform varied functions for the welfare, integration and solidarity of the society.

The term “Voluntarism” is derived from the Latin word “Voluntas” which means “will” of “freedom”. Political scientists defined “freedom of association” as a recognized legal right on the part of all persons to come together for the promotion of a purpose in which they are interested. Article 19(1) C of the Constitution of India confers on the Indian Citizens the right “to form associations”. In the U.N. Terminology voluntary organisations are called non-government organisations (NGOs).

Definitions of Voluntary Organisations

Accordingly to Lord Beveridge, “A Voluntary organisation, properly speaking, is an organisation which whether its workers are paid or unpaid, is initiated and governed by its own members without external control.”

Main Characteristics of Non-Government/Voluntary Organisations

- i) It is registered under the societies Registrations Act, 1860, the Indian Trusts Act, 1882, The Cooperative Societies Act, 1904 or Sec. 25 of the Companies Act, 1956, depending upon the nature and scope of its activities to give it a legal status.

- ii) It has definite aims and objectives, and programmes for their fulfillment.
- iii) It has an administrative structure and duly constituted management and executive committees.
- iv) It is an organisation initiated and governed by its own members on democratic principles without any external control.
- v) It raises funds for its activities partly from the exchequer in the form of grants-in-aid and partly in the form of contributions or subscriptions from members of the local community and/or the beneficiaries of the programme.

Structure of Non-Government Organisations

General Body

(General Membership)



**Executive Council/Managing Committee/
Governing Body**



Office Bearers

(President, Vice President, General Secretary,
Joint Secretary,
Assistant Secretary, Treasurer)



Paid Staff/Volunteers

Social Workers

Functions of Voluntary Organisations

In a democratic, socialistic and welfare society, voluntary/Non-Governmental Organisations play a very important role. They perform a number of functions for the development of the country. We can discuss some of these functions.

- i) Human beings by nature are gregarious. The urge to act in groups is fundamental in them. People therefore form groups and associations voluntarily for their benefit as also of others with a view to lead a full and richer life. This phenomenon is reflected in voluntary associations which are formed for promotion of recreational and cultural activities, social services, professional interest etc.
- ii) A pluralistic society with a democratic system requires a multitude of independent, non-government organisations to serve as a buffer between the individual and the state and thus preventing the government from developing monopoly in various fields.
- iii) Organised voluntary action helps groups and individuals with diverse political and other interests, contributes to strengthening the feeling of national solidarity and promotes participative democracy.
- iv) The state does not have the requisite financial resources and manpower to meet all the needs of its citizens. The non-government organisations by raising additional resources locally can meet uncovered needs and enrich local life.

In sum, “Non-Governmental Organisations” give concrete expression to the fundamental rights such as freedom of association and expression and by identifying the needs of individuals, groups and

communities, initiate projects and programmes to meet their needs. The NGOs also aim at sharing the responsibility of the state in providing minimum needs of the citizen, covering the areas of uncovered and unmet needs, preventing the monopolistic tendencies of the governments, and educating citizen about their rights and obligations. They further aim at raising resources through contributions and donations and organise activities of non-partisan and non-political nature for the well being of the society.

Local State and Central Level Organisations
Local Level: Social Welfare by Rural and Urban Local Authorities

Rural local authorities comprise the Panchayati Raj Institutions, which were introduced for local governance in the rural areas of the country. The three tier system of Panchayati Raj consisting of Gram Panchayat, Panchayat Samiti and Zilla Panchayat are responsible to undertake the welfare activities for their respective areas. Infact, Panchayat Raj bodies are very much involved in implementing and administering the welfare programme assigned to them.

The urban local authorities consisting of municipal corporations, municipal committees, and notified area committees created by the Acts of the concerned State legislature are assigned obligatory and discretionary functions in the field of social welfare. For instance Section 43 of Delhi Municipal Corporation Act, 1957 makes it incumbent on the Corporation to make adequate provisions for construction and maintenance of drainage works, public latrines and urinals, water supply, pollution control, checking of dangerous diseases, provision of transport facilities, provision of medical relief and establishment of

maternity and child welfare centers, lighting, naming and numbering of life and property in case of fire and the like and so on.

The concept of democratic decentralization has got much importance in the field of development. The aspect of welfare has come to be understood as the primary responsibility of the individuals. Therefore, through people's participations and decentralization of power, the government is trying to achieve the goal of total development. Besides Government efforts, there are a number of NGOs working with the local level with more flexibility and proximity.

State Level Organisation

The State Governments and Union Territory Administrations formulate and implement various kinds of welfare services programmes on their own in their respective jurisdictions for the benefit of the socially and economically weaker sections of the society.

The State Government/Union Territories Administrations carry out their welfare obligations and programmes mainly through their departments of social welfare and voluntary organisations. At the state level, the incharge of the Department of Social Welfare is the Welfare Minister and secretary to government is the administrative head of the department.

The secretariat helps, guides and advises the Minister in the formulation of policies of the department, in getting the legislation passed by the state legislature, and supervises the execution of the policies, schemes, projects and programmes undertaken by the Directorate.

The Directorate is headed by a Director who is assisted by Additional Director, Joint Director, Deputy

Directors, Administrative officer and supporting staff. In the field, the Divisional and District Social Welfare Officers function at the district level and execute the various welfare programmes in their respective jurisdictions.

The administrative and staffing pattern at all the stages is more or less the same and so are the kinds of welfare services provided in each state except for some minor variations.

The functions of the State Social Welfare Boards are as follows:

- i) To promote the growth of voluntary social welfare agencies, with special reference to development of welfare service in areas uncovered at present.
- ii) To administer the grant-in-aid programme.
 - a) on behalf of the Central Social Welfare Board for development and capital grants and
 - b) on behalf of the State Governments for maintenance grants.
- iii) To assist the Central Social Welfare Board in the provision of a field counselling service for aided agencies.
- iv) To administer the programmes of rural welfare projects.
- v) To simulate effective co-ordination among voluntary welfare agencies at the States and local levels and
- vi) To assist the Central Social Welfare Board and State Government in the further development of welfare services.

Central Level Organisation (Union Level)

At the central level, although the responsibility of formulating overall policy and planning of social welfare programmes rests with the new department of social welfare, the initiation and execution of certain welfare service and stimulating the effective co-ordination among voluntary welfare agencies (especially at the National Level) will rest with the Central Social Welfare Board.

Central Social Welfare Board

The important landmark in the history of voluntary social welfare was created in 1953, with the provision of Rs. 4 crore for the social welfare sector in the first five year plan.

The question before the planners then was whether this amount should be utilized through government machinery or by voluntary agencies, as at that time there was no independent department of social welfare either at the center or in the state. Under the leadership of Pandit Jawaharlal Lal Nehru, it was decided that social welfare needed a special kind of machinery, that had elements of flexibility, dedications and nearness to people. It was then felt that it should be handled not by the government machinery but by the voluntary workers who had dedicated their service to the needy. Accordingly an autonomous Board was created which was charged with the responsibility of preparing plans and schemes to be funded from out of the provision made in the first five year plan. An outstanding social worker was to be made the Chairperson of the Central Social Welfare Board. Dr. (Mrs.) Durgabai Desmukh was its first Chairperson.

The main function of the Board was to give grants-in-aid, technical guidance to voluntary organisations engaged in different types of social welfare activities.

One of the functions of the board was also to create organisations in the areas where these did not exist. It was found that in slums and in the rural areas, there were no services for women and pre-school children. The Board accordingly launched a scheme named the family and child welfare projects. The present integrated child development services (ICDS) programme is really the outcome of these efforts.

Central Social Welfare Board was setup on the recommendations of the Planning Commission as a semi-autonomous body, but the power of the administration was vested in the ministry of education. It was registered as a company from 1st April 1969 under section 25 of the Indian companies Act, 1956 in order to have greater autonomy and flexibility.

Objectives of the Board

- Foster the health growth of voluntary social service agencies.
- To assist voluntary welfare programmes for the specific groups of persons, women, children and the handicapped.
- To co-ordinate the welfare schemes of various central and state Government.
- To develop new programmes of welfare and organise pilot projects.

Structure of Central Administration

The ministry of welfare is headed by a Cabinet or State Minister who is assisted by the Minister of State/Deputy Minister. The Department has two broad divisions; one headed by the Secretary - Welfare and the other headed by the Secretary, Dept. of Women and Child Welfare. The Secretary-welfare is assisted by an additional secretary. The Secretary, Department of Women and Child Welfare is assisted

by two joint Secretaries. In each wing there are Directors, Deputy Secretaries, Under Secretaries, Joint Directors and other officers to handle the tasks. The ministry is assisted in its functions by a number of subordinate organisations, national commissions and national institutes over which the ministry exercises its administrative control.

- Central Social Welfare Board
- National Commission for Scheduled Castes and Scheduled Tribes
- Minorities Commission
- National Institute of Social Defence
- National Institute for the Visually Handicapped
- National Institute for the Orthopodically Handicapped
- National Institute of Rehabilitation

Activities of the Ministry

The Ministry has been taking up large number of subjects and accordingly undertakes multi-dimensional function relating to the welfare of various sections in the society like:

- Policy, planning and co-ordination of programmes
- Operations of central and centrally sponsored schemes
- Guidance and direction to the state
- Association with Planning Commission
- Convening of conferences of state minister/secretaries of social welfare.
- Constitution of commission, committees/study teams

- Assistance to voluntary organisations
- Informal and mass education activities
- Publications
- Research, education and documentation
- Participation in international conferences, seminars and workshops etc.

Bilateral And International Agencies

Bilateral Agencies

The word bilateral means, "Agreement made between two countries". In this, agreement two countries make agreement to have duty free entry of donated supplies for relief and rehabilitation of the poor and the needy without discrimination of caste, creed or race. Under these agreements, commodities like food grains, milk powder, cheese, processed food stuff, drugs, medicines, multi vitamin tablets, hospital equipment, and supplies like ambulances, mobile dispensaries, agricultural implements etc. are received by approved organisations, from approved organisations, located in respective countries. Government of India encourages such assistance. The Ministry of Social Justice and Empowerment operates the bilateral agreements on gift deliveries entered into by the Government of India with the Governments of Federal Republic of Germany, Sweden, Switzerland, United Kingdom and United States of America.

The Food Corporation of India is entrusted with the responsibility of handling the port operations work in respect of gift consignments, coming under the agreements on payment for the services at approved rates. The expenditure on handling clearance and inland transportation of gift deliveries to the approved consignees' destination is borne by the Ministry as per terms of the Agreement.

International Agencies

Though the well being of the people is the concern of the state, it can not be fulfilled due to the lack of financial resources, manpower, and other resources. Therefore the State depends upon the help and support of other nations and countries to ameliorate the lot of its poor and needy. It is upon this recognition that the International co-operation in social welfare is needed in order to secure social and economic welfare of human beings everywhere. International social welfare organisations can be classified into five groups:

- i) Government Agencies of International character, e.g. United Nations, World Health Organisation, International Labour Organisation etc.
- ii) Private International Organisation, e.g. The International Conference of Social Work, World Federation of Mental Health, The International Union for the Child Welfare.
- iii) Private International Organisations having autonomous organisations in each country, e.g. International Red Cross, the YMCA and YWCA.
- iv) National Government Agencies extending their help to other countries, e.g. The United States Technical Co-operation programme popularly known as point 4 Programme.
- v) National Private Agencies extending their social service to other countries, e.g. The Ford Foundation and the Rockefeller Foundations in India.

International Agencies in India

Among the International agencies which first organised their activities in India may be included the Red Cross, the YMCA and the YWCA. These organisations are now working in India through their national

organisations, which are autonomous in all respects. After World War I, the League of Nations initiated certain International organisations, which in due course began to work in India. Among these, the most important was the International Labour Organisation. Then came, after the end of the World War II, the United Nations Economic and Social Council, the UNICEF, The WHO, and the FAO. Among other agencies, which have recently established their regional offices in India, are the International Conference of Social Work and the International Union for Child Welfare.

In addition to the agencies mentioned above, the names of some more International Organisations may be added:

- Action for Food Production (AFPRO)
- Co-operative for American Relief Everywhere (CARE)
- Catholic Relief Services (CRS)
- Indo-German Social Service Society (IGSSS)
- International Association of Lion's Club
- Rotary International
- Salvation Army etc.

Donor Agencies

One of the major activities of any Non Governmental Organisation is mobilizing financial support for its activities. A number of National and International organisations are providing funds to the social service organisations. Such agencies are known as Donor agencies. They give support to the social service activities on the basis of the project proposals, submitted by the Organisation. Generally donor agencies are providing funds and other services to

the registered organisations for their various social welfare activities for the needy and marginalized. The amount of their support varies from project to project according to the requirements or the gravity of the problems. The donor agencies mainly raise funds from its Citizen and the Government. Some of the Donor agencies are:

- Cordaid, Germany
- Church Auxiliary for Social Action (CASA)
- Danish International Development Agency (DANIDA)
- Christian Children's Fund
- World Vision
- Co-operative for American Relief Everywhere (CARE)
- Catholic Relief Services (CRS)
- Indo-German Social Service Society (IGSSS)
- Caritas India etc.

UN Bodies

The United Nations has set up various organisations for groups needing special help. Their contributions to international welfare may be discussed as follows:

United Nations Children's Fund (UNICEF)

The United Nations Children's Fund (UNICEF) was established by the General Assembly on 11th December 1946. Its purpose is to help developing countries to improve the condition of their children and youth. Unicef provides assistance in such fields as health, nutrition, social welfare, education, and vocational training. It also helps Governments to assess the important needs of their children and plan comprehensive programme to meet them. A large part of Unicef aid is in the form of providing equipment,

drugs, well-drilling rigs, school garden supplies, prototype equipment for day care centers and equipment for the production of the textbooks. Unicef was awarded the Nobel Peace Prize in 1965 and the Indira Peace Prize in 1989.

Office of the United Nations High Commissioner for Refugees

The office of the United Nations High Commissioner for Refugees (UNHCR) was established on 1st January 1951. It provides legal protection, and at the request of a Government, material assistance for the refugees. UNHCR's head quarters is in Geneva. There are 40 Field Offices. UNHCR was awarded the Nobel Prize in 1954.

There are a number of other U.N bodies working for the social welfare. Some of these organisations are:

- United Nations Center for Regional Development.
- United Nations Development Programme.
- United National Educational, Scientific and Cultural Organisation.
- United Nations Environment Programme.
- United Nations Institute for Training and Research.
- United Nations Research Institute for Social Development etc.

Charitable Organisations

Charitable Organisations are those organisations established for helping the poor or needy people. These organisations are mainly formed to serve the needy through a charitable approach. The Missionaries of Charity (MC) is one example of such charitable organisations. Most of its workers are fully dedicated

to service and they serve without expecting anything back. These institutions provide institutional care to the poor and neglected. They also provide food, clothing, medical treatment etc. for needy people.

The Charitable Organisations are registered under the Charitable Endowment Act -1890. Section 2 of the Charitable Endowment Act defines 'charitable purpose' as including general relief to the poor, education, medical relief and the advancement of any other object of general public utility.

Societies and Trusts

The Voluntary Organisation can be registered under the Societies Registration Act – 1860, Indian Trusts Act – 1882 or under Section 25 of the Indian Companies Act – 1956. Most of the Non-Governmental Organisations are registered under Societies Registration Act.

Societies are formed with some deliberate intention following some system in their day-to-day affairs as well as rules for their governing and proceedings. The following activities should be handled properly, since it is vital for better function of any organisation.

- Primary study on the attainability of the objectives stated by the organisation.
- Recruitment of manpower, right people for the right job, to attain the organisational goals.
- Drafting of a constitution, which consists of memorandum of association and rules and regulations.
- Making sure of the registration of the society by appropriate legal authority.

Memorandum of Association and rules and regulations are two important parts of a society's constitution. While memorandum of association defines the object of the Organisation recognised and approved by the Registrar, rules and regulations define the internal management principles, which is binding on the members. Societies are more democratic in their setup. Usually elections are conducted to elect the managing committee. In some cases, founder members may be permitted to remain life members of the managing committee.

Trust

Welfare programmes are also run by charitable trusts. The Indian Trusts Act -1882 provides room for registering and running Public, Private, Religious and Charitable Trusts. A Trust is an obligation annexed to the ownership of property and arising out of a confidence reposed in and accepted by the trustee(s), for the benefit of another and the owner. The following are the objects of a charitable trust:

- Trusts for the relief of Poverty
- Trusts for the advancement of Education
- Trusts for the advancement of religion and
- Trusts for other purposes beneficial to the community. (Not falling under any other three heads, e.g. renovation of roads, supply of water, repairing of bridges etc.)

Conclusion

Social welfare organisations play a vital role in rendering social services in every country, especially in developing and underdeveloped countries. In this chapter we discussed about various types of Social Service Organisations and their purposes.

We are aware that “an organisation is a group of people who are co-operating under the direction of leadership for the accomplishment of a common end”. The need for an organisation arises when two or more persons unite together to achieve some common objectives.

Organisation is one of the basic functions of management. Its importance lies in the systematically evolved pattern of relationships designed to set in motion the process of managerial functions.

The Central Social Welfare Board in India was registered as a company on 1st April 1969 under section 25 of the Indian Companies Act, 1956 in order to have greater autonomy and flexibility.

There are few Bilateral Organisations working in the field of social welfare. The word bilateral means, “Agreement made between two countries”. Countries make agreement with another country to have duty free entry of donated supplies for relief and rehabilitation of the poor and the needy without discrimination of caste, creed or race. Under these agreements, commodities like food grains, milk powder, cheese, processed food stuff, drugs, medicines, multi vitamin tablets, hospital equipment, and supplies like ambulances, mobile dispensaries, agricultural implements etc. are received by approved organisations, from approved organisations, located in the countries.

International co-operation in social welfare is needed in order to secure social and economic security of human beings everywhere which are indispensable for securing world peace and stability.

One of the major activities of any social service organisation is mobilizing financial support for its activities. A number of National and International organisations are providing funds to the social service organisations. Such agencies are known as Donor

agencies. They give support to the social service activities on the basis of the project proposals, submitted by the organisation. Generally donor agencies provide funds and other services to the registered organisations for their various social welfare activities taken up for the needy and marginalized.

The United Nations has also set up various organisations for groups needing special help.

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UNIT 4 VOLUNTARY ACTION AND SOCIAL WORK IN INDIA

Contents

- 4.0 Objectives
- 4.1 Introduction
- 4.2 Conceptual Clarity Between Voluntary Action and Social Work
- 4.3 Areas of Intervention and Implications of Voluntary Action
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- 4.5 Government and Voluntary Action
- 4.6 Let Us Sum Up
- 4.7 Key Words
- 4.8 Suggested Readings
- 4.9 Answers to Check Your Progress

4.0 OBJECTIVES

In this unit we shall discuss about the concept of voluntary action and its correlation with the profession of social work.

Voluntary action is inseparable from social science and social work theories, values and ethics and practice. Social work, from its inception has been a profession based on humanitarian philosophy having as its basic tenet the intrinsic value of every human being. One of its main aims is the promotion of equitable social structures, which can offer people, security, and development, while upholding their dignity.

After studying this unit you will be able to know:

- the nature of voluntary action;
- factors motivating voluntary action;
- voluntary service in India;
- voluntary organisations at a glance;
- role of voluntary organisations in social welfare;
- role of social worker in voluntary action;
- government and voluntary action; and
- emerging trends in voluntary action.

4.1 INTRODUCTION

The term voluntary action refers to the initiatives undertaken by people independently towards the achievement of common goals and objectives. Lord Beveridge describes voluntary action as that action which is not directed or controlled by the state. He calls it a private enterprise for social progress. Thus, a voluntary organisation or agency is one, which is not initiated and governed by any external control but by its own members. Voluntary action presupposes the perception of the need by the community, or a section of the society, its assessment that the need can be met, and its readiness to regard it a duty to mobilize itself to meet the need. For the healthy functioning of democracy, voluntary action of this nature is of the highest significance.

It serves as a training ground for the potential leadership of the community and helps to continually broaden the concepts of social justice. Voluntary action also helps in continually focusing the attention of the members of a community on its problems and needs. It promotes the acceptance by the individual citizens of their social and civic responsibilities and it gives them an opportunity to learn to work co-operatively. Let us now consider some of the advantages and disadvantages of voluntary action. Pioneering has been a major function of voluntary agencies that allows experimentation. Also they have the freedom to initiate work in controversial areas. Even in our country it was voluntary action that worked for the cause of the needy and persisted in it until the statutory agencies were established to undertake the particular services. Another important aspect is the relative degree of freedom from particular political trends, something which is not available for statutory organisations. Voluntary action is also found to be more flexible and free from bureaucratic rigidity. It also has the advantage of ensuring public cooperation. The operational costs of such agencies are minimal due to the fact that the volunteers do the greater proportion of work.

Probably the most common limitation arises out of the limited resources that voluntary agencies have at their disposal. The sporadic character of voluntary action leads to instability. Financially, the private agencies are not sound as they depend on the public contribution, state grants and assistance; social workers engaged in voluntary agencies are paid low in most cases in India.

4.2 CONCEPTUAL CLARITY BETWEEN VOLUNTARY ACTION AND SOCIAL WORK

The term voluntary action is generally used for that action which is concerned primarily with what the individual should do, independent of the state.

Definition of Voluntary Action

According to Lord Beveridge: "The term voluntary action as used here, means private action, that is to say, action not under the directions of any authority wielding the power of the state." However, as viewed above the scope of voluntary action becomes very wide and therefore, he confines its limit to that action which is for a public purpose for social advancement. Its theme is voluntary action outside one's home for improving the conditions of life for him and for his fellows; it is independent of public control. This is private enterprise, not in business but in the service of mankind not for gain but under the influence of a social conscience.

Nature of Voluntary Action

As regards a voluntary worker, Lord Beveridge points out that a voluntary worker is someone who gave unpaid service to a good cause, and the group, which was formed to run this good cause, came to be known as a voluntary organisation. He further adds that in recent years there has been a significant shift of meaning in these concepts. Nowadays, many of the most active voluntary organisations are staffed entirely by highly trained and fairly well paid professional workers. The distinctively voluntary character of such bodies is the product not of the kind of workers they employ but of the manner of their origin and method of government.

Social Work and Voluntary Action

Social work has also ensured the protection of human rights through various social legislations. This enhances the happiness of the entire community by protecting from

injustice and by punishing those who do not conform to the social interest. Besides social legislations tackle social problems like untouchability, child marriage. The dowry system, sati, the devadasi system and various other social problems, thus helping to build a wholesome community. The emerging new notion of social service as a force and instrument in the promotion of planned social change and development enlarges the scope of professional social work activity, which traditionally, has been associated with such fields of practice as child and family welfare, medical and psychiatric social work, school social work, correctional and group services. Social work has also taken up new responsibilities by tying up with other disciplines to fight poverty and the problems of modern society.

Voluntary Organisation

A voluntary organisation, properly speaking, is an organisation which whether its workers are paid or unpaid is initiated and governed by its own members without external control. The independence of voluntary action does not however mean a lack of co-operation between it and public action. But the term voluntary action means that the agency undertaking it has a will and a life of its own. As defined by the National Council of Social Service, a voluntary social service is interpreted generally as the organisation and activities of a self-governing body of people who have joined together voluntarily to study or act for betterment of the community.

Social Workers and People

Social workers work with clients at various levels: the micro-level of individual and family; the meso-level of community; and the macro-level of national and international community. Concern for human rights must be manifested by social workers at all levels. At all times social work is concerned with the protection of individual and group needs. It is often forced to mediate between the people and the state and other authorities, to champion particular causes and to provide support, when state action threatens or neglects the right and freedom to individuals and/or groups. More than other professionals, social work educators and practitioners are conscious that their concerns are closely linked with respect for human rights. They accept the premise that human rights and fundamental freedoms are indivisible, and the full realization of civil and political rights are impossible without enjoyment of economic, social and cultural rights.

Check Your Progress I

Notes: a) Write your answer on a separate sheet, as the space below is inadequate.

b) Check your answer with the one given at the end of the unit.

1) Explain the concept of voluntary action in relation to social work?

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4.3 AREAS OF INTERVENTIONS AND IMPLICATIONS OF VOLUNTARY ACTION

Hear we shall discuss the intervention and implications of voluntary action by understanding the factors that motivate voluntary action, the present scenario of voluntary organisations and their objectives, and voluntary services in the Indian context.

Factors Motivating Voluntary Action

The factors, which motivate people to take voluntary action or the sources of voluntarism, may be identified as religion, government, business, philanthropy and mutual aid. The missionary zeal of religious organisations, the commitment of government of public interest, the profit-making urge in business, the altruism of the 'social superiors' and the motive of self-help among fellowmen are all reflected in voluntarism. Bourdillon and William Beveridge viewed mutual aid and philanthropy as two main sources from which voluntary social service organisations would have developed. They spring from the individual and social conscience respectively. The other factors may be personal interest, seeking benefit such as experience, recognition, knowledge and prestige, commitment to certain values, etc.

Further, a variety of impulses are responsible for the formation of voluntary associations with the purpose of serving their fellowmen or the unfortunate lot of society. Voluntary organisations are strong agents of political socialization in a democracy, and educate their members about social norms and values and help combat loneliness. Psychological impulses lead people to join voluntary action for security, self-expression and for satisfaction of interests. Thus, the psychological joining motivation for voluntary association is a complex phenomenon. It may vary from one individual to another and one group of individuals to another depending upon their culture, social milieu and political environment.

Voluntary Organisations at a Glance

By and large voluntary action is generated through social, religious and cultural organisations. This is made possible by organisations appealing to people for help. But this does not mean that volunteers always work through or in a particular organisation. With the turn of the century people are increasing by turning to political solutions to tackle social and religious reforms and movements.

The sphere of social is still very largely the domain of voluntary workers and voluntary organisations. No complete or reliable data is available about the total number of voluntary organisations in the country, as many of them are not receiving government aid and are working with their own resources. Some of these are all-India organisations concerned with a wide range of activities; others are state or district level organisations. At present in India quite a large number of non-governmental organisations (NGOs) are working for various causes. They help groups and individuals with diverse political and other interests, contribute to the strengthening of a feeling of national solidarity and promote the participative character of democracy. They have a role to play not only in areas which are accepted as state responsibilities, they can also venture into new fields, work in new areas, unveil social evils and give attention to any unattended or unmet needs. Many of the NGOs act as a stabilizing force by welding together people into groups that are not politically motivated and are not concerned about the fortunes of any

political party or in capturing political power, but are above party politics and are interested in other areas of nation-building and thus contribute to national integration and a focus on non-political issues. Caritas India, NBA, voluntary organisations working for women and children, etc. are few examples of such agencies fighting for human rights.

There are also government-organised NGOs such as Mahila Mandal, Youth Clubs, Co-operative Societies, National Service Scheme, Nehru Yuva Kendras and government sponsored organisations in the form of Trusts setup in the name of diseased leaders, for example, the Kasturba Gandhi Trust, Gandhi Smarak Nidhi, Nehru and Kamla Nehru Trust, Indira Gandhi Trust, and the recent Rajiv Gandhi Foundation. There are several examples of the Indian NGOs protesting against certain development projects and successfully stopping them. The ‘Chipko’ movement in the Himalayas, the ‘Appiko’ movement in Karnataka, West Ghat and Save Silent Valley movement in Kerala. The Narmada Bachao Andolan, etc. are excellent examples of this kind. There are several places where there is environmental degradation as a result of industrial activity and there are a number of organisations working on this task. These NGOs face a lot of difficulties as most of them are working individually. Thus, there is a need to activate the existing environmental groups at each district headquarters and set-up a federation of these NGOs at the state or region level so as to create a collective consciousness and fight jointly for a common cause. The Environment Society of Chandigarh, a region NGO, has been able to activate the few existing groups and has been instrumental in setting up several such societies in Punjab, Haryana, Himachal Pradesh and Jammu and Kashmir. Thus, with the involvement of more and more NGOs the collective action will help the efforts to harmonize environmental and developmental issues to a great extent.

Objectives of Voluntary Organisations

The following are the main objectives for which various organisations are working:

- Protection and development of children
- Welfare of women in the rural areas.
- Services for youth.
- Community welfare.
- Promotion of educational facilities.
- Promotion of public conscience on social problems.
- Promotion of moral standards and family welfare.
- Prevention of disease, health care, etc.
- Protection and welfare of the handicapped.
- Eradication of social handicaps for certain groups.
- Spiritual upliftment
- Prorogation of international brotherhood.
- Promotion of natural interests through voluntary effort.
- Training of workers for fieldwork.
- Protection of nature, animals, etc.

Voluntary Services in India

It is generally claimed that like our culture, Indian voluntary institutions were known in ancient India. The history and development of social welfare in India is primarily the history of voluntary action. The roots of this can be traced to the nature, social milieu and ethos of Indian people who believe in acts of the charity of various kinds.

Voluntary Services, Pre-19th Century

In the pre-19th century, "it was mainly during the emergencies such as famine, flood, etc. that giving on a large scale as voluntary action took place outside the religious channels", according to Dr. P. V. Kane. The Chinese traveler Huein Tsang observes the Indian people voluntarily planted trees to give shade to the weary travellers, and, in groups, dug tanks and wells for the community. In medieval India, communities organised educational institutions, boardings, libraries for students by collecting funds and distributed grants to hospitals, colleges and poor homes. Late in the sixteenth and seventeenth century, severe famine resulted in large-scale poverty and the kings responded generously but there was no insurgency. Throughout the 18th century poverty was dealt by traditional means, that is individual philanthropy and religious charity.

Voluntary Services, Post-19th Century

In the 19th century there were three directions in which voluntary services were manifested. These were:

- Area of religious and spiritual tenets religious reforms.
- Area of customary practices, social and ritualistic social reforms.
- Area of new problems and needs that demanded a solution as a result of urbanization voluntary social work.

In the latter part of the century, enlightened religious and social leaders organised voluntary Movements such as Arya Samaj, Rama Krishna Mission, Theosophical movement and Anjuman-Himayat-I-Islam. Voluntary action got a boost in the early twentieth century when it organised itself through a formal organisation and structure in the form of registered societies. With Mahatma Gandhi in the political realm fighting against the Britishers for the emancipation of the motherland as well as for reforms in socio-economic areas, voluntary action gained unprecedented momentum. Gandhi reinforced voluntarism in the life by decentralization of political authority and the empowerment of gram panchayats, which were to be completely independent of the central government. For him voluntarism was the key to the reconstruction of India's economic and political organisation.

During the last 20 years a large number of voluntary agencies have come up in India. It is estimated that in addition to those which existed in the pre-independence period, the number of such agencies would run to around 20,000, spread through the length and breadth of the country. But mostly these organisations are located and functioning in the urban areas. However, it is difficult to number the voluntary agencies and to classify them into groups based on their objectives. In the post-independence period, due to the breakdown of traditional institutions, the spread of education, social reforms, inadequacy of welfare services to the needy, rehabilitation problems, minority problems, the welfare of SC/ST/OBC etc., a phenomenal rise in the number of voluntary organisations is observed.

Voluntary Services in the Present Century

India appears to be at the threshold of affecting speedy basic socio-economic changes for the betterment of its people in the new millennium. Not only is there a need to strengthen existing democratic elements and processes, natural and social resources need to be harnessed sooner rather than later to produce more wealth and contribute to social welfare. It is imperative that the tradition of voluntary action developed during the last 200 years be further analyzed in order to provide guidelines for further action. This is necessary to cleanse the national climate for constructive and productive voluntary action. There are always new horizons opening before voluntary action. In order to deal with the complex conditions of modern life there is far wider scope for collective action, both statutory and voluntary. Voluntary action is experimental, flexible, and progressive. It can adjust more easily than the statutory authority with its machinery and methods, to deal with changing conditions and with the diversity of cases. This capacity for experiment, for trial and error, is one of the most valuable qualities in community life. Voluntary actions have not only pioneered the way for state action, but when a service has been taken over by a statutory authority, in many cases voluntary agencies continue to provide a valuable supplementary agency with the help and the full consent and/co-operation of the statutory authority. The twentieth century gives abundant evidence of this in the fields of education, public health, and moral welfare and in the many spheres of social assistance where personal attention and good casework are essential.

Check Your Progress II

Note: a) Use the space provided for your answers.

b) Check your answers with those provided at the end of this unit.

1) List any five areas of intervention of voluntary action.

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4.4 RELEVANCE OF VOLUNTARY ACTION AND SOCIAL WORK

The contribution made by the professional social worker in the planning and development of welfare services has been quite considerable at the center and in the states. The emergence of the professional group has of course raised all the usual problems of the relationship between the professional and non-professional. The situations is further complicated by the fact that the non-professional is not only "non-socialized" in professional values and skills, but is usually a person who, since he does not derive his livelihood from this vocation, considers himself to be the professional superior in status. The contribution of the professional social worker in the non-governmental sector is limited. The salaries available in the non-governmental sector do not attract the best persons in the field and besides, in this period of transition, it is difficult for the professional to function with any decisiveness without seeming to take over the functions of the volunteer executive.

Professional Social Worker and Voluntary Social Worker

A professional Social Worker, however well equipped, cannot be a substitute for the lay-leader. The former are equipped with knowledge and skills to handle problems of institutional management and interpersonal and inter-group relations. At worst, they are people doing a job only to earn a living; at best they are persons with a sense of pride in their profession and social purpose. Being paid for their work, they are in a position to efficiently do a job that, a community feels a need for. But they cannot easily move a community to accept wholly new ideas which affect its value system. They cannot in this sense become pioneers and leaders of movements; they cannot acquire the moral right to preach or to admonish a group.

However, both the professional and the voluntary social worker have something specific to contribute to social work. The volunteer brings to social work the interest and confidence of the community. A Social worker is an institution, which promotes a full and effective functioning of the other institutions of society. The role of the Social Worker is to achieve this goal using his skills and knowledge. This implies a total acceptance from the worker, of the client or community and a suspension of moral judgment on the part of the worker, a genuine concern for the well being of the client or community and the willingness to offer such professional assistance, as he is capable of. This professional assistance may consist at times of material help, but in a more important way this assistance is directed at the ability of the community to develop and utilize its own resources. The object of professional service is not only relief but also rehabilitation. The successful practitioner of social work must enable his client to help himself—whether himself or in association with other organisations or professions. Thus, the social worker emerges as a separate functionary who is specialized in his area of work.

The role of a social worker in voluntary action depends upon the training she/he has received to be scientific in his/her outlook, skills and a knowledge of human relationships, his/her special contribution in this field is the discovery and the interpretation of social sciences as he/she is equipped to undertake this task for the benefit of the community. It is the function of the professionals to seek the volunteers' help, interest and participation and to enable him/her to find opportunities for his creative work. The professionals can also make a contribution in the formation of the social policies. Besides having discussed these issues of human rights very broadly, we can say, the professional social workers can effectively protect and safeguard the human rights from violations of every kind as they are trained personnel with a respect for human dignity, liberty and have a humanitarian outlook. Therefore, they can have a better outlook on these human right issues than the non-professional workers and can thus extend their services based on their knowledge and professional skills.

Role of Voluntary Organisations in Social Welfare

The development of voluntary organisations in India, in its historical perspective, has been dealt with earlier in this chapter. We will now focus on the role of voluntary organisations in social welfare and planned development. In fact, the social and economic development programme, enunciated in the fourteen point constructive programme of Gandhiji, was used as a spring-board to accelerate the process of political struggle for independence and a way to activate the under-privileged and down-trodden masses to develop themselves economically and socially, on a "self-help through mutual help" basis. A network of voluntary agencies was created to promote different constructive programmes like village industries,

Khadi, Nai Talim, Leprosy Work, Harijan Seva, etc. with the help of thousands of selfless and dedicated workers. This was the basis of social welfare programmes by the voluntary organisations in the post-independence period.

The main objective of planned development is to mobilise the known as well as the hidden, material and human resources in such a way as to improve the socio-economic living conditions of the people to the maximum at a given time. In general, voluntary organisations have a role to play in the economic and industrial development of the country and also to motivate people to eliminate the evil influences of the industrialisation. Though the voluntary organisations do not have much of a role to play in transport and communication, they did play an important role in the construction and maintenance of fielded and village roads.

Impact of Voluntary Services in Social welfare

Voluntary organisations play an important role in social welfare through the development of education, health, housing and providing welfare services for the weak, underprivileged and handicapped sections of the population and through efforts aimed at the social development of people, in terms of a change in their physical, intellectual, emotional, social and moral composition. Social development increases people's capacity to provide and contribute in greater degrees for their own well being as well as for the good of society. It is here that voluntary organisations have played and will have to still play an even more effective role in pushing the programmes of social development forward. While voluntary organisations have traditionally worked in the field of social welfare certain state welfare organisations have also supplemented voluntary efforts, particularly in the field of beggary, prostitution, juvenile delinquency, etc. However, in all the fields, voluntary organisations emphasize the welfare aspect, particularly because state policy focuses primarily on giving financial and legislative assistance to the state welfare organisations.

Generally, the voluntary organisations render their services in all fields of social welfare. Their complexion and orientation also undergo changes with the change in time and situations. A major and successful voluntary action started by Acharya Vinoba Bhave in the form of Bhudan, Gramdan, Shramdan, Jeevandan, (gift of land, village, labour and life), so successfully to bring about a sort of revolution in the thinking process of people to share their assets with the less fortunate people, has lost its vigor. Voluntary organisations have taken on new roles to meet the challenges emerging in a complex society with the advance of science and technology. The examples are the 100% literacy, which was achieved by voluntary efforts in Kerala, the services for the welfare of drug addicts, prostitutes, migrants, victims of terrorist activities, etc. In India, there are about 1000 voluntary agencies working for environmental protection apart from those working to safeguard human rights.

Mahatma Gandhi, Vinoba Bhave, Jayaprakash Narayan and many such leaders have often expressed their faith in voluntary action in social development and have been duly recognized in the official documents in the post-independence era. The Balwant Ray Mehta Committee (1957) observed: "Today in the implementation of various schemes of community development, more and more emphasis is laid on non-governmental organisations and on the principle that ultimately people's own local organisations should take over the entire work". The Fifth and Seventh Five Year Plans relied heavily on voluntary agencies for social welfare programmes and assistance from the State was given to them for this task. Thus, voluntary agencies,

equipped with necessary technical expertise, can be useful agencies of social and economic development.

In short, voluntary organisations have played a magnificent role in providing welfare services in the past, and recognized and appreciated as it is by the public and government. They will be encouraged to assume a still more glorious role for themselves in future. It is rightly said that there is no paradise except where people work together for the welfare of all mankind and hell is where no one even thinks of service to humanity. Voluntarisms in India subscribes to and opts for the first half of this statement and proves it by undertaking various programmes for the welfare of the destitute, the down-trodden, the disadvantaged and the under-privileged and complementing the state in its effort to achieve the ideals of a welfare state.

Check Your Progress III

Note: a) Use the space provided for your answers.

b) Check your answers with those provided at the end of this unit.

- 1) Voluntary organisations have an important role in imparting social welfare.
Comment.

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4.5 GOVERNMENT AND VOLUNTARY ACTION

Though any external agents do not control voluntary action, the government has accepted it as a major means of social welfare and is providing financial assistance without directly being involved in the functioning of voluntary organisation. The Government of India has recognized that voluntary organisations are not able to carry out the welfare programmes to a great extent and moreover the government bureaucracy being rule bound and essentially conservatives, it may not be advisable to entrust development work to the bureaucracy. So a discernable shift has come about in government thinking regarding involvement of NGOs in development since the Sixth Plan period.

While the voluntary agencies have been involved in the government's welfare programmes for a long time, the idea that the scope of this co-operation should be widened has been gaining ground for a few decades. In October 1982, Prime Minister Indira Gandhi wrote to all the Chief Ministers that consultative groups of voluntary agencies must be established at the state level. The document of the Seventh Plan (1985-90) made this resolve clearer when it is said that during this plan, serious efforts will be made to involve voluntary agencies in various development programmes of rural development. Significant for the voluntary social services, is the constitution of the central social welfare board. Finally, of the greatest potential significance is the constitution of a Division of Social Security in the Central Government.

The problem of coordinating the activities of government and non-governmental agencies is in some ways more difficult than the problem of coordinating the activities

of central and state governments. The need as well as the difficulty of co-coordinating government and NGOs are much greater. Particularly within the field of Social Welfare, as different from the areas of health and education, The Planning Commission attempts to establish a liaison between these two efforts in three ways:

- 1) By associating NGOs in the process of planning.
- 2) By entrusting some government sponsored programmes to NGOs for implementation.
- 3) By promoting the growth of NGOs through a programme of grants-in-aid.

There are two ways by which the government could help the existing agencies to function effectively and grow in response to changing situations. One is by offering direct help in terms of finances and equipment. Another way is in the manner in which the existing agencies may continually be associated with statutory action. Yet another important way in which the government can help the voluntary agencies in through legislation. Voluntary agencies, if they are worth the name, must be born of voluntary endeavor. However, it is possible for the government to create conditions under which people may be encouraged to organize new voluntary agencies.

Emerging Trends in Voluntary Action

So far the discussion has focussed on the theoretical aspects of voluntary action. It has now become an irrefutable fact that voluntary action is necessary for social welfare and development though there are scores of statutory organisations and governmental planning. In the modern times voluntary organisations have realized new spheres of work, moving away the traditional outlook and this has encouraged and enlarged the scope of voluntary action. At present, numbers of voluntary organisations are working in India and at the international level for the development of the nation and the people. The main areas of their work include education, health and medicines, child and women welfare, human rights issues, abolition of social evils, national integrity, international peace, etc. More recently, all the researches of social sciences have undertaken large scale measures to alleviate poverty and promote nutrition and self-sufficiency of material needs to all, with the help of national and international voluntary organisations and the developed, rich countries. Even India as a developing country is expected to be self-sufficient by the year 2020.

The violation of human rights, particularly in the case of children, women and bonded labourers, has become a major issue. The ongoing Narmada Bachao Andolan, the forest protection movements and the feminist organisations that are working for the rights of women and for justice against their exploitation are recent example in this case. The problems of social welfare and development have become an integral concern in the process of planning and development. Many new agencies and institutions have come into existence. In many parts of the country, there have been numerous innovative social efforts through the initiative of voluntary organisations and voluntary leaders as well as public agencies. In every field every earlier assumptions are being questioned and the gaps in policy and implementation have come to be identified more precisely. Social challenges, especially the insecurity of the minorities and the international peace problem and looming larger than before. The texture has become increasingly complex and every aspect of social welfare takes on a multi-disciplinary dimension.

Check Your Progress IV

1) Indicate if the following statements are true or false. Circle the relevant answer. Check your answers with the ones given at the end of the unit.

a) Voluntary action is generated through social, religious and cultural organisations.

True **False**

b) In voluntary organisations, workers are governed by external control.

True **False**

c) A Professional social worker cannot be substituted for the lay-leader.

True **False**

d) In modern times voluntary organisations are yet to realize new spheres of work and move away from the traditional outlook.

True **False**

e) It is now an accepted fact that voluntary organisations are more successful in reaching out to the poor.

True **False**

4.6 LET US SUM UP

From this discussion we know that voluntary action is a process of carrying out the implementation of activities towards the achievement of common goals and objectives

Therefore, voluntary actions need to be adapted to the changing scenario and in fact voluntary organisation are changing their outlook and mode of functioning. Today, voluntary action is not a mere charity but a profession as far as the workers are concerned, as they are being paid handsomely. Nowadays many of the most active voluntary organisations are staffed entirely by highly trained and also fairly well paid professional workers. The distinctively 'voluntary' character of such bodies in the product, not in the kind of workers they can employ but in their origin and the method of government.

We have seen in the earlier part of this unit that voluntary action emerged up in the areas of education and social security in the form of societies, homes for the destitute, the disabled, etc. Though some of these functions have been taken up by the state because of their heavy financial responsibility and other reasons, new needs have come up with industrialization and urbanization and some of these can be best met for certain reasons by the voluntary organisations. In fact, with the development of the concept of the Welfare State, the state will seek to do more for the citizens in the future, than is did in the past, whatever may be the political colour of the government. The future of voluntary action must be considered in the light of the above conclusion. With the development of science and technology, in this computer era, the interest is becoming the ideal medium of communication, as it is much faster, cost-effective and environment friendly. It is now accepted by all concerned that voluntary organisations are more successful in reaching out to the poor and in poverty alleviation due to their being small, flexible, innovative, participatory and cost effective in their style of functioning.

Voluntary organisations in India, going by the number of registrations in all the states and the Union Territories, exceed one million in number, and are increasingly getting

aware of the potential of the internet. A survey in 1998 by CAP covering 4508 prominent voluntary organisations revealed that 4.5% of all respondents had already developed their websites. The web presents new potential for working, information sharing and resource opportunities for voluntary organisations. The information super highway can prove to be the new path to self-sufficiency for voluntary organisations in the fields of health, development and welfare. It is hoped that voluntary organisations and charities involved in implementation of socio-economic, development programmes would use and fully harness the convenience and speed of the internet and information technology to help the poor and thereby accelerate the pace of socio-economic development in India.

4.7 KEY WORDS

- Voluntary action** : Voluntary action is that action which helps in continually focussing the attention of the members of community on its problems and needs.
- Voluntary organisation** : Voluntary organisations are that agency of political socialisation in a democracy which educate their members about social norms and values and helping them in achieving common goals and objectives.
- Social Work** : Social work is that branch of study which deals with human problems in society and assists in understanding democratic principles oriented towards securing for all people a decent standard of living, acceptability, affiliation, recognition and status. It is a process to help the people to help themselves.
- Professional social worker** : Professional social workers are people who render a professional service by assisting individuals, groups and communities. On the one hand, they attempt to help the individuals in the social milieu and on the other hand they remove the barriers, which obstruct people from achieving the best that they are capable. Being paid for their work, they are only in a position to efficiently do a job that, a community feels, needs to be done.

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4.9 ANSWERS TO CHECK YOUR PROGRESS

Check Your Progress I

- 1) The term voluntary action, means "private action" that is to say, action not under the direction of any authority wielding the power of the state. Voluntary action is that action which helps in continually focusing the attention of the members of a community on its problems and needs. However, the scope of voluntary action can become very wide and therefore, it confines its to that action which is for a public purpose for social advance. Its theme is voluntary action outside one's home for improving the conditions of life for the individual and the community it is independent of public control. This is private enterprise, not in business but in the service of mankind not for gain but under the influence of a social conscience. On the other hand, social work is that branch of study which deals with human problems in society and assists in understanding democratic principles oriented towards securing for all people a decent standard of living, acceptability, affiliation, recognition and status. It is a process to help the people to help themselves. Social work has also ensured the protection of human rights through various social legislations. This enhances the happiness of the entire community by protecting from it injustice and by punishing those who do not conform to the social interest. Besides legislation tackles social problems like untouchability, child marriage, dowry system, sati, devadasi system, etc. thus helping to build a wholesome community. The emerging new notion of social service as a force and instrument in the promotion of planned social change and development enlarges the scope or professional social work activity, which traditionally, has been associated with such fields of practice as child and

family welfare, medical and psychiatric social work, school social work, correctional and group services social work has taken up new responsibilities by tying up with other disciplines to fight poverty and the problems of modern society.

Check Your Progress II

- 1) a) Protection and development of children
- b) Welfare of women in the rural areas.
- c) Services for youth.
- d) Community welfare.
- e) Promotion of educational facilities.

Check Your Progress III

- 1) Voluntary organisations are that agency of political socialization in a democracy, which educate their members about social norms and values and help them achieve common goals and objectives. We can understand the role of voluntary organisation in social welfare and planned development from earlier times in Indian. In fact, the social and economic development programme, enunciated in the fourteen point constructive programme of Gandhiji, was used as a spring-board to accelerate the process of political struggle for independence and a way to activate the under-privileged and down-trodden masses to develop themselves economically and socially, on a "self-help through mutual help" basis. A network of voluntary agencies was created to promote different constructive programmes like village industries, Khadi, Nai Talim, Leprosy Work, Harijan Seva, etc. with the help of thousands of selfless and dedicated workers. This was the basis of social welfare programmes by the voluntary organisations in the post-independence period.

In general, voluntary organisations have a role to play in the economic and industrial development of the country and also to motivate people to eliminate the evil influences of industrialization, and this ultimately leads to social welfare in general.

Voluntary organisations play an important role in social welfare through the development of education, health, housing and providing welfare services for the weak, underprivileged and handicapped sections of the populations, and through efforts aimed at the social development of people, in terms of a change in their physical, intellectual, emotional, social and moral composition. Social development increases people's capacity to provide and contribute in greater degrees for the own well being as well as for the good of society. It is here that the voluntary organisations have played and will have to still play an even while voluntary organisation have traditionally worked in the field of social welfare more effective role in pushing the programmes of social development forward, certain state welfare organisations have also supplemented voluntary efforts, particularly in the field of beggary, prostitution, juvenile delinquency, etc. However, in all the fields voluntary organisations emphasize the welfare aspect, particularly because state policy, focusses primarily on giving financial and legislative assistance to these state welfare organisations.

Generally, the voluntary organisations render their services in all fields of social welfare. Their complexion and orientation also undergo changes with the change in time and situations. A major and successful voluntary action started by Acharya Vinoba Bhave in the form of Bhudan, Gramdan, Shramdan, Jeevandan (gift of land, village, labour and life), to bring about a sort of revolution in the thinking process of people to share their assets with the less fortunate people, has lost its vigor. Voluntary organisations have taken on new rules to meet the challenges emerging in a complex society with the advance of science and technology. The examples are the 100% literacy, which was achieved by voluntary efforts in Kerala, the services for the welfare of drug addicts, prostitutes, migrants, victims of terrorist activities, etc. In India, there are about 1000 voluntary agencies working for environment protection apart from those working to safeguard human rights.

Mahatma Gandhi, Vinoba Bhave, Jayaprakash Narayan and many such leaders have often expressed their faith in voluntary action in social development and have been duly recognized in the official documents in the post-independence era. The Balwant Ray Mehta Committee (1957) observed : “Today in the implementation of various schemes of community development, more and more emphasis is laid on non-governmental organisations and on the principle that ultimately people’s own local organisations should take over the entire work”. The Fifth and Seventh Five Year Plans relied heavily on voluntary agencies for social welfare programmes and assistance from the State was given to them for this task. Thus, voluntary agencies, equipped with necessary technical expertise, can be useful agencies of social and economic development.

In short, voluntary organisations have played a magnificent role in providing welfare services in the past which has been recognized and appreciated as it is by the public and government. They will be encouraged to assume a still more glorious role for themselves in future. It is rightly said that there is no paradise except where people work together for the welfare of all mankind and hell is where no any one even thinks of service to others. Voluntarisms in India subscribes to and opts for the first half of this statement and proves it by undertaking various programmes for the welfare of the destitute, the down-trodden, the disadvantaged and the underprivileged and complementing the state in its effort to achieve the ideals of a welfare state. Hence voluntary organisations have an important in imparting social welfare.

Check Your Progress IV

- 1) a) True
- b) False
- c) True
- d) False
- e) True

ROLE OF VOLUNTARY ORGANISATIONS IN SOCIAL WELFARE ADMINISTRATION



MEANING OF VOLUNTARY ORGANIZATION

- ✓ A voluntary association or union also sometimes called a voluntary organization, unincorporated association, common-interest association, or just an association.
- ✓ Is a group of individuals who enter into an agreement as volunteers to form a body (or organization) to accomplish a purpose.
- ✓ Common examples include trade associations, trade unions, learned societies and professional associations, environmental groups, and various other types of groups.

IN THE HISTORY

- During the second half of the 19th century, nationalist consciousness spread across India and self- help emerged as the primary focus of socio-political movements.
- Numerous organizations were established during this period,
 1. Friend-in-need Society (1858)
 2. Prathana Samaj (1873)
 3. Arya Samaj (1875)
 4. WHO declared the term NGO in 1945



HISTORY OF VOLUNTARY ORGANIZATION

- Though the term **NGO** became popular in India only in the 1980's the voluntary sector has an older tradition.
- Since independence from the British in 1947, the voluntary sector had a lot of respect in the minds of people-
- First because the father of the nation **MAHATMA GANDHI** was an active participant
- Second because India has always had the tradition of honoring those who have made some sacrifice to help others

CRITERIA OF OFFICIALLY DECLARED VOLUNTARY ORGANIZATION



- ❖ organization should be a legal entity
- ❖ activities to be open to all citizens of India irrespective of religion, caste, creed, sex or race

CRITERIA OF OFFICIALLY DECLARED VOLUNTARY ORGANIZATION

- ❖ Objective of serving the social and economic needs of the community as a whole and mainly the weaker sections
- ❖ must not work for profit but on no profit and no loss basis
- ❖ have the necessary flexibility, professional competence and organizational skills to implement programmes
- ❖ office bearers should not be elected members of any political party
- ❖ declares that it will adopt constitutional and non-violent means for rural development purposes
- ❖ committed to secular and democratic concepts

ROLE OF VOLUNTARY ORGANIZATION IN SOCIAL DEVELOPMENT

Traditionally

❖ They went into village or a group of village and ran

1.Literacy programmes 2.Crèches for children 3.Clinics

4. Encouraged farmers to experiment with new crops and livestock breeds that bring more money

5. Helped weavers and other village artisans to market their products



RESEARCH / ADVOCACY / LEGAL

The second role of voluntary organization as ..

- ❖ Who research a particular subject in depth
- ❖ Lobbied with the government or with industry
- ❖ Petitioned the courts for improvements in the lives of the citizens
- ❖ Eg. CSE – CENTRE FOR SCIENCE AND ENVIRONMENT, New Delhi



ACTIVISTS

- ❖ They are against the bureaucrats and politicians if they were found wrong and also file petition against them
- ❖ They alerted media towards these acts.
- ❖ And made people aware about the happenings



SOCIAL MOBILIZATION

- ❖ Social Mobilization is the process of collecting together, harnessing, actualizing and utilizing potential human resources for the purpose of development.
- ❖ It is process whereby human beings are made aware of the resources at their disposal, and are also motivated and energized to collectively utilize such resources for the improvement of their spiritual and material conditions of living



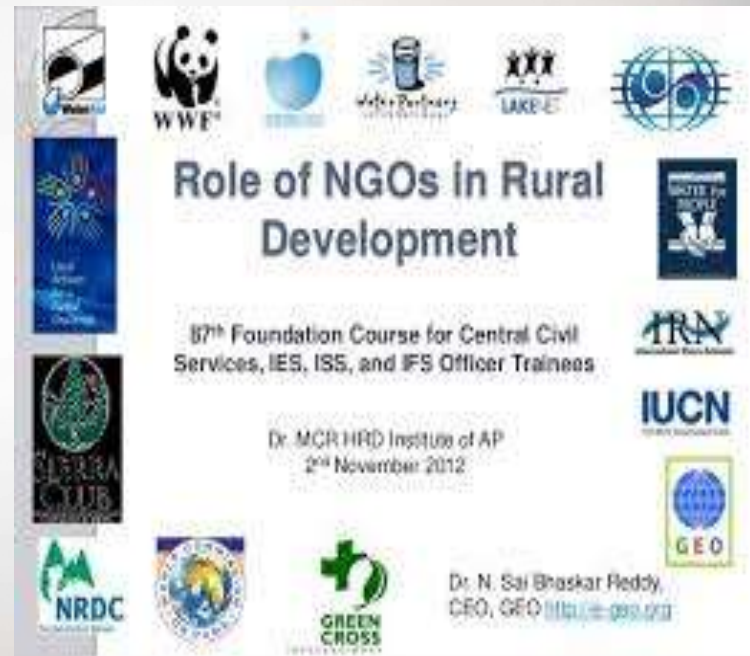
SOCIAL CAPITAL OPPORTUNITY

- ❖ Face-to-face interaction provided by participation in voluntary organizations not only teaches essential civics skills, such as trust, compromise and reciprocity, but also binds society together by creating bridges between diverse groups
- ❖ These bridges are viewed as difficult to create because they necessitate people going outside their social circles



RURAL DEVELOPMENT

- ❖ Supplementing Government efforts as they are close to the mind and hearts of the rural people
- ❖ Provides self employment training
- ❖ Poverty alleviation programs
- ❖ Development of women and children in rural areas
- ❖ Various other central and state schemes



NEED FOR REFORMS IN VOLUNTARY ORGANIZATION

- ❖ Consequence of coalition government
- ❖ engagement in policy design and implementation
- ❖ The sustainability and viability of services in a time of cuts
- ❖ Poor commissioning practice
- ❖ An uneven playing field for commissioning services
- ❖ Getting the design of payment by results right

THANK YOU



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NATURE OF SOCIAL WELFARE & SCOPE OF ADMINISTRATION IN NON- GOVERNMENT ORGANISATION



***BY
ARUNKUMAR B
12MSW003***



DEFINITIONS

- ADMINISTRATION

The word has been derived from a Latin word 'ad' & 'ministrate' which means to serve or looking after the people'.

- SOCIAL ADMINISTRATION

Social Administration as "the study of development, structure and practices of social services".- D.V. Donnison

- SOCIAL WELFARE ADMINISTRATION

"Social welfare administration is a process of efficiently providing resources and service to meet the needs of individuals, groups & communities to facilitate social relationship and adjustment necessary to social functioning".



NATURE OF SOCIAL WELFARE ADMINISTRATION

1. Social Welfare Administration as an Art
 - a) It can be acquired
 - b) It is subjective in nature
 - c) Practical application of knowledge
2. Social Welfare Administration as a Science
 - a) Application of Scientific Method
 - b) Critical Examination
 - c) Universal Guidelines



OBJECTIVES

- To understand the organisational and administrative structure of social welfare programme at each and every level of implementing organization.
- To provide effective social welfare services to the needy and suffering.
- To be cognizant of the importance of public relations with regard to both their own agency and its services, and the community as a whole.
- To conduct research and evaluation studies on the on-going projects and about the different dimensions of existing social problems.




SCOPE OF SOCIAL WELFARE ADMINISTRATION

There are broadly two views about the scope of social welfare administration. These are:

1. The POSDCoRB view

P	Planning
O	Organising
S	Staffing
D	Directing
Co	Coordinating
R	Reporting
B	Budgeting



2. The Integral view

There are certain contents of welfare administration in concern with social welfare.

They are:

- a) Social Problems
- b) Social Services
- c) Social Security
- d) Social Policy



Definition - NGO

- NGO'S are legally constituted corporations created by natural or legal people that operate independently from any form of government. The term originated from the United Nations, and normally refers to organizations that are not a part of a government and are not conventional for-profit businesses.

TYPES OF NON GOVERNMENTAL ORGANISATIONS

- **level of orientation:**

Charitable Orientation

Often involves a top-down paternalistic effort with little participation by the "beneficiaries". It includes NGOs with activities directed toward meeting the needs of the poor.

Service Orientation

Includes NGOs with activities such as the provision of health, family planning or education services in which the programme is designed by the NGO and people are expected to participate in its implementation and in receiving the service.

- **level of cooperation:**

- Community-based Organizations**

- (CBOs) arise out of people's own initiatives. They can be responsible for raising the consciousness of the urban poor, helping them to understand their rights in accessing needed services, and providing such services.

- Citywide Organizations**

- include organizations such as chambers of commerce and industry, coalitions of business, ethnic or educational groups, and associations of community organizations.



THANK
YOU!

**REPORT OF
THE STEERING COMMITTEE ON**

VOLUNTARY SECTOR

**FOR
THE TENTH FIVE-YEAR PLAN
(2002-07)**



**PLANNING COMMISSION
GOVERNMENT OF INDIA
(January 2002)**

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REPORT OF THE STEERING COMMITTEE ON VOLUNTARY SECTOR IN THE TENTH PLAN (2002-07)

Chapter 1 Background & Overview

Introduction

Voluntary Organisations play a vital role in the shaping and implementation of participatory democracy. Their credibility lies in the responsible and constructive role they play in society. They have been contributing immensely for quite sometime towards various development programmes. They work at grassroots level even in remote areas and, therefore, their reach is much wider. They are closer to ground realities and know the needs of the communities. Their approach with target group is direct, emphatic and therefore they are able to draw more contextualised plans of action. They also manage to develop intimate contacts with the people and develop confidence among them.

The UN General Assembly in its 52nd session declared the year 2001 as International Year of Volunteers (IYV). The proclamation of IYV is in recognition to the vital contributions of the volunteers to recognise their achievement in the past to facilitate them for the outstanding work done in the field of volunteerism. To ensure that the full potential contribution of Voluntary Organisations (VOs) is realised, the fullest possible communication and cooperation between national, state & local governments and Non-Governmental Organisations (NGOs) should be promoted in institutions mandated and programmes designed to carry out various schemes. VOs / NGOs need to foster cooperation and communication among themselves to reinforce their effectiveness as an important actor in the implementation of Tenth Five Year Plan, which is incidentally also the First Five Year Plan of this millennium.

During the nineties, VOs / NGOs have emerged as important players in the development arena. On the one hand, voluntary sector is making significant contributions at the UN sponsored meetings at global level, and on the other, VOs are also working for the empowerment of the poor at the grassroots level and are providing quick help in the management of disasters. Role of VOs was particularly recognised at the United Nations Conference on Environment and Development held at Rio de Janeiro, Brazil in June 1992. Thereafter active presence of VOs continued at all important global international fora, such as the

Cairo Population Conference 1994, the Copenhagen World Summit on Social Development 1995, the Beijing Conference on Women 1995, and so on. In the coming years, it is expected that voluntary sector would be playing significant role not only in social sectors but also in other sectors.

Keeping in view the respect for the independence of VOs and their significant role, the emerging voluntary sector is also known as independent sector, third sector, civil-society sector or social economy sector. To recognise the important contributions made by the voluntary sector and facilitate its functioning further in the Tenth Plan this Steering Committee was constituted as per the Planning Commission OM dated 5th February 2001 (Annexure-I). In this report, after providing an overview of the depth and diversity of voluntary sector in the country, reviewing its recognition in various plans, listing the issues & concerns which lead to the terms of reference of the Steering Committee, recommendations for facilitating and improving the working of voluntary sector are provided.

Depth of Voluntarism in India

India has a rich tradition of voluntary action. Before Independence, VOs imbued with the Gandhian philosophy were playing significant role mainly in social welfare activities and now, the range of spheres covered by voluntary sector has expanded considerably covering almost all development related activities. Some of the reasons put forward for increase in the number and activities of VOs are the decline of socialism and an increased national and international funding for voluntary sector. In a number of developmental activities, VOs are working as supplements or complements to the governmental efforts.

Traditionally, NGOs are known as Voluntary Organisations (VOs or VOLOGs) & Voluntary Agencies (VAs or VOLAGs) and recently as Voluntary Development Organisations (VDOs) or Non-Governmental Development Organisations (NGDOs). There are equivalent names for NGOs available in different Indian languages; like in Hindi NGOs are called *Swayamsevi Sanstha* or *Swayamsevi Sangathan*.

The origin and development of the voluntary sector in India has been shaped by two major influences: one rooted in indigenous traditions and value-systems, and the other a product of the interface between the Indian society and the western world. The Indian traditions and value-systems are in turn rooted in religion that prescribes a code of ethics for the individual and the principles governing social life. A noteworthy feature of all major religions has been the emphasis they place on charity and sharing wealth with others, especially the

poor. In Hinduism serving the poor is considered equivalent to serving God. Philanthropy and individual acts of social service have, historically, been the main forms of voluntary activity in India. Institutionalised social service activities existed largely within the domain of religious institutions: *Ashramas* and *Maths* among Hindus, *Waqfs* and *Khanqahs* among Muslims and *Gurudwaras* and *Deras* among Sikhs. Throughout the ancient and medieval periods, voluntary activity – whether individual inspired or state supported – found its natural expression through religious institutions.

The concept of secular voluntary activity accelerated with the advent of western, mainly British, influence in India. The work of Christian missionaries in the field of education and health care, especially in remote tribal areas, stood out as examples of dedicated service to the poor, even though the motivation may have been to win over these people to Christianity. The example of Christian missionary work exerted a great influence on the new English educated elite that emerged in the eighteenth and nineteenth centuries. The organized form of charity and service to the poor practiced by the Christian missionaries impressed many who tried to emulate them. The activities of the *Brahmo Samaj* in Bengal, *Arya Samaj* in north India and the Ramakrishna Mission in different parts of the country are noteworthy. Mahatma Gandhi further developed the tradition set by these early voluntary religious organizations. Though religious in form, the content of Gandhi's programme was secular: spinning, promotion of cottage industries, decentralization of power and an economy based on the satisfaction of need rather than greed.

After the Independence, there was awareness that development to be meaningful requires mobilisation of resources, public cooperation and creation of social capital. Gradually, professionals from various disciplines joined the voluntary sector to undertake multi-sectoral development work. It has been recognised that no development strategy can be successful unless a shared vision of public sector, private sector and voluntary sector is created and the civil society, having VOs as the key actors, can play a vital role in this strategy for development. The process of social mobilisation and development of people's initiatives cannot be achieved without the active support and involvement of VOs. Therefore, in the Tenth Plan efforts would be made to remove roadblocks and irritants to the growth of voluntary action, which has deep roots in the country.

Diversity of the Voluntary Sector

In India, societies, associations, organisations, trusts or companies registered under the Societies Registration Act, 1860; the Indian Trusts Act, 1882; the Charitable & Religious Trusts Act, 1920 or as a charitable company

under Section 25 of the Companies Act, 1956 are considered as VOs / NGOs. In addition, there are informal groups working at grassroots level without being registered under any legislation but may also be considered as part of voluntary sector. VOs may be working in the field of welfare of disabled; development of other disadvantaged sections like SCs/STs, children & women in education; environment; human rights; and on issues like resettlement & rehabilitation of oustees by big projects, right to information and so on. VOs may take up issues concerning a particular village or a community to the global issues like impact of WTO or global warming. The range of associations or societies may vary from a resident welfare association to an advocacy organisation. The substantive areas of work of VOs have changed considerably over time. Recently, in an exercise to map the diversity of voluntary sector in India, Rajesh Tandon (2001) has provided the following typology of civil society associations.

(i) Traditional Associations

Such associations exist around a social unit either defined by a tribe, ethnicity or caste. Associations of this variety undertake a wide range of functions in the lives of those citizens. Besides mediating inter-family relations, such associations develop elaborate systems, norms and procedures for governing the use and protection of natural resources. Several important struggles to protect and advance customary rights of tribals over natural resources in different parts of the country have been led by such associations.

(ii) Religious Associations

Over the centuries, new sects and religions were born and incorporated into Indian life. Buddhism, Jainism, Sikhism and many other variations challenged Hinduism, Judaism, Christianity and Islam for reform and renewal. Charity, help to the needy, service to the poor and *daan* (giving) have been uniformly recommended by all these religions and sects in India. Education, health care, drinking water, afforestation, social welfare, etc. are numerous arenas of human action where fairly organized forms of civil society activity are carried out by religiously inspired VOs.

(iii) Social Movements

In the contemporary Indian context, a number of social movements, spearheaded by social movement organisations (SMOs) have emerged as major manifestations of civil society. These movements are of several types:

- Focusing on the interest and aspirations of particular groups such as: SCs, STs and women.
- Protests against social evils like: liquor, dowry, inheritance rights etc.
- Protests against displacement due to big development projects.
- Campaigns against environmental degradation, corruption and for rights to information, education and livelihood.

VOs / NGOs through these social movements try to reform society, institutions and governance and act as harbingers of social change.

(iv) Membership Associations

Membership organisations may be representational – set up to represent the opinions and interest of a particular category of citizens e.g. unions of rural labour, farm workers, women workers, consumer associations etc., professional – formed around a particular occupation or profession e.g. association of lawyers, teachers, engineers, managers, journalists etc., social-cultural – organised around a social or cultural purposes e.g. *Nehru Yuvak Kendras*, clubs for sports, *Natak Mandalis* etc. and self-help groups – a growing category of membership organisations e.g. savings and credit groups etc.

(v) Intermediary Associations

These associations function between individual citizens and macro state institutions like the bureaucracy, judiciary and police etc. These could be of several types, e.g. service delivery, mobilizational, support, philanthropic, advocacy and network.

In another well-known classification describing diversity of voluntary sector, David Korten (1990) had proposed four generations of NGOs. Nowadays, NGOs working for peace or conflict resolution or as track-II negotiators between states/nations, international NGOs acting on behalf of the global civil society and conducting research on voluntary sector contributions may be regarded as belonging to the category of Fifth Generation. The Four Generations of NGOs as proposed by Korten are shown in the table below.

Strategies of development-oriented NGOs: Four Generations

	Generation			
	<u>First</u> (Relief and Welfare)	<u>Second</u> (Community Development)	<u>Third</u> (Sustainable Systems Development)	<u>Fourth</u> (People's Movements)
Problem Definition	Shortage	Local inertia	Institutional and policy constraints	Inadequate mobilizing visions
Time Frame	Immediate	Project life	10-20 Years	Indefinite future
Scope	Individual or family	Neighbourhood of village	Region or nation	National or global
Chief Actors	NGO	NGO plus community	All relevant public and private institutions	Loosely defined networks of people and organizations
NGO Role	Doer	Mobilizer	Catalyst	Activist / educator
Management Orientation	Logistics management	Project management	Strategic management	Coalescing and energizing self-managing networks
Development Education	Starving children	Community self-help	Constraining policies and institutions	Spaceship Earth

Diversity of the activities of voluntary sector can be gauged from large number of schemes being implemented through VOs by various Ministries / Departments. It is estimated that there are about 250 such schemes under operation of more than 20 Ministries / Departments. A list of schemes for voluntary sector of some of the Ministries / Departments may be seen at Annexure-II.

Chapter 2 Recognition of Voluntary Sector in the Five-Year Plans and in the Approach Paper to the Tenth Plan

The voluntary sector has been given due importance in the planning process right from the First Five Year Plan, as emphasis was given on public cooperation in national development with the help of VOs. It was highlighted in the First Plan document that the “Public cooperation and public opinion constitute the principal force and sanction behind planning. A democracy working for social ends has to base itself on the willing assent of the people and not the coercive power of the State.” In the Second Plan, it was reiterated that public cooperation and public opinion constitute the principal force and sanction behind India’s approach to planning. It was observed that wherever the people, especially in rural areas, have been approached, they have responded with eagerness. In national extension and community project areas, in local development works, in *shramdan*, in social welfare extension projects and in the work of voluntary organisations, there has always been willingness and enthusiasm on the part of the people to contribute in labour and local resources have been made freely available.

The Third Five Year Plan emphasised that “The concept of public cooperation is related to the much larger sphere of voluntary action in which the initiative and organisational responsibility rest completely with the people and their leaders, and does not rely on legal sanctions or the power of the State for achieving its aims. It was realised that so vast are the unsatisfied needs of the people that all the investments in the public and private sectors together can only make a limited provision for them. Properly organised voluntary effort may go for towards augmenting the facilities available to the community for helping the weakest to a somewhat better life. The wherewithal for this has to come from time, energy and other resources of millions of people for whom VOs can find constructive channels suited to the varying conditions in the country.” During the Fourth and Fifth Plan, the thrust on public cooperation and involvement of people’s organisation was lost due to attack on over territory and recession that followed. During this period investment was focussed especially in intensive agricultural programmes.

In the Sixth Five Year Plan, the idea of participation of people’s organisations was again recognised. Success stories in the field, of VOs like the Jamkhed Project on child and health care in Maharashtra, Bharat Agro Industries Foundation’s work in animal husbandry and social forestry and Self-Employed Women’s Association (SEWA) were quoted and it was stated that the country is dotted with numerous examples of highly successful voluntary action of this nature.

Role of VOs in development got a further fillip in the Seventh Five Year Plan where it was declared that serious efforts would be made to involve VOs in various development programmes to supplement the government efforts to offer the rural poor choices and alternatives. The emphasis continued till the ongoing Ninth Plan, wherein efforts are being made to promote peoples' participatory bodies like Panchayati Raj Institutions (PRIs), Self-help Groups and NGOs for development. The following criteria were identified for identifying voluntary agencies for enlisting help in relation to the rural development programmes:

- (i) The organisation should be a legal entity.
- (ii) It should be based in a rural area and be working there for a minimum of three years.
- (iii) It should have broad-based objectives serving the social and economic needs of the community as a whole and mainly the weaker sections. It must not work for profit but on 'no profit and no loss basis'.
- (iv) Its activities should be open to all citizens of India irrespective of religion, caste, creed, sex or race.
- (v) It should have the necessary flexibility, professional competence and organisational skills to implement programmes.
- (vi) Its office bearers should not be elected members of any political party.
- (vii) It declares that it will adopt constitutional and non-violent means for rural development purposes.
- (viii) It is committed to secular and democratic concepts and methods of functioning.

In the Eight Plan Document, due emphasis was given on building up people's institutions. It was admitted that developmental activities undertaken with people's active participation have a greater chance of success and can also be more cost-effective as compared to the development activities undertaken by the Government where people become passive observers. It was admitted that a lot in the area of education (especially literacy), health, family planning, land improvement, efficient land use, minor irrigation, watershed management, recovery of wastelands, a forestation, animal husbandry, dairy, fisheries and sericulture etc. could be achieved by creating people's institutions accountable to the community. Therefore the focus of attention will be on developing multiple institutional options for improving the delivery systems by using the vast potential of the voluntary sector.

In the Ninth Five Year Plan, it was admitted that private initiative, whether individual collective or community based, forms the essence the development strategy articulated in the Plan and efforts to be made to remove disadvantages which had prevented some segment of our society in participating

effectively in the development process. Keeping up with this line of thinking, “promoting and developing people’s participatory bodies like Panchayati Raj Institutions, cooperatives and self-help groups” was one of the objectives of the Ninth Plan.

The Mid-Term Review (MTR) of the Ninth Five Year Plan (October 2000) has also documented some successful and sustainable projects undertaken by VOs and other people’s organisations. The MTR has identified following problems in the performance of Central and State Plans. Some of these maladies faced by the country can be mitigated by the emerging voluntary sector as a compliment and supplement to the State efforts.

- The critical factor appears to be effective governance to ensure balanced growth of the different regions of India.
- Development is an outcome of efficient institutions rather than the other way around. There is a need to focus on building institutions and improving governance from maximising the quantity of development funding to maximising of development outcomes and effectiveness and efficiency of public service delivery.”

Further, under the ‘Directions for Reforms’ of MTR, it has been inter-alia suggested that “Initiatives by local bodies, NGOs and women need to be encouraged”, to resolve some of the above-referred problems.

It has been observed in the Approach Paper to the Tenth Plan that in many states, we have: hospitals / dispensaries but absence of personnel and there are school buildings but teachers remain absent. To rectify these anomalies and to achieve most of the targets set up for the Tenth Plan, the need to promote voluntary sector has been recognised. The theme of encouragement to voluntary sector continued in the Approach Paper to the Tenth Plan and reflected in the following words, “In view of the continued importance of public action in our development process, increasing the efficiency of public interventions must also take high priority”. The minimum agenda proposed in the Approach Paper has recognised voluntary sector by putting “greater decentralisation to PRIs and other people’s organisations” as one of the items for the Tenth Plan.

The voluntary sector deserves encouragement to ameliorate at least some of the above-referred problems, because of its following comparative advantages:

- VOs / NGOs are much closer to the poorer & disadvantaged sections of the society.
- Staff of VOs is normally highly motivated and altruistic in their behaviour.
- VOs can easily stimulate and mobilise community resources and have access to volunteers.
- They are more effective in bringing people's participation.
- VOs are less rule-bound and are non-bureaucratic, non-formal and flexible in their structure and operations.
- Voluntary sector has greater potential for innovations.
- VOs prefer to work in a multi-sectoral framework.
- VOs are catalysts for creating social cohesion (Kumar 1998).

Certain disadvantages or shortcomings of voluntary sector are also well-known, namely, their inability to cooperate with each other in a way which would allow for coherent policy making, their accountability & transparency is not perfect and their operations are smaller in scale. Therefore, there is a need to improvise the working of VOs by scaling up their operations and by making them transparent and accountable.

Role of Planning Commission vis-à-vis Voluntary Sector

To create an enabling environment for the voluntary sector to collaborate with Government for development, a number of steps have been taken by the Government of India during the year 2000. The most significant step taken by the Government of India, in March 2000, was to declare the Planning Commission as the nodal agency for the GO-VOs interface. This was a step needed to have a focal point from where an integrated and holistic view on the voluntary sector could be taken. As a nodal agency, the first task assigned to the Planning Commission is to create a database on VOs. On the website of Planning Commission, now we have information on about 13,000 VOs / NGOs who have received grants from different Departments / Ministries. In addition, information on about 1,000 VOs perceived by various bilateral, multilateral, intermediary and governmental agencies as good / valid VOs / NGOs is also available at the Planning Commission website. The NGO database of Planning Commission is continuously being updated.

Chapter 3 **Issues & Concerns**

To provide the enabling environment for promoting and facilitating the work of emerging voluntary sector, the following five issues were taken up for deliberation by the Steering Committee.

Simplification of procedures/guidelines for involvement of the VOs / NGOs

There is a lot of variation in the procedures / guidelines of the departments of the Central and State Governments, and other organisations, for involving VOs in different programmes / schemes. In most cases, Government assistance is available only through straitjacketed schemes. Moreover, most of the departments / ministries have not played a pro-active role in establishing partnership with committed VOs and have generally confined their attention to only those who apply for funds to their offices. They have, on their own, not requested good VOs to come to their fold and begin a relationship. Generally, Departments / Ministries subject all proposals including those from good VOs to a uniform appraisal procedure inhibiting sensitive or well-established VOs or those engaged in social activism from approaching the government departments. Generally, it is difficult for the Government machinery to properly examine large number of proposals received from VOs / NGOs and monitor activities of the sprawling voluntary sector. For monitoring and evaluation, CAPART has a panel of monitors who visit the NGO sites and a system where they have desk appraisal, pre-funding appraisal, mid-term appraisal and terminal evaluation. CAPART has decentralised the distribution of funding to NGOs through their regional offices. The Department of Family Welfare under the Reproductive and Child Health (RCH) Programme has identified Mother NGOs (MNGOs) and a Committee selects smaller or field NGOs to work in districts. A list of NGOs receiving grant of one crore or above from CAPART and of MNGOs of Department of Family Welfare are enclosed at Annexure-III & IV respectively.

Suggestions of some of the earlier Government of India reports such as the 'Report of the Expert Group on simplification of procedures dealing with Voluntary Organisations' (1987), 'Action Plan to bring about Collaborative Relationship between Voluntary Organisations and Government' (1994) and 'Study Report on Monitoring of Government Aided NGO Projects' (1997) were considered while discussing the existing methods / procedures for selection of NGOs, release of funds and monitoring of their work, etc. by the Steering Committee. It has been felt that steps need to be taken to make procedures for providing grants to VOs simplified and user friendly.

Capacity Building of the Voluntary Sector

Traditionally, capacity building interventions have focused on strengthening state and public sector institutions. However, due to growing importance of civil society organisations, there is a need now to find ways to strengthen the capacity of these organisations.

Capacity building means development of both individual workers and the organisation. It is essential to focus not only on the individuals in an organisation, but also organisation itself. It is essential to address the issue of institutionalising capacity in an organisation, which is a long term and gradual process (IFCB 2000).

It was recognised that there is a need to build up the capacity of voluntary sector to act as a balancing force between the State and market institutions. Suggestions to make VOs / NGOs more effective for good governance, service delivery and managing newer challenges of development, by providing appropriate training, etc. were thought to be worth discussion by the members of the Steering Committee.

Facilitating the Inter-Sectoral Partnerships

One of the major challenges facing the world community, as it seeks to replace unsustainable development patterns, is the need to activate a sense of common purpose on behalf of all sectors of society. Forging such partnerships successfully is the emerging new mantra of the new millennium. As discussed above, some steps have been initiated to fortify the collaborative relationship between government and VOs but still a lot has to be done to increase the existing partnership levels between voluntary sector and Private Sector & PRIs / Municipalities. It was felt necessary to explore possible ways to nurture genuine partnerships and dialogue, while recognizing the independent roles, responsibilities and special capacities of each sector.

Reviving / galvanising the spirit of Volunteerism

The UN sponsored International Year of Volunteers - 2001, provides a unique opportunity to highlight the achievements of the millions of volunteers worldwide and to encourage more people globally to engage in volunteer activity. Volunteerism is related to the part time or full time work done by any person on his / her own free will for the welfare and development of people and society. It appears that over the years, increased dependence on the state has reduced the volunteering spirit amongst the people, which needs to be revived.

Monitoring & Evaluation of schemes implemented through Voluntary Sector

Like the existing variations in case of procedures / guidelines of various Departments for seeking proposals from VOs / NGOs, there is a lot of variation in the methodologies adopted for monitoring and evaluation. The concern for proper monitoring and evaluation of the work of voluntary sector has been raised from different quarters. Suggestions were sought to improve the existing methodologies for monitoring and evaluation of the work undertaken by the voluntary sector.

Under this backdrop, following were the **terms of reference** of the Steering Group on Voluntary Sector:

- (1) To review the policies, procedures, guidelines of the government and other organisations for involving voluntary organisations in different programmes / schemes and suggest alternative policies and simplified procedures / guidelines for involvement of the voluntary sector.
- (2) To review the existing arrangements for capacity building of the voluntary sector and suggest measures to make VOs / NGOs more effective for good governance, service delivery and managing newer challenges of development.
- (3) To examine the existing partnership levels between voluntary sector and private sector & PRIs / Municipalities and recommend appropriate steps to facilitate and enhance such partnerships.
- (4) To review the level of people's participation and volunteerism in development programmes and suggest measures for reviving / galvanising the spirit of volunteerism and people's participation in development, particularly, suggesting ways for effectively utilizing services of volunteers, through VOs / NGOs, in the management of disasters such as earthquakes, floods, famines and cyclones etc.
- (5) To review the existing methods for monitoring and evaluation of schemes / programmes implemented through VOs / NGOs and suggest improvements in methodologies for effective monitoring and evaluation.

The First Meeting of the Steering Committee was organised on 16.03.2001 with an agenda to solicit the views of the Members on the line of Approach and the Strategy to be adopted in the Tenth Plan to facilitate the emerging role of VOs. The Second Meeting of the Steering Committee was held on 09.06.2001 to discuss the rest of the Terms of Reference of the Committee. Taking into consideration, the conscious decisions arrived at in the

two meetings and the recommendations of the other available reports, the Steering Committee finalized its recommendations.

Chapter 4 Approach to the Tenth Plan & Recommendations

APPROACH TO THE TENTH PLAN

As mentioned earlier, the Approach Paper to the Tenth Plan has recognised the role of public action, which is best mobilised by the voluntary sector, in the development process. In addition, following paragraphs of the Approach Paper also recognised and highlighted the importance of voluntary sector.

Population

“The National Population Commission will play a catalytic role in improving centre-state and inter-sectoral coordination, and in involving private sector, voluntary institutions and civil society at large for generating a vigorous people’s movement to support the national efforts to achieve the goals set in the National Population Policy 2000.”

Corrective Measures

“An important channel for mobilising resources for development, particularly for social sectors, namely the Externally Aided Projects (EAP) and direct funding of projects (i.e. outside budgetary flows) by the NGOs has not been sufficiently integrated with our planning process. Consequently, an important source of scarce resource for development, in the third world context, is not being adequately tapped.”

Forests

“The problems and constraints in forestry development include lack of awareness about multiple roles and benefits of forests, especially its role in drought proofing and prevention of soil and water run-off, no linkage between management and livelihood security of the people, low level of technology, inadequate research and extension, weak planning capability, wastage in harvesting and processing, market imperfections, overemphasis on government involvement and control, low level of people’s participation and NGOs involvement, lack of private sector participation, unwanted restrictions on felling transport and marketing of forest produce grown by the people, lack of inter-sectoral coordination and weakness and conflicting roles of public forest administration.”

Non-Conventional Energy

“There is a significant potential to meet the basic energy requirement of people (viz. cooking & lighting etc.) both in the rural & urban areas, in an economically efficient manner through non-conventional and renewable sources of energy. ... People's participation through Panchayats, other local

bodies, co-operatives and NGOs is to be secured in planning and implementation of such programmes.”

Governance Reforms

“Review the Official Secrets Act, and supplement it by a Right to Information Act. Rule 9 of the All India Services Conduct Rules and similar other Rules which prevents information from being provided to an ordinary citizen should be deleted, and another rule is added highlighting the intention of the Government in favour of transparency and stating that all such information which is generally provided by the Assembly/Parliament to a Member of Legislature, should also be provided to any member of the public, including NGOs. It must be recognised that improvement in governance would take place only when countervailing forces in society develop confidence to oppose inefficiency and corruption in government. Therefore, in addition to promoting genuine civil society organisations, government should also relax FCRA provisions so that NGOs have easier access to alternative funding.”

On the issue of legislations impinging on the functioning of voluntary sector, including the Foreign Contribution Regulation Act (FCRA), Planning Commission set up a Task Force on Laws relating to the Voluntary Sector on 3rd November 2000. The Task Force deliberated on various laws (copy at Annexure-III) in vogue for registration of VOs and suggested inter-alia to change the procedures under FCRA, which are cumbersome, non-transparent and regarded as source of harassment. For promoting genuine civil society organisations (CSOs), VOs / NGOs and other people’s organisations (POs), following recommendations are put forward by the Steering Committee on Voluntary Sector for the Tenth Plan.

RECOMMENDATIONS

Simplification of procedures / guidelines for involvement of the VOs / NGOs

Following suggestions for flexible simplified common minimum guidelines are proposed to take care of the contextual and regional ramification in dealing with voluntary sector and keeping in view the diversity of schemes being implemented by various Departments / Ministries. There may be exceptions in any of the specialised scheme due to the special groups or problems to be tackled and there can be variations in the norms for schemes due to different climatic conditions and geographic locations.

- (1) The Planning Commission should examine periodically all the issues related to simplification of procedures / guidelines for involvement of the voluntary sector, as an ongoing process. The Annual Plan discussions with Departments / Ministries of the Central Government and with State Governments could be the appropriate fora for such discussions on regular basis. To carry out this responsibility, the Voluntary Action Cell of Planning Commission should be appropriately strengthened.
- (2) Information about various schemes for VOs should be widely disseminated. It should be available at the reception office and on the website of all concerned Departments / Ministries. In addition, the information should be published at least once a year in the national dailies and in local newspapers by all the Departments / Ministries implementing schemes through voluntary sector.
- (3) The application form in respect of each scheme should be properly drawn to make it simple and user-friendly and quickly appraisable. A copy of the proposed simplified model proforma may be seen at Annexure-VI for consideration and adoption by concerned Departments / Ministries.
- (4) Proposals received from VOs should be acknowledged promptly and preferably an indication given as to the date by which they may expect final decision. Status of the proposal(s) should be available at the reception office and on the website of all concerned Departments / Ministries.
- (5) Each Department / Ministry should have a database of all those VOs / NGOs who have availed of funding from them, along with their articles / memorandum of association, etc. Once a VO / NGO has been granted assistance after furnishing information, such as articles / memorandum of association, lists of office bearers / trustees etc. to a Department / Ministry, it need not be necessary for it to file the same information repeatedly year after year (unless there is a change).
- (6) Sanctioning system for schemes implemented through voluntary sector may be decentralised. The model of Mother NGOs (MNGOs) adopted by Department of Family Welfare may be adopted by other Departments / Ministries. A designated MNGO or a Nodal NGO may be allowed to take care of the work of three-four related sectors. While adopting the concept of MNGOs care should be taken that it should not hamper the growth of smaller / newer NGOs. Planning

Commission should be informed in all cases where funding of more than one crore is provided to any Mother / Nodal NGO.

- (7) VOs / NGOs should be shown proper dignity as knowledgeable partners in the development process and not treated as pawns, contractors or beneficiaries by the staff dealing with the voluntary sector.
- (8) The VOs / NGOs look forward for knowledge managers who can sift & sort information for them. In this regard, there is need for funding the NGO networks. Concerned Departments / Ministries may like to formulate schemes to support sector specific networks. CAPART should have a fresh look at its mandate to accommodate a scheme for supporting NGO networks working for integrated development and are of inter-sectoral nature.
- (9) Copies of the sanction letter of each scheme / project sanctioned to VOs / NGOs by every Department / Ministry should be endorsed to the District Authority and concerned Department of the State Government. District authorities (may be the District Information Officer) should have information about all NGOs working within their jurisdiction.
- (10) Established VOs / NGOs should be treated on fast track or on green channel basis. Priority should be given to innovative schemes and mission driven initiatives of VOs. Procedures for sanctioning projects to new and smaller VOs should be different, compared to the established ones.
- (11) For the release of government aid for disaster or emergency relief activities by VOs / NGOs, special assessment and clearance procedures should be adopted to ensure quick and timely support.
- (12) Concerned Departments / Ministries may consider limiting the number of projects awarded to a particular VO / NGO depending on its capacity.
- (13) Voluntary sector organisations should be allowed freedom of work and all the guidelines should be flexible and it should not be bound by the interference of District or State level committees.
- (14) Some flexibility should be given to VOs / NGOs to re-allocate funds under different heads, as per the specific needs and local situations.

- (15) As mentioned in the Seventh Plan Document, those VOs / NGOs having affiliations with any political party or those not committed to secular & democratic concepts & values of functioning should not be allowed to get government funding.
- (16) The suggestion to provide endowment funds to VOs was appreciated but it was felt that such funds should be raised by VOs themselves from non-governmental sources. However, concerned Departments/ Ministries should consider providing long term grants to established VOs to mitigate the sense of insecurity in terms of sustaining the core activities and staff.

Capacity Building Measures

- (1) The concerned Departments / Ministries as well as the State Governments will have to play a key role in capacity building of VOs / NGOs by conceptualising and providing required infrastructure for locally relevant training programmes to the NGO workers.
- (2) Simultaneously, training programmes need to be extended to the public officials dealing with voluntary sector, particularly those working in the areas of law & order, judiciary, revenue, forest, etc. with special focus at the grassroots level. State level civil service training institutions should be used for the purpose, involving resource persons from the voluntary sector.
- (3) We talk about local resource mobilisation for sustaining the VOs as well as their specific interventions but majority of VOs are not adequately skilled in doing so. Therefore, capacity building needs of the VOs for the complex local resource mobilisation may be met by adequate workshops / trainings. Unless such fund raising capacity is built up, there is no need to reduce the funding of VOs getting support from government by concerned Departments / Ministries.
- (4) Some of the areas identified for capacity building of voluntary sector are; service delivery, concept & practice of people's organisations, PRA, GIS, MIS, gender & development, indigenous resource mobilisation, project formulation, traditional wisdom / indigenous technical knowledge, social audit, multi-stake holder partnership, report writing, communication skills, financial management, monitoring & evaluation, networking & advocacy skills, etc.

- (5) Training programmes for the government officials at district, state and centre level should be so designed that the need for bringing about attitudinal changes about the voluntary sector is also taken into account. Focus of the capacity building should not be on tools and techniques but on changing perspectives, motivation and identities.
- (6) There should be an inbuilt provision for some amount of funding for training in schemes to be implemented through voluntary sector. While sanctioning bigger projects to VOs, some percentage of grants could be earmarked for capacity building under the heading of training, for enhancement of the capability of the NGO workers.
- (7) Capacity building cannot go in piecemeal manner and it has to be a long-term holistic process taking care of the concerns of NGO staff as well as of the organizational capacity. A scheme for deputation of NGO staff to Government and of staff of Central / State Government (administrative & technical) to NGOs may be considered by the concerned Departments / Ministries.
- (8) Training programmes run by some NGOs are costly and smaller NGOs cannot bear that cost. Therefore, the Government should take care of training needs of smaller NGOs. A scheme of fellowships for those who cannot afford to undergo training may be launched by concerned Departments / Ministries.
- (9) Mother NGOs should be identified and entrusted the role of capacity building of smaller NGOs at the field level. Mother NGOs may be given charge of managing the work of capacity building in 4-5 related sectors.
- (10) VOs / NGOs are generally under-managed; therefore, there is a need to provide inputs from management schools. Already, a Management Institute of Mumbai sends / attaches its management students with reputed NGOs for a period of six weeks. This practice needs to be promoted and replicated in other management schools / institutes.
- (11) Steps should be taken to identify capacity building organizations available within the voluntary sector and the government (such as NIPCCD, IIPA, NIHFW, NIRD) and their network could be facilitated by an appropriate government agency. In this regard, the Institute of Applied Manpower Research (IAMR), which is already conducting training / orientation for Young Professionals of CAPART, may take a lead and conduct demand driven training programmes regularly for the

workers of VOs / NGOs as well as for the government officials dealing with voluntary sector, separately and in mixed groups.

Partnership between Voluntary Sector, Private Sector & Local-Self Government

- (1) Corporate Social Responsibility (CSR) needs to be promoted. To attract corporate funding and partnership with private sector, accrediting or validation of VOs / NGOs and a methodology for that is required. Validation / accreditation of VOs / NGOs would be useful for both private & public sector and international donors. Concerned NGO networks, intermediary organisations and Ministries / Departments may evolve suitable methodologies for the purpose.
- (2) Partnership between VOs and PRIs is essential for micro-level development planning. Representatives of voluntary sector be taken on PRI committees / councils and vice versa. *Gram Sabha* and other stakeholders must be informed of every project and details regarding the project activity & beneficiaries etc. by VOs / NGOs, as well as by the PRIs.
- (3) The role of VOs / NGOs as specialised agencies and as a countervailing power, to take care of the public interest is required in tandem with the local-self government.

Promoting / Reviving / Galvanising the spirit of Volunteerism

- (1) Successful cases of volunteerism need to be recognised, documented and disseminated appropriately.
- (2) To promote the spirit of volunteerism the recurring grant to VOs / NGOs should not exceed 90% of the total funding. VOs / NGOs involving volunteers in their projects should be given preference by the grant-in-aid committees.
- (3) Research organisations should measure quantitatively the contribution of volunteering on social and economic development and highlight it at the appropriate forums.

Monitoring and Evaluation

- (1) The concerned Department / Ministries should evolve systematic monitoring & evaluation practices in respect of various types of projects and should make available a concrete list of check-points to the agencies involved in the monitoring of voluntary sector projects.
- (2) The exercise of monitoring & evaluation should not be seen as an attempt to find faults or lapses on the part of the implementing organisation but it should serve as a mechanism to provide feedback for improvement and correction in the process adopted. This would require mid-term monitoring and evaluation so that the organisation get enough time to tighten its loose strings and improve in the next stage of the project / programme.
- (3) The committee empowered to sanction a particular scheme / project should to the extent possible also be associated with its monitoring & evaluation.
- (4) The formats for reporting periodical progress reports adopted by some Departments / Ministries need to be streamlined by developing appropriate software package for systematic monitoring. The need to adopt Computerised Monitoring Information (CMIS) has also been highlighted by the Report of the Working Group on Strengthening Monitoring & Evaluation System for the Social Sector Development Schemes for the Tenth Plan (2001).
- (5) For monitoring every project, implemented through voluntary sector, a committee / panel consisting of representatives from PRIs, district office, beneficiary group, senior citizens, academics and retired public sector officials of the area may be constituted.
- (6) In case of innovative projects, which are in the nature of experiments, an approach based on statistics alone needs to be modified. As in most of such cases, the equation “money spent = work done” would not work. Each Department / Ministry may prepare guidelines explaining the nature of monitoring, adopt realistic indicators with reference to objectives to be achieved and arrange orientation of its evaluators / monitors through experienced VOs / NGOs to provide sensitivity to the work of voluntary sector.
- (7) Monitoring & evaluation should be outcome focussed and it should try to elicit how much actually has reached the people. For that suitable checklists of measurable social indicators should be developed.

- (8) Formats or checklists for monitoring & evaluating the work of VOs engaged: (i) as service delivery agents, (ii) in innovative development work or (iii) in active citizenry or watchdog agency role should be different.
- (9) Qualitative and quantitative indicators based monitoring & evaluation of the work of VOs / NGOs undertaken by Departments / Ministries should be published and placed on their websites.

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ANNEXURE-I

Constitution of the Steering Committee on Voluntary Sector

No. M-99/14(2)/2000-VAC
Government of India
Planning Commission

Yojana Bhavan
New Delhi-110 001

5th February 2001

OFFICE MEMORANDUM

**Sub: Tenth Five Year Plan (2002-07) – Setting up of a Steering Committee on
“Voluntary Sector”.**

In the context of the formulation of the Tenth Five Year Plan (2002-07), it has been decided to set up the following Steering Committee for the active involvement of Voluntary Sector in the development process:

- | | | |
|----|---|-----------------|
| 1. | Dr. D.N. Tewari
Member, In-charge of Voluntary Action
Planning Commission
New Delhi | Chairman |
| 2. | Secretary
Planning Commission
New Delhi | Member |
| 3. | Principal Adviser (Energy & VAC)
Planning Commission
New Delhi | Member |
| 4. | Secretary
Ministry of Rural Development
Krishi Bhavan
New Delhi | Member |
| 5. | Secretary
Ministry of Social Justice and Empowerment
Shastri Bhavan
New Delhi | Member |
| 6. | Secretary
Department of Women and Child Development | Member |

- | | | |
|-----|---|--------|
| 7. | Shastri Bhavan
New Delhi
Secretary
Department of Economic Affairs
North Block
New Delhi | Member |
| 8. | Secretary
Department of Science & Technology
Institutional Area
New Mehrauli Road
New Delhi | Member |
| 9. | Secretary
Department of Family Welfare
Nirman Bhavan
New Delhi | Member |
| 10. | Secretary
Department of Indian System of Medicine & Homeopathy
Red Cross Building
New Delhi | Member |
| 11. | Director General, Forests
Ministry of Environment & Forests
CGO Complex, Lodhi Road
New Delhi | Member |
| 12. | Secretary
Ministry of Tribal Affairs
Shastri Bhavan
New Delhi | Member |
| 13. | Secretary
Department of Elementary Education & Literacy
Shastri Bhavan
New Delhi | Member |
| 14. | Secretary
Department of Culture
Shastri Bhavan
New Delhi | Member |
| 15. | Director General
CAPART
India Habitat Centre, Lodhi Road
New Delhi-110 003 | Member |
| 16. | Secretary
Department of Planning | Member |

- Government of Uttar Pradesh
Lucknow
17. Secretary Member
Department of Planning
Government of Gujarat
Gandhinagar – 382 010
18. Secretary Member
Department of Planning
Government of Maharashtra
Mumbai
19. Secretary Member
Department of Planning
Government of Andhra Pradesh
Hyderabad-500022
20. Secretary Member
Department of Planning
Government of Assam
Guwahati
21. Dr. Rajesh Tandon Member
Executive Director, PRIA
42, Tughlakabad Institutional Area
New Delhi-110 016
22. Shri Shankar Ghosh Member
National Foundation for India (NFI)
India Habitat Centre
Zone –IV-A, Upper Ground Floor
Lodhi Road
New Delhi-110 003
23. Shri Nanaji Deshmukh* Member
Deen Dayal Upadhyay Research Institute
Chitrakoot (Uttar Pradesh)
24. Shri Harnath Jagawat, Member
Director, N.M. Sadguru Water & Development Foundation
Village Chosala, Post Box 71,
Dahod-389 151 (Gujarat)
25. Shri Deep Joshi Member
Programme Director
PRADAN (Professional Assistance for Development Action)
3, Community Centre, Niti Bagh,

New Delhi -110 049

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|-----|--|--------|
| 26. | Shri Vijay Mahajan
BASIX, 501, Nirmal Towers, Dwarakapuri Colony Punjagutta,
Hyderabad – 500082 | Member |
| 27. | Shri Satish Giriya
Nav Bharat Jagriti Kendra
P.O. Box 37, Village Amrit Nagar, Korra
Hazaribagh-825 301 | Member |
| 28. | Dr. Kaushal Kumar
Utthan - Centre for Sustainable Development
& Poverty Alleviation
18-A, Auckland Road
Allahabad-211001 | Member |
| 29. | Shri Jagadananda
Centre for Youth & Social Development
E/1, Institutional Area
Bhubaneswar-751 013 | Member |
| 30. | Swami Nityamuktananda
Rama Krishna Mission Ashram
PO Cherra Bazar, Cherrapunji
East Khasi Hills Dist.
Meghalaya | Member |
| 31. | Shri Harsh Mander*
Action Aid
71, Uday Park
New Delhi-110049 | Member |
| 32. | Mr. H.R. Purshotam Raj
Business & Community Foundation
Bharat Yuvak Bhavan, II Floor
1, Jaisingh Road
New Delhi-110 001 | Member |
| 33. | Shri Ashutosh Tripathi
AHEAD India Foundation
Q-342, Sector 21
Gautam Budha Nagar
NOIDA (Uttar Pradesh) | Member |
| 34. | Shri Anil Singh
Voluntary Action Network of India (VANI)
B-52, Shivalik Colony
New Delhi-110017 | Member |

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|-----|---|--------|
| 35. | Dr. Swapan Garain
S. P. Jain Institute of Management & Research
Munshi Nagar, Andheri (West)
Mumbai – 400 058 | Member |
| 36. | Prof. Rajendra Prasad
Centre for Rural Development & Technology
IIT, Hauz Khas
New Delhi-110 016 | Member |
| 37. | Dr. N.N. Mehrotra
Scientist, NICDAP
Central Drug Research Institute, P Box 173,
Lucknow - 226 001 | Member |
| 38. | Shri Y.N. Chaturvedi*
Sanskar Shiksha Samiti
C-II/131, Moti Bagh
New Delhi | Member |
| 39. | Shri Lalit Kumar
Business Economist
A-68, Yojana Vihar
Delhi-110 092 | Member |
| 40. | Shri Naresh Kochhar
Greenlawns Nursery, 15-A, Clive Road
Allahabad-211001 | Member |
| 41. | Shri Ashok Bhagat
Vikas Bharti, Bishnupur,
Ranchi (Jharkhand) | Member |
| 42. | Shri Priyadarsi Mishra
Mahavir Yuvak Sangh
Qrs. No. 3R-136, Road No. IV, Unit-9
Bhubaneswar
Orissa | Member |
| 43. | Shri Atulya Mahapatra
Akhand Kunjeshwari Seva Samiti (AKSS)
709, Jharpada, Bhubaneswar 751006
Orissa | Member |
| 44. | Shri J. Shanmughanath
Karnataka Pradesh Congress Seva Dal
7/2, Plain Street, Sivaji Nagar
Bangalore-560 001
Karnataka | Member |

45. Deputy Adviser (VAC)
Planning Commission
New Delhi

Member-Secretary

2. The **Terms of Reference** of the Steering Committee will be as follows:

- (1) To **review** the policies, procedures, guidelines of the government and other organisations for involving voluntary organisations in different programmes / schemes and **suggest** alternative policies and simplified procedures / guidelines for involvement of the voluntary sector.
- (2) To **review** the existing arrangements for capacity building of the voluntary sector and **suggest** measures to make VOs / NGOs more effective for good governance, service delivery and managing newer challenges of development.
- (3) To **examine** the existing partnership levels between voluntary sector and private sector & PRIs / Municipalities and **recommend** appropriate steps to facilitate and enhance such partnerships.
- (4) To **review** the level of people's participation and volunteerism in development programmes and **suggest** measures for reviving / galvanising the spirit of volunteerism and people's participation in development, particularly, suggesting ways for effectively utilizing services of volunteers, through VOs / NGOs, in the management of disasters such as earthquakes, floods, famines and cyclones etc.
- (5) To **review** the existing methods for monitoring and evaluation of schemes / programmes implemented through VOs / NGOs and **suggest** improvements in methodologies for effective monitoring and evaluation.

3. The Chairman of the Steering Committee may, if necessary, constitute Sub-Groups on any specific area / problem and also co-opt additional Members.

4. The expenditure on TA/DA in connection with the meetings of the Steering Group will be borne by the parent Department/Ministry/Organization to which the officers belong. Non-official members will be entitled to TA / DA as admissible to Grade-I Officers of the Government of India and this will be paid by the Planning Commission.

Sd/-
(K.K. Chhabra)
Under Secretary (Admn)

To:
Chairman and all Members of the Steering Committee.

Copy to: -

1. PS to Deputy Chairman
1. PS to Member (DNT)
2. Sr PPS to Secretary,
3. PS to Pr. Adviser (VAC)
4. Adviser (PC & Admn.)

5. All Heads of Divisions
6. Administration I Branch / Accounts I Branch

Sd/-
(K.K. Chhabra)
Under Secretary (Admn)

*Neither he nor his representative could attend any of the Steering Committee meetings.

List of Schemes for assistance to VOs / NGOs implemented by some of the Departments / Ministries

Ministry of Human Resources Development

Department of Women and Child Development

1. Support to Training and Employment Programme (STEP)
2. Setting up of Employment and Income Generating Training-cum-Production Units for Women (NORAD)
3. Construction / Expansion of Hostel Building for Working Women with a Day Care Centre
4. Short Stay Homes for Women and Girls (SSH)
5. Education Work for Prevention of Atrocities on Women
6. Balika Samriddhi Yojana (BSY)
7. National Creche Fund Scheme 1994
8. General Grant-in-aid for Voluntary Organisations in the field of Women and Child Development
9. Organisational Assistance to Voluntary Organisations for Women and Child Development
10. Grant-in-aid for Research and Publications

National Institute of Public Cooperation and Child Development (NIPCCD)

11. National Children's Fund (NCF)

Central Social Welfare Board (CSWB)

12. Awareness Generation Programme (AGP)
13. Condensed Courses of Education for Women
14. Socio-Economic Programme (SEP)
15. Family Counselling Centres
16. Working Women's Hostels
17. Creches / Day Care Centers for Children of working / ailing mothers

Rashtriya Mahila Kosh

18. Main Loan Scheme of Rashtriya Mahila Kosh
19. Loan Promotion Scheme
20. Revolving Fund Scheme
21. Scheme for Development and Stabilisation of Self-Help Groups
22. Death Relief and Rehabilitation Fund Scheme
23. Nodal Agency Scheme
24. Marketing Finance Scheme

Ministry of Rural Development

Council for Advancement of People's Action and Rural Technology (CAPART)

1. Promotion of Voluntary Action in Rural Development (Public Cooperation Scheme)
2. Organisation of Beneficiaries Scheme
3. Watershed Conservation and Development Programme
4. Advancement of Rural Technology Scheme
5. Disability – A strategy to promote the participation of people with Disabilities in programmes for Rural Development

Department of Rural Development

1. Swarnjayanti Gram Swarozgar Yojana
2. Innovative stream for Rural Housing and Habitat Development Scheme
3. Scheme of rural Building Centres
4. Credit-cum-Subsidy Scheme for rural Housing
5. National Social Assistance Programme
6. Samagra Awaas Yojana
7. Indira Awaas Yojana

Department of Land Resources

1. Integrated Wastelands Development Project (IWDP)
2. Technology Development, Extension and Training Scheme for Wasteland Development in Non-forest Areas.
3. Investment Promotional Scheme for Development of Non-forest Wastelands.
4. Grants-in-aid to NGOs/VAs for undertaking works relating to Afforestation and Wasteland Development.

Department of Drinking Water

1. Accelerated Rural Water Supply Programme
2. Central Rural Sanitation Programme

Ministry of Health & Family welfare

Department of Family Welfare

1. Scheme of Reproductive and Child Health
2. Sterilisation Bed Scheme
3. Urban Revamping Scheme
4. Scheme of Multipurpose Female Health Workers ANMs Training Programme
5. Grant-in-aid under Standing Committee on Voluntary Action
6. Social Marketing Scheme

Department of Health

1. Scheme of Improvement of Medical Services
2. Scheme for Promotion & Development of Voluntary Blood Donation Programme
3. Special Health Scheme for Rural Areas
4. Scheme of National Anti-Malaria Programme
5. Scheme for financial assistance to VOs for undertaking Leprosy Survey, Education & Treatment
6. Scheme for Treatment of Tuberculosis
7. Scheme for Control of Blindness
8. Scheme for Control of AIDS
9. Scheme for Undertaking Health Education & Early Detection Activities in Cancer
10. Scheme for financial assistance to Voluntary Organisations for setting up of Cobalt Therapy Units
11. Scheme for Prevention of Food Adulteration
12. Scheme for Assistance to Voluntary Organisations under Drug De-addiction Programme
13. Scheme for Opening of Schools of Nursing
14. Scheme for Grant-in-aid to NGOs for Setting up or Expansion of Eye Care Units in Tribal / Remote Areas
15. Scheme for Voluntary Organisations Setting up Book Banks for SC/ST Students
16. Grant-in-aid to VOs to Undertake Sample Survey/Research on Areas of Public Health, Problems/Diseases

Department of Indian Systems of Medicine and Homeopathy

1. Scheme for Re-orientation Training programme of ISM&H Personnel
2. Scheme of Information Education and Communication
3. Scheme for International Exchange Programme/Seminar/Workshops in ISM&H
4. Scheme of Extra Mural Research on Indian Systems of Medicine and Homeopathy
5. Scheme of Indian Systems of Medicine in Reproduction and Child Health Programme

Ministry of Tribal Affairs

1. Scheme of Grant-in-Aid to Voluntary Organisation Working for the Welfare of Scheduled Tribes
2. Schemes of Educational Complex in Low Literacy Pockets for Development of Girls Literacy in Tribal Areas
3. Scheme of Vocational Training Centre in Tribal Areas
4. Scheme of Financial Assistance to Voluntary Organisations for Development of Primitive Tribal Groups
5. Scheme of Grant-in-Aid to VOs for Supporting Research and Evaluation / Workshop /Seminars and Publication projects of all Indian or Inter-State Nature.

Ministry of Social Justice & Empowerment

Scheduled Castes Development Programmes

1. National Scheme of Liberation and Rehabilitation of Scavengers and their Dependents
2. National Scheduled Castes & Scheduled Tribes Finance and Development Corporation
3. Scheme of Special Educational Development Programme for Scheduled Castes Girls belonging to very Low literacy levels
4. Scheme of Construction of Hostel Buildings for Scheduled Caste Boys and Girls
5. Coaching and Allied Scheme for Scheduled Caste and Scheduled Tribe Students
6. Scheme of Financial Assistance to Voluntary Organisations for Supporting Projects of All India or Inter-State nature for Scheduled Caste Development
7. Grant-in-Aid to Voluntary Organisations working for the Development of Scheduled Castes.

Development Programmes of other Backward Classes

8. Scheme of Construction of Hostel for other backward class boys and girls
9. Scheme of Pre-examination Coaching for Other Backward Classes (OBCs)
10. Scheme of Assistance to Voluntary Organisations for the Welfare of OBCs
11. Financial Assistance under National Backward Classes Finance & Development Corporation

Development Programmes for the Minorities

12. Scheme of Pre-examination Coaching for Weaker Sections Among Minorities based on Economic Criteria.
13. Scheme of Financial Assistance under National Minorities Development and Finance Corporation.
 - 13.1 Scheme of Micro-Financing to Minorities through NGOs.
14. Maulana Azad Education Foundation's Grant-in-Aid to Voluntary organisations.
 - 14.1 Scheme of Financial Assistance to Voluntary Organisations to establish School/Residential School mainly for Girls.
 - 14.2 Scheme of Financial Assistance to Voluntary Organisations to Technical/Professional Institutions
15. Central Wakf Council's Grants to Wakf Boards /Wakf institution for development of Urban Wakf Properties.
 - 15.1 Scheme of Financial Assistance for the Development of Urban Wakf properties
 - 15.2 Scheme of Financial Assistance to Wakf Institutions for Educational Development

Programmes for Welfare of Persons with Disabilities

16. Scheme to Promote Voluntary Action for Persons with Disabilities
17. Scheme of Assistance to Disabled Persons for Purchase/Fitting of Aids and Appliances
18. Scheme of Financial Assistance to NGOs under Science and Technology Project in Mission Mode on Application of Technology for the Welfare of the Handicapped
19. Scheme of Assistance under National Handicapped Finance & Development Corporation

- 19.1 Financial Assistance to Disabled Persons through Micro Financing Scheme
20. National Trust Fund Scheme for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disability.

Social Defence Programmes

Programmes for Older Persons

21. Scheme for Integrated Programme for Older Persons
22. Scheme of Assistance to Panchayati Raj Institutions/Voluntary Organisations/Self-Help Groups for Construction of Old Age Homes/Multi Service Centres for Older Persons

Programmes for Children

23. Schemes of Integrated Programme for Street Children
24. Scheme of Juvenile Justice
25. Scheme of Grant-in-Aid to Homes for infants (Shishu Greh) in Promoting In-Country Adoption

Programme for Prevention of Alcoholism and Substance (Drugs) Abuse

26. Scheme for Prevention of Alcoholism and Substance (Drugs) Abuse

Other Social Defence Programme

27. Scheme of Assistance to Voluntary Organisations for Providing social Defence Services

Social Welfare Research/Evaluation and publication

28. Scheme of Grant-in-Aid for Social Welfare Research/Evaluation and Publication

Ministry of Environment and Forest

Eco-Regeneration and Development Programme

1. Grant-in-aid Scheme for Voluntary Organisations
2. Scheme of Eco-Development Camps
3. Field Demonstration Projects for Integrated Ecological

Environmental Education, Training and Information Programme

4. Scheme of National Environmental Awareness Campaign
5. Scheme of Financial Assistance to VOs for Setting up Eco-clubs in schools
6. Scheme of Environment Education in schools
7. Scheme of Assistance for Seminars/Symposia/Workshops on Environment
8. Scheme of Environment Information System

Environmental Research and Development Programme

1. Man and Biosphere Programme
2. Programme on Biosphere Reserves
3. Programme on Wetlands
4. Programme on Mangroves
5. Programme on Coral Reefs
6. Scheme of National Natural Resource Management System

Department of Science & Technology

Science & Society Programme

1. Science and Technology for Rural Development
2. Science & Technology for Women
3. Science & Technology for Weaker Section
4. Special Component Plan Scheme of Science & Technology for the Development of Scheduled Castes
5. Science & Technology for Tribal Development (Tribal Sub-Plan)
6. Scheme for Young Scientists

Scientific Research Programme

7. Scheme of Utilisation of Scientific Expertise of Retired Scientists

Science & Technology Communication and Popularisation Programme

8. Programme of Training in S&T Communication
9. Voluntary Blood Donation Programme
10. S&T Communication Software Development
11. Research in S&T Communication
12. Field Programmes
13. Projects with Emphasis on Specific Areas

Department of Culture

1. Building and equipment grants to voluntary cultural organisations
2. Grants in aid to Voluntary Organisations / Societies for development and maintenance of National Memorials
3. Promotion & strengthening of Regional and Local Museums
4. Preservation and development of the cultural heritage of the Himalayas
5. Promotion and dissemination of tribal / folk art and culture
6. Development of Buddhist-Tibetan culture and art
7. Financial assistance for research support to Voluntary Organisations engaged in cultural activities
8. Financial assistance to voluntary organisations for celebration of centenaries of important personalities.

ANNEXURE-III**Voluntary Organizations sanctioned more than Rs. One Crore by CAPART**(As on 19th November 2001)

Sl. No.	VOs Title Address	No. of Projects	Total Sanctioned Amount	Total Released Amount
1	A M M MURUGAPPA CHETTIAR RESEARCH CENTRE PHOTOSYNTHESIS AND ENERGY DIVISION THARAMANI, CHENNAI TAMILNADU	17	1,23,31,791	89,97,799
2	ACTION FOR AGRICULTURAL RENEWAL IN MAHARASHTRA 3-C, SHANKARSHET ROAD, DISTT PUNE- MAHARASHTRA	8	1,10,57,760	76,94,980
3	AGA KHAN RURAL SUPPORT PROGRAMME (INDIA) CHOICE PREMISES, SWASTIK CROSS ROAD, NAVRANGPURA DISTT- AHMEDABAD, GUJARAT	36	1,32,27,895	75,87,421
4	ANANTAPUR DISTRICT FARMER'S FORUM WHITE HOUSE COMPLEX, H L C COLONY ROAD DISTT ANANTAPUR, ANDHRA PRADESH	16	1,00,83,729	87,93,854
5	BHARATI SEVA SADAN SHRI NIKETAN, ABULAS LANE, MACHUATOLI, DISTT PATNA BIHAR	15	1,40,41,213	85,75,186
6	BHARATIYA AGRO INDUSTRIES FOUNDATION DR MANIBHAI DESAI NAGAR, NATIONAL HIGHWAY NO-4 WARJE, DISTT POONA, MAHARASHTRA	33	6,19,65,857	4,04,54,718
7	BHORUKA CHARITABLE TRUST VILL/PO	14	1,37,79,258	1,21,26,767

	BHORUGRAM, DISTT CHURU, RAJASTHAN			
8	CENTRAL YOUNG MIZO ASSOCIATION CENTRAL YMA OFFICE, MAHATMA GANDHI ROAD, AIZAWAL MIZORAM	20	1,92,60,292	1,36,69,175
9	CENTRE OF SCIENCE FOR VILLAGES MAGAN SANGRAHALAYA, KUMARAPPA ROAD, DISTT WARDHA MAHARASHTRA	25	1,41,80,970	1,04,58,130
10	DEVELOPMENT OF HUMANE ACTION (DHAN) FOUNDATION 18,PILLAIYAR KORI STREET,SOMASUNDARAM COLONY,MADURAI	4	1,26,43,146	46,56,199
11	DISHA SOCIAL ORGANISATION SULTANPUR, CHILKANA, DIST SAHARANPUR, UTTAR PRADESH	16	1,12,51,710	33,09,165
12	GRAM BHARATI SARVODAYA ASHRAM AT+ P.O SIMULTALA, DIST JAMUI (MUNGER), BIHAR	17	1,56,36,804	1,12,86,004
13	GRAM VIKAS PO. MOHUDA, VIA BERHAMPUR, DISTT GANJAM, ORISSA	43	2,97,43,677	1,79,16,268
14	GUJARAT KHET VIKAS PARISHAD KHET BHAVAN, NEAR HARIJAN ASHRAM, DISTT AHMEDABAD GUJARAT	21	2,55,38,746	2,19,86,906
15	GUTTUR RURAL EDUCATION AND DEVELOPMENT SOCIETY AT AMMAVARIPALLI, MANDAL PENUKONDA, DISTT ANANTAPUR, ANDHRA PRADESH	12	1,00,53,870	91,17,260
16	HIMALAYAN ENVIRONMENTAL STUDIES AND CONSERVATION ORGANISATION (HESCO) VILL GHISADPADI, PO MEHUWALA VIA MAJRA,	17	1,81,94,604	1,30,94,204

	DISTT DEHRADUN, UTTAR PRADESH			
17	INDIAN INSTITUTE OF COMMUNICATION AND HUMAN RELATIONS 327 A, PATLIPUTRA PATH, RAJENDRA NAGAR, DISTT PATNA BIHAR	21	1,05,74,761	81,14,060
18	INTERNATIONAL RURAL EDUCATION AND CULTURAL ASSOCIATION INRECA COMPLEX RAJPIPLA ROAD, DEDIAPADA DISTT BHARUCH, GUJARAT	26	1,25,81,942	1,08,69,452
19	JNANA PRABODHINI 510 SADASHIV PETH, DISTT PUNE, MAHARASHTRA 411 030	5	1,35,89,191	90,18,851
20	M S SWAMINATHAN RESEARCH FOUNDATION 3RD CROSS STREET, TARAMANI INSTITUTIONAL AREA, DISTT MADRAS, TAMILNADU -600113	13	1,24,44,398	83,16,335
21	MAHILA SHILP KALA KENDRA 11, AJUDHYA KUNJ, DISTT AGRA, UTTAR PRADESH	9	1,11,32,884	41,25,750
22	MALANADU DEVELOPMENT SOCIETY KANJRAPALLY, DISTT KOTTAYAM, KERALA	12	1,44,51,544	1,44,47,785
23	MITRA NIKETAN PO VELLANAD, DISTT TRIVANDRUM, KERALA 24 MYRADA	22	1,16,36,740	94,19,920
24	MYRADA 2,SERVICE ROAD, DOMLUR LAYOUT, DISTT BANGLORE, KARNATAKA	53	2,00,32,540	1,27,14,617
25	N M SADGURU WATER AND DEVELOPMENT FOUADATION POST BOX NO 71, NEAR R.T.O. NAKA, AT & P.O. DAHOD DIST PANCHMAHAL, GUJARAT	27	1,46,05,541	1,26,35,472
26	N R EDUCATIONAL SOCIETY AT&P.O MANASTHALI, KNNAKOTHAPALLY DISTT ANANTAPUR, ANDHRA PRADESH	18	1,37,16,748	93,10,725
27	NAV BHARAT JAGRITI	20	1,39,26,005	1,07,71,827

	KENDRA VILL BAHERA, PO BRINDAVAN, VIA CHOUPARAN DISTT HAZARIBAGH, BIHAR			
28	PATNA EDUCATIONAL DEVELOPMENT TRUST NEW BARLEY ROAD, UKUNPURA. PO BV, COLLEGE PATNA - 800 014	11	1,23,88,693	1,08,91,843
29	PEERMADE DEVELOPMENT SOCIETY Y.B.NO.11, PEERMADE, DISTT IDUKKI, KERALA	5	1,65,92,760	1,42,92,660
30	PEOPLE SCIENCE INSTITUTE 252 VASANT VIHAR, PHASE I, DISTT DEHRADUN UTTAR PRADESH	10	1,31,78,678	1,16,69,713
31	PRAGATISHEEL KHADI GRAMODYOG SANSTHAN VILL SHAHPUR, PO CHINAHAT, DIST. LUCKNOW UTTAR PRADESH	24	1,01,35,574	82,17,892
32	RASHTRIYA SEVA SAMITI NO.9, OLD HUZUR OFFICE BUILDINGS, TIRUPATI DISTT CHITTOOR, ANDHRA PRADESH	25	1,61,97,188	1,42,56,619
33	RURAL CENTRE FOR HUMAN INTEREST (RUCHI) SHALANA, PO RAJGARH, DIST SIRMAUR, HIMACHAL PRADESH	36	1,43,65,447	1,02,31,630
34	RURAL COMMUNES 70 2ND FLOOR, ANANDILAL PODDAR MARG, BOMBAY, MAHARASHTRA	4	1,02,06,602	26,32,432
35	RURAL SERVICE AGENCY PALACE COMPOUND (WEST), DISTT IMPHAL, MANIPUR	21	1,09,33,365	59,87,100
36	SAMAJ PRAGATI SAHYOG GARHI, BLOCK BAGLI, DISTT DEWAS, MADHYA PRADESH	6	2,73,30,265	2,03,75,056
37	SAMAJIK SHAIKSHANIK VIKAS KENDRA AT/PO PATHRAHI, R.S. JHANJHARPUR, DISTT MADHUBANI BIHAR	34	1,04,78,980	82,62,706
38	SHRI RAMAKRISHNA	7	1,32,91,124	77,52,688

	ASHRAM NIMPITH ASHRAM, DISTT SOUTH 24 PARGANAS, WEST BENGAL			
39	SHRI VIVEKANANDA RESEARCH AND TRAINING INSTITUTE AT/PO MANDVI, DISTT KUTCH, GUJARAT	76	4,73,43,954	4,01,48,412
40	SIDDHESHWAR KRUSHI AND GRAMIN VIKAS SANSTHA AT & P.O- PARGAON, HATKANANGALE, DIST- KOLHAPUR, MAHARASHTRA	1	1,00,00,000	2,00,000
41	SOCIAL WORK AND RESEARCH CENTRE TILONIA, MADANGANJ, DIST AJMER, RAJASTHAN	25	7,48,35,415	4,27,87,576
42	SOCIETY FOR RURAL INDUSTRIALISATION RUPCON DIVISION, BARIATU, DISTT. RANCHI, BIHAR	21	3,58,50,593	1,37,77,711
43	TAGORE SOCIETY FOR RURAL DEVELOPMENT VPO RANGABELIA, DISTT 24 PARAGANAS (S) WESTBENGAL	16	1,40,69,238	1,32,32,308
44	TARUN SANGHA VILL PHAKIRCHAK, PO BARABARI, DISTT MIDNAPORE WEST BENGAL	16	1,17,29,025	85,78,690
45	VASAVYA MAHILA MANDALI NASTHIKA KEVIDRAM, BENZ CIRCLE, VIJAYAWADA DISTT KRISHNA, ANDHRA PRADESH	9	1,11,29,698	1,01,89,531
46	VIVEKANANDA KENDRA VIVEKANANDAPURAM, DISTT KANYAKUMARI, TAMILNADU 629 702	33	1,43,35,997	1,23,04,537
47	WEST BENGAL SCHEDULED CASTE TRIBES AND MINORITY WELFARE ASSOCIATION RABINDRANAGAR, DISTT MIDNAPORE, WEST BENGAL	33	2,48,33,377	2,11,95,880
48	YOUNG INDIA PROJECT	19	2,29,26,722	1,26,33,956

	AT/PO PENUKONDA, DISTT ANANTAPUR, ANDHRA PRADESH			
49	YOUTH WELFARE AND CULTURAL SOCIETY PO CHITRASENPUR, DISTT HOWRAH, WEST BENGAL	26	1,76,42,729	1,49,48,280

ANNEXURE-IV**List of Mother NGOs of Department of Family Welfare**(As on 13th September 2001)

Sl. No.	State	Name of MNGO	District Allocated	No. of district Allocated
1	Andhra	Rahul's Medical & Health Services Society, Kothakota, Mahabubnagar, Andhra Pradesh – 509 381	Medak, Adilabad, Karimnagar, Khammam, Nalgonda, Nizamabad, Hyderabad, Warangal.	8
2	Andhra	Society for National Integration through Rural Developments (SNIRD), Railpet, Ongole P.O. Prakasam District	Prakasam, East Godavari, Nellore, Krishana.	4
3	Andhra	St.Peter's Multipurpose Health Workers (Female) Development Society, Tenali P.O, Guntur District	Guntur	1
4	Andhra	Health Education Agricultural Development Society, Muttala Post, Atmakur via, Anantapur District – 515 751	Anantpur, Chittoor, Cuddapah.	3
5	Andhra	Social Action For Social Development, 131-B Surya Nilaya Apartments, Flat No. 3, II Floor, Sanjeeva Reddy Nagar, Hyderabad 500 038.	Mahabubnagar, Kurnool, Rangareddy	3
6	Andhra	National Educational Minorities Society, Surya Hanuma Apartments, D.No. 12-15-53, Kothapet (Post), Guntur – 522001	Srikakulam, Vijayanagaram.	2
7	Andhra	Ekalavya Memorial League, Ramakrishna Puram, Chirala, Prakasam District.	West Godavari, Visakhapatnam.	2
8	Arunachal Pradesh	Voluntary Health Association of Arunachal Pradesh **,P.O.Box No.185, Bank Tinali,Itanagar	All districts of Arunachal Pradesh	11
9	Assam	Rural Women Upliftment Association,Japorigog High School Lane,Guwahati-781 005	Barpeta, Nalbari, Kamrup, Dispur	4
10	Assam	Voluntary Health Association of Assam, Barnali Path, R. G. Baruah	Karimganj, Cachar, Golaghat, Sonitpur	4

		Road, Nandanpur, (Near State Zoo),Guwahati – 781 005		
11	Assam	Deshbandhu Club,Beharabazar, Cachar, Assam-788 81	Nagaun,Karbi-anglong, Lakhimpur	3
12	Bihar	Bihar Voluntary health Association, West of Ganga Apartment, LCT Ghat, Manipura, Patna – 800 001	Patna, Nalanda, Munger, Bhojpur, Vaishali	5
13	Bihar	Scientific Educational Promotion & Medical Aid Foundation, 1-Niti Bagh, B.V. College P.O., Patna – 800 014.	Aurangabad, Saran, Siwan, Gopalganj	4
14	Bihar	Millat Educational Society, Station Road, P.O. & District Samastipur, Bihar – 848 101.	Samastipur, Begusarai, Sitamarhi	3
15	Bihar	Mahila Bal Utthan Kendra, Sahu Road, Muzaffarpur, Bihar – 842 001.	Muzaffarpur, Madhubani, Darbhanga.	3
16	Jharkand	Women in Social Action, Raghunathpur, Jhargram-721507 Midnapore, West Bengal	East & West Singhbhum, Ranchi, Dhanbad.	4
17	Bihar	Adithi, 2/30, State Bank Colony-II, Bailey Road, Patna-800 014	Jehanabad, Gaya, Rohtas	3
18	Bihar	Gram Nirman Mandal, Sarvodaya Ashram, PO Sakhodeora, Dist. Nawada, Pin-805106	Jamui, Nawada,Lakhisarai	3
18A	Jharkhand	*Gram Nirman Mandal, Sarvodaya Ashram, PO Sakhodeora, Dist. Nawada, Pin-805106	Kodama	1
19	Jharkhand	Krishi Gram Vikas Kendra,PO Neori Vikash, Block Ormanjhi, Ranchi.	Hazaribagh, Lohardaga, Gumla, Bokaro	4
20	Bihar	Adarsh Mahila Kala Kendra, Manorama Bhavan, Manorama Lane, Amirganj, Rajpur Road, Samastipur	GIAC recommended. Sanction yet to be issued	1
21	Bihar	Bhagwan Buddha Vikas Samiti, North Mandir, Sourth of Kalimandir, Bansghar, Patna	GIAC recommended. Sanction yet to be issued	1
22	Bihar	Shantidoot, Udantpur, Biharsharif	GIAC recommended. Sanction yet to be issued	
23	Jharkhand	Phooleen Mahila Chetna Kendra, Bhotachorant, Ramchandrapur, via Madhupur-815353, Deoghar	GIAC recommended. Sanction yet to be issued	
24	Chandigarh	Society for Service to Voluntary Agencies, Delhi Chapter, I Floor,	Chandigarh.	1

		Community Centre, Near Fire Station, Hari Nagar Ashram.		
25	Chhattisgarh	Centre for Labour Education and Social Research, C-14, Indira Vihar, Bilaspur, MP. –495006(MP off) J-2/63A, DDA Flats, Kalkaji, New Delhi-19(Delhi off)	Korba, Jangirchampa, Raigarh, Jashpur, Raipur, Durg, Rajnandgaon, Kawardha, Mahasamund.	9
26	Chhattisgarh	*Utthan – Centre for Sustainable Development and Poverty Alleviation, 102, G/3, Beni Ganj, Allahabad	Bilaspur, Sarguja	2
27	Delhi	INDCARE Charitable Trust, 1030, Vikas Kunj, Vikas Puri, Delhi	North, North-west, West	3
24A	Delhi	*Society for Service to Voluntary Agencies, Delhi Chapter, I Floor, Community Centre, Near Fire Station, Hari Nagar Ashram.	South, South-West, East, North-East, Central and New Delhi	6
28	Gujarat	Gujarat Voluntary Health Association, E-5, Sterline Row House, Drive-in Road, Memnagar P.O. Ahmedabad	Ahmedabad, Bharuch, Anand, Kheda, Baroda	5
29	Gujarat	FPAI, Nashabandhi Compund, Opp. Multi-Storeyed Building, Bhadra, Ahmedabad-1.	GIAC recommended. Sanction yet to be issued.	
30	Gujarat	CHETNA, Lilavatiben Lalbhai's Bungalow, Civil Camp Road, Shahibaug, Ahmedabad – 380 004	Panchmahal, Banaskatha, Sabarkatha and Mehsana	4
31	Gujarat	Samagra Vikas Trust **Ashish, Ramnagar – 9, Amreli, Gujarat	Amreli, Bhavnagar, Junagarh, Rajkot and Surendernagar	5
24B	Haryana	*Society for Service to Voluntary Agencies, Delhi Chapter, I Floor, Community Centre, Near Fire Station, Hari Nagar Ashram.	Faridabad, Gurgoan, Rohtak, Sonapat, Panipat, Karnal, Jhajjar, Jind	8
32	Haryana	Survival for Women and Children Foundations (SWACH), Sector – 16, Panchkula, Haryana.	Ambala, Panchkula, Yamuna Nagar, Kurukshetra, Kaithal, Fatehhabad, Hissar, Sirsa	8
33	Haryana	Haryana Nava Yuvak Kala Sangam, 443/30, Development Colony, Delhi Road, Rohtak-124001, Haryana.	Bhiwani	1

34	Himachal Pradesh	Society for Social Uplift Through Rural Action, P.O.Jagjit Nagar, via Jubbar, Solan District-173225, Himachal Pradesh	Kangra, Una and Chamba.	3
35	Himachal Pradesh	Nishcal Foundation (Anand Welfare Centre), Gabriel Road, Sector II, Parwanoo – 173220.	Solan, Shimla, Sirmour, Kinnaur	4
36	Himachal Pradesh	Himachal Pradesh Voluntary Health Association(HPVHA), B-37, Phase-I, Sector-2, New Shimla-171009.	Bilaspur, Mandi, Hamirpur, Kullu and Lahul and Spiti	5
37	Jammu & Kashmir	Kalamkari Centre (Society) Vocational Oriented Women's Polytechnic, Upper Ploura, P.O. Ploura, Jammu	Jammu (all blocks except three allocated to JKESL), Kathua, Poonc	3
38	Jammu & Kashmir	J&K Ex-Services League, Amphalla, Jammu-180005	Udhampur, Rajouri, Doda, 3 blocks- Bhalwal, Dansel and Samba, of Jammu Division.	3
39	Jammu & Kashmir	Valley Women's Welfare Society, Post Box No. 542, G.P.O., Srinagar-190 001	Anantnag, Srinagar	2
40	Karnataka	Society for Service to Voluntary Agencies Karnataka Chapter, Shaakari, No. 338, A II Floor, III Block, Rajaji Nagar, Bangalore.	Tumkur, Kolar, Chitradurg, Davangare, Belgaum, Dharwad, Haveri, Bijapur, Bagal Kote, Gulbarga, Raicher, Koppal, Bellary.	13
41	Karnataka	St. John Medical College, Bangalore-569 934.	Chikkamangalur, Kodagu, Hassan, Dakshina Kannada, Uttar Kannada, Shimoga, Gadag, Udupi	8
42	Karnataka	Revanasidheswar Prasanna Education Society, Opp. Haji Saw Mill, Mailoor Road, Bidar-585 403.	Bidar.	1
43	Karnataka	Karnataka Voluntary Health Association, 60, Rajini Nilaya, 2nd Cross, Gurumurthy Street, Ramakrishna Mutt Road, Ulsoor, Bangalore	Bangalore (Urban), Bangalore (Rural), Mandhya, Mysore, Chamaraj Nagar	5

44	Kerala	Kerala Voluntary Health Services, Mullankuzhi, Collectorate PO, Kottayam – 686 002	Kottayam, Alappuzha, Idukki, Ernkulam, Palakkad	5
45	Kerala	Family Planning Association of India, Kallattumukku, Manacaud - P.O., Thiruvananthapuram	Thiruvananthapuram, Kollam, Pathanamthitta	3
46	M.P.	Family Planning Association of India, Bajaj Bhawan, Nariman Point, Mumbai – 400 021.	Indore, Devas, Ujjain, Shahjapur, Rajgarh, Vidisha, Hoshangabad, Jabalpur, Damoh, Sagar, Narsimhapur	11
47	M.P.	Sarvajanik Pariwar Kalyan and Sewa Samiti, Health Research Project Building, Darji Oli, Jamdar Khana, Gwalior- 474001	Gwalior, Bhind, Morena, Datia, Sheopur	5
48	M.P.	Sanskar Shiksha Samiti, E-7/327, MIG Area Colony, Bhopal – 16, MP.	Bhopal, Seohar, Risan.	3
49	M.P.	Sambhav Social Service Organisation, 13, Balwant Nagar, Gwalior – 474002, MP/	Guna, Shivpur, Chattarpur, Tikamgarh, Shahdol, Panna.	6
50	M.P.	Madhya Pradesh Voluntary Health Association, PB No.601, 9/4, Manaramaganj, St. No. 5, Indore, MP.	Khandwa, Nime, Jhabna, Dhar	4
51	M.P.	Medical Counseling Centre, 13-14, Panchsheel Nagar, Bhopal-462003.	GIAC recommended. Sanction yet to be issued.	3
52	M.P.	*Utthan – Centre for Sustainable Development and Poverty Alleviation, 102, G/3, Beni Ganj, Allahabad	Satna, Rewa, Siddhi	3
53	Maharashtra	Pravara Medical Trust, Loni (BK), 413 736, Taluka Sri Rampur, Ahmednagar.	Beed, Aurangabad, Jalana.	3
54	Maharashtra	Society for Service to Voluntary Agencies, Shardham Park, A-Wing, 3rd Floor, Near Jahangir Nursing Home, Pune-411001.	Pune, Ahmednagar, Raigarh, Greater Mumbai, Dhule, Amravati, Nagpur, Latur, Nanded	8
55	Maharashtra	Godavari Foundation, Godavari Hospital Building, MG College Road, Near Bhaskar Market, Jalgaon-425001.	Jalgaon, Dhule, Nasik, Yavatmal, Bhusaval.	5

56	Manipur	Lamding Cherapur Homeopathic and Unani Association, Lamding Cherapur, Wangjing-795148	Imphal East, Imphal West, Bishnupur and Thoubal	4
57	Manipur	Family Planning Association of India, Keishamthong Bazar, Imphal – 795 001	Senapati, Ukhrul, Tamenlong, Churachandpur, Chandel	5
58	Nagaland	Nagaland Voluntary Health Association, Opposite War Cemetery, Kohima	Kohima, Wokha & Phek	3
59	Orissa	Association for Social Reconstructive Activities (ASRA), Satyaprada Press Premises, Pithapur, Cuttack-753001, Orissa.	Jajpur, Sundergarh	2
60	Orissa	Institute for Social Work & Action Research (ISWAR), Chirulei, Mahimagadi, Dhenkanal-759014	Dhenkanal	1
61	Orissa	Orissa Voluntary Health Association, 317, Parkview, Mausima Chauk, Bhubaneswar-751 014, Orissa.	Angul, Gayapati, Boudh, Kandhamal, Koraput, Ganjam, Nayagarh, Rayagada.	8
62	Orissa	Anchalika Kunjeshwari Sankrut Sansad, Sevanchala PO Kanas, District Puri – 752 017.	Puri, Khurda, Jagatsinghpur, Cuttack, Kendrapara	5
63	Orissa	MY HEART (March of Youth for Health, Education and Action for Rural Trust), 21, Brameshwar bagh, Trankapani Road, Bhubaneswar-751002.	Bargarh, Jharshguda, Sonepur, Sambalpur, Deogarh.	5
64	Orissa	PRAKALPA, P.O. Jyotipur, District Keonjhar, Orissa-758046.	Keonjhar	1
65	Orissa	Nilanchal Seva Pratishthan, Dayavihar (Kanas), District Puri-752017, Orissa.	Mayurbhanj	1
66	Orissa	NIHARD, Cuttack	GIAC recommended. Sanction yet to be issued. Proposed districts Baleshwar and Malkangiri	2
67	Orissa	Animal Welfare Society, Bhubaneswar, Qr.No.4R/2, Unit-8, Gopalbandhu Square, Bhubaneswar-751012.	Bhadrak and Nabrangpur	2
24C	Punjab	Society for Service to Voluntary Agencies, Delhi Chapter, I Floor, Community Centre, Near Fire	Bhatinda, Faridkot, Jalandhar, Kapurthala,	10

		Station, Hari Nagar Ashram.	Ludhiana, Patiala, Roop Nagar, Hosiarpur, Sangrur, Mansa	
68	Rajasthan	Bhoruka Charitable Trust,1, Vill. & Post Bhorugram, Dist. Churu, Pin 331035.	Churu, Hanumangarh, Sikar Ganganagar, Junjhunu	5
69	Rajasthan	Rajasthan Voluntary Health Association,11/1040, Shipra Path, Agarwal Farm, mansarovar,Jaipur – 302 020	Sirohi, Udaipur, Bhilwara, Dungerpur, Banswara	5
70	Rajasthan	URMUL, Rural Health Research, Urmul Campus,Sri Ganganagar Road,Bikaner – 334 603	Bikaner, Jodhpur, Jaisalmer, Barmer, Nagaur	5
71	Sikkim	Voluntary Health Association of Sikkim , Sonam Gyatso Marg (Tibet Road), Post Box-144, Gangtok	North Sikkim, South Sikkim, East Sikkim and West Sikkim	4
72	Tamil Nadu	FPAI, Madurai, FPAI Bhawan, FPAI Road, Ellis Nagar, Madurai	Madurai, Tuticorin, Kanyakumari, Coimbatore, Thanjavur	5
73	Tamil Nadu	Tamil Nadu Voluntary Health Association, 18, Appadurai Main Road, Ayanavaram, Chennai – 23	Dharmपुरi, Salem, Namakkal, Theni, Tiruvaveli, Villupuram	6
74	Tamil Nadu	Rural Education & Development Society, REDS Farm, Kootururavupatty, Idayamelur Post, Sivganga –623 563	Sivagangai, Ramnathapuram, Pudukkottai, Virudhunagar	4
75	Tamil Nadu	Deepam Educational Society for Health (DESH), 3-D, Monte Colony, TTK Road, Alwarpet, Chennai	Chennai, Kanchipuram	2
76	Tamil Nadu	Gandhigram Instt. of Rural Health & Family Welfare Trust, P.O. Ambathurai R.S., Dindigul, Anna District, Tamil Nadu	Vellore, Tiruvannamalai, Cuddalore, Nagapattinam, Tiruchirapalli, Tiruvarur, Dindigul	7
77	Tripura	Voluntary Health Association of Tripura, Circuit House Area,Opp. Bangladesh Visa Officer, PO Kunjaban, Agartala	North, West and South Tripura	3

78	Uttar Pradesh	*Utthan – Centre for Sustainable Development and Poverty Alleviation, 102, G/3, Beni Ganj, Allahabad	Allahabad, Banda, Rae Bareli, Mirzapur, Pratapgarh	5
79	Uttar Pradesh	World Welfare and Research Institute, 1, Zila Parishad Boarding House, 45/4, Malviya Nagar, Gonda	Bahraich, Sharavasti (Bahraich), Gonda, Balrampur (Gonda), Basti	5
80	Uttar Pradesh	Family Planning Association of India , 27,Dr. B. N. Verma Road, Lucknow	Barabanki, Sitapur, Lucknow, Unnao, Hardoi, Lakhimpur Kheri	7
81	Uttar Pradesh	New Public School Samiti , 504/21-D, Krishna Bhavan, Tagore Marg, Daliganj, Lucknow	Kanpur Nagar, Kanpur (Dehat), Auraiya, Kannauj, Etawah, Farrukhabad	6
82	Uttar Pradesh	Naujhil Integrated Rural Project for Health and Development (NIRPHAD), 14, Boulevard Road, Delhi	Agra, Aligarh, Badaun, Etah, Mainpuri, Mathura	6
83	Uttar Pradesh	*Himalayan Institute Hospital Trust, Jolly Grant Doiwala, Dehradun	Dehradun, Pauri,Haridwar, Saharanpur,	4
84	Uttar Pradesh	Indian Institute for Development Studies, 18/25, Stanley Road, Judges Colony, Allahabad-211 002.	Varanasi, Badohi, Jhaunpur, Sultanpur, Fatehpur, Son Bhadra.	6
85	Uttar Pradesh	CARTE, Block C, Sector-16, Shastri Nagar, Ghaziabad 201002	Ghaziabad, Meerut, Bulandshahar, Gautam Budh Nagar	4
86	Uttar Pradesh	UPVHA, 5/459, Vikram Khand, Gomti Nagar-226010, Lucknow	Sant Kabir Nagar, Ba Maharaj Nagar, Mau,	4
83A	Uttaranchal	*Himalayan Institute Hospital Trust, Jolly Grant Doiwala, Dehradun	Uttar Kashi, Tehri	2
87	West Bengal	West Bengal Voluntary Health Association, 19A, Dr. Sundari Mohan Avenue, Calcutta	Dakshin Dinajpur, Jalpaiguri, Coochbihar, Ttar Dinajpur, Malda, Bankura, Purulia, Darjeeling.	8

88	West Bengal	Child in Need Institute, Post Box No. 16742, Calcutta – 700027.	Calcutta, South 24 Parganas, Howrah, Nadia, Hooghly, Birbhum, Midnapore, Tamluk.	8
89	West Bengal	Gana Unnayan Parishad, P.O. Bankura, 10, Ganesh Lane, Calcutta.	North 24 Parganas, Burdwan, Murshidabad.	3

- MNGOs working in more than one state, therefore, their names are repeated against each State.

Report of the Task Force on Laws relating to the Voluntary Sector

The Joint Machinery for collaborative Relationships between the Government and the Voluntary Organisation met in June 2000, with the Deputy Chairman, Planning Commission, presiding. The meeting decided that the DG, CAPART would organize discussion to re-examine laws relating to the VOs. Accordingly, he convened a meeting on 25th October 2000, of a number of persons from the voluntary sector as well as representatives of the Planning Commission and the Central Board of Direct Taxes. As decided in this meeting the Planning Commission set up a “Task Force on Laws relating to the Voluntary Sector”, on 3rd November 2000. A copy of the Planning Commission’s Memorandum setting up the Task Force is enclosed as Annex-T. The Task Force was asked to make its recommendations on the Income Tax Act in December 2000, and on other laws by April 2001.

1st Report of the Task Force on Laws relating to the Voluntary Sector - the Income Tax Act

2. The Task Force met on 16th November and 23rd November to consider the changes in the Income Tax Act and procedures of the department, so that recommendations on these could be made to the Ministry of Finance (Department of Revenue) by about mid-December. At these meetings Ms Deepa Krishan, Director (TPL-I), CBDT, a member of the Task Force was not present, much to the regret of the other members, as her contributions to the discussions would have been of great value.

3. The Task Force considered the various provisions of the Income Tax Act from the point of view of ironing out difficulties experienced by NGOs, without taking away from the basic features of the Law. For this purpose the Task Force discussions were greatly facilitated by and drew upon the experience of NGOs engaged in varied activities in many fields, as well as the suggestions and recommendations made by many of them including the Voluntary Action Network India (VANI) and the Indian Centre for Philanthropy. The Task Force is grateful to CAPART, which had put together a compilation of such suggestions and recommendations. The Task Force also considered that the provisions of the Income Tax law should facilitate larger and smoother flows of grants/donations to NGOs from income tax payers of all categories. The NGO sector has in the recent decades grown very significantly in terms of numbers, the diversified fields of activity and the spread in the country. NGO experience in many fields has been noted by government departments, which have utilized it in improving their own official programmes in terms of approach, content and methodologies of implementation. In major programmes of the government aimed at mitigating poverty in the rural areas, for example, government programmes of the last few years have acknowledged the pioneering and innovative work of NGOs in different parts of the country. Partly such NGOs have had the support of the government departments, but by far the largest furring support has been from foreign sources whether multilateral, bilateral, or from development – funding NGOs abroad. It is high time, the Task Force feels, Indian donors should be given the right signals in the Income Tax law to induce them to increase their donations/grants to the NGO sector. It is not necessary any longer for the tax law to indicate preferences or priorities for particular fields of developmental activity.

This point has been taken care of in the new definition of “charitable purposes” referred to later in this Report. Another point in the same vein lies in the resource crunch faced by practically all State Governments, and to some extent the central government also, which has constrained the free flow of adequate funds for a variety of programmes for the poorer people, considering their very large and growing numbers; there is enough room for government departments as well as the NGO sector, and the latter obviously would do better with larger flows of funds from within the country. One may note also that in many programmes NGO performance has been more cost-effective than that of official agencies. The recommendations of the Task Force have been framed in the light of the considerations above and are set out in the following.

4. VANI had recommended that “charity” should be distinguished from ‘development’ and ‘training and skill development’ should figure in the Law. In this connection there has been a suggestion of the CBDT that “charitable purpose” as defined in Section 2 (15) of the Income Tax Act may be replaced by “charitable purpose including relief of the poor, education, medical relief, and the advancement of any other public cause or object for social environmental welfare including economic empowerment and development of the weaker and disadvantaged sections for sustainable livelihood and social justice”. The Task Force noted that this definition is of an inclusive nature, and should cover all activities of NGOs deserving public support. Accordingly, the Task Force recommends that this definition should be incorporated in the Act.

5. The Task Force noted that NGOs generally need to build a corpus fund for sustainability and stability of their organizations, and make efforts to obtain donations/grants for their corpus funds after duly resolving to establish such funds. The Task Force felt that a specific provision in the Income Tax Act is necessary allowing for NGOs to set up corpus funds and for exempting from income tax the donations/grants received for the corpus funds, including any grant to an NGO generally to support its objects.

6. Any NGO whose gross income does not exceed the general income limit for exemption from income tax – presently Rs. 50,000 in the year ---- should be exempt from income tax.

7. The Task Force felt that it would be in order if deductions from taxable incomes of donors, under any provision of the income tax law, are allowed only for donations made by cheques or demand drafts on banks, where the donor indicates his PAN (Permanent number from the Income Tax Dept), he should be entitled to 100% deduction of the donation from his taxable income.

8. The limits on the amounts of donations for the purpose of determining the exemption from income tax in the hands of the donors should be removed.

9. The present wording of Section 10 (23C) sub clauses relating to eligibility for complete exemption for tax of all income of an NGO engaged in activities of importance to a state or the nation, needs to be modified so as to include activities which may be taken up by the NGO in a part of the state or the country in terms of the new definition of “charitable purpose” recommended above in para 4. The present wording gives room for an individual officer of the Income Tax department to apply it in a narrow manner, for instance that an NGO works only in a part of a State, and therefore cannot be considered for exemption under this section.

10. Any capital gains accruing to an NGO should be exempt from tax if it is used/applied for activities in furtherance of its objects.

11. i) The Act should be modified so that income from income-generation projects of an NGO is not treated as business income attracting Section 44AB.

ii) NGOs registered under section 12A of the Act should be entitled to receive interest on investments made by it (within the categories permitted under section 11(5) of the Act) without deduction of Income Tax at source on the interest amounts.

12. Section 11(2) of the Act should be modified to do away with the percentage stipulations applicable to expenditure from grants/donations received by an NGO for particular programmes or projects, so that no unspent balance is liable to tax. It should be left to the person or the agency making the grant/donation to make sure that it is spent properly.

13. Section 13(3) (b) has a monetary limit of Rs. 50,000 for the cumulative contribution to an NGO by a person, above which he is considered a key person. All transactions with that person come under scrutiny. This monetary limit would be too low for a regular donor contributing say just Rs. 5,000 or 6,000 a year to an NGO, because in 8-10 years that donor would become a key person. Large NGOs like CRY would have to track hundreds of donors cumulative contributions for years, not knowing when any of them would cross the monetary limit. As an alternative, the Task Force suggests that instead of a monetary limit, say 1 percent of the cumulative income of an NGO, or Rs. 50,000, whichever is higher, may be stipulated. With such a small financial stake a donor will not be able to manipulate the NGO's affairs, and the intention of the law will be met.

14. Far too often the intention of the law in providing exemptions from taxable income under different Sections is defeated by the delays in disposal of applications from NGOs under Section 80G, 35AC, 10(23C), etc. The Task Force recommends that where an NGO's application is complete, it must be disposed off within say 60 days or 90 days, as may be appropriate for applications under different sections; at the end of the period, the exemption sought should be taken as automatically granted, unless within that period the departmental officer raises any serious queries on any matter furnished in the application. If an application is rejected, the reasons for the rejection must be clearly specified, so that the NGO can appeal to a higher departmental authority against the rejection, or ask the first authority to review its decision.

15. The Task Force feels that if the government amends the law on the lines recommended above, the NGOs on the other hand should accept the obligation to make public sufficient details of their affairs to enable interested people to form informed opinions of the worth of the NGO's work. It is suggested that where an NGO is given a dispensation under one or the other Section Providing for exemption of donations from income tax, or is allowed complete exemption of its income from tax, the NGO should have its accounts audited within six months of the close of the financial year, and, apart from furnishing copies of the audited accounts and the annual reports of its activities to the Tax Officer also publish in local newspapers the abridged audited accounts and a sufficiently informative report of its activities for that year. Local people in the area of the NGO's work would be the best placed to judge how it has performed. The NGO should furnish

to the tax officer copies of the material published thus in local newspapers. Failure of an NGO in this regard should automatically lead to its losing the tax exemption dispensation. This condition may not perhaps apply to NGO's which are engaged in only training, facilitation and funding support to other NGOs and have no direct activities in the field.

16. There are thousands of small localized NGOs in the country who have not registered themselves under the Income Tax Act, or filed returns under the Act. They need to be helped to come into the mainstream without attracting penalties. It is recommended that some sort of a voluntary disclosure scheme may be framed, under which they could register themselves now, and be excused from penalties for the omission to do so in the past and for not filing returns.

17. The Income Tax department should develop a database for donations by tax payers for which they claim and have been given exemptions from tax. It is necessary that this database is published and is available to researchers, the NGO community, and the general public. The database could categorise donations by different slabs of amounts, different categories of tax payers, the Sections of the Act under which exemptions have been allowed/claimed, the categories of NGOs and the purposes/activities for which the donations were made.

18. The Task Force feels that officers of the Income Tax department need to be given thorough orientation and training in this area of their work of administering the Income Tax Act.

19. It would be very desirable for the department to set up standing committees at the CBDT level and in the Commission rates, to which NGOs can represent their grievances and suggestions for improving the interfaces between the department and the NGOs.

2nd Report of the Task Force on Laws relating to the Voluntary Sector - the Societies Registration Act

1. At its meetings on 12 January and 16 February 2001, the Task Force considered the laws relating to the registration of voluntary agencies as "societies", under the Societies Registration Act of 1860, and the corresponding laws enacted by various States. It was noted, as pointed by the representative of the Law Ministry that under the Constitution registration of Societies laws over the years. There was no way that any central enactment to amend the 1860 Act can have force in the states. All that can be done, if the task force suggests any changes in the 1860 Act - - if the Central government agrees with those suggestions - - is for the Centre to commend those suggestions to the State government, and it will be for the latter to take decisions on them.

2. The Task Force noted that registration as a "society" should be distinguished from registration under laws governing cooperative societies, Section 25 of the Companies Act, as trade unions or as trusts under Central or State laws. The provisions of the 1860 Act were considered in depth. The Task Force concluded that this Act was mainly for facilitation of the formation of legally registered bodies of like-minded persons coming together to pursue desirable objectives and activities. The Task Force noted particularly that the Preamble read with Section 20 gave an adequate scope for voluntary agencies, with any restrictive meanings. The sections 1 and 2 were also no more or no less than were needed. The Task Force noted that other sections of the Act were acceptable, in the present context of voluntary action in the country,

though Section 17 and 18 seemed to be out of date. However, if these Sections remained in the Act no harm would be done. The Task Force thus concluded that the 1860 Act could remain as it is.

3. However, there were certain points of procedure and implementation which needed to be spelt out. One of these is that the registration under Section 3 should be done within sixty days of the filing of Memorandum of Association and the certified copy of the Rules and Regulations of the Society. Also, if registration is refused, the reasons should be recorded by the Registrar.

4. The Task Force also went through the model Societies Registration Bill 2000 prepared by the Cooperative Development Foundation, Hyderabad, after a series of consultative meetings which it had organized. The Bill was intended to be the subject of public debate, and adaptation and adoption by State Legislatures. The Task Force noted that unlike the 1860 Act, the Bill gives room for government officials to play interventionist roles in the affairs of registered societies. The experience of cooperative societies has shown that the interference by government officials at various levels, sometimes with political factors in the background, has had a detrimental impact on the cooperatives. The Task Force was clearly of the view that any law governing registration of voluntary agencies as societies should not give room for such interference, and from this point of view the 1860 Act is the best option.

5. A point was raised that the 1860 Act leaves the governance of the affairs of a society to its members and managing committee (by whatever name it may be called). Should one think of a legal provision to ensure good governance, good financial management, and so on, in the law relating to registration of societies? Similarly, should one think of a legal provision to take care of the grievances of employees of the societies? The Task Force felt that the crux of such questions is who would determine the right and the wrong. It was concluded that, in the interest of the democratic health of a society, the members themselves will have to tackle such problems; an external official or other agency taking it upon itself to deal with such matters would probably be worse than the disease.

6. In some States, registration of a society has to be renewed periodically. This procedure leaves room for corrupt practices, and should be dropped; once a society has been registered there should be no need for renewal.

7. In some States, the registration of a society is done at the district level, and in some at higher levels in the State government. The Task Force feels that the registration should invariably be at the District level, say by the Collector/Deputy Commissioner.

8. Section 19 of the 1860 Act allows any person to inspect, and seek copies of any documents filed with the Registrar of Societies. This is a healthy provision. In this context the Task Force noted that in some states a society has to file with the Registrar its reports and audited accounts. Copies of these can be obtained by anyone interested, in terms of Section 19. It was noted, however, that it is important that the Registrar has arrangements to take adequate care of such documents that are filed with his office. The material could well be a good source for research, and studies of the nature and activities of voluntary agencies.

9. The Task Force decided to submit the above to the Planning Commission whose Deputy Chairman presides over the Joint Collaborative Machinery to facilitate government – NGO collaboration, with the request that all the States should be advised to take steps to implement the suggestions in this report. The States should be advised to amend their Societies Registration Acts and the Rules and Procedures thereunder in accordance with these suggestions. Task Force believes that the Planning Commission is in a specially advantageous position vis-à-vis the State governments for this purpose.

3rd Report of the Task Force on Laws relating to the Voluntary Sector - on FCRA

1. The Task Force took note of the communication of the Ministry of Home Affairs dated 7 March 2001 to the Planning Commission indicating that the suggestion to repeal the Foreign Contribution (Regulation) Act, 1976 was not acceptable since the Ministry continued to hold the view that it was necessary to have a law to manage the receipt and utilization of Foreign Contributions by voluntary organizations in the country. The Ministry's communication also informed the Planning Commission that action was under way to enunciate a new law on the subject. The suggestion that the FCRA should be repealed had been made in a Report of a sub-committee on whose behalf Shri Anil Singh of VANI had addressed the Planning Commission on 22 February 2000. The Planning Commission forwarded to Shri Singh, and to DG CAPART as well as to the Chairman of the present Task Force a copy of the Home Ministry's communication.

2. The Task Force was dismayed at the view held by the Home Ministry in relation to foreign funds (contributions) won by voluntary organizations on the merits of the activities taken up by voluntary organizations for development purposes, in contrast with the liberalized attitude to the flow of foreign funds under the Foreign Exchange Management Act (FEMA) in the Finance Ministry which had repealed the earlier Foreign Exchange Regulation Act. The Task Force hoped that in the new law under consideration in the Home Ministry, the Ministry would keep in mind the necessity of facilitating the cardinal role of the voluntary sector in the development processes in the country.

3. The Task Force also strongly felt that the provisions in the present FCRA and the procedures under that Act, which have proved to be cumbersome, non-transparent, and sources of even harassment should be changed radically for the better for the voluntary sector. In this context the Task Force draws attention particularly to the following:

a) When does a "foreign contribution" cease to be foreign? The Task Force feels that only the first receipt should be "foreign". Any subsequent transfer by the first recipient should not continue to carry the label. After all the first recipient would submit to the Home Ministry the report required by law every year, duly audited, setting out the foreign contributions received and the utilization thereof. Any registered voluntary organization also has an annual audit and annual report of activities. Therefore the present requirement that subsequent recipients of the foreign contribution should also have registration or permission under the FCRA serves little purpose other than making the administration of the Act cumbersome and even a source of harassment.

b) At present the foreign contribution can be received in only one designated bank account. It cannot be transferred to any other bank account. For voluntary organizations which support developmental work of other organizations in various parts of the country, the processes of making support funds available to the latter from a bank account in the first recipient's headquarters are very time consuming. For practical reasons therefore the latter should have the option of having bank accounts in different places, it being understood that these latter accounts will be used only for handling foreign contributions. The first recipient's reports and returns to the Home Ministry can give the details of such "secondary" bank accounts, if required.

c) At present the interest earned in a foreign contribution account in the bank is treated also as foreign contribution. The Task Force fails to see how interest paid by the bank on such accounts, at the same rate as the interest in any rupee account, can become "foreign". The present

interpretation seems quite wrong and unwarranted, and the Task Force suggests that it should be corrected.

d) Sale proceeds of publications and articles in the preparation of which any foreign contribution has been utilized should not be treated also as “foreign”.

e) Fellowships and scholarships not exceeding Rs. 36,000 are exempt from the provisions of the FCRA. This figure was fixed more than 20 years ago. The Task Force considers that, if the provision relating to Fellowships and Scholarships is to be retained at all in the new law, the amount should be increased in keeping with the inflation and the exchange rate changes which have since happened.

f) The criteria and guidelines governing the exercise of discretion by officials in the administration of the FCRA should be made public. So long as they remain confidential or secret within the Home Ministry, there is scope for arbitrary decisions, and for corrupt practice.

g) The Task Force feels that little purpose is served by the present practice of not giving FCRA registration before the stage of a specified number of prior permissions. It is open after all to the authorities to cancel a registration for good reason. The Task Force considers that if a voluntary organization provides full and correct information sought in the formal application for registration, the registration should be automatic unless within a specified period, say ninety days, the authority concerned rejects the application for reasons to be stated, or calls for further information.

h) If a registration under the FCRA is subsequently cancelled, the time limit (sixty days) for appeal against the cancellation should be calculated from the date of receipt of the order, and not from the date of the order.

i) No order to the prejudice of a voluntary organization under any section of the Act or under the rules should be made without following the rules of natural justice, that is, providing a reasonable opportunity to the organization to explain itself.

j) The amended form FC 8 for application for registration under the Act has stipulated that prior permission should be obtained for change of office bearers if at any point of time such change leads to replacement of 50 per cent or more of the office bearers, and till the permission is received the FCRA registration is in effect suspended. The reason for this amendment is not clear, but the consequences are unfortunate. The term “office bearers” has not been defined. In most trusts and registered societies there are provisions for periodical elections, a healthy democratic practice. There is no reason why the FCRA administration should interfere such a system. There is also no indication as to the criteria, which the FCRA administration will take into account to decide whether or not to approve changes in the office bearers. All that is necessary is that the changes in office-bearers should be reported.

k) In January 2000 the FCRA rules were amended to insert the form of a certificate, with Form 1A and Form 8C, to be given by the District Collector or a State Government department or a Central Ministry concerned. The certificate should be to the effect that the antecedents of the organisation have been verified and there was nothing against it, the organization would have done “welfare activities in the area”, and has incurred expenditure in the previous three years, and “the project would be beneficial to the people living in the area”.

Those who devised this certificate clearly did not have much understanding of the variety of work undertaken by voluntary organizations. The term “antecedents” lends itself to narrow interpretations -- does it refer to political antecedents? Or professional qualifications / experience? Or a criminal past? These are irrelevant from the point of view of knowledge and commitment. Again, why only “welfare activities,” which have a flavour of charity and little

else? Much of voluntary work is very much broader these days, generally to help local communities become self-reliant, or “empowered”. Nor is it necessary that voluntary activity should be in the project mode.

This apart, the requirement of a certificate from the Collector or a government department/ministry will lend itself to become a lever for corrupt practice on the part of lower level functionaries. The certification system should be scrapped, and as recommended above the FCRA registration should be automatic if the application for registration is complete. There is enough of reporting prescribed under the rules for the FCRA administration to keep track of anything illegal done by a registered organization.

4 As said earlier, the Task Force strongly recommends that the new law regulating the receipt of foreign contributions of Voluntary Organisations should facilitate the availability of foreign grants to them. It should be remembered that the voluntary sector has been able to do a very significant amount of experimental and innovative work which has been appreciated by ministries concerned with various fields of development and which has been used to modify existing government programmes and devise new programmes. This recommendation of the Task Force is also in line with the purpose underlying the recommendations in its First Report which were designed to open up and facilitate larger flows of funds to the voluntary sector from Indian income tax payers.

5. The Task Force would also urge that the contents of the new law being prepared in the Home Ministry should be shared with the voluntary sector, and the comments and suggestions of the latter should be invited and discussed with its representatives before the law is given final shape. This process would also be in keeping with the spirit of the Freedom of Information Bill, 2000, which the government has introduced in Parliament.

4th Report of the Task Force on Laws relating to the Voluntary Sector - the Labour Laws

1. The Task force was concerned that many of the laws relating to conditions of employment in organizations and establishments in the country generally were also being applied to voluntary agencies, without due consideration to their special nature, the way they are constituted, and their activities. They are thus not distinguished say from shops and other business establishments or industries. It should be obvious that there are many features, which distinguish voluntary agencies and voluntary work from the general run of business and industries.

2. The Task Force noted that one major crucial distinction is that voluntary sector organizations are non-profit. Conceptually the impulse for the voluntary sector has its origin in the human quest for social service and it has the most free play and is most effective with the values of self-discipline and self-regulation rather than external regulation by laws and officialdom. Quite often voluntary agencies are brought into being by persons inspired by such impulses.

3. Non-profit voluntary organizations generally face resource constraints, and few are financially sound. Practically all of them have to depend on donations, and project-based funding. Neither source is assured over a period. While this may be a weakness, it has to be recognized as a factor which militates against the ability to cope with and comply with labour laws including the Industrial disputes Act. Many who work for voluntary agencies are compensated by stipends or honoraria, as well as in other ways, rather than through formal salary structures and employment contracts.

4. The Task Force however recognized that it would be appropriate for voluntary agencies to abide by prescriptions of minimum wages as may be applicable in different States. For the relatively few large voluntary agencies working in a number of fields of development, which have access to enough financial resources to engaged full-time staff, the Task Force feels that the relating to Provident Funds and Payment of Gratuity should be applicable, with a cutoff line of say 20 such employees. The Task Force feels that in keeping with the spirit of the voluntary sector, this assurance of financial security for the staff in future would be appropriate and desirable. However, the Task Force would exclude here staff engaged solely for time-bound projects, whose term of engagement/employment will end with the end of such projects.

5. The Task Force considered whether the above should apply also to the large categories of non-government organizations, which provide education, health and medical care, and such services to the public. The Task Force feels that its recommendations above should apply to such NGOs if they provide services to all sections of people, and do not charge costs/fees for the services, or the revenue from the fees charged is only a small proportion of the costs of rendering the service.

6. The Task Force felt that a representation should be submitted on the lines above to the Labour Commission, which is currently at work, and an opportunity should be sought to meet the commission for the purpose.

No. M-99/13(4)/2000-VAC
Government of India
Planning Commission

Yojana Bhavan, Sansad Marg
New Delhi-110 001
3rd November 2000

MEMORANDUM

Subject: Setting up of a Task Force on Laws relating to Voluntary Sector.

In the meeting of the Joint Machinery for Collaborative relationship between GO and VOs held in June 2000 under the chairmanship of Deputy Chairman, Planning Commission, it was decided that DG, CAPART would organise discussions on re-examining laws relating to voluntary sectors. A meeting on the subject was organised on 25th October 2000 under the chairmanship of DG, CAPART. In pursuance of a decision taken in the above referred meeting it was decided to constitute a Task Force on Laws relating to Voluntary Sector.

2. The composition of the Task Force would be as follows:

- | | | |
|--|---|------------------|
| 1. Shri V.B. Eswaran | - | Chairperson |
| 2. Ms. Pushpa Sundar, ICP | - | Member |
| 3. Shri Anil Singh, VANI | - | Member |
| 4. Shri P.M. Tripathi, AVARD | - | Member |
| 5. Shri Shankar Ghosh, NFI | - | Member |
| 6. Shri Mathew Cherian, CAF-India | - | Member |
| 7. Shri Sanjay Agarwal, AccountAid | - | Member |
| 8. Ms. Deepa Krishan, Director (TPL-I), CBDT | - | Member |
| 9. Representative of D/o Legal Affairs | - | Member |
| 10. Representative of Legislative Department | - | Member |
| 11. Representative of D/o Women & Child Dev. | - | Member |
| 12. Representative of Planning Commission | - | Member |
| 13. DDG, CAPART | - | Member-Secretary |

3. Following would be the Terms of Reference of the Task Force:

1. To examine the various laws particularly Central laws dealing with voluntary sector.

2. To take a view on the representations made by various VOs / NGOs about difficulties being faced by them in meeting the requirements of these laws and procedures there under.
3. To make appropriate recommendations for removing the immediate difficulties and constraints by suggesting a set of amendments and changes to the existing legislations and rules & procedures etc.
4. Task Force would make recommendations on the Income Tax Act by December 2000 and on other Acts by April 2001.

4. CAPART headquarters, New Delhi, will service the Task Force. CAPART will provide the necessary administrative assistance including the secretariat staff.

5. The Task Force may co-opt / invite any official or expert as and when required.

Sd/-
(Lalit Kumar)
Dy. Adviser (VAC)

Copy to:
All Members of the Task Force.

Copy also to:
1. Secretary, Planning Commission
2. DG, CAPART

ANNEXURE-VI

Model Proforma for seeking applications from VOs / NGOs for Grant-in-Aid*

Organization Profile

- a) Name of the Organization :
- b) Address :
Street, Distt, State :
Pin Code :
Ph. & Fax No.(with STD code):
E-Mail :
- c) Name & Designation of Chief Functionary :
- d) Name of other key functionaries & their contact No. & address:
- e) Registration details :
Act under which registered :
Date of registration :
- f) FCRA No. (if available) :
- g) Activities in Brief :
- h) Thrust Area :
- i) Experience in the area in which funding is sought:
- j) Source of Funds (last three years):

National / International Agency (ies)	Name of the Project	Amount received	Year

* One or two questions relevant to any particular scheme or sector could be added to this generic simplified model proforma.

- k) Banking details :
(Account No, name & address of Bank):
- l) Has the work of your organisation been evaluated by any independent agency, if yes, please attach the evaluation report:

Project Profile

- 1. Title of the Project :
- 2. Aims & Objectives :
- 3. Duration :
- 4. The Project description needs to include following details:
 - i) Project goal
 - ii) Project area
 - iii) Target group
 - iv) Problems to be addressed
 - v) Details of any 'need assessment' done in the area before deciding on the project
- 5. Beneficiary(ies) :
Type & No. :
- 6. Strategy /Action Plan :
- 7. Contribution of volunteering from the community :
- 8. Training needs assessment:
(for staff & beneficiaries)
- 9. Monitoring & Evaluation Indicators:
- 10. Project Sustainability :
(how will the activities be sustained after project support is completed)
- 11. Proposed Budget for the Project:
(year-wise recurring & non-recurring)

Attachments to be furnished*:

1. Registration Certificate
2. By-laws & Memorandum of Association
3. Annual Report - (latest one year)
4. Audit statements – (for last three years)
5. Latest list of Executive Committee Members
6. List of Employees.

*All attached photocopies of documents should be attested by Gazetted Officer/ Notary.

Welfare State

By

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Object of the Chapter

- To understand meaning & definition.
- To understand nature and significance.
- To explain functions of Welfare State.

Introduction

- In olden times, the state was a 'police-state' i.e., the governments had to perform the sovereign functions along with the establishment of public safety and security, administration of justice and collection of taxes and these formed the primary duties of every government. But democracy changed the role and functions of the government. Today, the concept of 'welfare states' have redefined the meaning of democracy.
- As a result of the socio-economic and political changes, things have changed and the concept of state has also changed to give way for the principle of 'welfare state'.
- In modern times, the responsibilities and functions of governments have increased beyond limits.

Definition

- There is no agreed definition of the concept of welfare state.
- **T. W. Kent** : “A state that provides for its citizens a wide range of social services.”
- **G.D.H. Cole:-** The welfare state is a society in which an assured minimum standard of living and opportunity becomes the possession of every citizen.“
- **Hobman:** “The welfare state as a compromise between communism on the one side and unbridled individualism on the other. It guarantees a minimum standard of subsistence without removing incentives to private enterprise”.

Meaning

- It is a concept of government in which the state plays a key role in the protection and promotion of economic and social well-being of its citizens.
- A welfare state is based on the principles of equality of opportunity and equitable distribution of wealth.
- It also focuses on the governmental responsibility for those who are unable to avail themselves of the minimal provisions of a good life.
- Under this system, the welfare of its citizens is the responsibility of the state.
- The welfare state involves a transfer of funds from the state, to the services provided (healthcare, education & etc.) as well as directly to individuals (beneficiaries).

- A welfare state is a state or a government meant for the welfare, or the well-being of the people.
- In other words, it is a government which primarily aims at the 'welfare' of the people.
- A welfare state takes the responsibility of the welfare and the economic and social wellbeing of its citizens.
- Welfare implies the benefits or different modes of aid provided to the people.
- It can be in terms of money or services.
- Cash payments, subsidies, concessions, grants and public distribution come under the term welfare.
- All these welfare measures amount to the redistribution of governmental revenue to the needy

CHARACTERISTICS Of welfare State

- **Ensures social security:-** In a welfare state of economy, though the traits of capitalism are also seen, it is mainly a mixed economy. Even when a combination of capitalistic and socialistic features exists, the government plays a dominant role in controlling the economic activities and in the social welfare of the people.
- **Socialistic in nature:-** It is based on the principles of equality and is keen to provide equal opportunity to all. It also aims to ensure equitable distribution of wealth.
- **Control over all the economic activities.** In a welfare state, all the private enterprises are regulated by the government.



- **Provide basic facilities to its citizens:-** A welfare government is keen in providing economic and social services such as general education, public health, public transport, housing, and other financial assistance to its people.
- **Runs various enterprises:-** Ownership and operation of industrial enterprises, business and other commercial activities are also done by welfare governments.
- **Justice to all:-** In a welfare state, common man has to deal with the authorities for many of their needs. For example; administrative officers, controlling officers, sanctioning authorities, officers of social services, executives of public sector undertakings etc. In all such dealings, a welfare state has the responsibility to ensure justice and fulfillment of their requirements.

- **Planning of activities:-** Economic activities include production and distribution. It is the duty of the welfare state to formulate national policies and to plan every economic activity in a balanced manner. Industrial policy, trade policy, commercial and banking policy etc are framed in order to control those activities.
- **Regulate and control:-** It regulate & controls all private enterprises engaged in economic activities. Such control includes registration, licensing, taxation etc.
- **Welfare of labourers :-** It makes legislations to prevent exploitation of workers, and to ensure the security and welfare of those who work in industrial enterprises, factories, companies and all other sectors of employment

Functions of Welfare state

- To Protect life and property.
- To Protect from external invasion.
- To Maintain of law and order.
- To maintain diplomatic relations with other countries.
- Judicial administration.
- To spread education.
- Social economic security.
- To Eradicate poverty.
- To improve health.
- Moral and social reforms.

- To provide recreational facilities.
- To provide public utility services.
- To develop agriculture sector.
- To make regulations regarding trade and industries.
- Maximum use of natural resources.
- To make regulations regarding export and import.
- To make regulations about labour.
- To impose and collect taxes.