This exploratory case-study was taken up to explore the complete scientific picture of the orphanages from two angles: namely, (i) The Social Structure, and (ii) Role of the orphanages. The significant features of this study are that it was started with a new premise of treating orphanages at par with the family, provided the roles of those who live within the orphanages are as ideal and internalised as in the family. By exploring all aspects of the orphanages, by the analysis of data collected through the extensive field work of the scholar, this study gives a complete scientific picture of the orphanages. The various generalisation/rules will further motivate studies in this direction. This study also deviates, by independently studying the orphanages without mixing the orphanages with other kind of institutions, unlike the previous few studies. Thus the study depicts the social structure of the orphanages by analysing their history, present arrangements, organisational structure and financial structure etc. Also, it analyses the various roles performed by the orphanages in the form of admissions of Inmates, various services provided to them and ultimately by rehabilitating them to start independent adult life. The various conclusions arrived at by this study are being summarised (head/sub-heads-wise) as under, as per our research questions with which we started it:

**HISTORY OF ORPHANAGES UNDER STUDY: THE UNDERLYING REASONS, PRINCIPLES ETC:**

In the light of information that there were three orphanages in 1865 and the oldest was established in 1850... (and) by 1915, the number of orphanages rose to 35 (Beddi: 1978:P31); if we arrange the orphanages under this study chronologically: 1899, 1927, 1956, 1963, 1976 and 1979; we can infer that then the need and process of establishing orphanages in this part of India had arisen, because of various reasons. Noteworthy that the first Aryan-orphanage was opened on 26.10.1877 at Firozpur (Punjab).

Though the number of orphanages under study is too small to
generalise reasons of opening, even then, besides providing basic necessities to the inmates, these reasons have been:

- propagation of a particular religion/sect, or
- to check the conversion of Hindus to Christianity, or
- to tide over any natural calamity in a particular area, or
- giving practical shape to the ideology of a specific religion/sect/leader, or
- the philanthropy in-fact, or
- making profits for the person or family concerned by unscrupulous means under the garb of philanthropy, or
- the fulfillment of societal responsibilities by a particular group or society,
- or the token intervention by the state to help its citizens-in-need. The direction of these reasons have been from the age-old continuous philanthropy (induced by voluntary welfare ideals) to the realisation of state responsibility. Of course, now the objectives are confined to the fulfillment of basic necessities of the inmates, with the aim to rehabilitate them at last; and in many cases to tide over the temporary phase of family crisis.

In the beginning some orphanages have been started in the rental houses, as a temporary measure, with the hope that in the meantime the other people will come forward to help the managers. Such transitional arrangements have lasted for 4 to 7 years.

As Haryana is a Hindu-dominated state, the same fact of Hindu-dominance finds place when the religion composition of the managements, staff or inmates is seen.

All the orphanages have been registered under the SR Act, 1860. Most of the orphanages are run by voluntary organisations. And the direct intervention of the state, in this field, is of token-presence.

The Underlying Principle Of Mixing/Separating The Sexes In The Orphanages: The S.O.S. pattern, though of recent origin, has two facets. First, the cluster of cottages inhabiting all girls and boys (of age upto 12); and secondly, the youth-hostels, especially for boys of elder age upto 18 or more, segregated to avoid the possible sex-indulgence between the inmates. Thus the two Govt. orphanages though originated in different times, circumstances and
reasons, serve as the above two facets. If we historically go back into the origin/working of "Arya-Smaj-orphanages", we observe the same segregation of sexes at late adolescence, through the system of separate "Kanya-Bhawans" and "Bal-Bhawans"; as in the first two orphanages. Also, as our third and fourth orphanages, keep the inmates up to puberty, both the sexes are kept mixed. So these two too, follow the same principle. So the underlying principle, of mixing the sexes up to puberty and segregating them at adolescence, is very old; and possibly, has been the result of post-tribal-culture-transformation.

LOCATION, BUILDING AND OTHER ARRANGEMENTS:

LOCATION: Four out of the six orphanages are located at isolated places away from the populated communities. The remaining two orphanages were in the beginning in the lonely areas; which have developed into populated localities, since their inception. So initially all the orphanages were started at isolated places, because the orphans are an isolated class, yet to be absorbed in the societal system.

AREA OCCUPIED: ranges from 1.041 acres to 27 acres. Obviously, orphanages with more area have more facilities and components.

LOCALITY: RURAL/URBAN: Out of the six orphanages, only one is in a purely rural area. The other five orphanages are in the cities/towns or near to these. This facilitates the authorities to avail the more-easily-available public services for the inmates. Secondly, in cities more donations are expected than from the village-community.

THE BUILDINGS: consists of the offices, residences for the inmates and staff, arrangements of inside-school, or crafts of negligible importance, or agricultural land/farm etc. These or such other similar infra-structural arrangements are satisfactorily present in five orphanages. Only one is without the barest possible required arrangements.

PRESENT OCCUPANCY AND CAPACITY: The present strength of inmates ranges from 25 to 95. Though the orphanages such as at A, E and F has the highest capacity of accommodating as many as 150, 240 and 128 inmates respectively.

TYPES: Out of the six, five orphanages are traditional-dormitory-type living
and the sixth is a cottage-type.

SEX-WISE LIVING: Five orphanages are for both the sexes; out of which two orphanages keep boys and girls of the age upto 12 or so; two orphanages keep boys and girls of all ages, but separately; with the provisions that all girls and boys upto 12 live separate from the boys above 12; one orphanage is exclusively meant for the mixed living of girls of all ages and boys upto 12 only, in different houses. Similarly there is one orphanage which is exclusively meant for boys above 7-12 years.

WHETHER KEEP ORPHANS AND/OR DESTITUTES: There is no orphanage which keeps exclusively the orphans; rather there are five orphanages which admit both orphans and destitutes. Only at one orphanage, the authorities, without exception, admit only the destitutes; because this helps the authorities later on to restore them to the parent/s.

ORGANISATIONAL STRUCTURE: MANAGING BODY:

As all the orphanages are run by "Charitable-Societies" (four voluntary and one Govt run), registered under the SR Act; so their organisational structure is inherited or drawn out of this Act. For Registration, the various requirements are: seven or more persons; their subscribing their names to the memorandum of association and framing rules & bye laws in accordance with the memorandum of association; filling the above with the registrar concerned; paying a prescribed fee; and getting a registration-certificate. The Memorandum Of Association, which is like a constitution of the society, should contain: the name of the society; its objects; details of its office-bearers and their rank and gradation in the managing body; and copy of the rules and regulations, certified by atleast three members.

Though there are individual-variations, A Model Structure Of a Society consists of: permanent/founding members generally 7 or more. The traditional-gradation-pattern of the M.C. is through the president/chairman at the peak and the Secretary, Treasurer/Accountant and members as we go down rank-wise. The managing committee generally has a tenure of three years (with/without year-wise replacement of members to various offices), after which
the general body members elect/select/change/retain the M.C. After this, the secretary/manager/local-head has almost full powers, of course with casual scrutiny by other members. The executive-in-fact is either manager or secretary or the locally-placed-head of the staff.

Some of the Individual-Variations In The Structure are: The number of members in the M.C. varies orphanage-wise or time-wise. There can be autocracy, leg-pulling, unanimity or bureaucratic hierarchy in the working. The society can be independent or affiliated with the parent organisation of wider level. Though in majority of the societies, orphan welfare is a primary concern, but it may not be so in all the societies; as in two orphanages there are a variety of aims and objectives.

Most of the offices in the M.C. are honorary, but in one orphanage it is specifically paid and in others it can be otherwise made gainful. Rules are so framed to make the orphanage concerned (in the latter cases) a one-man/family show, by abridging the M.C. and making one "office" all-power-superior and unchallengeable. There are multi-office-bearer member/s. They work as 'all-purpose-only-signing-man' for their personal benefits by questionable bonafides. And such authorities may aim at getting grants from the Govt.

There is state Govt. formed/sponsored managing body, wherein all members 'Come-Act-n-go' as an office and not in a capacity as person/s, as required by the SR Act.

ORGANISATIONAL STRUCTURE : STAFF :

1 STAFFING PATTERN : It can be divided into seven categories :

A: Local Heads : They are over all incharges; either members of the managing committees or standing committees. They are all male, 6% of the staff; and act as a link between the M.C. and staff.

B. Account Clerks And Donation Collectors : They are 7 M + 1 F = 8%; out of which five are accountants, 2 are donation collectors and 1 F is a store-keeper. They are confined to the official work.

C: Supdts And Supervisors : There are three sub-categories of it.
   - Supdts: 2M+3F= 5%. They supervise the inmates' supervisors.
- **Supervisors**: 5M+1F=6%. They supervise elder boys mostly.
- **Girls' Savikas**: 17F = 17%. They look after girls and younger boys.

Thus supervisory staff is 7M+21F= 28%; who besides supervising the inmates, look after the essential services and are a link between managers and the inmates.

**D: Teachers & Instructors**: of various activities, are as under:
- **School**: 1M+17F= 18%; so mostly female.
- **Library**: 1 male (part-time).
- **Tailoring**: 1M+1F= 2%; only at two orphanages.
- **Khaddi**: 1 male; but post vacant due to death.
- **Carpentry**: 1 male at one orphanage.
- **Music**: 1 male; part-time, blind.

Thus this category has 6 M+18F= 24% staff; to educate or train inmates.

**E: Doctor/Nurse**: 1 M + 1 F= 2%; only at two orphanages.

**F: Fourth-Class-Servants**: with following sub-categories:
- **Cooks**: 3 M + 6 F = 9% ;
- **Sweepers**: 4 M+2F= 6% ;
- **Peons**: 6 M = 6% ;
- **Malis/Beldars**: 4 M = 4% ;
- **Chowkidars**: 4 M = 4%. Thus, in total, 21M+8F = 29% of the staff.

**G: Cow-care-Takers**: 3 M = 3%; to take care of the cows.

Thus local Heads are 6%; Accountants and donation-collectors are 8%; Supdts & Supervisors are 28%; Teachers etc. are 24%; Doctor or nurse are 2%; Fourth-class servants are 29%; and cow-care-takers are 3% = 100%. The three major categories of the staff are supervisory staff, teaching staff and 4 th class staff; all making 81% of the staff.

Another significant finding is that sex-ratio among the staff is 51M+49F i.e. almost equal. Males out number as local-heads, accountants etc, 4 th class servants and cow-care-takers; whereas females out-number as supervisors and teachers. The average number of staff per orphanage is 16.66 (i.e. about 17).

**2. MODES OF STAFF RECRUITMENT**:

The percentage of staff selected by various modes is that 4% staff was selected out of M.C. as managers, 45% staff was selected through advertisement in the News papers or employment exchanges, 12% staff was taken by personal negotiations with the authorities, 26% staff was taken by way of their
personal links with the managers, 8% staff was taken because of social/circumstantial compulsions, 4% were taken to rehabilitate them as they were ex-inmates and 1% was taken to rehabilitate the wife of a sweeper who died in service.

The only method of staff selection in Govt. orphanages is through advertisement (33%); though voluntary orphanages too resorted to this method in the past and thus appointing 12% of the staff. Presently, the voluntary orphanages appointed the staff by a variety of modes, unlike Govt. orphanages. The percentage wise representation of these modes is that 26% of the staff members joined because of their links with the managers, 12% joined by way of negotiations, 8% because of social/circumstantial compulsions and 5% were taken to rehabilitate the ex-inmates or the kin of former staff (total 51%). Thus in voluntary orphanages, merit is not considered in majority of appointments; whereas, in Govt. orphanages, the appointments are delayed because of red-tapism.

3. THE POSITION AND ROLE-DEVIATIONS OF STAFF, IN THE GIRLS 'ORPHANAGES/SECTIONS:

(i) There is a general tendency of keeping only the female employees in the girls' sections. The male employees, who are relied in this regard, are either the local-heads or the elderly supervisory members.

(ii) The orphanage authorities are by and large reluctant to keep late-adolescent girls, as in their case more supervision is needed. That is why such girls are altogether absent in three of the orphanages; and one more orphanage is exclusively for elder boys. Thus only in two orphanages, such girls are there; but their number is also less.

(iii) Leaving aside the exceptional cases of role-deviations of male/female staff in the girls' sections, the staff members are in position of better control and supervision over the girl inmates. As do the parents, the responsible local heads and supervisors, worry more about the rehabilitation of these girls. Stray cases of role-deviations can be seen in our families also, the sanctity of which we boost of much. So the sanctity of orphanages is intact, especially as regards the role of the members of the M.Cs, local-heads and
4. NATURE AND VICES OF THE STAFF:

None of us is perfect. Everyone has his individual nature. That is why the staff members show a variety of natures with the associated merits and drawbacks. Yet an attempt is made hereinunder to generalise, from the isolated individual instances, orphanage-wise:

A: There are instances of staff-thinking the orphanage as one's kingdom or committing irregularities indicating misappropriation or showing favouritism and creating factions among the staff or instigating inmates against the staff/M.C. or being lethargic to duty or (very exceptionally) having illicit relations with the inmates or of stealing money from the office.

B: Here interquarrelling among the female staff and seducing a boy-inmate by an honorary staff are prominent.

C: At this place, the staff members are co-operative, dutiful, dedicated and satisfied.

D: In this orphanage, the staff is indifferent and ignorant.

E & F: In these two orphanages the staff is qualified but with official outlook. They are frustrated and feel insecure, because of the anti-staff-moves of the management. Thus there is a move to unite against the M.C. and seek legal redressals.

5. OTHER ASPECTS OF STAFF-LIFE:

(i) Age Group Distribution: The lowest and highest age of the staff is 17 and 82 respectively. The percentage in the age groups 17 to 20, 21 to 30, 31 to 40 and 41 to 50 is 5.26, 31.58, 27.37 and 18.95% respectively. Total percentage in these age-groups is 83.16%. This percentage shows a gradual decline as we go down from 21 to 50 age-groups. The percentage of age group 51 to 60, 61 to 70 and 71 to 82 is 7.37, 7.37 and 2.10% respectively i.e. total 16.84%. So after 50, there is an abrupt decline in the percentage of staff.

(ii) Caste Composition: The percentage of different castes in the decreasing order is: Brahmans 29.47%, Punjabis 12.63%, Baniyas 10.53%, Jats 10.53%, Rajputs 9.47%, Balmikis 7.37%, lower artisan castes 7.37%, Vermas 4.21%, Gujar/Rod 2.10%, Yadav 1.05% and others 5.27%. The "others" are members from southern
(iii) Religion: All staff-members, except two are Hindus (97.90%); one of these two is a Sikh-lady and another one is orphan-turned-staff of unknown religion.

(iv) Marital Status: The respective representation of the four categories on this basis in the descending order is: Marrieds 64.21%, Unmarrieds 14.74%, Widow/Widowers 13.69% and separated wives are 7.36%. As we see the details, so far as marital-contentment through married life is concerned, the males are in a better position (ratio is 39 M : 22 F); whereas, deprivation of this contentment is concerned, males are less deprived (ratio is 7 M : 27 F). That is why possibility of sexual-abuse/advances of the females.

(v) Number of Family Members: The family-size of 28.42% of the staff is up to 2 members; of 64.22% is up to 3 to 6 members; and of 7.36% of the staff it is up to 7 to 9 members.

(vi) Staff-residence: In Or Out: 61.05% of the staff, mainly consisting of supervisors and IVth class servants, live in the orphanages; whereas, 38.95% of the staff consisting of managers, teachers or office-staff live outside.

(vii) Staff: Whether Allowed To Live In Or Not: 64.21% of the staff is allowed to live in and 8.42% of them are not allowed to live in; whereas, 27.37% of the staff lives outside (locally), so this permission does not apply to them.

(viii) Staff: Family Background/Profession: 47.37% of the staff has serving family or serving-needs for the family. 26.31% of the staff were either farming personnel/labourers. 14.74% of the staff represents small shop-keepers. 7.37% of the staff has joined traditional-caste-based profession because of unemployment/underemployment. And 4.21% of the staff, being orphan-turned-staff, do not know about their family background.

So most of the cases are from lower or lower-middle class; joining the orphanages as a last resort. None from the upper classes have joined as a staff to serve their needy-fellow-human-beings. And for those who are working, therefore, their services are a circumstances-forced-philanthropy.

(ix) Permanent Home Place Of The Staff: 71.58% of the staff-members are from Haryana State; out of which 31.58% are locals, 21.05% are from districts of the concerned orphanages and 18.95% are from outside districts. 16.84% of the staff
is from the neighbouring states of Haryana. 4.21% of the members are from the southern states of India. 3.16% are from Nepal. And the remaining 4.21% staff members being orphan-turned-staff do not know their home place.

(x) Staff: Educational Qualifications: 18.95% of the staff is illiterate, 30.33% is below matriculate, 34.73% is between matriculation and intermediate, and 15.79% of the staff is graduate or post-graduate or above.

(xi) Duration Of Previous Job/Service Of Staff: 58.94% of the staff is without previous-job experience, 31.58% of the staff has experience of less than a year to 15 years, and the remaining 9.48% of the staff has a fairly long experience of 21 to 40 years. The latter category includes mostly retired personnel.

(xii) Staff: Job-Experience In Their Orphanages: 83.17% of the staff has rendered their services to the orphanages from less than a year to 10 years; 12.63% has been in the orphanages for a period of 11 to 20 years; and the remaining 4.20% has a stay of 21 to 35 years.

(xiii) Staff: Whether Trained/Untrained/Training Is Not Needed: For about half of the staff (49.48%) no previous training is required. They are mostly fourth class employees. For the remaining 50.52% of the staff, for whom the training is required, are mainly the supervisors/teachers. Out of this category only 1/3 are trained and 2/3 are not trained.

(xiv) Staff: Duty-Hours Per Day: 49.17% (i.e. about half) of the staff, mostly consisting of supervisors, cooks, chowkidars and cow-care-takers etc, perform duty for 12 or more than 12 hours a day. Out of the remaining half, 26.32% members work for 8 hours; 18.95% work for 4 to 6 hours; and 5.26% of the staff devote only 1 to 2 hours a day. In the latter category, the members are either part-time staff or managers.

(xv) Staff-Services: Whole-Time Or Part-Time: 96.84% of the staff is whole-timer and only 3.16% (3 members) of the staff is on part-time duty.

(xvi) Staff-Services: Whether Continuous Or Has Breaks: The services of all the staff-members, except one, are continuous. But this does not mean that they are not subjected to removals/terminations/post-abolitions etc. There have been cases of hasty appointments, followed by their removals, to the posts of managers, supdts and supervisors because of all round mismanagement in the
orphanage. Similarly there have been cases of post-abolitions/terminations or cases of keeping staff-member on probation for months without issuing them formal appointment orders just to remove them if not found suitable.

(xvii) Staff-Services: Paid/Honorary: All the staff-members, except three in two orphanages are paid. Out of the honorary members, two are managers, who are not paid as per rule of the M.Cs.

(xviii) Staff: Whether Working In Other Offices Also: Only three staff-members do their present duties in the orphanages, as part-time-workers, and simultaneously they also do their primary jobs/services elsewhere.

(xix) Amount Of Salary Paid To The Staff: The quality of staff and their services are linked with the salary paid and other facilities provided to them. The position of staff in this respect is not at all encouraging the quality. 3.16% of the staff serve without pay. They are two managers and one orphan-turned-peon. Another one orphan-turned-staff (also peon) is given only Rs. 25 per month. Therefore, 27.37% of the staff receives from Rs. 25 to 400; 23.16% of the staff receives from 401 to 800; and 9.47% of the staff received from Rs. 801 to 1200. Thus 60.00% of the staff is given salary which ranges from Rs. 25 to 1200. They are being given a salary lesser than that fixed by the Govt. for the unskilled labourers on daily wages. What quality of services to the inmates (and also for oneself and his family) can be expected of/from such a low-paid staff, is open to everybody's guess. What kind of quality-life such a staff-member, with a nationally-recognised-ideal-family-size-of-4, will be able to lead, is disgusting to guess. That is why at certain moments, it was difficult for the scholar to differentiate that who was in a better position whether the staff-members or the inmates? The position of staff did not appear better. Sometimes it was at par or lower than the inmates.

After that, 27.37% of the staff receives a salary ranging from Rs. 1301 to 1700; and 5.26% of them receive from Rs. 2201 to 2500. Thus 32.63% of the staff gets Rs. 1301 to 2500 per month. Thereafter two-staff-members get a salary between Rs. 2901 to 3000; another one gets Rs. 3901 to 4000; and still another gets the highest salary of Rs. 4560. Thus only 4.21% of the staff get a salary of Rs. 2901 to 4560.
Still another inference is that out of the total 63 staff members in the voluntary orphanages, 58 members (i.e. 92.06% of them) get a salary from Rs. 25 to 1200 only; whereas, in Govt. orphanages, out of 32 staff-members, 30 (i.e. 93.75% of them) members get a salary of Rs. 1301 to 4560. So the position of voluntary-orphanage-staff is really pitiable.

(xx) Salary Paid To The Staff: Whether Pay Scales/Not? : To 3.16% of the staff the pay scales does not apply as they are honorary. 34.74% of the members are given regular pay scales, out of which most of them (i.e. 31.58%) are from Govt. orphanages. 57.89% of the staff gets consolidated pay; of course, with or without petty annual increments. But there is no regular pay-scale for them. This trend is exhibited in the voluntary orphanages alone, with the exception of one member in a Govt. orphanage. The fourth trend is appointment on daily wages. Three staff-members are on daily wages @ Rs.12 in a voluntary orphanage and one member is on daily wages @ Rs.30 in a Govt. orphanage. Thus the daily wages staff makes 4.21%.

It is noteworthy to state here that the staff in the Govt. orphanages, which is being paid regular pay scales, is apprehensive of the alleged move of the BOTs to convert pay-scales into consolidated pay. This staff is being given D.A. @ 60%; whereas the existing D.A. rate was 93%. So here the state—which is supposed to be a model employer—is regressing back to discourage/exploit the staff.

(xxii) Staff : Payment Of Salary : In Time Or Not? : Reasons Thereof : In two orphanages the salary is paid after 10th of the next month; and the staff thinks that it is a delayed payment. In still another two orphanages, the salary is paid upto 10th; but this being a regular feature, staff takes it in time. In the remaining two Govt. orphanages the salary is paid upto or after 15th of the next month; and the staff takes it a delayed payment. Thus in four orphanages, the salary is not paid in time; because of lethargic/intentional/procedural reasons for the delay on the part of the managements.

(xxii) Staff : Reasons Of Joining Or Motivating Factors : There are three broad categories of motivating reasons to join the orphanages. These are :
Social Workers: Their percentage is 11.58%; out of which 1.05% were elected out of M.C., 3.16% were persuaded by the authorities to work, and 7.37% joined for social service or to pass time.

Economically-Needy-Personnel: Their percentage is 80.00%; out of which 3.16% were previous inmates, 44.21% were extremely poor and thus needing any job, and 32.63% were unemployed and wanted jobs. Thus 80.00% of the staff joined because they were more or less in economically tight-positions; obviously without aptitude and interest in the orphans.

Personnel For Economic Betterment Or Extra-Income: Their percentage is 8.42%; out of which 6.32% joined for better salary/liberty and 2.10% joined for extra income to the family.

These reasons if categorised into two broad categories of "Social" and "Economic" reasons, we find that social reasons are only present in the voluntary orphanages; whereas, the economic reasons are represented both at voluntary and Govt. orphanages. The respective representation out of their staff is 79.37% and 96.88% respectively in the latter category of economic reasons. So social reasons dominate in voluntary orphanages. Thus the much publicised philanthropic attitude is less represented (20.63%) in the voluntary orphanages; and it is almost altogetherly absent in the Govt. orphanages staff; indicating that in this age of commercialisation of relations, the Govt. will have to take up the responsibility of its hapless citizens in the end.

(xxiii) Service-Security Of Staff: All the staff members except three teachers of a Govt. approved-in-school of an orphanage, are no longer secure about their services. Their services can be terminated at any moment; of course with the legal measures open to the staff. But how many of them can seek this legal remedy? Majority of the staff is too poor and/or ignorant to go to the courts. So once terminated, they accept it.

(xxiv) Promotion-Chances Of Staff: There is no provision of any promotion to any staff in all the orphanages.

(xxv) Holidays To The Staff: The three patterns in this regard are: Firstly, 25.26% of the staff is given no leave; because either the leave rules are not applicable to them (7.37%) or they are not given any leave except in emergency
because of their essentiality of services or that they are on daily wages (17.89%). Secondly, 67.37% of the staff is allowed leaves upto 12 in a year (15.79%), or 15 to 20 days (18.95%), or 25 to 30 days (32.63%) depending upon their length of service. Thirdly, some school teachers (7.37%) in a particular orphanage are given 15 days leaves as well as leaves for the entire period of summer vacations. These are given only to teachers and not to those who act both as teachers-cum-supervisors in the hostel.

(xxvi) Other Facilities To The Staff: 38.95% of the staff is given no other facility; 47.47% get free residence and/or meals etc; and 11.58% of the staff in one Govt. orphanage (Not in the second) are given medical allowance @ Rs.40 p.m. only a small percentage (2.10%) either get only free meals or economical-help in emergency.

(xxvii) Dinning Of Staff With The Inmates: There are three trends in this respect. 63.16% of the staff does not take meals with the inmates and they take meals at their homes. Secondly, 23.16% of the staff take free meals with the inmates, as allowed to them by the authorities. Thirdly, 13.68% of the staff though take meals with the inmates but on payment basis. In one voluntary orphanage this rate is Rs. 180 p.m. and in the second (Govt.)orphanage, this rate is Rs. 250 p.m.

(xxviii) Staff: Whether Vegetarian Or Non-Vegetarian?: Majority of the staff (86.32%) is vegetarian and the remaining 13.68% is non-vegetarian.

(xxix) Staff: Whether Smokes/Not?: Like vegetarianism, 86.32% of the staff are non-smokers; and 13.68% of them are smokers. The smokers are all male. Incidentally, the percentage of non-vegetarians and smokers is the same (i.e. 13.68%). But in non-vegetarians, there are women also, who do not smoke.

( xxx) Staff: Whether Drinks/Not?: 93.68% of the staff does not drink alcohol; whereas a small portion of the staff (6.32%) drinks.

( xxxi) Staff: Whether Medically-Checked up/Not?: 20.00% of the staff, predominantly of Govt. orphanages, was medically checked up at their first appointment; but presently this practice is missing from all the orphanages. Thus 80.00% of them were not medically checked up.

( xxxii) Staff: Whether There is Permanent Illness/Not?: Though 80.00% of the
staff was not medically checked up at the time of their appointments, still 96.84% of them has no permanent illness. Therefore, it can be presumed that care towards health has been taken up while appointing. Only three staff-members have permanent illness/deformities. Two are handicapped of hands and legs respectively and the third one is an in-born blind, part-time music teacher.

(xxxiii) Staff : Satisfaction With The Job: Yes/No: Reasons Thereof: Job satisfaction is the over all result of one’s personality traits, needs, aspirations, qualifications, experiences and such other things. Undoubtedly this effects the success/failure of the orphanage-system; therefore, it is a measuring-yard-stick to see the success/failure of the orphanages and pointing to needs for steps to improve.

36.84% of the staff-members are satisfied with their jobs; out of which 12.63% are satisfied because they feel they are passing a good time peacefully, 11.57% are happy to see that they are employed, 6.32% are happy to serve and love the inmates, 3.16% are happy to see that they have been selected by the M.C. to their posts, and 3.16% are satisfied with their social service in the orphanages.

63.16% of the staff-members are not satisfied; and one major reason for great majority of them (51.58%) is the "less pay". Another reason of dissatisfaction for 6.32% of the members is mismanagement and/or the consequently developed environment of the orphanages. The remaining five staff-members (i.e. 5.26%) have individual reasons for their dissatisfaction.

Thus in nutshell, we can emphasize that majority of dissatisfaction can be corrected by recruiting proper persons, with proper pay-scales and other proper service-conditions. It is not the system which fails; but the implementation improperly.

ORGANISATIONAL STRUCTURE : INMATES :

This has been viewed from three angles; namely: their participation in actual situations, leadership pattern and actual occupancy in the structure.

Participation In Actual Situations: This is related either to daily-routine work or to any specific situation which may arise during the course of working. Of
course, this participation is restricted/encouraged by age and sex of the inmates and set-up of the orphanage. While assigning any task to the inmates, almost in all the orphanages, the staff-members behave responsibly, without a sense of exploitation or bossism, with the view of getting the things done in a homely atmosphere or to make them learn self-help.

Leadership Pattern Of Inmates: Leadership among inmates, whether self-assumed by the elder inmates by virtue of their age and stay, or because of the indifference on part of the staff/managers, or consciously created by the heads, has not been an encouraging phenomenon in the orphanages. It has many side-effects and said-repercussions.

Actual Occupancy Versus Actual Facilities For the Inmates:

1. If compared with the residential arrangements, two orphanages are already over-crowded; whereas, the remaining four orphanages are under-capacity. These orphanages contain 49.03% of their full capacities.

2. There is no sanctioned strength in any of the orphanages; as they cannot say 'No' to any deserving/emergency case.

3. There is a tendency in the orphanages to keep lesser number of adolescent girls and particularly orphans; because they need more careful look after and rehabilitative efforts. That is why, in three orphanages, elder girls are no more. One orphanage is exclusively for boys. So only in two orphanages, there are elder girls. Out of these most of them are restored to their alive parent/s or relative/s, after 18 or so. The elder girls, as real orphans, are lesser in number; but they are the real test for the authorities to keep and rehabilitate.

4. One orphanage keeps mainly destitutes up to an age of 12; so thereafter, they are restored to parent/s.

5. Total number of present inmates is (249M+121F)= 370. The average number of inmates per orphanage is 61.66. The percentage of boys and girls is 67.30% and 32.70% respectively i.e. about 2/3 and 1/3.

6. There are specific reasons for the lower percentage of girls. These are:
   (i) the percentage of females, when compared with the males, is lesser in the state. (ii) the orphanage authorities want to keep minimum number of girls, as girls need more supervision and rehabilitative efforts, especially when they are
late-adolescent. (iii) the third reason is the outlook of the parent/s; especially in case of destitution, the surviving parent/s like to keep their adolescent daughters with them.

FINANCIAL RESOURCES : SOURCES OF INCOME :

There are five sources of income as under:

1. Grants-In-Aids By The Govt. : These are given on matching basis (i.e 90%) of the approved expenses, after the orphanage applies to the social welfare department, @ Rs. 225/- p.m. per inmate. The percentage of the Govt.'s grants-in-aids, with the total income of the various orphanages, in 1991-92, for orphanages A, B, C, E and F is 10.70%, 1.29%, 95.07%, 67.99% and 99.61% respectively. So the last three orphanages depend more or less on grants; two of them being State-orphanages. One orphanage D is not given the grants.

2. Donations : There are great individual-variations in amount of donations to the orphanages, depending upon the location, management and try for donations by the orphanages. The percentage of donation, which it bears with the income of the orphanages, in 1991-92, for orphanages A, B, D, C, F and E are 34.28%, 61.76%, 46.03%, 4.93%, 0.04% and 0.002% respectively. The percentage of donations in the last three orphanages is very less; as two of these are Govt. orphanages and the third one does not try much for the donations.

The donations are received/collected, both in cash and kind, in four ways: (i) donations given by the donors in the office of the orphanage, (ii) donations collected by the donation-collector, (iii) donations by collecting-teams, and (iv) donations received in various functions like marriages etc.

The donors can be casual or regular. They donate not only in cash and kind, but in the form of other services like teaching freely etc. The major reason behind donation is philanthropy or their sentiments of "devotion-cum-fear-cum-return-expectations" because of the blessings of the orphan-souls.

There are cases of unauthorised and bogus donation-collections, by the former inmates or workers, in the name of the orphanages.

3. Interest Of Savings, And Building Rents Etc: The percentage this income-head bears with the total income of orphanages A, B, E and F is 30.01%, 34.36%, 5.04%
and 0.35% respectively. At orphanages C and D, there is no such income.

4. Productional And Vocational Training Sources: These sources are not there at three orphanages C, D and F; whereas at orphanages A, B and E, the percentage this head bears with their respective incomes, is 24.74%, 2.59% and 16.82%.

5. Other Miscellaneous Sources Of Income: These sources have been shown only at orphanages A, D and E and their respective percentage is 0.27%, 1.85% and 10.15%.

If income of 1991-92 of the orphanages is compared with their expenses individually, the orphanages A and B could save 24.23% and 11.10% of their incomes; whereas, the other orphanages C,D,E and F have to meet out their extra expenses, amounting 8.98%, 52.12%, 30.39% and 8.41% of their respective expenses out of their already existing balances of the previous years or by way of loan.

EXPENSES-PATTERN OF THE ORPHANAGES:

The expenses pattern can be divided under the following five heads:

1. Infra-structural Expenses: These expenses make up 20.12% of the total expenses at orphanage A, 20.27% at B, 0.30% at C, 26.91% at D, 1.02% at E and 0.5% at orphanage F.

2. Administrative Expenses: These expenses include expenses on salary of the staff and the expenses of the office. The total administrative expenses at orphanages A, B, C, D, E and F are 19.47%, 25.80%, 24.66%, 18.14%, 38.91% and 48.96% of their respective expenses during 1991-92. The administrative expenses of Govt. orphanages are more than that of voluntary orphanages because they pay better (in comparison) to their staff and their offices are better maintained.

3. The Service/Care Expenses: These expenses on the care of the inmates are 28.75% at orphanage A, 33.18% at B, 74.81% at C, 53.10% at D, 46.88% at E and 49.60% at orphanage F. If a comparison of overall services is made by placing this percentage in the descending order, the placement is: C 74.81%, D 53.10%, F 49.60%, E 46.88%, B 33.18% and A 28.75% (i.e. C, D, F, E, B and A). To the scholar's observation, if the over all services-performance is compared, it is C, F, E, B, A and D. So percentage-wise D stands at number two; observation-wise...
it stands in the last. So definitely there is a flaw in the record of this orphanage; as their services were inferior to all.

4. Productional & Vocational Training Expenses: The orphanage-wise details on this head are: A 31.40%, B 16.55% and F 10.70%. In the remaining three orphanages, there is no such activity.

5. Miscellaneous Expenses: The miscellaneous expenses at orphanage A, B, C, D, E and F are 0.26%, 4.20%, 0.23%, 1.85%, 2.49% and 0.94% of their total expenses respectively.

The yearly expenses of the two Govt-orphanages are more, followed by the other two/all voluntary orphanages. Their place in the descending order of total expenses is: E, F, A, B, C and D.

INCOME AND EXPENSES ON "PRODUCTIONAL AND VOCATIONAL TRAINING HEADS" COMPARED TO SEE THEIR RELEVANCE: As agricultural land gives more income than expenses, it should be continued. The purpose of Gaushala is to supply fresh milk to inmates and it is not a profit-making activity; so it can also be kept. The chair-canning not only gives profit, but it is a light leisure-time training; so this too be continued. But the other vocational activities like carpentry, khaddi and tailoring not only run in loss, but have not trained enough inmates; so these should be closed. Moreover the upper age of stay being 18 or so for the inmates, none can be expected to be trained in such activities by that age.

AUDIT:

For societies registered under the SR Act, audit is an yearly legal requirement or formality. The same practice of yearly audits appears to be followed in the orphanages of Haryana also. This audit is got done by privately arranged and paid chartered-accountants, generally 3 to 5.5 months after the financial year. As these auditors never pointed out any irregularity, the auditing in the orphanages is a formal exercise or "a required-column-filling" by checking totals of this or that side and nothing more. Besides this, audit is also done by the auditors of the Social Welfare Department of Haryana only in the orphanages which are given Govt. grants. This audit only concentrates upon the use/misuse of the grants. These auditors do point out some irregularities,
but of grants only.

Also following various newspaper reports regarding mis-management/misutilisation etc at one orphanage, the D.C. (Deputy Commissioner) concerned has appointed an enquiry which pointed out as many as 28 simple to grave irregularities indicating misappropriation in that orphanage. This enquiry, interalia, also suggested an enquiry by a high-level committee, and stoppage of grants to that orphanage.

The authorities of the Govt. orphanages take various precautionary steps to check the misuse of funds etc.; but these precautions are slightly more strict than the need. From these, it appears as if the Govt. has no faith in the honesty of its staff and particularly of the local heads; who are almost without any financial powers.

ADMISSION : POLICY/RULES :

The Officers Authorised To Admit in the voluntary orphanages are generally the president/secretary/managers. They do so after somewhat liberal verifications by any staff-member. But in the Govt. orphanages, the admissions are made by a committee of three members including the local head. This committee admits as per the already set rules; and the relaxation in these rules, if required, is made by the Director-Secretary.

The Admission Procedure in general cases of destitution and emergency cases is different. Normally the admission seekers apply on simple paper or on the prescribed from seeking details/grounds for admission. After liberal verifications, the admission is done. As the verifications before admission are not done properly, some undeserving cases also get admission. To such cases we may call, the Free-Hostel-Facility-Seekers.

In emergency cases, the case is admitted subject to verifications later on, regarding the genuinity of the case or that the parent/s or guardian/s of the case are located/traced to restore the inmate back to them. So the admission procedure depends on the situation of the case, in addition to the other rules regarding age/sex etc.

The General Eligibility Conditions for admission are similar. In the order of
preference, these are: (i) child of unknown parentage, (ii) child whose both parents are dead and is orphan, (iii) child whose widow mother is unable to look after, (iv) child whose mother is dead and father is unable to look after, (v) child whose parents are alive but unable to look after, (vi) child of lost/untraceable/disputed parentage referred by the police/hospital/courts/stranger etc., (vii) child of 0 to 7 or 7 to 12 years, as a matter of rule; and (viii) in Govt. orphanages only, the child should be a domicile of Haryana and whose family income is less than Rs.500/- per month.

Special Rules Regarding Age, Sex, Problem, Religion, Nationality Etc Are:

- The preferred age at admission in three orphanages is 0-12; whereas in the remaining three orphanages, it is 5-12.
- Upper age of stay in four orphanages is 18 and 21 for boys and girls respectively; and in two orphanages it is 12-13 years after which the inmates are restored to parent/s.
- All orphanages except one keep both sexes, but three orphanages keep boys upto 12 or so. At one orphanage the boys are transferred to another sister-branch-orphanage after the age of 12.
- In three orphanages both orphans and destitutes are admitted; whereas, in the remaining three orphanages only destitutes or mostly destitutes are admitted.
- There is no restriction of religion, still mostly inmates are Hindu.
- In four voluntary orphanages, inmates from all over India are allowed; whereas in the two Govt. orphanages, only the domiciles of Haryana are admitted.
- Only in three orphanages (two voluntary and one Govt. run), the newly born infants can be admitted; and there are arrangements to keep such inmates as well.

Rules Of Inter-Orphanage-Transfer Of Inmates; Though there are some cases of inter-orphanage transfer in voluntary orphanages; but there is no policy or co-ordination among them. In a Govt-orphanage, as a matter of policy, the boys after 12 are transferred to another Govt. orphanage meant only for boys.
Some Other Aspects Regarding Admissions Are That:

- the new arrivals are first of all attended by the supervisors;
- most of the inmates being destitutes, there is no immediate requirement to
  meet with;
- no inmate is medically examined at admission; and
- no case-history of inmates is kept/prepared.

REASONS OF ADMISSION: on the basis of reasons of Admission, the inmates can be
put up under six categories:

1. Orphans of unknown parentage, 16 (4.32%);
2. Orphans without parents, 62 (16.76%);
3. Destitutes whose father is dead, 138 (37.30%);
4. Destitutes whose mother is dead, 83 (22.43%);
5. Destitutes whose parents are alive, 57 (15.41%); and
6. Staff kids/relatives, 14 (3.78%). Thus total 370 inmates (100.00%).

Thus the total number of real/complete orphans is 78 (21.08%); of
destitutes with one parent alive is 221 (59.73); or destitutes with both parents
alive is 57 (15.41%); and of staff kids/nephews is 14 (3.78%).

While describing destitutes in the aforesaid three categories (i.e. 3rd,
4th and 5th), we have seen that about 21 (6.49%) inmates are those whose parent/s
are well-off and they can look after their wards in their present circumstances
and resources; but they have irresponsibly got their wards admitted to avail
the free-hostel-type-facilities of the orphanages.

The Rule Of Four Essential Elements Underlying The Causes Of Admissions To The
Orphanages: If we carefully analyses the causes of admissions, we see that
underlying these causes, there are four essential elements which are responsible
for these causes and consequent admissions. These elements are the presence or
absence of: will of the parent/s, Means of the parent/s, Physique of the
parent/s, and Circumstances of the parents. Every admission is an interplay of
one or more of these elements. For a child, it is not the knowledge or presence
of the living biological/social parentage which is important; but the parentage
worth-supporting him i.e. the parentage with a will, means, physique and
circumstantial placing to help the child concerned at home in a homely atmosphere. So every case of admission can be seen with reference to the presence/absence of one or more of these elements. In fact the gravity of deprivation of parental-support is directly proportional to the absence of these elements and to the degree by which these are lacking. More the number and degree of these lacking elements, more the gravity of this deprivation and consequently more one deserves admission to the orphanage.

**SOURCES OF ADMISSION:**

On the basis of who got one admitted in the orphanage, we get two classes; 80.83% have been got admitted by those who are very near and supposed-to-be-responsible relations of the inmates; and 19.17% have been got admitted by those who are not related to the inmates. It (i.e. 80.83%) shows that our kinship system is fast-becoming irresponsible/indifferent and loosing the historically-renounced-intimacy of blood. Thus there is a need to revitalize the diminishing kinship-system in this direction.

**SOME OTHER GENERAL FEATURES OF INMATES:**

1. **Sex:** The number of boys and girls is 249 (67.30%) and 121 (32.70%) respectively. The underlying reasons for the lesser number of girls is that both parent/s or orphanage-authorities are reluctant to send/keep in view of more care and rehabilitative needs required in case of girls.

2. **Religion:** 87.57% of the inmates are Hindus, 3.51% sikhs, 0.54% christians, 0.27% muslims and 8.11% of inmates do not know their religion.

3. **Caste-Composition:** In the descending order of percentage, it is: Punjabis 16.22%; Rajputs, rods and Gujars 16.22%; Schedule castes 14.06%; Jats 11.62%; Sharmas 8.65%; Baniyas 2.70% and other backward castes combined are 10.81%. Besides these castes, 3.51% are sikhs; 0.54% are christians; 3.24% are tribals and 12.43% of the inmates do not know their castes.

4. **State Of Domicile:** 78.38% of the inmates belong to Haryana; 14.32% are from other northern states near to Haryana; 1.89% are from other states, and 5.41% of them do not know their states. The inmates from states other than Haryana are mostly in voluntary orphanages, as the Govt-orphanages admit only the domiciles
5. **Age At Admission-Time**: 14.33% of the inmates were babies up to the age of 4 at the time of admission; 67.03% were child in the age group of 4-10; 11.35% were at puberty i.e. age of 10-12; and 7.29% were early adolescents in the age of 12-15 years. So the onslaught of orphanhood/destitution effects not only the babies or children but to early adolescents also.

6. **Present Age Of The Inmates**: 1.35% are babies in the age group of 6 months to 4 years; 36.49% are in the childhood (4 to 10 years); 22.16% are at puberty (10-12 years); 35.13% are adolescents (12 to 18 years); and 4.87% are in early adulthood (18 to 22 years). In the last category (4.87%), the number of boys and girls is 13 and 5 respectively. They are a source of worry to the authorities as they need immediate rehabilitation.

7. **Stay-period Of Inmates**: 66.49% of the inmates have a stay from 2 months to 5 years; 25.68% from 5 to 10 years; 7.29% from 10 to 15 years; and 0.54% of the inmates are with a stay of 16 years. Thus as the stay-period increases, the tendency to discharge or get discharged increases; as the inmates/authorities do not want to remain/keep for longer periods.

8. **Education Of Inmates At Admission-Time**: 47.03% of the inmates were without any schooling; 43.78% were with schooling up to 5th class; and the remaining 9.19% were with schooling from 6th to 9th class.

9. **Present Education Of The Inmates**: 4.05% have no education, because of non-school-going age; 61.62% are up to 5th class; 20.28% are from 6th to 8th class; 8.65% are from 9th to 10th class; 3.24% are in 10+2 classes; and the remaining 2.16% are either doing ITI-trade-training or one is in B.A.II. Thus there is an all level educational increase of 42.98% in the quantitative side of education.

10. **Admissions**: Whether Of Fresh/Transferred Inmates: 90.27% are fresh inmates; whereas, 9.73% are transfer cases from other orphanages (i.e. about 1/10th).

11. **Temporary Restoration Of Inmates**: In all 28 boys and 9 girls (i.e. 37 inmates) were temporarily restored to parent/s or relative/s at the time of interview.

12. **Blood Relationship Among Inmates**: Out of 247 families in total, to which the
inmates belong to, 117 and 31 families have contributed one boy and one girl each respectively. Thus from 148 families there is one inmate each. This makes 40.00% of the inmates. Out of the remaining 99 families, there are:
- 156 inmates from 78 families i.e. two from each family;
- 54 inmates from 18 families i.e. three from each family; and
- 12 inmates from 3 families i.e. four from each family. This makes 60.00% of the inmates.

FOOD AND NUTRITION : GENERAL INFORMATIONS :

The mess in all the orphanages is common for boys and girls. The energy used for cooking is wooden-fuel in all except one orphanage. The number of meals per day is the usual three. The timings of meals depend upon season and school-timings. The meals supplied are vegetarian. The diet on special occasion, festivals is not very different from the routine. The checking of meal has four facets: (i) There is no need to check the meals provided by the donors; (ii) The meal is checked by the staff-members who regularly take meals with the inmates; (iii) Surprise/Casual checking of meals is done by the authorities; and (iv) As in Govt. orphanages a fixed ration is supplied, that is cooked and distributed and the authorities do not feel the need of any checking.

There are two Pattern Regarding The Meals By The Donors. Firstly, at four orphanages i.e. C, D, E & F, the meals by the donors is a rare phenomenon; once in a month or two. But the pattern at orphanages A & B is different from the above. They maintain a meal-booking diary, wherein the meals are booked in advanced by the donors. Donors either bring home prepared meals or get these prepared at the kitchen of the orphanages. The donors can be local or outsiders. In 1992, 91.56% of the donors were local and 8.44% were outsiders at orphanage A. On an average in a month, all the meals supplied by the donors at orphanages A and B, are for 19.42 and 19.78 days respectively. Thus about 64.25% of times, the meals are given by the donors all through the year. The per head per meal expenses in the orphanages A, B, C, D, E and F is Rs.1.12, 0.25, 1.59, 1.97, 2.35 and 2.16 respectively.

Quantity Of Meals : Unlike Govt. orphanages, the quantity of meals is not fixed
in the voluntary orphanages. In voluntary orphanages, the quantity of meals is more than sufficient; whereas, at one Govt orphanage the inmates complain of remaining hungry and the various concerned staff-members agree with it, but are helpless as the fixed-ration is supplied to them through the Govt.

**Quality Of Meals**: In five of the six orphanages, is that of a lower middle class family; whereas, at orphanage A, this quality is exceptionally rich, because the donors give very rich meals for most of the time.

**Dinning And Service Of Meals**: There are more dissimilarities than similarities in this respect. The dinning places of all orphanages, except that of D, are satisfactory. The service pattern of one orphanage is very irritating. The inmates have to line up to receive equal quantity of meals from the cook and then the inmates go to the dinning tables & desks. None can ask for/provide more quantity; irrespective of being hungry or not.

**Clothings**: In the Govt. orphanages there are pre-set-prescriptions regarding clothings to the inmates; whereas, in voluntary orphanages, during the course of implementation of any service, some uniformities do arise, which become as good as set-prescriptions, with the passage of time. These pre-decided or later on developed prescriptions regarding clothes to each inmate are:

- 2 pairs of kurta-Pyzama or Salwar-Kameez in five orphanages; whereas one pair in the remaining one.
- One pair of pant and Shirts in only two orphanages; whereas, no such pair in other orphanages.
- 2 pairs of school dresses in three orphanages; one pair in two orphanages; and no such dress in one orphanage.
- One towel almost in all the orphanages.
- 2 to 3 pairs of underwears and Baniyans in five orphanages.
- 2 pairs of socks only in three orphanages.
- One sweater in three orphanages; and in addition to this one jersey in five of the six orphanages.

So the clothes or associated items are not adequately provided to the inmates. In every orphanage one or the other thing is lacking. Also the smaller inmates are generally not kept clean.
Beddings: All other items of beddings, except one or no bed-sheet in two orphanages; quilts without covers in the four orphanages; and no pillow in all the orphanages, are complete. The beds in three orphanages are clean; whereas, in rest of the three these are not clean.

The per head per year expenses in 1991-92 on clothings and beddings at orphanages A, B, C, D, E and F is Rs. 76.23, 63.10, 302.92, 400.00, 1039.04 and 688.62 respectively. This record of orphanage D appears to be incorrect; and shows the inadequacy in this respect at orphanages A, B and D (i.e. half of the orphanages).

HABITATION AND SYSTEM OF LIVING:

The living arrangements (the dormitories/cottages) of all the orphanages, except two i.e. B and D, are adequate. At B there is over-crowding because of more inmates and at D there is no proper building. Habitation for different sexes and age-groups have three patterns:

(i) at orphanages A & B, all the girls and boys upto 8-12 are kept in the Kanya-Sadans; and the boys above 8-12 are kept in separate dormitories within the same orphanage;

(ii) at C & D, the inmates above 12 or so are not kept; and

(iii) at orphanage F, the boy inmates after 12 are transferred to another sister-orphanage only meant for boys i.e. to E.

The above three patterns can be called:

(i) to keep the adolescent sexes in separate buildings;
(ii) not to keep the adolescents at all; and
(iii) to transfer the boys after puberty to another orphanage.

Staff-Quarters: at the two Govt. orphanages are sufficiently provided; whereas at one orphanage A, the quarters are adequate, but not adequately provided to the staff, and are rented out to the outsiders. At the remaining three orphanages C, B and D the staff-quarters are inadequate, extremely inadequate, and altogetherly absent respectively.

Medical Aid: Except two orphanages A and F, there is no personal arrangement of
the orphanages for medical help. As and when the need arises the patients are taken to the local doctors or to the local general hospital of the city or the nearby city. No medical check-up of the inmates is done at the time of admission or later on. No vaccination for immunisation against certain diseases of babies is got done. The hospital-admitted-cases are attended by the elder inmates and the supervisory staff. The medical expenses per head per year (in the descending order) for orphanages E, A, B, F and C are Rs. 157.64, 117.45, 90.85, 63.47 and 32.20 respectively. None of the above amounts being higher one, we can infer better health in the orphanages; the reasons for which can be greater immunity, simple diet and pollution free-environment in majority of the orphanages. Very exceptional cases of pregnancy among inmates have also been reported; as ideal conditions are not possible even at our homes. The female supervisory staff imparts informal hygienic-education to adolescent girls or at puberty. The common diseases among inmates are stomachache, fever, cough and scabbies etc. Deaths within the orphanages, if viewed/compared with the past, are also exceptional.

Education : Out of the 25 inmates worth-nursery education in the orphanages, only 6 (24.00%) are admitted, while the remaining 76.00% are deprived of it. After nursery, at orphanages A and B, the inmates are sent to inside as well as outside schools; at orphanage C all the inmates are kept for education upto 5th class in the inside-school; at orphanage D there is no schooling; and lastly the schooling at orphanage E and F is entirely through outside local schools.

The libraries though present in most of the orphanages, are either non-functional or are rarely used by the inmates; reasons being either the authorities do not educate the inmates to use library or the inmates are too young/ignorant to use. The reading and recreation rooms have been reduced to TV-rooms, in four out of the six orphanages; whereas at the remaining two orphanages there is no such provision. Similarly moral/social education to the inmates are also the neglected part of their services. The religious activities like Havan, Sandhya etc. are though present in two orphanages. But these activities have been reduced to mere formalities. For inmates these are forced-
routine, to be forgotten after discharge; because the inmates need two things: (i) to tide over the present unfortunate phase of life and (ii) to be self-sufficient in future-life.

There is absolutely no performance watch after school hours. The per head per month expenses on education are generally low. This average for all the orphanages is Rs. 51.62; from which we can infer the low quality and/or low salary to the in-schools teaching staff. Though the qualitative side of education is very depressing, but if a comparison of education at admission and at present is made, it reveals that there has been an all-level-educational-increase of 42.98% in the quantitative aspect of education.

**Vocational Training**: All the inmates at the time of admission are without any vocational training; and vocational training at orphanages is also not possible unless they are mature enough for any training, say they should be minimum between 16-18 years of age to start. But after the age of 18, the orphanage authorities start planning to discharge the inmate because of this being the upper age of stay. So to impart any training worth-competition, this upper age of stay will have to be increased from 18 to 22/25 especially in case of orphans. The number of inmates in this age-group of 18-22 is 18 in all; out of which only 7 inmates (38.88%) are receiving vocational training at ITIs. All these 7 inmates are from orphanage E.

The arrangements for vocational trainings are only at two orphanages A & B. At orphanage A, these arrangements are for training in khaddi, canning, carpentry and tailoring (only for girls). At orphanage B, there is tailoring teacher, without any one trained. At A also none is trained in tailoring and carpentry. Only one inmate is trained in khaddi who has been employed as khaddi-master. Few more boys are trained in canning; by which they earn for the orphanage by doing chair-canning work of the district. The orphanage authorities charge Rs. 16/- for canning of a seat; out of which only Rs. 1/- is deposited to the share/account of the inmate.

**Sports And Recreation**: There are individual variations on the basis of orphanage, age and sex in
Sports. There is no organisation and participation of staff in the sports within the orphanages. The inmates of the two orphanages A and E participate in various games through their schools at state/district/zonal levels. The smaller inmates make use of the swing or ladders etc. besides their own games and activities. The elder girls do not take part in sports; as, their only worry is to go to the parents or to be married by the authorities.

Group recreational activities are confined to TVs in the orphanages or other such activities in their schools. The family members of the staff never participate in these activities. Cultural programmes/excursion tours/picnics etc. are organised only in three orphanages C, E and F. No pocket money is at present given to the inmates in any orphanages. The inmates are allowed to go outside only for schooling or with their parent/s or relative/s or for shopings of the orphanages with the supervisory staff or others.

Discipline And Punishments:

The general discipline depends upon two things: (i) the role of the management and the staff and (ii) age and sex of the inmates. If the management is indifferent or careless, and the inmates are of both sexes and in the late adolescent stage; indiscipline is bound to arise. The acts of indiscipline can vary from exceptional to general. The exceptional acts includes disobedience to the staff, rebuking or manhandling with the staff, forcible living in the orphanage even after being employed, locking up the gates/offices to ban/stop entry of the staff, to Gherao the new staff to compel them to resign or tolerate their indiscipline etc. The less exceptional acts can be sex-indulgence in or out of the orphanage (because of natural urge and age, uncertainty in life, indifferent/careless staff, frustration because of admission in the orphanages, family background and absence of parental control in the orphanages etc.); or absconding without permission from the orphanage (because of non-adjustment with the atmosphere/authorities/staff, or feeling of home-sickness etc.); or committing theft (because of non-availability of certain required things or as a part of nature etc.). The general acts of indiscipline include mutual quarrels, beating, abusing and telling lies etc.
The Punishments Given for general acts of indiscipline are snubbing, rebuking, slapping or warning or getting some general work done like sweeping of the floors and lawns etc. just to reform the inmate. The punishment for exceptional cases of indiscipline, misconduct is ouster from the orphanage and/or restoration to the parent/s or relative/s depending upon the gravity of the misconduct.

REHABILITATION:

The problem of inmates is a Bio-socio-economical problem. For orphans it is primarily bio-social and then economical; whereas for destitutes it is primarily economical. That is why, at admission or prior to that, it is not the quality of essential services which matters, but what matters most is the surety of getting these basic requirements met in the orphanages. Such a surety gives them a chance to tide over the uncertain past/present, to further stand and prepare for the safe future. And this no less contribution of the orphanages to the inmates and to the society. If read with the foregoing overall conclusions, regarding the various services provided by the orphanages, that these services are not fulfilled properly and satisfactorily, leave aside the training for good citizenship, for want of funds, initiative and information; we can safely infer that orphanages play a great preventive and upbringing role in the orphans life, but are not a perfect substitute of the family-life. If seen in this perspective, admission to the orphanage is a temporary rehabilitation; as it prevents the unfortunate phase in the life of the inmates and side by side performs the upbringing role, with the view that ultimately the inmate will be as good as in the family. But to be an ideal substitute of family, the orphanages need so many things including as strong and permanent identification of relations among the staff and inmates as in the family; to which we may call permanentisation-of-ideal-parental-roles in the staff.

But proper rehabilitation is neither considered/planned at the time of admission nor when it is a time to consider. The authorities just keep, feed, clothe and send them to schools to study-n-to-pass-time and not to produce a quality.
Out of the 854 inmates from the four orphanages, (from which this data is available and/or given), admitted and rehabilitated w.e.f. 1971 to 1993, The Various Modes Of Rehabilitation/Discharge in the descending order of percentage are: 76.70% were restored to parents or relatives; 6.09% were discharged because of absence/will; 3.63% were ousted because of indiscipline; 3.04% were absconding; 2.10% were employed; 1.76% were transferred to other institutions; 1.05% were given in adoption; 0.70% (all girls) were married; 0.47% died within the orphanages; 0.23% stayed temporarily on the order of police/court; and for the remaining 4.23% the relevant portion of record is missing/destroyed. So in majority of the cases the orphanages are turning to be a source of temporary relief to the destitutes, if seen in the rehabilitative perspective. Thus Two Major Ways Of Rehabilitation are: 76.70% are restored to parent/s which indicates increasing destitution; and 12.76% are discharged/ousted for absence/will/indiscipline/absconding. Indiscipline is the introduction of new phenomenon in the orphanage life since 1980 onwards.