SCHEDULE OF QUESTIONS

A STUDY OF ECONOMIC AND MANAGERIAL ASPECTS OF WOMEN EMPLOYEES IN SOCIAL SECTOR OF CHITTOOR DISTRICT IN A.P

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Sample No : Date Of collection :

SECTION -A
SOCIO-ECONOMIC CONDITIONS

1. Name of the employee :

2. Name of the organization in which working :

3. Address of the organization :

4. Age
   a) 20-30 yrs b) 30-40yrs c) 40-50yrs d) 50-60yrs

5. Caste
   a) OC b) BC c) SC d) ST

6. Religion
   a) Hindu b) Muslim c) Christian d) Others

7. Education
   a) SSC b) Intermediate / Diploma c) Degree d) PG/Ph.D.

8. Marital status
   a) Married b) Un-married c) Separated/Divorced d) Others
9. **Locality**  
a) Rural  
b) Urban  

10. **Who is the head of your family**  
a) Husband  
b) Wife  
c) Father-in-law  
d) Mother-in-law  

11. **Time devoted to daily household work**  
a) < 3hrs  
b) 3-6hrs  
c) 6-8hrs  
d) Shrs & above  

12. **Duration of daily leisure time available**  
a) <2hrs  
b) 2-3hrs  
c) 3-4 hrs  
d) 4hrs & above  

13. **Who makes purchases for home**  
a) Husband  
b) Wife  
c) Father-in-law  
d) Mother-in-law  

14. **Who does the household chores**  
a) Husband  
b) Wife  
c) Father-in-law  
d) Mother-in-law  

15. **Do you have domestic servants?**  
   
   If yes, items for which servants are employed  
a) cleaning utensils and washing clothes  
b) cleaning utensils  
c) cleaning utensils and looking after children  
d) cleaning utensils washing clothes and cooking  

16. **What are the modern labour saving energy saving and time saving devices in the house?**  
a) Electronics  
b) Non-electronics  
c) Solar  
d) Others
17. Do you receive husbands' co-operation in household work? Yes / No
   If yes, what are the items in which husband's co-operation is available
   a) Domestic chores (such as cooking, cleaning the house etc.) ( )
   b) Looking after children ( )
   c) Guidance in occupation ( )
   d) Looking after children and guidance in occupation ( )

18. What are the reasons for doing the job?
   a) Economic necessity ( )
   b) To enhance family income ( )
   c) To achieve independent income ( )
   d) To achieve position and status in the society ( )

19. Do you have membership in cultural and social organizations? Yes / No
   If yes, what are they?
   a) NSS b) NCC c) Hostels d) Others

20. Do you think that the non-cooperation from your family members affects your performance on the job?
   a) Not reaching work b) No preparation
   c) Headache d) Others place on time

21. Who takes decision at the family level?
   a) Wife b) Husband c) Father-in-law d) Mother-in-law

22. Decision making at work place
   a) Principal b) Head c) Senior Faculty d) Others

23. Decision making of child education
   a) Wife b) Husband c) Father/mother-in-law d) Combinedly

24. Decision making of children's marriages
   a) Wife b) Husband c) Father/mother-in-law d) Combinedly

25. Do you approve the status of Indian women enjoy with men?
   a) Not at all b) To some extent c) Much d) Good

26. Do you feel negligence towards children and husband due to job?
   a) Not at all b) To some extent c) Much d) Some times
27. Do you demand your husband to share household work?
   a) Not at all  
   b) To some extent  
   c) Much  
   d) Some times
28. Do you have aspiration for higher education?
   a) Not at all  
   b) To some extent  
   c) Much  
   d) Always
29. Do you have attitude on the extent of women’s education?
   a) Not at all  
   b) To some extent  
   c) Much  
   d) Good
30. What is the occupation of your father?
   a) Govt.  
   b) Private  
   c) Voluntary  
   d) Others
31. What is the occupation of your husband?
   a) Govt.  
   b) Private  
   c) Voluntary  
   d) Others

SECTION-B
ECONOMIC ASPECTS

1. Details of household income per month
   a) Rs. <10000  
   b) Rs. 10001- 20000  
   c) Rs. 20001-30000  
   d) Rs. 30001 and above
2. How much do you earn per month?
   a) Rs. 10000-20000  
   b) Rs. 20001-40000  
   c) Rs. 40001-60000  
   d) Rs. 60001 and above
3. Do you get any bonus?  
   Yes / No
4. Do you get any incentives other than wages/salary from your employer?
   a) Housing  
   b) Medical  
   c) Arrears  
   d) Others
5. Details of assets
   a) Rs. <100000  
   b) Rs. 100001-300000  
   c) Rs. 300001-500000  
   d) Rs. 50000 and above
6. Details of liabilities
   a) Institutional  
   b) Non- institutional  
   c) Loans  
   d) Others
7. Monthly household expenditure on non-durable consumer goods
   a) Rs. 5000-10000  b) Rs. 10001-15000  c) Rs. 15001-20000  d) Rs. 20001 and above

8. Yearly household expenditure on durable consumer goods
   a) Rs. <50000  b) Rs. 50001 - 100000  c) Rs. 160001 -200000  d) Rs. 200001 and above

9. Yearly savings
   a) Rs. <50000  b) Rs. 50001 - 100000  c) Rs. 100001 -200000  d) Rs. 200001 and above

10. Yearly household capital expenditure
    a) Rs. <100000  b) Rs. 100001 -300000  c) Rs. 300001- 500000  d) Rs. 500001 and above

11. Do you have a own house? Yes / No
    If yes, please give the value of the house
    a) Rs. <100000  b) Rs. 100001 -500000
    c) Rs. 500001- 1000000  d) Rs. 1000001 and above

12. If rented house, what is the rent per month
    a) Rs. <3000  b) Rs. 3001 -6000  c) Rs. 6001-10000  d) Rs. 10001 and above

13. What is the mode of transport to reach the place of your job
    a) Own vehicle  b) Govt. vehicle  c) Bus/Train  d) Others

14. How much you keep a part of your pay for your own expenses?
    a) Rs. <2000  b) Rs. 2001-4000  c) Rs. 4001-6000  d) Rs. 6001 and above

15. How much amount do you spend towards health per annum?
    a) Rs. <5000  b) Rs. 5001-10000  c) Rs. 10001-15000  d) Rs. 15001 and above
1. What is your present designation:

2. Give your scale of pay
   a) Rs. <10000     b) Rs. 10001-20000
   c) Rs. 20001-30000  d) Rs. 30001 and above

3. A amount of pay par month
   a) Rs. 10000-20000  b) Rs. 20001-40000
   c) Rs. 40001-60000  d) Rs. 60001 and above

4. Are you a temporary/probation/permanent employee
   a) Temporary  b) Probation  c) Permanent  d) Others

5. Experience in the present post
   a) < 10 years     b) 10-15 years  c) 15-20 years  d) Above 20 years

6. Give details of training and development programmes participated by you
   a) How many trainings  b) How many programs
      c) How many workshops  d) Seminars & conferences

7. Do you think the union represents your problems to the management adequately?
   a) Once a while  b) Often  c) Very often  d) Never

8. How often do you go to your superior for guidance in your official matter?
   a) Once a while  b) Often  c) Very often  d) Never

9. How often do you go to your superior for help in personal problems?
   a) Once a while  b) Often  c) Very often  d) Never

10. How often are you consulted by your superior for making a decision in your work?
   a) Once a while  b) Often  c) Very often  d) Never
11. How often does your superior take personal interest in your career growth?
   a) Once a while   b) Often   c) Very often   d) Never

12. Do you go to office in time? Yes / No
    If No why?
    a) Excessive work at home
    b) Non-cooperation from household members
    c) No proper facilities
    d) Others

13. Do you have excess workload at office? Yes / No

14. Do you suffer at office due to domestic works? Yes / No

15. Do your office working hours convenient to you? Yes / No

16. Are you suffering with any health problems? Yes / No

17. Does the office work affect your health? Yes / No

18. Does the domestic chore effect your health? Yes / No

19. Do you work either before or after the office hours? Yes / No

20. Do you get extra remuneration for extra work? Yes / No
INTRODUCTION

There is no denying the fact that women in India have made a considerable progress in the last fifty years but yet they have to struggle against many handicaps and social evils in the male dominated society. The Hindu Code Bill has given the daughter and the son equal share of the property. The Marriage Act no longer regards woman as the property of man. Marriage is now considered to be a personal affair and if a partner feels dissatisfied she or he has the right of divorce. But passing of law is one thing and its absorption in the collective thinking of society is quite a different matter. In order to prove themselves equal to the dignity and status given to them in the Indian Constitution they have to shake off the shackles of slavery and superstitions. They should help the government and the society in eradicating the evils of dowry, illiteracy and ignorance. The dowry problem has assumed a dangerous form in this country. The parents of the girls have to pay thousands and lakhs of rupees to the bridegrooms and their greedy fathers and mothers. The dowry deaths are really heinous and barbarous crimes committed by the cruel and inhumane persons. The young girls should be bold enough in not marrying the boys who demand dowry through their parents. The government should enact stringent laws to afflict rigorous punishment on dowry seekers, women's murderers and rapers.
PROBLEMS OF WORKING WOMEN

It is an open truth that working women have to face problems just by virtue of their being women. Working women here are referred to those who are in paid employment. Social attitude to the role of women lags much behind the law. This attitude which considers women fit for certain jobs and not others colours those who recruit employees. Thus women find employment easily as nurses, doctors, teachers in the caring and nurturing sectors, secretaries or in assembling jobs-the routine submissive sectors.

Women going to work are often subject to sexual harassment. Public transport system is overcrowded and men take advantage of the circumstances to physically harass women. Colleagues offer unwanted attention which can still be shaken off but a woman is placed in a difficult situation if the higher officer demands sexual favours. If refused, the boss can easily take it out on the woman in other ways to make life miserable for her. There have been several cases of sexual harassment recently involving even the senior women officials. On the other hand if a woman is praised for her work or promoted on merit, her colleagues do not hesitate to attribute it to sexual favours. The psychological pressure of all this can easily lead to a woman quitting her job. Most of the problems that beset working women are in reality rooted in the social perspective of the position of women. Traditionally men are seen as the bread winner and women as the house-keepers, child bearers and rearers. This typecast role model continues to put obstacles before the working women. Recognized experts and brilliant young minds write on economic policy, social change, institutions and organizations, issues in history, methodology and theory.

Women’s Struggle and Reforms

Though women of India are not at par with her counterpart in Western world but she is struggling hard to make her mark in men’s
world. We can count on certain names from the British India where women put the example of extraordinary bravery which even men might not be able to show. Rani Lakshmi Bai of Jhansi was the one such woman. She was the one who put even British rulers to shame with her extraordinary feats in battle. She fought for her kingdom, which Dalhousie, British Governor General, had unlawfully annexed. She was in a true sense the leader of uprising of 1857. There are certain men who took the cause of women in India. There have been social reformers like Raja Ram Mohan Roy, Ishwar Chandra Vidyasagar, Swami Vivekanand, Swami Dayananda Saraswati who have helped women gain their previous status in society.

PROBLEMS OF TEACHERS

The inbuilt conviction that women are capable of less work than men or less efficient than men governs this injustice of unequal salaries and wages for the same job. The age old belief of male superiority get better grades over women creates several hurdles for women at their place of work. Women on the way up the corporate ladder discover that they must be much better than their male colleagues to reach the top. Once at the top male colleagues and subordinates often expect much greater expertise and efficiency from a woman boss than from a male boss. Conditioned by social and psychological tradition women colleagues too don't lend support to their own sex. Working in such conditions inevitably put much greater strain on women than what men experience. These problems tend to make women less eager to progress in their careers. Indeed many of them choose less demanding jobs for which they may even be over-qualified. A woman's work is not merely confined to paid employment. Economic dependency upon men, and consequently the poor socio-economic status of women had also restricted their entry into the workforce. Entry of women into the higher professions like law and medicine was delayed in most countries due to women being denied entry to universities and qualification for


degrees. Although access to paying occupations (the "workforce") has been and remains unequal in many occupations and places around the world, scholars sometimes distinguish between "work" and "paying work". Although oft-cited and used as a slogan this statement seems not to be supported by any data. Women who are born into the upper class rather than the middle or lower class have a much better chance at holding higher positions of power in the work force if they choose to enter it.

**Barriers to equal participation**

As gender roles have followed the formation of agricultural and then industrial societies, newly developed professions and fields of occupation have been frequently inflected by gender. Some examples of the ways in which gender affects a field include, Prohibitions or restrictions on members of a particular gender entering a field or studying a field; Discrimination within a field, including wage, management, and prestige hierarchies; Expectation that mothers, rather than fathers, should be the primary childcare providers.

However, in practice, norms and laws have historically restricted women's access to particular occupations; civil rights laws and cases have thus primarily focused on equal access to and participation by women in the workforce. These barriers may also be manifested in hidden bias and by means of many micro inequities.

**Access to education**

A number of occupations became "professionalized" through the 19th and 20th centuries, gaining regulatory bodies, and passing laws or regulations requiring particular higher educational requirements. As women's access to higher education was often limited, this effectively restricted women's participation in these professionalizing occupations. Women were completely forbidden access to Cambridge University until 1868, and were encumbered with a variety of restrictions until
1987 when the university adopted an equal opportunity policy. Numerous other institutions in the United States and Western Europe began opening their doors to women over the same period of time, but access to higher education remains a significant barrier to women's full participation in the workforce in developing countries. Even where access to higher education is formally available, women's access to the full range of occupational choices is significantly limited where access to primary education is limited through social custom.

Access to capital

Women's access to occupations requiring capital outlays is also hindered by their unequal access to capital; this affects occupations such as entrepreneur and small business owner, farm ownership, and investor. Numerous microloan programs attempt to redress this imbalance, targeting women for loans or grants to establish start-up businesses or farms, having determined that aid targeted to women can disproportionately benefit a nation's economy. While research has shown that women cultivate more than half the world's food — in sub-Saharan Africa and the Caribbean, women are responsible for up to 80% of food production — most such work is family subsistence labor, and often the family property is legally owned by the men in the family.

Discrimination within occupations

The idea that men and women are naturally suited for different occupations is known as horizontal segregation. Statistical discrimination in the workplace is unintentional discrimination based on the presumed probability that a worker will or will not remain with the company for a long period of time. Since employers believe that women are more likely to drop out of the labour force to have kids or work part time while they are raising kids, this tends to hurt their chances for job advancement. They are passed up for promotions because of the possibility that they may leave, and are in some cases
placed in positions with little opportunity for upward mobility to begin with based on these same stereotypes.

**Actions and Inactions of Women Themselves**

Through a process known as employee clustering, employees tend to be grouped throughout the workplace both spatially and socially with those of a similar status job. Women are no exception and tend to be grouped with other women making comparable amounts of money. They compare wages with the women around them and believe their salaries are fair because they are average. Some women are content with their lack of wage equality with men in the same positions because they are unaware of just how vast the inequality is. Furthermore, women as a whole tend to be less assertive and confrontational. One of the factors contributing to the unfair proportion of raises going to men is the simple fact that men tend to ask for raises more often than women, and are more aggressive when doing so.

**Gender and women’s history in particular occupations**

**Occupational Dissimilarity Index**

Choice of occupation is considered to be one of the key factors contributing to the male-female wage differential. In other words, careers with a majority of female employees tend to pay less than careers that employ a majority of males. This is different from direct wage discrimination within occupations, as males in the female dominated professions will also make lower than average wages and the women in the male dominated occupations usually make higher than average wages. The occupational dissimilarity index is a measure from 0 to 100; it measures the percent of laborers that would need to be rearranged into a job typically done by the opposite sex in order for the wage differential to disappear. In 1960, the dissimilarity index in America was measured at 62. It has dropped since then, but at 47 in 2000, is still one of the highest of any developed nation.
PROBLEMS OF NURSES

The problem of retirements of nurses is compounded by the large number of women leaving the field before retirement age and the relatively small number entering the profession. Considerable attention has been given to the shortage of registered nurses. Yet little attention has been paid to the pending baby boom effect which will make the problem much worse. Annual job vacancy surveys conducted in the metropolitan Milwaukee area by the UWM Employment and Training Institute for the Private Industry Council have documented the persistent high demand for registered nurses and other health professionals. As of October 2002 there were 813 full-time and 669 part-time openings for registered nurses. There were a total of 17,043 registered nurses aged 25-64 in the metro area as of June 2002, or 1 opening for every 11.5 registered nurses. Thirty years ago women were more likely to seek out teaching or nursing as a profession.

People in either profession with dependent children are more (or less) likely to leave their profession for other occupations. Accordingly, any family inconveniences created by inflexible working arrangements in nursing may be reflected mainly through reported job dissatisfaction and only at the margin result in exit. When entering nursing, trainees are aware of the unsociable nature of shift-working. Indeed, this can work to the advantage of some women who can fit their own working arrangements around partners' free time to avoid child care expenses. A third of the nursing workforce stated that they were not satisfied with their jobs. Fewer teachers express dissatisfaction. Surveys of nurse's point consistently to factors associated with the work environment as the prime cause for dissatisfaction, rather than to pay or personal circumstances. Sources of concern include excessive workloads, job-related stress, inadequate staff development and promotion opportunities, and adversarial supervisory arrangements. Such factors
are within the control of local managers, and could have significant impact on morale and retention.

State neglect of nursing

If nurses were not accorded ‘honour’ in the public eye, neither were they accorded material recognition of their claims to professional status, either in terms of pay or the provision of a clean, safe working environment. While the low status of nursing in India was often seen as the result of local preoccupation with notions of pollution and class and caste hierarchy, it was also related to the dreadful conditions under which nurses were asked to work. Governments at all levels often excused their failure to encourage the development of nursing on the grounds of local prejudices, which they felt precluded, any large-scale recruitment of Indian women. Alice Wilkinson wrote that in budgetary considerations at every level, nursing was the last priority. She felt that the failure of Indian women to join nursing could be explained by the fact that state-run hospitals had ‘failed to supply a sufficient number of qualified nurses to teach and train’, ‘failed to provide sufficient accommodation’, and that ‘in many hospitals the accommodation provided is disgraceful.

The neglect of nursing by the state in India did much to reinforce the low status of the profession. The failure to adequately fund schools and nursing accommodation, and a willingness to allow the recruitment of untrained or semi-trained nurses reinforced the widespread feeling that nursing was dirty and dangerous work. Nurse leaders’ claims to professional status were not recognised in terms of public esteem, and neither was they given recognition through the provision of a fair salary or decent working conditions. The nursing profession, therefore, was characterised by a fixation on internal as well as external concerns about status. It maintained a harsh hierarchy with overt discrimination, as well as an internal structure in which class and
race determined opportunities and advancement. Nursing, unsurprisingly, replicated the same fault lines of race and class that divided colonial society.

Nurses were identified as low-class workers from poor families and that contributed to the already defined low status of nursing. Stipends were offered to students, initially to attract more of them to nursing. The absence of a wholesome care for patients—mental, emotional and physical—also adds to the rather ignorant treatment of nursing as unskilled work, which can be equated with menial jobs. It is important to highlight the skilled aspect of their work.

**PROBLEMS OF DOCTORS**

The impact of litigation, increasing demands from the public and the National Health Service (NHS) ‘blame culture’ are placing great pressure on doctors. Job satisfaction is affected and doctors are increasingly vulnerable to pressure and perhaps to mental and physical ill-health. However, doctors in general tend to minimize their own health problems, do not take time off work, have a poor understanding and distrust of occupational health services and tend to self-diagnose and self-prescribe [14-17]. As services are reactive in nature, they tend to become involved only after performance problems have arisen, sometimes after a major medical error has emerged.

Recently, the chief medical adviser for the UK, Sir Liam Donaldson, published the results of the first comprehensive review of the regulation of the medical profession conducted in >30 years [18]. ‘Good Doctors, Safer Patients’ was commissioned following the publication of the Shipman Inquiry. The principal shift in fitness to practise cases has proposed a move from the criminal standard of proof to the civil standard. In addition, Professor Donaldson proposed renewed focus on the assessment, rehabilitation and supervision of doctors with performance problems. He did not specify the actual...
assessment procedure but rather referred to the assessment protocol in the National Clinical Assessment Service (NCAS) [19]. He also proposed that doctors approaching retirement should be invited to a review with their General Medical Council (GMC) affiliate to assess whether a further 5-year period of re-licensing is appropriate.

In an attempt to elucidate causes for performance problems, great interest has emerged in assessing doctors' cognitive performance as part of the fitness to practise proceedings and safety measures. This has particularly been the case since an Australian study found that cognitive impairment in doctors is responsible for 63% of all adverse medical events and that most were determined to be preventable [20]. Furthermore, a recent study looking at the neuropsychological profile of 200 doctors involved in litigation suggested that neuropsychological assessment could establish the very precise nature of their relative impairments. This was thought to be helpful in developing personal educational programmes and in providing professional support and help [21]. Turnbull et al. [22], in their study of 27 physicians, raised the issue of whether a neuropsychological screening procedure for underperforming doctors should be developed although there is no standard battery of tests available for any particular condition. Trunkey and Botney [23], in a review article examining the different ways of assessing competency in surgeons and airline pilots, firmly recommended neuropsychometric testing as part of a reliable assessment for competency. Finally, a retrospective review of 148 doctors with performance problems demonstrated relative deficits on tests in sequencing, attention, logical analysis, eye-hand co-ordination, as well as in verbal and non-verbal learning [24]. The deficits were concluded to be sufficient to explain their performance difficulties.
CONCLUSION

It is an open truth that working women have to face problems just by virtue of their being women. Working women here are referred to those who are in paid employment. Women find employment easily as nurses, doctors, teachers the caring and nurturing sectors, secretaries or in assembling jobs—the routine submissive sectors. Social attitude to the role of women lags much behind the law. Prohibitions or restrictions on members of a particular gender entering a field or studying a field; Discrimination within a field, including wage, management, and prestige hierarchies; Expectation that mothers, rather than fathers, should be the primary childcare providers. However, in practice, norms and laws have historically restricted women's access to particular occupations; civil rights laws and cases have thus primarily focused on equal access to and participation by women in the workforce. The neglect of nursing by the state in India did much to reinforce the low status of the profession. The failure to adequately fund schools and nursing accommodation, and a willingness to allow the recruitment of untrained or semi-trained nurses reinforced the widespread feeling that nursing was dirty and dangerous work. Considerable attention has been given to the shortage of registered nurses. Yet little attention has been paid to the pending baby boom effect which will make the problem much worse. Nurses were identified as low-class workers from poor families and that contributed to the already defined low status of nursing. The impact of litigation, increasing demands from the public and the National Health Service (NHS) 'blame culture' are placing great pressure on doctors. Job satisfaction is affected and doctors are increasingly vulnerable to pressure and perhaps to mental and physical ill-health.
References


Role of NGOs in Rural Development of India: A Study

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Abstract

India is a land of villages and the Government of India has been implementing numerous rural development programmes for the upliftment of rural Communities. Non-government organizations with their advantage of non-rigid, locality specific, felt need based, beneficiary oriented and committed nature of service have established multitude of roles which can effect rural development. A number of NGOs have been playing a vital role in rural community development, besides government interventions. Realizing that the government alone was not able to meet the challenges of the massive enormous tasks in the process of rural development, the non-profit, voluntary and non-governmental organizations had to be involved in different phases and activities at the global, regional and local levels. Thus, in later phases, both the GOs and NGOs have been actively involved in transforming the lives of the rural poor. No doubt, NGOs have been constantly working day-in and day-out to solve various problems concerning children, women, senior citizens, environment etc. The NGO sector effectively works towards uplifting the socio-economic status of the poor. However, for a significant impact in the present era of liberalization and globalization wherein market forces adopt a key role, it becomes essential for the NGO sector to take a lead in helping poor fight the challenges posed by the system. NGOs can help the poor by providing access to the system, information on market opportunities, training facilities, information on sources of credit, etc. in order to meet the aspirations of rural poor, a
unique set of training programmes are expected to extend for the officials of for better management of the organization and Developmental initiatives. Non-Government Organizations (NGOs) are playing a very critical Role in the process of managing development initiatives of various kinds at the rural level. Even the Government of India has recognized the critical role of the NGOs in the Five-Year Plans, as they have commitment, credibility with the masses and professional approach to the people's issues unlike the charitable organizations of earlier days.

KEYWORDS: Agriculture, Government, NGO, Rural development, working

INTRODUCTION

No doubt, vast majorities of the India's poorest people lives in villages and these villages are in a state of neglect and underdevelopment with impoverished people. The problems of hunger, ignorance, ill health, high mortality and illiteracy are most acute in rural areas. This is not only because of shortage of material resources but also because of defects in our planning process and investment pattern. India has the potential to meet these challenges in rural areas. However, the efforts of Governments may not be adequate to provide basic services to its citizens. It is being increasingly recognized that progress and welfare of a society is not only the responsibility of the Government alone, but many more stakeholders need to be involved to attain the development goal (Save the Children Sweden, 2007). The corporate sector has a pivotal role to play in ensuring private investment flows to those rural areas that have been left out of the development process so far and also to work for sustainable development of rural areas in general.

History of NGO Activity in India:

India has a long history of civil society based on the concepts of daanda (giving) and seva (service). Voluntary organizations—organizations that are voluntary in spirit and without profit-making objectives—were active in cultural promotion, education, health, and natural disaster relief as early as the medieval era. They proliferated during British rule, working to improve social welfare and literacy and pursuing relief projects. During the second half of the 19th century, nationalist consciousness spread across India and self-help emerged as the primary
focus of sociopolitical movements. Numerous organizations were established during this period, including the

1. **Friend-in-Need Society** (1858),
2. **Prathana Samaj** (1864),
3. **Satya Shodhan Samaj** (1873),
4. **Arya Samaj** (1875),
5. **The National Council for Women in India** (1875),
6. **Indian National Conference** (1887).

The Societies Registration Act (SRA) was approved in 1860 to confirm the legal status of the growing body of nongovernment organizations (NGOs). The SRA continues to be relevant legislation for NGOs in India, although most state governments have enacted amendments to the original version. Christian missionaries active in India at this time directed their efforts toward reducing poverty and constructing hospitals, schools, roads, and other infrastructure. Meanwhile, NGOs focused their efforts on education, health, relief, and social welfare. A firm foundation for secular voluntary action in India was not laid until the **Servants of India**, a secular NGO, was established in 1905.

Mahatma Gandhi's return to India in 1916 shifted the focus of development activities to economic self-sufficiency. His Swadeshi movement, which advocated economic self-sufficiency through small-scale local production, swept through the country. Gandhi identified the root of India's problem as the poverty of the rural masses and held that the only way to bring the nation to prosperity was to develop the villages' self-reliance based on locally available resources. He also believed that voluntary action, decentralized to **gram panchayats** (village councils), was the ideal way to stimulate India's development. Gandhi reinvigorated civil society in India by stressing that political freedom must be accompanied by social responsibility. After independence, the Government of India increased its presence in social welfare and development but recognized the potential for civil society to supplement and complement its efforts. The first Five-Year Plan stated, "Any plan for social and economic regeneration should take into account the services rendered by these agencies and the state should give them maximum cooperation in strengthening their efforts."
The Central Social Welfare Board was established in 1953 to promote social welfare activities and support people’s participation programs through NGOs. This additional funding and recognition led to a growing body of professional NGOs. The Government of India decentralized development activities throughout the 1950s. The establishment of the National Community Development Program and the National Extension Service were early steps in this direction. Further decentralization was achieved with the introduction of the three-tier Panchayati Raj system in 1958. Many farmers unions and agricultural cooperatives were founded around this time, and networking became more commonplace in civil society. In 1958, the Association for Voluntary Agencies for Rural Development (AVARD) was founded as a consortium of major voluntary agencies. International NGOs entered India in significant numbers to provide drought relief during two consecutive, agricultural seasons, 1965–1966 and 1966–1967. Many of them established permanent local operations thereafter. Moreover, foreign funds began flowing to domestic NGOs in India, changing the character of civil society once more. During the 1970s the government pursued a “minimum needs” program, focusing on the basic impediments to improving the quality of life for the rural poor, such as education, electrical power, and health. Several governmental development agencies were established, around this time, such as the People’s Action for Development of India. Foreign-trained Indians entered civil society in greater numbers, leading to a professionalization of the sector.

India witnessed a rapid increase in and diversification of the NGO sector as a response to the national political scenario and increasing concern about poverty and marginalization. Both welfare and empowerment oriented organizations emerged during this period, and development, civil liberties, education, environment, health, and livelihood all became the focus of attention. With community participation as a defined component in a number of social sector projects during the 1970s and 1980s, NGOs began to be formally recognized as development partners of the state. Their work was increasingly characterized by grassroots interventions, advocacy at various levels, and mobilization of the marginalized to protect their rights. The process of structural adjustment begun in the early 1990s—and the more recent approach of bilateral and international donors channeling funds directly through the government, NGO networks, and large corporate NGOs—have somewhat pushed peoples’ organizations into the background. Small, spontaneous initiatives at the community level, as a response to social and economic exploitations at the community level, are no longer the hallmark of the NGO sector.
Meaning and definition of NGO:

NGOs are difficult to define and classify, and the term 'NGO' is not used consistently. As a result, there are many different classifications in use. The most common use a framework that includes orientation and level of operation. An NGO's orientation refers to the type of activities it takes on. These activities might include human rights, environmental, or development work. An NGO's level of operation indicates the scale at which an organization works, such as local, international or national. "Confronting the Classification Problem: Toward Taxonomy of NGOs"

One of the earliest mentions of the acronym "NGO" was in 1945, when the UN was created. The UN, which is an inter-governmental organization, made it possible for certain approved specialized international non-state agencies - or nongovernmental organizations - to be awarded observer status at its assemblies and some of its meetings. Later the term became used more widely. Today, according to the UN, any kind of private organization that is independent from government control can be termed an "NGO", provided it is not-profit, non-criminal and not simply an opposition political party.

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

A non-governmental organization (NGO) is a legally constituted organization created
by natural or legal persons that operates independently from any form of government. The term originated from the United Nations (UN), and is normally used to refer to organizations that are not a part of the government and are not conventional for-profit business. In the cases in which NGOs are funded totally or partially by governments, the NGO maintains its non-governmental status by excluding government representatives from membership in the organization. The term is usually applied only to organizations that pursue wider social aims that have political aspects, but are not openly political organizations such as political parties. The number of NGOs operating in the United States is estimated at 40,000. International numbers are even higher: Russia has 277,000 NGOs. India is estimated to have around 3.3 million NGOs in year 2009, which is just over one NGO per 400 Indians, and many times the number of primary schools and primary health centers in India.

Some successful NGOs in Rural Development, through their hard work, dedication, commitment combined with professional competency and integrity have made their mark in the field of Rural Development during last three decades. The Government also acknowledged the contribution of such NGOs and supported them both by policy changes and financial assistance. This GO-NGO partnership in recent years has yielded very good results. In view of such successful partnership, it was expected that more favorable policies towards NGOs would be introduced by the Government. Strangely, instead, reverse has started happening with the Government policies discouraging the involvement of NGOs.

This example of reversal or regression in Government policy is clearly seen in the revised guidelines for watershed development (revised in 2001) by the Department of Land Resources, Ministry of Rural Development, and Government of India.

Major role of NGO’s in rural development:

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

**Better credibility:**

As NGOs get finance generated through their own activities, their credibility vastly improves and their service to rural people gets reinforced. CNRI is an apex body with over 2,000 member-NGOs engaged in multifarious activities ranging from self-help group formation, income generation, marketing, agency work for insurance companies for life and non-life products and for banks and financial institutions to environment protection, watershed management, handicrafts, textiles, traditional medicinal plants and HR development. It is completing one year of its existence. To mark the celebration of one year of its service to NGOs, CNRI is hosting a three-day national meet - 'Advantage Rural India' - from April 17.

**Special sessions:**

The meet will feature sessions on NGO/SHG products, finance and marketing, rural connectivity, energy needs and new technologies, employment opportunities for rural youth, role of NGOs in the field of rural education, experience sharing with the performing NGOs in the field of organic farming, value-added agriculture, food processing, animal husbandry, environment, forests and natural resource management. The Union Minister for Rural Development, Dr Raghuvansh Prasad Singh, will inaugurate the meet; the Union Home Minister, Mr Shirvraj Patil, will address the participants.

**India and NGO's:**

India has a long tradition of social service, social reform and voluntary agencies. NGOs emerged in India soon after Independence when Mahamata Gandhi made a plea for dissolving the Indian National Congress (the political party which came into power upon Independence), and transforming it into a Lok Sevak Sangh (Public Service Organization). This plea was, however, rejected; nevertheless, it did not halt the formation of non-governmental organizations in India. Many Gandhi followers established voluntary agencies to work closely with the governmental programs on social and economical issues. These agencies organized handicrafts and village industries, rural development programs, credit cooperatives, educational institutions, etc.
The second stage of growth of NGOs in India was around 1960 when many individuals noticed that the governmental programs seemed to be inadequate to deal with the deprived sections of India. These groups formed organizations that worked on behalf of the poor, the landless, the tribal's, the bonded laborers, and many other social groups that were being discriminated against by the policies of the state and social structure. These grass roots organizations work at the micro-level and work with limited resources and lack of coordination. Since Independence in 1947 until around 1980 there was little effort on the part of the Indian Government to define the role of a voluntary agency or to recognize its importance. In 1980, however, with the Sixth Five Year Plan (1980-1985), the government identified new areas in which NGOs as new actors could participate in development. These areas included:

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

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

Today, India has a vigorous NGO sector. Although there has been no complete census of NGOs, it is estimated that about 25,000 to 30,000 are active in India. In fact, as of December 31st, 1989, there were 12,313 NGOs registered with the Ministry of Home Affairs, Government of India under the Foreign Contribution (Regulation) Act (FCRA) 1976; furthermore, 726 NGOs are unregistered but under the prior permission category. One problem with NGOs in India, as with NGOs anywhere else in the world, has been the increasing dependency on governmental funds or donations from external (foreign) donors like the World Bank. This dependent relationship has resulted in a lack of flexibility on the part of NGOs to pick their missions and objectives since many are expected to perform certain tasks in return for funding. But, furthermore, it has also created structures that have become more bureaucratic in nature and, hence, less effective in development. Nevertheless, NGOs are here to stay and will continue to work in India on political, economical or social issues, the task before them is how they will manage to produce change while keeping track for governmental documentation.

A new actor has emerged on the international stage. Non Governmental Organizations (NGOs) or Private Voluntary Organizations (PVOs) are increasingly making their presence felt. A decade ago, NGOs were fairly peripheral to major international diplomacy. Today, however, NGOs participate actively in various political, economical and social matters. NGOs work on their own, in conjunction with individual governments or with international organizations. As former UN Secretary-General Boutros Boutros-Ghali and other UN officials have noted, the involvement of NGOs in making decisions on the environment, sustainable development, human rights and women have increased the legitimacy and transparency of intergovernmental deliberations. NGOs come in all sizes, shapes, ideologies, nationalities, organizing structures and
styles. Some focus on nothing but local issues. Others, address issues that span whole continents, and some like Amnesty International span the entire globe. Their very diversity reflects the complexity of these organizations. NGOs encompass everything from charities and relief agencies to political parties; think tanks and academic centers to community organizations; cultural associations to continent wide farmers' networks; women's groups to environmental federations; social movements to human rights and religious groups.

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

An assessment of the Role of NGO's in Rural Development:

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

1. Agricultural related programs:
Numerous activities can be undertaken under agriculture sector. The jobs/projects like distributing planting materials, cattle, poultry, minor irrigation, free medical care for cattle's, safe drinking water for animals etc.

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

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

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

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

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

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

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

Unless the NGOs are developed, prepared to face the new challenges like shortage of funds, stoppage of funds, it would be difficult for them to sustain. Rural India continues to suffer from lack of employment and self-employment opportunities owing to its narrow economic base. In the recent past, considerable success has been achieved in developing rural poor through entrepreneurship development approach which focuses on selectively utilizing local talent, appropriately developing them through training intervention and linking them with relevant business opportunities. EDI implemented Rural Entrepreneurship Development (RED) Approach, in collaboration with NGOs by training their development workers. One of the major hurdles faced in the process is non-availability of required and timely financial support to trained entrepreneurs. It was, therefore, felt that the desired success rate could not be achieved in REDPs despite best possible training inputs, because of non-availability of funds from banks to trainees.

References:

2. Government of India website, www.ministryofruraldevelopment.gov.in
6. The terms “VO “ (voluntary organization) and “NGO” (nongovernment organization) are often used interchangeably in India. However, some draw a distinction between the two, arguing that voluntary organizations are a subset of NGOs and distinguished by the spirit of volunteerism and independence from government and business.
Intersectoral Collaboration for Service Delivery: Historical Analysis of Relationships between the State and the Non-Governmental Sector in India. International Development Department, University of Birmingham.


9. Most states have enacted amendments to the Societies Registration Act. Some states have passed more recent laws governing NGOs.


