Chapter VI
Findings, Conclusions and Suggestions

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6.1 Introduction

Analysis and interpretations made and inferences drawn in the proceeding chapter lead to a number of upshots. These are discussed further in the following paragraphs.

6.2 Findings –


1. For welfare of women the Government provides various schemes like, Short stay homes, State homes, Protection homes, Kamdhenu, condensed courses of education, swawalamban, Devdasee welfare schemes, Support to Training and Employment programme, Swayamsidha, Swadahr, Ujjwala, Matritva sahyog yojana, Sabla etc.

2. For welfare of children Government provides various programmes like Integrated child Development Services, Kishori Shakti Yojana, Dhanalaxmi, Childline Services, Nutrition Programmes for Adolescent Girls, Integrated Child Protection Schme, Observation home, Children homes, Balsadans, Destitute homes etc.

3. Institutions for children work according to provisions of J.J.Act. Admitions are given through J.J.B & C.W.C. Admissions in institutions for women are given through Police Department or social workers or by personal applications. Other provisions regarding registration, administration maintenance of records providing various facilities and rate of grant applicable to both type of institutions are same.
6.2.2 Profile of selected WCD institutions in Western Maharashtra.

1. The objective of WCD institutions is to provide basic facilities to women and children facing different types of difficult situations. In addition to this WCD institutions provide education, welfare, medical training and recreational facilities to them and attempts to rehabilitate and bring them in the main stream of the society.

2. The WCD institutions in Maharashtra are registered under the societies Registration Act, 1860 and the Bombay Public Trust Act, 1950. These institutions work under the guidelines of commissioner, Women and Child Development, Government of Maharashtra. There were 186 institutions registered upto March, 2004 in Western Maharashtra.

3. The WCD institutions are established in all 5 district of Western Maharashtra. The distribution of 186 institutions for WCD in Western Maharashtra showed regional imbalance. The institutions were over concentrated in Pune district (39%) to be followed by Solapur district (25%). The percentage of these institutions in Satara, Kolhapur and Sangli district ranges from 7% to 17%. 40 institutions were selected for the present study from these 5 districts.

4. All institutions for children provide education facilities to their beneficiaries but it was observed that the provision of vocational training was found neither sufficient nor very useful for rehabilitating the beneficiaries.

6.2.3 General aspects of the selected WCD institutions.

1. The policy of Government is to provide financial assistance to N.G.O.s running WCD institutions rather to run institution by itself. Therefore 85%
institutions were run by N.G.O.s and only 15 institutions were running under Government ownership. Government had started the WCD institutions only upto 1980. After this Government has not started a single institution for WCD. The responsibility for WCD institutions is entirely shouldered by N.G.O.s N.G.O.s are playing a prominent role in the sphere of WCD institutions. Government does not have specialized personnel needed in these types of institutions. Priority of Government is for other sectors so the responsibility of this sector is left to N.G.O.s. (Table 4.4 and 4.22)

2. The WCD institutions were concentrated in urban areas, particularly at district places. About 2/3 of the selected WCD institutions were operating in urban areas. It was surprising to note that not a single WCD institution was started by Government in rural area. (Table 4.5 and 4.27)

3. It was observed that all selected institutions had sufficient infrastructural facilities with sufficient provision for administrative rooms, kitchen, store room, sick room, dining hall, library and recreation hall. Majority of the institutions fulfill Government norms relating to number of bathrooms and toilets. All institutions having own building were established upto 2000. It was surprising to note that not a single institution having own building was established after 2000. This may be due increasing cost of land and building, high municipal charges, lack of proper location and comparatively lower rent of hired buildings. (Table 4.24)

4. It was interesting to note that 70% of total selected WCD institutions were working in own buildings. More than 12% institutions working in own buildings were run by N.G.O. All institutions in Pune and Sangli districts had own building. This shows positive attitude of parent institutions towards
providing infrastructural facilities to the WCD institutions. This helps to enhance the quality of services provided to beneficiaries admitted in these institutions. The Government did not invest more in providing infrastructural to the WCD institutions. This is evident from the fact that only 7% of the institutions working in own buildings were run by the Government. (Table 4.6, 4.28 and 4.19)

5. All WCD institutions provide basic amenities to their beneficiaries. In addition to this they are expected to give vocational training to their beneficiaries which is necessary for their rehabilitation. No doubt, some institutions do provide such training, but the percentage of such institutions was negligible. Provision for separate rooms for imparting such training was noticed in only few institutions.

6. It was observed that water connection provided by Gram-Panchayat/Municipal Corporation was the main source for drinking water in all institutions. In addition use of wells, bore wells was also observed during study. Use of chemicals for purifying water was also seen in some institutions. In very few cases water purifiers were installed.

7. All WCD institutions are residential. Children go to schools generally run by the parent institutions in the campus of the institutions or other schools in nearby localities. Therefore transport facility is needed only occasionally for making regular buying, picnics and going to hospitals (when required). For which majority of institutions depend on private or public transport. It was noticed that all Government institutions totally depend on hired transport. But about 40% institutions run by N.G.O.s had transport facility. It was further noted that ¾ of the institutions working in urban areas did not have
their transport facility. Because in urban areas different means of hired transport are easily available. But in rural areas more than ½ of the institutions were using own transport facility as many times transport becomes a problem in rural areas. (Table 4.7, 4.29 and 4.32)

8. It was observed that all WCD institutions had library facility. These institutions provide sets of text books to their beneficiaries. In addition they try to inculcate the habit of reading amongst the beneficiaries. All institutions provide newspapers, books of different types and periodicals to their inmates. Only 2 to 4 institutions were subscribing for English newspaper. All WCD institutions also arranged for recreational facilities for their inmates. Provision of radios, tape recorders, T.V., D.V.D., musical instruments was observed in all institutions. It was observed that in almost all institutions cable connections were available.

9. The WCD institutions aim to bring the supportless, economically backward and needy children, in the main stream of society. To achieve this mere provision of food, clothing and shelter is not sufficient. For all-round personality development of the beneficiaries, all institutions motivate them to play and exercise regularly. 88% of the selected institutions had playground. Even those institutions who do not have own playground, arrange for this facility in nearby areas of the institution. All institutions working in rural areas had their playground. Sufficient indoor and outdoor sports equipments were provided to beneficiaries in all institutions. (Table 4.30 and 4.33)
6.2.4 Beneficiaries

1. Beneficiaries in Children Homes, Balsadans and Hostels (other than institution for ladies) are admitted on the recommendation of Child Welfare Committee. Beneficiaries in observation homes are children in conflict with law who are admitted through Juvenile Justice Board. Beneficiaries in institution for ladies are admitted through police, social workers, by transfer from other institutions and by personal applications.

2. No particular trend was observed in the number of beneficiaries during the study period. On an average the percentage of male and female beneficiaries was 50 each. (Table 4.39)

3. Children in conflict with law mean the children who have committed some crime, are admitted in Observation homes. The highest numbers of beneficiaries were admitted in the observation home in Pune district, followed by Solapur district. This was due to increasing criminality among children in cities. In Pune district only percentage of female beneficiaries was always more mainly due to central location in Maharashtra, our education policy, changing attitude of society towards girls and increasing public awareness. (Table 4.44 and 4.47)

4. It was observed that in almost all institutions beneficiaries were admitted strictly as per sanctioned strength. In few institutions only more than sanctioned beneficiaries were admitted.

5. It was noticed that in all institutions counseling of beneficiaries and parents is done by the staff of the institution and social workers. Parent meetings are also regularly organized.
6. On an average more than ¾ beneficiaries in observation homes were boys. The percentage of female beneficiaries in conflict with low was always considerably low throughout the study period.

6.2.5 Employees

1. Staffing pattern of the WCD institutions is fixed by the Government, depending on the number of beneficiaries admitted in the institutions. Different categories of employee’s viz. Superintendent, Probation officers, Social Workers, Attendants, Teachers, Instructors, Cooks, Matrons/Nurses, Care takers, Watchmen, Peons sweepers are appointed in the WCD institutions. In addition visiting doctors are also appointed by these institutions. Most of the employees appointed in the WCD institutions in Western Maharashtra were as per qualifications required for their posts.

2. During the year 2008-09, in all 69% of total employees were females. In all districts of Western Maharashtra and in all types of the WCD institutions also the number of female employees was more. This is due to the reason that the jobs of matrons/nurses, cooks, care takers and attends are generally performed by female workers. It was observed that in many institutions widows, divorcee and women in different types of crisis were appointed as employees. It means that in addition to providing services to their beneficiaries, the WCD institutions provide institutional support to their employees also.

3. More than half of the employees working as superintendents and probation officers were female employees. Even the number of females working as teachers and accountants/clerks was more. The number of
female employees having post graduate level education was also comparatively more (Table 4.53, 4.50 and 4.52)

4. It was observed that many times children brought up in the WCD institutions are rehabilitated by giving employment in the WCD institutions. This method is generally useful for the WCD institution working for aids affected children or children of prostitutes where employees are not available.

5. It was observed that in many institutions, posts of superintendents and other employees were vacant. More than 25% posts in these institutions were vacant. Probation officers were given the charge of two or more WCD institutions.

6. Employees are appointed in the WCD institutions in Western Maharashtra as per the Government reservation policy. (Table 4.54)

6.2.6 Financial Aspects

1. The WCD institutions are not trading or profit making institutions. They are non-trading or service providing concerns established with the objective of serving the society. They work with the aim of helping the deprived children and women in crisis.

2. The WCD institutions need funds for recurring and non-recurring expenses. The non-recurring expenses include expenses for construction or building of building, capital expenditure needed for buying assets and equipments necessary for working of the WCD institutions. These expenses are generally met by the parent institution. Recurring expenses include the expenses required for providing basic requirements, academic and welfare facilities to beneficiaries and administration expenses for running the
institutions. Salaries and diet expenses were the major items of expenditure of the WCD institutions. (Table 4.58)

3. The main sources of income for the WCD institutions are Government grant, donations from public other institutions and contribution by parent institutions. Institutions which are recognized by the WCD Dept, Government of Maharashtra receive Government grant. These institutions have to submit their annual budget and they received the sanctioned grant in 2 installments. But the grant paid by the Government is in the nature of only supplement funding.

4. On an average the WCD institutions worked with 30% deficit during the study period. This deficit is covered by the parent institutions and donations from public and other institutions. (Table 4.64)

6.2.7 Testing of hypotheses

The results of hypotheses testing revealed that
1. The location that is Rural/Urban and the facilities like building and transportation are independent. – This hypothesis is partially accepted.
2. There is association between type of the institution and sex of beneficiary. – This hypothesis is accepted.
3. Expenses per beneficiary vary according to district. – This hypothesis is rejected.
4. Expenses per beneficiary and type of institution are independent. – This hypothesis is rejected.

6.3 Conclusions from the study

1. Admissions in WCD institutions are given as per statutory provisions. The children in need of care and protection are admitted on the
recommendation of C.W.C. and the children in conflict with law are admitted through J.J.Board. Admissions in institutions for women are given through Police, Social workers, relatives or by personal application of individual women or transfer from other institution.

2. WCD institutions provide basic requirements of food, clothing, shelter, education, medical help to women and children in different types of difficult circumstances and bring in them in the main stream of society.

3. Most of the institutions are run by NGOs and are located in urban areas because Government policy is to provide funds to N.G.O.s for providing services to WCD, instead of starting its own institutions. Availability of various and awareness of social workers facilities, in urban areas result in running comparatively more institutions in urban areas.

4. Most of the institutions have sufficient infrastructural facilities. With adequate provision of rooms for different purposes, like kitchen, dining, administration, hostel, toilets, bathrooms etc.

5. Employees in WCD institutions are appointed as per staffing pattern prescribed by Government norms. Reservation policy is also mostly observed by them. But more than 25% posts are vacant. This hampers smooth working of these institutions.

6. Facilities of training provided to beneficiaries are neither adequate nor very useful for rehabilitation of beneficiaries large number of WCD institutions.

7. Grant given by Government to WCD institutions is inadequate considering the continuously rising general price level.
6.4 Suggestions

6.4.1 General Suggestions

Following suggestions are put forth for strengthening the activities of the WCD institutions and for providing better services to women and children in different types of crisis.

1. Priority for establishment of new institutions should be given to taluka places and rural areas where the services of the WCD institutions are not existing. Today no doubt some institutions do exist in rural areas but their percentage is less and they are located in nearby district places only. If the WCD institutions are established taluka places and rural areas the regional imbalance in the WCD institutions will be reduced.

2. The WCD institutions are over concentrated in Pune and Solapur district. Additional institutions should be established in Satara, Sangli, and Kolhapur district for providing services to vulnerable women and children experiencing difficult circumstances.

3. The grant given to the WCD institutions by the Government is supplementary grant which is not sufficient considering continuously increasing general price level. Therefore the grant per beneficiary should be increased to from Rs. 950 to Rs. 1500 p.m. and the grant should be paid in time. This will help to maintain a reasonable standard of living of the beneficiaries.

4. The institutions should exploit various sources of raising funds for the development of physical and other facilities. Moreover there should be proper supervision and control over raising and management of funds.
5. Vocational training facilities provided to beneficiaries are not sufficient and useful for rehabilitating the beneficiaries. It is necessary to start suitable training programmes and short term carrier oriented courses necessary for making the beneficiaries self dependents. Training in new trades like mobile repairing, fashion designing, computer accounting should be given to beneficiaries.

6. An attempt should be made by the institutions regarding introduction of additional welfare activities. Proper care should be taken to utilize adequate funds on these activities. Quality and quantity of the welfare and recreational activities should be increased considering the number of beneficiaries admitted in the institution.

7. A separate section must be started in District Employment Exchange office for the children and women coming from the WCD institutions. 1% reservation should be given to them while recruiting personnel for different jobs.

8. Some beneficiaries are totally orphans. An orphan Certificate should be issued to such beneficiaries, on the basis of which they should be given accommodation facilities from Government schemes.

9. An attempt should be made by the Government to fill up the vacant posts in the WCD institutions immediately. This is very essential for efficient and smooth working of these institutions.

10. Employees in all types of the WCD institutions should be given salaries according to uniform scales at par with Government employees. This will boost the morale of the employees working in different institutions.
11. Short term training programmes for employees also should be organized for updating their knowledge in computer and in the field of WCD and for better services to beneficiaries in the field.

12. It is suggested that the allowances allowed to essential honorary staff should be substantially raised in order to attract well qualified and trained professional in the field. It should be at par with that of in state Government offices.

13. Government should make provision of sufficient land for constructing training workshops for the WCD institutions in areas like M.I.D/C.

14. Alumni Associations of the WCD institutions should be formed which can also serve as a source of resource generation.

6.4.2 Suggestions for further Research

Following suggestions are made for further research

1. It will be helpful to review the expenses incurred for implementing various Government schemes and the benefits derived from them. Therefore a study of ‘Cost benefit analysis of each Government scheme for Women and Child Development’ is necessary.

2. This study covers Administrative Aspects of selected institutions from Western Maharashtra only. A ‘Comparative Study of Women and Child Development Institutions in all districts in Maharashtra’ should be done.

3. It is necessary to study financial viability of institutions working for WCD by applying various parameters. Therefore ‘Assessment of financial viability of Women and Child Development Institutions by applying various parameters’ should be done.
6.5 Conclusion

All objectives set for the study are fulfilled by this work. This research work is the first attempt to study the overall working of institutions working for women and child development.

The overall impression is that WCD institutions play a significant role in providing basic facilities to women and children in crisis. But more efforts should be taken for their rehabilitation. No doubt women institutions rehabilitate the women through marriage or compromise with families. But the problem of rehabilitation of children needs more attention. Training of different trades to cope up with the need of business and industry today is the necessity of time for rehabilitation of children.

It was observed that out of the four types of institutions children homes are providing better services to their children. They expend comparatively more for providing facilities to beneficiaries. Further the institutions in Pune district are comparatively better taking into consideration the infrastructural physical, welfare, educational and other facilities provided by these institutions.

There is regional imbalance regarding the WCD institutions working in different district of Western Maharashtra. The WCD institutions are concentrated in Pune and Solapur districts. Attempt should be made to establish more institutions in other districts also.