Chapter IX

Findings, Suggestions and Conclusion
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FINDINGS, SUGGESTIONS AND CONCLUSION

The last chapter deals with the main findings and suggestions to improve the socio-economic status of the members in the Diocese. Part I deals with findings of direct beneficiaries and Part II deals with the indirect beneficiaries.

Part I

9.1. Direct Beneficiaries

The direct beneficiaries consist of the Diocesan workers, Church Workers and Pastorate Workers.

9.1.1. Age

Number of completed years at the time of enquiry is considered as the age of the respondent. As the age of the respondents is important in the family, the researcher collected details of age of the respondents. Only 5 per cent of the respondents were below 30 years and 5 per cent of the respondents were above 60 years: 90 per cent of the respondents are at their middle age. Their age lies between 30-60 years. Therefore the respondents were found to be young and energetic. With the help of percentage analysis it is concluded that more respondents whose age is above 60 years have high level of socio-economic status because of their early savings habit, equipped well by way of higher education, experience and past earnings.

More respondents belonging to the age group of 41-50 years have high level of education and their income is also high.

9.1.2 Sex-wise analysis

The sex of the respondents are classified into male respondents and female respondents: 58 per cent are male respondents and remaining 42 per cent are female respondents. The trend of the women respondents employed in the Diocesan institutions seems to be encouraging and increasing steadily. The percentage analysis states that the male respondents’ socio-economic status is high because they earn more income and also occupy better job is responsible and respectable.

The female respondents have higher level of education than the male respondents. The correlation analysis shows that the quality of life, health care and education of the respondents are not influencing the socio-economic status of the male respondents.

The female respondents have high quality of life because of their education and saving habits.
The researcher tries to investigate the relationship between the sex with quality of life, health care, education, income, expenditure and savings with the help of 't' test. The test confirms that the sex of the respondents are not influencing the quality of life, health care, education, income, expenditure and savings.

9.1.3 Caste-wise analysis

The study of castes becomes important because of the differences in their socio-economic status. In this sample study only the Backward caste respondents occupy a major percentage. However, backward caste respondents' socio-economic conditions are better than of the respondents of the other castes.

9.1.4 Household Composition

The correlation analysis is used to find the relationship between selected variables. The test confirms the following results. They are:

i) The household composition is not influencing income, expenditure and savings

ii) The income, expenditure and savings variables are not influencing the male and female respondents' household compositions.

9.1.5 Nature of family

The socio-economic status is likely to be affected by the type of family. 79 per cent of the respondents belong to the nuclear family and only 21 per cent of the respondents belong to the joint family. The respondents belonging to the nuclear family have a high level of socio-economic status because they are free from family problems and the time available to earn more income is possible. The nucleus family respondents have high quality of life because they take care of health and their consumption expenditure will be less than joint family respondents.

9.1.6 Size of family

The size of family is also one of the important determinants of the socio-economic development. The percentage analysis reveals that in the respondents' family members it more than one member work in the Diocesan institutions, have high level of socio-economic status.

Chi-square test is used to find the relationship between the size of family with education, quality of life and socio-economic status. The test confirms that there is no correlation between these variables because the educated respondents follow small family norms and they also adopt family planning devices to control the size of their families.

9.1.7 Education

Education is operationalised as the ability of the respondents to work in the Diocesan institutions. Among the 200 respondents there are 30 with the post graduate degrees, 24 are
under graduate trained, 60 are with Diplomo in Teacher Training, 28 are with Theology Training and 58 respondents are with other qualifications.

i) Regarding their education in the Diocesan institutions, 27 per cent have studied from primary to college, 45 per cent have studied primary to High School, 10 per cent have studied primary and middle school, one per cent have studied High School, Higher Secondary and Teacher Training, 2 per cent have studied only teacher training, 1 per cent have studied only in special schools of the Diocese and 13 per cent have not studied in the Diocesan institutions.

ii) Anova test is used to find the relationship between respondents’ education and their education in Diocesan educational institution with respect to their quality of life, health care, education, income, expenditure and savings. The test confirms that the education in the Diocesan educational institutions are influencing their quality of life, health care, income, expenditure and savings.

iii) Apart from the above mentioned advantages they have enjoyed other benefits, 60 per cent respondents’ social value has increased and 35 per cent respondents’ moral value has increased. Only 5 per cent have no comments about other benefits.

iv) Educational level between the different Diocesan Councils is shown with the help of percentage analysis. It reveals that more respondents belonging to the Central Council have high level of education because of more educational facilities, availability of transport facilities and also due to the demonstration effect.

9.1.8 Employment

An analysis of the employment of the respondents reveals that the majority of the respondents are Secondary Grade Trained Teachers. They form 30 per cent of the total. It is nearly one-third of the total.

i) Regarding the family members 55 per cent of respondents’ families have only one member employed in the Diocesan institutions and 45 per cent of the respondents’ families have more than one member working in the Diocesan institutions. The respondents with more than one member working in the Diocesan institutions increase the size of their income. So their socio-economic status is high.

In the case of respondents’ families in 45 per cent both husband and wife are employed and in 55 per cent respondents’ families either husband or wife alone are employed in the Diocesan institutions.

ii) Both the husband and wife employed in the Diocesan institutions are blessed with more income and they can afford better education to their children. So their socio-economic
status is higher than the households with a single person employed in the Diocesan institutions.

iii) Regarding their difficulties of working in the Diocese 12 per cent of the respondents were affected by the Diocesan transfer policy, 8 per cent of the respondents show much involvement in the Diocesan politics; 80 per cent of the respondents have no problem in working in the Diocesan institutions. Since majority of the respondents have no difficulties in working with the Diocesan institutions, it is concluded that the work atmosphere is by and large conducive for work.

iv) There is significant difference between respondents from nucleus and joint families in their household composition. The ‘t’ test is used to find the difference between the two types of respondents. The ‘t’ test confirms that only household composition of the respondents can influence the savings of the respondents. The respondents belonging to the nucleus family can save more than the joint family respondents.

9.1.9 Income Pattern

Income being the basis for living, its analysis is very important. Income from Diocesan jobs including basic pay, allowances, bonus, commissions and overtime earnings of the respondents and his family members are considered.

i) The percentage analysis shows that the male respondents have higher level of income than the female respondents because male respondents can earn extra income and their nature of job is of high standard.

ii) More respondents in the age group of 41-50 years have high level of income because they are energetic and also they are free from household problems. So they are capable of earning more income.

iii) The indebted respondents earn more extra income in order to clear their old debts and also they are imitating the superior consumption standards of their neighbours.

iv) The income of the respondents is influencing the expenditure and savings of both sexes.

v) The respondents belonging to the Diocesan Central Council have high level of income than the respondents in the other Diocesan Councils. There are more chances for them to earn extra income by way of extra coaching classes and their residences are also very close to their working places. So it will also minimize the transport expenses.

vi) The indebted respondents are working for extra time in order to clear their debt and to meet their household composition. They are also imitating the superior consumption standards of their neighbour.
vii) One of the main findings of the researcher is that there has been a federal set-up as far as administration is concerned. It is good for the healthy Diocesan administration.

9.1.10 Expenditure

The monthly expenditure of the respondents’ families consists of the total monthly family expenditures. There is positive correlation between size of family and their monthly expenditures.

(i) The age group between 41-50 years have higher level of expenditure than those in other age groups. This is because of the increase in medical expenses and their children’s education.

(ii) Among the Diocesan Council, the Diocesan Central Council respondents have high level of expenditure. There are more chances to spend and their cost of living is also high.

(iii) More indebted respondents have high level of expenditure than the no-debt respondents. They spend more, repaying the previous loan by applying a fresh loan. They also purchase all the commodities on instalment basis.

(iv) In order to find the relationship between expenditure and savings with reference to sex, the researcher used correlation analysis. The test confirms that the male and female respondents’ expenditure are influencing their savings.

9.1.11 Household Assets

The total assets available in the house is called household assets. Only 20 per cent of the respondents possessed four wheelers, 90 per cent are having T.V, Fridge, Grinder, Mixie, Washing Machine and Jewels. Only 10 per cent are having other than the above-mentioned household assets. The possession of more household assets shows that their economic conditions are well.

9.1.12 Socio-Economic Status

Age, sex, education, occupation and monthly income and debt are the components included in this study to analyse the socio-economic status. The percentage analysis is used and this analysis confirms the following results.

i) The respondents above 60 years of age have high level of socio-economic status because they have started savings at their early stage, and their education and experience account for this.

ii) Regarding the sex of the respondents, the male respondents’ socio-economic status is higher because they earn more income due to light and decent nature of job.

iii) The respondents belonging to the nucleus families have high socio-economic status because they are free from family problems and they have more time to earn extra income.
iv) Regarding the Diocesan Council, the Central Diocesan Council respondents' socio-economic status is high. The Central Council respondents are blessed with educational facilities, health facilities and all other facilities to improve their socio-economic status.

v) Regarding their education in the Diocesan Institutions the respondents who have studied in Diocesan Special Schools have high socio-economic status because they early get employment, they are also provided with on-the-job training and their skill formation rate is higher with reference to certain jobs.

vi) Regarding the Diocesan employment, the respondents with job satisfaction have high socio-economic status because both husband and wife are working in the same Diocesan institutions providing more or less the same work atmosphere.

vii) Regarding their years of service, the respondents' with 21-25 years of service have a high socio-economic status due to experience and promotion.

viii) Regarding the family members, more than one member respondents' family workers will increase their socio-economic status because of the increase in the size of income.

ix) Regarding the respondents' family, both husband and wife working in the Diocesan institutions have high level of socio-economic status because they bring more monthly income and they will provide better education to their children.

x) Regarding the Diocesan transfer policy, the transferred respondents will receive their salary after few months and they will receive the money in lump sum. This money is a savings to them and they may invest this money in a productive way.

xi) Regarding their debt, the indebted respondents have high level of socio-economic status than the no-debt respondents. The indebted respondents purchase the commodities only under instalment schemes and they also avail their housing loan only through LIC, Co-operative Building Society, etc.

xii) From the correlation analysis the test confirms that the quality of life, health care, and their education are not influencing the socio-economic status of both the male and female respondents.

9.1.13 Quality of Life

The quality of life of the respondents' includes age, sex, education, health, household composition, housing, employment and consumption expenditure on essential commodities.

i) The respondents' with less than 30 years and above 60 years of age have high quality of life. Both the age groups have awareness of the quality of life.

ii) The female respondents' have high quality of life than the male respondents' because female respondents' are more educated and they save more money.
iii) More respondents' of Diocesan Central Council have high level of quality of life than other Diocesan Councils. In Central Council respondents’ are blessed with facilities.

iv) When compared to joint family respondents, the nuclues family respondents quality of life is higher. The nuclues family members may take care of their health and their consumption expenditure is less.

v) More respondents who have studied High School, Higher Secondary and Teacher Training in the Diocesan educational institutions have high quality of life than others. The Diocesan Teacher Training Institutes are only Boarding Schools and they are taught more to improve the quality of life.

vi) More respondents preferred jobs in Diocesan institutions because of God’s call or Gods plan and they have high quality of life because they contribute more money for God’s work.

vii) More respondents who have handled religious instruction classes have high quality of life than others.

viii) The respondents with 6-10 years of service in the Diocesan institutions have higher quality of life than other respondents. Within three years it will bring health awareness and motivate them to construct houses.

ix) The respondents without debt have high quality of life than the respondents with debt. Most of the debts incurred are invested in housing or other landed property.

The chi-square is used to assess the quality of life. The test confirms that the age, job preferences and experiences are influencing the quality of life.

The correlation analysis is used to find the relationship between selected variables. The test confirms the following results.

i) The educational standard of the respondents alone is influencing the quality of life. The better education will bring better health awareness and it will also promote to construct planned house.

ii) The healthcare, income, expenditure, education and savings have no influence over the quality of life of both male and female respondents.

The researcher used ‘t’ test to find the relationship between sex and quality of life, health care, education, income, expenditure and savings. The test confirms that there is no significant relationship between the sex of the respondents and the other variables like quality of life, health care, education, income, expenditure and savings.

The researcher used Anova test to find the relationship between the Diocesan Council and their quality of life, health care, education, income, expenditure and savings. The test
confirms that the Diocesan Councils is influencing the quality of life and savings of the respondents.

9.1.14 Indebtedness and Quality of Life

Among the 200 respondents, 63 per cent of them are having debt and 37 per cent have no debt. The researcher tried to find whether there is any significant difference between indebted respondents and no-debt respondents with the help of ‘t’ distribution. The test confirms that the debt of the respondents are not influencing the quality of life, health care, income, expenditure, savings and socio-economic status.

Part II

9.2 Indirect Beneficiaries

The indirect beneficiaries of the respondents consists of the beneficiaries from Department of Mission and Evangelism, Diocesan Social Welfare Projects and Women’s Fellowship.

9.2.1 Age

The age of the respondents are classified into five categories. There are 51 respondents between the age group of 41-50 years. It constitutes 49 per cent of the sample. So the respondents are young and energetic.

The researcher studied the relationship between age and their education with the help of percentage analysis. More respondents belonging to the age group of 0-30 years have a high level of education due to their educational awareness.

9.2.2 Sex analysis

Among the 104 respondents, 42 per cent are male respondents and remaining 58 per cent are female respondents. The male respondents have high level of education than the female respondents because the male respondents can move easily from the village to city for their education. In villages the parents hesitate to send their girl children to city side for their education.

9.2.3 Caste

Only backward caste and scheduled caste respondents are benefitted to the Diocesan Social Welfare Schemes. Among them, 36 per cent belonging to backward class and remaining 64 per cent belonging to scheduled castes. More respondents belonging to the backward classes have high level of education than the scheduled caste because the scheduled caste respondents give importance to earn at their earlier age than their study.

9.2.4 Education
Regarding the education between the Diocesan Council, the Diocesan North Council respondents have high education. The North Council was formerly and educationally backward council of CSI Tirunelveli Diocese. So the Diocese started more primary and middle schools in that Council. Further the schools in North Council conduct coaching classes for the school students. This has improved their educational standard.

i) Regarding their household composition, the respondents belonging to the nucleus families are having high quality of life because they are free from family problems and they can also take care of their children’s education.

ii) Regarding their marital status, the respondents who are single as well as handicapped have higher level of education than others. They are single and so they can concentrate on their studies and they also felt the need for high education.

iii) The size of family is also influencing their education. The respondents with below two members have high level of education, as they can spend more money for their children’s education.

9.2.5 Socio-Economic Status

The socio-economic status of the indirect beneficiaries with age, sex, caste, marital status, household composition, education, Diocesan Council and quality of life are studied by using percentage analysis. The study confirms the following results.

i) Regarding the age, all the respondents above 60 years of age have 100 per cent moderate level of socio-economic status because of their experience in life.

ii) Regarding the sex of the respondents the female respondents have only moderate socio-economic status than the male respondents because their monthly earnings and their consumption standards are low.

iii) The scheduled caste respondents have moderate socio-economic status than the backward class respondents. None of the scheduled caste respondents have high socio-economic status high because they are already in poverty and their housing conditions are low.

iv) Regarding their marital status, more married respondents have only moderate level of socio-economic status because their monthly income increases only at a slower rate and they are able to save only a small fraction of their income.

v) The respondents belonging to the nucleus family are having moderate socio-economic status because their consumption expenditure is low when compared to joint family.

vi) Regarding the size of families, the respondents having 2-4 members have high socio-economic status because smaller size of family lower will be the household expenditure
vii) Regarding the Diocesan Councils, more respondents belonging to the East Council, West Council and the South East Council have cent per cent moderate level of socio-economic status because of their awareness and these Councils celebrated the harvest festival in a grand manner. The Department of Mission and Evangelism of CSI Tirunelveli Diocese render help at the harvest festival function.

viii) In order to find the relationship between socio-economic status with sex and quality of life the researcher used correlation analysis. The test confirms that the quality of life of both sexes are influencing their socio-economic status.

ix) The researcher tried to understand the relationship between socio-economic status with sex, caste and household composition with the help of ‘t’ distribution. The ‘t’ test confirms that the caste of the respondents is influencing their socio-economic status.

The researcher also used ‘t’ distribution to find the relationship between education, sex, caste and their household composition. The test confirms that there is no significant relationship between these variables.

The researcher used Chi-square test to find the relationship between age, quality of life and education. The test confirms that the age, quality of life and education are not influencing their socio-economic status.

The ‘F’ test is used to find out the relationship between quality of life, education and Diocesan Council with their socio-economic status. The test confirms that only quality of life of the respondents in the Diocesan Council is influencing their socio-economic status.

9.2.6 Quality of Life

The quality of life of the respondents are studied with the help of percentage analysis. The results are:

i) Regarding the age, the respondents belonging to the age group below 30 years are having high level of quality of life because they are aware of the Diocesan Welfare Schemes and they are also able to earn more income.

ii) The male respondents are having high quality of life than the female respondents because the male respondents are capable of doing any kind of work. So they are also able to earn more income.

iii) Regarding the caste of the respondents the scheduled caste respondents have high quality of life because majority of the indirect beneficiaries are scheduled caste respondents.

iv) More respondents belonging to the Diocesan South Council have high quality of life than the other Diocesan Councils because of their awareness of the Diocesan Welfare Schemes.
v) Regarding the household composition, the respondents belonging to the nucleus families have high quality of life because their consumption expenditure is minimum and hence can save money.

vi) Regarding their marital status, the respondents belonging to the category of single member families have higher quality of life because of their low expenditure.

vii) Regarding their size of family, the respondents having 0-2 members are having high quality of life because lower the size of family, lower will be their household expenditure.

Anova test is used to find the relationship between martial status and socio-economic status, quality of life and their education. The test confirms that the education alone is influencing their marital status.

The researcher used ‘t’ distribution to find the relationship between quality of life with sex, caste and household composition. The ‘t’ test confirms that there is significant relationship between the quality of life and the sex of the respondents.

The researcher used Anova test to find the relationship between the Diocesan Councils and socio-economic status, quality of life and education. The test confirms that the Diocesan Council can influence the quality of life of the respondents.

The indirect beneficiaries’ incomes are only sufficient to maintain their families. They are not able to save money or invest their money because they are economically backward.

The socio-economic status of the indirect beneficiaries are only at moderate level but their quality of life is high. There is relationship between age, marital status, education, Diocesan Councils and the quality of life with their socio-economic status.

9.3 Suggestions

In this area the researcher wants to highlight some of the suggestions for the improvement of the socio-economic development of the CSI Tirunelveli Diocese.

9.3.1 Education

The present conditions of the Tirunelveli Diocesan Schools reflect a need for reorientation and improvement. The suggestions lie in improving the existing system.

i) The basic facilities such as proper class rooms, proper seating arrangements for students, clean drinking water, toilet, proper playgrounds for different games and sports are a must for each and every school. Efforts must be made on the part of village or Pastorate or Diocesan Council level to help in providing the basic facilities to all schools particularly to the rural primary schools.

ii) The quality and success of any educational institution depends on the quality of its administration and management. Tirunelveli Diocesan Schools are better administered
under the able guidance of the Bishop. In order to bring the Diocesan School to the top level few suggestions are added. Regular supervision of the Elementary School Manager and High School/ Higher Secondary School Manager to their schools. Another proposal in this regard is that pastorate or the Diocesan Council or Educational Standing Committee must pay a visit to the Diocesan Schools at least once a year.

iii) The School atmosphere and location also attract the parents to send their children to the Diocesan Schools. The parent - teacher - student nexus needs to be strengthened to get the best results and to create a good atmosphere for the school.

iv) The quality of education largely depends upon the quality of teachers. The Diocesan School teachers must be motivated by the Educational Standing Committee along with Human Resource Development Wing of the Diocese by conducting Refresher Courses to the Diocesan School Teachers during summer vacation. The teachers should not be entrusted with any such activity that hampers the academic functioning of the school.

v) It is found that the Tirunelveli Diocese is the first to start educational institutions for the handicapped. They strived their best for the rehabilitation of the handicapped. They must provide intensive job training and placement facilities for the physically handicapped.

vi) It is found that in order to enhance the income of the Diocese and to afford facilities to the educational institutions and the employees, the Diocesan Press and Diocesan Co-operative Stores were established. They must supply note books and stationery items to the educational institutions at cheaper rates.

vii) In school education that is at elementary, middle and secondary levels, the enrolment of girls has been increasing, but due to various socio-economic factors the drop out rate is shocking. The Diocese must find out the reasons for the large scale dropouts in Diocesan Primary Schools and to eradicate the drop out problem in Primary Schools.

viii) The mushroom growth of Matriculation Schools and Self Financing Colleges in the study area attract the parents to send their children. These schools recruit untrained staff for teaching. Larger number of candidates are in the waiting list of candidates at Primary Schools, High School/ Higher Secondary School and also at College level. So the Diocese may start more Matriculation Schools at each pastorate level and Arts Colleges at each Diocesan Council level.

ix) The local Churches should be involved in the running of local institutions, projects, homes and technical institutions. The clergy must create awareness among the local congregation to take care of the school buildings.
The conclusion drawn by the study of the Tirunelveli Diocese is that on the whole the rural elementary schools present a gloomy and dismal picture of the important ladder of education. It is the right time that Tirunelveli Diocese must put all our efforts to achieve the target of literacy and provide proper education to our rural elementary school children. Since the Government efforts are not sufficient, voluntary and charitable institutions like the Tirunelveli Diocese should take initiative and add their myth in strengthening of the age-old rural elementary education for optimum growth and development of rural young children.

9.3.2 Health

The Diocesan Hospitals are able to pay higher salaries. Therefore it is able to attract able and efficient Doctors. These hospitals are able to provide opportunity for professional growth since they can be financed from the profits generated and mainly the funds from abroad. The Diocesan Hospitals are able to maintain high degree of accountability and discipline of staff. Everyday morning and evening they conduct prayers for the patients. These hospitals can raise funds for updating technology and increase the number of beds.

i) Maintainence of Records

The Diocesan Hospitals must maintain the following records. They are: Admission and Discharge Records, History and Physical Examination Records, Discharge Summary Records, Short Stay Records, Consent Forms, Consultation Record, Lab Report and Master Record, Anesthetic Record, Doctors’ Order Record, Labour Record and Nurses’ Record

ii) Orientation for better social justice

Diocesan Hospital Mission prefers social justice for health and fight inequality, irrationalism and exploitation that may not only the physical but also the moral and social well-being of man.

iii) Orientation for population stabilisation

The Diocesan Medical Mission is working towards better health need necessarily to be committed towards the idea of optimization of population.

iv) Orientation for better harmony with nature

It is imperative that every one of the hospital in our Diocese working for health should be nature loving, eco friendly and be conscious of sustainability both in health as well as development.

v) Orientation for a rational attitude towards health and health care

Many believe that diseases are random phenomena that there is pill for every ill; that health is a purchasable commodity; that absence of disease is health and that health is better maintained through high cost technology and the like.
vi) The Diocese should take account of those who do not come to hospital because of the abject of poverty. Through the local Church they could make efforts to reach them with preventive and curative medical help.

vii) The Medical Mission of the Diocese should encourage alternative approaches to health care using not only allopathy but also naturopathy, homeopathy, ayurvedic medicines, proven homes remedies, etc.

viii) The Diocesan Medical Mission could be pioneer in neglected areas such as the AIDS care, drug rehabilitation, preventive health care, etc.

ix) The Medical Mission of the Diocese should have a global vision and not a vision for a particular village or taluk or within the Diocese. The Diocesan Medical Team should be sent to the neighbouring areas for medical treatment.

x) The non-health measures affect the health more than drugs and operations. Water, sanitation, literacy, women’s empowerment, small family norms and income generation affects health more directly. So the Diocesan Medical Mission needs a network with other Christian Agencies more than ever.

xi) Most of the hospital accounts show that the wage bill is burgeoning as far as non-medical staff are concerned. This poses a financial deficit in the hospital account. The non-medical staff salary expenditure should be minimised.

9.3.3 Social Welfare Activities

The Diocese being a religious body is doing religious work along with social services. The Department of Mission and Evangelism, Diocesan Social Welfare Department and the Women’s Fellowship are doing wonderful social service.

i) The Department of Mission and Evangelism has supplied more grinders and more sewing machines in each village. It is very difficult to earn income with the help of the grinder or sewing machine. Even in a street more than five are having these two items. In future they must supply this item one or two in a street. This will help the indirect beneficiaries to enhance their monthly earning.

ii) More respondents feel that the cash amount for medical help and house repair, the amount is not sufficient to meet one-third of their expenditure. So the Diocese should increase this cash help to meet at least half of the expenditure.

iii) Many youth are unemployed. It is very difficult to get employment in government services. So the Diocese should invite resource persons from organisations like Small-Scale Industries and District Industrial Centre to motivate the youth to engage in self-employment activities.
iv) The Diocese through its organisation must fight against the social problems like caste differences, dowry system and alcoholic drinking habit.

v) The Diocese may conduct seminars to fight against the caste differences. So far many Nadars in Tirunelveli have been converted into Christianity. The other castes have not been touched by the Gospel. The Church can also encourage inter-caste marriages among the Christians in order to avoid the caste differences.

vi) The dowry system is affecting many people in the Diocese. The Diocese should not encourage the dowry system. The clergy should not bless the dowry. In the Tirunelveli Diocese the clergy appears to be a party to this dowry system. So the Diocese should take a definite stand against this deadly social evil.

vii) Many students are studying well but they are not able to continue their studies. The Diocese must encourage the students irrespective of caste and religion must lend its helping hand to the top scorers in the public examinations or university examinations.

viii) The Diocesan Scholarship to the clergys' children is very low. If the clergy's wife is not employed the Diocese must increase their children's scholarship amount.

ix) The Women Fellowship is running Sewing Schools and Type-Writing Institutes in only a few Pastorates. It should be extended to other Pastorates along with Computer Training which has become the order of the day.

x) The Youth Wing of the Diocese may collect statistics regarding the un-employed youth in the Diocese with their qualification and take steps to eradicate the unemployment problem. Many students in the villages do not know how to apply for certain posts in government services. So the Youth Wing of the Diocese along with Human Resources Development Wing can open Centres at least in each Council level to help the students. They may utilise the local talents on honorary basis in these Centres.

xi) The Diocese must educate the youth about the small family norms through the Youth Wing. They should discuss about it and take necessary steps for the welfare of the society and nation at large.

9.3.4 Revenue

The Diocesan revenue is not sufficient to meet its expenditure. The following suggestions are made to increase the Diocesan revenue.

i) The Diocese must revise the Wedding fees, Baptism fees, Funeral fees, etc. once in four years.

ii) The Diocese must revise the Bungalow and building rent once in four years.
iii) The Diocese must enhance the contribution of the Diocesan Book Depot, Diocesan Press and Technical and Engineering Institutes once in four years.

iv) The Diocese must revise the stipulated sangam for the lay members at least Rs. 120 per year.

v) Efforts should be made to check whether all the members have paid one month salary towards the Diocesan Deposit Scheme. Whenever the Government increases the salary they must pay the revised amount to the Diocese.

vi) The Diocese must invite more foreign agencies to get more foreign grants and also take steps to improve foreign contributions.

vii) The Offeratory collected at the church services and mambala sangam goes on diminishing. Efforts should be made to analyse the matter seriously.

viii) Many institutional programmes are becoming increasingly dependent on churches and agencies abroad. This should be avoided. The Diocese must ask the beneficiaries from orphanages to contribute liberally.

ix) Efforts should be taken to mobilise funds from internal sources by rendering use of lands of the Diocese to construct shopping complex, houses and to utilise the lands which remain fallow.

9.3.5 Expenditure

The expenditures are classified as productive expenditure and unproductive expenditure. The Diocese spent larger amounts for the unproductive expenditure like administrative expenditure. These expenditures should be minimised.

i) The Diocese should not give any concession to the clergy whose wife is working and earning Government salary. If the clergy's wife is employed, then the clergy should pay 50 per cent of the rent. They should also pay 50 per cent of the phone bill, electricity charges and water charges.

ii) The Diocese has to spend a larger amount for salary and allowance for clergy. So the Diocese must create a wage fund to meet this salary expenditure.

iii) If the clergy's wife is unemployed, she must be paid wife allowances equivalent to secondary grade teachers scale. They must, in turn, lead Young Girls' Meetings and Women's Fellowship. They must also do house visits along with the clergy and they must also invite the congregation members to all the meetings and church services. Some problems with the Diocese can be solved. It will also enhance the offeratory.

iv) Each and every pastorate raise Local Church Fund (LCF) and the fund is being spent according to the whims and fancies of the pastorate. Some pastorates are having few lakhs
in Local Church Fund. So there are chances for misuse of funds. Those pastorates which are having more than Rs. 50,000 as LCF must be brought to the Diocesan Central Fund.

9.3.6 Human Resources Development

Human Resources Development means the creation of conditions conducive to the development of individual. The following are the suggestions for better functioning of Human Resources Development Wing of the Diocese.

i) The Human Resources Development Wing of the Diocese can undertake extension services like remedial teaching and coaching classes for the various competitive examinations at each and every Diocesan Council level.

ii) Proper records giving details regarding Human Resource Development beneficiaries, orphanage beneficiaries and the outgoing students who are placed well in the society can be maintained by the Human Resources Development Wing of the Diocese.

iii) There could be a Human Resource Development Cell distinctly separate from other personnel functions. The Cell should be fully involved in all the activities in the Diocese with Human Resources Development. Since the Human Resource Development Cell is to be used as a tool for development, the attempt should be to continuously watch the performance of the people in the Diocese and give them appropriate counselling/guidance in the matter of further improvements on the continuing tasks.

iv) The important task which the Human Resources Development Cell can perform relates to identifying genuine talents to form a talent bank which could further be nurtured and grown by special efforts through a planned programme. The expertise of this talent bank should be drawn freely by the Diocese as a whole for handling Human Resource Development classes for the Diocesan workers, Church workers and the clergies. Make the best use of the vast human potential that the Diocese has, thus making the people more productive.

v) The Human Resource Development Wing of the Diocese should publish books and journals against the social evils and they must also publish work book for students.

9.4 Conclusion

The suggestions on the above lines would go a long way in improving the socio-economic development of the people of the study area. It will also improve the quality of the services rendered towards the inhabitants of the area in improving their socio-economic status. The chief objective of every Government, irrespective of the levels or economic policy or political objective, is the maximisation of social welfare. The CSI Tirunelveli Diocese has played a major role in achieving the objective of the government by performing a variety of functions and undertaking numerous activities in several fields such as education, medical, health care, employment generation, concern for the poor and down-trodden and the like.