CHAPTER I
INTRODUCTION

1.1 Introduction

Women’s studies have obtained recognition as a separate academic field in India. Academicians and researchers all over the country are engaged in contributing both to the theoretical and practical foundation of this emerging academic field.

The present research titled “SOCIAL BACKGROUND OF WOMEN ADMINISTRATORS COMING THROUGH CIVIL SERVICE EXAMINATIONS SINCE INDEPENDENCE: A CASE STUDY OF KOLKATA, HOWRAH AND HOOGHLY DISTRICTS IN WEST BENGAL.” is an attempt to understand the social background of women administrators and their attitudes towards this profession.

The study is basically confined to the state of West Bengal. The districts of West Bengal, nineteen so far, differs a lot from each other in socio-economic relevance. This research work concentrates on three districts, i.e. Kolkata, Howrah and Hooghly. Kolkata being state capital and one of the major metropolitan cities of India, with all its amenities, has been chosen. The other two districts have their own urban towns and semi urban cum rural areas. The district of Howrah, once called Sheffield of India, is more famous for its age-old industries. Hooghly, as compared to Kolkata and Howrah, has less urbanization and more cultivation. The city of Kolkata coming under the jurisdiction of Kolkata Corporation is divided into boroughs, while the districts of Howrah and Hooghly coming under the jurisdiction of municipal administration are mostly divided into subdivisions and blocks.

Howrah being close to Kolkata enjoys most of the advantages for being neighbour of the state capital, while, the boundary of Hooghly starting at
about a distance of ten km from Kolkata, has more rural base than the
district of Howrah. Kolkata being presently the state capital and
previously national capital during British regime, has a heritage of
development, thus, naturally occupies the top position in population
density, education and employment among these three districts. As
Kolkata is the administrative headquarter of West Bengal, almost every
important department, are located in this district. Obviously, in course of
conducting the survey, numbers of respondents are numerically higher
in Kolkata than in the other two districts chosen. Both Howrah and
Hooghly are chosen alongside Kolkata due to their geographical and
socio-economic proximity to Kolkata. Hence, the researcher felt that
data collection and interview of the respondents would be convenient
within this area.

The present work has chosen women administrators or civil servants
because; in the representative democracy civil servants are the
permanent executives of the government. They are closely connected
to the decision making. In other words modern representative
democracy is very much bureaucracy dependent and women are also
part of it, but while women have come to participate in different areas of
work force, they have very rarely traded the administrative fields of West
Bengal. While it is true for almost all the states represented in the all
India services, the situation in West Bengal looks particularly grim
because of fewer numbers of women opting for administrative services
and joining them. The prevailing mindset that administration is
considered as a male domain could possibly justify such
underrepresentation of women in administration. This is not only true
about all India services but also about the state civil services. Strangely,
though the educated women have been entering in different
occupations and professions, there are very few women in India joining
these occupations especially in administrative positions.
The study will reveal in subsequent Section that educated women rarely opted to appear for the Indian civil service examinations. Rather they aspire to go for school service, engineering, medical, clerical, banking and other jobs commonly accepted in the society. The present study tries to reveal women’s attitude towards this profession and the social background of existing women civil servants who have already joined to these services and serving the nation. The family background and religio- cultural ambience in which a person is fostered and moulded, have significant impact on his/her personality. One’s personality consequently formed by various social agencies which, in turn affects one’s perceptions, preferences, choice, ambition, planning and action. This orientation and attitude are important for an administrator who is engaged in policy formation and implementation. Administration is also about being able to put oneself in a leadership position, being responsible and sensitive to the needs of the situation.

In 1950 when Indian constitution came into being, it declared that the constitution of India has guaranteed equality before law and equal protection of laws and prohibits discrimination on the ground of sex and it has empowered the state to make special provision for women and children. So on the basis of this declaration gateway of women’s working area got enlarged. Despite the constitutional provisions, the prevailing socio-cultural practices did not facilitate the entry of Indian women in administration for last 60 years that followed independence.

Education seems to be the prime determinant in woman participation. Since India’s pre independence period, women of West Bengal have taken a pioneering role in different events including freedom struggle but why women could not bring strong achievement in administrative field is the chief inquiry of this project. Though the number of women qualifying for other occupations and professions is increasing, there are very few women in the civil services and hold the top positions. This
brings us to a more pertinent question as to whether there is serious
gender discrimination in administration as well, since in terms of
academic achievements and professional competence, an increasing
number of women are doing very good work in the fields like science,
engineering, medicine, teaching and various other fields.

1.2 Objectives of the Study

The main objective of the study is to prepare a profile of socio-
economic background of existing women civil servants in West Bengal
with special reference to Kolkata, Howrah and Hooghly districts.

To find out the reasons why women are not adequately representing as
far as administrative posts are concerned.

Today’s women who take higher education and desire to join services
prefer to pursue teaching, nursing, technical, clerical and all other
professions rather than administrative ones. But a very few women
actually joined the administrative services. There may be a lot of factors
behind such a scenario e.g. political, economic and social etc. The
present study is an attempt to find out whether social backgrounds play
preferential role in inspiring women to join administrative services.

As a social study a comparative analysis between women in All India
Services and State Civil Services is another objective of the present
research.

This study also attempts to reveal the job satisfaction level achieved by
women as administrators.

1.3 Nature and Scope of the Study

The present study is confined to the state of West Bengal. Only the
Govt. sector was considered for the purpose of the study. Women
respondents were identified on the basis of up-to-date lists of officials
(WBCS executives) made available by the department of Personnel and Administrative Reforms (P&AR) of the Govt. of West Bengal. The list of IAS officers posted in aforesaid three districts was supplied by the OSD & under Secretary Govt. of West Bengal, Writer’s Building, Kolkata, 700001.

In Indian administration, Indian Administrative Service (IAS), Indian Police Service (IPS) and Indian Foreign Service (IFS) occupy the position of Government’s senior management level.

Under the State Civil Service (SCS) there are 9 (nine) categories of services and posts under GROUP –A. (1) West Bengal Civil Service (Executive), (2) West Bengal Commercial Tax Service, (3) West Bengal Agricultural Income Tax Service, (4) West Bengal Excise Service, (5) Assistant Registrar of Co-Operative Societies, (6) West Bengal Labour Service, (7) West Bengal Food & Supplies Service, (8) West Bengal Employment Service (Except the Post Employment Technical Officer), (9) West Bengal Registration and Stamp Revenue Service. This study comprises only one category i.e., West Bengal Civil Service (executive).

In the category of IAS officers, the study has taken both the direct recruited and the promotees. Although women IAS officers are less in number, out of 18 IAS Executives, researcher could contact 14 directly who were present in the state at the time of field work. Respondents from the category of IPS and IFS have been excluded from this study. A nominal numerical presence has been the major reason for the omission.

The two categories of respondents could thus be explained as follows:

1. IAS: This category was composed of Indian Administrative Service (West Bengal cadre). There were fourteen respondents comprising direct recruited as well as promotees.
2. WBCS executives: This category constituted officers who joined this service through West Bengal Civil Service Examination. They were fifty two in number.

1.4 Hypotheses

The study would try to verify the following hypotheses.

1. The women administrators mostly come from upper middle classes.

2. There is significantly low representation of women administrators in all India as well as state services.

3. Very few women administrators are merely graduates, most are having higher qualifications. Majority of them received their education through English medium.

4. Most of women administrators face gender discrimination in their field till date.

5. Most of women administrators cherish the notion that they make better administrators than their male counterparts and hence want more women to join the profession.

1.5 Major Questions

Considering the requirements of the present study on women administrators in West Bengal (Kolkata, Howrah and Hooghly districts), it was inevitable to ask respondents about their social background with a relevant questionnaire.

The study enquired into the socio-economic background and personal particulars of the respondents. Objective was to identify the nature of women who joined the administrative services as well as to find out any particular kind of socio-economic traits, such as class and caste background, education, family background etc.
It is assumed that education and economic self dependence may change a person’s behavior and perception model. So with such an assumption administrators were asked to answer specific educational, familial questions, such as, family support and their parental education. Their upbringing way also incorporated into the questionnaire.

Gender discrimination is one of the most vital questions in modern age. The study would be incomplete without an understanding of the respondent’s reflections about gender discrimination at their administrative field. So respondents were asked about their own experience and opinion regarding this issue.

The study required the question about marital status of the respondents. Because married executives have to manage both work load at office and at home. So an attempt was made to understand how they fare in the dual role, and how they manage their job both within the family and outside it.

In spite of other service options available so many in society, why respondents have pursued this administrative career, was the most important question that was asked.

Efforts were made to find out whether women make better administrators than their men counterparts.

Another important inquiry was to underline the view of the respondents whether they want more women to join the male dominated administrative milieu or not.

1.6 Methodology

A systematic study in any branch of social science needs a predetermined and well thought out methodology to find out the truth. It helps a researcher to collect necessary information, analysis of data,
and interpret the findings in a systematic manner. There are, in fact, a number of methods that may be applied for the purpose.

The present study is an empirical work, so it depends on data from respondents directly. The study required formal interviews on the basis of a well formulated questionnaire with women administrators.

Only the selected government women administrators were included in this study. Personnel and Administrative Reforms of the Government of West Bengal have supplied the up-to date list of the women administrators. Howrah and Hooghly collectorate have given the names of the existing women administrators of both the districts. Data collecting procedure was conducted during 2010-2011.

**Techniques of Data Collection:**

Firstly the nature of this study required a structured questionnaire, through which women administrators could express their opinion. Secondly the researcher contacted them personally for interview.

The questionnaire was pre-tested and necessary modifications were made in the final draft. Some of the respondents refused to fill-up the lengthy questionnaire and they did not agree to write anything against political issues. That required the investigator to go for interview in possible cases.

The questionnaire was divided into three sections:

1. General data of respondents.
2. Pre-occupational information.
The present study is based on data collected both from primary and secondary sources.

**Primary Source:**

Besides field work, official records are also taken into consideration.

The Indian Administrative Service, Civil List, Ministry of Personnel, Public Grievances and Pensions, Govt. of India (As on 15th December, 1998)

The West Bengal Civil List, Government of West Bengal Vol.1, Corrected as on 1st January, 1976, No 308. Compiled in the office of the chief secretary to the Govt. of West Bengal, and Published by Authority, West Bengal Government Press, Alipore, West Bengal, 1980

**Secondary Source:**

The present study has also followed the library method to go through the available literature on the subject. Books, journals, magazines, newspapers have also helped in collecting data to a great extent. In a few cases, relevant information was collected through internet and websites.

**1.7 Literature Review**

1. Indian Women, Change and Challenge in the International Decade 1975-85 by Neera Desai and Bibhuti Patel. Authors have made a detail report based on all over country’s impact on International decade for Women declared by United Nations. The study shows the different policies and programs taken by government regarding the improvement of the status of women and role of media on the national development and projection of women. The authors also described women confronting the new challenge of 20th century and how these challenges would redefine women’s struggles in the
21st century. Hopefully they stated that the end of the decade is not the end of women’s struggle.

2. Senior Female International Managers Why So Few? By Lineham Margaret. The book highlights mainly the role of women in management. The author has given importance to the European managers and their attitudes towards career development and barriers to achieve the managerial posts. Barriers like cultural, legal, educational and corporate. The study also shows European women manager’s sexual harassment and both male and female manager’s individual style and their career planning.

3. Women in Management: Current Research Issues Volume II by Marylin J Dandison and Ronald J Burke is a wonderful addition to the management world. Both the authors have described the position of women in management for different countries. Women managers who are engaged in different segments of public relations like managerial job in corporations, organizations, business and entrepreneurship have been highlighted by the authors. The study describes a search about French women managers and the business aptitude of women managers in New Zealand, women entrepreneurs in U.S, women entrepreneurs and small business owners in Norway and Canada, The book reveals the occupational stress, black and ethnic minority issues as well as critical studies on men, masculinities and managements.

4. Public Office, Private Interest, Bureaucracy and Corruption in India by K.Das. The author has given a historical framework of bureaucracy in India. He explains bureaucracy in India from Arthashastra and then Mauryan administrative structure, administrative structure of Delhi Sultanate (21200-1526), the Mughal bureaucracy, bureaucracy under East India Company and
the administrative system of modern age established by Govt. of India after independence. The book also gives a picture of control system in administration in India such statutory penalty rate, internal control system and central vigilance commission.

5. Bureaucracy in India: A Sociological Study: By G.K Prasad. The book Bureaucracy in India is a conceptual framework. The author analyses the bureaucratic system from Max Weber, Blau, Robert K.Merton, Selznick and D.L.Sills. He describes the main characteristics of a bureaucratic structure and tries to show the threefold purpose of this study 1) to identify the characteristics of the public bureaucracy in India 2) to find out how the structural characteristics of the bureaucracy are interrelated, 3) to analyze their functions and dysfunctions, both manifest and latent, 4) to determine the relationship between the structural and psychological variables. The author has given a detailed survey work of bureaucracy in India analyzing the processes and the ways in which the interrelated parts of the structure function in practice. But the author has not described anything about women in Indian bureaucracy.

6. Administration and Social Change by G.P.Pilania and Hoshiar Singh. This book deals with the concept of social policy, its definition and various meanings of the terms like, social welfare, welfare systems, social services and social needs. The authors highlight the objectives of social policy and the strategies of social change. The authors try to establish that change is the metaphysics of our age. They observed that one structural feature common to all the developing countries is a high degree of inequality in distribution of land, which automatically results in unequal distribution of income. Significance of the rural-agricultural sector in the third world is also another part of their investigation.
They also describe the Indian bureaucracy, its elitist character, political context, problem of corruption and adaptation to social change.

7. Bureaucracy in India: by R.S. Varma. Author has described the bureaucracy- both old and modern and its concept. Profile of Indian bureaucracy and profile of Indian bureaucrats are the most attractive part of this book. He analyzed the Indian administration as an ill-defined term but he opines that it has always conveyed an unaltering description of badly functioning administrative machinery. He has presented a clear picture of district administration, the secretariat, and the notion of ministerial responsibility. Political bureaucratization is also another attraction of this book.

8. Administrative Development in India by Premlata Bansal. This book is a pioneering work in the administrative field. In the first part of this book the author has portrayed the evolution of the different structural legacies of the civil service system in India as well as their accompanying behavioural and functional orientations. The first part of the book has also covered the modifications which have taken place in the composition and training patterns of the IAS in response to the demands of development. The second part mostly concentrates on the findings of the survey; the study is based on a sample of IAS officials. The author also describes the different aspects of administrative system, administrator’s background, and field study on them. Its conclusions are based on empirical research and thus are unlike most other studies, both Indian and foreign, which tend towards the institutional, historical, descriptive or normative. Significantly the background of women administrators is neglected.
9. Theories and Concepts in Public Administration by Shriram Maheshwari. The book deals with the various phases of administration. The growth and development of public administration and a very interesting analysis of the comparison between public administration and private administration are significant parts of this book. The author has described the functions of politicians and civil servants along with public policy making in India. The study also concentrates Fred.W.Rigg’s contribution to administrative philosophy, his models and structural functional approach. The scientific management of Frederick Winslow Taylor has been discussed in this book. The author highlights the accountability of public administration, administrative ethics, administrative law, decentralization, and the emerging profile of India’s administrative culture.

10. Women and Problem Of Gender Discrimination: by Dr. H.C.Upreti and Dr. Nandini Upreti is an outstanding book. The authors have described the status of Indian women under the constitution, and the social reality. In this book struggles of Indian women for gender justice have been highlighted in reference to different sections of society. Status of girl child, women and environment in slums, parental attitude towards women student’s occupation, women in politics, status of lower caste Hindu women and Indian tribal women have taken a very important place in this book. Survey data and a very useful bibliography justify the advantages of this study.

11. Women in modern India: Problem & Issues: the author Suman Gupta highlights the status of women through the ages. Like women in India’s freedom struggle, then their position in formative period, liberal moderate period and then extremist militant era. Apart from this the author describes women’s status according to Gandhi and Nehru’s point of view and this part of this book is very
important and significant. The book also explains about women in modern India.

12. Neera Desai and Maithreyi Krishnaraj the authors of the book Women and Society in India have given a framework of the status of women in India. They have analyzed the economic structure of India in pre British period and the place of women in it, the structure of female employment in contemporary India, women education and its socio historical perspective. The study also reveals the role of women in different types of families, women’s health and other gender issues. Political participation of women, women’s organization, and women’s law are the main subjects analyzed by the authors.

13. Women in Public Administration of the American States by Saradha Rath is an essential addition in the administrative field. In this book author highlights American women who joined in the state administration of American federation. She also describes professional efficiency of women administrators and gender variation.

14. State Governments in India, the Author SR Maheshwari has given a conceptual framework about the departments of India’s state governments. The study concerned with the relation between society and public administration, evolution of our Indian states since British period, government and its civil services. The author has presented a detailed picture of all the types of local governments both rural and urban. Centre state relation is another important and attractive part of this book. Scholars can get a useful help from this book.

15. From Independence towards Freedom, edited by Bharati Roy, Aparna Basu. The book has organized much information about
women’s emancipation since independence. Editors have collected writings regarding women from Panchayeti Raj to different women’s movements.

16. Administrators in a Changing Society, the author Chander Prakash Bhambhari has made a contextual framework of Indian bureaucracy. He has mentioned the structure of bureaucracy and organization of central secretariat of Indian Govt. The author has also organized a socio-economic survey of higher civil service in India and the training program for the Indian Administrative Service. The book also contains with the context of administrative elite, political modernization, Indian federalism and the Indian administrative service. The study also highlights the people-govt. relationship in Panchayeti Raj in India. The author has given very important and exclusive tables collected by survey. All the materials on socio-economic background of the new entrants to the IAS were collected by a short bio-data sheet which was sent to the selected candidates by the author at The National Academy of Administration, Mussoorie.

17. Gender Issues in Contemporary Society by Oskamp Stuart and Costanzo Mark highlights women and society, woman’s employment and their attitudes. The authors also describe attitudes towards masculinity and parents, gender-role socialization, parent’s beliefs about behavioral consequences. It has been pointed out about working women and their labour at home. Another view is women’s sexual harassment at the place of job. So over all the book analyses very important corners of women who are working outside and managing home at the same time. The book reflects mainly the American society.
18. Social Background of India’s Administrators by V. Subramaniam is very much concerned to a study on the socio-economic background of administrators in India. The author describes all the segments of administration like IAS, IPS, and IFS. The author also discusses administrator’s religion, caste, language, father’s occupation and educational degrees. The study includes women administrators, and administrators who belong to the schedule castes.

19. The Changing Status of Working Women in India, the author Promilla Kapoor has observed in this book the socio-psychological aspects of India’s working women. She tries to find out the correlation between ill-adjusted married lives of India’s working women. The study reveals that Indian women who are working outside the home do not adversely affect their marital harmony. The author observed that working women also play an important role at home as wife and mother and how they maintain their different feminine virtues in humiliation with tolerance and sacrifice.

20. The Changing Status of Working Women in India, this second book of Promilla Kapoor is based on urban educated young working women basically is an empirical study, cover up a broader context. The study shows the changing attitudes of working women towards their own status and role towards society, family and children. The author has also tried to identify the source of conflict between women’s dual role which is the conventional role of housewife and mother. The study has discussed the working women’s adjustment in the male dominated employment milieu. The author also discusses the success of women who are working in the unusual sectors. The study mentioned different aspects concerning the working conditions, stress and strains as well as prospects of working women in India.
21. The Philosophy of Public Administration by Dr. V.P. Varma. The book deals with a historical analysis of public administration. Concept of public administration in Sukraniti is the most attractive part of this book. The work highlights committed bureaucracy; agricultural planning and administration, reflection of public administration in modern India. Different aspects of research on public administration are the matter of discussion. The author has given a conceptual framework of development administration in which he analyses the theories of political culture and civic culture, tradition and modernization in modern India.

22. Reinventing Public Administration, The Indian Experience written by Bidyut Chakroborty. This book is a wonderful creation of the administrative world. The post weberian debate over the bureaucracy-democracy relationship is one of the important contents of this book. The book considers the history of the Indian administration from the colonial period to the present and also focuses on changes brought about by globalization, privatization and structural adjustment on governance. The book is an accessible and up-to-date text book on public administrative theory.

23. Women and Men in Management by Gary N. Powell is a substantial contribution to the area of women and men in management. The book is specially written for American society. The author examines individual differences that affect the behavior of women and men at work and the origins of these differences, and how individuals and organizations make decisions about whether to establish a working relationship with each other. The book covers a wide range of topics. It addresses pre organizational entry issues for women and men as well as issues that arise in the workplace. It examines issues pertaining to individual’s work and personal lives and to society as a whole. It observes female/male
relations in the past eras, examines their present nature, and speculates about what they will be like in future.

24. Women Executives, A Sociological Study of Role Effectiveness, written by Napasri Kraisonwasdi has presented a comprehensive study of executive women. The author has tried to find out the criterion and methods of evaluating role effectiveness of women executives in Thailand. She has also explained the meaning of the word executive. The author has organized a socio-economic survey of female of female executives and their working condition. The study is also about the relationship with subordinates at workplace. Evaluation of the role of women executives has been done in this study.

25. Status and Position of Women in India, With Special Reference to Women in Contemporary India. The author Kiran Devendra presents an outstanding study on women’s status and position since ancient time to modern age. In particular, her study on emergence of women after independence is very much impressive. The study has highlighted several significant women movements. The historical perspective of women in Indian society reveals new sides of women in different religious societies. The author has explained critically the nature and position of women employees in different sectors but women in administration has got a very small space in her book.

26. Women in Modern India, the author Geraldine Forbes considers women’s recent history from the nineteenth century under colonial rule to the twentieth century after independence. The author begins with the reform in the nineteenth century which was established by men to educate women and demonstrates how education changed their lives and made them capable of taking part in public life. The
author has described how women took part in the Nationalist movement. Later on he explains about women in modern India and their status in society. Women and politics have taken an important place in his writing.

27. District Administration by Ishwar Dayal, Kuldeep Mathur, and Mohit Bhattacharya have written the book with an objective to identify the problems that ensue from the district administration and to suggest some alternative organizational designs for district administration. The authors highlight the objectives of district administration.

28. Women Administrators of India, A Study of The Socio-economic Background and Attitude Of Women Administrators Of Rajasthan. The author Geeta Chaturvedi has contributed an important analysis to this area. Her objective was to explain mainly the social background of women administrators of Rajasthan government and a comparative analysis with the educational administrators of the state of Rajasthan.

29. The Changing Status of Women in West Bengal, 1970-2000, edited by Josodhara Bagchi is a pioneering work in the perspective of West Bengal. She has provided a contextual framework of changing status of women in a particular state. The book has a rich compilation of articles by many eminent scholars covering the wide spectrum of gender studies. Editor and all other scholars have discussed about women in various fields, such as, education, economic empowerment, health and nutrition, political participation, law and culture. All of them have produced important and significant tables, charts, micro studies and statistics to make this book as an authentic literature for women studies in West Bengal.
Research Gap

Several researchers as well as practitioners of public administration, so far, elaborately discussed the role of administration and its implication on government but the social background of women administrators in West Bengal hardly drew anybody’s attention. Specific and extended study of women civil servants in West Bengal and their socio-economic background and attitudes, though being a very important issue, never come into limelight, though gender studies already occupy quite an important area in modern social studies.

The bureaucrats basically form the structure of administration. But most of the literature analyzed only the structure and problems in general. Women administrators, if at all, became an area of concern in these studies, it happened only as coincidence and not as a conscious effort. So in any case, a distinctive study of women administrators and their social background has hitherto been a crying need.

Mainstream literature on Indian administration and women administrators, in general, discussed about working women, Indian administration, bureaucracy in India, social background of India’s administrators, professional women, women in India since Independence, administrators in a changing society, women and gender discrimination etc. It was noted that all these literature considered so many traits of women, administration, task oriented behaviour and situational variables, but especially ‘studying women in administration in context of their social background’ remained thoroughly unexplored.

This research is an in-depth study of the social background of women administrators / civil servants of Howrah, Hooghly and Kolkata districts in West Bengal. This study also tries to reveal the differences among women administrators between IAS and WBCS category in as many areas as possible. The researcher felt that studies along these lines have not been attempted so far.
1.8 District Map of West Bengal

The Map showing all the districts of West Bengal along State and District Boundary

Total population in West Bengal: 9,13,47,736

Male: 4,69,27,389

Female: 4,44,20,347.

82.67% men and 71.16% women are literate in West Bengal.

1 http://www.mapsofindia.com/maps/westbengal/westbengal-district.htm

2 Census 2011
1.9 Covered Area

The state of West Bengal consists of 19 districts and they are as follows: Bardhaman, Bankura, Cooch Behar, Birbhum, East Midnapur, Darjeeling, Howrah, Hooghly, Kolkata, Jalpaiguri, Murshidabad, Malda, North 24 Parganas, Nadia, Purulia, Uttar Dinajpur, Dakshin (South) Dinajpur, South 24 Parganas, and east Midnapur.

A district magistrate or a district collector is designated to administer every district and he/she is recruited either by the West Bengal Civil Service (WBCS) or Indian Administrative Service (IAS). Both Howrah and Hooghly districts have their sub-divisions. A sub-divisional magistrate is appointed to administer the subdivision. The subdivisions are further divided into blocks and they are made up of town municipalities and village councils or panchayats.

The present study covered only the three (Howrah, Hooghly, Kolkata) among 19 districts of West Bengal.

Mentioned below are the covered districts in West Bengal and important details i.e. area, population, headquarters, and population density of these districts:
1.10 District Map of Kolkata

Source:

1.11 Details of District Kolkata

Kolkata is the capital of the Indian state of West Bengal. Located on the east bank of the Hooghly River, it is the principal commercial, cultural and educational centre of East India. As a growing Metropolitan city in a developing country, Kolkata confronts substantial urban population,

Source:  

traffic congestion, poverty, over population and logistic and socio-economic problems.

Kolkata spreads roughly north-south along the east bank of the Hooghly River, sits within the lower Ganges Delta of eastern India; the city’s elevation is 1.5-9 M (5-30 ft).

The Kolkata Metropolitan area is spread over 1,886.67 km2 (728.45 sq mi) and comprises 3 Municipal Corporations (including Kolkata Municipal Corporation), 39 local Municipalities and 24 Panchaet Samities, as of 2011.

Suburban areas in the Kolkata Metropolitan area incorporate parts of the following districts: North 24 Parganas, Howrah, Hooghly and Nadia. Kolkata which is under the jurisdiction of the Kolkata Municipal Corporation (KMC) has an area of 185 KM2 (71 sq. mi).

Kolkata as on 2011
Population—44,866,799
Male—2,362,662
Female—2,124,017
Literate—3648210 (87.14%)
Male—1966122 (89.08)
Female—1682088 (84.98)

Kolkata district population constituted 4.91% of total West Bengal population.

Bengali the official state language, is the dominant language in Kolkata, English is also used, particularly by the white-collar workforce. Hindi and Urdu are spoken by a sizeable minority.
Civic Administration of Kolkata:

Kolkata is administered by several government agencies. The Kolkata Municipal Corporation, or KMC, oversees and manages the civic infrastructure of the city's 15 boroughs, which together encompass 141 wards. Each ward elects a councillor to the KMC. Each borough has a committee of councillors, each of whom is elected to represent a ward. By means of the borough committees, the corporation undertakes urban planning and maintains roads, government-aided schools, hospitals, and municipal markets. As Kolkata's apex body, the corporation discharges its functions through the mayor-in-council, which comprises a mayor, a deputy mayor, and ten other elected members of the KMC.

Kolkata's administrative agencies have areas of jurisdiction that do not coincide. Listed in ascending order by area, they are: Kolkata district; the Kolkata Police area and the Kolkata Municipal Corporation area, or "Kolkata city"; and the Kolkata metropolitan area, which is the city's urban agglomeration. The agency overseeing the latter, the Kolkata Metropolitan Development Authority, is responsible for the statutory planning and development of greater Kolkata.

As the seat of the Government of West Bengal, Kolkata is home to not only the offices of the local governing agencies, but also the West Bengal Legislative Assembly; the state secretariat, which is housed in the Writers' Building; and the Calcutta High Court. Kolkata has lower courts: the Court of Small Causes and the City Civil Court decide civil matters; the Sessions Court rules in criminal cases. The Kolkata Police, headed by a police commissioner, is overseen by the West Bengal Ministry of Home Affairs. The Kolkata district elects two representatives to India's lower house, the Lok Sabha, and 11 representatives to the state legislative assembly.
Education System of Kolkata:

Kolkata's schools are run by the state government or private organisations, many of which are religious. Bengali and English are the primary languages of instruction; Urdu and Hindi are also used, particularly in central Kolkata. Schools in Kolkata follow the "10+2+3" plan. After completing their secondary education, students typically enrol in schools that have a higher secondary facility and are affiliated with the West Bengal Council of Higher Secondary Education, the ICSE, or the CBSE. They usually choose a focus on liberal arts, business, or science. Vocational programs are also available.

As of 2010, the Kolkata urban agglomeration is home to 14 universities run by the state government. The colleges are each affiliated with a university or institution based either in Kolkata or elsewhere in India. The University of Calcutta, founded in 1857, is the oldest modern university in South Asia. Jadavpur University is known for its arts, science, and engineering faculties. The Indian Institute of Management Calcutta, which was the first of the Indian Institutes of Management, was established in 1961 at Joka, a locality in the south-western suburbs. The West Bengal National University of Juridical Sciences is one of India's autonomous law schools. The Indian Statistical Institute is a public research institute and university.

Notable scholars who were born, worked or studied in Kolkata include physicists Satyendra Nath Bose, Meghnad Saha, and Jagadish Chandra Bose; chemist Prafulla Chandra Roy; statistician Prasanta Chandra Mahalanobis; physician Upendranath Brahmachari; educator Ashutosh Mukherjee; and Nobel laureates Rabindranath Tagore, C. V. Raman, and Amartya Sen.

Culture of Kolkata:

Kolkata is known for its literary, artistic, and revolutionary heritage; as the former capital of India, it was the birthplace of modern Indian literary
and artistic thought. Kolkata has been called the "City of Furious, Creative Energy" as well as the "cultural [or literary] capital of India". The presence of paras, which are neighbourhoods that possess a strong sense of community, is characteristic of Kolkata. Typically, each para has its own community club and, on occasion, a playing field. Residents engage in addas, or leisurely chats, that often take the form of freestyle intellectual conversation. The city has a tradition of political graffiti depicting everything from outrageous slander to witty banter and limericks, caricatures, and propaganda.

1.12 District Map of Howrah

Source:


5 www.mapsofindia.com
1.13 Details of District Howrah

Howrah is the second small district after Kolkata. It is the Headquarter of the district, and also the Headquarter of Howrah Sadar subdivision of the district. Located on the west bank of the Hooghly River, it is a twin city of Kolkata. The two cities are connected by the four bridges on river Ganges, named Howrah Bridge also known as Rabindra Setu, The Vidya Sagar Setu also known as the Second Hooghly Bridge, the Vivekananda Setu also known as Bally Bridge, the Nivedita Setu also known as Second Vivekananda Setu and ferry services between various jetties in the two cities. It is an industrial city. Howrah station serves as a terminal for two Railway Zones of India, the Eastern Railway and the South Eastern Railway.

According to the census of 2011, Howrah had population— 4,841,638

Howrah district population constituted 5.30% of total West Bengal population.

Male—2,502,453
Female—2,339,185
Literate—3,642,617 (83.85%)
Male—1,972,282 (87.69%)
Female—1,670,335 (79.73%)

Total area under Howrah district is of about 1,467 km2 (566 sq. mi).

Even though it is the second largest city in the state, it did not undertake appropriate infrastructure development in the last century. As a result Howrah confronts its constant problems like, traffic congestion, population explosion, and pollution. Road space to the population is not
proportionate, and this is the basic feature of this city. Emigrant labour force, overpopulation, creates hindrance to the progress of this city.

Howrah is administered by Howrah Municipality, established in 1862. As per the Municipal Corporation Act of 1980, Howrah became a Municipal Corporation in 1984. The corporation area is divided into fifty wards, each of which elects a councilor. The Mayor-in-council, which led by Mayor and supported by Commissioner of officers, is responsible for administration of the corporation area.

Howrah’s schools are either run by state government or by private institutions. The medium of instruction is Bengali, English or Hindi. Schools are affiliated to the West Bengal Board of Secondary Education (ICSE) and National Institute of Open Schooling (NIOS).

Bengal Engineering and Science University (BESU), established in 1856, is the second oldest Engineering institute in India. It is a prestigious University in West Bengal.

Culturally Howrah district has a significant identity in West Bengal. Eminent scholars, writers, actors, footballer, cricketer, educationist, film maker, doctors are residents of this district.\(^6\)

1.14 District Map of Hooghly

1.15 Details of District Hooghly

Hooghly is one of the districts of the state of West Bengal in India. The district is named after the Hooghly River. The Headquarter of the district is at Hooghly (Chuchura/Chinsura). There are four subdivisions in the district: Chinsura Sadar, Chandannagar, Serampore, and Arambagh.

The district of Hooghly is situated on the West Bank of Hooghly River about 40 km north of Kolkata. The Portuguese sailor Vasco- Da-Gama was the first European reached this area. In 1536 Portuguese traders obtained a permit from Sultan Mahmud Shah to trade in this area. Among other European powers that came to Hooghly were the Dutch, the Danish, the British, the French, the Belgians and the Germans. But

Source: www.mapsofindia.com
among these European countries, the British ultimately became most powerful.

The River Hooghly makes border to the east. Another major river is Damodar. The district is bordered by Howrah District to the South, Bardhaman District to the north, and to the east by the River Hooghly. Bankura District lies to the North West, with Midnapur District to the south west.

According to the 2011 census Hooghly district had a population of 5,520,389. Hooghly district population constituted 6.04% of total West Bengal population.

The district has a population density of 1,753 per sq. km (4,540 sq. mi). Total area under Hooghly district is of about 3,149 sq. km (1,216 sq.mi).

Male—2,819,100
Female—2,701,289
Literate (total) 4,140,487 (82.55%)
Male—2,250,780 (83.93%)
Female—1,889,707 (76.95%)

Administrative subdivisions

The district comprises four subdivisions: Chinsura, Chandannagar, Serampore and Arambagh. Chinsura subdivision consists of two municipalities (Hugli-Chuchura and Bansberia) and five community development blocs: Balagarh, Chinsurah—Mogra, Dhaniakhali, Pandua and Polba—Dadpur. Chandannagar subdivision consists of Chandannagar municipal corporation and three municipalities (Bhadreswar, Champdani and Tarakeswar) and three community

**Education**

Hooghly district's school and colleges are either run by state government or by private institutions. The medium of instruction is Bengali, English or Hindi. There are 2992 primary school, 408 High schools, 127 higher secondary school, 22 colleges, and 6 Technical institutes in Hooghly district.\(^8\)

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