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HR Policies and Practices in BHEL

Mitushi Jain

Abstract

Human resource management is process of bringing people and organizations together so that the goals of each are met. It is that part of the management process which is concerned with the management of human resources in an organization. It tries to secure the best from people by winning their wholehearted cooperation. In short, it may be defined as the art of procuring, developing and maintaining competent workforce to achieve the goals of an organization in an effective and efficient manner. HRM is a strategic approach to the acquisition, motivation, development and management of the organization's human resources.

The Electronics Division (EDN) of BHEL was formed in 1976, mainly to establish a strong base in the areas of power and industrial electronics and supplement the company's pioneering efforts in power generation, transmission industry and transportation sectors. Making a modest beginning in 1976, the unit has registered continuous and impressive growth, which is amply reflected in the fact that a large number of power plants in the country today, are equipped with products and systems made by BHEL-EDN. As reported by the ARC Survey for the year 2005, BHEL is holding over 65 percent of the Market share of DCS Supplies to Power Industry in India (including hardware, software and services). So, in this paper we will present policies prevailing in BHEL in current Scenario.

Keywords: Introduction of BHEL; BHEL certification; BHEL HR department; BHEL memorandum of understanding (MOU).

Introduction

The Electronics Division (EDN) of BHEL was formed in 1976, mainly to establish a strong base in the areas of power and industrial electronics and supplement the company's pioneering efforts in power generation, transmission industry and transportation sectors.

Making a modest beginning in 1976, the unit has registered continuous and impressive growth, which is amply reflected in the fact that a large number of power plants in the

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country today, are equipped with products and systems made by BHEL-EDN. As reported by the ARC Survey for the year 2005, BHEL is holding over 65 percent of the Market share of DCS Supplies to Power Industry in India (including hardware, software and services).

Technical collaborations with international leaders as well as BHEL-Electronics Division's relentless efforts and unwavering commitment to in-house solutions have contributed to its rapid growth and success. Despite stiff competition posed by the world leaders and domestic private manufacturers, the unit has successfully maintained its growth rate and become a major force to reckon with in power and industrial electronics.

Electronics Division has also been making pioneering efforts in Renewable Energy Sector by commissioning Large-size Grid-Interactive as well as Stand-Alone Solar Power Plants, thus lighting the lives of people living in remote parts of the country. The unit has also been making humble contribution to Indian Space

Programmes by fabricating Space Grade Solar Panels and Space Quality Batteries for ISRO.[1]

In recognition of its commitment to the quality systems and procedures, the unit has been certified for ISO 9001 since July 1993. To fulfill its role of a responsible corporate citizen, envisaging protection and conservation of the environment and ensuring that its products and systems are also environment-friendly, BHEL has framed a Corporate Environment Management Policy.

Accordingly, the Electronics Division has become the first Electronics Industry in Bangalore to get ISO 14001 Environment Management System Certification and OHSAS 18001 Certification.

The Electronics Division has established itself in the field of IT applications, using the state-of-art technology systems, for communication, computing, networking and security requirement of the organization in achieving it's business goal.

In this pursuit, the unit has been certified to ISO/IEC 27001:2005 Information Security Management System from STQC, Ministry of Communication and Information Technology, Government of India.

BHEL has also joined United Nations' "Global Compact" and has committed to support the set of core values enshrined in its ten principles in the area of Human Rights, Labor Standards, Environment and Anti-Corruption.

BHEL shares the growing concern on issues related to Environment and Occupational Health & Safety (OHS), and is committed to protecting Environment in and around its own establishment, and to providing safe and healthy environment to all its employees.

For fulfilling these obligations, a Health, Safety & Environmental Policy has been formulated and implemented through management systems. In recognition of this, BHEL has been awarded the ISO 14001 Environmental Management Systems Certification and OHSAS 18001 Occupational Health & Safety Management Systems Certification from M/s Det Norske Veritas (DNV).

Under UNDP programme for specialized services in the area of Environment, BHEL has set up a Pollution Control Research Institute (PCRI). BHEL also has a Model Center for Occupational Health Services at Trichy, which is a pioneer in this field in India.

Today it offers a wide range of occupational health care as well as expertise in work Environment monitoring, Toxicology, Ergonomics and in organization of OHS to multitude of industries for different sectors in India. Few ILO sponsored candidates from African countries have undergone training at this Model center.

BHEL is a member of CORE (Corporate Roundtable on Development of Strategies for Environment) launched by The Energy Research Institute (TERI). CORE is envisaged as a means to facilitate a proactive and catalytic role for industry in addressing the environmental problems plaguing India and helping the industry towards sustainability paradigm.

CORE is now a partner organization to the WBCSD (World Business Council for Sustainable Development). It has signed a memorandum of understanding with WBCSD, now called as CORE-BCSD, India. Interfaces between companies such as BHEL, TERI and the WBCSD would provide an important link to address issues of sustainable development at a global level and to learn and exchange experience of the participating companies.

BHEL's commitment to environmental issues can be seen as an integral part of its core business. In the field of Non-conventional and Renewable Energy, BHEL has successfully launched products like wind electric generators, solar heating systems, solar photovoltaic systems, solar lanterns and battery powered road vehicles.

Technology upgradation has been done to minimize environmental impact of fossil

energy products, by way of low-Nox oil/ gas burners, circulating fluidized bed combustion boilers etc.

Bharat Heavy Electricals Limited (BHEL) And It's human resource department

BHEL has been a pioneer in the area of Human Resource Development, being the first Public Sector Undertaking of its kind, in India, to have setup an extensive HRD infrastructure as way back as the early sixties.

Human Resource Development Centre (HRDC) of BHEL R.C.Puram, Hyderabad occupies a significant place not only among other HRDCs of BHEL but also as an important Training and Development Centre in the twin cities of Hyderabad [Andhra Pradesh].

Since its inauguration (earlier known as Technical Training School) on 8th July 1963 by Sri K.Kamaraj, the then Chief Minister, Madras, today's HRDC, RC Puram, Hyderabad has come a long way, bagging the prestigious Golden Peacock National Training Award.

Human resource department in BHEL conduct different kind of Training and Development programs for its employees, customers, suppliers, and others. The spirit at its HRDC is continuous learning and "the learning" which move towards focused Individual and Organizational Growth.

For instance we are going to take an example of BHEL towards its quick action actually BHEL Bhopal maintained a constant upward trend of production from 1972-73 till 1976-77. In 1977 there was a sudden dip in production which caused considerable concern to the management.

In September 1976 a Human Resource Committee (HRC) was formed with the Executive Director, GMs and Deputy GMs as members. A problem identification workshop was held. An OD department was also created in 1981. Starting from this, a number of OD interventions have been made by the OD department using internal task forces as well as external consultants.

These include management employee communication meetings, team building programmes, survey feedback on organizational health and motivational climate, etc. the company is in the process of introducing a new performance appraisal system.[2-5]

State of workers participation in management in BHEL

A little bit participation is noticed in their case they sometime ask for the workers for implementation of any new policy. In rest of the organization the position is almost constant or up to the same level.

Training and development in BHEL

In BHEL HR Department organize and conduct different kinds of Training and Development programs for organization's employees, customers, suppliers, and others. The spirit at our HRDC is continuous learning and "the learning" which move towards focused Individual and Organizational Growth.

For the specific group, where there is a change in cadre / grade, they conduct Module oriented programmes for that particular groups. These programmes are:

• EDP [Executive Development Programme]
• SDP [Supervisor Development Programme]
• TDP [Technician Development Programme]
• ADP [Artisan Development Programme].

The key focus in all these modules is to bring role - clarity and role effectiveness among the participants in their new assignments. The programme -duration varies from 4 to 6 days.

Behavioural programmes

Some of the Behavioral Programmes which they conduct are as follows:

• Assertive Skills
• Presentation Skills

- Emotional Intelligence
- Neuro Linguistic Psychology
- Conflict Management
- Stress Management
- Counseling
- Achievement Motivation
- Negotiation Skill
- Creative Problem Solving
- Leadership and Decision Making.[6,7]

State of workers participation in management in BHEL

Workers participation in management is a highly complex concept. The notion that workers should participate in the management of enterprises which employ them is not a new concept.

It has apparently existed since the beginning of the industrial revolution. However, its importance increased gradually over a period of years due to the growth of large-scale enterprises, increase in work-force, paternalistic philosophy and practice of informal consultation.

Moreover, the growth of professionalism in industry, advent of democracy, and development of the principle of social justice, transformation of traditional labor management relations have added new dimensions to the concept of participative management.

The philosophy underlying workers participation stresses:

- Democratic participation in decision-making
- Maximum employer-employee collaboration
- Minimum state intervention
- Realization of a greater measure of social justice
- Greater industrial efficiency
- Higher level of organizational health and effectiveness.

Objectives of workers participation in management

The objectives of worker's participation in management are as follows:

a) To raise level of motivation of workers by closer involvement.

b) To provide opportunity for expression and to provide a sense of importance to workers.

c) To develop ties of understanding leading to better effort and harmony.

d) To act on a device to counter-balance powers of managers.

e) To act on a panacea for solving industrial relation problems.

A little bit participation is noticed in the case of Bharat Heavy Electronic Limited that they sometime ask for the workers for implementation of any new policy.[8-10]

Industrial relations in BHEL under the purview of research

According to J. Henry Richardson "The concept of industrial relations has been extended to denote the relations of the state with employers, workers and their organizations.[1] The subject therefore, includes individual relations and joint consultation between employers and work people at their work place, collective relations between employers and their organizations and trade unions and the part played by the state in regulation these relations."

Hence it can be said that industrial relations are the composite result of the attitudes and approaches of employers and employees to each other with regard to planning, supervision, direction and coordination of the activities of an organization with a minimum of human effort and friction, with an emanating spirit of cooperation and with proper regard for the genuine well- being of all members of the organization.

The following points come as essence from the above mentioned definitions of the

Industrial Relations:

1. Industrial relations are the relations which emerge due to employment relationship in an industrial unit.

2. Industrial relations lay emphasis on the need form accommodation by which the parties involved develop skills and methods of adjusting to, and cooperation with, each other.

3. It creates a complex of rules and regulations to govern the work place and the work community. The basic objective is to achieve and maintain harmonious relations between labor and management by solving their problems through collective bargaining.[11,12]

Conclusion

It has been observed that the average state of industrial relations is quite good. A way of dissatisfaction and discontentment prevails among the few workers just against the internal politics which generally prevail in all the enterprises.

Social security measures

Social security is the protection given by society to its members against contingencies of modern life such as sickness, unemployment, old age, invalidity, industrial accidents, etc. the basic purpose of social security is to protect people of small means from risks which impair a person's ability to support himself and his family.

The security measures are generally specified by law. The offer some kind of cash payment of individuals to replace at least a part of lost income that occurs due to mishaps such as sickness, injuries, death, etc. during periods of economic and physical distress, the poor workers can at least survive on compensatory payments offered by the state or employers.

Social security is "an attack on five giants that affect workers- wants disease, ignorance, squalor and idleness. It is not a burden but a kind of wise investment that offers good social dividends in the long run.

Objectives of social security measures

Social security measures aim at three things:

Compensation: offer financial help when the worker is in a state of physical distress due to accidents, sickness, invalidity disease, and old age.

Restoration: enable the worker to recover from the shocks injected by the inhuman industrial work, rehabilitate himself and get on with his work in a usual manner.

Prevention: extend monetary assistance to workers so that they can get rid of sickness, idleness, disease etc.

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Quality of Life: An Impact Assessment on NREGA Beneficiaries

Bigi Thomas

Abstract

This article is based on the findings of a study on evaluation of the NREGA scheme, intended to assess the impact of this scheme on the overall quality of life of its beneficiaries by gauging different parameters associated with the improvement of overall quality of life of people such as impact on income – earning levels of each household, expenditure on food and non-food items, expenditure on education, household and cultivable assets creation by the beneficiaries, impact on social life, recreational activities and impact on distress out migration. This study also captured the views and feed-back of the beneficiaries on various faucets of implementation of the scheme at grass root level right from the stage of issue of job cards till the payment of wages, social audit etc.

Key words: NREGA; Quality of life; Migration; Impact.

Introduction

The attack on poverty has been sharpened and strengthened by our government by restricting and revamping income and the levels of living of the poorest of the poor by introducing MNREGA Act. The war on poverty is been given priority in this Act and its main goal is to remove poverty and create fuller employment.[1] The National Rural Employment Guarantee Act (NREGA) is poised to bring cheers to the lives of millions of rural poor with the inclusion of new works under its ambit and the convergence with other flagship programmes. Efforts are on to bring in more transparency and accountability in it with district ombudsmen being envisaged to ensure that the benefits reach out to the poor and the needy villagers.[2]

The most important factor which influences the status of a poor is employment. This was viewed in different angles by various experts. Bishiho assumed employment as a state of being engaged in production.[3] Amarthya Sen considered employment is one which gives income to the employed, yields output and gives a person to recognition of being engaged in something worthwhile.[4]

This employment guarantee programme is primarily intended to enhance the livelihood securities of the people in rural areas by supplementing wage employment opportunities to the unskilled labor force. The programme is in force with the intention that it would act as a strong safety net for the poor in the wake of lack of alternative employment opportunities. In an attempt to ensure the rural economy to grow, the scheme is expected to regenerate the rural natural resource base for sustainable livelihood by carrying out soil and water conservation activities.

What is considered most crucial is the empowerment of the poor through the provision of a rights-based law. NREGA gives rise to programmes that develop not from its willful benevolence, but as a legally binding response by the state to a right to work that is enshrined in law. The constraint of resources cannot thus be cited by the government as an excuse for failing to provide works.[5] Quality of works is central to the implementation of this programme. There is complete abolition

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of contractors from the implementation of NREGA, thereby getting rid of rampant corruption and labour exploitation that was in vogue in earlier schemes.

The other key attributes of this scheme are time bound guarantee, labour-intensive work, decentralized participatory planning, women's empowerment, work site facilities and above all transparency and accountability through the provision of social audits and right to information. The unprecedented use of information technology in this programme is considered to bring about greater transparency through intensive monitoring and faster execution. The payment of wages through bank and post office accounts is another innovative step that is likely to reduce fudging of the muster rolls on the part of the implementing agencies since the actual payments are beyond their reach. There is an effort to separate payment agencies from implementing agencies and thereby preventing embezzlement of wages.[6]

NREGA can thus be construed as a timely intervention. Even after six decades of India's independence, the country still fails to arrest abject poverty, illiteracy, malnutrition, social inequality and so on. A legally-binding rights-based programme of this kind, if implemented properly is expected to bring about a turnaround in the rural economy by eradicating all the above social menace. NREGA can improve sustainable rural livelihoods through spillover effects thereby enabling the poor manage their risks and opportunities effectively. There is no denying of the importance of policy and programme action for employment generation to ensure food security amongst poor than direct food subsidy strategies.[7]

Methodology

With NREGA scheme India embarked on an ambitious attempt to battle poverty by guaranteeing employment to those who demand work. It also aims at transforming the rural areas by scaling up the quality of life of

people with guaranteed minimum wages and capital formation within rural economies which can redress poverty and boost overall development in the country. In this article authors highlight the impact of NREGA scheme on the overall quality of life of beneficiaries by gauging different indicators associated with the improvement of overall quality of life. The indicators assessed are impact on economic condition, purchasing power and consumption of food and non- food items, health and nutrition, education of children, household and cultivable assets creation, social life of beneficiaries in terms of their participation in social and religious programmes and organizations. This study also tried to capture the impact of the scheme to arrest out-migration, views and feed-back of the beneficiaries on various faucets of implementation of the scheme at grass root level right from the stage of issue of job cards etc.[3]

Coverage of the study

The study covered Anand, Kheda and Panchmahal districts of Gujarat state. The information obtained as a result of this study will be the reality situation of the extent of benefits and problems the beneficiaries of NREGA scheme are having. The analytical scope covers the fulfillment of the objectives set out and the functional scope confined to tendering a set of appropriate suggestions which can help the beneficiaries to get maximum benefits and the authorities to ensure proper implementation of the scheme.

Universe of the study

The universe of the study is all the beneficiaries of NREGA scheme from Anand, Kheda and Panchmahal districts of Gujarat state.

Sampling

Beneficiaries of four villages from randomly selected two blocks of the above mentioned districts have been selected as samples. The

District	Block	Villages			
Panchmahal	Kadana	Ladpur	Golanpur	Kajli	Dadaliya
	Santrampur	Godhar(west)	Machod	Panchmuva	Mohila pad
Kheda	Kapadvanj	Sunda	Abliyara	Ladpur	Ghauva
	Balasinor	Vadadla	Karanpur	Navgam	Gunthali
Anand	Umreth	Dagjipura	Gangapura	Hamidpura	Ratanpur
	Sojitra	Kothavi	Bhadkhad	Khansol	Runaj

following table shows the distribution of randomly selected two blocks and four villages from each block.

Sample size

As per Krejice and Morgan's table the sample size is to be 1889 while considered NREGA beneficiaries list given in government website as the source list and data collection is done from 1844 beneficiaries as rest of them were either not available or not ready to participate in the study. Also a few gave incomplete responses or failed to respond properly. So 1844 is decided as sample size.

Research design

Descriptive research design method is used in this study.

Tools of data collection

1. Detailed Interview schedule is prepared to collect information from the respondents according to the objectives set by the researcher.

2. Focused Group Discussions is held with the beneficiaries.

3. Observation method is used to collect information on participation of people in gramsabha and the quality of social audit done during gramsabha.

In order to collect data trained UGC Project Fellow visited all the selected villages. Some trained Master of Social Work and Master of Human Resource Management students from Department of Social Work, Sardar Patel University, Gujarat also were involved in the data collection process and they stayed 6 days in Panchmahal and Kheda districts during data collection. This helped us to conduct focused group discussions too with the

beneficiaries of the scheme. Field visits to the work sites also were carried out.

Operational definitions

1.   *Quality of Life:* Income of beneficiaries, expenditure on food, clothes, housing, education, health, recreational facilities etc are included in quality of life.

2.   *Beneficiaries of NREGA scheme:* Those who have received remuneration by engaging himself or herself under this scheme.

Discussion

Findings revealed that NREGA had brought changes in the lives of beneficiaries even if there is a feeling exists among a substantial proportion of them that this changes brought by NREGA are negligible and temporary.

It is been revealed that NREGA could make a positive impact in the lives of hundreds and thousands of NAREGA beneficiaries in many areas especially in their purchasing power and consumption pattern although there are apprehensions shared by the beneficiaries themselves about its permanency. It has promoted their income and livelihood security by ensuring wage payment for 100 days of work and increasing their debt clearance capacity. Reported income before and after joining the scheme by respondents depicts the positive change brought out by NREGA in the economic condition of beneficiaries.

Repayment of outstanding loans/ debts is been facilitated by NAREGA. Propensity to labour work, which ensures wage payment, as a mean of livelihood is evident from this study. There is an increase in acquisition of movable and immovable assets like vehicles and live stocks after the scheme reported from everywhere. Also many reported

that NAREGA helped them to ensure 3 meals and 2 meals daily which were otherwise not possible for them. It also helped them to enjoy the luxury of having milk, fruits, certain vegetables etc immediately after wage payment. Increase in expenditure on education in terms of books, pencils, erasers, bags, water bottles and tiffin boxes is acknowledged by majority of the respondents as a result of NREGA.

Even if NREGA had brought the above mentioned changes in lives of beneficiaries, there is a strong feeling among the substantial proportion of them that this changes brought by NREGA are negligible and temporary. As NREGA ensures only 100 days of work, there is no continuity or security in the income and the fact is that rarely any one gets 100 days of work as there are no proper work identification and work distribution. Most often delay in payment, corruption, mismanagement; no proper recording and documentation, apathy from the administrative section etc act as defeating factors in making this scheme unpopular among rural masses.

There is no evidence from the study that NREGA could make long lasting effect in beneficiaries and communities. Expenditure pattern of beneficiaries on non food items before and after the scheme documents no significant difference in this study. When they agreed that income from NREGA enabled them to provide their children with books, pencils, erasers, water bottles etc, it could not make them able to think anything more about their children beyond "today" as their income from NREGA was not sufficient for providing any special care in education like tuition, extra learning materials etc. Still some beneficiaries, especially women shared their wish of giving continuous education to their children if their NREGA work is continued and secured.

No substantial change could be observed in the health and nutritional aspects, education and overall development of the beneficiaries and their families. NREGA failed to leave any impact in their capacity to have treatment in private hospitals, English medium education to their children, acquisition of assets like gold,

bank deposit etc. There is no doubt that possession of live stocks like cows and bullocks and vehicles like moped and cycles, as reported by beneficiaries as a result of NREGA, can be considered like long term assets. A better work environment for women is reiterated by some respondents in this study. At the same time no substantial evidence of any positive impact on migration is elicited from the present study as only few respondents informed that due to availability of job under NREGA they did not migrate to other areas in search of job.

NREGA is poised to create, generate and develop the common property resources like ponds, wells, roads, canals, other water bodies etc so that contribute towards the overall development of the area and to an extend arrest distress out migration due to drought and lack of employment in particular seasons. But in the opinion of beneficiaries under this study, this objective of NREGA is not proved to be achieved as it is reported that most of the time they were engaged in digging work and in our observations too no tangible work could be seen except some ponds, and half constructed roads where quality of these assets created is also very poor. There is serious lack of co-ordination between various departments resulted into this condition. While asked many respondents said that they are not interested in NREGA work because it is always "mitti work". This makes it clear that people never demanded for work, the very objective of this act is been defeated due to several reasons ranging from no proper information to no proper implementation.

Suggestions

Suggestions felt on the findings of this study are presented in the following paragraphs.

Literature available from all over India proves that a strong presence of civil body in the execution of NREGA scheme ensures its success. Their presence can contribute significantly towards its proper implementation right from ensuring demand for work by rural masses. Success of any

programme depends upon its popularity among the proposed beneficiaries. There must be implementation of strategic planning to make this scheme popular among the rural poor which are now totally absent in all the study areas in Anand, Panchmahal and Kheda districts of Gujarat state. Government should do this dissemination of information and awareness on a big way by using media of all type and involvement of NGO's, leaders, youth and people at large. Care should be taken to make people understand all the details and procedures of this scheme and what and when they have to act. This will make people feel that this is their programme and they should participate in it.

Considering the fact that the poor at the bottom, to whom the scheme basically addresses, are marginalized and weak and are not in a position to assert them unless mobilized, the role of civil society organizations becomes extremely important in mobilizing the poor for acquiring collective strength to demand work as a right and to social audit. Without this inclusion, the scheme tends to become bureaucratized (Indira Hirway, 2006).

Social planning and policy model of community organization by Rothman (2001) presupposes that change in any complex modern environment requires expert planning and policy making. Works like road construction, canal or pond making, forestation, cleaning or degeneration of water bodies etc should be taken up with clear cut objectives towards strengthening agricultural production by ensuring continuous availability of water and employment, arresting distress out migration and accelerating the pace and quality of other ongoing development schemes. Experts help in the process of conceptualizing and programme planning can contribute towards creation of assets of long lasting nature. Experts help in the implementation and evaluation stages also should be encouraged so that sustainability of the assets made can be ensured.

Much attention should be given towards capacity enhancement of all personnel

associated with this scheme. Strategic planning is needed towards the attainment of this goal among rural *poor,* the real beneficiaries of this scheme, gram panchayat members, sarpanchs, talatis, supervisors, NGO's and civil society. Success stories of this programme reported from all over the country and what changes it has brought to the development of people and communities can be shared with all so that they also should get motivated to have replication of these stories in their own areas. Government should encourage best performing districts, talukas and panchayats and sarpanchs with awards and other encouraging prizes.

Regular monitoring and strict supervision along with complete transparency in all the levels of implementation can definitely make this scheme a successful one. But what is lacking is the real attitude among all officials who are at present entrusted with all the power of execution of this scheme. People should be encourages to use their rights including right to information towards ensuring proper implementation of this scheme in their areas, something which is totally absent in the study areas. Strict implementation of punitive measures to all those caught with forging of records, misuse of funds, nonpayment of wages, inappropriate measurements of works done and any type of corruption leading to defeating the scheme should be done. Government should show the political will power to do everything so that the real purpose of this act is achieved.

Adequate number of trained manpower can decelerate the discrepancies involved in all levels of implementation of this act to an extent. Proper knowledge regarding how to calculate the piece rate will remove the misconception in people's mind that they are paid less than the market wage rate even if they work for minimum hours. Assigning enough work so that workers get guaranteed wage demands knowledge and skill from those who assign the works. Enough attention should be given to such technicalities.

One of the common complaints raised by respondents in this study is less number of job

Table 8: Table showing impact of NREGA on the quality of life of its beneficiaries

Impact on Economic Condition				
Income per month after getting NREGA employment	Frequency	Percentage	Frequency	Percentage
< 2000	913	49.5	369	20.0
2000-5000	925	50.2	1470	79.7
No reply	06	0.3	06	0.3
Details of debt if any				
< 1000 Rs	462	25.1	82	4.4
1000-3000	1341	72.7	310	16.8
3000-5000	10	0.5	00	00.0
>5000 Rs	01	0.1	00	00.0
No Reply	30	1.6	1452	78.7
Distribution of means of livelihood				
Agricultural	221	12.0	212	11.5
Labour	721	39.1	912	49.5
Farm Labour	902	48.9	720	39.0
Impact on non food items				
< 500	270	14.6	170	9.2
500-800	289	15.7	389	21.1
No Reply	1285	69.60	1285	69.6
Acquisition of movable assets				
Livestock	1463	79.3	929	50.4
Vehicle	152	8.2	333	18.1
No reply	229	12.4	582	31.6
Acquisition of non movable assets				
Gold	879	47.7	879	47.7
Bank deposit	965	52.3	965	52.3
Establishment of gadgets/ equipments				
TV/Radio	656	35.6	656	35.6
Mobile	820	44.5	1326	71.9
Renovation of house and house hold possession				
Constructing bathroom	00	00.0	02	0.1
Availing potable water facility	1844	100.0	1844	100.0
Sewing machine	00	00.0	01	0.05
Grinding mill	500	27.1	678	36.8
Steel Trunk/ cupboard	00	00.0	00	00.0
Furniture	00	00.0	02	00.0
Purchase of vehicle				
Cycle	250	13.6	25	1.4
Moped	103	5.6	159	8.6
Tractor	436	23.6	218	11.8
Cart/Cow	315	17.1	417	22.6
No Vehicle	473	25.7	445	24.1
No Reply	267	14.5	580	31.5

Impact on Health and Nutritional Condition				
Capable of having meals per day on regular basis				
3 meals	866	46.9	984	53.3
2 meals	1600	86.7	1699	92.1
capable of consuming nutritious food				
Milk	540	29.2	600	32.5
Green vegetables	1844	100.0	1844	100.0
Seasonal fruits	1844	100.0	1844	100.0
capable of purchasing				
Spices	1844	100.0	1844	100.0
Pulses	1844	100.0	1844	100.0
Oil for cooking	1844	100.0	1844	100.0
capable of giving treatment to family members				
PHCs	1844	100.0	1844	100.0
Government hospitals	1400	75.9	1400	75.9
Pvt hospitals	50	2.7	50	2.7
Impact on Education of Children				
capable of sending boy to school for				
Primary education	1060	57.4	1100	59.6
Secondary education	320	17.3	350	18.9
capable of sending girl to school for				
Primary education	1040	56.3	1042	56.5
Secondary education	350	18.9	350	18.9
capable of sending children to				
Government school	1844	100	1844	100.0
Private school	00	0.0	00	0.0
capable of sending children to				
Gujarati medium school	1844	100.0	1844	100.0
English medium school	00	0.0	00	0.0
Capable of giving special attention/care in the form of				
Private tuitions	00	0.0	00	0.0
Book/Pencil/Eraser	1500	81.3	1520	82.4
Bag/waterbottle/tiffin box	500	27.1	820	44.4
Providing higher education	30	1.6	35	1.8
Finding an employed groom for daughter	25	1.3	30	1.6
Making a house	120	6.5	120	6.5
Impact on Recreational Activities				
able to celebrate without taking loan				
Festivals	00	100.0	50	2.7
Ritualistic ceremonies	120	6.5	150	8.1
Going to pilgrim	00	00.0	00	00.0
Watching cinema	745	40.4	917	49.7
Impact on Social Life				
Membership in the organisations				
Gram Sabha	250	13.5	1600	18.7
Cultural Groups	150	8.1	160	8.6
Religious groups	150	8.1	162	8.7
Mohalla committee	28	1.5	30	1.6
Farmers organisation	02	0.1	02	0.1
Workers organisation	04	0.2	05	0.2
Co-operative societies	20	1.0	24	1.3
Self Help Groups	312	16.9	323	17.5
Youth Club	50	2.7	56	3.0
Mahila mandal	312	16.9	323	17.5

availed days and delayed payment. So every possible measure should be taken to have a hike in number of work days and regular payment. Only continuity in job clubbed with regular payment throughout the year to every individual who is ready to work only can guarantee any positive impact on the overall quality of life of beneficiaries of this scheme. Unless and until we address these long term goals and sustainable aspects of development of this scheme, NREGA will continue to enjoy the present lukewarm response only as a tool for empowerment of rural masses. Impact of MGNREGA can be maximized if it is implemented in the areas where it is most needed, at a substantial scale, and with strict adherence to the MGNREGA protocol, in letter and in spirit (Gaur and Chandel 2010); (http://nrega.nic.in/netnrega/home.aspx).

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Magic of Employment Generation through MNREGS: Evidences from Kerala

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Abstract

The renamed Mahatma Gandhi National Rural Employment Guarantee Scheme (MNREGS) was introduced in India in 2006 as a flagship programme of the United Progressive Alliance (UPA) Government to provide employment to the rural households as part of the "right to work" enacted in the National Rural Employment Guarantee Act 2005. The scheme has now gained great momentum all over the country propagating its magical generation of employment for the poor and the resultant alleviation of rural poverty. The promise of 100 days of work for all rural households with a guarantee of unemployment allowance for the unmet demand for work is quite an innovative scheme different from the diverse wage employment programmes so far introduced in the country. Though the scheme is also not free from criticism, it has been operating everywhere in the country reporting stories of triumph. The state of Kerala, popularly known as the God's Own Country, started implementing the scheme since 2006 in a phased manner and by 2008 the rural households of the whole state were put under the cover of the scheme. As the unemployment rate is the highest in Kerala among other Indian states, wage employment schemes like MNREGS assume extreme importance to provisionally remedy the situation. The paper examines the intricacies of the scheme in one of the Grama Panchayats – Aikkaranadu – in Ernakulam district of Kerala.

Keywords: MNREGP; MNREGA; MNREGS; NREGP; NREGS; Rural employment; Employment guarantee programme; Wage employment programmes; Poverty alleviation; Right to work.

Introduction

India, as the father of the nation Mahatma Gandhi observed, has its soul in the rural villages. Being an agrarian economy wherein majority of the labour is primarily concentrated in agricultural activities, the poor performance of the country on the agricultural front is a matter of hot debate over years. Noticeably, whether sincere and concrete efforts to remedy the situation were initiated or not is still doubtful. The rural households in India comprise of 73.92 per cent of the total households and the majority of them are landless and sustain entirely on wage employment.[1] The higher incidence of poverty of 28.7 per cent (national average) in the rural India is directly related to prevalence of unemployment and underemployment on a large scale.[2] It is true that the rural workforce in the country suffers due to excessive seasonality of employment, lack of wage employment opportunities and low wage rates. While the self employment programmes are intended to remove poverty on a sustainable basis, the wage employment programmes are targeting poverty as a short run strategy. Therefore, wage employment programmes as a short-run strategy for alleviation of rural poverty have been a major component of development planning in India.

The National Rural Employment Guarantee Act (NREGA) was passed in the Parliament in September 2005 for overcoming the demerits of the earlier wage employment programmes and for the alleviation of rural

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poverty. Later, in 2009, the Act was renamed as Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA). The legal guarantee of 100 days of wage employment in a financial year to every rural household whose adult members volunteer to do unskilled manual work and the assurance of unemployment allowance for the unmet demand for work guaranteed is the crux of the scheme. The work guarantee by the Act can also serve other objectives like generating productive assets, protecting environment, empowering rural women, reducing rural urban migration and fostering social equity. The Act provides for the wages to be indexed to the Consumer Price Index for agricultural labour. Against the MNREGA guaranteed not less than Rs. 60 per day wages, the actual wages given now are as high as Rs.191 per day in Haryana, Rs. 189 in Nicobar and Chandigarh, Rs. 178 in Andaman, Rs. 166 in Punjab and Rs.164 per day in Kerala. The wages are in the range of Rs. 122 to Rs. 158 per day in other states. Equal wages for both men and women and at least one-third of the beneficiaries shall be women who have registered and requested for work under the scheme are its notable features.

Kerala state: A background

Kerala, the *Gods Own Country*, is popular for its social development without much backing of economic development. It has the highest literacy rate (93.91 per cent) and recognized as one of the top tourist destinations in India. The industrial development in the state is tardy. Unemployment is one of the basic problems of the state.[3] The poverty in the state is estimated to be 13.2 per cent against the national rural average of 28.7 percentage.[2] But the figures on poverty are reported to be gross under estimates. The rural households as a percentage of total households in the state are 76.65 per cent against the national average of 73.92 per cent.[1] The higher rate of rural households in the state compared to the national average indicates how significant the rural development programmes are to the state.

The NSSO survey 2008-09 revealed that among the Indian States, Kerala has the highest unemployment rate (16.7 per cent) followed by Nagaland (15 per cent). In Kerala the unemployment rate among male is 12.7 per cent and that of female 25.9 per cent. In the rural areas of the state, the rate is estimated at 17.3 per cent (male 12.9 per cent and female 27.4 per cent); whereas in urban area it is estimated at 14.8% (male 12.1per cent and female 21.3per cent). Kerala's unemployment problem is not only a problem of educated unemployed but also a serious problem of unskilled workers. As the above report states, the unemployment is acute among women than men. Even though, several employment progammes like Food for Work Programme (FWP), National Rural Employment Programme (NREP), Rural Landless Employment Guarantee Programme (RLEGP), Jawahar Rojgar Yojana (JRY), Jawahar Gram Samriddi Yojana (JGSY), Sampoorna Grameen Rojgar Yojana (SGRY) etc. were operating in Kerala long back, none of them could bring the desired result.[4] The consistent higher unemployment rate in the state, to a great extent, is the strong evidence for the poor performance of these programmes.

Initially, the MNREGA (erstwhile NREGA) came into force in Kerala on 2nd February 2006 in the two most backwards districts namely Palakkad and Wayanad. In the year 2007-08, it was extended to two more districts – Kasargod and Idukki. Later it was implemented in all the remaining districts from April 2008. The Local Self Governments are implementing the scheme through the *Kudumbashree[1]* and the poor have a stake in the work right from the beginning. During the year 2011-12, the number of households registered for employment figures 14,18,056 and 99.88 per cent have been provided with employment. However, provision of 100 days employment was possible only to 1,24,317 households (8.77 per cent of the registered households).

Objectives and Hypotheses of the Study

a) Objectives

1. Assess the magnitude of employment generation through MNREGS to the beneficiaries in the Aikkaranad Grama Panchayat[2].

2. Examine the economic and non-economic changes in the beneficiaries of MNREGS in the Panchayat after joining MNREGS.

3. Measure the satisfaction level of the beneficiaries of MNREGS in the Panchayat about the implementation of the scheme.

b) Hypotheses

1. Significant difference can be observed in the family income from employment of the MNREGS beneficiaries after joining the scheme.

2. Moderate improvements in the non-economic aspects of life can be observed among the MNREGS beneficiaries after joining the scheme.

3. The beneficiaries have moderate satisfaction about the implementation aspects of the scheme.

c) Operational definitions

1. *Moderate improvement in non-economic aspects of life:* It is a condition that the mean value of the summated score of the opinion of the respondents regarding the variables assessing non-economic aspects of life being equal to central value of the expected score (*i.e.* 2).

2. *Moderate satisfaction about implementation aspects of the scheme:* It is a condition that the mean value of the summated score of the opinion of the respondents regarding the variables assessing the level of satisfaction about the implementation aspects of the scheme being equal to central value of the expected score (*i.e.* 2).

Methodology

The study is descriptive in nature conducted in one of the Grama Panchayats, *viz.* Aikkararanadu in the Ernakulam district (comprises of 89 Grama Panchayats) of Kerala. The selected panchayat comprised of fourteen wards and of which three wards were selected at random to constitute the sample respondents. Out of the three wards selected, twenty families were selected at random from among the families registered for employment under MNREGA. Families were selected from the list of registered families for employment for the year 2008-09. Then a sample of sixty respondents, one each from each family, was drawn from the selected sixty families (Table 1). The primary data for the study were collected using a structured survey schedule and the secondary data were collected from the reports of the panchayat and other published records. Tools such as percentage and average were primarily used to examine the data. The Student's t test was applied to test the hypotheses.

Results and Discussion

The results obtained from the examination of the data are presented in the following pages chasing the discussions on it. A brief profile of the respondents precedes the core results and discussions.

(i) Profile of respondents

Majority of the workers (55 per cent) turning out for job under the scheme belong to the age groups '50 to 60 years' and 'above 60 years'. Noticeably, no worker aged below 30 years joined for job. Similarly, significant majority were lady workers (91.7 per cent), deeming the scheme primarily for females though not

Table 1: Sample Selection Process

Stage 1 Selection of Wards (3 Wards out of the 14)	Stage 2 Selection of Families			Stage 3 Selection of Respondents
Ward Number	Total No. of Families	No. of Families Registered under MNREGS	No. of Families Selected	
Ward 1	598	150	20	20
Ward 3	578	160	20	20
Ward 5	457	164	20	20
Total	1633	474	60	60

Table 2: Profile of the MNREGS Workers

Sl. No.	Profile		Frequency	Per cent
1	Age of Respondents (Yrs)	Below 30	0	0
		30-40	12	20
		40-50	15	25
		50-60	29	48.33
		Above 60	4	6.67
		Total	60	100
2	Sex	Male	5	8.3
		Female	55	91.7
		Total	60	100.0
3	Education	LP	13	21.7
		UP	19	31.7
		HS	22	36.7
		HSS	4	6.67
		UG	2	3.33
		Total	60	100.0
4	Marital Status	Married	58	96.7
		Unmarried	2	3.3
		Total	60	100.0
5	Number of Members in the Family	Up to 3	14	23.33
		4-5	40	66.67
		Above 5	6	10
		Total	60	100
6	Prime Earning Member of family	MNREGS Worker	4	6.67
		Others	56	93.33
		Total	60	1000
7	Main Occupation of the Family Head	Private Employment	2	3.3
		Daily Skilled Work	10	16.7
		Daily Un-skilled work	48	80.0
		Total	60	100.0
8	Association with MNREGS	Above Three Yrs.	16	26.7
		Two to Three Yrs.	33	55.0
		Less than Two Yrs.	11	18.3
		Total	60	100
9	Number of Members Registered/Family	1 Member Only	27	45.0
		2 Members	22	36.7
		3 Members	11	18.3
		Total	60	100

Source: Authors' Data

Table 3: Number of Days of Employment Received

No. of days of Employment	2008-2009		2009-2010		2010-2011	
	Received	Percent	Received	Percent	Received	Percent
Less than 20	11	68.75	7	14.29	17	28.33
20-40	5	31.25	18	36.74	19	31.67
40-60	0	0	13	26.53	13	21.67
60-80	0	0	5	10.20	9	15
80-100	0	0	6	12.24	2	3.33
Total	16	100	49	100	60	100

Source: Authors' Data

Table 4: Number of Working Members in Families

Number of Working Members	Before Joining MNREGS		After Joining in MNREGS	
	No. of family	Percentage	No. of family	Percentage
1	44	73.3	9	15.0
2	15	25.0	43	71.7
3	1	1.7	7	11.7
4	0	0	1	1.7
Total	60	100.0	60	100

Source: Authors' Data

Table 5: Average Monthly Non-MNREGS Employment

No. of man-days of Non-MNREGS employment/month	Before Joining MNREGS		After Joining in MNREGS	
	Frequency	Percent	Frequency	Percent
Up to 15	13	21.67	13	21.67
16-30	33	55	33	55
31-45	13	21.67	13	21.67
Above 45	1	1.66	1	1.66
Total	60	100	60	100

Source: Authors' Data

Table 6: Average Monthly Income from Employment

Average Monthly Income of the Family (Rs)	Before Joining MNREGS		After Joining MNREGS	
	Frequency	Percent	Frequency	Percent
3000-4000	2	3.33	1	1.67
4000-5000	13	21.67	11	18.33
5000-6000	13	21.67	11	18.33
6000-7000	8	13.33	12	20
7000-8000	14	23.33	12	20
8000-9000	9	15.00	10	16.67
9000-10000	0	0	2	3.33
10000-11000	0	0	0	0
11000-12000	0	0	0	0
12000-13000	1	1.67	1	1.67
13000-14000	0	0	0	0
Total	60	100	60	100
Average (Rs.)	6195		6629	

Note: Based on average income from employment of the families during 2008-09 to 2010-11
Source: Authors' Data

Table 7: Paired sample T test on the Changes in Family Income

Income from Employment	Mean	S.D	Paired Difference		t value	Degree of freedom	P-value
			Mean	S.D			
Before Joining MNRFGS	6195.83	1774.88	-433.18	275.04	-12.20	59	0.000
After Joining MNRFGS	6629.02	1771.75					

Source: Computed using SPSS from Authors' Data

true. Regarding education, significant majority (90 per cent) had schooling only and a few had higher education (Table 2).

(ii) Employment generation

The magnitude of employment received by the respondents through MNREGS during the three years from 2008-09 to 2010-11 revealed that significant year to year increase in the employment generation was possible since the inception of the scheme in the state (Table 3). Though provision of employment was not possible to all the registered families during the initial years of the scheme, the situation is getting improved so as to provide employment to all the registered families at varied rate.

(a) Number of working members in families

Significant increase in the number of persons going for employment has occurred in families after joining the scheme. Out of the 60 families, 44 families (73.3 per cent) had single member going for employment before joining MNREGS. However, after joining the scheme, now 43 families (71.7 per cent) have two members going for employment. Similarly, the number of families where three members are going for employment has also increased from one (1.7 per cent) to seven (11.7 per cent).

(b) Employment other than MNREGS employment

The unchanging average monthly non-MNREGS employment possible by the family of the respondents before and after joining MNREGS (Table 5) is something unbelievable. The magnitude of non-MNREGS employment of the family which remained constant without any reduction hints the scheme's utility in creating additional employment for the families.

(iii) Economic and non-economic improvements

(a). Monthly income from employment

The increase in the average monthly income of the families from employment before and after joining MNREGS (Table 6) is found to be significant (P-value 0.000; Table 7). The average income which was Rs. 6195 before joining MNREGS magnified to Rs. 6629 registering an absolute increase of Rs. 434 per month.

(b) Change in asset position

Large majority of the families (90 per cent) reported increase in their amount of bank balance after joining MNREGA (Table 8). Considerable number of families could make

Table 8: Change in Asset Position of the Families

Change	Assets									
	Bank Balance		Gold Ornaments		Private Savings		Insurance		Home Appliances	
	No.	%	No.	%	No.	%	No.	%	No.	%
Increase	54	90	18	30	16	27	2	3.3	26	43.3
Stable	6	10	42	70	44	73	58	96.7	34	56.7
Total	60	100	60	100	60	100	60	100	60	100

Source: Authors' Data

Table 9: Non-economic Improvement Score

No	CRITERIA	Mean
1	Workability in a Group	2.97
2	Personal Interaction with Others	2.98
3	Involvement in Social Activities	2.35
4	Involvement in Political Activities	1.35
5	Recognition in Family	2.27
6	Mutual Help	2.00
7	Familiarity to Financial Institution	2.43
8	Courage to Hold Position	1.95
	Summated Mean	2.28

Table 11: Satisfaction Score on Implementation of the Scheme

No	Criteria	Mean
1	Registration Formalities	2.73
2	Allocation of Job	2.82
3	Place of Job	2.83
4	Travel Allowance	2.00
5	Time Schedule of Job	2.15
6	Wage rate	1.23
7	Mode of Payment of Wages	2.42
8	Time lag in Wage Payment	1.80
9	Type of Work	2.72
10	Facilities at Work Place	2.93
11	Tools And Equipments at Work Place	2.88
	Summated Mean	2.42

Source: Primary data

increase in their home appliances (43.3 per cent), gold ornaments (30 per cent) and private savings (27 per cent).

(c) Non-economic improvement

The non-economic improvement achieved by the respondents after joining the scheme measured on the basis of the opinion of the respondents on eight variables collected on a three-point scale undoubtedly indicates that considerable overall improvement has been achieved by the respondents since joining the scheme (Summated Mean Score 2.28; P-value 0.000 – Table 9 and Table 10).

(iv) Satisfaction of beneficiaries on implementation

The satisfaction of the respondents regarding the implementation of the scheme at the beneficiary level grabbed on a three-point scale on a set of eleven variables proves, unquestionably, that the respondents have above moderate satisfaction on the implementation of the scheme (Summated mean score 2.42; P-value 0.000 – Table 11 and Table 12). Though the overall score is significantly higher than the central value of the three-point scale (*i.e.* 2), a lower average satisfaction score of 1.23 regarding wage rate is quite disappointing and a solid evidence for the discontent on the existing wage rate under

the scheme. Except for the wage rate, the respondents reported moderate or above moderate satisfaction on the implementation of the scheme.

Conclusion

The Mahatma Gandhi National Rural Employment Guarantee Scheme (MNREGS) implemented in the country with the great expectation of generating employment to the rural poor has been hitting the target with positive strokes to the economy. The evaluation reports, micro and macro, aired by various agencies about the intricacies of the scheme in different parts of the country confirm the success of the programme in generating large scale employment to the poor. The micro study conducted in one of the Grama Panchayats in Kerala reveals the high pace of employment generation over years and the significant increase in the income from employment of Thiruvananthapuram: State Planning Board; 2007.

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Table 10: One Sample t -test Result of Measurement of Non-economic Improvement

Construct	N	Mean	S.D	t-value	P-value
Non-economic improvement	60	2.2875	.27357	8.140	0.000

Source: Computed using SPSS from Authors' Data

Table 12: One Sample t-test Result of Satisfaction on Implementation Aspects

Variable	N	Mean	S.D	T-value	P-value
Satisfaction level of MNREGS Beneficiaries	60	2.4258	0.19910	16.564	0.000

Source: Computed using SPSS from Authors' Data

the registered families under the scheme. The scope of the scheme to positively impact on certain non-economic aspects of life of the job seekers is also found significant in the study. Except the discontent for the lower wage rate, altogether the implementation is found grievance free.

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Poverty in Puducherry: An Analysis of Rural and Urban Disparity

L. Rathakrishnan

Abstract

Poverty is measured in terms of caloric food intake and income earned during the particular year. The minimum food requirements for rural and urban areas were pre-determined as 2400 and 2100 caloric per person per day. If a person lives in rural area with Rs.49/- per month and Rs.57/- per month in urban area in 1973 – 74 prices they were considered as poverty living people. However, this estimation varies and not agreed by the subject experts. A number of programmes (self employment – IRDP and PMEGP; wage employment – JRY and MGNREGAs; public distribution system – PDS and SGSY and nutrition programmes) were implemented by the Government of India to eradicate poverty. Nonetheless, largest number of poor people lives in India. This paper discusses the rural-urban poverty disparity in Puducherry by taking 200 samples. The study has used Engel's Law of Consumption expenditure, Head Count Ratio, Poverty Gap and Lorenz Curve for analysing the intensity of poverty. The study found that the incident of poverty was more among Agriculture Labourers including Livestock and Fishing occupation in rural area and Tailoring occupation in urban area. The paper concludes that poor remain poor due to lack of access to assets, illiteracy and ignorance. Poverty can be reduced by sifting occupation, training, loan for self-employment and continuous supply of commodities through Public Distribution System (PDS) with increased quantity and quality products.

Keywords: Poverty; Rural; Urban; Agriculture labourers including livestock and fishing; Construction workers; Trade and transport, Tailoring and other services.

Introduction

Poverty is one of the evil problems of the third world countries, particularly in poor countries. It brings misery and moral degradation to human society. People live in poverty owing to lack of income and poor purchasing power, ill-health, unemployment, low productivity, low level of skill and social exclusion and discrimination. Poverty is found both rural and urban area. The characteristics of urban and rural poverty are although seems to be same but varies across occupation. As most of the people live in rural area, India's poverty is termed as rural poverty than urban poverty. The government of India has implemented a number of programmes and schemes to eradicate the poverty from India. "Garibi Hatao" and "Bakari Hatao" are slogan in 1980s for removal of poverty from India. However, Government investment on social security programmes had not yielded expected result in poverty reduction. The objective of the study is to identify the type of occupation which determines poverty in rural and urban area in Puducherry.

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Methods

Both primary and secondary data were collected for the study. The study was conducted in Puducherry region in 2011. Two villages in the rural Puducherry (Karikalampakkam and Bahoor) and two slums in urban Puducherry (Solai Nagar and Lawspet) were selected through proportionately stratified random sampling method. The selection of the area was based on higher incidence of poverty living people in Puducherry. 100 samples from rural and another 100 samples from urban were selected for the study. Thus, data was collected from 200 samples.

Four occupational groups (Agriculture Labourers including Livestock and Fishing-39, Construction Workers-15, Trade and Transport-18 and other services – 28) from rural area and five occupational groups (Agriculture Labourers including Livestock and Finishing-24, Construction Workers -27, Trade and Transport-16, Tailoring-18 and Other Servies-15) from urban area were selected for the study. Engle's Law of Consumption Expenditure, Head Count Ratio, Poverty Gap and Lorenz Curve have been used for analysing the data.

(a) Engel's law of consumption expenditure

According to Engel, as income increases the proportion of income spent on food declines and the proportion of income spent on comforts and luxuries increases. By using a simple regression, the law was verified for each occupational group. The per capita monthly income is taken as independent variable and the per capita monthly food expenditure is taken as dependent variable.

Using the linear form,

$$n = \left(\left[b \times \bar{x} / \bar{y} \right] \times 100 \right)$$

Where, $\bar{x}$ = Monthly per capita income

$\bar{y}$ = Monthly per capita food expenditure

n = Elasticity, which should be less than 1

(b) Head count ratio

The head count ratio is used to find out the percentage of people live below poverty line.

HCR = q/n

Where, q = Number of households with income below the poverty line,

n = Total number of population and

HCR = Head Count Ratio

(c) Poverty gap

The poverty gap (P1) was developed to measure the severity of poverty and measured as the distance from the average consumption expenditure of the poor. Higher the poverty gap, higher would be the proportion of people live below poverty line.

It is given as:

$$P_1 = P_0 G \; ; G = \frac{z - y}{z}$$

Where, Z = Poverty line

Y = Average consumption expenditure of poor

P_0 = Percentages of population living below the poverty line to the total population and

P_1 = Poverty gap.

(d) Lorenz curve

The degree of inequality in the distribution of income is studied by using Lorenz Curve for different occupational groups. It is a cumulative percentage curve in which the percentage of respondents is combined with percentage of income. The 45^0 line shows the line of equal distribution.

Results and Discussion

The study found that male dominates (more than 76 per cent) in both rural and urban segments (Table 1). Majority of the respondents (more than 83 per cent) falls in the age group of less than 45 years. Backward community

Table 1: Social Background of the Respondents

Sl. No.	Social Indicators	Rural	Urban
1	**Sex**		
	Male	76	79
	Female	24	21
	Total	**100**	**100**
2	**Age**		
	< 45 years	83	87
	45 yrs & above	17	13
	Total	**100**	**100**
3	**Caste**		
	B.C	73	85
	S.C	27	15
	Total	**100**	**100**
4	**Religion**		
	Hindu	100	79
	Christian	Nil	21
	Total	**100**	**100**
5	**Family Size**		
	Small Size (<4 members)	43	56
	Medium Size (4-6 members)	49	37
	Large (>6 members)	08	07
	Total	**100**	**100**
6	**Education**		
	Illiterate	23	34
	Primary	59	17
	Secondary	10	49
	College	8	nil
	Total	**100**	**100**

Source: Primary data

Table 2: Economic Condition of the Respondents

Sl. No	Economic Indicators	Rural	Urban
1	**No. of Working Days per year**		
	Below 100 days	7	3
	101 - 200 days	30	20
	201 and above days	63	77
		100	**100**
2	**Household Income per year**		
	Average income (in Rs/year)	26,888	21,645
	% share of Head of the household	76	76
3	**Savings**		
	yes	11	18
	Average savings (in Rs/year)	**1,942**	**3,492**

Source: Primary data

dominates more than (73 per cent) the Schedule Caste community. As far as the religion is concerned all respondents in the rural area follow Hindu religion but 21 per cent of urban respondents follow Christianity. In adoption of family size, there was much difference was found between rural and urban

population. The rural respondents prepare to have large family size where as the urban respondents like to have small family size. Interestingly, more number of illiterates was found in urban (34 per cent) than in rural area (23 per cent).

Not much variation was found between rural and urban respondents in terms of number of working days in a year (Table 2). Almost 93 per cent and 97 per cent of the rural and urban respondents respectively got employment for more than 100 days per year. Average income contributed by the rural respondents was found higher (Rs.26,888) than urban respondents (Rs.21,645). This was due to large employment opportunities found in rural areas than in urban side. However, the percentage share of head of households' income to the family was found same (76 per cent) in both urban and rural segments. When it comes to average savings, the urban respondents save more than rural respondents.

The respondents in the selected rural and urban areas posses thatched tiled and pucca houses (Table 3). The urban respondents mostly live in thatched and tiled house where as the rural respondent's live in thatched houses (62 per cent). 61 per cent of the rural respondents own cow, goat and hen, whereas it was just 25 per cent of urban respondents own these livestock. Although the respondents, both in rural and urban areas live miserably, they also possess jewels, bicycles, vehicle (two wheelers), radio, TV, fan and furniture. Even here also the rural respondents possess higher number of the above assets than the urban respondents.

In terms of liabilities, the urban respondents are highly indebted (on an average of Rs.25,993/-) than the rural respondents (on an average of Rs.10,290/-). It is paradoxical that urban respondents do have a habit of savings as well as indebtedness. However, the indebtedness of urban respondents was more than their savings. The respondents have received loan from banks including co-operative bank, money lenders, friends and relatives. The money lenders play a significant

Table 3: Assets and Liabilities

Sl. No		Variables	Rural	Urban
I		**Assests**		
	1	**House**		
		Thatched	62	51
		Tiled	23	43
		Pucca	15	6
		Total	**100**	**100**
	2	**Livestock (Cow/ Goat/ Hen)**	61	25
	3	**Others**		
		Jewels	53	30
		Bicycle	74	56
		Vehicle(Two Wheelers)	19	45
		Radio	70	26
		T.V	58	39
		Fan	61	70
		Furniture	43	65
		Total	**378**	**331**
II		**Liabilities**		
	1	Bank including Co-op Bank credit	15	4
	2	Money lenders	47	39
	3	Friends & Relatives	11	24
		Total	**73**	**67**
	4	**Average Indebtedness (in Rs)**	**10,290**	**25,993**

Source: Primary data

Table 4: Engel's Law of Consumption Expenditure of Different Occupation Group

S. No.	Occupation	Rural				Urban			
		x -coefficient	η -coefficient	R^2	T-value	x -coefficient	η -co efficient	R^2	T-value
1	Agriculture Labourers including Livestock and Fishing	0.8928	0.865	0.4138	2.91	0.3964	0.4375	0.4364	4.13
2	Construction Workers	0.5542	0.5633	0.7426	1.64	0.5517	0.5842	0.6289	6.51
3	Trade and Transport	0.8831	0.8698	0.6426	2.75	0.6481	0.6917	0.5581	4.20
4	Tailoring	-	-	-	-	0.9605	0.999	0.5495	3.61
5	Other Services	0.976	1.013	0.7508	5.06	0.6431	0.6704	0.5803	4.24

Source: Primary data

role in issuing credit to the respondents. Only 15 per cent of rural respondents and four per cent of urban respondents have obtained loan from banks.

Poverty analysis

(a) Engel's Law of Consumption Expenditure

Engel's Law of consumption expenditure of different occupational groups in rural area is given in Table 4. Considering the rural occupation, the Agricultural Labourers including Livestock and Fishing, from the regression equation the b_1 coefficient revealed

Table 5: Head Count Ratio of Different Occupation Group

Sl. No	Occupation	Head Count Ratio	
		Rural	Urban
1	Agriculture Labourers including Livestock and Fishing	97	38
2	Construction Workers	55	63
3	Trade and Transport	40	63
4	Tailoring	-	89
5	Other Services	14	60

Source: Primary data

that at one per cent level of significance, the R^2 value is 0.4138 and its t-value is statistically significant. The elasticity was found 0.865, which shows that 86.5 per cent of the income was spent on the food expenditure by the Agriculture Labourers including Livestock and Fishing. Hence, it satisfies Engel's law of consumption expenditure.

The same is the case for Trade and Transport. It is found from the regression at one per cent level, the t-values are significant and the R^2 value is 0.6426, and the elasticity co-efficient value is 0.8698. This shows that 86.98 per cent of the income of Trade and Transport occupation spent their income for food expenditure. It also satisfies Engel's Law.

In Construction Workers, from the regression equation, the b_1 co-efficient revealed at five per cent level of significance that the R^2 values is high at 0.7426 and the t-value is statistically significant. The elasticity value shows that only 56.33 per cent of the income was spent for food.

Taking Other Services, the regression equation is fit and from the b_1 co-efficient it was found that at one per cent level of significance the t-value is significant and R^2 value is 0.75. But the elasticity co-efficient was very high. So the Engel's Law is not satisfied in this occupation.

Table 4 further explains the Engel's Law of

consumption expenditure of different occupation groups of urban respondents. Taking the occupation of Agriculture Labourers including Livestock and Fishing at one per cent level, the R^2 value is only 0.4364 and the elasticity co-efficient is 0.4375, which means that only 43.75 per cent of income is spent on food. Thus, the Engel's Law was not satisfied as only 43.75 per cent of the income of this occupation was spent on food expenditure.

With respect to Construction Workers the regression equation was fit and the x co-efficient at one per cent, the t-value is significant and the elasticity co-efficient is 0.5842. This means that 58.42 per cent of income was spent on food alone. Thus, Engel's Law was satisfied and the law hold good.

Considering the occupation on Trade and Transport the regression equation was fit at one per cent level of significant and t-value was 4.20. The elasticity co-efficient was 0.6917. Thus, the proportion of income spent on food expenditure was 69.17 per cent of the total income. Hence, here again the Engel's Law was proved.

Taking Tailoring the regression equation shows that the χ co-efficient at one per cent level of significant, R^2 value was 0.5495 and the t-value was significant and the elasticity

Table 6: Estimation of Poverty Gap

S. No.	Occupation	Rural			Urban		
		P_0	G	P_1	P_0	G	P_1
1	Agriculture Labourers including Livestock and Fishing	97	0.95	92.15	37.5	0.93	34.87
2	Construction Workers	55	0.7345	40.56	62.9	0.98	61.64
3	Trade and Transport	40	0.94	37.9	62.5	0.56	35.00
4	Tailoring	-	-	-	88.8	0.83	73.70
5	Other Services	14	2.6	36.47	60.0	0.79	47.40

Source: Primary data

Table 7: Lorenz Curve Showing Inequalities in Distribution of Income

S. No.	Cumulative Percentage of Income	Cumulative percentage of various occupation				
		Agricultural Labourers Including Livestock and Fishing	Construction Workers	Trade and Transport	Tailoring	Other Services
I	**Rural Poverty**					
1	2.8	38	6.6	16.6	-	17.8
2	11.0	100	46.6	44.4	-	42.8
3	25.0	100	66.0	66.7	-	60.7
4	44.0	100	86.0	83.3	-	71.4
5	69.0	100	100.0	94.0	-	89.0
6	100.0	100	100.0	100.0	-	100.0
II	**Urban Poverty**					
1	5.3	-	25.93	20.00	33.30	26.60
2	15.15	33.33	51.85	53.33	61.11	40.00
3	29.55	41.67	74.07	80.00	80.00	80.00
4	48.48	75.00	85.18	86.67	83.33	86.60
5	71.97	87.50	96.30	93.3	88.89	93.30
6	100.00	100.0	100.0	100.0	100.00	100.00

Source: Primary data

Table 8: Poverty among Rural and Urban Respondent's Occupation

S. No	Tools used to Measure Poverty	Occupation of the Respondents	
		Rural	Urban
a.	Engel's Law of Consumption Expenditure	**(i) Agriculture Labourers including Livestock and Fishing** (ii) Trade & Transport	**(i) Tailoring** (ii) Trade and Transport (iii) Other Services
b.	Head Count Ratio	**(i) Agriculture Labourers including Livestock and Fishing**	**(i) Tailoring**
c.	Poverty Gap	**(i) Agriculture Labourers including Livestock and Fishing**	**(i) Tailoring** (ii) Construction Workers (ii) Trade and Transport (iii) Other Services
d.	Lorenz Curve	**(i) Agriculture Labourers including Livestock and Fishing** (ii) Construction Workers	**(i) Tailoring** (ii) Trade and Transport (iii) Other Services

Source: Primary data

of co-efficient was 0.999. Thus, 99.9 percent of the income was spent on food expenditure. This expenditure was the highest among all occupational groups of Puducherry union Territory. Hence, the Engel's Law holds well in Tailoring occupation.

Finally, taking Other Services, the regression equation shows that the χ co-efficient was 0.6431 at one per cent, which shows that the R^2 value as 0.5803 and the elasticity co-efficient as 0.6704. Thus, 67.04 per cent of income was spent on food. Thus, the law holds good for other services as well.

(b) Head count ratio

Analysis of head count ratio shows that 97 per cent of Agriculture Labourers, 55 per cent of Construction Workers and 40 per cent of Trade and Transport respondents were living below poverty line in rural area (Table 5). Among the four occupational groups in rural area, the less poverty living people was found in Other Services (14 per cent).

The situation in urban Puducherry shows different picture. 89 per cent of Tailoring, 63 per cent each of Construction Workers and

Trade and Transport and another 60 per cent in Other Services were living below poverty line. The least poverty living people were found from the category of Agriculture Labourers including Livestock and Fishing respondents (38 per cent).

(c) Poverty gap

The poverty gap analysis of the rural population shows that Agriculture Labourers including Livestock and Fishing were found greater poverty gap of 92.15 per cent, which indicates that they live very much below the poverty line (Table 6). The Construction Workers live with the poverty gap of 40.56 per cent. In Trade and Transport and Other Services the poverty gap was found 37.9 per cent and 36.47 per cent respectively. Thus, it was found that the Agriculture Labourers including Livestock and Fishing were living with a greater poverty gap and live below poverty line than other occupational group.

With respect to urban respondents it was found that 73.70 per cent of Tailoring, 61.64 per cent of Construction workers live with higher poverty gap. The Other Services (47.40 per cent), Trade and Transport (35 per cent) and Agriculture Labourers including Livestock and Fishing (34.87 per cent) were living relatively less poverty gap of the respective occupation. Thus, higher number of Tailoring occupation live below poverty line than other occupation.

(d) Lorenz curve

When studying rural occupation groups by using Loren Curve, the Agricultural Labourers including Livestock and Fishing respondents were living with greater inequality in their income distribution (Table 7). This was followed by Construction Workers. It was found that Other Services are living better. Similarly, the trade and transport occupation also shows less inequality in the distribution of income.

The Lorenz Curve analysis for urban occupation shows different picture - Agricultural Labourers including Livestock and Fishing lies close to the line of equal distribution. So the dispersion of variation in the distribution of income was smaller. The Tailoring lies further away from the line of equal distribution. Hence, the dispersion was greater and shows greater inequality income in Tailoring occupation. Trade and Transport and Other Services lies just above the Tailoring occupation and it shows that the inequality of income was higher in Trade and Transport and other services. Because they live further away from the line of equal distribution. Construction Workers show smaller dispersion in the distribution of income.

Conclusion

The study found that the Agriculture Labourers including Livestock and Fishing occupation in rural area and Tailoring occupation in urban area live below poverty line or extreme poverty line. These findings were arrived by using the tools such as Engel's Law of Consumption Expenditure, Head Count Ratio, Poverty Gap and Lorenz Curve (Table 8). However, other occupational groups such as Trade and Transport and Construction Workers in rural area and Trade and Transport, Construction Workers and Other Services in Urban area were also falling under poverty living people in one analysis or the other. Nonetheless, the poverty reflection was mild in theses occupation and not found too extreme in all four tools used in the study.

Suggestions

Government has to take a number of steps to reduce poverty incidence among Agriculture Labourers including Livestock and Fishing occupation in rural area and Tailoring occupation in urban area. Poverty can be reduced by providing employment through Government programmes or expanding loan facilities with subsidies for undertaking entrepreneurship activity. Intensifying public distribution system and increased allocation

of commodies such as rice, kerosene and oil may relieve the burden of poverty of the rural and urban respondents in Puducherry Union Territory.

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Demographic and Economic Status of Scheduled Tribes in Andhra Pradesh: A Study of Jatapu Tribe in Seethammapeta Mandal in Srikakulam District

D. Pulla Rao

Abstract

Most of the Scheduled Tribes (STs) live in interior areas and far away from the civilized society. Agriculture is the main occupation of tribes. The isolated location of the tribes from the main stream of life is hindering their all activities. Due to illiteracy among tribes, the money lenders and small traders to exploit them. In our study 75 per cent of the households were in the age group of 25 to 55 and majority of the heads of households (50%) are in the age group of 35 to 55 years. The sex-wise distribution of total family members of the selected households revealed that total female are relatively higher than total male. 55 percent of the households are living in their own houses and majority of them are living in thatched houses.

The socio-economic life of the households in the study area is much influenced by agricultural sector, among the selected households marginal farms and small farms are around 80 percent and the remaining are medium and large farms. The proportion of irrigated area in cropped area is only around 20 percent and the average size of irrigated area of all farms is only 0.67 acre. As a whole the analysis pertaining to demographic and economic conditions of the selected households' shows the process of transformation taking place in the living patterns of the selected households living in the villages in plain areas.

Keywords: Economic status; Scheduled tribes; Work force; Cultivation; Prices; Farmers.

Introduction

The tribes generally have a group of families living together and these groups have pre-historic economy, with several rituals and customs. Certain tribal languages have no script except speech. They live in interior forest areas far away from the civilized world. They have slash burn cultivation and hunting of the wild animals as the way of life. They have a common religion, common customs and live as a community. In general tribes are of peculiar type of people living all over the world. Agriculture is the prime and predominant occupation of tribals and the culture of the tribal communities is reflected in their agricultural practices. The agro-climatic conditions and the resource potentialities differ from one tribal area to another. This is due to the nature of soil, fertility, availability of water etc. Due to prevalence of unemployment and underemployment, agriculture alone cannot sustain them throughout the year. So the tribals must rely on labour works and the forest produce which occupies and play an important role in their daily life. Hence the tribal economy may rightly be called as agro forest based economy. The isolated location of the tribes from the main stream of life is hindering their economic activities. The illiteracy among the tribals and the rich forest produce tempted the money lenders and small traders to exploit the tribals. India ranks the second in having the tribal concentration in the world next only to Africa. India holds unique position in the concentration of tribal communities. There are about 532 scheduled tribes in India. They speak about 100 languages and 255 subsidiary languages.

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The growth rates of scheduled tribe population in Andhra Pradesh are 5.47, 2.24, 6.50, 2.79 and 3.01 for the years 1951, 1961, 1971, 1981, 1991 and 2001 respectively. Except 1961 and 1991, the decadal growth rate of tribal population is more than the growth rate of general population. From 1951 to 2001 the tribal population has increased by five times but for the general population it is only 1.5 times.

The tribal villages are inhabited by different variety of tribes. The important tribes are Gonds, Andhs, Thothis, and Kolanes in Adilabad district. Koya, Konda Reddies, Naikpads in Khammam, Warangal and Godavari districts. Bagatha, Valmiki, Kondhs and Jatapus in the districts of north coastal Andhra Pradesh. Chenchus in the pockets of Mahaboob Nagar, Kurnool and Prakasam Distiricts. The social structure of the various tribal groups resemble with each other tribal groups. It is due to their similar clan organizati3ons. The social practices, customs, beliefs and code of conduct are very nearer to each other tribal groups. Almost all the tribal groups in Andhra Pradesh eat cooked food. Some tribes in higher community status generally do not accept cooked food from other tribal communities who have lower than their status. The tribal economy is with very poor economic conditions and almost intertwined with the social phenomena.

Methodology

The primary data comprise of collecting information during the month of June and July of 2010 from the selected sample tribal households in the tribal areas the multi stage stratified random sampling method was used for the study. There were four stages in which sampling process was carried out. The first stage was selection of district, the second stage consisted of selection of mandal, the third stage consisted of selection of villages and the forth stage was of selection of households. Out of the nine districts of Andhra Pradesh which have concentration of tribal population Srikakulam District was selected.

The second stage of sample consisted of selection of mandal. The selected Seethampeta is only the tribal concentrated mandal out of 37 mandals of Srikakulam district. Out of 37, 19 mandals had tribal population in Srikakulam district, with a total of 11, 9304 tribal population. Seethampeta alone is having 40, 189 tribal population (33.69 per cent of total tribal population of the district).

The third stage of sample consisted of selection of villages. The Seethampeta mandal consisted of 113 revenue villages and five uninhabited villages formed by 24 panchayats and 290 hamlets. To examine the socio economic conditions of prominent tribes in Srikakulam District *i.e.* Jatapu, the specific tribe population concentration was considered in the selection of villages. Specific tribe population with 80 per cent and less than 90 per cent in the respective panchayats were considered as criteria for selection. After identification of specific tribe concentration in the panchayats the Jatapu concentrated 10 villages were selected. To examine the differences in the living patterns of Jatapu tribe households in Plain and Interior villages, among the 10 selected villages purposively 5 villages Panukuvalasa, Manapuram, Pedduru, Pedarama and Valegaadda villages on road side plain villages of the Seethampeta mandal were selected. Similarly the remaining 5 villages Jayapuram, Kusumuru, Talada, Tadipai and Pedapolla were selected from the interior parts of the Seethampeta Mandal.

In the final stage from Jatapu concentrated villages a number of 20 households were selected from each selected village and as a whole from the selected 10 villages a total of 200 Jatapu tribe households were selected.

This paper deal with the demographic and economic status of Jatapu Tribes in Seethammapeta Mandal in Srikakulam District of Andhra Pradesh.

Table 1: Age Composition of Head of Households

Sl. No.	Village	Age Composition					
		Below 25	25-35	35-45	45-55	Above 55	Total
1	Selected villages in plain areas	13	25	28	23	11	100
2	Selected villages in interior areas	17	27	27	22	7	100
3	Total selected village	30 (15.0)	52 (26.0)	55 (27.50)	45 (22.50)	18 (9.0)	200 (100.00)

Demographic and living conditions of selected Jatapu households

In this section an attempt is made to conduct an in depth study to analyze the demographic conditions of the selected tribal households. The age composition of the family members help to assess the available work force in the family and its impact on production of the household. The field data show that nearly 75 per cent of the total sample households are in the age group of 25 to 55 years. Majority of the heads of households (50%) are in the age group of 35 to 55 years. In this regard significant differences are not found across villages. Village wise distribution of the heads of the household in age groups is presented in Table 1.

The age composition of the family members is presented in the Table 2. It can be seen that, the total number of family members of 200 selected households recorded as 833. Out of the total family members 58.46 percent of the family members of the households are below the age group of 35 years. The classification also shows that more proportion of the family members of the selected households are in the age group of 25-35 years. On the total we can say that 62.90 percent of heads of the households are in the effective age-group 25-55. The average household family size is estimated at 4.16. The family size is relatively low in case of the households living in the plain areas when compared to the households living in the interior areas. Totally among the family members of households, children constitute 13.20 percent and old ages are 5.41 percent.

The information relating to sex wise distribution of family members is having relevance. The sex-wise distribution of family members is presented in Table-3. From the table it can be notice that, among the total family members (833) women (55.58%) were recorded more than men (44.42%). Among the family members of the selected households above the age group of 14 years are classified as adults. The workmen between age group of 25 to 45 are treated as effective work force. It can be observed from the table, in all the

Table 2: Age Composition Of The Total Family Members

S. No	Village	Age Composition						Total	Family size
		0-15	15-25	25-35	35-45	45-55	Above 55		
1	Selected villages in plain areas	53	71	110	99	49	13	397	3.97
2	Selected villages in interior areas	57	83	113	98	55	30	436	4.36
3	Total selected village	110 (13.20)	154 (18.49)	223 (26.77)	197 (23.65)	104 (12.48)	43 (5.41)	833 (100.00)	4.16

Note: The figures presented in the parenthesis are percentages to total.

Table 3: Distribution Of Family Members By Sex

Sl. No.	Village	Male			Female			Grand Total
		Adult	Children	Total	Adult	Children	Total	
1	Selected villages in plain areas	117	57	174	155	68	223	397
2	Selected villages in interior areas	143	53	196	171	69	240	436
3	Total selected village	260 (31.21)	110 (13.21)	370 (44.42)	326 (39.13)	137 (16.45)	463 (55.58)	833 (100.00)

Note: The figures presented in the parenthesis are percentages to total.

Table 4: Size Of The Family

S. No.	Villages	Family size				Adoption of Family Planning by households
		< 5	0-7	7+	Total	
1	Selected villages in plain areas	29	52	19	100	48
2	Selected villages in interior areas	17	59	24	100	39
3	Total selected village	46 (23.00)	111 (58.50)	43 (18.50)	200 (100.00)	87

Note: The figures presented in the parenthesis are percentages to total.

Table 5: Distribution Of House By Type And Electrification

S. No.	Tribe/ village	Own house				Govt. house			Grand Total	Houses Electrified in %
		Thatc-hed	Tiled	RCC	Total	Tiled	RCC	Total		
1	Selected villages in plain areas	36	12	6	54	28	17	45	100	55.80
2	Selected villages in interior areas	56	6	4	66	24	10	35	100	46.40
3	Total selected village	92 (45.50)	18 (9.0)	10 (5.0)	120 (59.50)	52 (26.50)	27 (14.00)	80 (40.50)	200 (100.00)	

Note: The figures presented in the parenthesis are percentages to total.

selected tribes proportion of male adults is lower (31.21%) when compared to female adults (39.13%). Out of the total family members, children constitute 29.66 percent.

Along with sex ratio, the size of the family will also influence the productivity of family. Table 4 presents the village wise distribution of the households by family size. It can be noted from the Table that 23.0 percent of the families have less than 5 members. 58.50 families were having less than 7 family members and 18.50 percent families recorded with more than 7 numbers of family members.

Housing conditions

Housing is one of the basic necessities of every human being, which constitute the protecting base for any individual and his family. An attempt is made to study the housing conditions of the households and the data pertaining to it is presented in Table 5. From the table it can be observed that among all the tribals put together I98 households (55%) possess their own houses and 162 households (45%) are living in the government colony houses. The households are living in thatched (38.33%), tiled (37.42%) and the remaining are residing in the RCC roofed houses. Among all the households, the households living in villages in plain areas are relatively having more own tailed and RCC roof houses. The households living in villages in the remote areas are residing in the Government colony houses and more number of these households are living in the thatched houses. As a whole the housing conditions in the villages in plain areas are relatively in good condition. However, more efforts of the governmental agencies are still required in a big way to build pucca houses in the remote villages. The extent of electrification is only 50

Table 6: Live Stock Particulars Of House Holds

Sl. No.	Village	Bullocks	Cows	Buffaloes	Sheep/ Goats	Others	Total
1	Selected villages in plain areas	59	58	67	139	43	366
2	Selected villages in interior areas	35	41	56	83	21	236
3	Total selected village	94 (15.61)	99 (16.44)	123 (20.43)	222 (36.88)	64 (10.63)	602 (100.00)

Note: Figures in brackets refer to percentages.

Table 7: Land Particulars Of The Selected Households

S. No.		Wetland (in acres)	Dry land (in acres)	Total land (in acres)
1	Selected villages in plain areas	138.40	155.40	293.80
2	Selected villages in interior areas	70.05	214.25	284.30
3	Total selected village	208.45 (36.06)	369.65 (63.94)	578.10 (100.00)

Note: Figures in brackets refer to percentages.

Table 8: Cropping Patterns

Quantity in bags

Sl. No	Village	Paddy	Ragi	Maize	Pine apple	Ginger	Cashew	Total
1	Selected villages in plain areas	2,32,220	12210	300	1850	28820	16500	291900
2	Selected villages in interior areas	1,46,152	8995	284	640	24410	14500	194981
	Total	3,78,372 (77.71)	21205 (4.35)	584 (0.11)	2490 (0.51)	53230 (10.93)	31000 (6.39)	486881 (100.00)

Note: Figures in brackets refer to percentages.

Table 9: Incomes From The Crop Production

(Income in Rs.)

Sl. No	Village	Paddy	Ragi	Maize	Pine apple	Ginger	Cashew	Total
1	Selected villages in plain areas	329572	39450	900	4000	21600	234800	650322
2	Selected villages in interior areas	303800	18089	850	3870	15200	235200	597009
	Total	633372 (48.89)	57539 (4.03)	1750 (0.07)	7870 (0.30)	36800 (43.96)	470000 (2.76)	1247331 (100.00)

Note: Figures in brackets refer to percentages.

percent in the interior villages where it is more than 75 percent in the villages in plain areas.

Live stock position

The live stock particulars of the selected households are presented in Table 6. It is evident from the table that the total livestock in all the sample villages are 5 kinds. Among them cows constitute 16.44 percent and sheep and goat consists of 36.88 percent whereas bullocks constitute 15.61 percent and buffaloes constitute 20.43 per cent as regards distribution of livestock across the sample village, sheep and goats from the highest percent and all the different livestock categories are available more in case of households living in the villages in the roadside plain areas. The proportion of livestock availability is relatively low in case of households living in the interior villages. The lowest extent of live stock is recorded in the Tadipai and Talada interior villages and highest number of livestock is available in the Velagadda plain village.

Agricultural patterns of the selected households

The households living in villages in plain areas are undertaking very limited extent of Podu cultivation in the selected villages. It was noticed that out of 200 households covered in the sample nearly 15 percent households are dependent solely on shifting cultivation 40 percent of the households are dependant partly on shifting cultivation and partly on settled cultivation. Nearly 45 percent were dependent only on settled cultivation.

Shifting cultivation

Shifting cultivation is a system demanding hard and arduous labour coupled with risk to human life brought by wild life. Shifting cultivation is not only the major source of income to many households in the villages of the interior area but also provides ample scope for earning extra income by making bigger clearings when necessity arises for more funds to meet the expenses of a costly ritual like marriage ceremony or payment of an old debt. It is also used as a source of building a common

fund for the village. The unmarried youths too raise a common fund for their activities through shifting cultivation. Produce from the clearings cultivated collectively by the households and by the unmarried youths go to their respective common funds. Shifting cultivation is never a competitive undertaking. Nobody likes to make bigger clearings for accumulation of wealth. Further, it provides security at the time of food crisis caused by failure of crops in the plain and wet land due to drought or flood. In swidden cultivation, total crop failure does not occur, because a large variety of crops grown are harvested one after another within a period of 4 to 5 months. In the sampling interior villages it was found that the cultivation period and fallow period has become more of less equal i.e. 2 to 3 years of cultivation period is followed by 2 to 3 years of fallow period.

The scarcity of lands in the plains in relation to demand and their high prices put them beyond the tribals reach. It is also not easy for them to invest large funds on bullocks, fertilizers, labour charges and other agricultural instruments required for settled cultivation. On the other hand with the ashes of natural vegetation as manure and their own hard labour, they need to spend only a little for seeds in the system of shifting cultivation. Besides podu cultivation needs only a few simple implements like hoe, digging stick and axe all of which can be manufactured by cultivators themselves excepting the iron part which can be provided to them by the local black smiths in exchange of small amount of their produce. Shifting cultivation provides work to all members of a tribal family. Women take active part in cleaning podu land, breaking clod of earth, hoeing, dibbling weeding and reaping. The children right from a tender age helps their parents on all these activities. Plough cultivation in wet or dry lands involves clear division of labour which does not fit in with the traditional style of life and work of these people.

The details relating to the extent of farm assets of the selected households are presented in the Table 7. It is evident from the table that

in the total land of 578.10 acres of all the households 63.94 percent is dry land and the remaining 36.06 percent comprised of wetland. The average household holding arrived at 2.89 acres. The variations in the land holdings across villages are substantial. The households living in the interior villages possessed more extent of dry land where as the households living in the road side plain areas possess substantial extent of wet land. All the households living in the interior villages have less than 20 acres of wetland, whereas the road side plain villages' households had more than 20 acres of wetland.

The cropping patterns relating to important crops are presented in Table 8. It can be noticed from the table that the crop production (quantities presented in bags) of villages, about Paddy, Ragi, Maize, Pineapple, Ginger, Cashew and Red grams presented in the above Table. It is evident from the table that the major crop production of the tribals in these villages, come from the paddy cultivation. The households living in the roadside plain villages produce more than 80 percent. Even the rest of the interior villages the households produce more than 60 to 70 percent of paddy. The production of ragi crop is not taken up in one village, all other selected villages produce ragi, the production vary from 1 percent to 7 percent. Highest Ragi is produced in two of the plain villages. The pineapple is cultivated in only one village and its production is also negligible in the total crop produce of the village, it is only 1.57 percent. Ginger crop is taken up by all the villages. The interior villages produce more than 10 per cent; all other villages produce less than 10 percent ginger in their total crop produce. Only 4 plain area villages have taken up cultivation of the cashew crop. The cashew production also varied from 0.58 per cent to 12.30 across the villages.

The extent of incomes received by the sample households from crop production are presented in Table 9. It is evident from the table that the households were receiving substantial income from the cultivation of paddy. The highest percentage of income of paddy is

receiving by the households in the plain area villages (about 88.39 %). Lowest extent is receiving by the households who are involved in podu cultivation in the interior villages (about 27% only). The other crop giving substantial income is the ginger, which is a commercial crop. The villages in plain areas where the paddy crop is the highest the cultivation of ginger is not found. Gingerly crop is taken up in all other interior villages in the total income the proportional contribution from ginger varies from 62 percent to 31 percent across villages in the total income from all crops. Two villages in plains are also deriving high income from Ginger; their income from ginger crop is more than 60 percent in their total income. Whereas the villages deriving substantial income from cashew crop are located in plain areas. As far as pineapple crop is giving substantial income in the study area. Only one plain village is producing the crop maize but its income is very meager.

Conclusions

In the selected villages, there are variations in demographic and economic characteristics of the tribal households. These variations explain the variations in the levels of living and well being of the tribal households in the selected villages.

The selected Jatapu tribe in Seethammapeta mandal responded favorably towards the exogenous change agents. The degree of response towards these change agents is found higher in case of Jatapu tribe households who are residing in the villages in the road side plain areas which are having very close access to Seethampeta. The modern forces and change agents actively influenced the tribes in plain areas particularly in the road side plain villages the households responded to the imitative effect of these forces of change is felt through their changing food habits, type of family life style, material culture, social relations, political organization and rituals.

On the front of demographic and economic

analysis of the selected tribal households the findings relating to composition of the selected households shows that, nearly 75 per cent of the households are in the age groups of 25 to 55. The analysis pertaining to age composition of the family members of the selected households indicate that around 70 per cent of the family members are within the working range of 15 to 55. Children are at the extent of 25 per cent and old ages constitute only around 5 per cent of the total family members. The sex-wise distribution of total family members of the selected households reveal that total female are relatively higher than total male. Similarly the adult female are higher in proportion than men and children constitute early 35 per cent of total family members. The household average family size is 4.68 and the family size was relatively higher among the households living in the villages in the interior areas. The households with more than 7 members are 20 per cent in total households and they are more among the households living in the villages in the interior areas.

The housing conditions are in improving stage in the villages located in plain area. However, the housing conditions are relatively poor in the villages located in the remote areas and the extent of houses electrified are relatively limited in these interior villages. 55 percent of the households are living in their own houses and majority of them are living in thatched houses. 45 percent of the households who are living in the government houses majority of them are living in either tiled or RCC roof houses. The special efforts of governmental agencies are still required in this context to build colonies in the very interior villages.

The socio-economic life of the households in the study area is much influenced by agricultural sector, among the selected households marginal farms and small farms are around 80 percent and the remaining are medium and large farms. The average operational land holding of all the households is estimated at 3.30 acres and average net area sown of the households stood at 2.70 acres. The analysis of the farm activities indicate that

dry and wet cultivation under Kharif and Rabi seasons and Podu cultivation are in practice. It is identified that the tribal cultivators are growing non-traditional crops along with traditional crops. It is estimated that around 50 percent of acres of the gross cropped area is cultivated under Kharif and around 21.38 percent in Rabi seasons and nearly 29.62 percent of area is under Podu cultivation. The cropping pattern indicated that around 35 percent is under Paddy cultivation and the total area under cereals and millets of the gross cropped area is as high as 60 percent. The proportion of irrigated area in cropped area is only around 20 percent and the average size of irrigated area of all farms is only 0.67 acre.

The above analysis ultimately reveal that the Demographic and economic practices are different across the selected villages. The households in plain villages are able to move fast towards modernization process when compared to households living in the interior villages'. As a whole the analysis pertaining to demographic and economic conditions of the selected households' shows the process of transformation taking place in the living patterns of the selected households living in the villages in plain areas. The degree of responsiveness to modernity is still relatively low among the selected households living in villages located in the interior areas of the Seethampeta Mandal in the Srikakulam district of Andhra Pradesh.

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Patronage and its Impact on Policy Making Process and Administration of Government Agencies in the U.S.

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Abstract

Patronage is an element of civilian and military politics. It is an old phenomenon which can be traced back to the colonial period. During that time, public employees were drawn from the privileged classes and from those who had wealth and influence. Although patronage has lost its luster, the spoils system is alive and well in the U.S. today. At the same time, the current trends in the political system of U.S. clearly threaten an increase in patronage and a return to the political problems of the 1800s. Does control of patronage significantly increase a political party's chances of winning elections? This paper examines how patronage has been used and understood in policy making process and administration of government agencies in the U.S. The paper proceeds as follows. The first section provides a conceptual exposition of patronage. The second section reviews the historical development of patronage in the U.S. In the third section, four major forms of patronage widely used in U.S. have been discussed at length. The fourth empirical part of the paper explores the impact of patronage on policy making process and administration of government agencies. In the fifth section, concluding observations have been given.

Keywords: Federal; Political; Democratic; Dismissal; Institution; Regulation.

Introduction

The awarding of government jobs, appointments, and other considerations on the basis of political ties or favors is known as patronage—that is, a patron or official sponsor arranged it. For many Americans "patronage" is an outdated term that conjures up image of Andrew Jackson, Tammany hall and machine politics.[1] Through the readings of the concept of patronage, it can be noticed that the American society has often been characterized by concepts that strongly support the element of personalism, such as, patron-client relationships, influence and connection, favoritism, etc. The use of these concepts is supported by both the political and the social systems which indicate that this is the way American society functions. In many respects the politics of the U.S. confirm this picture. The political system formerly was characterized as personalized competition among political leaders at both the national and local levels and by the use of coercion, money and patronage to win election. Nowadays, new developments in technology and the economy as well as growing social differentiation have changed this pattern of politics in the U.S. However, patronage is still the primary tool or weapon that political leaders use to win elections and to ensure that their policies will be carried out. Patronage always has been considered essential for politicians and executives at all levels in government to increase their power and to control the bureaucracy.

Patronage is not restricted to job appointments; there are many kinds of patronages that can be used by executives to achieve their goals. According to Shafritz (1988), "patronage is the power of elected/ appointed officials to make partisan appointments to office or to confer contracts, honors or other benefits on their political

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supporters".[2] Sorauf (1960) provided an interesting definition of patronage stating that, "patronage is best thought of as an incentive system- a political currency with which to purchase political activity and political responses".[3] Besides, Tolchin (1971:6) defined patronage as "the allocation of the discretionary favor of government in exchange for political support".[4]

Based on the above, patronage includes a vast range of favors awarded by government officials whose increased spending has brought increased opportunities to political supporters e.g. political supporters receive construction contracts, banking and insurance funds and special treatment by the agencies of the government. In addition, patronage helps bring to local areas dams, post office buildings and similar programmes that make elected officials look good to their constituents. Through these favors, political leaders win the loyalty of those beneath them, make themselves look good in the eyes of their constituents and more importantly strengthen their political futures.

Historical perspective

Patronage is an old phenomenon which can be traced back to the Colonial period. During that period, public employees were drawn from the privileged classes and from those who had wealth and influence wealth and influence. In this context, the servants and African slaves did what is now called public works. From 1789 to 1829, federal positions were filled with what Mosher (1982:80) called "gentlemen' Public employees were gentlemen from upper levels of society and generally persons favorable to the Federalist cause.[5] Fitness of character was used as the criterion to select people of good family background, education, honor and loyalty to the new government. Lower-level clerk positions were filled by persons with an upper-middle-class background who were rotated in and out of government with each election.

During this period, there was neither a clear legislation dealing with appointments,

examinations, promotions, nor any other aspects of a personnel system except the pay system for clerks and officers. The federal service was made up of stable, long tenured officials who were usually elitist in character and exceptionally free of corruption. Generally, the career system was strictly based on custom and on the deference that one gentleman owed to another.[2]

During the 1828 election, Andrew Jackson articulated the philosophy of patronage in public administration and called for and supported patronage for three reasons: first public jobs were quite simple that everyone could do and therefore they should belong to the common people; second, long tenure in office made officials less responsive to the public; and third, patronage would enhance the accountability and responsiveness of government. He argued that patronage would make the bureaucracy more responsive to the people by making the bureaucracy responsive to the party in power.[6]

Jackson rejected government by gentlemen and instead recruited less privileged Democratic Party loyalists. He also rejected the fact that one social class, the aristocracy had monopolized public office for so long. During this time, common people had the opportunity to participate and hold public positions in government. However, Jackson's reform was not extended to the top level of government; the social position of bureaucrats under his administration was not much different from that of presidents who came before him(Straussman: 1990:171).[7]

Ironically, Jackson won the presidency by accusing his predecessor President Adams, of excessive usage of patronage practices during his administration (Tolchin: 1971: 323).[4] He called for a reform which required the correction of those abuses that had brought the patronage of the federal government into conflict with the freedom of election and the correction of those factors that had disturbed the appointment procedures which had placed the power in incompetent hands. Jackson argued that the selection should include two

important ingredients – merit and political loyalty. A few months after his election, he provided a more extended rationale for rotation in office and patronage appointments which included virtual elimination of the merit consideration (Mosher: 1982:65).[5]

Some authors in public administration date the patronage from the period of Jackson's election to the passage of the Pendleton Act. They often associate the election of Jackson to the presidency with so- called spoils system which was later called patronage. The spoils system grew vigorously under Jackson's successors. The notion of rotation of office prevailed over the previous notion of stability in office. Presidents even began turning out of office appointees of earlier presidents of the same party. During that era, political machines prevailed in some places like Chicago and New York. These machines, according to Michael Johnson are party organizations whose members are motivated and rewarded by material incentives rather than by consideration of ideology. These incentives, such as money, jobs, contracts and favors are used to build the organisation in order to obtain votes to win and maintain control over public authority. During that period, the career system grew alongside the patronage system. Executives and politicians believed that it was necessary to have, in the important positions of middle management, employees who knew their business, laws and regulations and who could protect them against mistakes. Clearly, the career system was not based on who you were but, rather, what you did. The latter became an important factor to hold a good position in the government.

Despite all the arguments that Jackson started what is now called patronage, in actual fact, he removed very few officeholders. During his administration, it was estimated that only one-tenth to one-third of all federal officeholders were changed and out of 612 executive positions, only 252 were removed and replaced by patronage appointments. Actually, the percentage of employees that Jackson removed was nearly the same as that of Jefferson's removals following Adams's

father (Mosher: 1982: 65).

Although Jackson achieved historical notoriety for the spoils system, Abraham Lincoln practices it far more extensively. As President Lincoln followed the footsteps of his predecessors and was an unembarrassed supporter and shrewd user of the spoils system. After his victory in 1860, he removed 1195 out of 1520 presidential appointees to make room for his own supporters. These removals were considered the most sweeping use of patronage power up to that time (Tochins: 1971: 323). He also used patronage considerably to win the presidency for a second term.

Surprisingly, while the spoils system or patronage reached its peak under Lincoln, its deterioration can also be dated from his administration. After his reelection in 1864, Lincoln refused the doctrine of rotation proposed by Jackson. Some historians argued that this action can be considered one of the factors that paved the way to introduce and develop the career system in the United States. Many employees who had continued tenure during this period retained their positions through competence, merit and neutrality (Shafritz: 1986: 8).

In 1883, the Pendleton Act was as a reaction to a politically dominated, corrupt and inefficient spoils system that had been brought into the national government in 1820 by President Andrew Jackson. This Act was an early attempt to lay the foundation for a career in a civilian public service. It had two specific goals: first, the Act was trying to promote efficiency in government by emphasizing job-related qualities of applicants rather than their political affiliation and loyalty; second, it sought to protect the rights of public employees from political pressure (Kilinger and Nalbandian: 1985:32-33). The introduction of the Pendleton Act influenced and reduced the percentage of employment through patronage. It signaled a new change in the civil service in America which was to become increasingly significant in the decades to follow; however, it did not abolish the spoils system and start afresh, nor did it undertake to return to the

system of the Federalists. Instead, the Pendleton Act accepted the principles of egalitarianism and of equal opportunity in public service (Mosher: 1982:67).[5]

After the passage of the Act, public employment through patronage was still practiced. In January 1884, there were 131208 positions in the executive civil service and only 11 percent or about 13924 positions were covered by the Pendleton Act. In 1900, there were 208000 positions in the executive service and 94839 positions were subject to appointment by examination, but 113161 or about 54 percent were left open to patronage appointment. By 1932, the merit system gradually expanded to cover 80 percent of all federal employees. However, the positions subject to examination were largely for postal and customs clerks and some classes of professionals.[8]

The Pendleton Act and its emphasis on merit created a threat to presidents, mayors and other politicians. Presidents discovered that merit created bureaucrats were not responsive to presidential initiatives. Franklin Roosevelt reintroduced patronage by arguing that the tenured bureaucracy at that time was not sympathetic to the New Deal. Roosevelt created about 60 agencies that were staffed outside the civil service system. By 1936, Roosevelt had reduced the merit system coverage to 60 percent of all federal employees. [6]

The last touchstone in this review is the Civil Service Reform Act of 1978.The most important aspect which relates to this essay is the creation of the Senior Executive Service (SES). The SES consists of more than 9,000 career and non-career executives whose grade and rank are given to them as individuals rather than to their position. The president has the authority to identify all SES positions that should be non-partisan and to appoint career executives to these positions.[9]The remaining SES positions can go to career or non-career appointees. The SES was created to address the issue of responsiveness of the civil servants to political direction. Now the president, through the SES, can increase his presidential

influence over administration and policy. In my judgment, the SES is a new version of patronage or the spoils system that has been in the US since its founding.

Recently, Hamilton reexamined patronage and judged it to have had either a position function in society or not the pejorative connotation that is associated with it.[10] In his review of a number of case studies, he concluded that the results of patronage are more complex than one would suspect given the negative connotation of the term. For example, he found in one case study of a local government agency that it functioned as a merit system to recruit capable people and provide them with civil service protection. In other studies he reviewed, the general conclusion was that there were too many voters and too few jobs to use patronage as a means to win votes.

Does control of patronage significantly increase a political party's probability of winning elections? Perhaps surprisingly, at least for the U.S. we do not know the answer to this question. Theoretically, it may be anything but "yes". Patronage jobs constitute a valuable resource for the party in power.[11] Thus the foregoing discussion clearly indicates patronage continues to survive because it is an essential element of democracy. Patronage will exist so long as there are political parties competing against each other whether we like it or not, patronage is a method that that the government uses to achieve and implement policies and goals. However, excessive use of patronage is destructive to the party as well as the society as a whole.

Form of patronage

After having dealt with historical background of patronage, now an attempt is being made in this part of the paper to discuss about the several kinds of patronage widely used to influence the policy-making process and administration in the bureaucracy. Patronage is defined, as previously mentioned, as access to government jobs, contracts, judgeships, and social events. These aspects

of patronage have been discussed in particular in the following pages:

(1) Patronage and Jobs

Recruiting under the patronage system occurs at all levels. At the top level, patronage has been and still is used to appoint officials in policy or confidential positions. Looking back at the history of the American political system, one can conclude that appointments to executive positions are generally filled through patronage. In fact, in the past century, as previously discussed, public employment was not regulated by rules or legislation. The absence of civil service rules increasingly placed power in the hands of the privileged upper class to use its influence and affluence to appoint relatives, friends and supporters. Nowadays, appointments through patronage, especially at the top level, are widely practiced and supported by the legislature and Supreme Court. These two branches justify their position by arguing that political appointments at the level of department heads are considered devices for putting into effect the policy choices decided in elections.

For middle-level positions, political appointment is still practiced but to a limited degree. Appointment to these positions can be traced back to the administration of president Elsenhower in 1952. When his administration took office after twenty years of Democratic Party rule, he decided to put its own loyal people into key middle-management positions in order to be able to carry out its policies and achieve its goals. For this purpose, a list of positions called Schedule "C" was created to contain the names of individuals who might be appointed because of their commitment to the ideology of the president (McLinney and Howard: 1979: 286). Schedule "C" positions, according to Shafritz, are positions which involve a close personal relationship between the individual and the agency head or his/her officials. It contains important positions that must be filled by the party in power with individuals who completely support its political

aims and policies. The appointment to Schedule "C" jobs requires that departments and agencies recommended to Office of Personnel Management (OPM) that a position needs to be placed in Schedule "C" if they think the duties of this position are confidential. If OPM agrees with the agency's request, it will place the position in Schedule C. if not; OPM will reject the recommendation.[12]

Finally, political appointments to lower-level jobs have been resisted because of a history of abuse. In the past, political leaders often used patronage appointments to convert the recipients into life-long and devoted supporters of the appointing party. It is believed that gratitude for receiving the jobs will win the recipient's political support, as well as the support of a large number of his relatives. The recipient's ability to retain his job can be enhanced by keeping his party in power. Political analysts argued that a well-placed appointment would increase the party's support by six to eight votes. Of course, the same logic could be used with the appointment of representatives of special blocs of voters, such as ethnic or religious groups (Sorauf: 1960: 29).[3]

As a result of this logic, "political machines" or what Freedman called, "patronage armies" were created to cement party positions and ensure reelection (Freedman: 1988: 847).[13] Apparently, political machines exited in almost every major city in the U.S. In New York, for instance, these political machines controlled the city jobs, as well as the Talent Bank which was created in 1983 primarily for the purpose of brining more blacks, Hispanics, and women into city government. Many of the jobs of the Bank, specially, those that paid well, had been give to candidates, mostly white males, whose applications signified that they had been recommended by well known political figures. Clearly, the Talent Bank had been far less concerned with affirmative action than with serving as an old-fashioned patronage network.[14]

From the above, one can conclude that patronage is still practiced at top level

management, but in general, has declined sharply at middle and lower-level positions during the past two decades. The decline in patronage was caused by several factors. The Court ruled that the government can no longer consider political affiliation when hiring or promoting or dismissing almost all its employees. Second, public attitudes are increasingly hostile to patronage and the political style it represents. Finally, the private sector created attractive alternatives to patronage positions (Sorauf: 1986:33). Actually, these factors along with many more did not completely eliminate patronage; instead they forced politicians to use another form of patronage, namely, patronage contracting to achieve their goals.

(2) Patronage contracting

Patronage contracting usually refers to government contracting practices that are motivated by partisan political considerations. Political leaders use patronage contracting to reward their supporters and to encourage others to lend their support. This form of patronage is widely used, especially since the constraints that took place recently during the past two decades which impaired political leaders' used of patronage employment to reward their supporters. Politicians and executives usually prefer to use patronage contracting because it is invisible to public view, and it still has not been controlled by rules or regulations. Finally, it is most suitable due to the fact that contractors are among the largest group of campaign contributors at the local level to both major political parties (Tolchin: 1971:32).[4]

Apparently, patronage contracting is not a new approach to rewarding supporters. For instance, during the Johnson administration, a number of architectural and engineering firms that had made substantial contributions to the president received lucrative government contracts (Dagger: 1984: 541).[15] Recently, in Chicago, Mayor Harold Washington extensively used the City's contracts for patronage purposes. Shortly after taking office,

the mayor issued an executive order stating that at least 25 per cent of the City's business should be given to blacks, Hispanics, and Asian-Americans, and another 5 percent should go women. Moreover, the City required that commercial developers using City land or bond money set aside 25 – 30 percent of their contracts for minorities and women if they wanted to continue to do business with the City. It was argued that the mayor created this program to promote minority economic development, but undoubtedly it have him a way to reward those who just happened to contribute to his campaign. Further, the City awarded lucrative legal work to black lawyers for the sale of municipal bonds, and other legal work went to favored law forms, rewarding them for their support of the mayor. Not only that, but Washington succeeded in finding jobs for his supporters (building his patronage army) outside the City by referring them to private companies doing business with or receiving loans from the City (Freedman:1988: 855-56).[13]

Another negative side of patronage is that it is usually used for punishing contractors and voters for exercising their rights, namely, voting for the opposing candidate. Patronage contracting is only one of many means by which political parties induces support. Some politicians, particularly mayors, may reward one section of the city that heavily supported them by improving that section at the expense of a less cooperative section, or by rewarding an interest group by pushing for legislation favorable to that group. In 1969, Mayor Lindsay of New York removed long-promised projects (such as schools, parks and playgrounds) from neighborhoods that had voted for his opponents, while rewarding neighborhoods that had supported him in his reelection. Actually, he redeemed his promises even when those neighborhoods did not full succeed(Tolchin:1971:29-30).[4]

Undoubtedly, political leaders have an ultimate power that can be used to both punish opponents and reward supporters. They have the right, more precisely, they have the power to grant, as already mentioned, insurance

contracts for insuring city property to cooperative insurance companies, deposit city money in selected banks, often used to reward political supporters, without the necessity of returning large interest payments, and to grant land variances to supporters which enable them to enhance the value of their property by adding more apartments or more office space into an area.

Patronage is simply used by politicians as a form of financing the political parties which, ironically, represent the citizenry. Obviously, this method is neither the wiser nor the most efficient system for doing so: however, it is a well-established part of the interest-group mechanism of political decision making (Dagger: 1984: 557).[15] Ironically, while the Supreme Court has almost eliminated patronage employment, especially in middle and lower-level positions, patronage contracting is extensively practiced. In my judgment, both kinds are the same. Patronage contracting constraints contractors in exactly the same way patronage employment constrains employees. The party in power may require campaign contributions from contractors and sometimes may require the expenditure of time and energy in exactly the same way as it does from employees. In addition, both form of patronage violate the First Amendment, which grants free expression of ideas and beliefs. Patronage contacting, it seem, is more destructive to the society than patronage employment because of one important factor: it affects the life of a larger number of people as opposed to one individual.   Obviously, the above discussion seems to lend support to the argument that patronage is an essential and inevitable feature of American politics. Civil service systems may take jobs out of the patronage system, but patronage reappears in other forms.

(3) Patronage and the judicial system

Of all the jobs available to the party, judgeships are considered the most desirable and valuable profession to be used for patronage purposes. A judgeship is preferable

for several essential reasons: (a) it often means a lifetime appointment, particularly at the federal level, or a long period of appointment, up to 14 years, as in the case of New York State Supreme Court judges; (b) it is relatively free from continuous struggles and political wars required to maintain their power, and finally, (c) a judgeship is also attractive to politicians who seek them for their short working hours, long holidays, and exceptional retirement benefits. Besides, judgeships grant or pay higher salaries than any other professional corps of public officials (Tolchin: 1971: 140-41).[4] A judgeship is a dream that every lawyer wants to achieve. Young lawyers enthusiastically go to the clubhouse eager to serve the party in a wide variety of tasks for only a small number of rewards such as, referee ships and trusteeships, while they wait and remain active and loyal to the party, hoping they will achieve the ultimate reward for political services, namely, a judgeship. Clearly this explains the high ratio of lawyers involved in the political process (Tolchin: 1971: 137).[4]

Political leaders at all levels, local, state, and federal, have managed for a long time to retain the use of judgeships as a patronage tool for the party. Their control of judicial patronage profoundly exists in the process of electing and nominating a judge. At the local level, district leaders usually get together to discuss and select the Civil Court favored judges who will come from their area. At this level, there is usually agreement upon a list of nominees, reached through a process of bargaining and compromises among district leaders. If they do not agree upon a decision, the county chairman resolves the conflict. On the Supreme Court level, the party hierarchy runs judicial conventions to nominate the justices. At the convention the county leaders, like the district leaders, bargain and compromise with each other before they can decide to whom judgeships will go (Tolchin: 1971: 135-36).[4]

Generally speaking, judicial patronage is extensively used by political leaders to achieve a wide range of objectives. It is used to reward

their supporters who consistently remained active in serving the party. Moreover, judgeships are seen by the party as an appropriate approach that can be used to publicly reward dominant ethnic and racial groups through the recognition of one of its members like when President Johnson appointed Thurgood Marshall, the first black Supreme Court justice, in order to gain the support of black people. In 1991, President Bush did the same thing by nominating and appointing Judge Clarence Thomas to hold a seat that particularly has been held in the past by representatives of the same minority groups. Concentration around ethnicity for recruiting judges is widely practiced by presidents. One official working on judicial selection during the Kennedy administration said, "We were hunting like crazy for an Italian. In addition, judicial patronage provides the party with more court jobs that can be dispensed as party patronage. Court employees such as clerks, bailiffs, secretaries, and recorders are used as party patronage. Actually, the judges themselves have little impact regarding the appointment of their employees. In general, these jobs, like judgeships, are usually controlled and influenced by the party (Tolchin: 1971: 137-151).[4]

Finally, the party turns its nominating power into a tool for increasing its revenue. It relies on judicial revenue to finance its activities on the district level. Tolchins quoted a councilman who stated, "Money is the criterion for judicial nomination the question is how much goes into the pocket of district leaders and how much into the party. Judgeships, according to an official from the U.S. Department of Justice, go for a price only in New York and Chicago. In New York, the average judgeships in the late 1960s cost about $80,000, and by now the price would have increased due to the inflation rate and other economic factors. On the other hand, the average judgeship in Chicago was only about $7,500 plus the loyalty and support to the party. However this does not mean that there are no judges who arrived on the bench through the power of their outstanding reputation; instead this indicates how

politicians use the court to influence judicial decision making (Tolchin: 1971: 144-45).[4]

Based on the above, it is obvious the judicial system in the U.S. is controlled by patronage, because judges need the sponsorship of a party for nomination and selection. Usually, elected judges who owe their nomination and election to the party feel obligated to the party and to the party leaders who chose them and party workers who campaigned for them. They, the judges, see themselves as members of a political club, and, therefore, they should perform the tasks that their leaders have for them. They also consider the judicial appointment as a reward for their loyalty and devotion to the party, and they look forward to providing judicial services that are socially and financially rewarding. Consequently, the judges themselves, in return, dispense patronage from the bench in different forms, such as receiverships, referee ships, guardianships, and trusteeships.[16]

Apparently, judicial patronage does not mean only giving out judgeships as it is publicly known; instead, it is a payoff worth billions of dollars that judges give in a wide range of services to the party. In the area of surrogate patronage alone, the Tolchins quoted the Dean of Judicial Administration, Judge Daniel Gutman, stating that, "the cost to the public each year may reach billions of dollars, while one good civil servant in each city could do all the work." In addition to its political uses, court patronage can also be highly personal. The court records in New York, according to the Tolchins, showed that public officials, relatives and friends of judges, law partners of judges, and politically connected lawyers receive a large percentage of the court's legal work. Undoubtedly, judicial patronage constitutes a political payoff. It is useful because it is hidden from public view and protected from the difficulties that follow from public awareness; its value as political gifts is unquestionably priceless, and, most importantly, service for which the payment is rendered stands clearly within the boundary of the low (Tolchin: 1971: 150-52).[4]

From the above review, it is obvious that political leaders have managed to retain the use of judgeships for patronage purposes. Both politicians and judges keep close ties with each other which are reinforced by the large amount of court patronage that grateful judges issue to the party. What this means is that the judiciary system is not independent. Actually, some judges continue to be influenced, if not dominated, by the people to whom they owe their good fortune. As a result, the judicial decision makers can hardly be expected to turn against the political system that produced them.

(4) Patronage and Social events

The final form of patronage discussed in this essay is known as "nonmaterial patronage." The party uses this form of patronage to reward its loyal supporters. It is particularly appropriate for those who probably cannot afford to leave their own business and accept what, by their standards, are low-paying government jobs. Many contributors welcome what may be nonmaterial types of patronage, such as, an appointment to a nonpaying government advisory board, task force, or presidential commission that provides wide visibility and free publicity while only involving very little work. These favors usually introduce them to the right people in Washington and create an image which often materializes into substantial gains. Further, financial contributors may be rewarded or honored with other forms of patronage-an invitation to a White House dinner or tea, or a picture taken in the While House Garden with the president which can be used for a press release back home. This is a very good patronage reward to local politicians to be visually identified with important national figures. To accomplish this, the president frequently uses cabinet members or the vice-president to help him with these ceremonial patronage obligations to the party. Clearly, these patronage favors and all the public relations fanfare are used for strengthening and maintain the party system. The president also uses his prestige to help finance the party debt and raise money for the

future. His presence at an expensive party dinner ($100 a plate and over) usually generates a large amount of money within the states to be used by the party which has initially supported the president and carried him into the White House. By so doing, the president has "killed two birds with one stone", first, rewarding the party for its support and, second, aiding the party in its financial efforts (Tolchin: 1971: 272).[4]

In addition to the above, access to social events is not merely restricted to political supporters, but also includes public officeholders as well. For instance, according to Time magazine twenty-seven members of Congress, with wives and children, in January 1989, left the cold of the Capitol for the sun of California at the expense of the tobacco industry. All the expenses were paid, plus most legislators got spending money for participating in panel discussions, and giving speeches to several special interest groups. Moreover, 18 senators and their wives were flown to Arizona to play in a charity tennis tournament with executives of several major companies. Also, another group of senators was enjoying skiing down the slopes in park City, Utah, at the expense of major Airline companies (Carlson, Margaret: 1989).[17] This form of patronage is widely used in the American political system and it clearly affects the life of the American people. However, the fundamental question remains, what is the price that the public will have to pay as a result of these favors?

Patronage and its impact on the policy making process and administration of government agencies

Patronage is a very controversial concept in terms of its impact on the policy-making process and the administration of government agencies. There are two conflicting arguments, each one calling for different values. Advocates of patronage argue that patronage enhances government accountability and responsibility to the electorate by closely identifying the party in power with the government. Also,

patronage is vital to the democratic process; because it encourages people to participate in the electoral process which, in turn, leads to stronger, more stable political parties. Unfortunately, this is true, but it is only achieved at the expense of suppressing other ideas at the same time. Patronage defenders further argue that without patronage rewards, few people would willing involve themselves in local elections resulting in harm to the democratic process. Furthermore, this group contends that patronage improves government efficiency and effectiveness. To accomplish this, the president, governors and mayors need to bring with them more than a few assistants and policy makers. They also need loyal, committed followers to implement their policies up and down the bureaucracy. They maintain that politically motivated employees with an interest in the agency learn their jobs more quickly and perform their job more efficiently, because they are enthusiastic about carrying out policies they believe in (Dagger: 1984: 523-24).[15]

Finally, patronage is, according to this argument, an effective tool for obtaining funds at both the state and local level. Many smaller cities seek to eliminate loyalty to political parties in municipal elections in order to change the patronage system into one closer to the private sector where jobs are based on merit, usually fail to get funds from the state and federal government from which they have cut their political ties. Consequently, these cities will not be able to turn their programs into realties or even deliver services effectively without receiving more substantial assistance from the state and federal government which was endangered by their political neutrality (Tolchin: 1971: 35).[4]

The above discussion is fairly valid to some extent, but still it does not justify the extensive use of patronage by political leaders. It might be correct that there is a positive side of patronage which can be used constructively to improve the quality of life for everyone; however, the image that people have in their mind about patronage is sadly negative.

Patronage clearly has a great impact on one of the major functions of a bureaucracy, namely, planning. Politicians usually affect their power or prevent them from freely distributing rewards to their constituents. Many argued that allowing lawyers and businessmen to dominate the national and state legislatures has weakened the planning process in government. These two professions, especially lawyers, are trained to deal with problems on a case-by-case basis which usually does not work in government. Due to their educational background, they rely heavily on improvised or irrational solutions and neglect the appropriate procedures or methods of long-range planning, particularly these days as government grows more and more complex (Tolchin: 1971: 310).[4]

Additionally, political leaders, especially members of Congress, control and influence public bureaucracy through the budgeting process. The budget is considered one of the most effective control mechanism used to influence bureaucracy. Members of Congress, through the committee structure, believe that the bureaucracy will aid their primary goal, and, therefore, they use their considerable resources, especially budgets and personnel powers, to force government agencies to comply with congressional demands (Straussman: 1990:52).[7] Moreover, the patronage employment influences the performance of public employees and, thereby, influences the administration of the bureaucracy. Granting political appointees the power to penalize career government executives, without justification and independent review, will undoubtedly decrease a valuable contribution of the career executives to the government. The power in the hands of political appointees obviously would give a clear message to many career executives that, if they do not want to be shipped out to any place in the country, they should not disagree with their superiors. Clearly, this could influence the career officials to use their official discretion in a way that would sever partisan and personal interests, rather than public interests.[18]

The other argument was proposed by a movement known as the reformers. This movement called for a separation of the roles of politicians from public mangers or administrations. The main motive for the adoption of this approach emerged from the reformers' dissatisfaction with appointments to public service through political patronage at all levels of government. It was believed that corruption, inefficiency and the emergence of a new class of politicians, "spoilsmen" were results of the practice of political patronage. The solution, according to this approach, was to remove politics from the civil service employee's function. The way to accomplish this goal was by running the government in the same way as business is carried out. As a result, appointments should be made on the basis of merit rather than a political basis. Moreover, the reforms called for another important concept known as "representative bureaucracy" as a reaction to the excessive use of patronage employment in government.[19]

The reformers argued that the patronage system, especially patronage employment, does not reflect the socioeconomic characteristics of the population. So, as a result, they called for more representation in government employment, as well as, more participation in the affairs of public organizations that control and affect their lives. It was believed that the increase in employment of blacks and minorities in public organizations and particularly into the middle and upper professional and policy-making positions (a) would lead not only to more democratic decision making, but also to better decisions, because it would expand the number of and diversity of the view brought to bear on policy making, (b) would improve bureaucratic operations and output by emphasizing that decisions and services were more responsive to the needs of the people, and finally and most importantly, (c) would promote a more efficient use of the country's human resources and increase legitimacy of governmental bureaucracies, and, therefore, enhance and improve quality and justice for everyone.[20]

From the above discussion, one can note that public organizations are struggling in their effects to achieve several incompatible values, namely, merit, political accountability, and representativeness. The main problem here is that the maximization of one value requires arrangements of that will affect the achievements of the others. Obviously, this is a very complicated problem that requires a great deal of effort and sacrifices from both politicians and public administrations.

Conclusioning observations

In fine, it can be safely deduced that patronage is an element of civilian and military politics. Since the world descended into the age of ideologies it has been less easy to discern, but a key task of government remains the ability to reward supporters, preferably at the expense of opponents, but at all times to increase the number of persons beholden to it. This is patronage, and it does not matter whether the source of legitimacy is God, birth, limited franchise, or universal right democratic elections; any government that fails to nurture its power base will not last. Lest the first be considered a blasphemous flippancy, for much of world history sacrifices to placate the gods and the interpretation of divine will through omens accompanied all important human undertakings, and for most of that time there were few activities as important as war.

The political patronage — on a low-level and when not entangled in financial means — is not inherently unseemly. In the United States, the U.S. Constitution provides the president with the power to appoint individuals to government positions. He also may appoint personal advisers without congressional approval. Not surprisingly, these individuals tend to be supporters of the president. Similarly, at the state and local levels, governors and mayors retain appointments powers. Some scholars have argued that patronage may be used for laudable purposes, such as the "recognition" of minority communities through the appointment of their members to a high profile positions. Patronage

must be used for four general purposes: create or strengthen a political organization; achieve democratic or egalitarian goals; bridge political divisions and create coalitions; and to alter the existing patronage system.[21]

Patronage has deep roots in every branch of the American political system. It is inevitable, because of the existence of the two-party system, pressure groups, the human condition, and the financial exigencies of campaigning. Patronage can be used for good or for evil, for progress or for regression. It is used to bring people loyal to their elected leader or party into the government. These politically appointed officials usually serve at the pleasure of the elected leader and occupy confidential positions. Patronage is still the primary tool or weapon that political leaders use to win elections and to assure themselves that their policies will be carried out. It also has been often considered an essential method by which politicians and executives at all levels in government increase their power and control the bureaucracy. Patronage is not restricted to job appointment; it also includes a vast range of favors which politicians use to reward supporters for their contribution to their election.

In addition, patronage affects the nature of national legislation by preventing legislators from deciding on issues solely on the basis of conscience and reason. Obviously, patronage is essential and inevitable; however, government would be much more effective if patronage could be employed only to advance programs that promote the national interest and aid the rational planning of states and cities.

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Various Approaches of Values Inculcation

Nisha Singh*, Anju Rani**

Abstract

Values are affectively laden thoughts about objects, ideas, behavior, etc. that guide behavior .The Oxford Dictionary defines the term 'Value' as (a) the worth of something in terms of money, (b) the quality of being useful or important, and (c) beliefs about what is right and wrong and what is important in life. 'Value' acquires these and other meanings depending on one's point of view, and the subject area in which it is used. Values can be categorized by their source as spiritual, moral, material, cultural, intellectual, aesthetic, economic, political, and social values. But today, with increasing academic pressure, one is left with little or no time to inculcate even basic values in them. The result is a growing erosion of these values and qualities that are important for an all-round personality development.

Then, the question arises automatically:

How do we inculcate values within students?

The answer is-Introduction of value-based education is a step in the right direction, Quotable Quotations with values, Values through Life - skills i.e. Communicative skills, Teaching values through subject taught, Value based co-curricular activities. A sense of belongingness must be developed amongst every individual learner by focusing on Indian contribution to world civilization, teacher education needs to emphasize values throughout in its program.[1] Some other major approaches are- Values inculcation, Moral Development, Analysis, Values Clarification, Action Learning.

Keywords: Values; Values inculcation; Moral development; Analysis.

Values are affectively laden thoughts about objects, ideas, behavior, etc. that guide behavior .The Oxford Dictionary defines the term 'Value' as (a) the worth of something in terms of money, (b) the quality of being useful or important, and (c) beliefs about what is right and wrong and what is important in life. 'Value' acquires these and other meanings depending on one's point of view, and the subject area in which it is used. Values can be categorized by their source as spiritual, moral, material, cultural, intellectual, aesthetic, economic, political, and social values. Values are defined in literature as everything from eternal ideas to behavioral actions. As used here, values refer to criteria for determining levels of goodness, worth or beauty. The act of valuing is considered as an act of making value judgments, an expression of feeling, or the acquisition of and adherence to a set of principles. We are covering values as part of the affective system. However, once they are developed, they provide an important filter for selecting input and connecting thoughts and feelings to action and thus could also be included in a discussion of the regulatory system. But today, with increasing academic pressure, one is left with little or no time to inculcate even basic values in them. The result is a growing erosion of these values and qualities that are important for an all-round personality development. The problem of value education of the young has assumed increasing prominence in educational discussions during recent times. Parents, teachers and society at large are concerned about values and value education of children.

The great defiance in the education in this

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millennium is, without doubt, to give special emphasis in man's, dignity and values, with a special vision that conceives him as creator who doesn't limit only to watch the established order, by the contrary, he dynamically participates in the changes that benefits the human race.

The values present a true perspective of the development of any society or nation. They tell us to what extent a society or nation has developed itself. Values are virtues, ideals and qualities on which actions and beliefs are based. Values are guiding principles that shape our world outlook, attitudes and conduct.

Then, the question arises automatically:

How do we inculcate values within students?

The answer is:

- Introduction of value-based education is a step in the right direction. The basic principles with value - based education remind us of the age-old saying, "If health is lost, something is lost, if character is lost, everything is lost". Value Education is must in every educational Institution. It also helps to eliminate obscurantism, religious fanaticism, violence, superstition, and fatalism.[1]

- Quotable Quotations with values that is, It can be insisted that the Quotations of eminent persons embedded with moral values have to be collected. Each student can be instructed to collect at least five Quotable Quotations. For ex.

(1) To succeed in your Mission, you must have single minded devotion to your goal. - Dr. A.P.J. Abdul Kalam.

   Values covered: Duty, Devotion, Determinations, and Will Power.

(2) Arise, Awake and Stop not till the goal is reached. - Swami Vivekananda

   Values covered: Determination, Will Power.

(3) Money comes and goes but morality comes and grows.

   Values covered: Morality, Virtue.

(4) If you learn from a defeat, you haven't really lost.

   Values covered; determination, encouragement.

(5) Books are the ever burning Lamps of accumulated wisdom - Curtis.

   Value covered: Thirst for knowledge.

(6) Dream is not something which you see in sleep, dream is something which does not let you sleep- A.P.J. Abdul Kalam.

   Values Covered- Devotion, Will Power, and Motivation.

- Values through Life skills i.e. Communicative skills. For ex. SPEAKING- By evaluating speaking skill of the students the following strategies can be chalked out and executed.

Tasks assigned

a) Narrate one of the anecdotes of Gandhiji's life embedded with values.

b) Narrate an interesting story highlighting human values.

c) Look at the picture shown and deliver a speech highlighting the importance of the picture.

The pictures chosen for this purpose are

(i) Gandhiji and his three Toy monkeys,

(ii) Mother Teresa and her services to humanity,

(iii) Mecca and Medina and their importance.

Each student is asked to speak on any picture displayed. On the basis of their speaking skill, mark is awarded.

- Teaching values through subject taught.

- Value based co-curricular activities. The techniques adopted to achieve this goal are as follows.

(1) For elocution competition, the topics "Charity begins at Home" and "Gandhian principles can lead the world to the path of peace" can be chosen.

Some other approaches of Values Inculcation		
Approach	**Purpose**	**Methods**
Inculcation	• To instill or internalize certain values in students; • To change the values of students so they more nearly reflect certain desired values	• Modeling; • Positive and negative reinforcement; • Manipulating alternatives; • Games and simulations; • Role playing
Moral Development	• To help students develop more complex moral reasoning patterns based on a higher set of values; • To urge students to discuss the reasons for their value choices and positions, not merely to share with others, but to foster change in the stages of reasoning of students	• Moral dilemma episodes with small-group discussion; • Relatively structured and argumentative without necessarily coming to a "right" answer
Analysis	• To help students use logical thinking and scientific investigation to decide value issues and questions • To help students use rational, analytical processes in interrelating and conceptualizing their values	• Structured rational discussion that demands application of reasons as well as evidence; • Testing principles; • Analyzing analogous cases; • Research and debate
Values Clarification	• To help students become aware of and identify their own values and those of others; • To help students communicate openly and honestly with others about their values; • To help students use both rational thinking and emotional awareness to examine their personal feelings, values, and behavior patterns	• Role-playing games; • Simulations; • Contrived or real value-laden situations; • In-depth self-analysis exercises; • Sensitivity activities; • Out-of-class activities; • Small group discussions
Action Learning	• Those purposes listed for analysis and values clarification; • To provide students with opportunities for personal and social action based on their values; • To encourage students to view themselves as personal-social interactive beings, not fully autonomous, but members of a community or social system [3]	• Methods listed for analysis and values clarification; • Projects within school and community practice; • Skill practice in group organizing and interpersonal relations

(2) Group Dance of almost all States was presented on different occasions.

(3) Festivals like Buddha Poornima, Onam, Raksha Bandhan, Janmashtami. Ganesh Chaturthi, Deepawali, Kite Festival, Pongal, Makarsankaranti, Muhhoram and Christmas should be celebrated in the vidyalaya in a grand and befitting manner.

(4) Birth days of luminaries like Dr.

Ambedkar, Prem chand, Tulsidas, Gandhiji, Sashtriji, Gurunanak, and Swami Vivekananda should be celebrated.

(5) Important days like World Population Day. Independence Day, Teachers Day, Children's Day, Annual Day, Sports Day, Republic Day and Science Day should be celebrated in a befitting manner.[2]

(6) Cleanliness is next to Godliness. The students should be engaged in cleaning the Vidyalaya, and its campus once in a month in such a way that they understand the dignity of labor.

(7) International Non-Violence Day should be celebrated. In connection with International Non-Violence Day, all Faith Prayer and Fancy Dress competition were conducted. In the Fancy Dress competition the tiny toys of the Vidyalaya appeared on the stage in the disguise of our Freedom Fighters and won the applause of all and sundry.

(8) On any day of the weak, a speech highlighting moral values is being delivered either by a teacher or by a student of senior secondary level. A few questions based on moral values are asked to test the comprehension of the students.

(9) A project on "Book Review" was assigned to the students with an instruction that only books imparting moral values in any aspect are to be chosen for his purpose.

• A sense of belongingness must be developed amongst every individual learner by focusing on Indian contribution to world civilization. It is high time that Indian contribution in areas like mathematics, sciences, maritime, medicine, trade, architecture, sculpture, establishment of institutions of learning is emphasized and made known to the learners to develop a sense of belongingness to the nation with respect and attachment to the past.[1]

• Teacher preparation must ensure development of commitment amongst teachers. It is a tough proposition when most of the other sectors are influenced by self interests and material pursuits everywhere. However, teacher education needs to emphasize throughout in its programme that teachers alone can kindle the spirit of value-based growth and development and motivate other to lead their life with full commitment and adherence to common values as imbibed in the constitution of India.

• It is necessary to liberate the child from the compulsive chains of prescribed curriculum and give the teacher and the learner freedom to evolve and develop curricula around their own situation in initial stages of school education utilizing the national guidelines to maintain basic uniformity with pronounced flexibility.[1]

• The hesitation in delineating strategies for value inculcation from religions through its various sources needs to be given up. Efforts to develop a sense of self esteem and pride in being an Indian and in the individual's own capability to respect other religions and their practices must be imbibed thoroughly and thoughtfully.[1]

Conclusion

By means of these approaches,we can be able to achieve the desired objectives of cultivating moral values of cooperation, cleanliness, courage, courtesy. Devotion, Dignity of manual labor, Duty, Discipline, Equality, Fellow Felling, Good Manners, Gratitude, Honesty, Humanism, Kindness, Leadership, National Integration, Patriotism, Respect for others, Simple living, self confidence, self-reliance, team spirit, universal truth, universal love and value for national and civil property. These innovative approaches develop in the pupils every intellectual and moral power and strengthen them physically,

emotionally, mentally and spiritually. In addition to this, teaching values at understanding level and learning them in a joyful psychological situation are the other desired learning outcomes of this effort.

Finally it can be said that with all the limitations, deficiencies and rigidities inherent in our educational system and functioning of the schools and other learning centers, transformation and overhaul of the system has to be achieved only through the combined efforts of the teachers and the communities. A value based approach must form the backbone of educational system and also the teacher education system. Effective and visible steps need to be launched by the teacher education institutions and motivated schools at the earliest. The multiplier effects would be tremendous.

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The Role of MEIRA PAIBI in Bringing about Social Change in the Manipuri Society: An Analysis

Lalzo S. Thangjom

Abstract

The Literal Translation of the term MEIRA PAIBI is women torch bearer. The official origin of the term was from Kakching under Thoubal district in 1977. Meira Paibis are groups of like-minded women, philanthropic in nature with no formal sources of funding. Their work reflects that they are instrumental in bringing about social change, through social advocacy and social action.

Manipur was earlier known to be a male dominated society, where women had no say in the family. During the developmental stages, the Manipuri society, has witnessed different trends. Over the years, the womenfolk of the society became empowered. Within the umbrella of the Meira Paibis, the womenfolk stood together to fight against like Alcoholism, Drug Abuse etc., where the use of these was considered fashionable. Women in the family now have the courage to counter their husband if they came home drunk. They are present even in the smallest of locality in Manipur. After the success stories are learnt from certain localities, it mushroomed all over the state. The initial agenda of controlling Alcoholism graduated to controlling drug abuse, looking after the law and order in an informal way and for the development of the society at large. As one can see in newspaper and various journals, for a Manipuri society every new day comes with fresh agenda for survival negotiation. Coping of fear and management has been every day dinner table discussion for a household. The imposition of Arm Forces Special Power Act 1958, an Act which gives right to police and army personnel to shoot an individual on mere suspicion, truly it is a draconian act. The popularity of Meira Paibis gained momentum after this Act has been imposed as police and Army personnel are constantly raiding ones house. During these course of action the Meira Paibis would stand together to protect those members who are innocent.

The paper will focus on the contribution made in various ways to the society by citing relevant examples and case study conducted. It will also cover on the various aspects of women empowerment.

"The Manipuri story indicates that active participation by women in public affairs can and does contribute to better conditions for children and society at large" - **UNICEF**

Keywords: Torch bearer, Philanthropic, Alcoholism, Drug Abuse, Negotiation.

Introduction

Manipur characteristics: Manipur lies in the extreme north eastern parts of the country. It covers an area of 22327 sq. kms. The state shares boundary with Nagaland in the north, Mizoram in the south and Assam in the west and has an international boundary of 358 Km. with Myanmar. The north eastern states of India and Manipur in particular are beleaguered with conflicts in the form of General strikes, Protest demonstrations etc. State after state and country after country has a recent past or current involvement in some form of conflict or repression. Manipur being the border state to Myanmar which comes under the notorious golden triangle having a long history of Psychotropic substance use with opium and cannabis and pharmaceutical drugs use such as Buprenorphine or a cocktail with Antihistamine injections or sedative

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injection preparations like the Benzodiazepines coupled with sharing of contaminated syringes and needles, unsafe sexual practices under the influence of drugs is one of the most important factors making Intravenous Drug Users (IDU) a cause of concern. Trapped in an insurgent-affected zone together with poor management of law and order by the government, the womenfolk perceive the state as an impending disaster of colossal proportion requiring immediate intervention from various stake holders.

Manipuri women

Women's of this tiny state plays major role in diverse activities since early times. The contribution made by the women group in the state economy cannot be ignored. They are the main workforce of the state; the famous Khwairamband Bazar in the heart of the city is all taken care of by Women. From locally made handloom products, kitchen wares, handicraft products to different varieties of vegetables and rice can be found in this market. Rice cultivation is also mainly done by women groups of the state. What is perhaps most important is the tradition of collective action that Manipuri women have. Nupi Lan is a word that translates as "women's war".[1,2] In 1939, women of this tiny north-eastern region organised an agitation against the British which came to be known as Nupi Lan. They held the British political agent confined for several hours, in spite of a bayonet charge by mounted police. The British could not conquer this region. During 1970s the women of Manipur rose again, this time to fight collectively, another battle - against alcoholism among the men.[3] In what became famous as the "Night patrollers movement", woman in groups patrolled the streets after dark and either extorted a fine from men who had been found drinking or beat them up. They raided breweries and forced their closure. Earlier, in 1904 and 1925 too, women had resorted to collective action, against forced labour conscription and against arbitrary tax

imposts respectively.

The Advent of the term Meira Paibis to bring about social change

The Literal Translation of the term MEIRA PAIBI's is women torch bearer. In Manipur the role of women in bringing about social change can be traced back to the pre British period when Manipur was under monarchical system. Women's movement emerged in a more organized manner with a creative ideology from the early part of the 20th century though movement could be traced back as early as 1904 which stir up due to discontentment, dissatisfaction and contradiction in the then society of Manipur. Women's movement in Manipur is norm oriented type and connected with reformations. The official origin of the term MEIRA PAIBI was from Kakching under Thoubal district in 1977. Meira Paibis are groups of like-minded women, philanthropic in nature with no formal sources of funding. Their work reflects that they are instrumental in bringing about social change, through social advocacy and social action.

Manipur was earlier known to be a male dominated society, where women had no say in the family. During the developmental stages, the Manipuri society, has witnessed different trends. Over the years, the womenfolk of the society became empowered. Within the umbrella of the Meira Paibis, the womenfolk stood together to fight against the likes of Alcoholism, Drug Abuses etc. etc, where the use of these was considered fashionable in the Manipuri society. Women in the family now have the courage to counter their husband if they came home drunk. They are present even in the smallest of locality in Manipur. After the success stories are learnt from certain localities, it mushroomed all over the state. The initial agenda of controlling Alcoholism graduated to controlling drug abuse, looking after the law and order in an informal way and for the development of the society at large. As one can see in newspaper and various journals, for a Manipuri society

every new day comes with fresh agenda for survival negotiation. Coping of fear and management has been every day dinner table discussion for a household. The imposition of Arm Forces Special Power Act 1958, an Act which gives right to police and army personnel to shoot an individual on mere suspicion, truly it is a draconian act. The popularity of Meira Paibis gained momentum after this Act has been imposed as police and Army personnel are constantly raiding ones house. During these course of action the Meira Paibis would stand together to protect those members who are innocent.

The role of Meira Paibis on controlling drug abuse and alcoholism

The Meira Paibis of the state are stronger in their presence among the society comparing with the other likes of social organizations.[4] Their presences are felt among the different sections of the society in every locality. Their main objectives and works include banning of all intoxicating drugs available in the market. In many occasion they hauled up alcohol and drug vendors, seize their products and burnt them down in front of the public and the media.

Mention can be made of one such organization called All Manipur Anti Drugs Association (AMADA) where their objectives complement with the Meira Paibis. This organization also works for the betterment of the society in which youngsters were hauled up for their drug abuse. They are then counseled for a behavior change and sometimes when a repeater is being caught up, they inform their parents about their habits. In certain cases some of the highly addicted persons are referred to care homes being run for drug users. The initiatives and steps taken up by Meira Paibi's (women torch bearer) are one and the same with AMADA except for the case that Meira Paibi's are located in every locality.

Given the ability of the Meira Paibis, they can be mobilize and partnered with the government agencies to mobilized the community and spread awareness about Drug abuse and alcoholism. Many a times large consignment of alcohol and drugs are seized from the vendors by the Meira Paibis and they burnt them down. They also treated the users and the vendors alike. When interacted with one general secretary of a particular Meira Paibis, she said they started their organization 10 years before to help control the menace of drug use in the society. Apart from the many social problems they are involved in they tried solving different levels of family feud.

The traditional belief of promoting drug use by promoting Needle and Syringe Exchange Program still holds true for this organization. According to them, they organize seminars, meetings etc to educate the society in bringing about a change. Funding to both the social organization discussed above is a big problem. For the maintenance of the organization they go from door to door and seek people's donation. There are many examples of families whose son and wards were addicted to drugs that have changed their behavior after these social organizations interventions. Those are the types of families who are the largest contributors in cash or kind for the organizations.

Due to the intervention of these types of social organizations the rate of domestic violence and petty crimes has come down to a certain level. Encouraging, promoting and partnering with them would yield the desired results of prevention of drug use and promotion of peace in the society.

Meira Paibis in the fight for repealing AFSPA 1958

Mention can be made of one landmark achievement made by the Meira Paibis in the case of rape, torture and murder of Th Manorama by paramilitary soldiers in Imphal, capital of north-eastern Indian state of Manipur on Thursday, July 15, 2004. In a highly unusual protest, some 40 women stripped naked and staged an angry demonstration outside the Assam Rifles base to protest the death in custody of 32-year old

Th Manorama. The state was in total chaos for more than a month. The outcome of the protest made by the Meira Paibis was that the Assam Rifles had to shift their base from Kangla the heart of Imphal city to outside the city. The women of Manipur are highly politicized.

In another unique case of extra Judicial Killing on November 2, 2000, in Malom, a town in the Imphal Valley of Manipur, ten civilians were allegedly shot and killed by the Assam Rifles, one of the Indian Paramilitary forces operating in the state. A social activist Irom Sharmila Chanu also known as the "Iron Lady of Manipur" started her hunger strike for the removal of AFSPA 1958 since 2nd November 2000. There has been recognition from the international forum but 11 years has lapsed and the controversial Act has not been repealed. However due to her AFSPA has been partially removed in the Municipal area.

Meira Paibis in the fight against human rights violation

The Meira Paibis are very much concerned with human rights abuses committed by the Indian government than they are with their rights as women. Consider these two contrasting incidents. In 1997, during a routine cordon and search operation, Indian Security Forces raped a woman, holding her husband at knifepoint outside the room while her seven-year-old son, bedridden with polio, witnessed the crime. For months, hundreds of thousands of Meira Paibis supported by human rights activists and organizations, protested on the streets of Imphal. Yet in 1999, a young woman was physically threatened with violent reprisal by community activists when she chose to be sexually involved with a trooper of the security forces. In this case, the public was widely sympathetic to the activists. Meira Paibis a women's association and one of the largest grassroots human rights movements in the region, comprising virtually the entire adult female population in every town and village. It is the watchdog of civil rights violations at the community level, initiating and engaging in campaigns against rights violations, such as arbitrary detention, cordon and search operations, and torture, committed by the security personnel of the federal government of India.

But in the true sense of word women do suffer very much from rights abuses because of their gender, and they are not accorded adequate protection. Increasingly, Indian security personnel assault women for their support of opposition groups as a means of demoralizing and insulting the community at large. The recent report by an organization, the Imphal-based Centre for Organization of Research and Education (CORE), suggest incidences of violence against women, including rape, are increasing at alarming rates.

Moreover, while the community still arbitrates most disputes according to local customary law, which is more gender equitable, parties who stand to benefit from them, are increasingly accessing Indian laws that are strongly patriarchal regarding issues such as inheritance. In customary law, rape is an offense punishable by death and ostracization of the rapist's family and judgment is passed by a local court of senior women who examine the victim. However, the way that modern Indian policies address rape is unnecessarily protracted and traumatizing for victims. Because of moral and social conditioning, local judges are often sympathetic to the "innocence" or "extenuating circumstances" of the perpetrator.

However, the Meira Paibis are little concerned with women's rights in and of themselves, and believe that they must "get general civil rights implemented first."[5] This is perhaps the inevitable attitude of people in a situation of violent strife that has lasted for generations and where civil rights are routinely flouted. The tendency to dismiss women's rights is also likely due to the culture, which prides itself on the traditionally high status and prominent role of its women. Consequently, many women are reluctant to

see themselves as objects of human rights violations particular to their gender.

Conclusion

There is a paradigm shift in the ideologies of the Meira Paibis from solving local and petty problems to the governance of Manipur. Different types of Meira Paibis manned different Ministries of the state Government in different directions. This Meira Paibis seems to be more engaged in banging Lamp Posts, tonsuring peoples' heads for 'heinous' crimes like polygamy, unauthorized elopement, drinking, solving family disputes, setting up small roadside huts for 'Round The Clock' security coverage, organizing Demonstrations as and when called for by other 'vested interest' groups etc. Indeed, Meira Paibis have contributed a lot to various social reforms, more productive developmental issues. If these Meira Paibis can organize huge demonstrations on human rights issues, certainly they can be expected to organize such rallies, demonstrations etc. for pressuring the Official State Government to create a more conducive atmosphere for investment and corporatisation of Manipur. Considering the work and achievement of the Meira Paibis, it is important to identify, engage and increase the capacity of community support structures to support young people on drug prevention behavior. The government should engage different law and policy instruments to support youth prevention initiatives on drug abuse. The government and various social organizations in Manipur should come together and foster networking among all the likes of social Organizations.

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This book has been addressed to young doctors who take care of children, such as postgraduate students, junior doctors working in various capacities in Pediatrics and private practitioners. Standard Pediatric practices as well as diseases have been described in a nutshell. List of causes, differential diagnosis and tips for examination have been given to help examination-going students revise it quickly. Parent guidance techniques, vaccination and food have been included for private practitioners and family physicians that see a large child population in our country. Parents can have some understanding of how the doctors will try to manage a particular condition in a child systematically. A list of commonly used pediatric drugs and dosage is also given. Some views on controversies in Pediatrics have also been included. Few important techniques have been described which include procedures like endotracheal intubations, collecting blood samples and ventilation. I hope this book helps young doctors serve children better.

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Ancient to Modern Technology Connecting, Socializing and Empowering Public Health across the Globe

Gupta SN*, Gupta Naveen**, Rana J. Singh***, Gupta Shivani****, Kumar Ravinder *****, Sharma Narender ******

Abstract

There are many things that happened in the history that helped to form the internet. One of the best examples is during the World War II. It is how people using technology to send and communicate with each other. During the World War II, the Germany had invented a machine called "enigma" which is a communication machine that allowed them to send information wirelessly during the war. The German invented the Enigma from modifying a commercial version. First they typed the information and then the information was scramble by the machine in order not to let other country know about their information. In order to fight back to the Germany, the British had built a super computer called "bombe" that was able to encrypt the German's message. In this example, it is how the people use the technology to get connected and try to build more and more advance computer to improve their communication purpose and by and by, get connected with the world though nets and internets. It is due to today's internet connectivity and (smart) mobile phone penetration, more than air travel, that the world is now literally a global village. Satellite connectivity helps greatly in distance learning, and in transmission of data as well as information pertaining to early warning of unusual health events in public health.

Keywords: Net; Enigma; Bombe; National science foundation; Public health.

Introduction

Earliest forms of known communication used were the smoke. A person or a tribe used to inform the other tribes miles away using smoke. They used to light up smoky fires and when the smoke used to rise up in the atmosphere high above many other tribes and clans could see them from far off distance and some sort of message was delivered. The message may be a gathering, feast, death of a member or an emergency. The shape and size were later on used to indicate different messages, for example, this smoke could be differentiated from a thick one; so that now two different messages could be conveyed using *the smoke method.* This paved the way for future communication. People later on used sounds, lights, flags etc. to communicate even more and more information. Came the era of pigeons and messengers (not yahoo or skype) which exercised their wonderful aura. Later on, when countries came up, the need of postal department arose and in almost no time did the leaders realize that for the growth of a country required reliable postal service. So the postman became a very good person for delivering the letters. Then came the advent of technology and we used a code made by Samuel Morse. It was popularly called the Morse code. This brought about a revolution in the postal system and thus telegram facility was introduced and was pretty costly. The

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letters which took about 5 to 6 days to be delivered was accomplished in just 2 to 3 days. The telegram is a very short message and is sent only when it is extremely necessary like the death of a person. Back then in India the name 'telegram' was associated with the death of a relative amongst villagers because that is what most of them used it for. Then due to the advent of technology, telephone came. Only the rich people and high officials could posses one such was the cost of a phone call and even more for long distance ones. International calls often got disconnected and was charged for every second of use. Often there used to be cross talks and interference of noise and also sometimes low volume of audio which made the people pay for hearing some garbled up words! Now is the era of the fast revolutionizing and high speed internet yielding enormous energy, money and socialization of the people across the globe. It is due to today's internet connectivity and (smart) mobile phone penetration, more than air travel, that the world is now literally a global village.[1] Satellite connectivity helps greatly in distance learning, and in transmission of data as well as information pertaining to early warning of unusual health events in public health. Internet and social media has boosted communication between individuals and organizations and it has the potential to augment public health communication. Social media refers to "activities, practices, and behaviors among communities of people who gather online to share information, knowledge, and opinions using conversational media.[2]" In public health, social media can be used to inform, educate, and empower people about health issues[3]; to enhance the speed at which communication is sent and received during public health emergencies or outbreaks[4]; to mobilize community partnerships and action[5]; to collect surveillance data[6] and to understand public perceptions of issues.[7]

Internet is the money of this century. Internet is to us what money was to the 18th century. Internet is the MONEY for information and public health. What money was to commodities Internet is to information and public health? As money empowers the individual with unlimited access to economic goods, Internet empowers the individual with unlimited access to public health medicine and subsequent knowledge. Money has played a similar role as the basis language for commerce. The introduction of money has made possible the exponential growth of production, trade and consumption. Now new innovations in Internet sphere are establishing a common language and a readily accessible mechanism for the rapid exchange of information and ideas between virtually everyone who has access to the system. Intellectually, this will exponentially increase the opportunities for exchange and dissemination of ideas and information for business, medicine, education, governance and research. Money increases energy in society and enables that energy to be utilized more efficiently. Similarly, Internet allows the intellectual work of any individual to reach a far wider audience than is otherwise possible and to be more fully utilized by society. It is due to today's internet connectivity and (smart) mobile phone penetration, more than air travel, that the world is now literally a global village. With information and communication devices available even in remote villages, there is a potential that these technologies could revolutionize health service delivery and act as a "game changer" for an efficient and people-centered health care system in the 21st century. For example, an early warning system during emergencies via short text messaging, or even availability of mobile phones in remote villages can be used to call for help in the event of a difficult labour thereby preventing maternal or infant mortality.[8]

Internet has really revolutionized the lives of the people around the world and side by side, new innovations have also made the world very easy and cheap all-round. The initial infrastructure for Internet was established in 1969 to provide a secure and survivable communications network for organizations engaged in defense-related research. Over the following two decades, it

evolved into a fast, convenient, low cost means for universities and research institutions to electronically exchange information and messages which included *Alan Turing and Bletchley Park;* Top secret code breaking effort; BOMBE: Mechanical Computer Colossus: Electronic Computer; ARPANET; NPL; Merit Network; CYCLADES; X 25 and public data networks; UUCP and Usenet. The Advanced Research Projects Agency Network (ARPANET) pioneered world's operational packet switching network, the first network to implement TCP/IP leading to become the Global internet. The network was initially funded by the Advanced Research projects Agency (ARPA, later DARPA) within the US Department of Defense for use by its projects at universities and research laboratories in the US.

Now, with innovations, the spread of personal computers in businesses, government, schools and homes coupled with the growth of local area networks during the 1980s and early 1990s provided a means for millions of individual users to link into the system. These developments propelled the growth of the Internet from a thousand or so networks in the mid-1980s to about 60,000 connected networks in mid-1995. By the middle of 1997, the Internet was available to an estimated 100 million registered users worldwide. Internet promises to play a similar role at the mental level of information and knowledge as a medium to organize globalization. Initially, the Michigan Educational Research Information Triad formed the Merit Network[9] in 1966 as to explore computer networking between three of Michigan's public universities as a means to help the state's educational and economic development.[10] With initial support from the State of Michigan and the National Science Foundation (NSF), the packet-switched network was first demonstrated in December 1971 when an interactive host to host connection was made between the IBM mainframe computer systems at the University of Michigan and in Ann Arbor and Wayne State University in Detorit.[11] The Merit network was the first

network to make the hosts responsible for the reliable delivery of data, rather than the network itself, using unreliable data grams and associated end-to-end protocol mechanisms.[12,13] During the 1980s, the connections expanded to more educational institutions and thereafter. National Aeronautics and Space Administration (NASA), the National Science Foundation (NSF), and the Department of Energy (DOE) became heavily involved in Internet research and started development of a successor to ARPANET. In the mid 1980s, all three of these branches developed the first Wide Area Networks based on TCP/IP and DOE evolved the energy Sciences Network or ESNet.[14]

As the early ARPANET grew, hosts were referred to by names, A technical solution came in the form of the Domain Name System .mil, .gov, .edu, .org, .net, .com and us, root name server administration and Internet number assignments under a United States Department of Defense contract.[15] In the present era, Internet is tremendously used as Email and Usenet; From Gopher to the www (1980-90) In the early 1990s, Gopher, invented by Mark P. McCahill offered a viable alternative to the World Wide Web to Mosaic web browser; Search engines Web Crawler in 1994 — Yahoo in 1994) and Altavista in 1995) Google (998); File sharing; The File transfer Protocol (FTP); Dot-com bubble; Mobile phones and the Internet; Online population forecast etc. It has made the *Whole Globe operated and commanded from the Small Room.* These tremendous innovations like Email and Usenet, Search engines, File sharing, Mobile phones and the Internet, Online population forecast have connected the whole world and made it a smaller one. Some innovations have been raised over the Historiography which is new innovation in the field of digitization. Access to and use of the Internet is heavily concentrated in advanced industrial countries and urban centers today. Clearly e-health is something that has great appeal to Internet users as well as social media throughout the world, especially in North America. Numerous surveys have shown that in the US

in particular there is heavy use among consumers and especially physicians (Katz, Rice & Acord 2004). Many institutions have devoted vast resources to putting medical information online (Boston Consulting Group, 2003). In the US, this includes PubMed and Medline via the National Library of Medicine, which are generally accessible online from Internet-connected computers, Online discussion groups respond to many of the needs unfulfilled by the centralized information providers. In some cases, these groups extract information from professional journals (Wikgren, 2001) and recreate it in a way to make it more applicable and understandable among the users. Zhang *et al* (2004) attribute much credit to mobile phone networks in the widespread success of public education during the SARS epidemic in China. It is worth including in our analysis a brief mention of the way mobile technology is being used to control malaria and AIDS. In the case of AIDS, free text messaging services are available in Kenya, where users can send text questions and receive free answers. Only 58% of Portuguese physicians use the Internet, and only 40% do for medical purposes (both of these figures are far below the EU average). Additionally, physicians in Portugal, as in other EU countries, tend to use the Internet more for information search and training (such as consulting medical journals 70%, further training, 75%, medical associations websites 64%, and prescribing information 59%), than for communication among physicians (such as exchanging views 41%, sending/receiving patient data 20%). Internet and social media use is growing in various countries in the South-East Asia Region. However, despite the improved access to such technologies public health and clinical health services are not dominant in their content and/or applications. There are concerns also that the rapid developments and penetration of technology is further causing a digital divide between "haves" and "have nots", causing further disparities in society and along the social gradient. Nevertheless, technology must be used appropriately. Whether technology can be of benefit or harm will depend largely on the way it is used. The other thing that we are now able to get over the internet is communication has been so easy that it no longer the long periods of posting a letter then wait for the reply that may take month depending you location, but with internet as long you have a connection that made easy at instantaneous (that is to say in real time) Lately the has been so many advances on communication alone, you can now use Software like Skype, Google hangout, Electro met, java, face book, tweeter Whats app, linked, the list goes on and on just for communication purposes only and most of all these application are audio and video which is very good. Social media has enhanced communication between individuals and organizations and has the potential to augment public health communication. The most popular social media is Twitter despite the fact that only 13% of internet users have a Twitter account. The reach of social media is limited as evidenced by the low number of followers, page likes, and subscribers.[16]

In conclusion, these days, due to money, ever expanding technology coupled with new innovations in the field of ever developing science, the internet and social media have made the Whole Globe being reduced to a "Small Room". Based on evidence, it is clear that enhancing use of modern technology is an excellent investment for the future in the fast growing field of public health and allied sciences.[17]

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Socialization within the Family

Sowmya B.M.

Introduction

Socialization (or socialisation) is a term used by sociologists, social psychologists, anthropologists, political scientists and educationalists to refer to the lifelong process of inheriting and disseminating norms, customs and ideologies, providing an individual with the skills and habits necessary for participating within his or her own society. Socialization is thus 'the means by which social and cultural continuity are attained'. There are several contexts in which socialisation occur, including that of schools, peers and the media. This article is concentrated only on that which occurs within the FAMILY.

For most children, families are responsible for the initial socialization process. Families have a major and long lasting effect on children's lives. The home and the family is the first environment of learning for the child where the acquisition of knowledge, competencies, attitudes and values first begins.[1] The child learns many skills including language skills, social skills and emotional skills. Families are expected to care for and nurture children, financially provide for them and transmit cultural and moral values to them.[2] The child is actively involved in the socialisation process. Socialization is a two-way interaction with each person influencing the other. Parents and children engage in reciprocal interaction, with children both responding to and eliciting behaviours.[3] The family is not a closed system. Family practices reflect the values of the culture as a whole. Parents are likely to follow the role requirements for parents in their culture and also listen to advice from their own parents and friends.[4] Families influence children's development in direct and indirect ways. Parents, siblings and extended family members can have an individual influence on children, but that influence is more than an individual one because it occurs in the context of the family.[2]

Family types

Children's growing competence and development is largely influenced by family life and family relationships. Children's well-being continues to depend on the quality of family interactions. Children of today are growing up in a variety of households and different family systems. Family type plays an integral role in children's development.

Only child families: Many couples are now choosing to have children who will never have any siblings. Literature suggests that these children are often viewed as being spoilt, selfish, lonely and maladjusted, however, research does not agree with this negative view. Only children appear to be bright and successful, self-confident, self-reliant, resourceful and popular with other children. "A major reason for this may be that only children have somewhat closer relationships with parents, who exert more pressure for mastery and accomplishment".[5] Only children often have more pressure placed upon them by parents to excel in tasks and have often high expectations for school and sporting

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results placed upon them. Only children miss out on the growing and learning and forms of socialisation which comes with having siblings. Only children have the advantage of not having to fight for their parents' attention and may have the opportunity of more one-on-one interactions. The one-child family has both pros and cons, as does every family lifestyle.[6]

Large families

Children of large families obviously experience different conditions from those in smaller or one child families. Children in larger families have the advantage of having relationships with siblings. These relationships and interactions give them the opportunity to have companionship, emotional support and assistance while they are growing up. Children in larger families often experience degrees of rivalry and may need to fight for parents' attention. The positive interactions that occur between siblings contribute to perspective taking, moral maturity, and competence in relating to other children.[1]

Single parent families

The numbers of one-parent families have become more common in recent years. There are a number of varieties of one-parent families; those resulting from divorce, parents who never-married, as well as a widowed parent. In single parent families the other parent not living with the family may have little or no involvement in the child's life or may be highly involved. This article looks more closely at single divorced parents and never-married single parents.

Single divorced parent families

The largest percentage of single-parent families are headed by divorced female parents. "The assumption has been made that the trauma from divorce is likely to result in poorly socialized, cognitively deficient children who experience poor parent-child relationships".[7] In many situations this may

be the case but no relationship can be generalized. "Research has also been undertaken on healthy single-parent families where it was found, in general, that the physical and mental health of the children appeared to be good". It has been suggested that children living with their mothers are healthier than those living with fathers. The majority of children show improved adjustments by 2 years after divorce. Yet for a few, persisting emotional distress and declines in school achievement still exist.

Never-married single parent families

It is believed that a cultural shift towards later marriage has contributed to a rise in never-married motherhood. "It has been thought that children in these kinds of families are shielded from marital strife, children of never-married mothers show slightly better academic performance and emotional adjustments than do children of divorced or remarried mothers. But they do not do as well as children in first marriage families compared with children of two parent reared families".[1] Although compared with children of two parent families, these children may experience less attention, difficulties in interactions with other children, a lack in school performance and behaviours associated with the lack of a male parental influence.

Blended families

The blended family is one in which either parent brings with them children from a previous marriage. "For some children, this expanded family network is a positive turn of events that brings with it greater adult attention. But for most, it presents difficult adjustments".[1] It is clear that there are many difficulties in accepting a step-parent into the family, especially one who may have different child rearing practices, from which the child is used to. Research has found that children of remarriage are likely to experience difficulty in accepting the marriage. This extends from some children having to - deal with the loss of

a primary parent to acceptance of a new one. Other feelings experienced may include divided loyalties, confusion in terms of belonging, and confusion due to membership in two households and unreasonable expectations due to the whole adjustment process. But how well children adapt is related to the overall quality of family functioning.[1,2,4,6-9}

Gay and lesbian parent families

A larger percentage of the homosexual populations are rearing children. Families headed by a homosexual parent or gay or lesbian couple are very similar to those of heterosexuals. "Gay and lesbian parents are committed to and effective at the parental role. Some research indicates that gay fathers are more consistent in setting limits and more responsive to their children's needs than are heterosexual fathers".[1] In lesbian families quality of mother-child interaction is as positive as in heterosexual families. It has been found that children of lesbian mothers regard their mothers' partner as very much a parent. "Overall, children of homosexuals can be distinguished from other children only by issues related to living in a non-supportive society. The great concern of gay and lesbian parents is that their children will be stigmatized by their parents' sexual orientation".

Adoptive parent families

There are a number of different reasons for the emergence of adoptive parent families. Other than partners being infertile, there are situations where parents don't want to risk passing on a genetic disorder, or who are older and single but want a family. Adoptive families cannot be categorized as they are all very highly diverse, and each family can face a multitude of common challenges. "Different heredity means that adoptive parents and children are less alike in intelligence and personality than are biological relatives - resemblances that can contribute to family harmony".[1] All adopted children and adolescents - whether born in a foreign country or the country of their adoptive parents experience some degree of emotional stress. Feelings include those of abandonment and not knowing exactly where their origins are. "Adoption is a satisfying family alternative for most parents and children who experience it. The outcomes are usually good because of careful pairing of children with parents and guidance provided to adoptive families".

Grandparent reared families

The number of grandparents rearing grandchildren has increased over the past decade. "Usually, grandparents step in because of substance abuse, emotional problems, or physical illness prevents the child's parents, most often the mother, from engaging in competent child rearing".[1] This situation can cause a lot of emotional distress for both the child, adjusting to a new situation and for the grandparents who have been suddenly placed into a child-rearing situation. "Previous family experiences have left their mark, in the form of high rates of learning difficulties, depression, and anti-social behaviour".[1] Children in this environment usually receive a lot of love and also experience the required parental guidance.

Parenting styles

Parents play a large role in fostering their child's growth and development. Many writers have noted that the broad pattern of parenting is important in predicting child well-being. Parents may differ in how they try to control or socialise their children and the extent to which they do so. It's the overall pattern of interactions rather than one single act that shapes a child's behaviour. Parents develop various styles of interacting with their children. The four parenting styles; authoritarian, authoritative, permissive and uninvolved influence how the child develops.[1] These varying parenting styles greatly influence not only how a child develops and socialises but also how they learn. The different styles dictate how children

adapt to teaching approaches and methods in schools and how they interact in the classroom.

Authoritarian

This approach is highly controlling in its use of authority and places a high value on conformity. "These parents provide well-ordered and structured environments with clearly stated rules". The parent pours the 'right' information into the child who is considered an 'empty vessel'. As a result, they engage in very little give-and-take with children, who are unquestioning in manner. "Researchers have found that children of authoritarian parents tend to lack social competence, have lower self-esteem, are anxious and rarely take initiative in activities".[10] Boys showed high rates of anger and defiance while girls were dependent and lacking exploration. This style is inconsistent in a rapidly changing society which values choice and innovation. Most children of authoritarian parents do not feel as if they have a close relationship with their parents.[11]

Authoritative

This style is both demanding and responsive. "Parents retain their authority, stay in control and expect mature behaviour from their children".[10] They are assertive, but not intrusive and restrictive. Their disciplinary methods are supportive, rather than punitive. Authoritative parents permit the child enough freedom of expression so that he or she can develop a sense of independence. Researchers have found that the best adjusted children, particularly in terms of social competence, had parents with an authoritative parenting style. "Children were seen to have higher self-esteem, social and moral maturity, involvement in school learning, self control and be less gender typed".[1-4,6-12]

Permissive

Children involved in this style are encouraged to think for themselves, avoid inhibitions, and not value conformity. These parents are warm and accepting, but mainly concerned about not stifling their child's creativity. The parents are highly attuned to their child's developmental and emotional needs but have difficulty setting firm limits. "Permissive parents allow children to make many of their own decisions at an age when they are not yet capable of doing so".[1] Different literature has found that children of permissive parents are very immature, have difficulty controlling their impulses, and are reluctant to accept responsibility. They are found to be disobedient, rebellious and show less persistence at tasks in preschool than children of parents who exert more control."The link between permissive parenting and dependent, non-achieving behaviour was especially strong for boys".[1]

Uninvolved

Uninvolved parents are low in both responsiveness and demandingness. They show little commitment to providing care for their child. They provide only the bare essentials. "In extreme cases, this parenting style might entail neglect and rejection".[10] Often these parents are emotionally detached and depressed having little time and energy to spare for children. They may respond to the child's demands for easily accessible objects, but any efforts that involve long term goals, such as establishing and enforcing rules about homework and acceptable social behaviour, are weak and fleeting. Different literatures suggest the following as signs of uninvolved parenting: deficits in attachment, cognition, play, emotional and social skills and may display aggressive and acting-out behaviour. In response to these different parenting styles, one should be aware that parenting is not a one-sided activity. It's a dynamic, interactive situation, and children have their own styles or temperaments that in turn affect their parents' styles and elicit different responses. "Obviously, parents don't fit neatly into the parent style categories. Most parents use a combination of styles; however, one style

usually predominates".

Application in the classroom

The way a child has been raised and reared has a big consequence on their behaviour in later years and particularly in their behaviour and interactions at school. Parenting style has been found to predict child well-being in the domains of social competence, academic performance, psychosocial development, and problem behaviour. Consequences for the classroom inflicted by the variety of parenting styles will be in the form of interactions between children, responses to authority (the teacher),behaviour and learning[1].Classrooms are a dynamic environment made up of children from a variety of backgrounds. All of the above factors need to be taken into consideration when dealing with different children. Teaching styles often have to be varied to accommodate different children. One method of behaviour management may be suitable to discipline a number of children but may be inappropriate when dealing with other children. Behaviour that their parents have instilled in them as being appropriate may not be accepted as appropriate in the classroom environment. Children's behaviour towards adults varies according to the different parenting styles and this behaviour is continued in the classroom in interactions with the teacher. The behaviours displayed will not always be acceptable. Teachers need to develop ways of dealing with children by setting guidelines, indicating that behaviour in the home environment is different from the way they behave at school.

Sibling relationships

Sibling relationships play an important role not only in the family life, but by influencing the way that the family functions within society.[9] Sibling relationships within the family cannot simply be put down to birth order, gender, and number of siblings and spacing of siblings. Children's personalities, the social circumstances and the relationships

between child and parent also need to be considered. However, "the sex and personality of the firstborn is more likely to influence the later born children in a direct way than vice versa".

Siblings

Sibling relationships differ from culture to culture. In some societies siblings are identified by genealogical or biological criteria, where siblings have two biological parents and half siblings one. They may also be identified by legal criteria, such as step siblings or adoptive siblings.[9]

Birth order

It was once believed that the order in which children were born defined what sort of behaviour the child would develop and how successful they were likely to become.

First born children were likely to:

- Imitate sounds and actions of the mother
- Be influenced by parents
- Hold more responsibility and leadership type roles
- Use status and bribery tactics
- Be bossy and dominant
- Become powerful members of society
- Have increased behavioural or regressive problems

Whereas later born children were likely to:

- Sulk, pant, plead, cry and appeal to parents
- Imitate older sibling(s)
- Become weak members of society
- Be influenced by the sex and personality of the firstborn

While some of these observations do become apparent in some first and later born children, it isn't enough to generalize children's abilities based on their order of birth. There is no evidence to support such statements and they are far too simple. However, birth order does

provide "different opportunities such as availability of family resources, availability of parental time, energy, and attention, quality of the relationship with parents, and influence on younger siblings".[9] Generally older siblings do have considerable influence on younger siblings' cognitive, social and emotional development. They may take on the role as teacher, counselor, and confidante, without there being any obligation to do so. In other societies the older brother takes status in the family, followed by the oldest sister. Younger siblings are taught to respect and obey their older siblings as they would their parents. "In many cases the older sister has an important mediating role between the older brother and the younger siblings when inevitable conflicts develop".[9]

Gender

It is often the relationship between sisters which appears to be the closest, with brother-sister pairs in between in closeness and brother-brother pairs least close. Sisters are more likely to take on care taking roles and maintain communication between the rest of the family and the brother(s). Sisters may also act as counselors for the brother(s) and motivators. Within other societies the brother-sister relationship is of "most importance in marital arrangements, and the brother-brother relationship in social and economical activities. Sisters and brothers are regarded as complementary, with brothers being the protectors of their sisters, and the sisters being the "spiritual mentors" of their brothers.[9]

Number of siblings

Most families have no more than three siblings. Factors such as the rising cost of rearing children, entry of women into the workforce and availability of effective birth control methods have caused this decline of births and increased the rate of single children. However, some families are now larger due to the addition of half and step siblings. It is thought that "disciplinary practices become more authoritarian and

punitive as family size increases and parents try to keep large numbers of youngsters in line".[5] Within other societies, families are larger because more children are needed for work and "to help maintain daily family functioning and survival. The larger sibling group offers a greater support system for parents in old age as well as for the members of the sibling groups themselves".[9]

Age spacing

An age gap of two-four years between siblings may be optimal for greater mental stimulation from one another while reducing conflict. And that the closer siblings are in age, the greater their chance is of sharing developmental events in similar ways.[8] Spacing siblings further apart may provide parents with greater opportunity for career development and improvement of the families' economic status. However, "play, companionship and affection are shown whether the age gap is four years or only eleven months, so too are aggressions, hostility and teasing".

Gender role development

In a society filled with gender stereotypes, children regularly learn to adopt gender roles.[1]

Gender stereotypes: widely held beliefs about characteristics thought appropriate for males and females.

Gender roles: the reflection of gender stereotypes in everyday behaviour

Parents siblings

Children are exposed to many factors which influence their attitudes and behaviours regarding gender roles. These attitudes and behaviours are generally learned in the home and are then reinforced by the child's peers, school experience and the media. The strongest influence on gender role development seems to occur within the family, with parents passing on, both overtly and

Personality Traits Regarded as Stereotypically Masculine and Feminine[1]

Masculine Traits	Feminine Traits
Active	Considerate
Aggressive	Devotes self to others
Ambitious	Emotional
Competitive	Gentle
Dominant	Home oriented
Feels superior	Kind
Independent	Likes children
Self confident	Passive

covertly, their own beliefs about gender. Although the past three decades have brought a new level of awareness about the wide range of roles possible for each gender, strong beliefs about differences still remain.

Parents

Infancy and early childhood: A child's earliest exposure to what it means to be male or female comes from parents. Children internalize their parent's messages regarding gender at an early age, with awareness of adult sex role differences being found in two year old children.[3] Parents treat sons and daughters differently. Before children can express their own preferences, parents begin to create different environments for boys and girls. Bedrooms are decorated with colours and themes and infants are dressed in gender-specific colours - pink for girls and blue for boys. Parents encourage their sons and daughters to participate in sex typed activities. Girls are encouraged to play with dolls and tea sets and boys are encouraged to play with cars and footballs. Early in development, parents provide experiences that encourage assertiveness, exploration and emotional control in boys. In contrast they promote imitation, dependency and emotional sensitivity in girls.

Middle childhood: During middle childhood, issues of achievement become more important to parents as children's skills expand. Many research observations of mothers and fathers interacting with their school-age children reveal that they demand greater independence from boys and more often help their daughters than their sons. Parents also hold gender-differentiated expectations for children's competencies in school subjects. Parents rate daughters as more competent in English than sons but sons as more competent in maths and sports. These beliefs are stronger than the actual skill differences among children. Parents also allow greater freedom to boys than girls, allowing boys to roam further away from home than girls. Boys are more likely to have maintenance chores around the house such as painting and mowing the lawn, while girls are more likely to participate in domestic chores such as cooking and cleaning. This assignment of household tasks by gender leads children to define certain types of work as being male or female.[3]

Mothers versus fathers: In most aspects of differential treatment of boys and girls, fathers discriminate the most. Fathers engage in more physically stimulating play with their sons than with daughters, whereas mothers tend to play in a quieter way with both sexes. In childhood, fathers more than mothers encourage "gender-appropriate" behaviour and they place more pressure to achieve on sons. Parents seem committed to ensuring the gender typing of children of their own sex. Mothers are more likely to go on shopping trips and bake biscuits with their daughters and fathers are more likely to play cricket or go fishing with their sons.[1]

Non-stereotypical parents: There are costs involved in maintaining gender role stereotypes. These costs include limiting opportunities for both sexes, ignoring talent and perpetuating unfairness in society. When children are exposed to non-stereotyped models, for example, mothers who are employed or fathers who do the ironing and

cooking, they are less traditional in their beliefs and behaviours. These children have been found to have higher self-esteem, higher levels of identity achievement and more flexibility in dating and relationships.[1-4,6-9] Girls with career-oriented mothers more often engage in typically masculine activities have higher educational aspirations and hold nontraditional vocational goals.

Siblings: Growing up with siblings of the same or opposite sex also affects gender typing. Sibling effects are complex because their impact depends on birth order and family size. In an observation study of the play behaviours of 4 to 9 year olds, the activities of same sex siblings were highly "gender appropriate". However, among mixed-sex siblings, choices of play were determined by the sex of the older child. This effect was so strong that boys with older sisters played "house" and "dolls" as much as pairs of sisters did. In contrast, boys with older brothers never engaged in these "feminine" activities.[1] Other research contradicts these findings. For example, when 9-year-olds were videotaped playing with toys in a laboratory, preference for "other gender" toys was more common with children who had siblings of the same sex as themselves. And individuals with same-sex siblings seem to be less stereotyped in their interests and personality characteristics than those from mixed-sex families. In all-girl and all-boy families, children are more likely to be assigned "cross-gender" chores because no "gender-appropriate" child is available to do the job.

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Rare Feat by AU Professor

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Getting a book published these days is no mean task going by the amount of academic effort it requires and monetary hurdles attached to it, but here is an economics professor from Andhra University, who got his 10 books published simultaneously.

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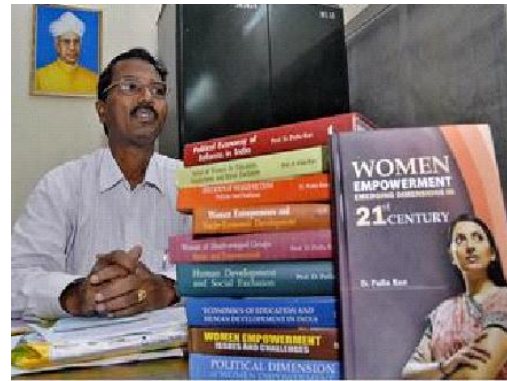
D. Pulla Rao of Andhra University with the books authored by him. — PHOTO: C.V. SUBRAHMANYAM

Pulla Rao tells *The Hindu.* He has dedicated all the books to his guide and mentor K.S. Chalam, who is currently a member of UGC.

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Source: The Hindu, Vishakhapatnam, A.P., October 19, 2010.

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