

**MIZORAM STATE SOCIAL WELFARE BOARD: ORGANIZATIONAL
STRUCTURE AND WORKING**

**A Dissertation Submitted in Partial Fulfillment for the award of
the Degree of Master of Philosophy
in Public Administration (School of Social Sciences)**

By

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CERTIFICATE

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This Dissertation has been the outcome of her original work and it does not form a part of any other Dissertation submitted for award of any other degree.

She is duly permitted to submit her Dissertation for examination.

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DECLARATION

I, Juliana Lalthasangi, hereby declare that the subject matter of this Dissertation is the record of work done by me, that the contents of this dissertation did not form basis of the award of any previous degree to me or to do the best of my knowledge to anybody else, and that the dissertation has not been submitted by me for any research degree in any other University/Institution.

This is being submitted to the Mizoram University for the degree of Master of Philosophy in the Department of Public Administration, Mizoram University.

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CONTENTS

Chapters		Page Nos.
	<i>Certificate</i>	<i>i</i>
	<i>Declaration</i>	<i>ii</i>
	<i>Acknowledgement</i>	<i>iii</i>
	<i>Contents</i>	<i>iv</i>
	<i>List of Chart and Tables</i>	<i>v</i>
	<i>Abbreviations</i>	<i>vi-vii</i>
	<i>Map of Mizoram</i>	<i>viii</i>
I	Introduction	1-20
II	Mizoram State Social Welfare Board: Origin and Evolution	21-32
III	Mizoram State Social Welfare Board: Organizational Structure	33-82
	Working and Programmes	
IV	Results and Discussions	83-93
V	Conclusion	94-100
	<i>Bibliography</i>	101-103
	<i>Interview Schedule</i>	104-105

LIST OF CHART AND TABLES

	Title	Page No.
Chart		
1	Overview of the Organizational Structure of the Mizoram State Social Welfare Board	38

	Title	Page No.
Table		
1	Members of Mizoram State Social Welfare Board as on 1972	24
2	Details of existing staff of Mizoram State Social Welfare Board as on 01/11/2016	33
3	List of institutions under Rajiv Gandhi National Crèche programme	41-46
4	Number of Children and Requirement of staff in a Crèche	48
5	Equipments and Play Materials Required in a Crèche	53-54
6	Financial Assistance/Recurring Grant:A. Recurring Grant (For a crèche of 25 children)	65-65
7	Financial Assistance/Recurring Grant:B. Non-Recurring Grant (For a Crèche of 25 children)	66
8	Details of the Budget of Family Counselling Centres	77-78
9	List of FCCs in Mizoram	78
10	Grading criteria of FCCs	79-81
11	Case study of Crèche Centres	87-88
12	Case study of FCC	90

ABBREVIATIONS

CSWB	Central Social Welfare Board
SSWB	State Social Welfare Board
NGO	Non Governmental Organization
U.T	Union Territory
MSSWB	Mizoram State Social Welfare Board
YMA	Young Mizo Association
MHIP	Mizo Hmeichhe Insuihkawm Pawl
KTP	Kristian Thalai Pawl
UDC	Upper Division Clerk
LDC	Lower Division Clerk
ICDS	Integrated Child Development Scheme
SHG	Self Help Group
BPL	Below Poverty Line
TOT	Training of Trainers
NIPCCD	National Institute of Public Cooperation and Child Development
RGNCs	Rajiv Gandhi National Crèche Scheme for Working Mothers
CSS	Central Sector Scheme
MWCD	Ministry of Women and Child Development
SOP	Standard Operating Procedure
PHC	Primary Health Centre
BDO	Block Development Officer

PSE	Pre School Education
CFL	Compact Fluorescent Lamp
PRI	Panchayat Raj Institution
AWTCs	Anganwadi Workers Training Centres
MLTCs	Middle Level Training Centres
SOE	Statement of expenditure
SSA	Sarva Shiksha Abhiyan
MGNREGS	Mahatma Gandhi National Rural Employment Guarantee Scheme
FIR	First Information Report
FCC	Family Counselling Centres
VOs	Voluntary Organisations
PAN	Permanent Account Number
YWCA	Young Women Christian Association
HIV	Human Immunodeficiency Syndrome

MIZORAM



CHAPTER 1

INTRODUCTION

Mutual aid has been part of every society. The desire to help one's fellowmen has been in existence from time immemorial but the forms and methods of help have been varying from society to society, depending upon the social, economic and political factors. Earlier, social welfare functions were performed by a few individuals or groups of individuals motivated by compassion and concern for the poor, the needy and the destitute. These people were laymen embodied with qualities of humanism and selfless service to the community. But in modern times, most of the countries have adopted the concept of a welfare state wherein the administration enter into economic, political, social and educational life of individuals, right from their birth to death. The State is to serve the old, sick, orphans, widows, helpless, oppressed and the disabled people whenever they are in need of services. In the context of the present day social problems, the size of welfare services provided by an increasingly large number of organizations make administration very important.¹

The principle of normalization is fundamental to the social welfare system, i.e., regardless of physical, psychological or social handicaps, a person should be enabled to live, work and develop in a normal environment. The social welfare system also serves to redistribute income more evenly among different kinds of people and during different periods in a person's life. The welfare must be a common property of every one in India and not the monopoly of a privileged group, as it is

¹ Ahuja, Ram, *Social Problems in India*, Jaipur, Rawat Publications, 2014 p-19-22.

today, in particular those who are underprivileged today and have no opportunities of growth and progress that must be brought within its field. Thus, the welfare services are designed to enable the underprivileged or handicapped sections of the community to rise as close to the level of the community as possible.²

Importance of Women and Children Welfare

Women and children are the principle assets of any country. They are very important for the overall development of the society and the best way to develop National human resources is to take care of them. According to Jawaharlal Nehru, the condition of a nation is well reflected by looking at the status of its women and children. The country, in which higher attention has been paid towards women and Child care, becomes more developed than other countries. Realizing the importance of the women and children the Government of India has established the Department of Women and Child Development as a separate Ministry with effect from 30th January, 2006. The Ministry was constituted with the prime intention of addressing gaps in State action for women and children for promoting inter-Ministerial and inter-sectoral convergence to create gender equitable and child-centered legislation, policies and programmes.³

Vision and Mission

Vision

To empower women to live with dignity and contribute as equal partners in the development of an environment free from violence and discrimination. To

² Ibid, p.19-22

³ www.wcd.nic.in/ accessed on 10/12/2016

nurture children by providing them with full opportunities for growth and development in a safe and protective environment.

Mission

1. Promoting social and economic empowerment of women through cross-cutting policies and programmes, mainstreaming gender concerns, creating awareness about their rights and facilitating institutional and legislative support for enabling them to realize their rights and develop their full potential
2. Ensuring development, care and protection of children through cross-cutting policies and programmes, spreading awareness about their rights and facilitating access to learning, nutrition, institutional and legislative support to enabling them to grow and develop to their full potential.

The Government of India has also enacted various legislative measures to combat social evils and to protect the weaker sections of society against social injustice as they are felt to be indispensable to supplement the programmes being implemented for their welfare. These laws generally pertain to vulnerable sections of the society such as children, women, Scheduled Castes and Scheduled Tribes and labour. Some of these laws are: Protection of Civil Rights Act, 1955; The Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989; The Equal Remuneration Act, 1976; The Hindu Marriage Act, 1955 and The Special Marriage Act, 1955 as amended by the Marriage Laws Amendment Act, 1976; The Child Marriage Restraint Amendment Act, 1978; The Dowry Prohibition Act (1961) as amended in 1984; Suppression of Immoral Traffic in Women and Girls Act, 1956 as amended in

1978; The Commission of Sati (Prevention) Act, 1987; Juvenile Justice Act, 1986; The Child Labour (Prohibition and Regulation) Act, 1986; The Workmen's Compensation Act, 1923; The Factory Amendment Act, 1976; The Maternity Benefit Act, 1961 as amended in 1976; The Employees' State Insurance Act, 1948; The Employees' Provident Fund and Miscellaneous Provisions Act, 1952; The Payment of Gratuity Act, 1972, etc.⁴

The Constitution of India also provided articles that direct the Government towards a welfare state:

1. The State shall strive to promote the welfare of the people by securing and protecting as effectively as it may a social order in which justice, social, economic and political, shall inform all the institutions of the national life (Article 38)
2. That the citizens, men and women equally, have the right to an adequate means of livelihood (Article 39A).
3. The State shall endeavour to secure, by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, condition of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities and in particular, the State shall endeavour to promote cottage industries on an individual or co-operative basis in rural areas (Article 43).

⁴ www.lawsindia.com accessed on 29.10.2016

4. The State shall, within the limits of its economic capacity and development, make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disablement, and in other cases of undeserved want (Article 41).
5. The State shall promote with special care the educational and economic interests of the weaker sections of the people, and, in particular, of the Scheduled Castes and the Scheduled Tribes, and shall protect them from social injustice and all forms of exploitation (Article 46).⁵

However, laws alone cannot be effective unless they are backed by proper public opinion, community support and efficient administrative bodies, which is why these laws have not been able to produce the desired results in tackling social problems and controlling crimes against the disadvantaged and the underprivileged sections of the society. Realizing the need for proper administration, the Government of India created a unique administrative machinery consisting of an autonomous Board named CSWB (Central Social Welfare Board) in August 1953. Similarly, Social Welfare Boards were established at the State level in 1954. The main purpose of the Boards has been to provide financial and technical assistance to Voluntary Organisations working in the field of social welfare. The State Social Welfare Board functions under the CSWB in disseminating information on the programmes being

⁵ www.lawsindia.com accessed on 29.10.2016

implemented by the Central Board to the beneficiaries but has no legal power or status in the State whatsoever.

REVIEW OF LITERATURE:

A thorough review of literature forms an important part of a research as it helps in the success of the research. Realizing this, the Researcher has reviewed the following literatures concerning the subject.

B. R. Patil (1978) in his book *Economics of Social Welfare in India* explains that India as a welfare state strives to promote the well-being of every citizen in general and of the weaker sections in particular. Under the 5 year plans, a variety of welfare programmes and services were developed with a view to enable the weaker sections to get their legitimate share of the general social services and national wealth. Though we have been spending a huge amount they have turned out as a wasteful expenditure and failed to eliminate the social issues due to short-sightedness and intention to yield only immediate results instead of long term benefits. A proper resource allocation based on cost-effectiveness is necessary if we want to maximize the benefits of the services and eliminate the vulnerability thus contributing towards economic development.

D. Paul Chowdhry (1979) in his book *Social Welfare Administration* explains that in order to render social services to the needy sections of the population, mere devotion and dedication is not enough, but method, organization, administrative efficiency and adequate knowledge of budgeting, accounting, public relations, etc. Social Welfare Administration has developed over the past years in the country and

certain techniques and skills have been utilized in the process of rendering services through social agencies.

T.N. Chaturvedi and Shanta Kohli Chandra (1980) in their book *Social Administration Development and Change* expressed that social problems affect the individual and also the society in which he lives. They arise from individual needs that are common to all members of the society. These needs are primarily met by personal and family action but when they are not they raise social problems and society as a whole tries to tackle them. Social welfare administration can thus, be taken as an approach to solve such social problems and as an approach it throws a challenge for all those who are dedicated to the field as well. Through social services, it is essential that the needs of the society be met so that limited resources bring maximum benefit.

Sumitra Gupta (1989) in her book *Social Welfare in India* explains that social welfare not only deals with converting cause into function by launching constructive programmes which are vitally interlinked with social and economic well-being of large masses in rural and urban areas. It in fact is closely concerned with bringing a better and happier understanding amongst people so that socially useful lives may be developed. This would in turn build a welfare state on a socialistic pattern. She further states that the concept of social welfare is dynamic and changes its sphere from time to time according to the social and cultural patterns of a society, embracing all the activities concerned with the well-being of the entire community.

B.M. Verma (1996) in his book *Welfare Measure for Weaker Sections* emphasized on providing grants in the form of social assistance, social insurance and

social security to the weaker sections. He examined the social and economic assistance from the giver and user's perspectives and suggested that a change in attitude of givers towards maintaining the practical equity rather than cry for social equality on the part of users was required. In order to achieve equal social worth, more positive laws in the form of strategic administrative justice should be ensured to fulfill the aspirations and expectations of the weaker sections. Local administration is struggling hard to find solutions on eradicating poverty and providing the well-being of the people.

A.S. Kohli and S.R. Sharma (1998) in their book *Encyclopedia of Social Welfare and Administration* highlighted that ever since Independence, India has been keenly interested in social problems with a view to mitigate the sufferings of the affected, assuming responsibility for helping the handicapped, the destitute and weaker sections of the society. Until recently social welfare activity has been considered a routine Government activity. But now it has been realized that to improve social welfare activities, the government departments need a dramatic change in their administrative and other infrastructure in the execution of these welfare programmes. Both in the socialist and capitalist democracies, the welfare programmes have drawn the attention of the governments and the general public alike.

Rameshwari Devi and Ravi Prakash (1998) in their book *Social Work and Social Welfare Administration* points out the need for social work and social welfare in a country like India which has risen from a long slumber of poverty, social evils and inequalities. Social welfare activities play a crucial role in the improvement of

the well-being of all the people in the society and in developing social programmes which are helpful to human needs like break-up of family, poverty, mental illness, physical and mental disabilities, domestic violence, abuse of women, alcohol and drug abuse. Such programmes would help the involved victims so that they may change their lives.

M.S.Gore (2003) in his book *Social Development: Challenges faced in an unequal and Plural Society* expressed his awareness that the fast rate of growth of the country's population would nullify the benefits of any growth in the economy. This brought in an exclusive focus on economic goals to achieve the goals set for development and that the aspects of the community's social life needed to be attended to. This arose the need for social development which would mean something more than merely socio-economic, political and environmental development but rather a clear enunciation of the values and the type of society towards which planning is to be undertaken.

Jagdish (2004) in his book *Social Welfare in the 21st Century Issues: Critique and Relevance* highlights how social welfare is concerned with far more than the needy. It is integrated into the basic structure of the society in a way that influences the lives of all groups- the poor and rich, minorities and those in power. This is because people may need help in many areas of their lives like rehabilitation, support, crisis needs, curative and preventive services. India in its socialistic outlook, gives protection and subsidy in agriculture, fuel, education etc. to help the people. But in the era of globalization, rich countries are banning conditions on welfare measures and the nations are compelled to privatize public enterprises, cut subsidies

etc. It is because of such circumstances that the writer perceived the need to reassess the relevance of social welfare in the 21st century.

Ankit Prasad (2005) in his book *Social Welfare and Social Action* stated that the purpose of social action must be to enhance and improve lives apart from being an end in itself. This can be done by preparing the individual and the community to be self-sufficient and resilient. The only way to ensure that social welfare activities are linked to the lives of its beneficiaries on an ongoing basis is to make a paradigm shift from charity to development and social justice, devolution of power to the people and an emergence of a serious and vibrant partnership with both the Government and Non-Government Organisations (NGOs).

Subhash Chandra Singh (2006) in his book *Social Justice and Human Rights in India* mentions that when we look into the progress of social justice over the years, we come across a slow and steady transformation of moral causes into positive rights and greater assertion of protection of human rights. But recently, we have been seeing a renewed interest by the international community in the establishment of international norms and institutions for the protection of the rights of individuals belonging to vulnerable groups. Considering the rise of extreme violence, inequality and various forms of intolerance, the author feels it is safe to predict that the international efforts to protect vulnerable group will increasingly occupy the attention of the international community in a more programmatic manner.

S.L.Goel (2010) in his book *Social Welfare Administration: Organizational Infrastructure* expressed that the progress and prosperity of a nation is judged from the socio-economic status of its population especially of the weaker sections of the

society as well as disadvantaged groups like women, children, Scheduled Castes, tribal people etc. It is of prime importance that such segments of the society mostly living in remote, backward, hilly, rural and tribal areas should receive the serious and earnest attention of policy makers, planners, social welfare administrators, social scientists and academicians so that the downtrodden sections of the society can also live decent lives ensured to them by the Constitution of India in 1950 through special provisions in the nature of Fundamental Rights and Directive Principles of the State Policy. The prevailing gaps in socio-economic status between the disadvantaged groups and the rest of the population need to be bridged by taking innovative measures.

A.K.Patel and M.V. Duvey (2010) in their book *Social Work and Social Welfare* addresses that social welfare is a matter of Rights rather than of need. It is one of the systems of transfer payments to bridge the gap between the poor and the rich. For an ideal welfare state, the Government plays a key role in the protection and promotion of the economic and social well-being of its citizens based on the principles of equality of opportunity, equitable distribution of wealth and public responsibility for those unable to avail themselves of the minimal provisions for a reasonable standard of life.

John Pierson (2010) in his book *Tackling Social Exclusion* explains how for many years, the concept of social exclusion has remained central to Government Social Policy and will continue to be so because of the profound inequality and disadvantages that still shapes our society. Tackling social exclusion sets a fundamental agenda for the major public services like health, social services,

education, neighborhood regeneration, housing and the police. Within the concept lies a pathway to social justice, to fairness, to equality, to the guarantee of inalienable rights. This presents a special challenge to Social Welfare Administration.

S.L. Goel (2010) in his book *Social Welfare Administration: 2. Social Justice and Empowerment* expresses how welfare administration is an essential responsibility of the Government to provide social justice and empowerment so that the society remains in equilibrium and avoid unrest, agitations, violence and terrorism. The Government must ensure welfare of all, especially the disadvantaged, within its capacity. He further addresses social welfare and development as a dynamic activity which changes with the economic, political, social and religious issues and environments of the country. Welfare administration, therefore, presents a revolutionary change and has to adapt to change the functioning and management of the Government.

Arjun Kumar (2014) in his article *Access to Basic Amenities by Urban Households in India: Deprivations, Disparities and Determinants* points out that the process of enlarging people's choices, as well as raising their level of well-being or human development, has emerged as the ultimate goal of development in every society. The motivation behind this relates closely to seeing social problems as a serious deprivation of certain basic capability. Special attention towards provisions of basic amenities is required in every section of the society to safeguard the marginalized sections.

Ishwar Modi (2015) in his article *Social Exclusion and Inequality: Challenges before a developing society* explains how social exclusion leads to higher rates of

poverty among affected groups, hurting them materially and emotionally. The present Indian situation highlights the underlying tensions between the Constitutional and Public Policy measures and the enduring inequality and social exclusion experienced by many. He further stresses that while it is undeniable that significant progress has been made on Legislative and Institutional level to deal with complex issues of social exclusion and inequality, there is much more that needs to be done. Education and skill up-gradation, health care and sanitation, financial inclusion, women empowerment and affirmative action are the call of the day.

The above review of literatures profoundly points out the need for proper and well planned administrative welfare programme in our society. Therefore, it is at the backdrop of this fact that the present research has been undertaken.

STATEMENT OF THE PROBLEM:

Social welfare exists today because of the presence of social issues and problems in each generation. What was not considered a social problem a few years ago may become a crucial social problem today or few years later too. For example, the population explosion in our country was not viewed as a social problem until the late 40s of the 20th century but from the early 1950s it has come to be perceived as a very crucial socio-economic problem. Social change creates new condition in which an issue comes to be identified as a social issue.⁶

Social Welfare Programmes of the nation are an integral part of planned development in India even though it cannot afford to provide welfare services on the

⁶ Singh, Chandra Subash, *Social Justice and Human Rights in India*, New Delhi, Serials Publications, 2006 pp 5

range and scale of western countries because of financial constraints and rapidly increasing population. However, for the growth and development of the welfare programmes, the country is greatly depending on various Non-Governmental Organisations (NGO's) engaged in accelerating the social welfare activities.⁷

Mizoram being a tribal area is predominantly inhabited by tribal people. The social welfare activities are paramount and therefore in need of utmost attention. Like any other society, the Mizo society has grown but at a very slow pace. Poverty persisted in the society after the Mautam famine in 1959/1960 and then followed by the political turmoil which broke out in 1966 which lasted till the attainment of U.T. in 1972 and then subsequently Statehood in 1987. The period of anguish in Mizoram was over but poverty took deep root in the life of the rural poor. Up until then, social work was in the hands of the voluntary organizations. Lack of trained personnel, financial resources and lack of leadership hampered their useful work. Therefore, specialized agencies were found necessary to help the voluntary organizations with financial and technical assistance.⁸

Following this, the Central Social Welfare Board (CSWB) was set up by the Resolution of the Government of India dated 12th August 1953 with the object of promoting social welfare activities and implementing welfare programme for women, children and the handicapped through voluntary organizations. But the Central Social Welfare Board realized that it should have some suitable supporting organizational network at the field level as it was difficult for it to control and

⁷ Ibid. pp 5

⁸ C.Lalkima, Social Welfare Administration in a Tribal State: A Case Study of Mizoram, Delhi, Serial Publications, 1997 pp 37

coordinate activities of the multitude of voluntary organizations operating at the field. Thus, the State Governments started setting up State Social Welfare Boards and now they exist in all the States and Union Territories (except Dadra Nagar Haveli where the programmes are looked after by the Gujarat State Board). Currently, there are 32 State Boards in the country, one of which is the Mizoram State Social Welfare Board (MSSWB).⁹

The Mizoram State Social Welfare Board faces many social problems which it is tackling with the help of the local voluntary organisations and it is simultaneously taking correctional steps in the society. It is at the backdrop of this fact that the present research proposal is taken.

SCOPE OF STUDY:

The proposed study has focused on the structure and working of the Mizoram State Social Welfare Board, particularly, regarding its work in carrying out welfare activities in the State. The study examined the Programmes, activities and achievements of the Board in implementing and enforcing what is entrusted to them by the Central Social Welfare Board. The study also explored and analyzed the challenges and problems faced by the Board and suggested measures to improve its working.

OBJECTIVES OF THE STUDY:

The main objectives of the study are as follows:

⁹ C.Lalkima, Op cit.,p- 109

1. To trace the origin, history and background of Mizoram State Social Welfare Board.
2. To analyse the relationship between Central Social Welfare Board and Mizoram State Social Welfare Board.
3. To examine the relationship between Mizoram Social Welfare Department and Mizoram State Social Welfare Board.
4. To study the organizational structure and working of Mizoram State Social Welfare Board.
5. To study the various activities and programmes of Mizoram State Social Welfare Board.
6. To find out the problems and challenges confronting the Board while discharging its functions and to suggest remedial measures in order to facilitate more effective and efficient ways of working of the Board.

RESEARCH QUESTIONS:

The present study has attempted to answer the following research questions:

1. What are the circumstances that led to the establishment of the Mizoram State Social Welfare Board?
2. What are the programmes and activities carried out by the Mizoram State Social Welfare Board?
3. What are the major problems faced by the Board while implementing their programmes and activities?
4. What are the necessary steps to solve the problems of the Board in order for it to function effectively?

METHODOLOGY:

The study is exploratory in nature. Secondary sources have mostly been used since the nature of the study is concerned mainly with the organizational structure and working of the Mizoram State Social Welfare Board. Primary data was also used for collecting data through the use of semi-structured interview schedule from the staff of MSSWB. The Secondary data was gathered from different sources such as books, articles, journals, reports and documents of the concerned department. Electronic mediums such as Internet was also used as an important source for the collection of data.

CHAPTERISATION:

The study is divided into five chapters:

Chapter	I	Introduction
Chapter	II	Mizoram State Social Welfare Board: Origin and Evolution
Chapter	III	Mizoram State Social Welfare Board: Organizational Structure Working and Programmes
Chapter	IV	Results and Discussions
Chapter	V	Conclusion

PROFILE OF MIZORAM

Mizoram is a mountainous state which became the 23rd State of the Indian Union in February, 1987. Mizoram means "*Land of the Mizos*". It has international borders with Myanmar which runs 404 Km and Bangladesh which runs 318 Km. It also has Inter-State borders with Assam (123 Km), Tripura (66 Km) and Manipur (95 Km). Mizoram is the former Lushai Hills District of Assam. The hills in this beautiful land run north to south, unlike most of other Indian mountain ranges which run east to west. Mizoram have an average height of about 900 meters. Perching on the high hills of North Eastern corner, Mizoram is a storehouse of natural beauty with its endless variety of landscape, hilly terrains, meandering streams, deep gorges, rich wealth of flora and fauna. Mizoram occupies an importance strategic position having a long international boundary of 722 Kms. The geographical area of Mizoram is 21,087 sq. km. and the state lies between 21^o58' - 24^o35' N latitude and 92^o15' - 93^o29' E longitude, straddling the Tropic of Cancer. The territory stretches over 277 km in a north-south direction, while the east-west width extends over 121 km.¹⁰

Mizoram has a mild and very pleasant climate of 11°C in winter and 20°C to 30°C in summer. The entire area is under the direct influence of southwest monsoon. It rains heavily from May to September and the average rainfall in 20 years is 2670 mm per annum. During rains the climate in the lower hills is humid and enervating. Malarial fever was a common feature during and after rains particularly in the lower area. It is quite cool and pleasant on the higher hills, even during the hot season. A

¹⁰ Government of Mizoram, Statistical Handbook, Mizoram 2014 p. xvii

special feature of the climate here is the occurrence of violent storms during March-April. Heavy storms come from the northwest and they sweep over the hills in the entire state. Temperature in the state varies from about 4°C in winter to about 30°C in summer. Winter is from November to February. There is generally no rain or very little rain during the winter months. Winter is followed by spring which starts at the end of February and continues till the middle of April. In April, storms occur and the summer starts.¹¹

As per the 2011 Census, the population of Mizoram is 10,97,206 (5,55,339 males and 5,41,867 females). The rural areas have a population of 5,25,435 whereas the urban areas have 5,71,771. The State has a density of 52 persons per sq. km. the decadal growth of the population of the State has grown by 23.48 percent over the period 2001-2011. The sex ratio of Mizoram is at 976 females to 1000 males. The literacy rate of the State is 91.33 percent (93.35 percent males and 89.27 percent females) which is one of the highest in the country.¹²

Historians believe that the Mizo's are a part of the Mongolian race who are said to have spilled over into the eastern and southern parts of India centuries ago. They came under the British Missionaries in the 19th century, and now most of the Mizo's are Christians. One of the beneficial results of Missionary activities was the spread of education. The Mizo society is a close knit society with no class distinction and no discrimination on grounds of sex.¹³ There are 8 districts, 3 Autonomous District Councils, 23 Sub-Divisions and 26 Rural Development Blocks in Mizoram.

¹¹ www.mizoram.gov.in (accessed on 14.09.2016)

¹² Government of Mizoram, Statistical Handbook, Mizoram 2014, Op.cit,p.viii

¹³ www.mizoram.gov.in (accessed on 14.09.2016)

As per the 2011 Census, there are 830 villages and 23 notified towns. Out of this number of villages, 704 are inhabited while 126 villages are uninhabited.¹⁴

The total area covered by forests in the State is about 19,117 square kilometers. Agriculture is the main occupation of the people. Most of the people are still practicing the traditional method of shifting cultivation. The State is categorized as an industrially backward State. Only cottage and small scale industries are established till date.

Before the arrival of the British, the Mizos had a well-organized system of governance in each village. Each village was administered by a Chief and his elders. He exercised many executive and judicial powers with his elders over his people. The British annexed Mizoram, the then, Lushai Hills, in 1890. As it was declared as an 'Excluded Area', the Lushai Hills was kept isolated from the rest of the country. Both the Government of India Act 1919 and 1935 did not have any effect on the administration. Soon after Independence, Chieftainship was abolished in 1952 and the Lushai Hills became one of the districts of Assam till 1972, when it was upgraded to the status of Union Territory. On 20th February, 1987, Mizoram was granted statehood and became the twenty-third state of India.¹⁵

¹⁴ Government of Mizoram, Statistical Handbook, Mizoram 2014, Op.cit,p.xxi

¹⁵ P.Lalnithanga, Emergence of Mizoram, Aizawl, Lengchawn Press, 2010,pp.27

CHAPTER II

MIZORAM STATE SOCIAL WELFARE BOARD: ORIGIN AND EVOLUTION

Social Welfare Programmes of the nation are an integral part of planned development in India. For the growth and development of the welfare programmes, the country is greatly depending on various organizations engaged in accelerating the social welfare activities. The personnel in various voluntary organisations need to work with a missionary zeal. They provide services to the destitute, deprived, disadvantaged and under-privileged sections of the society. The main object of social service is the creation of opportunity for the well being of individuals, families and the community. It involves participation in Administration for the welfare services to provide health, housing, drinking water, education and economic well being to the people in general. The norms and conduct of social welfare administration emphasize human elements and human services. The success of administration lies in the art of handling human beings. In certain developmental programmes, no success can be achieved without the help of voluntary agencies¹.

The ancient institutions such as family, religious institutions and community could contain the social problems till the nineteenth century. Today, the former institutions have become increasingly inadequate to meet and handle the new social problems created by the movements of the population and social changes.

¹ shodhganga.inflibnet.ac.in/bitstream/10603/69956/11/11_chapter%204.pdf , accessed on 12/12/2016

Mizoram has undergone changes socially, politically and economically. The history of Mizoram is known very little due to the absence of authentic records and books. However, there are a few books on the Mizo history, Christianity in Mizoram, and political developments in Mizoram for consultation. It is felt that a study of Social Welfare Administration in Mizoram is an important subject especially after it step-by-step attained the status of Autonomous District Council, Union Territory and then finally Statehood in 1987.²

Mizo society is based on social life. Social life was directed and controlled through the functioning of the Zawlbuk institution. Young men who spent most of their time out side home were guided by the Zawlbuk institutions till the 1930s. There is no such institution at present for guiding and disciplining the youth of the present society. Young Mizo Association and Christian Youth Organization are in no way substitutes to Zawlbuk so far as general discipline is concerned. In the place of a village chief there is a village Council which not as effective as a village Chief. It did not earn the respect and regard of the villagers which a village Chief did in the past.³

The Mizos adopted Christianity as their new religion. Formal education began under the Christian Missionaries. It attracted the young people and the Zawlbuk Institutions became redundant in the new society. Subsequently, a political party system came into being in 1946 and brought home a new system of village administration by electing village council members and abolished the old traditional village Chief system.

² shodhganga.inflibnet.ac.in/bitstream/10603/69956/11/11_chapter%204.pdf , accessed on 12/12/2016

³ C.Lalkima op.cit,p.vii

In the close-knit Mizo society, voluntary organizations have been found to be a very effective means of rendering a number of social services to the society. Prior to the formation of voluntary organisations like Y.M.A, M.H.I.P and K.T.P there was a system of voluntary labour called 'Hnatlang' which continues to exist till today. When Hnatlang was called for a particular work either for a village or for an individual, one member from each family of a village must participate in it. The Government agencies have made good use of these voluntary organisations for the promotion of social welfare in Mizoram. However, lack of trained personnel and paucity of financial resources hampered the welfare works. The great need of providing specialised agencies to help voluntary organisation with financial and technical assistance in implementing social welfare programmes was realised by the National leaders. Accordingly in 1953, the Central Social Welfare Board (CSWB) was formed by a resolution of the Ministry of Education. The CSWB was created with an allocation of Forty million rupees as Grants in-aid to Voluntary Organisations to mobilise voluntary efforts by the Government.⁴ The Central Social Welfare Board created in 1953 was expected to function as follows;

- a) To survey the needs and requirements of the welfare organizations
- b) To evaluate the programme and projects of the aided agencies.
- c) To coordinate the assistance given by various Central Ministries/Departments
- d) To promote setting up of voluntary welfare institutions where such organizations do not exist

⁴ Ibid. p.5

- e) To render financial assistance to deserving organizations.

Prior to the constitution of MSSWB, Mizoram had one member in the Assam State Social Welfare Board by virtue of being one of the Districts of Assam. On the attainment of Union Territory, the first Lieutenant Governor, Shri S.P. Mukherjee, who was the administrator of the Union Territory, issued a notification constituting the State Social Welfare Board with the following ladies for a period of two years:

Table No. 1

Members of Mizoram State Social Welfare Board as on 1972

Sl.No.	Name	Status
1.	Smt. M.A.Mukherjee w/o S.P. Mukherjee	Chairman
2.	Smt. Malsawmi, President, MHIP	Member
3.	Smt. Lalkungi	Member
4.	Smt. Saptawni	Member
5.	Smt. Thankimi, Treasurer, MHIP	Member
6.	Dr.(Mrs) Neera Chaterjee	Member
7.	Smt. Chankie	Member

Source: Information received from MSSWB on 14.11.2016

Soon after its formation, the MSSWB sought a workable Central and local women voluntary organization. Its seventh meeting on 6th July 1974 was attended by various women organisations namely:

- a) Mizo Hmeichhe Hmasawn Pawl (Mizo Women Progressive Association)
- b) Hmeichhe Tangrual Pawl(Mizo Women Association)

- c) Mizo Women Welfare Organisation
- d) Eastern India Women's Organisation District Branch, Aizawl

The meeting unanimously resolved to have one women voluntary organisation in the whole of Mizoram known as "Mizoram Hmeichhe Insuihkawm Pawl (M.H.I.P)" wherein all the Mizo Women Voluntary Organisations should affiliate themselves. M.H.I.P continues to grow effectively till today and its branches in the interior villages are affiliated to the Headquarters. The MSSWB has made good use of this agency for the implementation of welfare programmes. As a matter of fact, the formation of M.H.I.P in Mizoram was the first achievement of MSSWB.

Regarding the Boards legal status, several official discussions have taken place yet no concrete proposal has been made till today. At present, the MSSWB mobilizes voluntary efforts and provides welfare services to the needy sections of the society such as Women, children and the handicapped.

The MSSWB was earlier known as the Mizoram Social Welfare Advisory Board but in 2004 it came was changed to its current name i.e. Mizoram State Social Welfare Board (MSSWB). There is no change in the Board's function or its activities because of this.

RELATIONSHIP BETWEEN THE CENTRAL SOCIAL WELFARE BOARD AND MIZORAM STATE SOCIAL WELFARE BOARD

The letter of the first Prime Minister, Pandit Jawaharlal Nehru dated 23 April 1954 addressed to the Chief Ministers of the States on the matters of setting up state Social Welfare Advisory Board read, "It is important that the states should

constitute their state Social Welfare Advisory Board to supervise the work and to be a link with Central Board. With the formation of the State Boards there would be more decentralisation and that will be a desirable development" • In this connection, Smt. Durgabai Deshmukh, the first Chairman of CSWB (who held the office of Chairman for nine years) wrote to the Chief Ministers of all States Governments with a request to constitute State Social Welfare Advisory Boards, for the purpose of better co-ordination between the institutions in the States, State Governments and the Central Social Welfare Board for a wider coverage and intensive study of the working of the Institutions in the States and also to follow up their programmes and activities. The State Social Welfare Advisory Board comprised of representatives of the different voluntary welfare organisations to enable the Board to command, be responsive and effective.. The State Board is designed in such a way that human touch and outlook are kept in mind of the functionaries of the State Boards. The State Social Welfare Advisory Board performs functions as are entrusted to it by the Central Social Welfare Board. The Mizoram State Social Welfare Board (MSSWB) came into being only after the formation of Union Territory Government in Mizoram in 1972. The appointment of the Chairman and the three members of the State Board by CSWB is the important aspect of relationship between MSSWB and CSWB. The MSSWB is to supervise the work of the CSWB and to be its link with the beneficiaries under the Central Board's Programmes. The Mizoram State Social Welfare Board disseminates the information of the programmes being implemented to the beneficiaries but it has no legal power and status in the State. As a matter of

fact, a close look of the function of MSSWB reveals that it is acting only as a resource agent to CSWB.⁵

RELATIONSHIP BETWEEN THE MIZORAM SOCIAL WELFARE DEPARTMENT AND MIZORAM STATE SOCIAL WELFARE BOARD

The MSSWB does not have any relationship with the Mizoram Social Welfare Department except that the Department provides for 50 percent of establishment cost to the Board. Other than the establishment share from the Department, the Board and the Department run their programmes and schemes separately. The rest of the funds required for the functioning of the Board are borne by the CSWB and the MSSWB acts only as its agent.

Appointment of the Chairman

The Chairman of the MSSWB is appointed by the State duly approved by the CSWB. He or She is the chief executive of the Board and is assisted by a Secretary of the rank of Under Secretary in the State. The Chairman of the Board should be preferably a woman Social Worker selected by the State Government in consultation with the Chairman of the Central Social Welfare Board. Elected representative and person holding office of profit will not be eligible for the post of the Chairperson. The State Government would propose 3 persons for the Chairmanship of MSSWB to the Central Social Welfare Board. Final choice and decision is left to the CSWB. They make this decision on the basis of the bio-data furnished to them by the State Government.⁶ A State Board Chairperson shall not hold office for more than 2 consecutive terms, each of 3 years duration. Before the expiry of the tenure of an

⁵ C.Lalkima, Op cit.,p- 95

⁶ Ibid., p-106

incumbent Chairperson of the State Board, the State Government should send a panel of 3 names along with bio-data of the individuals to the Central Board for the latter's concurrence for appointment of the Chairman. If no nomination for appointment proposal for extension of tenure is received from the State Government till the date of expiry of the term of the Chairman of the State Board, the Central Social Welfare Board shall take a decision for extending the tenure or making a fresh appointment. State Governments/U.T. will not make an interim administrative arrangement unilaterally. In case there is no response from the State Government, the Chairman, Central Social Welfare Board shall suo-motto (on its own motion) appoint a Chairperson/Officer-in-Charge.

The term of the Chairman should not be terminated except for the following reasons:-

If she is:-

- i. Of unsound mind
- ii. Convicted or sentenced to imprisonment for an offence which involves moral issues.
- iii. Declared Insolvent.
- iv. Person who refuses to discharge her duties or becomes incapable of discharging her duties.
- v. Absent from three consecutive meetings of the Board and having such conduct due to which continuance in office becomes detrimental in public interest.

- vi. In case the Chairman of the State Board is contesting any election (Assembly or Lok Sabha), she will have to resign from the post of the Chairman in administrative grounds.

The Secretary of MSSWB

Appointment of full time Secretary was not considered at the time of formation of the Board. The Union Territory Government of Mizoram appointed Mr.B.Poonte, the then State Social Welfare Officer of Mizoram as an Honorary Secretary of Mizoram State Social Welfare Board who soon relinquished his office due to ill health. He however continued to extend his helping hand till his untimely death. After two years, the need for a full time Secretary of the Board was pointed out to the Government of Mizoram and the same was referred to the CSWB. Smt. Liandingi was proposed to be the first full time Secretary of the board. The proposal was accepted by the CSWB and the State Board. The Secretary shall not hold office for more than 2 consecutive terms.

Terms and conditions of Service of the members

- 1) The Board shall consist of such members as may be decided by Central Social Welfare Board.
- 2) There shall normally be one 1 social worker as member to represent each major district in the State. In addition, a representative of the University, Department of School of Social Work, officials representing Departments dealing with Health, Social Welfare / Women's Welfare, Education, Community Development etc., and one woman representative from State

Legislature, shall be nominated by the State Government. The upper limit of the total number of non-official members shall be fixed by the Central Social Welfare Board.

- 3) The notification for the constitution of the State Board shall be issued by the concerned State Government in consultation with Central Social Welfare Board.
- 4) The members of the State Board shall also not hold office for more than 2 consecutive terms.
- 5) In case the Board is not reconstituted after expiry of its term due to one reason or other, Central Social Welfare Board will appoint an Officer-in-Charge through an Administrative Order as a stop-gap arrangement to discharge the duties of the Chairperson till a regular Chairperson is appointed.
- 6) Any member can be removed from her Office for specified reasons with the mutual consent of the Central Board and the State Government concerned.
- 7) The Chairman and the members do not enjoy a fixed term. It has been observed that they are often replaced with the change in the State Government. Sometimes, a chairperson of the State Board is removed on political considerations and her substitute is not appointed for a long period of time and in between the Secretary of the Department of Social Welfare is designated as the Administrator of the Board.

- 8) The members nominated by State Government as well as Central Social Welfare Board should have two representatives of state legislature and each districts normally be represented by a voluntary social worker.
- 9) Half of the members of the State Social Welfare Board, excluding the chairman, are to be nominated by the State Governments/Union Territory Administration concerned and the other half by the Central social Welfare Board.

Duration of Membership

- i) All the members shall hold office for the period for which the Board is constituted.
- ii) When a person is nominated as a member by virtue of his/her office, his/her membership of the Board shall be terminated when he/she ceases to hold that office of appointment.
- iii) A member shall cease to hold office if he/she resigns or is of unsound mind, insolvent or convicted of a criminal offence involving moral issues.
- iv) A member who does not attend three (3) consecutive meetings of the Board without any valid reason shall cease to be a member of the Board.
- v) Any member may resign his/her membership and such resignation of membership shall be addressed to the Chairperson of the Board and shall take effect after it is accepted by the Chairperson, Central Social Welfare Board. When a member is a nominee of the State Government a copy of the acceptance of resignation should be sent to the State Government.

vi) Any vacancy in the Board shall be filled by nomination by the authority which nominated the outgoing member and the person nominated to fill the vacancy shall hold office only as long as member in whose place he/she is nominated would normally hold office, if the vacancy had not occurred.

CHAPTER III

MIZORAM STATE SOCIAL WELFARE BOARD: ORGANIZATIONAL STRUCTURE, WORKING AND PROGRAMMES

The previous chapter has traced out the origin and evolution of the Mizoram State Social Welfare Board. This chapter discusses the organizational structure, working and programmes carried out by the MSSWB.

Overview of the Organizational Structure

Table No. 2:Details of existing staff of Mizoram State Social Welfare Board as on 01/11/2016

Sl. No	Name of Post	No of post
1	Chairman	1
2	Secretary	1
3	Counsellor/Welfare Officer	1
4	Accountant	1
5	U.D.C	1
6	Steno Gr.III	1
7	Data Entry Operator	1
8	L.D.C/Typist	6
9	Driver	3
10	Grade IV	2
	Total Post	18

Source: *Interview with Mrs.Vanramnghaki, Councillor, Mizoram State Social Welfare Board on 1/11/2016*

Working, Functions, Duties and Responsibilities of the Board

Some of the functions and working that have been assigned by the Central Social Welfare Board to the Mizoram State Social Welfare Board are:

- a) To act as a via media for exchanging and passing information between the communities and the CSWB.
- b) To call for application for grants and recommend and forward them to CSWB.
- c) To implement policies and supervise the working of the voluntary agencies in the state, and submit reports and any information required buy the Centre.
- d) To co-ordinate all the welfare activities undertaken by various Departments of State Government to avoid duplication or overlapping.
- e) To work for the promotion of social voluntary organizations with special reference to the development of welfare services.
- f) To fully co-operate with the centre in administering the programmes of the rural welfare projects and counselling centre directly through voluntary agencies of the state and local levels.
- g) With concurrence of CSWB, to take up such welfare programmes and activities in the state. Besides these functions, the MSSWB carries out social welfare activities and programmes as and when entrusted by any department of the centre or the State.
- h) To promote and strengthen effective co-ordination among the voluntary organisations and other agencies and services within the State engaged in Social Welfare activities and development of the society.

Powers of the Board

- 1) The Board has the power to make the appointments of the posts sanctioned by the Central Board on the terms to be prescribed with the prior approval of the Central Board. However, the power to appoint Secretary of the State Board vests with the Central Social Welfare Board.
- 2) The authority competent to promote, reduce in rank or dismiss an officer or staff of the Board is the authority empowered to appoint such officers of staff. In all these matters, the State Board applies the rules of the State Government/Union Territory concerned.
- 3) There is a Standing Committee of the Board consisting of the Chairman, Secretary, Treasurer and two more members of the Board. The Standing Committee looks after the management of all the affairs and funds of the Board within the limits and direction prescribed by the Board.
- 4) The Board has the power to make, if necessary, such bye-laws as are not repugnant to, or inconsistent with these rules, for the conduct of the Board's business and for the working of its office.
- 5) The Board may, by resolution, delegate to sub-committees and panels of experts the power to deal with specific problems of group of problems as the Board may deem fit.
- 6) The Board may, wherever necessary, appoint adhoc committees for specific purposes. The sub-committees are not empowered to take decisions on behalf of the Board.

- 7) The Board may, by resolution, delegate to the Chairperson or the Secretary, such of its powers for the conduct of its business as it deems fit, subject to the condition that the actions taken by the Chairperson or the Secretary under the powers delegated to them by this regulation shall be reported for confirmation at the next meeting of the Board.
- 8) The employees of the State Board are governed by the State Government rules in terms of their service conditions. The State Board also follows the State Government rules in case of other financial and administrative matters.

Meetings of the Board

1. The Board needs to have at least 4 meetings in a year and not more than four months shall elapse between any two meetings of the Board.
2. Not less than ten days notice of an ordinary meeting is given to the members of the Board.
3. One third of the members of the Board, present in person shall constitute the quorum.
4. All meetings of the Board are convened and presided over by the Chairman.
5. If the Chairman of the Board is not present at any meeting of the Board, the members present elect one from amongst the members to preside over the meeting.
6. In case of equality of votes, the Chairman or the person presiding has the casting vote.
7. An extra-ordinary meeting can be convened at any time at five days notice:
 - a) By the Chairman of the Board or

- b) On a written request to the Chairman, signed by at least one third of the members.

Banks and Accounts

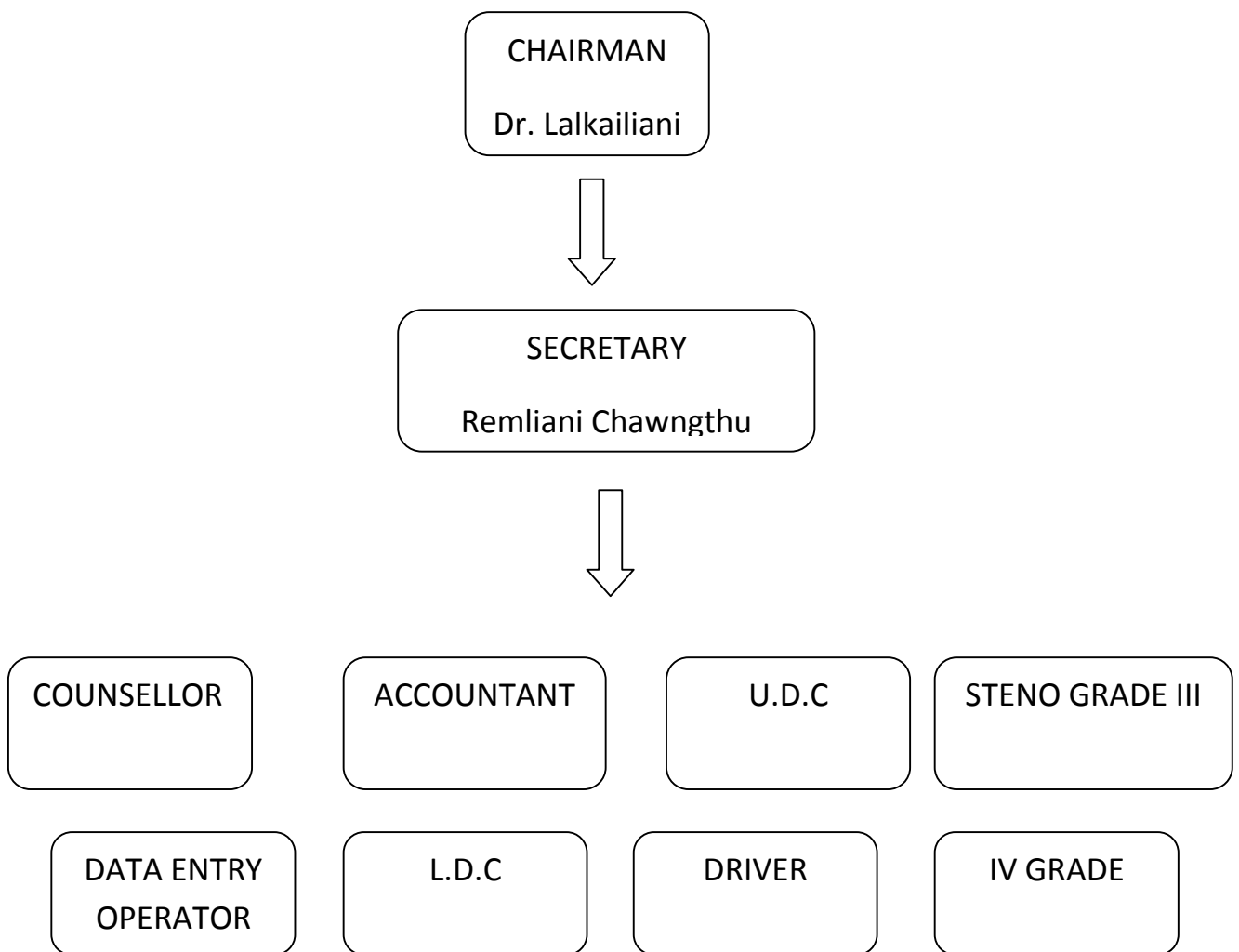
The Board shall maintain current account/savings bank account or any other account with the State Bank of India or with any Nationalized Bank. In case State Government instructions are contrary to this, prior approval of Central Social Welfare Board should be obtained to open account in banks other than Nationalized Banks. All receipts of the Board shall be paid into the Board's bank account. The account of the Board will be operated by the following:-

- i. Chairperson
- ii. Treasurer
- iii. Secretary

Chart No. 1

Overview of the Organizational Structure of the Mizoram State

Social Welfare Board



Source: Interview with Mrs. Vanramnghaki, Counsellor, Mizoram State Social Welfare Board and official documents of MSSWB on 1/11/2016

VARIOUS PROGRAMMES UNDER MSSWB

The Mizoram State Social Welfare Board is currently implementing two programmes as follows:

1) RAJIV GANDHI NATIONAL CRECHE SCHEME FOR THE CHILDREN OF WORKING MOTHERS:

Crèches for children of working and ailing mothers had been started in Mizoram by M.H.I.P branches with the help of MSSWB. Today there are a total of 162 Crèches in Mizoram currently being implemented in 8 districts in Mizoram namely-Aizawl, Serchhip, Kolasib, Mamit, Champhai, Lunglei, Lawngtlai and Saiha. Each Crèche receives 90 percent funding from the Central Social Welfare Board while the remaining 10 percent of the fund is shared by the guarantee institutions. Each Crèche has 25 beneficiaries under them and there are a total of 4050 children currently registered. This is shown in Table No.3.

With increased opportunities of employment for women and the need to supplement household income more and more women are entering the job market. With the breaking up of joint family system and the increased phenomenon of nuclear families, working women need support in terms of quality, substitute, and care for their young children while they are at work. There has, however, been very slow growth of Crèche/ Daycare facilities, resulting in failure to meet the needs of working mothers in terms of extent, content and quality of services. Crèche and Daycare Services are not only required by working mothers but also women belonging to poor families,

who require support and relief from childcare as they struggle to cope with burden of activities, within and outside the home.

Effective day care for young children is essential and a cost effective investment as it provides support to both the mothers and young children. It is also a protection measure as it addresses issues such as child labour, school drop outs, child prostitution, outreach for medical and health programme female literacy etc., Hence, there is an urgent need for improved quality and reach of child day care services for working women among all socio-economic groups, both in the organized and unorganised sectors. After the implementation of the Integrated Child Development Scheme (ICDS) in the State, the Anganwadi centres started operating in almost every village as per the norms of the Central Government. The main objects and procedure of installation of Crèche and Anganwadi are more or less the same but the Board has notified the village authorities concerned to choose either Crèches or Anganwadi Centres.

The need for child care services has been emphasized in the National Policy for Children, 1994, National Policy for Education, 1986 and National Policy for Empowerment of Women, 2001 and the National Plan of Action for Children, 2005. The Parliamentary Standing Committee on demand for grants for the year 2002-03 has also pointed out that all sections of the society should be allowed to avail the services of the Crèches. Labour Legislations also contain provisions for child care facilities for women workers. The National Common Minimum Programme also emphasises enhancement of

child care and development services in the future. Thus, there is a need for an expanded and effective scheme for childcare facilities.

TABLE No: 3: LIST OF INSTITUTIONS UNDER RAJIV GANDHI NATIONAL CRECHE PROGRAMME

S.no	Name of the Institution in District wise	No.of beneficiaries	No. of Unit
	AIZAWL DISTRICT		
1	MHIP Zemabawk	25	1
2	MHIP Sialsuk-1	25	1
3	MHIP Joint Keifang	25	1
4	MHIP Sawleng	25	1
5	MHIP Ruallung	25	1
6	MHIP Phullen	25	1
7	MHIP Mualpheng	25	1
8	MHIP Darlawn Chhim Veng	25	1
9	MHIP Tachhip	25	1
10	MHIP Vanbawng	25	1
11	MHIP Thanglailung	25	1
12	MHIP Luangpawm	25	1
13	MHIP Maite	25	1
14	MHIP Rulchawm	25	1
15	MHIP Khanpui	25	1
16	MHIP Sihfa	25	1
17	Motherless Babies Home, Tuikual	25	1
18	MHIP Vaitin	25	1
19	Mizo Hmeichhe Tangrual Pawl, Khatla	25	1
20	MHIP Tlangnuam	25	1
21	MHIP Phaibuang	25	1
22	MHIP Sihphir	25	1

23	MHIP Khawlian	25	1
24	MHIP Kelsih	25	1
25	MHIP Muallungthu	25	1
26	MHIP Buhban	25	1
27	MHIP Aibawk	25	1
28	MHIP Nausel	25	1
29	MHIP East Phaileng	25	1
30	MHIP Maubuang	25	1
31	MHIP Tlungvel Venghlun	25	1
32	MHIP Tlangnuam Vengthar	25	1
33	MHIP Sialsuk- II	25	1
34	MHIP Kanan Aizawl	25	1
35	AIKO Zarkawt (For Central Jail)	25	1
	SERCHHIP DISTRICT		
36	MHIP Sailam	25	1
37	MHIP Joint N.Vanlaiphai	25	1
38	MHIP Thenzawl-I	25	1
39	MHIP Mualcheng	25	1
40	MHIP Vanchengpui	25	1
41	MHIP Thenzawl-II	25	1
42	MHIP East Lungdar	25	1
43	MHIP Chhiahtlang Saikuti	25	1
44	MHIP Piler	25	1
45	MHIP Serchhip Hmar Veng	25	1
46	MHIP Khawlailung	25	1
47	MHIP Baktawng Tlangnuam	25	1
	KOLASIB DISTRICT		
48	MHIP Serkhan	25	1
49	MHIP Hortoki North	25	1
50	MHIP N.Chaltlang	25	1

51	MHIP Bairabi North	25	1
52	MHIP Phaisen	25	1
53	MHIP Bualpui North	25	1
54	MHIP Joint Kolasib	25	1
55	MHIP Vengthar Kolasib	25	1
56	MHIP Thingdawl Vengthar	25	1
57	MHIP Sub-Hqrs Kolasib (For Dist. Jail)	25	1
	MAMIT DISTRICT		
58	MHIP Tuidam	25	1
59	MHIP Zawlpui	25	1
60	MHIP Zawlnuam Vengpui	25	1
61	MHIP Kanhmun	25	1
62	MHIP Hmunpui	25	1
63	MHIP Rengdil	25	1
64	MHIP Luimawi	25	1
65	MHIP Suarhliap	25	1
66	MHIP Dampui North	25	1
67	Thuampui Zawlnuam	25	1
68	MHIP Lengpui	25	1
69	MHIP Hriphaw	25	1
70	MHIP Lengte	25	1
	CHAMPHAI DISTRICT		
71	MHIP Chawngtlai	25	1
72	MHIP Leithum	25	1
73	MHIP Vaphai	25	1
74	MHIP N.E.Khawdungsei	25	1
75	MHIP Sesih	25	1
76	MHIP Bethel Champhai	25	1
77	MHIP Kawlkuh	25	1
78	YMA Zotlang East	25	1

79	MHIP Hnahlan	25	1
80	MHIP Vangchhia	25	1
81	MHIP Khawzawl Dinthar	25	1
82	MHIP Khawzawl Zuchhip	25	1
83	MHIP Bungzung	25	1
84	MHIP Khawhai	25	1
85	MHIP Vanzau	25	1
86	MHIP Khawbung South	25	1
87	MHIP Biate	25	1
88	MHIP Khuangleng	25	1
88	MHIP Tualte	25	1
90	MHIP Kelkang Vengthar	25	1
91	MHIP Saichal	25	1
92	MHIP Lianpui	25	1
93	MHIP Buang	25	1
94	MHIP Dulte	25	1
95	MHIP Champhai Vengthar	25	1
96	MHIP Tlangmawi	25	1
97	MHIP Sazep	25	1
98	MHIP Khuangthing	25	1
99	MHIP Chhawrtui	25	1
100	MHIP Khawzawl Vengsang	25	1
101	MHIP Champhai Vengthar	25	1
102	MHIP Zotlang Champhai	25	1
103	MHIP Sialhawk	25	1
104	MHIP Hrianghmun	25	1
105	MHIP Ngaizawl	25	1
106	MHIP Dilkawn	25	1
107	MHIP Khuangphah	25	1
108	MHIP Chhungte	25	1

109	MHIP Khawkawn	25	1
110	MHIP Ruantlang	25	1
111	Prison Ministry India Champhai (For Dist Jail)	25	1
	LUNGLEI DISTRICT		
112	MHIP Chipphir	25	1
113	MHIP Buangpui	25	1
114	MHIP Zotlang Lunglei	25	1
115	MHIP S.Vanlaiphai	25	1
116	MHIP Zobawk Vengchhuak	25	1
117	MHIP Serkawn	25	1
118	MHIP Hnahthial Chanmari	25	1
119	MHIP Hnahthial Kanan	25	1
120	MHIP Ramlaitui	25	1
121	MHIP Pangzawl Khuanghlum	25	1
122	MHIP Venghlun Lunglei	25	1
123	MHIP Mualthuam North	25	1
124	MHIP Lungmawi	25	1
125	MHIP Bualpui 'V'	25	1
126	MHIP Rahsi Veng Lunglei	25	1
127	MHIP Zobawk Vengthlang	25	1
128	MHIP College Veng Lunglei	25	1
129	MHIP Bethlehem Cherhlun	25	1
130	MHIP Venglai Lunglei	25	1
131	MHIP Rawpui	25	1
132	MHIP Thingfal	25	1
133	MHIP Hrangchalkawn	25	1
134	MHIP Hnahthial Aithur	25	1
135	MHIP Tuipui D	25	1
136	MHIP Tawipui North –I	25	1
137	MHIP Ramthar Lunglei	25	1

138	MHIP Pangzawl Keltan	25	1
139	MHIP Pangzawl Venghlun	25	1
140	MHIP Sub Hqrs Lunglei	25	1
141	MHIP Thiltlang	25	1
142	MHIP Dawn	25	1
143	MHIP Darzo	25	1
144	MHIP Hnahthial Lunglei	25	1
145	MHIP Sub-Hqrs Lunglei (for District Jail Lunglei)	25	1
146	MHIP Thingsai	25	1
	LAWNGTLAI DISTRICT		
147	MHIP College Veng Lawngtlai	25	1
148	MHIP Chanmari Lawngtlai	25	1
149	MHIP Council Veng	25	1
150	MHIP Electric Veng	25	1
151	MHIP Diltlang	25	1
152	MHIP Kawlchaw West	25	1
153	MHIP Lawngtlai Vengpui	25	1
154	MHIP Mission Veng	25	1
155	MHIP Bethel	25	1
	SAIHA DISTRICT		
156	MHIP Maubawk 'L'	25	1
157	MHIP Kawlchaw East	25	1
158	MHIP Lungpher South	25	1
159	MHIP New Saiha	25	1
160	MHIP Saihatlangkawn	25	1
161	MCHP Saiha	25	1
162	MCHP Gen-Hqrs Saiha(for District Jail Saiha)	25	1
	TOTAL	4050	162

Source: Information received from MSSWB on 10/12/2016

OBJECTIVES:

- i) To provide day-care facilities for children (6 months to 6 years) of working mothers in the community.
- ii) To improve nutrition and health status of children.
- iii) To promote physical, cognitive, social and emotional development (Holistic Development) of children.
- iv) To educate and empower parents /caregivers for better childcare

SERVICES UNDER THE SCHEMES:

The scheme provides an integrated package of the following services:

- a) Daycare Facilities including Sleeping Facilities.
- b) Early Stimulation for children below 3 years and Pre-school Education for 3 to 6 years old children.
- c) Supplementary Nutrition(**to be locally sourced**)
- d) Growth Monitoring.
- e) Health Check-up and Immunization

TARGET GROUP:

The scheme focuses on children of 6 months to 6 years, of working women in rural and urban areas who are employed for a minimum period of 15 days in a month, or six months in a year.

COVERAGE:

The Scheme has a pan India coverage. Preference would be given to poor children and children with special nutritional needs. As of January 2015, there are 23,293 functional crèches. This Scheme is to continue as a Central Sector Scheme in rural and urban areas. In the first year of implementation of the revised Scheme, the

agencies undertake an exercise to upgrade the infrastructure in the crèches to meet the requirements of the revised Scheme. In this period the agencies undertake intensive inspections and weed out non-functional and non-performing crèches in these areas.

NUMBER OF BENEFICIARIES AND FUNCTIONARIES:

Ideally the number of children in the crèche should not be more than 25. Of these, at least 40 percent of children should, preferably, be below 3 years of age. It is important that adequate trained worker and helper are available to provide day care facilities and to supervise the functioning of the crèche. In addition to crèche worker, there should be one crèche helper looking after children.

Accordingly, the details of number of children and requirement of staff in a crèche will be as given in the table:-

Table No. 4 Number of Children and Requirement of staff in a Crèche

S.NO	Age group of children	No. of children to be enrolled	No.of Crèche workers	No.of Crèche helper
1	6 months to 3 years. 10 (preferably	-	01	01
2	3+ to 6 years	15	-	-
	Total	25	01	01

Source: www.cswb.gov.in/RevisedRGNCSScheme.pdf accessed on 20/11/2016

The minimum qualification of Crèche Workers is Class XII (intermediate) and that of the Helper, Class X (Matriculation). In case any suitable person with these qualifications is not available relaxation may be given by the State Government/District Administration. However, in any case, the qualification may not be less than Class X and VII respectively. The age limit for both the categories is 18-35 years at the time of appointment.

To maintain the standards of care, the worker and helper have minimum qualifications and requisite training at the time of appointment, so as to enable them to understand and cater to the children's individual needs and developmental capabilities. Thus, the NGO's engage staff in the Crèches who have been trained in the last three years from approved training centres. The training is provided by the implementing agencies/ mother NGOs, from their own resources.

PHYSICAL INFRASTRUCTURE

a) Location/Environment

The Crèches are located in a safe and secure place which is welcoming and child friendly. It is ideal to have the crèche near the homes of children or near the place of work of the mothers (at a walkable distance i.e. ½ - 1 km) for the following reasons:

- Mothers' breastfeeding their babies can conveniently come to feed their babies.
- Parents can be contacted in case of emergencies
- It is easier to pickup, bring or send the child from home
- If a child is absent for a long period of time, the crèche worker can go herself to enquire about the child from his/her home.

As far as possible the crèche environment should be akin to the child's home atmosphere and should reflect the life style of the community.

b) Crèche Building / Space Specifications

The crèche are located on the ground floor. Physical environment are reasonably suitable for children with special needs. A crèche must have a minimum space of 6-8 sq. ft. per child (total 150-200 sq ft) to ensure that they can play, rest, and learn without any hindrance and to ensure a safe and protective environment for children especially for those less than 3 years. Care is taken so that there is sufficient space both indoors and outdoors (preferably of equal size) at the Crèche. The space in the centre is utilized in a multi-purpose manner, for example, playing areas are converted into a make-shift sleeping place for children by spreading out some durries and mats. This facilitates organizing activities for the children to promote their development. In summers, the space outdoor has a shaded area which is clean and safe.

In an ideal centre, the kitchen is 25% of the covered area and toilets are 5% of the covered area. The centres have two rooms/a large hall with a roof of at least 10 ft. height for children to rest and sleep, and a playing area. The rooms have well plastered walls having enough space for display of pictorial material in each room of the centre. There are two windows placed at a height of not more than 3 ft above the ground with an area which is $1/5^{\text{th}}$ of the floor area. Doors and windows combined should have $2/5^{\text{th}}$ the floor area. The doors and gates are constructed appropriately to ensure safety of children and also of material/equipments. The State Government makes efforts to provide space for Crèches through the local bodies, in case such space is not available, the Crèches are housed/located in a hired building.

Light and Ventilation Arrangements

The Centre should be clean, well lighted with adequate ventilation. A fan should also be installed in crèches where electricity supply is available. In case there is irregular/no electricity supply; provision of installing an inverter may be made by the organization.

OTHER FACILITIES

Drinking water and Sanitary Facilities

The centre must have safe and regular drinking water facility. For this, the centre should install a water filter/purifier which should be cleaned regularly. In places where there is shortage of water, adequate arrangements for storage of water should be made. Atleast one tank of 300 litres capacity may be installed. Child friendly toilets including for children with special needs should be available keeping in view the safety and security of children at the centre. A clean, Indian type child-friendly toilet with water facilities, soap, clean cloth/towel, garbage bin, wash basin/sink at low level and an exhaust fan are a part of the centre. The water tap is placed at a height that can be used independently by children. The Crèche has a regular supply of cleaning material such as phenyl, disinfectants, brooms and swabs, dustbins, garbage bins etc. Regular supervision is done for improving the services and maintaining hygienic conditions in crèche.

Food and Cooking Facilities

Food provided to the children must have adequate nutritional value. As the Child stays for Seven and a half hours in the Crèche, three meals i.e. one morning snack/breakfast, one noon meal (hot cooked) and one afternoon snack are provided. Small children may be provided milk, if required. There should be variety in the food

that is given to the children every day. The food should be acceptable to both babies and children. For this, the worker should know what to prepare for the children below 6 years, and they must cook them with due care and cleanliness.

The centres have adequate cooking facilities, cooking utensils, utensils to feed the children – which are cleaned regularly before and after use. The cooking area is located at the place which is away from the activity area of the children to avoid accidents. Basic cooking equipment like stove, gas cylinder or traditional chullhas, feeding equipment, storage bins and boxes are available and safely placed.

Growth Monitoring

The growth of children are regularly monitored and recorded in separate growth charts for boys and girls, which are maintained by the worker. Children in the age group 6 months to 3 years are weighed on a monthly basis and children in the age-group 3 to 6 years are weighed once in a quarter. For this, the Implementing Agency/NGO tie-up with the nearest Anganwadi centre.

Health Check-up, Medicine & First Aid Kit

The health check-up of all children registered in the Crèche is done at least once per quarter by a registered medical practitioner/doctors from Government Hospitals. The centre is at all times be equipped with basic First Aid & Medicine Kit containing paediatric medicines for common ailments like fever, body ache, vomiting, cough and cold, diarrhoea, ear-ache, eye infection, stomach ache, worm infestation etc. and band-aids/ bandages, cotton wool and disinfectants for minor injuries. ORS (Oral Rehydration Solution) packets, scissors, thermometer and antiseptic ointment are part of the medicine kit.

The Crèche also have a tie-up with the nearby Anganwadi centre/Public Health Centre and its workers for other health care inputs like immunization, polio drops etc. Further, in case of serious illness, the children are taken to private hospital.

Equipment and Play Material

Within the centre, there are sleeping facilities for children. Essential play material and teaching/ learning material which can be directly manipulated by children are made available to meet the needs of pre-school children. Equipment, furniture and toys are available which are age appropriate and help to create an accessible and stimulating environment. The facilities shall include the following–

Table No. 5: Equipments and Play Materials Required in a Crèche

Type of Facility	Material/Equipment
Sleeping & Rest*	Durries, bed sheets, cradles/ cots, pillows, mats and mosquito nets and basic furniture to meet the requirement of the children.
Play / Pre-school activities	Out-door equipment and material like swings, slides, material for balancing activities seesaw, sandpit etc. Pre School Education (PSE) Kit including games and toys for play activities – doll, ball, ring, picture books, puppets and material for painting & colouring
Cooking and Feeding	Gas stove, cooking utensils like pressure cooker, frying pans, feeding utensils like plates, bowls, spoons, tumblers etc
Audio-Visual	Micro-processor based equipment which can also be used for

	interactive learning.
Storage	Plastic/aluminum drums/bins/boxes for storing food material and pre-school material
* The cradles and cots should be made of washable material to maintain cleanliness.	

Source: www.cswb.gov.in/RevisedRGNCSScheme.pdf Accessed on 20/11/2016

Community Participation

The local Mahila Mandals, SHG (Self Help Groups), members of local bodies etc. are encouraged to participate actively in the activities of the Crèche. They are closely involved in the selection of Crèche Workers and helpers as also in the selection of beneficiaries.

CRECHE TIMINGS

The Crèche timings are flexible. Crèches are open for 26 days in a month and for seven and half (7-1/2) hours per day as per the work schedule of majority of the mothers in the area, which may be from 7.00 a.m. to 2.30 p.m., 8.00 a.m. to 3.30p.m or 9.00 a.m. to 4.30 p.m. If required, arrangements are made for mothers who have longer working hours with extra payment for additional time at reasonable rates and on mutually agreed basis.

USER CHARGES

User charges are necessary to bring in an element of community ownership are collected as under:

- BPL families- Rs 20/- per child per month.
- Families with Income (both parents) of upto Rs. 12,000/- per month - Rs100/- per child per month

- Families with Income (both parents) of above Rs. 12,000/- per month - Rs200/- per child per month

The collection of user charges ensures better participation of the community and also increases the resources of the centre. The user charges so collected are placed in a revolving fund with the implementing agency which, in consultation with local bodies, is used for the welfare of children and up gradation of facilities of the Crèches.

RECORDS AND REGISTERS

The enrolment forms of children duly filled in by the parents are available with the worker/helper after the child is registered at the Crèche. In addition, the Crèche worker and helper maintain the following basic records and registers, which is available for inspection at any time during the working hours of the crèche centres:-

- i. Admission/ Enrolment register for recording profile of children and their parents including profession/income of both parents.
- ii. Attendance register of children
- iii. Attendance registers of functionaries.
- iv. Health check up records including immunization of the child
- v. Register for consumable and non-consumable items
- vi. Supplementary nutrition register for recording the food provided to the children.
- vii. The medical record of children to be shared with the doctor.
- viii. Mother's meeting register
- ix. Visitors register

- x. Register for User fee

All records and registers have specific entry for severely underweight children.

TRAINING OF FUNCTIONARIES

(a) The Crèches not only provide custodial care to children but also contribute to the overall development of the child. It needs to be fully recognized that running of a crèche is not an unskilled job but requires proper and appropriate training. It is therefore imperative that all Crèche workers and helpers be specially trained in child care before the crèche is functional. Thus, trained Crèche worker and helper are a pre-requisite for opening a crèche. The training is done within the last three years prior to their appointment. The training is provided by implementing agencies /Mother NGOs from their own resources. A certificate of training of Crèche workers and helpers is furnished by the organization. Training of Trainers (TOT) is conducted by NIPCCD (National Institute of Public Cooperation and Child Development) on request from Implementing Agency/Mother NGO.

(b) A training module prepared by NIPCCD is used for providing training to every Crèche worker and helper after their appointment to orient them to provide better day care services and to build up child friendly environment in the Crèche Centre. The training module focuses on practical experiences in general hygiene, health and nutrition and specifically emphasizes the development and use of innovative teaching methods for pre-school children. Regular refresher training once in every two years is mandatory for both worker and helper which the implementing agency/mother NGO will undertake from its own resources.

(c) The training would enable Crèche worker/helper to:

- Develop better understanding of critical issues of child survival, growth and development with special reference to children below three years and to orient them to integrated approach to child development.
- Emphasize on areas such as childcare, health care including first -aid.
- Inculcate basic personal hygienic habits in children
- Coordinate with AWWs/ASHA/ANM for immunization, health related services.
- Develop skills for monitoring growth of children.
- Develop basic understanding of nutritional needs of children and methods of cooking healthy, tasty and nutritious food.
- Develop basic understanding among the crèche workers/helpers about the need and importance of day care for children.
- Develop skills for organizing various activities to promote all-round development of children with adequate teaching/learning material.
- Develop skills in addressing the psycho-social care of young infants and toddlers.
- Develop an appreciation about the need of parent's participation and community involvement in the crèche programme and skills to work with parent and community

After training the Crèche worker/helper will be expected to perform following functions:-

- Organize stimulation activities for children below 3 years.

- Organize pre-school education activities for children between 3 to 6 years of age.
- Prepare low cost teaching, learning material for children.
- Monitor growth of children and accordingly provide counselling to parents.
- Teach personal hygiene habits to the children.
- Prepare nutritious food for children attending the crèche centre.
- Keep the centre and its surroundings neat and clean.
- Motivate parents for immunization and health related activities
- Provide proper arrangements for sleep and rest of children.
- Create awareness about better child care in the community through mothers' meetings
- Maintain records and registers
- Ensure visits by doctors/health workers

IMPLEMENTATION OF SCHEME

The RGNCS (Rajiv Gandhi National Crèche Scheme for Working Mothers) is implemented as a Central Sector Scheme (CSS) where MWCD (Ministry of Women and Child Development) provide 90% of the required funds for all components as per the norms of the Scheme and the balance 10% is provided by the NGOs actually running the Crèches at ground level. The implementing agencies ensure the 10% contribution from the NGOs actually running the Crèches and provide documentary evidence/proof of 10% share.

A. Implementing Agencies

Implementation continues through the existing mother non-governmental organisations and CSWB. These organisations in turn implement the Scheme through other suitable voluntary/ non-governmental organizations, if required. The implementing agencies run the crèches as per the Standard Operating Procedure (SOP)

B. Eligibility Conditions

The implementing organizations must fulfil the following eligibility conditions:

- i) The organisation should be registered under law and must have a properly constituted Managing Body with its powers, duties and responsibilities, clearly defined and laid down in its Constitution;
- ii) The organization must not work for profit of any individual or body of individuals;
- iii) It should ordinarily have three years experience in the relevant field after its registration.
- iv) Its financial position should be sound;
- v) It should have facilities, resources, experience and personnel to initiate the scheme for which assistance is sought.

C. Identification of Location

The first step of project implementation exercised by the Mother NGOs/Implementing Agency is to undertake an analysis of the requirement of Crèche services at the district level based on a survey and a proper mapping of the existing Crèches so as to assess the demand of crèches in the State. A meticulously

conducted benchmark survey can generate valuable information on the early childhood care services in the State can help in the identification of beneficiaries for the Crèche.

As part of the project formulation exercise, the Implementing Agency/Mother NGOs has to ensure the inputs relating to recruitment and training of staff, health and nutrition services, awareness generation, pre-school education activities and linkages with Government Departments. The site of the Crèche is reviewed in consultation with local bodies.

LINKAGES/COORDINATION WITH GOVERNMENT DEPARTMENTS

Implementing agency/Mother NGOs and the Crèche worker/helper ensure linkages with the local Primary Health Centre (PHC)/Government Hospitals or Sub-centre in the area. They have a tie-up with the nearby Anganwadi centre and its workers for health care inputs like immunization, polio drops, basic health monitoring. Community support from local bodies is also envisaged in the scheme to ensure their participation.

MONITORING OF CRECHES

Regular and strict monitoring is conducted at different levels to ensure effective running of the scheme and also to ensure that the beneficiaries are delivered services as envisaged in the scheme. Monitoring of Crèches being run under the scheme is to be conducted at following levels:

- i) Local level monitoring.
- ii) Monitoring by Implementing Agencies/Mother NGOs.

- iii) District level monitoring by District Monitoring Committee to be headed by the District Magistrate and assisted by the District Child Protection Unit set up under the Integrated Child Protection Scheme.
- iv) Monitoring by Independent monitoring agencies.
- v) Mobile/web based monitoring.

a) Monitoring at Local Level

Community support is envisaged in the scheme to ensure the Community's participation and to supplement the efforts of the Government. At the local level, a Local Crèche Committee is formed in the area for close supervision and monitoring. The Local Crèche Committee may be constituted by the State Government through a notification/order and includes members from Block level like Tehsildar/Block Development Officer (BDO), Local Child Development Project Officer under the Integrated Child Development Scheme (ICDS) of the Ministry, a representative from the local Health Department and a Social Welfare Officer of the area. The Local Crèche Committee visit the Crèche once a month. The Committee looks into the grievances of the beneficiaries/parents for redressal. The names of the Committee members with their contact numbers are displayed at the crèche centre.

(b) Monitoring by Implementing Agency/Mother NGOs

The Crèches are regularly supervised by the officials/staff/managing committees of implementing agency/Mother NGOs including President/Secretary. Supervision is not just checking of records, guidance should be provided in running Crèches especially on:-

- Ensuring proper maintenance of records by the workers/helpers.

- Support and Guidance by managing committee in solving day-to-day problems.
- Constitution of a local committee of Mothers' group, members from Panchayati Raj Institutions, local leaders for community based monitoring. Record of such monitoring and supervision should be available at the respective crèche.

(c) Monitoring at District Level

The monitoring committee at the District level should be headed by the District Magistrate (assisted by District Child Protection Units set up under the Integrated Child Protection Scheme) and should also include Members of Parliament in the District and the Members of Legislative Assembly of that District. The Committee should carry out monitoring of the Crèches every six months which may be conducted jointly with the Anganwadi Centres under ICDS Scheme.

(d) Monitoring by Independent Agencies

To ensure meaningful and effective assessment, the Crèches are monitored by independent organizations, selected by the Ministry of Women & Child Development which are not part of the implementation process.

Independent monitoring agencies inspect every unit once in a year and submit their report to the Ministry. During monitoring, the independent agencies inspect and verify the records of monitoring done at the Local level by Implementing Agency/Mother NGOs and at District Level. Schools of Social Work, Home Science Colleges, Women's Studies centres and other reputed agencies are engaged to monitor Crèche units. They are regularly provided with list of sanctioned units in their respective areas with complete address and details of the NGOs/other agencies.

A lump sum one time grant of Rs.10,000/- is given to each identified Agency and Rs.1000/- per Crèche visit.

A uniform format is prepared for the Monitoring Agencies. This enables to ascertain that the basic minimum requirements are being met with in each crèche centre. The Monitoring Agency review the centres in all their aspects, referring to the guidelines in particular. They must, in the course of the inspection, also assess the motivation and capacity of the implementing agencies.

e) Mobile/web based Monitoring

In addition to the above monitoring, Implementing Agency/Mother NGOs make provisions for Mobile/web based Monitoring by which the activity at the individual Crèche can be monitored in real time by their State Units/Central Unit. Implementing Agency/Mother NGOs submit an action plan and budget to implement this on a pilot basis during the 12th Five Year Plan. For this purpose, an allocation of Rs 05.00 crores is proposed. Based on the findings and experience gained from the pilot, necessary changes are incorporated prior to its implementation. The coverage of web based monitoring is increased to cover all the Crèches under the scheme during the next plan.

f) Central Monitoring Cell

There is a Central Monitoring Cell in the Ministry for effective monitoring of Crèches all over the country to ensure that children are getting proper care, food and basic amenities in the crèche as per provisions of the Scheme. There is one Project Manager at remuneration of Rs. 40,000/- per month and two Project Officers at a remuneration of Rs. 30,000/- per month each

SCHEMATIC PATTERN

The present scheme provides assistance to Implementing Agency/Mother NGOs for running Crèches for babies (6 months to 6 years) for various components as tabulate below:

**Table No. 6: Financial Assistance/Recurring Grant:A. Recurring Grant
(For a Crèche of 25 children)**

S.No	Item	Ceiling of expenditure (Rs.)	Sharing ratio	Expenditure per annum	Implementing Agencies/ NGOs share per annum	Govt. share per annum (Grant)
1. Honorarium						
(a)	Crèche worker	3000/- per month	90:10	Rs.36000/-	Rs.3600/-	Rs.32400/-
(b)	Crèche helper	1500/- per month	90:10	Rs.18000/-	Rs 1800/-	Rs.16200/-
(c)	Doctor	250/- per visit per quarter	90:10	Rs.1000/-	Rs.100/-	Rs.900/-
2. Supplementary nutrition for 26 days in a month						
	Rs. 12.00 per child per day for	Rs 7800/- per month	90:10	Rs.93600/-	Rs.9360/-	Rs.84240/-

	25 children					
3. Other Items						
(a)	Medicine Kit	Rs. 500/- Six monthl y	90:10	Rs.1000/-	Rs.100/-	Rs. 900/-
(b)	PSE Kit	Rs. 2000/- per year	90:10	Rs.2000/-	Rs.200/-	Rs.1800/-
(c)	Monitoring by independent agencies (once in a year)	Rs.1000/- per crèche per visit	100%	Rs.1000/-	-	Rs.1000/-
Total Expenditure				Rs.152600/-	Rs.15160/-	Rs.137440/-
						-

Source: //www.cswb.gov.in/RevisedRGNCSScheme.pdf Accessed on 20/11/2016

Non-recurring Grant

The provision of non-recurring grant is made in the scheme to enable implementing agencies to provide the basic minimum facilities to ensure that children in the Crèches have a hygienic and healthy child friendly environment for their proper growth and development.

Table No. 7: Financial Assistance/Recurring Grant:B. Non-Recurring Grant (For a Crèche of 25 children)

S. No	Item	Ceiling of Expenditure	Sharing Ratio	Expenditure	Implementing Agencies/ NGOs share	Govt. share (Grant)
1	Non-recurring grant for a period of five years	Rs 10,000/- once in the beginning of every new crèche and a subsequent grant of Rs. 5000/- at an interval of five years towards replacement/ purchase of equipment/ furniture, water filter, etc	90:10	1)Rs.10,000/- 2) Rs.5,000/-	(i) Rs 1000/- (ii) Rs 500/-	(i) Rs 9000/- (ii) Rs 4500/-
2	One time grant for Monitoring Agencies	Rs.10,000/- once	100:00	Rs.10,000/-	-	Rs 10000/-
3	One time grant for Mobile/web based monitoring	Rs 5.00 crore (For implementation on pilot basis)	100:00	Rs.5crore	-	Rs 5 crore

Source: //www.cswb.gov.in/RevisedRGNCSScheme.pdf Accessed on 20/11/2016

ROLE & RESPONSIBILITIES OF NGOS RUNNING CRÈCHES

(A) Infrastructural facilities:

- Crèche should not be located in the crèche worker's/helper's home. The Crèche must be clean, well-lighted with adequate ventilation. It should have at least two rooms as per the specifications laid in the scheme. Also adequate safe play area outside the centre should be ensured.
- Provision of at least one fan and tube light/CFL in each room. Provision of an inverter is to be made if there is frequent electricity cut down in the area.
- To conduct field level surveys for assessment of needs of community, identifying location of the crèches and also eligible children.
- To coordinate with village/local leaders/PRI and stakeholders for identifying/reviewing site for the crèche.
- Observance of certain minimum standards in provision of absolutely essential crèche services - sleeping space, child friendly toilets, safe drinking water facilities, supplementary nutrition (3 times), health check-ups etc.
- Ensuring availability and replenishment of the consumable items like cots, mattresses, walkers, towels, buckets, cooking, serving utensils etc.
- Recruitment of crèche workers/helpers as per the guidelines laid down in the scheme.

- All Crèche workers/helpers are provided short term training. The training Institutions of ICDS functionaries i.e. Anganwadi Workers Training Centres (AWTCs) & Middle Level Training Centres (MLTCs) may be utilized in addition to the institutions identified by implementing agencies. A certificate to this affect should be attached with application while applying for new crèches.

(B) Service Delivery

- Concerted efforts must be made to enroll more children below 3 years of age.
- Close monitoring during enrolment is required by the voluntary organizations so that intended target group is not left out. The voluntary organizations should make efforts to enroll children of working mothers of the area.
- Adherence to timings of the crèche for 7 1/2 hours for 26 days in a month. The timings for opening of the crèche can be fixed in accordance with the requirements of the local community.
- It is imperative on the part of the organization actually running the crèche to arrange indoor and outdoor play material for children in sufficient quantity in order to provide conducive environment for learning through play way method. Since the scheme has the provision of supplementary nutrition (to be locally sourced), the kitchen and storage facility for food grain is imperative. Storage facility like a separate small room, storage drum and covered tins etc. should be provided by the organization.

- Involvement of SHGs / women groups in supply of supplementary nutrition should be ascertained which is to be locally sourced.
- Ensuring availability of First-aid and Medicine kit at all times.
- Organization of Mothers' meeting on issues pertaining to nutrition such as growth monitoring, feeding of children and health related information.
- Ensuring continuous participation of people to support the programme. The approach of organization should be educative to gear up community for active participation in the programme.
- Display of information on number of Crèche, name of the village/location, name of Crèche workers and helpers, name of NGO with contact numbers contact number of the chief of organization, name of doctor visiting the Crèche, names of local committee members and menu of Supplementary Nutrition, etc. at the crèche site.
- Mobilize community support for the programme by conducting community meetings and home visits and to create awareness among community to utilize the services of Crèches so that women are confident to leave their infants at the centre.

(C) Financial Management

- Maintenance of Record of assets acquired wholly or substantially out of the grant received from implementing agency.

- Timely submission of Statement of expenditure (SOE) supported by utilization certificate & audited accounts and the performance report for the previous financial year so as to avoid delay in release of funds.
- Collection of user charges and its utilization for welfare of the children –celebrating birthdays/festivals etc., maintenance of Crèche building etc.
- Regular payment of honorarium to worker by NGOs should be ensured.
- Establishing reward system for appreciation of work.

(D) Coordination and Convergence

- Ensure linkages with the local Public Health Centre (PHC)/sub centre/Govt. Hospital in the area for immunization and basic health check up of children.
- Ensure convergence with other schemes and programmes like Integrated Child Development Services (ICDS), Sarva Shiksha Abhiyan (SSA), and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGS) etc within the vicinity.
- Arrangements for doctor’s visit for medical check-up of children should be ensured. Unwillingness of qualified doctors to visit far flung Crèche centres in rural areas needs to be adequately compensated.

(E) Supervision of Crèches

The Implementing Agency/Mother NGOs ensure proper supervision of the functioning of Crèches so that services of the prescribed standard are provided to the children. This is ensured by way of regular periodic visits (both, planned as well as surprise visits) by the qualified staff of the Implementing Agency/Mother NGOs.

(F) Pre-conditions for Applicability of revised norms to existing Crèches

- The minimum space requirement of 6-8 Sq ft. per child may be adhered to. It is mandatory that Crèche should not run from crèche worker's/helper's house.
- Proper environment like proper ventilation, lighting facilities and hygienic conditions.
- All Crèche workers and helpers need to be trained. No funds would be released to NGOs who have untrained crèche workers/helpers.
- It is mandatory for the implementing agency/Mother NGOs to run Crèches for 7 1/2 hours duration.
- A baseline survey is conducted by implementing agencies/Mother NGOs in the month of March every year to ascertain the requirement/willingness of children to attend the crèches.
- All children attending Crèches are provided with identity cards.
- Implementing agencies give undertakings regarding fulfilment of the above conditions before the funds are released to them

EVALUATION OF THE SCHEME

To assess and ensure success of the scheme, evaluation of the scheme is done, by an independent, impartial and reputed agency, particularly to assess the impact of the scheme on the intended beneficiaries, possible changes, modifications and improvements in the delivery of services to the beneficiaries as also to identify the gaps in the implementation of the scheme and to suggest remedies, thereof. An amount of Rs.1.00 crore is provided for evaluation of the scheme during the XII Plan period.

In case of default

1. In the event of any violation or breach of any provision of the scheme or the implementing agency/Crèche ceasing to exist at any time, all assets created out of Government grant shall revert to the Government of India or the amount involved would be recovered as under the Indian Penal Code, as may be applicable.
2. In addition to this, in the case of any misappropriation of funds by Implementing Agency/Mother NGOs, the Government would initiate criminal proceedings by lodging an First Information Report (FIR) against the defaulting implementing agency, and taking strict legal action in order to recover the grant with a penal rate of interest as agreed in the bond to be furnished before the release of grant.
3. In case of any minor default (like keeping less children in Crèche and reporting higher number, badly treating the children, making wrong entry in the book of records and keeping such children who are not covered under the scheme by the implementing agencies), the Ministry on its own or on recommendation of the State Govt. shall be empowered to deduct up to 10% of the sanctioned amount as penalty. For a major default (like siphoning of funds for some other purpose and submission of forged documents), besides the action proposed in the preceding paragraphs, the name of the organization will be blacklisted in the Ministry's website. The Ministry also refuses to grants/assistance to an organization in which the person, who is in the Board of Management of the blacklisted organization, is also a trustee/member of the Board of Management.

Transitional Provisions

The implementing agency/Mother NGOs undertake a comprehensive review of all the existing Crèches with in a time-bound manner through a well defined mechanism and criteria. The criteria for furnishing the report by implementing agency/Mother NGOs would include but not be limited to:

- The location of the Crèche and need assessment;
- Condition of the building where it is situated and the size of the Crèche;
- The number of existing children and the number which could be accommodated within the Crèche in future;
- Strength of the staff and the manner in which the Crèche is being managed;
- Facilities available to the children of the Crèche;
- Adequate number of children enrolled during last five years or since the inception of the Crèche.

Conditions for Release of Grants

NGOs/Organisations get themselves registered with the Implementing Agencies (i.e. CSWB/Mother NGOs) from whom they are seeking grants-in-aid for running the Crèches. NGOs/Organisations already running the Crèches under the scheme get themselves registered with the CSWB/Mother NGOs before seeking further grant-in-aid. While registering NGOs/Organisation, CSWB/Mother NGOs ensure that the NGO/Organisations have sufficient facilities for safety & security of children in the Crèche and they should have the Aadhar Number of Key Functionaries of the Crèche and its beneficiaries ie. children.

Grants are released on quarterly basis to the Implementing Agency/Mother NGOs on receipt of request and requisite documents. The grants are released on the basis of actual number of children being provided facilities on a monthly basis under the scheme. No grants are released, in case, the number of children in a particular month falls below 10. In cases where number of children for a particular month is less than 25 but more than 9, cost towards supplementary Nutrition will be provided on pro-rata basis.

Application for the release of grants is accompanied by a statement of accounts by Implementing Agency/Mother NGOs and a Utilization Certificate, signed by a Chartered Accountant. However, final instalment (ie fourth quarter) is released only after audited statement of accounts and a Utilization Certificate signed by a Chartered Accountant for the previous year is also received and found in order. In addition Implementing Agency/Mother NGOs furnish an undertaking/certificate to the Crèches that are functional and running as per stipulated norms along with details of functional Crèches for which grant has been requested. CSWB provides documentary evidence/proof of 10% share coming from non Central Government sources at the time of every request for release.

PROCEDURE FOR SUBMISSION OF APPLICATION FOR OPENING/CLOSURE OF CRÈCHE

Implementing agency/Mother NGOs forward the application for opening of a Crèche to the Ministry duly recommended by their State Units. It will, however, be open to the Central Social Welfare Board to entertain an application direct from an institution/organization of an All India character and thereafter, send the application to the Ministry. No Crèche is opened/relocated without the approval of the Ministry.

However, new Crèches are opened or relocated with the approval of the Ministry only in lieu of closed Crèches, where Anganwadi Centre-cum-Crèche under ICDS does not exist or is not proposed to be established. Application is made in the prescribed form given. In case implementing Agency/Mother NGOs decide to close any of its Crèches due to mal-functioning or otherwise, a report of the same is sent to the Ministry.

2. FAMILY COUNSELLING CENTRES (FCC)

The concept of family counselling was conceptualized by the Central Social Welfare Board in the 1980s when there was a spate of dowry deaths. The Board spearheaded the campaign by setting up Voluntary Action Bureaus, which subsequently took the shape of Family Counselling Centres. The objective of the Family Counselling Centres is to provide preventive and rehabilitative services to women and families who are victims of atrocities and family mal-adjustments through crisis intervention and systematic counselling. The centres also create awareness and mobilize public opinion on social issues affecting status of women.

The Family Counselling Centres prevent families from breaking up and provide necessary assistance to the victims through family counselling and guidance. Cases of the victims facing exploitation, family discord, mal-adjustment, dowry demand, beating, battering, desertion and separation due to extra-marital relation, abduction, rape etc. are taken up by the FCC and assistance are provided to them. The FCCs are working in close collaboration with local authorities like the police and institutions like short stay home etc.

THE SCHEME

The scheme of Family Counselling Centres (FCCs) was launched by Government of India in 1983 and it is being implemented by CSWB through voluntary organizations across the country. At present approximately 800 Family Counselling Centres are functioning in different states. The centres also create awareness and mobilize public opinion on social issues affecting status of women. The FCCs work in close collaboration with the local administration, police, courts, free legal aid cells, medical and psychiatric institutions, vocational training centres, short stay homes etc.

A grant of Rs. one lakh ninety two thousand per annum was given to voluntary organizations for running the centres on an 80:20 matching basis. The budget includes honorarium of two counsellors and other recurring expenditures.

The need for the study on Family Counselling Centres

The FCCs were set up for reuniting the families and helping the clients to resolve their disputes through a process of dialogue. It was over a quarter century ago the FCCs were established and they are still being run across the country today. Not much research have been conducted to know as to how these institutions are contributing in family reintegration and meeting the expectations of aggrieved parties and settling down their disputes as envisaged in the Scheme. Precisely with this object in mind the present study was under taken.

Women's Organisations and other voluntary social welfare organizations engaged in work relating to women's issues can avail grants from Central Social Welfare Board for setting up Family Counselling Centres (FCCs). The FCCs are

expected to provide counselling, referral and, if possible, rehabilitative services to women victims of atrocities in the family and society and also to others affected by family and social problems and disputes.

CONDITIONS OF ELIGIBILITY

The applicant organisations should have had experience and a track record in social mobilisation work and in dealing with women's issues and problems.

DESCRIPTION OF SCHEME

The FCCs should work in close collaboration with local authorities e.g police and institutions like Short Stay Homes etc. The Institution should appoint 2 Counsellors, holding Masters Degree in Social Work or Psychology. At least one counsellor should be a woman. The FCC is expected to intervene in 'crisis' cases and in cases of atrocities against women.

TABLE No.8: DETAILS OF BUDGET

S/No	Head	'A' Class cities	Other Cities
1	Honorarium for 2 counsellors@Rs.7000/- and Rs/5500/- per month per counsellor in other cities	Rs.1,68,000.00	Rs.1,32,000.00
2	Other expense e.g. rent, stationery, additional staff, transport etc. As per requirement proposed by institution	Rs.60,000.00	Rs.60,000.00

	TOTAL	Rs.2,28,000.00	Rs.1,92,000.00
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Source: Official Documents of Mizoram State Social Welfare Board

TABLE No: 9: FCC CENTRES IN MIZORAM

Sl.no	Name of NGO	Location of FCC address	Date of starting
1	MHIP Sub-hqrs	Venglai, Lunglei	01.03.1992
2	Young women Christian Association	Below Vanapa Hall, Aizawl	11.11.1996
3	Centre for Peace and Development	Dawrpui, Aizawl	01.03.2007
4	Social Guidance Agency	Hnahthial, Lunglei Dist	01.03.2007
5	Joint MHIP	Diakkawn, Kolasib	01.03.2006
6	MHIP Sub-Hqrs	Hmunsam veng, Mamit District	01.03.2008
7	Joint MHIP	Bangla Veng, Kolasib	01.03.2007
8	Samaritan Society of Mizoram	Serchhip, Bazar Veng	14.01.2009
9	Open doors	Chhim Veng, Saitual	01.10.2013

Source: Information received from Mizoram Social Welfare Board on 15.11.2016

FORMAT FOR GRADING OF VOLUNTARY ORGANISATIONS (VOs) UNDER FCC

The voluntary organisations under the FCC programme have been graded by the MSSWB under certain criteria's set by the CSWB. Based on their grades, the

VOs receive their funding which differ from grade to grade. The format is given in the table:

Table No.9: GRADING CRITERIA OF FCCs

S.No	Parameters/attributes(numbers in brackets indicate marks)	Maximum score
1.	Formal and valid registration under proper statue a) From 3 to 5 years(2) b) Above 5 years & upto 10 years(4) c) Above 10 tears(6)	6
2.	Submission of timely HYPR during last 3 years. a) Per half yearly report(2) (Maximum of 6HYPR)	12
3.	Funding received from other Central/State Governments/Other Govt. agencies. a) No funding received(0) b) Below 5 lakhs(2) c) Above 5 lakhs(4)	4
4.	Organization's financial soundness a) Less than Rs 2 lakhs per year(1) b) Rs 2-5 lakhs per year(2) c) Above Rs 5 lakhs per year(3) d) More than Rs 10 lakhs per year(4) Note: Documentary evidence has to be provided by the VO in respect of the above	4
5.	Position of submission and settlement of audited statement of accounts for previous 3 years a) No. accounts settled(0) b) For last one year(2) c) For last two years(4)	6

	d) For last three years(6)	
6.	Applicant organization is awarded at the State/National Level/International level by appropriated Government authority a) No(0) b) National/International(4)	4
7.	Number of cases(Assistance Rendered) in last financial year a) 50 to 100 cases(2) b) 101 to 200 cases(4) c) 201 to 300 cases(6) d) More than 300 cases(8)	8
8.	Number of cases settled(in last financial year) a) 5 to 10 cases(2) b) 11 to 20 cases(4) c) 21 to 35 cases (6) d) More than 35 cases(8)	8
9.	Follow up done on cases by Counsellors(in last financial year) a) 50 to 100 cases(2) b) 101 to 200 cases(4) c) 201 to 300 cases(6) d) More than 300 cases(8)	8
10.	Skills of Counsellors a) Any other (2) b) M.A.(Psychology) M.S.W.(4)	4
11.	Training of counselors(in last 5 years) a) 1 to 10(2) b) 11 to 20 (4) c) 21 to 30(6) d) More than 30(8)	8

12.	Whether proper signboard is displayed a) No(0) b) Yes(2)	2
13.	Registered and on-line application on e-AWEDAN a) No(0) b) Yes (6)	6
	Total Marks Awarded	80

Source: Official Documents of Mizoram State Social Welfare Board

After calculating the scores obtained by the VOs, the grading is done as follows:

Marks scored by VOs	Grade
More than 70	A
From 51 to 70	B
From 30 to 50	C
Less than 30	D

Source: Official Documents of Mizoram State Social Welfare Board

The Family Counselling Centres except Open Doors (recently implemented therefore no grades as of yet) have been graded under ‘B’ and ‘C’ grade. The funding is done on the basis of the grades the NGOs receive i.e. Grade A (funds received is Rs.2,28,000.00), others(Rs.1,92,000.00). The institutions meet 20 percent of the expenditure. M.H.I.P Sub-hqrs, Venglai, Lunglei has been graded ‘C’ while the rest of the NGOs have been graded under ‘B’ grade. Today there are 1795 beneficiaries under the FCC programme. The institutions have two counselors, holding Masters

Degree in Social Work or Psychology wherein one is a woman. The FCC seems to be running steadily even though it cannot function to its full potential as most of the victims do not wish to report their problems for intervention or attend counselling.

CHAPTER IV

RESULTS AND DISCUSSION

The previous chapter covers the organizational structure and functions carried out by the Mizoram State Social Welfare Board. It gives us a detailed study of the existing staff of the MSSWB and presented the functions and activities performed by the Board. This chapter includes the results and discussion which arises out of the study of the organizational structure, functioning and activities etc, of the Board. The following are the major findings of the present study:-

The Researcher prepared a semi structured interview schedule for the Board Officials to obtain information on the functioning of the Board and its programmes. One Crèche centre from each district was selected for the Interview process. Three staff members of the Board and eight Crèche workers from eight districts namely Aizawl, Saiha, Serchhip, Kolasib, Mamit, Champhai, Lunglei and Lawngtlai were hence interviewed. The following information was obtained from the staff:

During the course of the study, the Researcher found that the irregularity of funds is the main cause of disruption in the proper functioning of the programmes, especially the Crèches. It is also found that the Board does not provide the Crèches with the required facilities needed, like play materials and other learning facilities for the children especially those in remote rural areas. The study also found that there was a lack of transport vehicles in the Board which is very much needed for visiting the far off Crèche centres in different districts. The vehicles provided to the Board are assigned to the Chairman and the Secretary which is not sufficient.

There is a lack of efficient personnel and Field Workers under the Board. It was found that the Board has no Field Officers employed. This hampers the supervision and inspection of the NGO Centres where the Programmes are run. However, it has been gathered from the Board staff that the Project Officers from the ICDS (under the Social Welfare Department) are visiting the Crèche centres frequently under the request of the Board and this greatly helps in the issues of the supervision of the Crèches.

The MSSWB staffs are working on contract basis and they are facing job insecurity. In addition to that they are having lack of man power, trained personnel, expertise, financial resources, sincerity incentives and infrastructure facilities. They have taken the issue of their regularization to the Supreme Court but it has been dismissed.

All the NGOs under the Board have to be registered under the Firms and Societies Act which requires the Organisations to have Internet facilities and PAN cards. If they fail to register themselves, all the funds they are receiving from the CSWB will be put on hold. This has made things very difficult for the NGOs because most of them are located at far off rural areas where Internet facilities are not available and making PAN cards are not as easy as it is in the cities. Currently only two of the NGOs i.e. M.H.I.P Headquarters, Lunglei and M.H.I.P Headquarters, Khatla, Aizawl have successfully registered under the Act whereas the rest 160 NGOs are only on the process of registering themselves. This means that majority of them are not able to receive the funds and facing a lot of hardships in the running of the Crèches. This result in less attendance of the children and the workers seek work

elsewhere. This hampers the overall running of the Crèche Centres. Since such is the case, qualified personnel cannot be recruited as the pay is less and not regular and locally available personnels with lower educational qualification have to be recruited. The Board is unable to conduct inspection and take actions on the Crèches with unsatisfactory reports as it is not directly the fault of the NGOs. All the NGOs have been given a period of 3 years with effect from 1st January 2015 to get themselves registered.

Two Crèche Centres run by NGOs in Melriat (2016) and Tlangnam (2016) have been shut down by the Board due to unsatisfactory performance. In terms of disciplinary actions to be taken by the Board, if any NGO is found unsatisfactory, its funds are withheld, questions are raised, explanations called and if need be they are closed down.

On a comparative study of the children attending Crèche Centres and Anganwadi Centres, it was found that those attending Crèche Centres were more advanced and prepared by the time they reach the conventional school going age. This is so because unlike the Anganwadi Centres where only Nutrition is provided, in Crèche Centres actual learning takes place. The functioning of Crèches was found to be appreciated by the public.

The funds for the programmes of the Board are released by the CSWB on a quarterly basis which the Board then distributes to each of the NGO Centres. The Board receives the funds very late and most of the time final installments are received at the end of the financial year. Due to delays in the sanctioning of funds, the NGOs running the Crèches find it difficult. Without the funds, nutrition and other

needs cannot be sufficiently provided especially in rural areas. The non-release of full grant cause financial problems for the implementing agencies (NGOs) and also causes the Board great problem in keeping regular accounts which invites audit objections.

The funds received by the Board are revised once every 10 years wherein changes are made depending upon its requirement. The latest revision took place on January, 2016.

A study conducted by the Researcher found that amongst all the Crèches functioning under the Board, the Centre run by MHIP Headquarters, Khatla is attached to the Motherless Babies Home which is located next to the Crèche. All its students are exclusively enrolled from the Motherless Babies Home.

The study revealed that the workers and helpers recruited for the Crèche Centres and the FCCs have not undergone any training upon their appointments as demanded.

One Crèche Centre was selected from each District and an interview was conducted on the workers. The following are the reports gathered from the interviews:

Table No:9: Case Study of Crèche Centres

S.No	Criteria	AIZAWL DISTRICT	LAWNGTLAI DISTRICT	SAIHA DISTRICT
1	Name of the Crèche	MHIP Headquarters, Khatla	MHIP Headquarters college Veng	MHIP, New Saiha
2	Number of Students	12	20	20
3	Growth Monitoring	Monthly	Monthly	Monthly
4	Doctor's Visit	Monthly	Monthly	Rarely
5	Crèche timing	10a.m to 2p.m	10a.m to 2p.m	9a.m to 2p.m
6	Inspection by Board	Regular	Regular	Not Regular
7	Registration under Firms and Societies Act	Registered	Not Registered	Not Registered
8	Nutrition	Satisfactory	Satisfactory	Not Satisfactory(lack of funds)
9	Funding	Regular	Not Regular	Not Regular
S.No	Criteria	LUNGLEI DISTRICT	KOLASIB DISTRICT	MAMIT DISTRICT
1	Name of the Crèche	MHIP, Bualpui Venglai	MHIP, Bairabi North	MHIP, Tuidam
2	Number of Students	48	25	25
3	Growth Monitoring	Monthly	Monthly	Monthly
4	Doctor's Visit	Regular	Not Regular	Regular

5	Crèche timing	9a.m to 2p.m	9a.m to 3p.m	9a.m to 12p.m
6	Inspection by Board	Not Regular	Not Regular	Not Regular
7	Registration under Firms and Societies Act	Not Registered	Not Registered	Not Registered
8	Nutrition	Satisfactory	Not Satisfactory	Satisfactory
9	Funding	Not Regular	Not Regular	Not Regular
S.No	Criteria	CHAMPHAI	SERCHHIP	
		DISTRICT	DISTRICT	
1	Name of the Crèche	MHIP, Khawzawl Dinthar	MHIP, North Vanlaiphai	
2	Number of Students	25	20	
3	Growth Monitoring	Monthly	Monthly	
4	Doctor's Visit	Not Regular	Not Regular	
5	Crèche timing	9a.m to 2p.m	9a.m to 12p.m	
6	Inspection by Board	Not Regular	Not Regular	
7	Registration under Firms and Societies Act	Not Registered	Not Registered	
8	Nutrition	Satisfactory	Satisfactory	
9	Funding	Not Regular	Not Regular	

Source: Interview with the Crèche workers in each District on 5/12/2016

From the Interview it was found that the main problem the NGOs were facing was the irregularity of funds. This irregularity of funds led to shortage of money which in turn affected the nutrition supplied to the children. This irregularity in funds

from the Central Board was found to be because the NGOs were not registered under the Firms and Societies Act. The study also revealed that the inspection and supervision visits that the Board has to conduct were not taking place. This was found to be due to the unavailability of transport vehicles in the Board, absence of Field Officers and funds. Although the guidelines have set the number of beneficiaries to 25 in each Crèche Centre, most of the centres have only 12-20 beneficiaries which have been observed from the case study of Khatla Crèche Centre, Lawngtlai, New Saiha, Serchhip District Crèches. The main reason for this is that the beneficiaries either prefer local Anganwadi Centres or the children mostly start attending school early.

From the interview conducted by the Researcher it was found that the Crèches located in rural areas have problems with the visits of Doctors to the Crèches. Doctors visit were not frequent as they were intended since most of the Crèches were located at far off rural areas while those located in Aizawl district, Mamit and Lunglei were having regular visits. The rural areas compensated the absent Doctor's visit by taking the children to Local Health Centres (LHCs). This is so because of unavailability of Doctors especially in remote areas or hesitation on the part of the Doctors to visit far off Centres. In such cases, arrangements are made for the local nurses or health workers to visit the Crèches. These Crèches also take the children to the local health centres in case of emergencies. This is a problem which the Board needs to look into for the well-being of the children.

A case study was also conducted by the Researcher on the FCC centre run by the Young Women Christian Association at and the findings are as follows:

Table No: 17: Case Study of FCC

1	Name of the NGO	Young Women Christian Association
2	Address of the FCC	Below Vanapa Hall, Treasury Square, Aizawl
3	Timing of the FCC	9 a.m to 12 p.m (Monday to Friday)
4	Cases handled per day	2 to 4 cases
5	Staff availability	Two Women Counsellors
6	Funding	80% -CSWB and 20% - YWCA(Regular)
7	Board Visit	Monthly
8	Main cases	Family case, drugs, marital dispute, domestic violence
9	Feedbacks	None

Source: Interview with FCC Counsellor on 5/12/2016

From the interview conducted, the researcher found that the YWCA is receiving its funds from the CSWB regularly and the Welfare Officer of the MSSWB visits the Centre regularly every month. The Centre has 2 Women Counsellors both of whom are having qualifications of M.A in Social Work. The Counsellors visit Bawngkawn and Kulikawn Police Stations for 1 hour everyday to give counselling there. The cases that they handle are domestic violence, family cases, drug abuse,

depression, marital disputes etc. No feedback is received from the people who receive the counselling. The study found that people were not open enough to discuss their problems due to the ignorance of the people regarding the importance of counselling. For this, awareness needs to be given to the general public to spread awareness on the positive effects of counselling. The FCC submits a half yearly report to the CSWB and the MSSWB.



The YWCA Family Counselling Centre below Vanapa Hall as on 1/12/2016



The MHIP Headquarter, Khatla Crèche Centre as on 1/12/2016



The office of the MSSWB, Khatla as on 5/12/2016



Grace Home: Home based crèche centre Khatla as on 1/12/2016



The existing staff of MSSWB taken on 29/12/2015

CHAPTER V

CONCLUSION

The final chapter is divided into two parts- Part I and Part II. The first part contains a brief summary of all the previous chapters. The second part contains the major findings and suggestions regarding possible measures to be taken for successful implementation and functioning of the programmes and activities of the Board in Mizoram.

PART – I

The first chapter starts with the introduction. It highlights how social welfare plays an important role in our society today and how the size of welfare services provided by an increasingly large number of organizations makes administration very important. The various laws and amendments made by the Government of India and the various articles enacted and amended by the Constitution of India are briefly discussed in this chapter. This chapter gives a brief introduction of the Constitution of the Central Social Welfare Board and further describes the added responsibilities of the Board including the establishment of the State Social Welfare Board. It further on introduces the scope of the study, the aims and objectives, the problems and methodology used for the study. It also highlights a brief profile of Mizoram.

The second chapter traces the origin and evolution of the MSSWB. It highlights the importance of the voluntary agencies in a society like Mizo society for achieving success in developmental programmes. It traces how Mizo society has evolved through the years in aspects of how the voluntary agencies like YMA have

taken steps towards the administration and welfare of the Mizo people. It also highlights the formation of the Mizo Hmeichhe Insuihkhawm Pawl (M.H.I.P) which is a very important NGO for the implementation of the various social welfare programmes existing today. This chapter further on mentions the relationship between the CSWB and the MSSWB and the MSSWB relationship with the State Social Welfare Department.

The third chapter deals with the organizational set up and working of the MSSWB. It gives us the details of existing pattern staff of MSSWB and the current sanctioned strength of the board. It also highlights a brief summary regarding the appointment of the Chairman and Secretary of the board along with the terms and conditions of service of the members. This chapter gives an in-depth study of the programmes the Board has undertaken namely the Rajiv Gandhi National Crèche Scheme for the Children of Working Mothers and the Family Counselling Centres.

The fourth chapter includes the results and discussions arising out of the study and highlights the problems and challenges faced by the MSSWB. It briefly describes the problems faced by the Board on infrastructure, lack of man power and insufficient funds. It also highlights the difficulties faced by the various NGOs due to lack of equipments and manpower and delay in funds.

PART – II

The present study is based on primary and secondary data. The insights obtained from the data were used to prepare semi-structured interview schedule that were then given to the officials of MSSWB and the crèche workers to gain information about the functioning of the Board and its schemes. The author has

critically analyzed the data collected and opinions of the Board officials to determine the role of the Board in contributing to the welfare of the people.

The study focuses on the organizational structure and working of the Mizoram State Social Welfare Board (MSSWB). During the course of the study, the researcher found out that the MSSWB acts only as an agent of the Central Social Welfare Board and its main work is to disseminate information to the NGOs which can implement the programmes and to supervise the work of the CSWB. The MSSWB has no legal power and status in the State. A close look at the function of MSSWB reveals that it acts only as a resource agent or link to CSWB. The MSSWB doesn't have any relationship with the Mizoram Social Welfare Department except that the Department provides for 50 percent of establishment cost to the Board. Other than the establishment share from the Department, they both run their programmes and schemes separately. The rest of the funds required for the functioning of the Board are borne by the CSWB. As for the funding pattern of the Board, the Central Social Welfare Board is providing for 90 percent and the Mizoram State Social Welfare Board is meeting the remaining 10 percent. All the NGOs have to be registered under the Firms and Societies Act according to section 25(1) of the Companies Act, 1956, but only two have been registered till date namely: M.H.I.P Headquarters, Lunglei and M.H.I.P Headquarters, Khatla.

The MSSWB has two programmes that it is currently running i.e. Rajiv Gandhi National Crèche Scheme for the Children of Working Mothers and the Family Counselling Centre. Regarding funds, the Crèche Scheme receives 90 percent funds from the Central Social Welfare Board while the FCCs receive 80 percent

funding from the CSWB and the remaining 10 percent and 20 percent are contributed by the NGOs handling the programmes respectively.

All the NGOs have been given 3 years time to get themselves registered with effect from 1st January 2015 failing which they will be closed down by the Board. All the NGOs are in the process of registering themselves under the Act. Till they are registered they are not receiving their funds from the Central Social Welfare Board. This has made the functioning of the NGOs difficult as without the funds the workers are not getting paid and the children cannot receive sufficient nutrition.

There exist a total of 167 institutions currently registered under Rajiv Gandhi National Crèche Programme. From Aizawl District there are 35 institutions, from Serchhip District there are 12, Kolasib District has 10 institutions, Mamit District has 13 institutions, Champhai District has 41 institutions, Lunglei District has 35 institutions, Lawngtlai District has 9 institutions and Saiha District has 7 institutions. There are a total of 4050 beneficiaries registered under the Rajiv Gandhi National Crèche Programme and the amount sanctioned to each institution is Rs.42,384.00/- totaling to Rs.68,66,208.00/- from all the Crèches combined.

The ratio of the Crèche Workers and the children in the Crèches is 2:25 which means that there are sufficient staffs looking after 25 children in each Crèche Centre. In the Family Counselling Centres, there are 2 counsellors in every centre both of whom are women counsellors. There are no Field Officers in the Board to visit and supervise the NGO centres which has been found to be a drawback in the functioning of the Board. It has been has been found that the MSSWB requests the Project Officers of the ICDS from the Social Welfare Department to visit the Crèche Centres and this greatly helps in the monitoring of the Crèches.

The Researcher has also found that most of the cases that the FCCs handle are family cases like disputes, marital disputes, drug abuse related, HIV infected persons, depression and domestic violence. Majority of the people who come for counselling are ignorant of their need for counselling making it difficult for the counsellors to approach them.

In the course of the study it was found that a number of problems were faced by the Board in carrying out its functions and also in the implementation of its programmes.

So far as the supervision and inspection is concerned, the Board is facing problems in terms of its personnel. The Board has no Field Officers recruited for this purpose so there is no one to monitor the Crèches from the MSSWB. This is currently being handled by the Project Officers of ICDS. Under the request of the Board, the ICDS Project Officers visit the far off Crèches and submit their reports to the Board.

Regarding funds, the Board receives the funds very late and sometimes final installments are received after the end of the financial year. This becomes a problem for the Board in keeping regular accounts resulting to audit objections. Delay in funds cause to the NGOs problem in providing the necessary nutrition to the children and salaries to its workers making it difficult for them to function effectively.

Suggestions

The following below points contain the suggestions and remedial measures in order to improve the working of the Board and make it more effective in its functioning:

- 1) The Central Social Welfare Board needs to appoint Field Officers to supervise the programmes at different districts and ensure that the programmes are implemented properly. Since the programmes are running in different districts there is a need to look after these centres. For this purpose, there need to be sufficient staff and field agents which the Board is currently lacking.
- 2) The Board must inform and facilitate all the NGOs to make them aware of the procedures of getting registered under the Firms and Societies Act as soon as possible so that they can receive the funds on time and carry out their work effectively.
- 3) The Office of the Board should also be renovated because the current resident office infrastructure is rather old not up to date. Considering the advancement of technology and the society itself there is much that needs to be done.
- 4) Awareness programs about FCCs should be conducted to the general public through the use of electronic mediums like television, radio etc. to ensure the compliance of citizen/ civil society and groups that are anticipated to be impacted.
- 5) The MSSWB also needs to be provided vehicles by the CSWB so that they can visit even the far off rural areas regularly and monitor them.
- 6) Doctor's visit to the Crèches should be arranged on a regular basis for all the Centres so that the children can get the best available healthcare facilities.
- 7) Some of the far off Crèche centres like MHIP Centre Bairabi do not have sufficient toys and learning facilities and other necessities like cooking

utensils to prepare food for the beneficiaries. The Board needs to make sure that the Crèche Centres have the required equipments for their functioning.

- 8) The data and records in the MSSWB are mostly out of date so the Board needs to have more proper and up dated information and maintenance of records. For this the CSWB should regularly monitor it to ensure that the MSSWB is running efficiently.

The Mizoram State Social Welfare Board (MSSWB) continues to run today despite facing many obstacles. It is primarily focused on providing welfare services to the women, children and other weaker sections of the society who require upliftment. The Board has been responsible for the creation of the M.H.I.P which is a very important tool today in bringing about welfare services to the people. In fact, majority of the Crèche Centres are being run by MHIP branches in different districts. The Board cannot function and carry out its activities without the help of the NGOs as it is only through them that its programmes can be implemented.

The MSSWB has much more potential than it currently has. If the Central Social Welfare Board creates more schemes and programmes under it, this would greatly help in the upliftment of not only the women and children but also the weaker sections like the poor as well in the overall development of the Mizo society. The study reveals that despite all the problems that the Board is facing it is still successfully running its programmes till today just with a small group of staff and helping many people in the Mizo society. The findings and suggestions are hoped to have encouraged future researchers in studying and understanding the Board and contribute for its development.

Mizoram State Social Welfare Board
Interview Schedule

1. Are all the staff of MSSWB regularized?
2. How many staff is the Board currently employing?
3. Does the Board currently own any vehicles? If yes, How many?
4. Are you regularly monitoring the programmes?
5. Has the Board ever shut down any Crèche Centre or FCC?
6. How does the Board take action against the Organizations with poor performance?
7. Do you receive the funds from the Central Board on time?
8. Are all the organizations registered under the Firms and Societies Act? If no, what measure is the Board taking to get them registered?
9. Are the organizations successfully implementing the programmes of the Board? If no, why?
10. Do the organizations follow the guidelines of the programmes and schemes?
11. Does the Board have sufficient staff to oversee the different centres under the schemes?
12. What other suggestions do you have to make the Board function more effectively?

-For Research Purpose only

Interview Schedule for Crèche workers

1. How many workers are there in the Crèche?
2. What are the qualifications of the worker and the helper?
3. How many children are there in the crèche?
4. Are they provided with sufficient nutrition?
5. Is the growth of the children monitored monthly?
6. Do you have sufficient playing and learning materials for the children?
7. Does the Crèche receive the funds on time?
8. How many times do the Board officials visit your Crèche centres?
9. What are the timings of the Crèche?
10. Do you have regular visits by a Doctor? If not, how do you take care of the health of the children?
11. Is your organization registered under the Firms and Societies Act? If not, what is the reason?
12. Do you have any suggestions?

-For Research Purpose only

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