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Editor's Note...



We are witnessing a rapid societal transformation both in terms of material advancements and in values. Expectations have increased owing to the increase in literacy rate, technological developments in transportation and communications and media campaigns. But the capacity to realize the wishes have not always matched up with the rising expectations. This constraint solely cannot be attributed to individual's failures as it has much to do with structural aspects. The issues arising out of mismatch between aspiration and realization further complicates, among others, people's attitude towards state's developmental strategy, tolerance in society, and the respect for 'the other'. The problems arising out of frustration and the way forward can only be addressed by a collective reflection and societal consensus. This requires negotiation between ideas and suggestions and a suitable platform that could facilitate such a dialogue on societal issues to arrive at common, rational and acceptable viewpoints.

Deeksha is a platform for expression of ideas on various societal aspects and for discussion. The discussion is expected to promote awareness, sensitize the public as well as lead to an appropriate policy response wherever possible by the concerned. In keeping up the tradition, Deeksha in this volume has provided space for the scholars and thinkers to express their ideas on diverse aspects of society. We believe Deeksha will succeed in realizing its objective of promoting a just society based on discussion, sensitivity and accommodation of diverse viewpoints.

Dr Prithwi M.

MARITAL PROFILE OF WOMEN WITH LOCOMOTOR DISABILITY IN RAICHUR

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ABSTRACT

Although it is the origin of life and the basis for the existence of humankind, Sex and sexuality is a taboo, and is considered sacrilegious to speak about it in open. However, it can be spoken about, under the garbs of marriage. Although sexual gratification is not the only purpose of marriage, as companionship, mutual support, progeny, love and care and the bonding of the family are engraved in marriage; Sociologists agree that sexual gratification becomes the core of the socially approved bond of marriage. Somehow the institution of marriage is not destined to all. Especially, the marginalized sections of the society like the people with disabilities. The women with disabilities are prone to be less likely to be married compared to the men with disabilities. As the notion of the society is that the word 'woman' defines 'beauty' whereas, disability does not appear beautiful. This paper is a quantitative analysis, which tries to understand the marital status of women with locomotor disabilities and the obstacles faced by them and the compromises that they have to make to get into the bond of marriage.

Keywords: *Marriage, Disability, Women, Compromises*

INTRODUCTION

People with disabilities are the most vulnerable group among all the marginalized sections of the society. Other marginalizing factors such as caste, religion, race, colour, poverty, region, gender, etc. further jeopardize the susceptibilities caused by disability. People with disabilities are often neglected and deprived of the basic necessities in life. People with disabilities in such rural scenarios are socially excluded in dimensions of economy, social life, education, employment and health (I. Klasing 2007). Women with disabilities are overshadowed not only by disability but also the social construct of gender. A woman with disabilities faces oppression as it applies to her status as a woman and as a person with a disability. The discrimination can affect all conditions of their lives: education, employment, economic status, health, marriage, family, and rehabilitation (Rajah, 1991). Sex and companionship is a necessity as basic as other needs for survival. The basic beginning of life is through sex. Even though the talk on sex is considered a taboo talking about it under the disguise of marriage is accepted.

Marriage sets the stage for the beginning of family and companionship. It is forbidden to have companionship without the socially approved bond of marriage. People with disabilities are often treated as children, as the general beliefs is that, they need to be provided for their needs of food, water, clothing, cleaning and shelter and hence their sexual needs are rarely understood. They are often considered as asexual. TARSHI, (2010) speaks of the invisibility of people with disabilities from mainstream research, whether on sexuality or otherwise, almost implying that people with disabilities do not count. In societies where there is a premium on beauty, youth and fitness, people with visible disabilities are particularly stigmatized. So for instance, a person lacking one hand

or leg is seen as a person without a limb rather than a human being with desires, hopes, fears and longings like anyone else. Parents and care providers are faced with the challenge of addressing sexuality related concerns of their young children with disabilities which often bring home the reality of their children as sexual and reproductive beings.

Notions such as ‘motherhood completes the birth of a women’ further stresses the need of marriage and sex. Women with disabilities are less likely to marry than men with disabilities and hence their birth is never let to be completed through motherhood. Moreover uterus of disabled women are removed so that the sexual abuses that they face need not come to light through pregnancies. The large demand of parents of mentally retarded daughters for compulsory sterilization speaks volumes of sexual abuses within families. (Rao I. , 2004)

In most of the cultures in India match finding and match making is the responsibility of the elders of the family, though it is slowly changing it still exists in the rural regions and culturally, arranged marriages are preferred. There are a lot of obstacles faced by women with disabilities to find a match for marriage. The problems vary from physical problems to societal prejudices. Hence many a match making hacks are relied upon so as to get their disabled daughters married.

OBJECTIVES

To understand the marital status of rural women with locomotor disabilities and the obstacles faced by them and the compromises that they have to make to get into the bond of marriage.

METHODOLOGY

The information was collected from rural women with locomotor disability in the age group of 18 to 59. Cross-sectional descriptive design is adopted for the study. Krejcie and Morgans (1970) sample size determination table has been adopted to derive a sample size of 250 units. Multi-stage sampling technique is used for sample selection. Ten units of sample is derived from 25 village Panchayaths from each of the 5 Taluks of Raichur District.

RESULTS

Ahmmad & Islam (2014) in their study in Bangladesh found that more than half of the disabled faced problems to marry, the problems that they faced were delayed marriage, dowry, no one would marry them and no desired match. About twenty percent of disabled men and one percent of disabled women did not face any problem to marry. Among the married disabled around twenty percent faced marital conflicts after getting married. The problems were neglect of partner, divorce and separation. Dhungana (2006) states that women with disabilities encounter further discrimination as they are denied opportunities to marriage and family life. Universally, the incidence of marriage for disabled women is lower than that for disabled men. There is an attitude that marriage is not for women with disabilities. Men do not prefer to marry disabled women because they are considered incapable of looking after family life.

Table 1: Marital Status of the respondents

Marital Status	Respondents	Percentage
Spinster	155	62.0%
Married	75	30.0%
Widow	16	6.4%
Separated	3	1.2%
Devadasi	1	.4%
Total	250	100.0%

Source: Authors Compilation

In the present study, table 1 highlights the marital status of the respondents. It can be realized that more than half of the study population (62.0%) are spinsters. When the data was compiled according to age and marital status around forty percent of the respondents above the age of 25 years are unmarried which otherwise in rural India is considered as a taboo for a woman to remain unmarried after a marriageable age. Divorces were not to be seen among the sample population. This is mainly because of the legality issues and hurdles in getting a divorce but separation exists. 1.2 percent of the respondents live separated from the marital bond. The qualitative information reveals that all these separations were due to disability. The researcher also found that three respondents from Raichur district were offered as Devadasis. They expressed that they were offered as Devadasis by their family members as they were disabled. Only one respondent has been defined as a Devadasi in the table mentioning marital status as the other two later got married and were married at the time of data collection.

Alur (2001), in her study found that disability in India is not seen as something “normal” or “natural,” rather it is seen as an “evil eye.” Guilt, stigma and different kinds of fears tend to be paramount in such families. Acceptability, recognition, mutual respect and support forms the core for a person to be a part of a society. Social relationships can be considered an outcome of the societal attitudes and acceptability. It is seen that due to some of the societal beliefs about disability the women with disability find it difficult to be in a relationship or finding companionship is difficult. One of the beliefs is that women with disabilities cannot bear children or that the children of the disabled will be born disabled. Dhungana (2006), is of the view that there are misconceptions about the woman’s disability being inherited by her children. People also believe having disabled women in the family brings bad luck. As a consequence, the area of intimacy is very restricted for women with disability.

Table numbered 2 presents a clearer picture as an answer to such a belief. It was observed through the qualitative data that none of the children of the respondents had a disability.

Table 2: Classification of number of children by type of disability

Type of Disability	Number of children									
	No Children		1 - 2 Children		3 - 4 Children		> 4 Children		Total	
Congenital	4	14.8%	14	51.9%	7	25.9%	2	7.4%	27	100.0%
Due to Accident	2	20.0%	3	30.0%	3	30.0%	2	20.0%	10	100.0%
Due to Illness	15	25.9%	22	37.9%	19	32.8%	2	3.4%	58	100.0%
Total	21	22.1%	39	41.1%	29	30.5%	6	6.3%	95	100.0%

Source: Authors Compilation

The table presents the data pertaining to the respondents who are married (including a Devadasi) and the number of children they gave birth. It is understood from the table that only 22.1 percent of the respondents had no children. 14.8 percent were with congenital disability, 20.0 percent were disabled due to accidents and 25.9 percent were disabled due to illnesses had no children. It was observed in the study that among the 21 respondents who did not have children 11 were recently married and were within 5 years of marital life. There are also chances that the respondents’ husbands might not be able to reproduce a child. Which means a majority of the respondents had children and could bear children, against the belief that the people with disabilities cannot bear children.

Table 3: Choice of Spouse

Type of Marriage	Respondents	Percentage
Non-Consanguineous	56	59.6%
Consanguineous	38	40.4%
Total	94	100.0%
Type of Husband		
Non-Disabled	87	92.6%
Disabled	7	7.4%
Total	94	100.0%

Source: Authors Compilation

Marriages in India mostly are a family affair, where the elder family members search for a companion for their wards. In some communities there is a practice of getting married among their kin. This practice also is seen as an easy method to find a suitable match, in case of the women with disability it can be understood that there is a dearth to find a match for marriage and hence find an easy solution of getting them married into close relations. In the above table it is seen that around 40.4 percent of the married respondents have been married within blood relatives. However, marrying within the kindred can be shrugged off by stating that most of the marriages in some societies take place within the kindred and that disability might not be the cause for such match making. However cross-tabulation of nature of marriage of the respondents and their parents revealed that around 30 percent (29.7%) of the respondents were consanguineously married though their parents' marriage was non-consanguineous. Hence it can be rightly stated that due to lack of suitable marital companionship consanguineous marriages are preferred for the disabled daughters.

Table 3, also discusses the condition of the respondents' husbands. Here it can be observed that of the married respondents 7.4 percent were married to a person with disability out of which 42.9 percent had a locomotor disability followed by speech, vision and speech & hearing. It is difficult to find a match for a woman with disability. And hence most of the women with disability remain unmarried. And among the married the disabled are tried to match with a person who is a disabled himself, this shows the attitude of the society towards the disabled. Such irrational thinking causes an entire family itself to be vulnerable. It was seen that 71.4 percent of the husbands fall into the category of disability percent of above 40 and less than 75 percent. Renu Addlakha (2007) discussed notions of sexual identity among urban Indian youth based on four case studies of college students in Delhi. The study highlights the difficulties of a person with disabilities in finding a partner. The study also reveals that women with disabilities are willing to get married to men with disabilities whereas most men with disabilities would prefer to have a woman who has no disabilities for a wife.

Table 4: Practice of dowry

Dowry	Respondents	Percentage
Given	58	61.7%
Not given	36	38.3%
Total	94	100.0%
Forms In which Dowry has been given		
Money	6	10.3%
Gold	15	25.9%
Land	9	15.5%
Vehicle	1	1.7%
Career opportunity	3	5.2%
Household gadgets	24	41.4%
Total	58	100.0%

Source: Authors Compilation

Table No 4, shows that 61.7 percent of the respondents said that they have given either Money/ Gold/ Land/ Vehicle/ Career opportunity/ Household Gadgets to the husband or his family as Dowry. It should be noted that many respondents would not state that they have given dowry in either forms as they were in the presence of their husbands or their in-laws and that they would think negatively about her.

Hosain, Atkinson, & Underwood, (2002) in their study examined the impact of disability on the quality of life of disabled people in rural Bangladesh. Disability jeopardized their personal, family and social life. Disability had considerable devastating effect on the marriage prospects of disabled people. The situation was worse for females. The study revealed that, females were more likely to suffer from problems, such as ‘cannot marry’ and ‘breakdown of marriage’ than their male counterparts. The study also pointed out that, in some cases, a huge dowry was paid to some bridegrooms. Thus, disability, apart from being negative, is also a potential barrier to marriage, especially for women.

Dowry is seen as a social evil wherein the bride or her family pays a certain price to the groom/grooms family at the time of marriage. Acts such as the Dowry prevention act, 1961, have been enacted to curb the menace but still the social evil continues in other forms. The disabled face a lot of obstacles to find a companion or a match for marriage. Therefore, in most of the cases dowry is offered to woo the boy or his family into marriage.

Table 5: Happiness in marital life

Marital Life	Respondents	Percentage
Good	68	72.3%
Bad	26	27.7%
Total	94	100.0%
Reason for bad marriage		
Expired within a few years of marriage	13	50.0%
Lives with another women after my Disability	4	15.4%
Husband married twice because of Disability	1	3.8%
Separated	3	11.5%
This is her husband’s Second Marriage	1	3.8%
Married Sister also	4	15.4%
Total	26	100.0%

Source: Authors Compilation

Marital life is a personal territory which will have its own pleasures and pains. The investigator has attempted to get a glimpse of the marital life of the respondents. The data shows that above a quarter (27.2%) of the married respondents opined that they have been suffering from a bad marriage. Tembo (2014), observes that along with the discrimination in the fields of education, employment, recognition and acceptability, on the pretext of being a women and a disabled above it, the disabled women also become the victims of bad marriages. A suitable match is difficult to take place, and although they get married, divorces are common. She blames the social construct and the system of attitudes of the society. Which always count on the disabilities but rarely acknowledge the strengths of the person.

When intruded the reason for the marriage being bad 50.0 percent of the respondents stated that their husbands expired within a few years of marriage. Death is a certainty and can occur at any point of age, but the qualitative information revealed that as finding a match due to disability was difficult many of the respondents were married to people who were a widower and quite old. Few of the respondents told that their husbands died due to illness and that they were aware of their husband’s illness even before they were married.

The data reveals that 11.5 percent of the respondents who faced sour marriage was because of separation. Divorce was not recorded but separation existed. Qualitative data revealed that in a few cases the husband came back for a few months only to go back again. In a few cases it was told that their husbands are living with some other woman whom the respondents refer to as a concubine and are of the opinion that her disability must have been the reason for the husband to keep a concubine. This accounts for 15.4 percent of the respondents.

About 15.4 percent of the respondents who said that their marriage was sour explained that they were given in marriage to their husbands along with their sisters. That means the husband is married not only to the respondent but also to her sister as a reward or compensation for marrying the disabled. Ghai (2009), observes that when she is offered, the disabled girl has to be compensated accordingly. If compensation is not possible, then compromises such as being married to a widower have to be made, thus devaluing the people with disability.

Over 3.8 percent of the respondents facing a bad marriage expressed that she was the second wife of her husband. Which means the husband has married earlier and after the death or separation of/with the first spouse he married the respondent. Which means that the disabled woman is only the second choice in marriage. The above data clearly shows the hurdles in companionship for the disabled women. And in many cases they are just been married off with a sense that they are a burden to the family hence they need to be disposed off by means of marriage.

Table 6: Satisfaction with sex life

Satisfied with sex life	Respondents	Percentage
Dissatisfied	111	44.4%
Neither and Nor	82	32.8%
Satisfied	57	22.8%
Total	250	100.0%

Source: Authors Compilation

It was found through the study that 22.8 percent of the total respondents were satisfied with their sex life. Whereas 44.4 percent of the respondents were dissatisfied with their sex life. Another 32.8 percent of the respondents fell into the neither and nor category which is the neutral category. However, it can be noted that more percentage of the respondents are dissatisfied in their sex life.

Pearson correlation revealed that there is significant negative relationship ($r = -.260$) between Magnitude of Disability and Satisfaction with Sex-life, the 2- tailed correlation being significant at the level of 0.01. Which means higher the Magnitude of Disability lower the Satisfaction in Sex-life.

Table 7: Awareness and Utilization of bank deposit for married disabled couples

Bank deposit for married disabled couples	Respondents	Percentage
Unaware	235	94.0%
Aware	12	4.8%
Applied	2	.8%
Received	1	.4%
Total	250	100.0%

Source: Authors Compilation

The state government had started a scheme of opening a fixed deposit of Rs.50,000/- in the name of the newly married couple for a term of five years and then the amount would be released to the couple. The conditions to avail for the scheme is that a non-disabled person should be married to a disabled person.

The data pertaining to the bank deposits for marrying a disabled person shows that 94.0 percent of the respondents are unaware of such a scheme. And only 0.4 percent of the respondents have utilized from this scheme.

SUGGESTIONS AND CONCLUSION

Although marriage and companionship is a personal premise of an individual, intervention will be needed on the part of the government and civil societies to understand and include the marginalized into the mainstream and give them opportunities which are enjoyed by all for a quality life. The government has indeed taken a progressive step towards encouraging non-disabled persons to be married to disabled persons. But the scheme is not without criticisms. As people rightly argue that financial schemes cannot encourage marrying a person with disability but only attitudinal change in the society can bring about a change. As people might get married to a disabled just to gain some money. And it is same as paying a compensation to the party involved.

Schemes where match making facilities may be encouraged financially for every successful marriage of a person with disability can be thought upon. If a person with disability marries another person with disability, one of the spouses needs to be given a government job according to his/her capacities.

Instead of focusing on the disabilities, focus needs to be drawn on the abilities and how to enhance those abilities. Practically, no one would like to marry a useless person, be it a man or a woman, a disabled or a non-disabled person, and bring others burden on oneself. Hence all will be looking for a pillar of support in the building of a family. Education and employment can bring about a change in the recognition and acceptability of a person. Talents need to be focused on so as not to become a burden on anyone. An educated person is more desirable than an uneducated person, an employed person will be more desirable than an unemployed person. A person who can cook good food might be more desirable than a person who doesn't know how to cook. Hence positive talents need to be encouraged and enhanced so as to bring acceptance among the members of the society.

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ETHICAL ISSUES IN RECRUITMENT, SELECTION AND ITS IMPACT ON JOB SATISFACTION- A STUDY WITH REFERENCE TO THE PERMANENT TEACHERS OF GOVERNMENT FIRST GRADE COLLEGES IN DAKSHINA KANNADA DISTRICT

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ABSTRACT

Ethics plays a crucial role in recruitment and selection because it has positive impact on employee's performance and job satisfaction. It is therefore important to put in place ethical consideration to ensure that candidates are reviewed according to their merit, fairness and equity and to also ensure that they possess the right knowledge, skills and abilities for the job. The biggest challenge for Higher education is in selection of qualified Teachers for educational Institutions. If Teachers are not enough to teach in terms of skills and Knowledge then it is very difficult to create perspicacious future world. The main objective of the study is to know ethical issues followed in recruitment and selection of permanent teachers of Government First Grade Colleges of Dakshina Kannada District and its impact on Job satisfaction. The study adopted descriptive research design in order to gather the required information. The study used stratified random sampling as its sampling design. The study findings reveal that there is positive impact of ethical practices and job satisfaction.

Key words: Ethical Issues, Recruitment and Selection, Job Satisfaction.

INTRODUCTION

The selection process is a later stage of recruitment. It involves choosing competent and qualified applicants suited to the position (Yu&Cable,2014). Excellent selection procedures are essential for obtaining a workforce that becomes a source of competitive advantage. According to Institute of Business Ethics (IBE), ethics is "the application of ethical values to business behavior", where ethical values need to embed in the entire organization. Ethics, are the specific standards and moral principles on how we are supposed to behave, they define our moral rights and duties, and involve a commitment to doing the right thing. Ethic is therefore the application of moral standards in the working environment. According to Murage, Sang and Ngure Ethics are the standards of conduct governing behavior of an individual or a group. Etomi (2002) observed that employee selection is concerned with identifying the candidates from the recruitment pool who best fulfill the organizational employment needs. It is also the process through which the recruits are sorted down to the few who are appointed.

OBJECTIVE OF THE STUDY

The main objective of the study was to assess how ethical issues in recruitment and selection affect Job Satisfaction of Teachers in Government First Grade Colleges in Dakshina Kannada District.

LITERATURE REVIEW

Etomi (2002) defined recruitment as the process of attracting a sufficient number of individuals with the right profile in terms of qualifications, experience, skills and other relevant attributes to indicate their interest in working for the organization. As provided for under the Public Officers Ethics Act (2003) of the laws of Kenya, it is the responsibility of public officers to ensure that selection of new staff is done on the basis of integrity, competence, qualification and suitability or elected in fair elections. Research also focused on employee selection and concerned with identifying the candidates from the recruitment pool who best meet organizational requirements for employment, it is also the process through which those who are recruited are winnowed down to the few who are hired. While recruitment is a positive activity, by contrast selection is viewed as a negative process or activity in so far as it involves picking out the best of the bunch and turning down the rest presenting HR managers with some ethical dilemma. Discrimination includes any distinction, exclusion or preferences made on the basis of race, sex, age, religion, national origin, pregnancy/child birth, familial/marital status disability, sexual orientation, prior arrest/conviction record which has the effect of nullifying or impairing equality at work or during selection.

Ahmed, Raheem, and Jamal (2003) conducted a study on job satisfaction of 236 teachers in Secondary school. It was observed that the female teachers are highly satisfied when compared to the male teachers. The teachers working in the government school showed higher satisfaction than the teachers working in the private schools.

Noll (2004) examined the factors which affect the job satisfaction of the teachers. It was observed that the motivation, teachers relationship with the administration and working environment were the factors that affect the job satisfaction of the teachers.

Taylor (2008) posits that recruitment involves actively soliciting applications from potential employees which is considered a positive activity that requires employers to sell themselves in the relevant labor markets so as to maximize the pool of well qualified candidates from which future employees can be chosen.

METHODOLOGY

This study is descriptive in nature. Research design is also suitable for analyzing both qualitative and quantitative data to address the research problem. The study engaged the target population in finding out Ethical issues in recruitment and selection and their effects on job satisfaction of Permanent Teachers (i.e. Assistant Professor, Associate Professor and Professor) of Government First Grade College of Dakshina Kannada District. Stratified sampling techniques were used for sample selection. Questionnaires were used as the chief tool collecting data. The data collected was quantitative and qualitative in nature. Linear regression was employed for data analysis. Primary data from the questionnaire was coded and entered into the computer for computation of descriptive statistics. Results were analyzed with the support of Statistical Package for Social Sciences (SPSS) version 22 to come up with frequencies, mean and percentages that was presented in tables.

RELIABILITY ANALYSIS

To measure the reliability of the questionnaire used, the Cronbach's alpha was applied to analyze the data collected. The Table No.1 explains the result.

Table No 1: Reliability Analysis

Variables	No. of items	Cronbach's Alpha
Ethical Issues in Selection and Recruitment	11	0.754
Satisfaction Level	12	0.967

Source: Primary Data

The results indicated that the Cronbach's alpha coefficient was $\hat{\alpha} = 0.754$ for Ethical Issues in Selection and Recruitment, $\hat{\alpha} = 0.967$ for Satisfaction Level. Given that all of the measured values are well above 0.60, it can be concluded that there is a high consistency and reliability among the statements in questionnaire (DeVellis, 1991).

RESPONSE RATE OF RESPONDENTS IN GOVERNMENT FIRST GRADE COLLEGE OF DAKSHINA KANNADA DISTRICT

Out of the 100 respondents sampled by the study, 52 responded giving a response rate of 52% of the target sample, which was good according to Mugenda and Mugenda, (2003).

DATA ANALYSIS AND INTERPRETATION

Demographic Characteristics of Respondents

The Demographic information of the respondents was deemed necessary because the ability of the respondents to give satisfactory information on the study variables greatly depended on the number of years the respondent has worked in the institution and age among other considerations.

Table No.2: Demographic Profile of the Respondents

		No. of Respondents	Total	Percentage %
1. Gender	Male	24	52	46.2%
	Female	28		53.8%
2. Age group	Below 25	15	52	28.8%
	Between 25-35	15		28.8%
	Between 35-50	17		32.7%
	Above 50	5		9.6%
3. Designation	Professor	13	52	25.0%
	Associate Professor	7		13.5%
	Assistant Professor	32		61.5%
4. Experience	Less than 1 year	5	52	9.6%
	1 to 5 years	8		15.4%
	5 to 10 years	17		32.7%
	10 years and above	22		42.3%

Source: Survey Data, 2019

Table No.2 indicates that 46.2% of the respondents were male while 53.8% were female. The study revealed that both genders were adequately represented in this study hence views from both genders were represented. Table No.2 also explains 32.7% of the teachers is between the age group of 35-50 years. 32% of the respondents are designated as Assistant professor. This result shows that the ratio between Professor, Associate Professor and Assistant Professor is not accurate. From Table No.2, the results indicate that 32.7% respondents have worked for the organization for more than 5 to 10 years and 42.3% respondents have worked more than 10 years. This indicates that more than 70% of the teachers have worked for the institutions for more than 5 years, which is an adequate period to familiarize with ethical issues in recruitment and selection concept.

Ethical Issues in Recruitment and Selection

The study sought to find out what are opinions of teachers on the ethical issues in recruitment and selection and also try to find out ethical issues they faced while they were under process of selection and recruitment. Likert scale was employed with a scale of one to five where one represented strongly disagree and 5 represented strongly agree.

Table No.3: Ethical Issues in Recruitment and Selection

Variables	N	Mean	S.E	S.D
Hiring procedures are not transparent	52	4.65	.091	.653
The same selection tool is used for all the candidates applying for the same position	52	4.37	.091	.658
Documented recruitment and selection procedures are strictly followed in the selection process	52	4.37	.126	.908
Some candidates are hired even if they don't meet the requirements for the job	52	3.71	.183	1.32
Selection Board focuses on attracting and selecting employees who have strong ethical values	52	3.50	.205	1.48
Valid N (List wise)	52			

Data in Table No.3 shows that 'Hiring procedures are not transparent was rated highest with a mean score of 4.65(SD=0.653) followed by the 'same selection tool is used for all the candidates applying for the same position' with a mean score 4.37 (SD=.908). 'Some candidates are hired even if they don't meet the requirements for the job' had a mean score of 3.71 (SD= 1.32) 'Selection Board focuses on attracting and selecting employees who have strong ethical values' had a mean score of 3.50 (SD=1.48). The finding of this study reveals that all ethical issues in recruitment and selection process considered in this study were rated above average, an indication that they may have a major effect on employee's performance and job satisfaction.

Level of Job Satisfaction

This study also tried to find out what is the level of Job satisfaction among teachers. Therefore, some of the variable identified to know the level of Job satisfaction based on literature of Dr. K Nigama (2018).

Table No.4: Level of Job Satisfaction

Variables	N	Mean	S.E	S.D
Salary	52	3.87	.211	1.09
Professional ability	52	3.73	.151	1.08
Contribution	52	3.73	.138	.992
Physical Working Environment	52	3.48	.189	1.37
Training opportunities	52	3.46	.199	1.43
Valid N (List wise)	52			

Based on Mean score, top five variables are listed in the Table No.4 out of 12 variables that researcher asked. Respondents are satisfied about their 'Salary' which is rated highest (M=3.87, S.D=1.09). Teachers also satisfied with their Professional ability and their contribution to the institution (M=3.73). Majority of the respondents were not satisfied with Cooperation of co-workers which is rated less than average mean (M=2.71).

Influence of Ethical Issues in Recruitment and Selection on Job Satisfaction

The bivariate linear regression analysis results of recruitment and selection on employee performance were as shown in table No.5

Table 5: Model Summary for Recruitment and Selection

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.616 ^a	.380	.368	10.56788
a. Predictors: (Constant), Ethical Issues in Recruitment and selection				

From the regression results above, the R value was 0.616 indicating that there is a positive relationship between the recruitment and selection and Job Satisfaction in Government First Grade College Teaching Faculty. The R squared (R^2) value of 0.380 shows that 38 percent of Job Satisfaction is explained by recruitment and selection ethical considerations when all other factors were held constant. The remaining 62 percent is explained by other factors not considered in this study.

Table 6: ANOVA table for Recruitment and Selection

Model	Sum of Squares	df	Mean Square	F		Sig.
1	Regression	3421.440	1	3421.440	30.636	.000 ^b
	Residual	5584.002	50	111.680		
	Total	9005.442	51			
a. Dependent Variable: Satisfaction Level						
b. Predictors: (Constant), Ethical Issues in Recruitment and Selection						

The model was significant with the F ratio = 30.636 at p value $0.000 < 0.05$. This is an indication that recruitment and selection have a positive and significant effect on Job Satisfaction.

Table 7: Regression Coefficients for Recruitment and Selection

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-6.719	8.598		-.781	.438
	Ethical Issues Total	1.097	.198	.616	5.535	.000
a. Dependent Variable: Job Satisfaction Level						

The beta coefficients of the resulting model indicated there was positive and statistically significant relationship between recruitment and selection on Job Satisfaction level at a value of 1.097 and P value 0.000 which is less than 0.05. The bivariate linear regression model equation fitted using unstandardized coefficients is; $Y = -6.719 + 1.097X_1 + e$. This implies that Job Satisfaction would increase by 1.097 units when recruitment and selection ethical considerations go up by one unit. The study also implies that holding all factors constant, Job Satisfaction in Government First Grade College Teacher would be -6.719 units. This findings explains that ethical practices in selection and recruitment have positive and statistically significant effect on Job satisfaction.

MAJOR FINDINGS

- ♦ Ethical Practice has positive and significant impact on job satisfaction.

- ♦ Most of the respondents opined that Hiring procedure are not transparent(M=4.65)
- ♦ Respondents also opined that some candidates are hired even if they don't meet the requirements for the job(M=3.71)
- ♦ Based on study it is found that respondents are satisfied with salary, Professional ability and Contribution.
- ♦ Most of the respondents opined that unethical practices in selection and recruitment affect job performance.
- ♦ Some teachers have opinion that there are high unethical practices in the selection of University Permanent Teacher post when compared to in the selection of Government first grade college Teacher.
- ♦ Some teachers opined that Recruitment and Selection practices in Government aided colleges are not transparent. There is high influence of political parties for the selection of candidates and bribe for permanent post.
- ♦ Respondents also opined that 'No response for the application' and 'Delay in selection procedure' are also major unethical practices in the selection of Teachers.
- ♦ Some respondents opined that Caste Reservation System allows unqualified candidates get into selection.

CONCLUSION AND RECOMMENDATION

The general objective of the study was to find out how ethical issues in human resource management affect employees' job satisfaction in Government colleges. The finding of the study revealed that ethical issues in recruitment and selection had positive and statistically significant relationship on Teacher's Job satisfaction. This can be attributed to the fact that if the employees feel that they are not discriminated during the recruitment and selection process their level of Job satisfaction may be enhanced. The study concludes that ethical issues in recruitment and selection can be addressed by subjecting all potential candidates to similar evaluation criteria, advertising all employment opportunities, adherence to well documented recruitment policy and code of ethics and requiring interviewer to declare any existence of conflict of interest during recruitment and selection process. This research suggests to educational institution while appointing teachers they have to follow legal aspects of recruitment otherwise it affects its organizational performance and public interest. Employees are like fixed asset for organization therefore recruit right asset at the first place.

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THE RELATIONSHIP BETWEEN JOB SATISFACTION AND WORK STRESS OF URBAN AND RURAL ANGANWADI TEACHERS

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ABSTRACT

Anganwadi Teachers play a significant role in implementation of ICDS programmes. The Anganwadi Teachers have to perform various types of job responsibility. If the Preschool Educators are not happy in their profession they may not perform their duty effectively. So in this context the study is conducted with the objectives to assess the level of Job Satisfaction and Work Stress and to know the Relationship between Job Satisfaction and Work Stress among Anganwadi Teachers, an experimental study design was used by the Researcher. The results show that, the level of satisfaction is low and ambivalent which is due to workload, lack of recognition and appreciation and dissatisfaction with financial rewards. High and moderate work stress can be seen which is mostly due to work overload, role conflict and role ambiguity; it reduces their interest and efficiency to work. Thus job dissatisfaction hampers the job performance. There is a higher level of job satisfaction and reduced Work Stress among those Anganwadi Teachers in the rural group when compared to the urban group and There is significant difference in the level of job satisfaction and job stress between urban and rural experiment group. The study highlights that, job satisfaction is significantly and negatively correlated with work stress. ($r = -.89, p < .001$). So it is recommended to help them to adopt Stress Management Techniques.

Key Words: Anganwadi Teachers, Job Satisfaction and Work Stress.

BACKGROUND

The Government of India approved the National Early Childhood Care and Education (ECCE) Policy in 2013. The Policy caters to all children under 6 years of age and commits to universal access to quality early childhood education. The Ministry of Women and Child Development (MWCD) is the nodal department for ECCE. MWCD is responsible for the Integrated Child Development Services (ICDS) programme, which is a centrally sponsored and state administered ECCE programme. ICDS includes delivery of an integrated package of services such as supplementary nutrition, immunization, health check-up, preschool education, referral services and nutrition & health education. ECCE is one of the components and aims at psycho-social development of children and developing school readiness.

Job satisfaction may protect workers from stressors. Satisfaction is a regulating factor for stress. Work-related stress usually influences individual and organizational issues including behavioral, mental, as well as physical outcomes, performance, job satisfaction, and organizational commitment. Anganwadi Teachers play a significant role in implementation of ICDS programmes. The Anganwadi Teachers have to conduct various types of job responsibility. If the Anganwadi Teachers are not happy in their profession they may not perform their duty effectively. So in this context the study is taken up with the aim to investigate the Relationship between Job Satisfaction and Work Stress of Anganwadi Teachers.

NEED FOR THE STUDY

The process of preschool education is greatly affected by the emotional, social and physical status of Anganwadi Teachers. So there is a need to enable Anganwadi Teachers to enhance their coping strategies to reduce stress and lead a satisfactory life which will help them to impart preschool education effectively. With this background the current study was undertaken aiming to assess Relationship between Job Satisfaction and Work Stress of Anganwadi Teachers.

REVIEW OF LITERATURE

Subhashini and Priyadarshini (2017) have found that the levels of satisfaction in Anganwadi Teachers for recognition, leave allowance, support from superiors, support from colleagues, referral services for employees, attending to the needs of the family and attending family functions are neutral. AWWs are highly satisfied with the support from family members and are satisfied with medical facilities, working environment and managing household work. It is also noticed that AWWs are dissatisfied with the pay package and are highly dissatisfied with growth opportunities, recreation facilities and time to be spent with children.

The study suggested that the workload should be reduced; the rules and regulations should be spelled out clearly in writing by not giving any scope to ambiguity. The infrastructure facilities should be developed and the salary structure should be modified (Kumari, V. A. T. 2016).

Karikatti, et.al (2015) has mentioned that a majority of the Anganwadi Teachers (62.3%) were suffering from a number of psychosomatic problems and 20% had multiple problems which they related to stress. The key factors in the work area which lead to stress were too many responsibilities, the frequency of reporting systems and inability to cope with administrative tasks. This study recommends that the work efficiency of Anganwadi Teachers should be improved by providing proper training in multitasking like reporting systems and performing administrative tasks.

Majority of Anganwadi Teachers (75.5%) felt that they had been effective in their work because they had completed their tasks adequately, liked their job, were able to achieve the goals of ICDS and were getting a good response from the community. 70% were prepared to leave it if they got a better paying job. The factors which affected the motivation of Anganwadi Workers were their socio-economic status, family support, performance, knowledge and dissatisfaction with the job. (Goriawalla and D'Lima 1985)

Ramanathan (1990) examined the association between stress and job satisfaction (JS) among 50 employees who received employee assistance program (EAP) services in a Health Care Delivery Organization in the Midwest. He has recommended the use of stress theory in Occupational Social Work Practice to reduce stress and increase job satisfaction.

METHOD

An experimental study design was used to assess the Relationship between Job Satisfaction and Work Stress. Experimental study design was used to know the Effectiveness of Social Group Work Intervention. The Researcher has developed an Intervention Module to guide the Anganwadi Teachers. The Group Work Intervention was (one hour including 30 minutes of practical exercise) given to 101 Anganwadi Teachers in 6 sessions and the matched control group of 114 respondents did not receive any intervention during the time of research but given general health education input.

OBJECTIVES

1. To assess the level of Job Satisfaction and Work Stress among Anganwadi Teachers.
2. To know the relationship between Job Satisfaction and Work Stress of Anganwadi Teachers.

HYPOTHESIS

1. The higher the level of job satisfaction the lower will be the work stress of the Anganwadi Teachers.

SAMPLES

Total 215 Anganwadi Teachers are chosen through Two Stage Stratified Random Sampling method. A total of 215 Anganwadi Teachers are selected from ten clusters for the study. The universe of the study comprises of Anganwadi Teachers of rural (449) and urban (226) ICDS projects of Mangaluru Taluk.

(Source: Government of Karnataka, Department of Women and Child Development 31-3-2013)

Sample size calculation was done by using the formula

$$N = \frac{2 (Z\alpha + Z\beta)^2 \sigma}{d^2}$$

As per the formula the calculated sample size is - $N = 200$. But for the study the Researcher has taken total sample $N = 215$ because the Anganwadi Teachers are taken in groups of Ten clusters.

TOOLS OF DATA COLLECTION

Data were collected from Anganwadi Teachers by using standardized measurement tools - Job Satisfaction Survey (JSS Paul E. Spector, 1994) and Work stress scale — Ivancevich and Matteson., (1980). (These scales are copyrighted. It can be used free of charge for non-commercial Educational and Research purposes).

RESULTS AND DISCUSSION

Table No. 1: Level of Job Satisfaction

Group	Level of Job Satisfaction	Experiment		Control	
		F	%	F	%
Urban	Dissatisfaction	21	42.0	10	18.2
	Ambivalent	24	48.0	39	70.9
	Satisfaction	5	10.0	6	10.9
Rural	Dissatisfaction	15	29.4	19	32.2
	Ambivalent	27	52.9	31	52.5
	Satisfaction	9	17.6	9	15.3

Source: Authors Compilation

A glance at the above Table highlights that 42% of respondents had dissatisfaction towards their job, 48% of them are ambivalent and 10% are satisfied.

In the control group it shows that 18.2% of them had satisfaction, 70.9% of them are ambivalent and 10.9% had dissatisfaction.

It clearly highlights there is no significant difference in urban in experiment and control group of Preschool Educators.

Whereas in the rural experiment group it shows that 15(29.4%) had dissatisfaction, 27 (52.9%) of them are ambivalent and 9(17.6%) of them are satisfied.

In the rural control group, 19 (32.2%) respondents had dissatisfaction, 31 (52.5) are ambivalent, 9(15.3%) of them are satisfied,

It clearly highlights that in the urban and rural experiment and control group the level of satisfaction is low and ambivalent which is due to workload, lack of recognition and appreciation and dissatisfaction with financial rewards. All these factors will lead to stress. Thus job dissatisfaction hampers the job performance.

Table No. 2: Level of Work Stress

Group	Level of Work Stress	Experiment		Control	
		F	%	F	%
Urban	Low	6	12.0	6	10.9
	Moderate	26	52.0	39	70.9
	High	18	36.0	10	18.2
Rural	Low	13	25.5	9	15.3
	Moderate	25	49.0	34	57.6
	High	13	25.5	16	27.1

Source: Authors Compilation

Regarding job stress among the experiment group of urban Anganwadi Teachers, it shows that 6 (12%) of them had low stress, 26 (52%) of them had moderate stress and 18(36%) of them had high stress.

In the control group, it shows that 6(10.9%) of them had low job stress, 39(70.9%) of them had moderate stress and 10(18.2%) of them had high stress.

Work Stress among Anganwadi Teachers of rural areas in the experiment group shows that 13 (25.5%) of them had low stress, 25 (49%) of them had moderate stress and only 13 (36%) of them had high stress.

In the rural control group, it shows that 9 (15.3%) of them had low stress, 34 (57.6%) of them had moderate stress and 16(27.1%) of them had high stress.

It highlights that both in urban and rural areas, for the respondents from the control group moderate stress level is comparatively more than in the experiment group.

In general, high and moderate job stress can be seen which is mostly due to work overload, role conflict and role ambiguity; it reduces their interest and efficiency to work. So it is essential to help them to adopt Stress Management Techniques.

Comparison of the Self-esteem, Family Support, Job Satisfaction and Work Stress among Urban and Rural Anganwadi Workers

Table No. 3: Comparison of Urban and Rural Experiment Groups before Intervention

Variable	Group	N	Mean	Std. Deviation	Mean Difference	T	df	p-value
Job Satisfaction	Urban Experiment	50	116.76	18.928	8.76	2.234	99	.028P<0.05 S
	Rural Experiment	51	125.53	20.479				
work Stress	Urban Experiment	50	125.72	34.439	21.85	3.017	99	.003P<0.01 HS
	Rural Experiment	51	103.86	38.236				

Source: Authors Compilation

The comparison of the level of job satisfaction and work stress in urban and rural experiment groups shows that the Mean and Standard deviation of job satisfaction score of rural Anganwadi Workers in the experiment group (125.53 ± 20.479) is comparatively higher than the score of the urban experiment group (116.76 ± 18.928) whereas, the work stress score of rural Anganwadi Workers in the experiment group (103.86 ± 38.236) is lesser than the score of urban experiment group (125.72 ± 34.439).

The p-value in the independent t-test of the job satisfaction and job stress is .028 and .003, which is significant ($p < 0.05$). There is a significant difference in the level of job satisfaction and job stress between urban and rural experiment group because of permanent staff structure and constant support by higher authority in the rural area.

Table no. 4: Correlation between Job Satisfaction and Job Stress of the Anganwadi Teachers

Job Satisfaction	Job Stress	
	Correlation	-.888
	P value	.000 $P < 0.001$ HS

Source: Authors Compilation

The above Table indicates that the job satisfaction is significantly and negatively correlated with work stress. ($r = -.89, p < .001$).

Hence the Research Hypothesis -1 is proved, indicating that- **The higher the level of job satisfaction the lower will be the Work stress of the Anganwadi Teachers.**

Table no. 5: Correlation Coefficient of Job Satisfaction and Work Stress of the Rural Anganwadi Teachers

Job Satisfaction	Job Stress	
	Correlation	-.888
	P value	.000 $P < 0.001$ HS

Source: Authors Compilation

Table No. 5 indicates that the self-esteem, job satisfaction and family support were significantly and negatively correlated with work stress. ($r = -.89, < .001$).

Hence the Research Hypothesis -1 is proved, indicating that- **The higher the level of job satisfaction the lower will be the work stress of the Anganwadi Teachers.**

Conclusion: According to the study results, work overload, role conflict and role ambiguity, influences in reducing their interest and efficiency to work. Based on the study findings, to achieve higher job satisfaction, reduce the job stress, and to improve the productivity in the workplace, the supportive measures have to be followed. So it is recommended to help Anganwadi Teachers to adopt Stress Management Techniques.

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CHALLENGES OF SELF-EMPLOYED RURAL WOMEN OF KANDAVARA COMMUNITY, DAKSHINA KANNADA

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ABSTRACT

Being a self-employed woman in the rural areas is not easy going as compared to the urban women or at least the challenges faced by the latter is not much as compared to the rural women. The purpose of this study is to describe the challenges encountered by self-employed rural women of Kandavara community in Dakshina Kannada District and to suggest measures to tackle such challenges. Method: 50 respondents were taken as sample through snowball technique of sampling. Interview schedule was prepared and interview was conducted with the respondents in order to collect data which was then interpreted using SPSS (Statistical Package for Social Sciences). Findings: Through the study, it has been found that the respondents family is supportive of their work. But other concerns of marketing, balancing household and their employment, availability of resources to run their ventures are described. Conclusion: Women should be encouraged to start with their own ventures in various fields other than beedi rolling. That will enable them to be self sufficient and empowered. Initiatives to educate rural women, skills for self employment are need of the hour.

Key Words: *Empowerment, Livelihood, Rural Women, Self employed*

INTRODUCTION

Self employed women in the villages have emerged as income earners. Sharma and Murthy (2013) defines self employed as, persons who operate their own farm or nonfarm enterprises or are engaged independently in a profession or trade on own account or with one or a few partners. Essential feature of the self-employed is that they have autonomy (i.e., regarding how, where and when to produce) and economic independence (i.e., regarding market, scale of operation and money) for carrying out operation.

Self-employment activities include making a product, providing service (e.g.: hair dressing, massage, repairing two-wheel vehicles, running a cyber cafe) and selling goods (e.g.: running a shop, restaurant or a stall). Though self-employment maybe seen as one of the most convenient choice of livelihood, it does come with considerable challenges

Over time, we see the rise in the share of the self-employed women. Large sections of women are self-employed in both rural and urban areas. Despite the increasing number of women in the self-employment activity, women face challenges in their work life as mentioned by Rao Usha N. J (1983). Though women contribute substantially to the economic resources of the family both by way of services rendered and wages earned, their potential is not dully recognised and very little attention is paid to involve them directly with developmental activities and enable them to become more effective and productive. In such a case, the women need support in order to succeed in self-employment activities wherein the voluntary organisations could play an important role in order for the women to achieve their goal. Through enabling them to be successful in their self-employment activities, the women will be empowered and will strive to empower other women too.

Sharma, Dua Sapna and Hatwal (2012) points out that, self-employment activities among rural women helps to enhance their personal capabilities and increase their decision-making status in the family as well as in the society as a whole. Indirectly it can be concluded that self-employment activities not only improve the economic status of the women by providing income, making them independent financially but it also empowers the women to step out and be on one's own feet. Self-employment activities act as a feasible solution for empowering women.

In India, where the patriarchal system is deeply rooted in the society, it becomes a great hurdle for a woman especially those from the rural areas to rise up and stand on her own, due to the importance given to traditions and culture in rural areas than in the urban area. Men belonging to the lower caste have to face caste discrimination but for the women of the lower caste, they face caste discrimination and also gender based discrimination which is a great challenge for them. There are many instances where women themselves creates such gender-based discrimination, these women are those who have accepted it as part of their culture wherein women are considered inferior to men. In such cases, it becomes very difficult for one to grow and get the opportunity to explore. Thus, maximum support should be given to those interested so that they are motivated to do so.

It is true that our society is changing, yet there still exists the oppression of women in one or the other part of the country which cannot be denied. Women especially those from the rural areas should be given enough freedom and opportunities to explore themselves and also enable them to contribute wholly to the growth of the nation's economy. In this context constraints women face when they start, sustain and expand their ventures needs to be understood hence this study becomes significant.

METHODOLOGY

The aim of the study is to describe the challenges of self employed women of a selected rural region. Hence descriptive research design has been adopted in the study. A total of fifty respondents were taken from Kandavara village of Dakshina Kannada using snowball technique of sampling. A semi structured interview schedule was prepared and a detail interview was taken with each respondent. The information collected was the edited, tabulated in SPSS (version 16.0).

RESULTS

This part of the paper presents the results in two sections. First, demographic characteristics of respondents and second the challenges respondents face in their venture as self employed.

Age of the respondents ranged from 25 years to 75 years but majority falling in the age group of 35 years- 55 years. A total of 32% are illiterates and 60% have studied up to high school level. In the study area joint family system is still prevalent and hence 60% were found to be living in joint families. There are various types of self-employment activities amongst which the researcher has found three types of common self-employment activities practiced by the respondents which are trading, they simply mean the buying and selling of goods; manufacturing which is the making of goods and items to be sold for earning an income out of it and individualised where it is based on the personal skills of those who perform them.

Findings showed that 6% of the respondents are involved in trading such as petty shops while 84% of the respondents are involved in manufacturing such as candle lamp, beedi rolling and food products and 10% are involved in individualised activity such as tailoring and beauty parlour.

This section focuses on describing the challenges faced by respondents. It is found that all respondents were supported by their husband and other family members to start their income generating activities. This indicates that the respondents will be able to work without any hindrances and that they are not discouraged by the immediate family members which is very essential for the growth of employment initiatives. The rural women who are already a vulnerable group and requires much support from the family, if they are dispirited in their work, it may be impossible or at least very difficult to be successful in their venture. The reason as to why the

respondents are able to receive support from the family members could be because they are able to add to the family's income. Researchers found out whether the respondents are being appreciated by their husbands for the contribution that they make to the family's income and 98% of the respondents said that their husband appreciates. The respondents being appreciated by the husband for their efforts and earnings would mean more motivation to work and succeed in their venture which at same time would empower the individuals as that is what is most required at present for the rural women who have always been oppressed in their lives. On the other hand 56% of the respondents said that they are pressurised by their husband/family members in their earnings. A detail interview revealed that the respondents are pressurised by their husband/family members to increase their earning which would mean more work to do because their earnings solely depend on how much work is done. However, for 44% of the respondents there was no pressure as such which either means that they are either earning well or their family doesn't depend on their earning completely.

Further, a significant finding on source of financial aid to start and continue the venture shows that the respondents obtain good support from family. Over half of total respondents constituting 58% reported that they have obtained financial support from their family and friends. These two findings reveal the fact that family mind sets have changed regarding women being the financial supporters of family. This is a remarkable change in rural communities and the researchers interpret the findings as the respondents do not face challenge of family not being supportive towards their venture.

Availability of required raw materials which is needed to carry the self-employment activity is another area that researchers have analysed and the findings show that 80% of the respondents said that the resources which is required to carry out the work is easily available. Majority of them are engaged in manufacturing sector which means rollingbeedies, food products and so on for which raw materials are supplied by the sub contractors. On the other hand for 20%, raw materials are not easy available because they are involved in individualised self-employment such as tailoring and beautician for which various raw materials are not easily available in the rural market and so the respondents are compelled to go to the markets which are located far from their village. Unavailability of resources on time may adversely affect the earnings.

The base of respondents work i.e. whether it is home based or outside the home showed that for 86% of the respondents it is home based and for 14% it is not home based. It is evident that majority of the respondents work from home itself which could be the reason why the respondents have support from their family. The reason for majority of the respondents to be engaged in home-based self-employment activity could be because it provides flexibility when compared to being employed under another individual/s. Thompson Piers, Evans-Jones Dylan and Kwong Caleb (2009) also found that women owning and managing home based activity can provide the flexibility to meet family responsibilities and undertake employment.

Responses of the respondents on whether they have ever been looked down by a male competent in the market to which 4% of the respondents said that they have indeed been looked down by a male competent in the market whereas for 96% of the respondents this was not the case and the reason could be because they work at home itself without much exposure to any other male competent. Through interview with the respondents, the researchers found that those respondents who were discriminated by a male competent quietly endured the discrimination without any action. This shows that though self-employment is all about empowering women, there is still a long way to go or at least the changes is going at a very slow pace. This also proves that in order for changes to take place, it solely depends on the mindset of the people. This statement can be supported by an article written by PrabhuKeni Uma (2020) where she stated that empowerment is a mindset. It has to emanate from the core of one's heart. It is the woman who should get awakened to her immense potential. She must have the longing to make a difference to herself.

Number of hours respondents work showed that 24% of the respondents work less than 3 hours in day, 42% of the respondents work for 3hours- 6hours and 34% of the respondents work more than six hours a day and among them 12% work for more than 9 hours shows the hard work that is expected when women think of self-

employment. The findings indicate that the respondents have different number of working hours depending on their nature of work and the target that the respondents want to personally reach. If there is flexibility in the working hours it would be easy for the women as they also have household responsibilities. Since 84% of the respondents work from home itself there can be some flexibility. However, this can lead to challenges in managing the household responsibility and their work. Out of total respondents 62% of the respondents said that they find difficulty in managing both. Age group of the respondents of the current study is 35 to 45 years, 88% being married and 30% from joint family are the contributing factors to understand the household responsibilities of a rural woman. In addition to this when they are pressurised by their husband/family members in terms of their earnings it becomes a possible challenge to manage household work and self-employment. This is so because when the respondents are pressurised on their income, they would have to work extra than they usually do and in doing so they will have to use up the time which is meant for doing household work.

Data on ability of the respondents to keep up with the growing changes in the market shows that 84% of the respondents said that they are able to keep up with the growing changes in the market and 16% of the respondents said that they find it challenging because the initiative that has been taken up by them needs skills and technology to be in pace with the growing changes of the market. This could be so in the case of tailoring, running a beauty parlor which is found among the respondents of the study.

A total of 94% of the respondents opined that education is important to be successful in one's venture. According to them less education keeps them ignorant about opportunities that could enable them to grow in their venture and be more successful. Self employment needs skills, technology and also knowledge on finance and banking. One needs to be aware of the changes and challenges of the market for which education is necessary. All respondents do agree that self employment empowers women. Among all 80% agreed that self-employment empowers women and 20% of the respondents strongly agree. Self-employment means being one's own boss which ultimately means that one will have the power and authority so women who are self-employed eventually becomes empowered and self-sufficient. Palanivelu and Jahan Rehmath (2013) also in their research found that, women involved in self-employment felt independent and their sense of determination helped them to achieve success in their endeavour. Irrespective of the few challenges that the respondents face in their venture all agreed that even other women should be encouraged to be self-employed. The reason for the respondents to say that other women should also be encouraged to start with their own venture could be because they have realised the benefits of being self-employed. When the researcher asked the respondents whether they were influenced by any other women to start with their own venture, a good majority of 74% said that they did get influenced. It is interesting to know that the rural women are able to break the rigid patriarchal system of being limited to household chores.

RECOMMENDATIONS

There is a positive indication from the findings on how men in the family are beginning to be more supportive towards the respondents as a result of visible income being generated through such activities. This further necessitate the need for engaging other members of the family in the respondent's share of work so as to ease the burden of her health and wellbeing not forgetting that whatever she earns belongs to the family. Ongoing Sensitizing programs should be organized for the family of the self-employed women so that the women receive immense support which will in turn enable them to succeed in their venture. Financial literacy programmes are recommended to have access to institutions like banks, NABARD which can reduce the burden of the financial constraints to rural women. There is also the need to shift rural women from low income ventures to high and skilled ones for which skill-based training to the community can be of great use. It also important for Non Government and Government organisations to support the rural women in finding adequate market if they are trained in different skill oriented self employment. This is very important for rural self employed women as the market to sell their products and to get raw materials are limited in rural communities. There is a need to widen the study to large number of communities so to generalize the findings to the specific target population.

CONCLUSION

Self-employed women can play a role of catalyst in social and economic development of country like India. Women have the capabilities but such potentials imbedded can only be realised when they are allowed to take active part beyond their normal chores. Holistic approach has to be kept in mind while working out on larger issue of empowering women through economic means. With further skill building and capacitating the existing ones, women will secure a more influencing place in the family and society.

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DISASTER PREPAREDNESS AMONG YOUTH

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ABSTRACT

The 'Disaster Preparedness among Youth' is an experimental study conducted in Kerala with a focus to empower youth in disaster preparedness with special focus on Earthquake disaster risk reduction. The objectives of the study was to create knowledge among youth about Disaster Preparedness, to create awareness on the importance of the role of youth in Disaster Risk Reduction, to create a collective confidence among youth for proactive response in the immediate aftermath of disaster, to recognize the resources available around them. Participant observation technique in Qualitative field research method is used in this study. The participants are the inmates of an orphanage situated in Calicut, which is an earthquake prone area. The experimental group consist of 15 girls who belongs to the age group in-between 17- 26. The study came to a conclusion with the help of evaluating pre/post tests.

Key Words: Disaster preparedness, Earthquake Disaster Risk Reduction, Empowerment Theory, Role of Youth.

INTRODUCTION

The overall development of a country can be challenged by Disasters. When it strike, it destroys everything both human beings and non human beings. The affect of disaster, varies time to time. It gives no signs or little losses, sometimes it gives massive sufferings.

Disasters are not predictable. With better support, a disaster can be averted or its impacts reduced to limit loss and disruption. Ultimately, the most modern paradigm in disaster management aims to reduce the impact of disasters with the purpose of minimizing vulnerabilities and disaster risks throughout a society in order to avoid (prevention) or to limit (mitigation and preparedness) the adverse impacts of hazards and to facilitate sustainable development.

Disaster Risk Reduction refers to the concept of reducing risks and strengthening supports in order to mitigate the impact of disasters. An informed community is an important part of Disaster Risk Reduction and recovery processes. There is less information about developing Disaster Risk Reduction programmes at the community level.

Prevention and preparedness refer to the planning and actions that occur prior to a disaster. This may include preparing for public health threats, developing an emergency response plan, creating an emergency preparedness kit, or taking steps to address things that may cause a disaster. Response and recovery refer to actions that occur during and after disasters or emergencies. Responses to emergencies may include sheltering in place or evacuating, and recovery may include repairing damaged infrastructure, reuniting families, replacing supplies, addressing emotional responses and revising response plans.

This study was based on Social Work field work practicum. It is an experimental study to empower young girls in disaster preparedness with special focus on earthquake disaster risk reduction. Professional Social Workers can play an important role in educating youth about disasters and teaching them coping mechanisms. Involving them in prevention, preparedness, recovery, and response efforts can help to ensure that youth, families, and communities are prepared and able to respond when faced with disasters. Social work students can implement the disaster preparedness model in their field work practicum in association with the government and private agencies which are working in the disaster management field.

BACKGROUND OF THE STUDY

Disasters affect people, their livelihoods and their environment. The magnitude of impact is directly related to the intensity and scale of a hazard and the vulnerability of individuals and communities. Disaster Risk Reduction is a means of bridging the gap between development and humanitarian programmes and can be seen as a means of strengthening livelihood security.

Disaster preparedness can prevent a bad situation from becoming worse. Emergencies come in many forms and having the right checklist, supplies and kit for any possible contingency can aid in making the community safe. Planning ahead also helps everyone understand what to do when a disaster strike. In some instances it may be difficult to survive those periods if there is lack of preparation. But proper planning help to alleviate some of the devastation by reducing the impact of a disaster.

Disaster Risk Reduction is effective and sustainable, when they include the leadership, participation and engagement of the young people in the communities in which we work. Young people are assets in development and therefore supporting them to identify and address the disaster risks that face them is essential. Involving young people in disaster management can help them learn topics that affect their lives while at the same time gaining hands-on experience designed to equip them to become tomorrow better leaders. Any comprehensive disaster management that is designed to incorporate youth in its programs, not only benefits creativity and energy of young people but also in the process strengthens partnerships for resilience.

It is a vast area for professional social workers to involve. The various social work methods can be implemented in the disaster risk reduction process. Social work students can be a part of this process during their field work practicum. Even the curriculum is giving a theoretical knowledge, students are lacking the practical side of disaster management. A particular disaster prone area can be selected by the educational institution and can plan a proper practicum to implement it in association with the government and private agencies working in the field of disaster management. The follow up of the preparedness process is easy for the department of social work, because it can be continued every year through the upcoming batch of students.

Aim

To empower young girls in disaster preparedness with special focus on Earthquake Disaster Risk Reduction at St. Vincent's Home, Calicut

Objectives

- ♦ To create knowledge among youth about Disaster Preparedness
- ♦ To create awareness on the importance of the role of youth in Disaster Risk Reduction
- ♦ To create a collective confidence among youth for proactive response in the immediate aftermath of disaster.
- ♦ To recognize the resources available around them.

THEORETICAL FRAME WORK

Empowerment Theory- (Judith. A. B. Lee)

The Field work practicum was based on Empowerment theory. It was based on the empowerment of youth in disaster preparedness.

Empowerment theory is a social concept developed to empower groups of people. It emphasizes the importance of communication within the group, to help them make collective decisions. Exercises are done with the group to strengthen their bonds.

Hepworth & Larsen (2002) define empowerment as “enabling groups or communities to gain or regain the capacity to interact with the environment in ways that enhance resources to meet their needs, contribute to their well-being and potential, give their life satisfaction, and provide control over their lives to the extent possible.”

Adams (2003) defines empowerment as “the means by which individuals, groups and/or communities become able to take control of their circumstances and achieve their own goals, thereby being able to work towards helping themselves and others to maximize the quality of their lives.”

Lee (1994) uses the following definition of empowerment in his exposition of the concept:

“Empowerment is a process whereby the social worker engages in a set of activities with the client...that aim to reduce the powerlessness that has been created by negative evaluations based on membership of a stigmatized group. It involves identification of the power blocks that contribute to the problem as well as the development and implementation of specific strategies aimed at either the reduction of the effects from indirect power blocks or the reduction of the operation of direct power blocks.”

Lee (1994) regards the central processes of empowerment as developing a critical consciousness in the context of relationship through consciousness-raising and praxis: strengthening individual capacities, potentialities, and problem-solving skills; building group, collectivity and community; and taking action to change oppressive conditions. Basic helping processes and skills are divided into the following categories by Lee (1994):

- ♦ Processes and skills to promote coping and adaptation/social change
- ♦ Empowering skills to bolster motivation
- ♦ Empowering skills to maintain psychic comfort and self-esteem
- ♦ Empowering skills to enhance problem-solving and promote self-direction
- ♦ Particular skills needed to solve the problems in an empowerment approach.

Social workers are psychology professionals who help people deal with the situations of life and mental illness. They give people the tools they need to improve their life situations. The social work empowerment theory is the process of helping people to increase their personal power so that they can improve the situations they are in. These changes can take place as individuals or as a group of people in the community or family. The social worker's job is to help people to help themselves have a better life.

Empowerment and Group Work- (Judith. A. B. Lee)

The empowerment group is a particular type of group that exemplifies the empowerment approach to social work with groups. Many types of groups may empower people. The level of empowerment may differ according to the group's type, purpose, form, structure, processes, dynamics and phase of development and according to members and workers abilities. Although people are responsible for their own learning, a great deal of learning

occurs in groups. Morale, affectional ties, exchange of views, and mutual identification of members in a group enhance learning. Groups may also help people attain new roles, reduce anomie (the state of normlessness or conflicting norms), attend to new tasks, and enhance role performance.

Groups are therefore the optimum medium for empowerment on all levels. However, the empowering potentialities of groups are only realized by the workers skills in defining empowerment as group purpose, challenging obstacles to the work, and enhancing the group processes that develop the group's power as a group.

APPLICATION OF SOCIAL WORK METHODS

Social Group Work Method

Social Group work was the method applied during the field work practicum. It focused to empower a group of young girls in disaster preparedness. It needed collective knowledge and experiences of group members. So group work was an appropriate method to apply. Social Group Work is a method of social work which develops the ability of establishing constructive relationship in the individuals through group activities.

Techniques

Techniques are used to implement theory and to intervene and produce change in situations that range in difficulty from simple to complex. Some of the techniques social worker used during the field work practicum are mentioned below-

Questioning, Listening, Observing, Education, Explaining, Informing, Reviewing, Clarifying, Reassuring

Group Work Principles Applied

- ♦ **The Principle of Planned Group Formation-** Social worker formed a group of young girls in the organization. It was a planned group. Because the other inmates in the organization are old age people, pregnant women, mentally retarded women and children. So it was the young girls who were apt as the target group for the field work practicum. They were able to understand the information's and act accordingly. They can help the other inmates during disaster.
- ♦ **The Principle of Specific Objectives-** The field work practicum had specific objectives. They are to create knowledge among youth about Disaster Preparedness, to make understand the importance of the role of youth in Disaster Risk Reduction, to create a collective confidence among youth for proactive response in the immediate aftermath of disaster and to recognize the resources available around them.
- ♦ **The Principle of Purposeful Worker Group Relationship-** During the field work practicum, a continuously purposeful relationship was established between the worker and the group members. The Social worker accepted the group members as they are and also the group members were willing to accept help from the social worker.
- ♦ **The Principle of Continuous Individualization-** In a group it is recognized that groups are different and that individuals utilize group experience in a variety of ways to meet their differing needs: consequently, continuous individualization was practiced by the worker.
- ♦ **The Principle of Guided Group Interaction-** The social worker influenced the interaction by the type and quality of participation. The group members were actively participating in the discussions and other activities. They were interested in interaction sessions. So social worker included interaction sessions and other activities more than lectures.
- ♦ **The Principle of Resource Utilization-** the total environment of the organization and its resources was used

to enrich the content of the group experience for individuals and for the group as a whole. The group members used the resources and identified the resources during social resource mapping and mockdrill.

- ♦ **The Principle of Evaluation**-evaluations were done throughout the practicum. There was pre test and post test tool to evaluate the outcome of the practicum. After that mockdrill evaluation was done based on it.

Type of Group

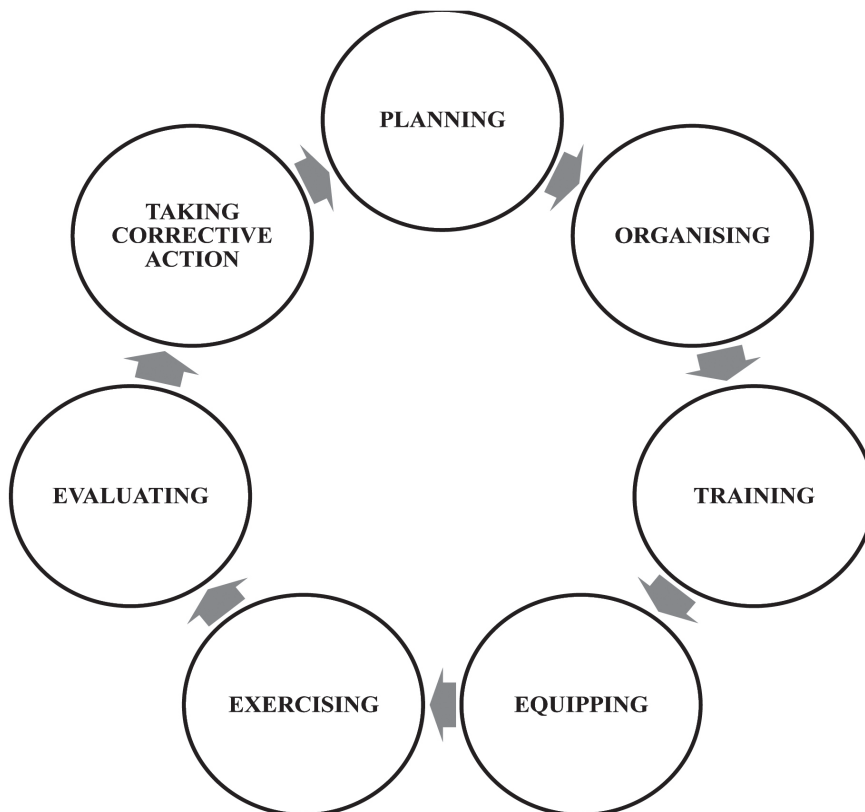
Informal Group

Informal groups are comprised of a small number of people who participate in common activities, share feelings, and have similar interests. They seek to acquire and exchange knowledge and achieve specific objectives for the purposes of meeting mutual needs. Informal groups are small groups that share interests, knowledge, and activities for the purpose of meeting mutual needs.

Social worker got an informal group as the target group for the field work practicum. There were 15 girls who are the inmates of St. Vincent's Home, Calicut, Kerala. Only three of them are doing distance education. They live together and all of them know each other very well. It helped the social worker to manage the group more effectively.

Application of Model

Figure No: 1 Disaster Preparedness Model- By National Incident Management System



<https://www.coehsem.com/emergency-management-cycle/>

National Incident Management System provides the mechanisms for emergency management/response personnel and their affiliated organizations to work collectively by offering a consistent and common approach to preparedness.

Preparedness is achieved and maintained through a continuous cycle of planning, organizing, training, equipping, exercising, evaluating, and taking corrective action. Ongoing preparedness efforts among all those involved in emergency management and incident response activities ensure coordination during times of crisis. Moreover, preparedness facilitates efficient and effective emergency management and incident response activities.

Planning makes it possible to manage the entire life cycle of a potential crisis. Strategic and operational planning establishes priorities, identifies expected levels of performance and capability requirements, provides the standard for assessing capabilities and helps stakeholders learn their roles. The planning elements identify what an organization's Standard Operating Procedures (SOPs) or Emergency Operations Plans (EOPs) should include for ensuring that contingencies are in place for delivering the capability during a large-scale disaster.

Organizing and equipping provide the human and technical capital stock necessary to build capabilities and address modernization and sustainability requirements. Organizing and equipping include identifying what competencies and skill sets people delivering a capability should possess and ensuring an organization possesses the correct personnel. Organizations should make training decisions based on information derived from the assessments, strategies, and plans developed.

Exercises enable entities to identify strengths and incorporate them within best practices to sustain and enhance existing capabilities. Provide an objective assessment of gaps and shortfalls within plans, policies and procedures to address areas for improvement prior to a real-world incident. Exercises help clarify roles and responsibilities among different entities, improve interagency coordination and communications and identify needed resources and opportunities for improvement.

The last phase of the Preparedness Cycle is evaluation and improvement. During this phase, organizations collect lessons learned, develop improvement plans, and track corrective actions to address gaps and deficiencies identified in exercises or real-world events.

Table No. 1: Preparation of Module

SESSION NO	SESSION DETAILS
1	Formation of Group and Understanding Disasters
2	Introduction to Disaster Management
3	Role of Youth in Disaster Risk Reduction
4	Earthquake Disaster Risk Reduction
5	Towards Earthquake Disaster Preparedness
6	Awareness on Disaster Response
7	Understanding Hazard, Vulnerability and Risk
8	Preparing Social Resource Map, Safe place and Evacuation Route Map
9	Training on Mock Drill
10	Training on First Aid and Conduct Mock Drill

Source: Authors Compilation

RESULTS AND DISCUSSIONS

Pre test and post- test tools were used during the field work practicum to assess the impact of sessions and trainings provided to the target group. There were 12 questions for testing with 5 point scale. The same question of pre test was used for the post test. After analyzing both the filled up tools social worker found that there is a drastic change in the awareness level of participants about Disaster Management and Disaster Preparedness.

From both the assessments social worker understood that the participants got a clear idea about the concepts like Disaster Management, Disaster preparedness, Disaster response, Hazard, Vulnerability and Risks. The pre-test assessment shows that majority of the participants were unaware about the concepts in the beginning.

Table No. 2: Pre Assessment

S. No.	Statements	Opinion					Total
01	Concept of Disaster Management is familiar	To greater extent (0)	To an extent (0)	Neutral (0)	To little extent (13.3)	To very little extent (86.7)	100
02	Important for young girls to involve in disaster preparedness	Strongly Agree (6.7)	Agree (80)	Neutral (13.3)	Disagree (0)	Strongly Disagree (0)	100
03	Aware of Disaster response	To greater extent (0)	To an extent (0)	Neutral (0)	To little extent (0)	To very little extent (100)	100
04	Aware of the occurrence of earthquake	Very much Aware (0)	Somewhat Aware (13.3)	Neutral (20)	Not much Aware (26.7)	Not at all Aware (40)	100
05	Earthquake Disaster Preparedness will be helpful	Extremely Helpful (0)	Very Helpful (13.3)	Somewhat Helpful (60)	Slightly Helpful (26.7)	Not at all Helpful (0)	100
06	Aware of the Hazard, Vulnerability and Risks	Very much Aware (0)	Somewhat Aware (0)	Neutral (0)	Not much Aware (80)	Not at all Aware (20)	100
07	Know the First Aids provided during Earthquake	To greater extent (0)	To an extent (0)	Neutral (0)	To little extent (0)	To very little extent (100)	100
08	Capable in Search and Rescue operations	Extremely Capable (0)	Very Capable (0)	Somewhat Capable (0)	Slightly Capable (0)	Not at all Capable (100)	100
09	Confident enough to provide First Aids	Strongly Agree (0)	Agree (0)	Neutral (0)	Disagree (26.7)	Strongly Disagree (73.3)	100

S. No.	Statements	Opinion					Total
10	know the agencies/ Departments/ Institutions related to Disaster Management	To greater extent (0)	To an extent (0)	Neutral (0)	To little extent (20)	To very little extent (80)	100
11	Aware of Safe Evacuation Route during earthquake	Very much Aware (0)	Somewhat Aware (0)	Neutral (40)	Not much Aware (33.3)	Not at all Aware (26.7)	100
12	Able to take proper decisions during disaster	To greater extent (0)	To an extent (0)	Neutral (53.3)	To little extent (20)	To very little extent (26.7)	100

Source: Authors Compilation

Table No. 3: Post Assessment

S. No.	Statements	Opinion					Total
01	Concept of Disaster Management is familiar	To greater extent (26.7)	To an extent (53.3)	Neutral (13.3)	To little extent (6.7)	To very little extent(0)	100
02	Important for young girls to involve in disaster preparedness	Strongly Agree (80)	Agree (20)	Neutral (0)	Disagree (0)	Strongly Disagree (0)	100
03	Aware of Disaster response	To greater extent (13.3)	To an extent (73.3)	Neutral (6.7)	To little extent (6.7)	To very little extent(0)	100
04	Aware of the occurrence of earthquake	Very much Aware (13.3)	Somewhat Aware (86.7)	Neutral (0)	Not much Aware (0)	Not at all Aware (0)	100
05	Earthquake Disaster Preparedness will be helpful	Extremely Helpful (80)	Very Helpful (20)	Somewhat Helpful (0)	Slightly Helpful (0)	Not at all Helpful (0)	100
06	Aware of the Hazard, Vulnerability and Risks	Very much Aware (13.3)	Somewhat Aware (66.7)	Neutral (20)	Not much Aware (0)	Not at all Aware (0)	100
07	Know the First Aids provided during Earthquake	To greater extent (20)	To an extent (66.7)	Neutral (13.3)	To little extent (0)	To very little extent (0)	100
08	Capable in Search and Rescue operations	Extremely Capable (0)	Very Capable (80)	Somewhat Capable (13.3)	Slightly Capable (6.7)	Not at all Capable (0)	100

S. No.	Statements	Opinion					Total
		Strongly Agree (0)	Agree (53. 3)	Neutral (26. 7)	Disagree (20)	Strongly Disagree(0)	
09	Confident enough to provide First Aids						100
10	Know the agencies/ Departments/ Institutions related to Disaster Management	To greater extent (0)	To an extent (86. 7)	Neutral (13. 3)	To little extent (0)	To very little extent (0)	100
11	Aware of Safe Evacuation Route during earthquake	Very much Aware (100)	Somewhat Aware (0)	Neutral (0)	Not much Aware (0)	Not at all Aware (0)	100
12	Able to take proper decisions during disaster	To greater extent (13. 3)	To an extent (73. 3)	Neutral (13. 3)	To little extent (0)	To very little extent (0)	100

Source: Authors Compilation

In the pre test assessment, about 87 percent girls had a very little knowledge on the concept of Disaster Management. But after the training, about 56 percent of girls was familiar with the concept to an extent and 27 percent of them had familiarized the concept to greater extent.

None of them had a knowledge on Disaster response in the beginning, but after the field work 73 percent were aware to an extent and know how to respond during an emergency situation. About 80 percent of the girls were not aware about the hazards and risks around their environment in the beginning. But due to the training on social resource mapping and risk mapping, about 67 percent of participants are aware of the hazard and risks around them and their surroundings.

One of the great impacts of the field work was that in the beginning none of the girls were capable of search and rescue operations, but through the training provided 80 percent of them are now capable of search and rescue operations during disaster. The first aid class really influenced the confidence level of the participants. In the pre- test assessment about 73 percent of girls strongly disagreed that they had confidence to provide first aids. But in the post- test assessment, 53 percent of the girls are confident enough to provide first aids during disaster and about 73 percent of participants are capable in taking decisions during the disaster. These are all the great impacts due to the trainings provided.

CONCLUSION

While no one ever wants to think about disaster striking, the simple truth of the matter is that we are all vulnerable to becoming victims of some type of natural disaster or emergency situation. If that should happen, it is crucial that we be prepared.

This field work practicum has helped a vulnerable group of girls to be prepared for earthquake disaster. It is sure that this training will help them to manage the risks occurring during the disaster. It had a great impact in the knowledge level of the girls. They are now able to help out the other people during the disaster. Thus each participant gained confidence to help themselves and others, especially in a disaster situation.

While disasters may be unpredictable, important steps can be taken before a disaster occurs to minimize the threat of damage. Disaster preparedness is everyone's responsibility. With proper training and knowing what to do in the event of a disaster, emergency responders will be prepared to assist their neighbors and help protect lives and property.

Emergencies and disasters can happen at any time and often without any warning. Considering that Youth comprise main part of our population, disaster planning, response, and recovery efforts must take into account the unique needs that youth have. Youth also bring many unique strengths to emergency preparedness.

Youth are positive influencers. Educators and social researchers agree that youth can effectively bring the message of preparedness home to their families. **Youth can become leaders.** By participating in youth preparedness programs, they are empowered to become leaders at home and in their schools and communities.

Youth who are prepared are more confident during emergencies and disasters. Social science research and anecdotal evidence support the idea that youth who have learned about emergency preparedness experience less anxiety during an actual emergency or disaster.

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A STUDY ON WASTE DISPOSAL PRACTICES AND ITS IMPACT ON HEALTH AND WELLBEING IN MANGALORE CITY

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ABSTRACT

Disposal and management of hazardous waste is a worldwide challenge and it is a growing issue to many rapidly urbanizing areas. Improper disposal of waste and lack of its management causes all types of pollution such as soil, and water. Indiscriminate dumping of wastes contaminates surface and ground water supplies. The overarching objective of this research is to develop and present a framework that aids understanding of (poor) waste disposal practices and its impact on health and wellbeing in Mangalore city. A qualitative research design was used to assess 80 participants selected with convenience sampling method. A self structured questionnaire and focused group discussion were used to assess information based on the objectives of the study. The result of the study were analyzed, interpreted and presented with descriptive and inferential statistics. As per the study 42(52.5%), that is average number of the participants were able to have effective waste disposal practices, 53(66.2%) of them expressed that they faced health issues due to improper methods and practices and the correlation between waste disposal practices and it's impact on health was highly significant. The study shows that there is very high impact on health and wellbeing due to poor waste disposal practices. Mangalore is one of the growing smart cities in the country and there is a need of innovative and scientific methods through qualitative research studies and training to have better disposal practices to lessen the negative impact on health and to have healthy as well as sustainable environment to live in.

Key Words: *Attitude, Knowledge, Health, Practices, Wellbeing and Waste Disposal*

INTRODUCTION

Disposal and management of hazardous waste is a worldwide challenge and it is a growing issue to many rapidly urbanizing areas. Global estimates indicated that by 2002, 2.9 billion urban residents generated about 0.64 kg of waste per person per day and by 2012, this rose to 1.2 kg per person per day with a total urban population of 3 billion. Currently, it is projected that by 2025 there will be about 4.3 billion urban residents who on average will generate 1.42 kg of waste per day (Hoorneweg, 2012). Disposal and management of waste are world-wide problems.

Poor, outdated and illegal practices of urban and hazardous waste disposal affect local communities virtually in all countries: This includes illegal trans boundary trade, mostly from industrialized countries (Marsili, 2009). The burden of diseases of waste-related exposures in middle-low income countries is increasing and not sufficiently recognized: Several investigations indicate poor and illegal waste management as the most important world-wide cause of contamination of soil and groundwater (Landrigan, 2015). Many human activities generate waste. These are major causes of environmental and health challenges. These spread infectious diseases such as

malaria, cholera, dysentery, respiratory complications and injuries among others. Improper disposal of waste and lack of its management causes all types of pollution: air, soil, and water. Indiscriminate dumping of wastes contaminates surface and ground water supplies. In urban areas, it may clog drains, creating stagnant water for insect breeding, floods during rainy seasons. Uncontrolled burning of waste particularly plastics and improper incineration contributes significantly to urban air pollution. Greenhouse gases are generated from the decomposition of organic wastes in landfills, and untreated leachate pollutes surrounding soil and water bodies. Health and safety issues also arise from improper waste management. Insect and rodent vectors are attracted to the waste and can spread diseases such as cholera and dengue fever. Using water polluted by poor waste management methods for bathing, food irrigation and drinking water can also expose individuals to disease organisms and other contaminants. Therefore, accurate information in these areas is necessary to monitor and control existing waste management system, to make regulatory, financial and institutional decisions.

WASTE MANAGEMENT

Waste management is the collection of all thrown away materials in order to recycle them and as a result decrease their effects on our health, our surroundings and the environment and enhance the quality of life. Waste management practices differ for developed and developing nations, for urban and rural areas, and for residential and industrial producers. Waste Management flows in a cycle: monitoring, collection, transportation, processing, disposal or recycle. Through these steps a company can effectively and responsibly manage waste output and their positive effect they have on the environment.

Waste generation per capita has increased and is expected to continue to climb with growing population, wealth, and consumerism throughout the world. Approaches to solving this waste problem in a scalable and sustainable manner would lead us to a model that uses waste as an input in the production of commodities and value monetized, making waste management a true profit center. The conversion of waste as a potential source of energy has a value as a supplemental feedstock for the rapidly developing bio-fuels sector. A variety of new technologies are being used and developed for the production of biofuels which are capable of converting wastes into heat, power, fuels or chemical feedstock are thermal Technologies like gasification, pyrolysis, thermal depolymerization, plasma arc gasification, and non-thermal technologies like anaerobic digestion, fermentation etc. There are a number of new and emerging technologies that are able to produce energy from waste and other fuels without direct combustion. Biodegradable wastes are processed by composting, vermicomposting, anaerobic digestion or any other appropriate biological processing for the stabilization of wastes. Recycling of materials like plastics, paper and metals should be done for future use

Waste management is the collection of all thrown away materials in order to recycle them and as a result decrease their effects on our health, our surroundings and the environment and enhance the quality of life.

Waste management is the collection, transport, processing, recycling or disposal, and monitoring of waste materials. The term usually relates to materials produced by human activity, and is generally undertaken to reduce their effect on health, the environment or aesthetics. Waste management is also carried out to recover resources from it. Waste management can involve solid, liquid, gaseous or radioactive substances, with different methods and fields of expertise for each. Waste management practices differ for developed and developing nations, for urban and rural areas, and for residential and industrial producers. Management for non-hazardous residential and institutional waste in metropolitan areas is usually the responsibility of local government authorities, while management for non-hazardous commercial and industrial waste is usually the responsibility of the generator.

The present study aimed at assessing the knowledge and attitude of participants towards waste management practices and its impact on health in Mangalore city. Management of waste required scientific and technical knowledge. The generated waste can be recycled and reused for different purposes. Each household could lessen the stock of waste and reduce the amount of impact on environment, health and wellbeing of an individual. It requires creating awareness, motivating the good will of people.

MATERIALS AND METHODS

OBJECTIVES

1. To study the Socio-demographic profile of the respondents.
2. To assess the Awareness and attitude towards waste management among people.
3. To investigate the waste disposal practices and its impact on health
4. To find out the association between disposal practices and health impact

TOOLS

The study was descriptive in nature and used mixed methods (quantitative and qualitative). The quantitative part of the study consists of a survey using a questionnaire and the qualitative part used Focus Group Discussion (FGD). The selected participants were used to assess knowledge and attitude and identify the different waste disposal practices based on prepared self-structured questionnaire through interviews and focus group discussion. The questions were mainly designed to ensure the objectives of the research study. The convenience sampling was used to select 80 participants and two group discussions. The participants of the study were mainly students, house wives, teachers, shop keepers and other lay persons. The questionnaire and interviews were conducted by visiting households, schools and shops in Mangalore city. In each group 8 participants were invited to share and discuss about their views and experiences towards waste disposal and its impact on health and wellbeing. One of the aims of focused group discussion was to promote awareness on effectiveness of waste disposal practices. Based upon the research objectives, a list of questions were prepared as guidance for each focus group discussion session. The confidentiality was ensured and personal consent was taken before assessing the data. SPSS (version 21) software was used to code, interpret data. It was analyzed and presented in the form of tables with descriptive and inferential statistics

RESULTS

The results of the study was analyzed and interpreted based on objectives and purpose of the study. Participants of the study were asked to provide information on personal information, knowledge, attitude and practice towards waste disposal, its impact on health and wellbeing.

1. Demographic profile

The study assessed the demographic profile of the respondents to understand how these personal and socio-economic conditions were supportive to the purpose of study. The age group selected in this study was 19-55 years, among them 59(73.8%) of them were females and 21(26.3%) of them were males. Around 33(55%) of them were highly educated with PG and other professional qualifications and students were also part of this study and others, 27(45%) of them were below PUC education. Regarding occupation of the participants, 41(51.3%) of them were students, 19(23.8%) of them were housewives, 15(18.8%) of them were doing Business and 5(6.3%) of the respondents were unskilled workers.

2. Knowledge and Attitude

Waste disposal is one of the major environmental problems all over the world. Improper waste disposal

causes breeding and may cause infectious diseases like cholera, small pox, and plague, etc. The perceived knowledge and attitude towards waste disposal is necessary to have better healthy environment. The following analysis provides the knowledge and attitude of the participants towards waste disposal

Table No. 1: Shows the perceived knowledge and attitude towards Waste disposal

Knowledge and Attitude	Correct		Not correct	
	F	%	F	%
Waste	45	56.25	35	43.75
Kinds of Waste	47	58.75	33	41.25
Source of waste	32	40	48	60
Define waste management	20	25	60	75
Methods of waste Management	13	16.25	67	83.75
Waste can be recycled	48	60	32	40
3r's of waste management	34	42.5	46	57.5
Causes which being affect to living being	60	75	20	25
Management of household waste	38	47.5	42	52.5
Type of government organization involved in waste management	44	55	26	45
Recycling	24	30	56	70
Types recycle materials can be picked from waste	20	25	60	75
Segregation	18	22.5	62	77.5
Reasons for polluting environment	62	77.5	18	22.5
Type of materials used as waste	42	52.5	38	47.5
Total	34	42.5	46	57.5

Source: Authors Compilation

The study observed that effective methods on disposal practice such as methods of waste management (83.75%), 3rs of waste management (57.5%), recycling (77.5%), types recycle materials can be picked from waste (75%), segregation (77.5%) are unknown to majority of the household. The overall knowledge and attitude perceived by the participants is 33(42.5%). It shows that lack of awareness may have impact on poor practice of waste management.

WASTE MANAGEMENT AND DISPOSAL PRACTICES

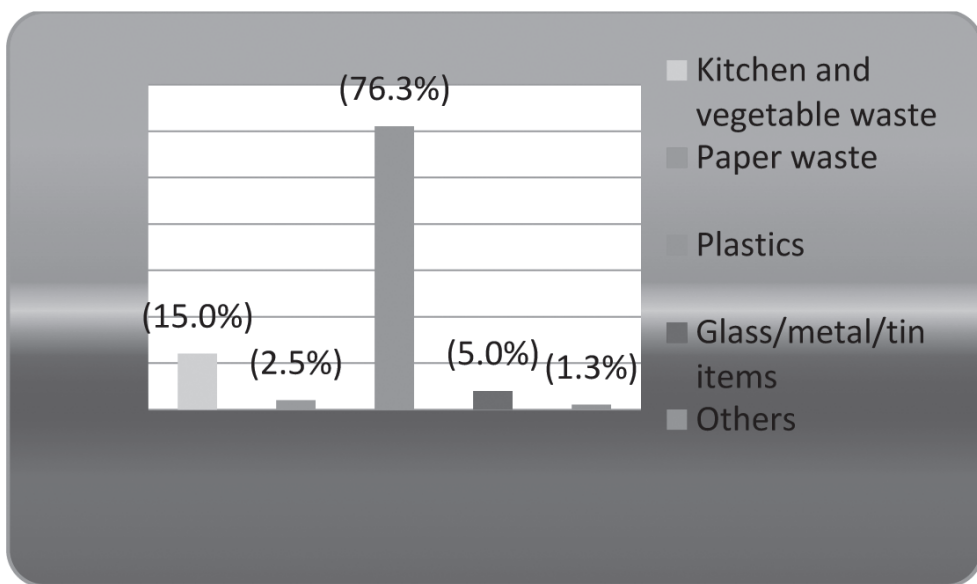
Waste management is intended to reduce adverse effects of waste on human health, the environment or aesthetics. Waste management methods, each of them divided into numerous categories. Those groups include source reduction and reuse, animal feeding, recycling, composting, fermentation, landfills, incineration and land application. Practicing proper waste disposal methods can have lesser effects on health, recycle and protect environment which can be sustainable to future generation. The present study aimed to find out the various disposal practices adopted by the participants as shown below.

Table No. 2: Ways and Transportation of waste disposal

Disposing waste	Ways	F	%
	Gutters	5	6.3
	Nearby bushes	26	32.5
	Dustbin	40	50
	Road side	9	11.2
Transportation of waste	Self	6	7.5
	Children	1	1.25
	Paid collection	3	3.75
	Municipality	70	87.5%

Source: Authors Compilation

Out of the 80 respondents, 50.0% disposed of their waste at the appropriate designated sites, which included the big communal bins and the dump trucks of the paid collection services and a good number participants that is, 87.5% of them said that municipality will transport the waste and other 12.5% disposed waste by self, through children and paid collector. While others 50.0% of the respondents practiced indiscriminate (crude) dumping (on the streets, in a bush, nearby gutters, or in a hole) which may have impact on health and environment.

Diagram No.1: Types of Waste generated by households

Source: Authors Compilation

The study shows the type of items, generally accrued for disposal, 61(76.3%) of the respondents have plastic wastes in their home, 12(15.0%) of the respondents have kitchen and vegetable wastes, 4(5.0%) of the respondents have glass/metal/tin items, 2(2.5%) of the respondents have paper waste and 1(1.3%) of the respondents have other waste materials in the home

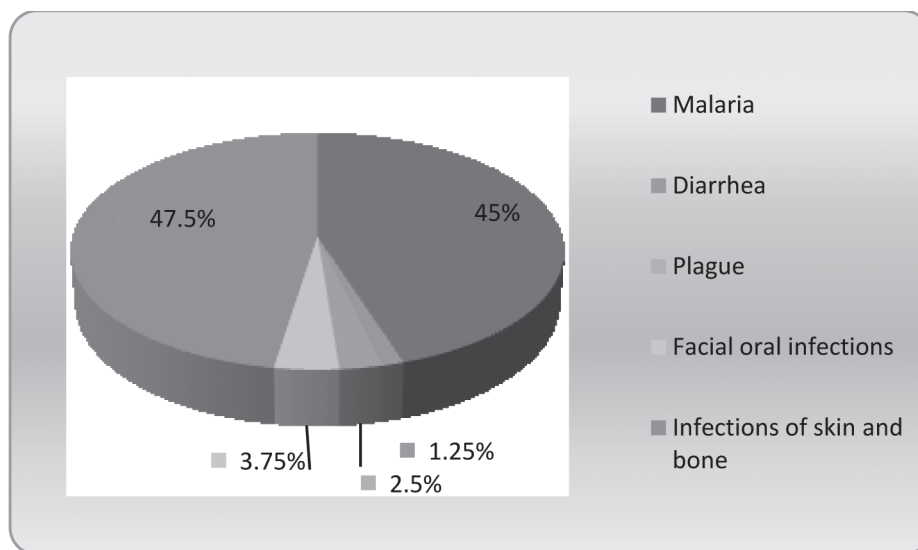
Table No. 3: Types of disposal practices

Types of disposal practices	Frequency	Percentage
Separating waste (Segregation)	7	8.75
Burning Waste	4	5
Recycling	2	2.5
Disposing Chemical waste	8	10
Reuse of household waste	7	8.75
Sites of waste disposal (dumping garbage)	7	8.75
Transportation waste	7	8.75
Others	38	47.5

Source: Authors Compilation

Waste management refers to the practice of collecting, transporting, processing or disposing of, managing and monitoring various waste materials. It is important to observe sustainability in this aspect so that every bit of waste can be managed in an efficient manner rather than just dumping it all in landfills. Hardly very few that is, less than 10% each of them have been practicing accurate methods on waste disposal as per results shown in table no. 3. If waste is managed in the right way, it doesn't merely eliminate the subsequent waste but also reduces the impact and the intensity of harmful.

Diagram No. 2: Types of disease created by solid waste due to lack of proper disposal methods



Source: Authors Compilation

Diagram No. 2, shows the types of disease created by solid waste due to lack of proper disposal methods. 38(47.5%) of the respondents says that infections of skin and bone diseases are more due to lack of proper disposal methods, 36(45%) of the respondent says malaria, 3(3.75%) of the respondent says facial oral infections, 2(2.5%) of the respondent says plague, 1(1.25%) of the respondent says diarrhea. These are the types of disease created by solid waste due to lack of proper disposal methods.

Table No. 4: Overall Health impact of the respondents

Impact	Frequency	Percent	Mean	Std. Deviation
Average	42	52.5%	4.2750	.95434
Poor	4	5%		
High	26	32.5%		
Very High	8	10%		
Total	80	100.0%		

Source: Authors Compilation

The above table no. 4, illustrates the overall health impact of the respondents. The opinions of the participants were classified into five categories as Excellent (70-57), Good (56-43), Average (42-29), Poor (28-15), Very Poor (14-0) .The result reveals that 42(52.5%) of respondents had very high health impact, 26(32.5%) of respondents had high,8(10.0%)of the respondents had average,4(5.0%) of the respondents had poor health impact.

Therefore, the result shows that the mean score was greater than 4.2750±.95434 standard deviation which means a majority of the participants face health issues due to poor practice methods on waste disposal.

Effective practices of waste disposal may reduce the harmful effects and prevent many infectious diseases. People must have good practices regarding household waste disposal in their homes. Moreover, Poor waste disposal practices lead to contamination of environment there by increasing the burden of infection and diseases.

Table No. 5: Association between Practices and Health impact on Waste Management

Practices	Health Impact				Total	Chi-Square Tests		
	Good	Average	High	Very high		Value	df	Asymp. Sig. (2-Sided)
Excellent	5	2	1	1	9(11.25%)	1.445	12	.000(**)HS
Good	0	3	12	1	16(20%)			
Average	3	28	4	1	37(46.25%)			
Poor	0	7	5	3	16(20%)			
Very Poor	0	2	1	0	3(3.75%)			
Total	8(10%)	42(52.5%)	26(32.5%)	4(5%)	80(100%)			

Chi-Square Tests: **p=0.000<0.01 Highly Significant (HS)

Source: Authors Compilation

The above study shows the association between waste management practices and impact on health. As per the results of the study the practice of waste disposal methodswas average among 37, (46.25%) and similarly the health impact was also average, that is 42, (52.5%). Further around 18(22.5%) of the participants were not effective in following waste management practices and 30(37.5%) of them face health issues. 25(31.5%) of them were following better waste management practices but 8(10%) of them have good health impact.

The Chi-Square Tests=1.445; df=12 shows that the association between practice of waste disposal and its impact on health was highly significant at p=0.000<0.01. Therefore study determines that effective methods of waste disposal may reduce facing health consequences.

FOCUS GROUP DISCUSSION (FGD)

The focus group Discussion introduced in this study aimed to bring awareness on an effective use of waste management practices for sustainable development. The information gathered through this research process could be helpful for the development of future recycling and waste management programs and services towards sustainable development. This focus group in particular aims to identify the challenges for solid waste management, impact on the environment and sustainable development, and community awareness.

Objectives of FGD's

- ♦ To assess the waste disposal practices among group members
- ♦ To enhance the knowledge and facilitate them on effective ways of waste management for sustainable development

Content of the Discussion

- ♦ Introduction
- ♦ Warm up activities
- ♦ Brainstorming session
- ♦ Discussion on waste disposal practices
- ♦ Conclusion

Implementation of FGD's

Each group consisted of four to seven men, women and students aged 18 to 60 years. The group discussions were held as per convenient time of group members. These group discussions were led by researcher functioning as moderator. Social group work method was used to obtain the aim of the research and objective of the focus group discussion. Two groups have been selected with 8 members each and one group consisted of students selected from one of the colleges and other group of women mostly house wives from particular selected community in Mangalore city. Around 45 minutes sessions were conducted for each group. It began with introduction about the purpose and aim of the group followed by warm up session to make them feel at home with other group members.

To find out their views and practices on waste disposal the brainstorm session was implemented. The majority of the group members had knowledge about waste disposal practices and implemented it in a right way.

The main aim of the focused group discussion was to enhance the knowledge and effectiveness of ways for waste management methods toward sustainable development. The following questions were discussed

- ♦ Have you ever been educated on proper waste disposal by the council?
- ♦ Do you have public waste collectors in your area?
- ♦ What problems do you think exist in your area as for waste management?
- ♦ If you were given the opportunity, how would you solve them?
- ♦ Do you know about possible environmental impacts of solid waste?
- ♦ Do you think Solid waste management has impact on sustainable development?

Participants from group were asked to list out important factors for a good waste management system. They first listed criteria individually and then discussed them as a group

Majority of the participants in the group were actively involved in discussion especially student's group was positive about it. Both the groups felt that effective system in collecting waste is essential and awareness through education could be possible where as student group members expressed that college has recycle system for waste disposal. Majority of the group members in both group agreed that problems are existing due to impaired methods for waste disposal and its management. As per the opinion of students group recycling waste can be more effective and can be used as manure for plants and cultivating vegetables.

The following suggestions were discussed as follows

- ♦ Behaviour in households concerning waste management, sorting and recycling attitudes to the local waste management system,
- ♦ Knowledge about how waste management is organized which can be a motivation and potential for changes in waste-related behaviors
- ♦ Criteria for group for mapping through a discussion for analysing priority and compromise seeking individually and in the group

Overall, most of the participants felt that the council should provide information for further understanding regarding materials that can or cannot be recycled. Some of them felt that this information should be provided with the initial leaflets sent out with the containers or bins, whilst others felt that the council should provide further and continued education regarding the service. Educational institutions are most important source for promoting awareness, education and training by targeting youth which can be considered as a sustainable development factor for waste management

SUGGESTIONS AND CONCLUSION

The study indicates that increased domestic and household activities in urban environments are linked to the generation of high volumes of domestic wastes. It is also evident that some of this waste is dumped on the streets, gutters, holes and in nearby bushes. This has the potential of serving as breeding grounds for rodents and insects that could increase the risk of the spread of parasitic, communicable and non-communicable diseases. Moreover, food debris disposed off indiscriminately could give rise to choked drains and blocked waterways, which create the possibility of flooding during the wet season

The study found that the majority of the solid waste generated at home was largely food debris and plastics, which were mainly stored in uncovered plastic containers and disposed without separation. Although waste was disposed appropriately at communal sites, some community members practiced crude dumping in any available space, including gutters, holes, streets, and bushes. Although, indiscriminate dumping was frequently done, the community expressed interest in controlling waste disposal through the use of bins and regular collection to dump sites. The communities cherished improved waste management practices and were willing to pay for improved services. With a little push, support, and education to improve people's practices and perceptions regarding waste management, some of the challenges confronting municipalities in the area of waste management can be minimized.

The study concluded that to have proper methods, effective practices on waste management required knowledge and positive attitude. People with lack of Knowledge regarding household waste disposal have negative attitude towards waste disposal in their homes. They can achieve many health and environmental benefits if

people play an important role in waste disposal. Most respondents still did open dumping at the outskirts of town and a greater proportion still used open containers as waste bins. Respondents also had fair knowledge about improper waste management related diseases but this knowledge did not translate into practice. The greatest challenge mentioned by respondents was however the cost of paying for waste disposal, especially when contracting a private waste management agency. The study found that the majority of the solid waste generated at home was largely food debris and plastics, which were mainly stored in uncovered plastic containers and disposed without separation. Although waste was disposed appropriately at communal sites, some community members practiced crude dumping in any available space, including gutters, holes, streets, and bushes. Although, indiscriminate dumping was frequently done, the community expressed interest in controlling waste disposal through the use of bins and regular collection to dump sites.

One of the outcomes of overflowing garbage is air pollution, which causes various respiratory diseases and other adverse health effects as contaminants are absorbed by lungs into other parts of the body. The toxic substances in air contaminated by waste include carbon dioxide, nitrous oxide and methane. It is important to identify the waste disposal and its impact on health for enhancing the health and wellbeing. Mangaluru being a fast developing city faces the challenges of dealing with the solid waste generated. The calculation of the quantity of waste generated especially in the households and the manner in which the residents and the local government respond to it becomes crucial in facing this challenge effectively (Vincent, 2015). If generated waste is not effectively managed it may have impact on health of an individual too. The household waste need to be utilized and at the same time it has to be strengthened by adequate awareness programme and facilities. There is a need of collaborative and active role required to participate and promote effective measures on waste management between City Corporation, municipality and household (local public). Other educational institutions can be targeted as potential sources for waste management activities. Sustainable and economically viable waste management must ensure maximum resource extraction from waste, combined with safe disposal of residual waste through the development of engineered landfill and waste-to-energy facilities. Therefore, it is essential to have eco-friendly waste management system which enables people to have better environment to live in.

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A RESEARCH STUDY ON EXPLOITATION OF HUMAN RIGHTS OF MINORITY PREGNANT WOMEN

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ABSTRACT

INTRODUCTION: Reproductive health issues are one of the biggest causes of death and chronic health problems for women of childbearing age worldwide. As the women in this study do not have any choice of her own in the matters of child bearing rather she is under the control of men in the family. Multiple human rights including the right to life, the right to be free, the right to health and the prohibition of discrimination has been violated. With this background, the current study is to understand the problems and human rights violation faced by minority Pregnant Women. The objectives of the study were: To study the health status of the pregnant Women. To understand the facilities they receive from government and understand the human rights violations they face.

METHODOLOGY: Descriptive Research Design was used. The study was conducted in Urban Mangaluru. Fifty respondents were selected using Convenience Sampling. Self-prepared questionnaire and interview method were used to collect data.

RESULTS: 90% of the respondents do not adopt any family planning methods because of their religious beliefs. 90% of respondents have no right to make choice to prevent pregnancy as their male family members decide on their child bearing. 70% respondents don't have awareness on family welfare programme because they are not attending the Health camp organised by the Anganavadis. 60% of respondents have low count of RBC's and WBC's because they are not consuming nutritious food in regular basis. 60% of respondents are not participating in the nutritional programme conducted every month at Anganavadi. 50% of the respondents are malnourished and 20% of pregnant women are weak because of continuous and too close child birth which leads to high risk of mortality.

CONCLUSION: Insufficient care afforded to pregnant women is the first major reason for the high levels of malnutrition and mortality. Due to the prejudices prevailing in the family members the women is treated as a child bearing machines rather than a 'human being' as she has a right to live, right to self-determination, right to equitable care and these human rights have been violated.

Key Words: Family planning, Human Rights, Malnourished, Pregnant Women and Reproductive Health.

INTRODUCTION

Woman is a light of the family. Marriage is a precious ceremony which connects two families and two souls. Where, couple gives equal love, care, respect, and opportunities to grow. In a relationship it's very

important to give freedom to each other to share his/ her opinion and discuss with each other and then make a decision for their welfare as well their family's welfare. The women's condition defines the welfare of the nation. But now days we are concerned about country's welfare, state welfare and also the social relationship as whom we meet out of the home but we never think about the women who reside in our own home. Men are providing the material needs to their spouses but not giving a chance to express her emotional needs.

Pregnancy is a crucial period of every woman's life. At this stage nutritional status of woman is very essential as it affects the pregnancy outcome. The consequences of unintended pregnancy can be disruptive at best and fatal at worst. Reproductive health issues are one of the biggest causes of death and chronic health problems for women of childbearing age worldwide. But every 5 Minutes, A Pregnant Woman Dies in India said by WHO in Indo-Asian News Service June 13, 2016, from complications of pregnancy or childbirth. Insufficient care afforded to pregnant women is the first major reason for the high levels of malnutrition and mortality. 37 percent of all pregnant women in India received no prenatal care during their pregnancies.

Women's sexual and reproductive health is related to multiple human rights including the right to life, the right to be free, the right to health, and the prohibition of discrimination. The women's rights are getting exploited by men and sometimes from their in-laws by demanding for 'boy' baby and for more children. By keeping religious aspects in mind the people are not ready to accept and practice the family welfare programme. In this reproductive process it's very much important that both the spouses have a common opinion but here we can see most of the women forcefully getting involved in this process just like a machine used in the process of production. There is no other option for a women to say 'no' only one thing she can do is keeping quite. Because of religious aspects the women health is getting violated. There are human rights against women exploitation, reproductive rights etc but women are not aware of their own rights and also sometimes after knowing their rights they are unable to raise their voice because of male domination.

REVIEW OF LITERATURE

Indian Literature

Soni et al (2003) from their study on pregnant women of Delhi reported that prevalence of anemia was very high i.e. 96% had anemia with 5.3% having severe anemia. The research assesses the impacts of multiple food patterns on the occurrence of anemia during pregnancy, about their dietary habits (vegetarian diet, jhatka or halal meat) and evaluating their levels of haemoglobin. The prevalence of anemia during pregnancy in Delhi is very high, probably due to the very low level of meat consumption in India.

Devi (2005) points out that in Indian society the problem of violence against women is not new. The ever present fact of violence, both overt and covert, physical and non-physical has an alarming influence on the status of women. Violence against women causes more deaths and disabilities among women than any other illness. By 2010 the growth rate of crime against women is likely to be higher than population growth. Further she explains that Adult women suffer more than men from malnutrition from iodine deficiency, anaemia and stunting caused by protein-energy malnutrition. In most poor countries pregnancy complications are the large single cause of death among women in their reproductive years. An African woman is 180 times more likely to die from pregnancy complications than a Western European Woman.

Devi and Prema (2006) explain that the main cause of domestic violence against women are unequal power relations, gender discrimination, patriarchy, economic dependence of women, dowry, low moral values, negative portrayal of women's images in media, no participation in decision-making, gender stereotypes and a negative mindset. There are various manifestations of violence, which includes beating, mental torture, forced pregnancy, female infanticide, rape, denial of basic necessities and battering. The worst form of violence is dowry murder.

Ranjita Singh (2014) the researcher explained that men and women are main pillars in human life. Women suffered a lot in life. She has been deprived from many things like basic birth right, no rights to express her views and ideas and so on. Some positive elements like legal rights, equal liberty and opportunities, compulsory education, which will raise her status and gives her courage to fight for their rights and justice.

METHODOLOGY

The objectives of the study were:

- ♦ To study the socio-demographic profile of the respondents.
- ♦ To study the health status of the respondents
- ♦ To find out the nutritional status among respondents.
- ♦ To know about the adoption of the family welfare schemes among respondents
- ♦ To understand the facilities they receive from government
- ♦ To understand the human rights violation faced by the respondents.

The study has taken agreeable 50 respondents of Muslim minority pregnant women located in Mangaluru through a Convenience sampling method. The respondents were selected from the urban setting of Mangaluru.

The following Tools were used for the study:

Questionnaire and Interview methods were used to understand the demographical data of the respondents prepared by the researcher.

RESULTS

Nearly 70% respondents are under the age group of 20 to 30 years. Here we can see most of the respondents are below the age of 30 which shows that girls are getting married at very early age like soon after they attain 18 years or sometimes before the age of 18 years also they get married but nobody knows about that. Their rights to marry and to find a family are abused due to early marriage as the decision are vested in the hands of their family members.

Majority 90% of respondents have no right to make a choice to prevent pregnancy as their male family members decide on their child bearing. This is a very difficult situation which the respondents are going through. Being the better half she doesn't even have a right to decide when she wants an offspring. Here their right to birth control gets violated.

Nearly 50% of the respondents are malnourished and 20% of pregnant women are weak because of continuous childbirth and no gap between children which leads to high mortality rate. 30% of the respondents are healthy as they follow the guidelines of the ASHA Worker and they are regular in consulting their doctor.

The study indicates that 50% of the respondents don't know about their right to check-up in Government maternal health care centre is totally free. 12% of the respondents don't have awareness of right to receive cash payment for regular prenatal check-up. 38% of respondents don't have knowledge of right for free transport service which is available for pregnant women in the government hospital for emergency purposes.

The study shows that majority 90% of the respondents do not adopt any family planning methods because of their religious beliefs. 20% of pregnant women were not taking immunization on regular basis because they were lethargic to go to Anganavadi to avail this facility. 70% respondents don't have awareness on family welfare programme because they were not attending the Health camp organised by the Anganavadis. Women in the

community do not get a chance to attend these programmes as they are not allowed by fellow family members due to certain drawbacks. Here their right to education regarding sexually transmitted diseases and sterilization techniques get violated.

Majority 90% of respondents are aware about ASHA worker as they are a part of the community. 60% of respondents are not participating in the nutritional programme conducted every month at Anganavadi. 60% of respondents have low count of RBC's and WBC's because they are not consuming nutritious food on regular basis. 100% of respondents are not facing stress during their pregnancy as the family members support in bearing child. By this we can understand that family environment has a positive attitude towards the pregnancy.

Majority 90% of the respondents do not come to Anganavadi for food consumption as it is a part of the government programme called "Mathru Poorna Scheme, Karnataka". Respondents opined that they are not able to walk daily to Anganavadi as it is far from their place of stay to avail the facility. The food cooked at Anganavadi doesn't tastes good and also they feel lethargic to visit to Anganavadi as their place of stay is far.

Certain violations are pretty rampant in the community and certain education and awareness regarding human rights needs to be given to respondents so that they identify the violations happening in their own household and surroundings and contribute to making their community more sensitive in the human rights domain and certain welfare measures that contribute towards a more holistic community.

DISCUSSION

In research study, the respondents' reproductive age has become as one of the risk factor so this makes them to conceive more children. Proper intervention is a must for this age group people by providing them individual counselling regarding problems of continuous pregnancy and appropriate gaps in child bearing.

The respondents have no freedom of choice of their pregnancy as the men play a dominating role and force their wives for bearing children. Consent intervention should be done while conducting group discussion within men groups and discussion with couple together. This will make men groups understand their wives health conditions and in the future it might stop the mortality rate of respondents.

The Government has a role to play in protecting pregnant women from risk factors and has initiated several programmes for them. The respondents are, however, not aware of these services and must therefore be made aware of their rights so that facilities can be used for their wellbeing.

Implications of Social Work in the study:

- ♦ Visit to each respondents home and to give awareness about government health schemes especially for pregnant women.
- ♦ To motivate the pregnant women to participate in the nutritional food camp by the community health workers.
- ♦ To convince the men to be a part of the programmes conducted by the Anganavadi for the welfare of the pregnant women.
- ♦ To encourage the women to acquire family planning and to remove the religious disbeliefs through the religious leaders.
- ♦ To give an awareness on health rights for "healthy motherhood".

Limitations:

- ♦ The study is limited in terms of its respondents as only 50 respondents could be arranged for responses.
- ♦ Traditional beliefs in the family of respondents have made it difficult to change the attitude of their spouses.

CONCLUSION

The woman plays the multiple roles in the family where pregnancy can be one of the most unique and life-changing experience for a woman. In addition to having low social status, these women live in exceptionally poor disease environments. Therefore, by improving the quantity and nutrition level of food consumed in the household, by preventing micronutrient deficiencies and anemia, by increasing women's access to basic nutrition and health services, by improving access to water and sanitation education and facilities and by empowering women to prevent pregnancies too early, too often and too close together requires the support of the family members.

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SOCIAL SUPPORT AND QUALITY OF LIFE AMONG RURAL AND URBAN SCHOOL TEACHER RETIREES OF KOZHIKODE DISTRICT

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ABSTRACT

Retirement, is a transition in a person's lifecycle, that has emotional rewards and emotional hazards. This study has sought to examine the Social support and quality of life of school teacher retirees in Kozhikode District, Kerala. The objectives of the study were to assess the Social support and Quality of life of the respondents. The study also attempted to assess the relationship between Social support and Quality of life of the respondents. The researcher used purposive sampling technique to sample 50 respondents of which 25 were from rural areas and 25 from Urban areas. WHO-BREF (1997) scale on quality of life was used to measure the quality of life of respondents and a Self-prepared Structured questionnaire was used to assess the Social support of the respondents. Statistical Package for Social Science (SPSS) was used to analyse data. Study revealed that most of the respondents had moderate social support and statistically it was found that there was no difference seen in mean scores related to social support between Rural and Urban school teacher retirees ($t = -.760$). However, the study found that sample means of overall quality of life scores of Rural school teacher retirees and urban school teacher retirees differ ($t = -3.226$). A significant positive correlation was seen between Social support and Quality of life among school teacher retirees ($r = 0.337$, $p > 0.05$). It suggests the significance of social support to enjoy better quality of life. Study recommended that Institutions need to create opportunities for teachers to prepare for retirement particularly in urban areas. Associations for Urban and Rural school teacher Retirees must be initiated by Educational Institutions or voluntary organisations to engage them meaningfully to lead productive and happy retired life.

Key Words: Social Support, Quality of Life, Rural, Urban, School teacher retirees

INTRODUCTION

Teaching has been considered one of the noblest of professions. Teachers play a significant role in the life of children in schools. They actively engage in multiple tasks related to academic, social and psychological aspects of their students. Retirement is a transition from being in occupation to other life options such as leisure, volunteering to help others or to engaging in business activities (Kleiber & Linde, 2014). It is an important milestone in one's life. After putting many active years of service, once the teacher retires then he or she faces different challenges while adapting to changed way of life. Retirement is an identity shift for many people. It is a process, not an event. Retirement, like any transition in a person's lifecycle, has emotional rewards and emotional hazards. Preparing for retirement should include more than financial planning. In our society, work remains a defining feature of our daily lives and our identity. Work is more than the mental or physical tasks you

perform while employed. Work refers to the idea of being paid and engaged in activities that are productive for society. Ending your work life, consequently, may not be an easy task. There can be a major contrast between the familiar world of work with its hierarchy, tasks, and dependable income and the undefined roles, wide-open goals, and uncertain income of retirement.

QUALITY OF LIFE

WHO defines Quality of Life as an individual's perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards and concerns. It is a broad ranging concept affecting in a complex way by the person's physical health, psychological state, level of independence, social relationships, personal beliefs and their relationship to salient features of their environment. It is used to evaluate the general well-being of individuals and societies. Factors that play a role in quality of life vary according to personal preference, but they often include financial security, job satisfaction, family life, health and safety.

In our society working represents more than an income source for mankind. This human activity enables the individual to organize schedules, establish plans, targets and aspirations, build affection ties, exercise creativity, ensure independence, and express productivity. Working is an important element of personal identity construction. In addition to social values, there are individual's intrinsic values that are interconnected with their life history, relation with society, and above all, with their professional role and their way of facing losses and adjusting to new situations. Therefore, if people build, throughout their lives, other sources of satisfaction beyond working, facing this phase can be easier, enabling a restructuring of their identity as a retired person.

For some people retirement is positively assimilated, leading to reorganization of life; for others, it is significantly damaging, affecting their psychic structure. These effects can manifest through feelings and symptoms like anxiety, depression, irritability, and general dissatisfaction resulting in a reduction in quality of life. In addition, retirement can have indirect repercussions on the cognitive functioning of the elderly person, since retiring subjects often go through an impoverishment of their social networks and daily activities. These factors are important in postponing the cognitive decline, because the richer the retired person's social commitment, intellectual stimulation and physical activities, the lower the risk of dementia. Elders' susceptibility to depression also represents a risk to their cognitive integrity. Many studies demonstrate that elderly people suffering from depression show low performance in memory tests, and even greater effects on executive functions associated with attention deficit and decrease in processing speed.

IMPORTANCE OF SOCIAL SUPPORT

Social support means having friends and other people, including family, to turn to in times of need or crisis to give you a broader focus and positive self-image. Social support enhances quality of life and provides a buffer against adverse life events. Social support is often identified as a key component of solid relationships and strong psychological health. Essentially social support involves having a network of family and friends that you can turn to in times of need. Whether you are facing a personal crisis and need immediate assistance, or you just want to spend time with people who care about you, these relationships play a critical role in how you function in your day-to-day life. It is social support that builds people during times of stress and often gives them the strength to carry on and even thrive. But social support is certainly not a one-way street.

Supportive social networks can come in different forms and play different roles in your life. Sometimes the people in life provide emotional support. They back you up when you need it and are there with a shoulder to cry on when things don't go your way. This type of support can be particularly important during times of stress or when people are feeling lonely.

In other cases, the people in your social network might provide instrumental support. They take care of your physical needs and offer a helping hand when you need it. Such support is important when people have immediate needs that must be addressed. People can also provide what is known as informational support. This can involve providing guidance, advice, information, and mentoring. Such support can be important when making decisions or big changes in one's life. By having this form of support, people may feel less anxious and stressed out about the problems they are trying to solve.

Social support is one of the important factors that plays a major role in maintaining well-being in the aged. Having a variety of positive social supports can contribute to psychological and physical wellness of elderly individuals. Support from others can be important in reducing stress, increasing physical health and defeating psychological problems such as depression and anxiety. While it is true that most support does come from family members, there are many circumstances in which family members cannot be supported due to responsibilities, illness, death, financial problems, job relocation etc.

The transition from employment to retirement can be palliated if one follows his/her passion or gifting in life away from his or her professional engagement. Literature on retirement seems to bring out two contrasting views on how retirees construct retirement. Some retirees construct their retirement in a positive manner while others do so in a negative way. Those who look at it positively see it as a time to relax and move on to other income generating activities. This implies that those who embrace retirement are likely to move on with life in their retirement by engaging in various activities in their community. Retirees who regard retirement as a painful period may experience financial and social challenges. This group of retirees is likely to have negative feelings and lifestyles in their retirement. Thus, retirees look at their retirement from different perspectives.

Ageing is an inherent, active and progressive process, accompanied by physical, physiological and psychological changes, which may cause strain in terms of coping with their daily routine for the elderly. In this scenario, the increase in life expectancy becomes an event of interest given its impact on quality of life (QoL) at this stage of life. Retired school teachers may or may not be able to meet their needs. Further it could be area specific that is Rural and Urban. And they might be facing many psychological problems as well. In this study the Researcher wanted to know whether Social support plays an important role in determining the quality of life of Retired school teachers among Rural and Urban retirees. This research aims to contribute to further knowledge in this field, in order to support factors that can influence the domains of quality of life and social support among School teachers retirees.

REVIEW OF LITERATURE

Annastasia Katee Musila et al (2019) in their study, sought to examine how retired teachers in Makueni County socially construct their retirement in spite of the challenges associated with this period. The study was guided by the following theories: Social Construction by Berger (1966), Disengagement by Cumming and Henry (1961) and Life Cycle Perspective by Elder Jr (1960). The research used purposive and snow ball sampling techniques to sample 249 respondents. The study found that retirement is both a time to relax and engage in development activities as well as that of suffering and social-ridicule. The study therefore, concludes that retirement is constructed either positively or negatively depending on if the retiree had planned for it and invested for the future. The study recommends that employers need to continuously train workers in preparation for retirement.

Parishmita Gogoi (2017) study was an attempt to examine the level and relationship between self-esteem and life satisfaction of the retired persons residing in Guwahati city of Assam. Participants were 69 retired men, who were given to complete the Rosenberg Self-Esteem Scale (RESS); and satisfaction with life scale (SWLS) for finding out their levels on the variables. The result of the study shows that 42.03% of the total respondents

show satisfied level of life satisfaction and 44.93% of the sample population among the representative sample has very high self-esteem. The correlation of the study shows that there is a positive correlation between level of life satisfaction and self-esteem among retired persons of Guwahati, Assam, the p value is 0.000.

Tavares, Darlene Mara dos Santos et al. (2016) Study investigated the association between the score of the quality of life (QoL) and self-esteem among the elderly in an urban community. A cross-sectional, qualitative and household survey was conducted with 1691 elderly person residing in an urban area in a country in Minas Gerais state. The world health organization quality life BREF (WHOQOL-BREF) questionnaires and the Rosenberg Self-Esteem Scale were used in this study. The results revealed that the social relationships domain (71.19) and the topic of death and dying (74.30) had the highest mean scores among the elderly; while the lowest mean scores were the environment domain (60.39) and the topic of social participation (63.06). Self-esteem scores showed an average of 9.36 ± 4.09 . Association were evident for the lower scores of quality of life in all the WHOQOL-BREF domains and WHOQOL-OLD aspects (except death and dying) with lower level of self esteem ($p < 0.001$). The result provide data that contribute to a better understanding of the aspects that influences the quality of life of the elderly due to reduced self-esteem, which helps in the development of health strategies.

Shradha Mathur (2015) study is an empirical attempt to explore and understand the nature, direction and trends of social support among the elderly in their retirement years (within five years after retirement). Findings reveal differences in nature, direction and trends of social support networks of retired elderly males and females. After retirement, spousal support dominates the social support networks of the elderly. Elderly men perceive same gender siblings and friends as important source of social support whereas elderly women consider children and immediate family as prime support system after spouse. Social support networks of spouseless elderly women involve children, siblings and friends. The study also throws light on non conventional forms of social support (such as divinity, religion, yoga, meditation and leisure activities) which are perceived as substitutions against the conventional human support in the retired years.

John W. Osborne (2012) studied psychological effect of disengagement from work life and the transition to retirement. These effects include partial identity disruption, decision paralysis, diminished self trust, experience of a post retirement void, the search for meaningful engagement in society, development of a retirement/life structure, the confluence of aging and retirement, death anxiety, the critical nurturing of social relationships, and self-actualization are also presented. This article is relevant for both counsellors and retirement advisors, whose clients may be planning retirement or have retired.

Anita Sharma (2011) study was aimed to investigate the relationship between personality hardiness, social support, religiosity and loneliness purpose in life and subjective well-being in Retirees. The sample comprised 100 retired university teachers from Himachal Pradesh (50 males and 50 females). The analysis revealed that for the total sample, Purpose in Life (32%), Social Support (12%) and Religiosity (5%) have contributed 49% of variance in totality. The results have shown the commonness of three variables viz., social support, purpose in life and religiosity in predicting the subjective well-being of both the genders. Further, t-test has revealed the superiority of females in subjective well-being, religiosity and social support and male's superiority on hardiness, and purpose in life. No significant difference was observed on the variable of loneliness

Archana singh and Nishi Misra (2009) study was carried out on 55 elderly people (both men and women). The tools used were Beck Depression Inventory, UCLA Loneliness Scale and Sociability Scale by Eysenck. The elderly population is large in general and growing due to advancement of health care education. These people are faced with numerous physical, psychological and social role changes that challenge their sense of self and capacity to live happily. Many people experience loneliness and depression in old age, either as a result of living

alone or due to lack of close family ties and reduced connection with their culture of origin. With advancing age, it is inevitable that people lose connection with their friendship network and that they feel more difficult to initiate new friendships and belong to new networks. The present study was conducted to investigate the relationships among depression, loneliness and sociability in elderly people. Results revealed a significant relationship between depression and loneliness.

OBJECTIVES OF THE STUDY

- 1) To measure the level of Social support of the respondents.
- 2) To assess the Quality of life of respondents.
- 3) To assess the relationship between social support and quality of life of the respondents.

METHODOLOGY

A descriptive research design was adopted in this research study. Universe of the study comprised of Rural and Urban school teacher retirees belonging to Kozhikode district. The sample size included 50 respondents (25 Rural school teacher retirees and 25 Urban school teacher retirees) between the age group of 58 years to 75 years. Purposive sampling method was used to gather respondents.

Retired school teachers (including those voluntarily retired) in the age group 58-75 years were included in the sample. Retired school teachers above the age of 75 years were excluded from the sample.

TOOLS AND METHODS OF DATA COLLECTION

- ♦ Semi structured questionnaire was used to find out the general profile of the respondents.
- ♦ WHO-BREF (1997) scale on quality of life was used to measure the quality of life of the respondents.
- ♦ Self-prepared Structured questionnaire was used to find out the Social support of the respondents.

The researcher contacted different KSSPU (Kerala State Service Pensioners Union) units to gather urban respondents. In rural area the researcher sought the help of different schools to get information on the School teacher retirees. The researcher visited each of their houses for collecting the data from the identified retired school teachers.

ANALYSIS AND DISCUSSION:

Table No: 1 Age of the Respondents:

Age in years	Rural (%)	Urban (%)	Total (%)
60-65 yrs	32	36	68
66-70 yrs	14	08	22
71 – 75 yrs	04	06	10
Total	50	50	100

Source: Authors Compilation

The age range of most of the respondents of this study showed that they were between 60-65 years of age (32% and 36% rural and urban school teacher retirees). Most of the respondents were in their early post retirement period.

Table no: 2 Gender of the respondents:

Gender	Rural (%)	Urban (%)	Total (%)
Male	30	26	56
Female	20	24	44
Total	50	50	100

Source: Authors Compilation

Male school teacher retirees were more in number and among them the strength of rural male teacher retirees was slightly more in the study sample.

Social support of the Respondents

Social support is the perception that one is cared for, has assistance available from significant people in one's own spaces, and also, that one is part of a supportive social network. These supportive resources can be emotional, informational, or companionship, tangible or intangible. Social support can be measured as the perception that one has assistance available, the actual received assistance, or the degree to which a person is integrated in a social network. In this study the researcher focuses on Social Support that comes from family and friends. The following table depicts the Social support of the respondents.

Table no: 3 Social support of the Respondents :

Social support	Rural (%)	Urban (%)	Total (%)
High favourable	02	06	8
Favourable	34	26	60
Average	14	10	24
Unfavourable	0	08	8
High unfavourable	0	00	0
total	50	50	100

Source: Authors Compilation

The study revealed that Social support of School teacher retirees was found to be favourable (60%) for majority of the respondents among both Rural (34%) and Urban retirees (26%). Average Social support was seen in 24% (14% rural and 10% urban) of the respondents. Only 8% of urban school teacher retirees faced unfavorable social support, probably due to the busy schedule of their family members related to their jobs and studies.

Quality of life of the respondents.

Quality of life in an individual is a perception of their position in life in the context of the culture and value system in which they live and in relation to their goals, expectations, standards and concerns. It is a broad concept affected in a complex way by the person's physical health, psychological state, level of independence, social relation & Environment. In this study the quality of the respondents is studied based on the five domains of overall quality of life and general health domains, physical domains, psychological domains, social relationships domains, and Environmental domain.

Table: 4 Overall quality of life (QOL) and General health

	High		Average		Low		Total
Domains	Rural (%)	Urban (%)	Rural (%)	Urban (%)	Rural (%)	Urban (%)	(%)
Overall quality of life	24	10	26	26	0	14	100

Source: Authors Compilation

The data above reveals the overall quality of life and General health of Rural and Urban respondents. It clearly shows that rural school teacher retirees have a better overall quality of life scores with 24% having high scores and 26 % having average scores. While urban school teacher retirees had only 10% high Overall QOL scores, 26% with average scores and 14% with low scores. Urban lifestyle and deficits in social support has resulted in half of the urban respondents experiencing low overall quality of life and general health.

Table no: 5 Table showing the quality of life according to the domains

	High		Average		Low		Total
Domains	Rural (%)	Urban (%)	Rural (%)	Urban (%)	Rural (%)	Urban (%)	
Physical health	10	2	36	38	4	10	100
Psychological	16	4	34	34	0	12	100
Social relation	16	8	30	34	4	8	100
Environment	14	12	34	30	2	8	100

Source: Authors Compilation

Physical health is critical for overall well-being and is crucial for sustaining overall health. Rural school teacher retirees have better scores in this area (10% high scores,36% average and 4% low scores) while Urban school teacher retirees have lower scores than rural respondents in Physical health domain (2% high scores,38% average scores and 10% low scores)They have issues like diabetes, asthma, heart disease, blood pressure, lack of sleep etc. which affects their overall quality of life .

Psychological domain includes factors such as bodily image and appearance, negative feelings, positive feelings, self-esteem, spiritual and personal beliefs, thinking, learning, memory and concentrations. Psychological domains of the rural school teacher retirees, reveals 16% of the respondents having high psychological health and 34% of respondents having average psychological health. Whereas psychological health of the urban respondents showed 4% of respondents having high psychological health, 34% respondents have average psychological health and 12%respondents have low psychological health. Thus Psychological domain too has revealed that urban retirees have lower scores compared to Rural retirees.

Social relation is any relationship between two or more individuals. In this study it includes relationship of school teacher retirees with significant persons and Individuals in one's environment. Social relation scores revealed that16% of the rural school teacher retirees have high social relations, 30% haveaverage social relations and 4 % respondents have low social relations scores.In case of Urban school teacher retirees 8% of respondents had high scores, 34% respondents had average scores and 8 % had low Social relation scores. Data shows that most of rural school teacher retirees have a slightly better social relation scores than urban school teacher retirees.

Environmental health is concerned with all aspects of the natural and built environment that may affect human health. Environmental domain of the rural school teachers-retirees showed 14% respondents have high scores, 34% respondents have average scores and 2% respondents have low scores on environment. But in Urban respondents, 12% of respondents have high scores on Environment, 30% respondents have average scores and 8% of the respondents have low scores on environment. Results shows that rural school teacher retirees have better scores, than urban respondents.

The above table indicates the level of quality of life and general health based on four domains, and the data obtained indicates that majority of the respondents are having average scores on all the five domains. It implies that school teacher retirees are having moderate level of overall quality of life and general health related to physical, social, psychological and environmental areas.

Table 6: Correlation between quality of life and social support of retired rural and urban school teachers:

1. H_0 = There is no relationship between overall quality of life and social support.
2. H_1 = There is a relationship between overall quality of life and social support.

CORRELATIONS

		Social support	Overall quality of life
Social support	Pearson Correlation	1	.337*
	Sig. (2-tailed)		.017
	N	50	50
Over all q of life	Pearson Correlation	.337*	1
	Sig. (2-tailed)	.017	
	N	50	50

*. Correlation is significant at 0.05 level (2-tailed).

H_0 is rejected and H_1 is accepted.

The data above reveals that overall Quality of Life scores and Social support scores are positively correlated and statistically significant ($r = 0.337$, $p > 0.05$). Hence we conclude that there is a significant relationship between quality of life and social support among rural and urban school teacher retirees.

Table 7: Comparison of Rural and Urban School teacher retirees with overall quality of life scores using 't' test Group Statistics

	Residential background	N	Mean	Std. Deviation	Std. Error Mean
Over all q of life	Rural	25	1.5200	.50990	.10198
	Urban	25	2.0800	.70238	.14048

		Test for Equality of Variances		t-test for Equality of Means			
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference
Over all q of life	Equal variances assumed	.029	.864	-3.226	48	.002	-.56000
	Equal variances not assumed			-3.226	43.798	.002	-.56000

Discussion/Interpretation

1. H_0 = There is no difference between quality of life and residential background of the respondents.
2. H_1 = There is a difference between quality of life and residential background of the respondents.

Two independent samples of Quality of Life scores of rural and urban school teacher retirees was tested using independent t-test for testing differences between means. The significance level is 0.05, the critical value for acceptance lies between +1.96 and -1.96. The calculated t-score ($t = -3.226$) or the standardized difference between the two means falls outside the critical value and the significant value 0.002 is lesser than 0.05 level of significance. Thus, we reject the null hypothesis of no difference and conclude that the sample means differ. Urban school teacher retirees have significantly higher overall quality of life scores (mean = 2.0800) compared to Rural school teacher retirees (mean = 1.5200)

Table 8: Comparison of Rural and Urban School teacher retirees with Social support scores using 't' test
Group Statistics

	Residential background	N	Mean	Std. Deviation	Std. Error Mean
Social support	Rural	25	2.2400	.52281	.10456
	urban	25	2.4000	.91287	.18257

		Test for Equality of Variances		t-test for Equality of Means			
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference
Social support	Equal variances assumed	8.098	.006	-.760	48	.451	-.16000
	Equal variances not assumed			-.760	38.215	.452	-.16000

1. H_0 = There is no difference between social support and residential background of the respondents.
2. H_1 = There is a difference between social support and residential background of the respondents.

Two independent samples of Social support scores of rural and urban school teacher retirees was tested using independent t-test for testing differences between means. The significance level is 0.05, the critical value for acceptance lies between +1.96 and -1.96. The calculated t-score ($t = -.760$) or the standardized difference between the two means falls within the critical value and the significant value 0.451 is greater than 0.05 level of significance. Thus, we accept the null hypothesis and conclude that there is no difference in sample means. The Urban school teacher retirees Social support scores (mean = 2.4000) is close to Rural school teacher retirees scores (mean = 2.2400).

CONCLUSION AND RECOMMENDATION

This study attempted to find out the Social support and quality of life of rural and urban school teacher retirees. The study outcome revealed that Social support for most of the School teacher retirees was found to be favourable, which has been statistically proved that there was no difference seen in mean scores related to social support experienced by Rural and Urban school teacher retirees.

While comparing the overall quality of life and general health between Rural and Urban school teacher retirees, the study found that quality of life was higher among Rural School teacher retirees than Urban School teacher retirees. This has been statistically proved too that the Overall quality of life and general health mean scores of rural and urban school teacher retirees differ. Urban lifestyle has probably resulted in the urban school teacher retirees experiencing lower overall quality of life and general health than rural retirees.

A significant positive correlation was seen between Social support and Overall quality of life & general health among school teacher retirees. It suggests the significance of Social support to enjoy better quality of life.

The study suggests the following recommendations:

- Educational institutions particularly in urban areas need to organize programmes for teachers in preparation for retirement life.
- Government and NGO's must create opportunities for the able school teacher retirees to engage in various productive and planned /focused activities in their community particularly in urban areas as they may face social support deficits due to urban lifestyles.
- New schemes and policies should be introduced by government to reduce the health burden of school teacher retirees.
- Urban school teacher retirees must be encouraged to engage in stress buster activities like gardening, Yoga, meditation, etc. which is good for physical as well as psychological health.
- Educational institutions or voluntary organizations must initiate and support in organizing associations for urban and rural school teacher retirees. This will help to enhance their psychological wellbeing and cope with issues related to retirement and old age.

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