

# Mainstreaming the Marginalized: Perspectives in Humanities, Commerce and Science

Book - 5

*Editors*

Dr. Grishma Khobragade  
Bharat Gugane  
Dr. Sachin Bhumbe



**NEWMAN**  
P U B L I C A T I O N  
[www.newmanpublication.com](http://www.newmanpublication.com)

## CONTENTS

1. Health Issues And Status Of Marginalized Groups In India / Ms. Susan Alex / 09
2. Educational Progress Among Marginalized Sections With Special Reference To Scheduled Tribes In India / Dr. Ambili M.Thampi / 13
3. Women Empowerment And Development In India / Alka Jain / 18
4. Challenges Faced By Scheduled Caste And Scheduled Tribes In Seeking Primary Education. / Dr. Paresh Suryakant More / Dr. Suresh Nandevarao Kadam / Mr. Barik Kisan Giri / 21
5. Mainstreaming Of Children With Special Needs Through Inclusive Education In Primary Schools Of Kolhapur District: A Study / Dr. Swati Pandurang Patil, / Prof. Dr. P. S. Patankar / 24
6. Demonetization And The Politics On The Name Of Babasaheb Dr. Ambedkar / Dr. Ajay Kumar / 28
7. Disaster And Disaster Vulnerability / Mr. H. M. Wankar / 35
8. Nation-Building In India Via A-Via State Reorganisation Process / Dr. Megha R. Devle / 38
9. Examining The Effect Of Anaerobic Exercises On Breathing Holding Capacity Among Sedentary Students / Dr. Bhoale Vithal Ramkishanrao / 42
10. Application Of Information And Communication Technology (Ict) In College Library And Role Of Librarian In Ict Environment / Dr. Govind S. Ghogare / 46
11. Mahatma Gandhi National Rural Employment Guarantee Scheme In Maharashtra Special Reference Marathwada / Dr. Jaishri Ramdas Gavhane / 47
12. Women Empowerment / By Dr. Manali / 51
13. Change Management In Libraries And Information Centres / Dr. Padval B.S. / 54
14. Fun & Learn: Modern Methods Of Teaching History / Dr. (Mrs.) Ratnaprabha D. Mhatre. / 58
15. 'Global Warming And Its Effect On Agricultural Sector In Kolhapur District: - A Case Study.' / Dr. A. G. Magdam / 60
16. Innovative Library And Information Services / Dr. Mortale Heera N. / 62
17. Application Of E-Learning Tools For Library And Information Services / Dr. R. P. Adv / 64
18. Various Constitutional Provisions For Rights Of The Children / Dr. Ramesh Shinde / 68
19. Social Development Of Rural Women Through Mass Media; A Case Study Of District Bandipora / Fowzia Afaq / Prof. Ehtesham Ahmad Khan / 69
20. "Women Empowerment In Maharashtra" / Mr. G.S. Pattebahadur / 73
21. The Sind Refugees / Hema Ravi Pinjani / 74
22. Achieving Gender Equality, Social Inclusion And Human Rights / Jadhav V. S. / 77
23. Street Children And Marginalization: A Literature Review / Jyoti Rani / 79
24. Library And Information Science Education In Maharashtra, India: Growth And Development / Kamble, Tanaji Laxman / 81
25. Geographical Study Of Umland Case Study Of Nanded : Milk Supply Zone / Dr. P.M. Lohkare / 87

26. Socio-Economics Study Of Kunbi Community And Clan Act In Guhagar Taluka / Mr. Santosh Narayan Nikam / 89
27. Types Of Research In Social Sciences / Prof. Mane G.R. / 92
28. Green Banking In India: Prospect And Challenges / Mr. Suryawanshi Santosh / Prof. Kasabe D.S / 94
29. Analysis Of Tourists' Experience In Selected Tourists Places Of Ratnagiri And Sindhudurg Districts Of Maharashtra / Ms. Dhanashree P. Sawant / 97
30. Usage Of E-Resources / Ravindra R Mangale / Padiyappa K / 101
31. Evaluation Of Education Methods And Strategies / Pathrabe Deepali. A. / 104
32. Impact Of Sugar Factories On Farmers – A Case Study Of Solapur District / Pawar R.M. / 107
33. Venture Capital Avenues -Private Equity Vs. Venture Capital: Differences Investors Should Know / Prem Chand Gupta / 111
34. E-Resources And Its Utilities In Library / Ravindra R Mangale / 114
35. Library And Information Services In The Digital Environment / Prof. Rayappa S. Mashale / 117
36. Importance Of Quality Education / Shail Mishra / 120
37. Libraries Of The Future... / Mr. Sudhir P. More / 122
38. Role And Problems Of Women Lawyers: A Study / Prof. Veena Nirgudkar / 125
39. Atrocities On Dalit Women In Indian Society / Vijay B.Musai / 129
40. YCMOU As A Tool For Providing Opportunity Of Education To Marginalized People / Dr. Jayashri Kulkarni, / Prin. Dr. Vijay Anant Kulkarni / 132
41. Key Components And Merits Of Information And Communications Technology (Ict) In Distance Education / Dr. (Mrs.) G. Vijayeshwari Rao / 135
42. Anganwadi Functionaries Under The Scheme Of Icds: A Sociological Study / Dr. Ashok Gulabrao Jadhav / 139
43. A Comparative Study On Biceps Muscle Girth, Calf Muscle Girth And Thigh Muscle Girth Of High And Low Performance Of Kabaddi Players Of Maharashtra Federation Tournament / Mr. Sunil H. Rawale, Dr. Anand S. Bhatt / 142
44. Social Inclusion In Schools / Dr. Bhosale Jalindar Ganpat / 145
45. Appa's Contribution For The Emancipation Of Women In Konkan / Dr. V. A. Dewoolkar / 148
46. Analysis Of Cropping Pattern (2014-15) In Beed District / Sawate Sanjay Raosaheb / 150
47. Gender Inequality: Issues Of Women Existence In India / Dr. Donglikar Chetana / 152
48. A Study Of Development Of Women Education In India With Special Reference To Shriwardhan Raigad (M.S.) / Dr. Mrs. Nazare Kalyani Sandip / 156
49. Women's Emancipation And Mahatma Phule / Assit. Prof. :Vithal B. Gunde Assit. Prof. :Gautam N. Yede / 160

## ANGANWADI FUNCTIONARIES UNDER THE SCHEME OF ICDS: A SOCIOLOGICAL STUDY

**Dr. Ashok Gulabrao Jadhav,**

Asst. Professor, Y. C. College, Islampur, Dist.: Sangli Pin: 415409.  
Cell: 9175739100

**Introduction:** ICDS scheme is an ambitious multidimensional program targeted on malnutrition of children as well as their illiterate, ignorant and poverty stricken mothers in the lower socio-economic strata of society. Beginning with welfare extension project (WEP) in 1958 and ending with demonstration project for integrated child development services (DCPICWS) in 1973, at least ten progresses of national coverage concerning the welfare of children were launched during this period of 16 years. Each program was designed to deliver a specific service to the target child population, but used more or less the same set up in front administration to deliver the intended service. Welfare policy makers designed the Integrated Child Development Services (ICDS) scheme with the aim of reaching all the needy children in the age group of 0-6 year expectant and nursing mothers and women in the age group 15-44 years with basic child welfare services. The ICDS package includes welfare services of supplementary nutrition immunization, health checkup, health referral, nutrition and health education for both children and mothers and non formal preschool education for children. Since inception, ICDS scheme has been a subject of considerable research and evaluation attention. Government and private organization as well as individuals in research institutions, medical college, Social work schools and home sciences college have conducted research on the different aspects of ICDS. The present research paper focuses the role of Anganwadi workers and helpers and the services delivered to the beneficiaries through the ICDS set up.

**Anganwadi Functionaries:** Anganwadi Functionaries play a crucial role in dealing with educational, nutritional and health problems of 0 to 5 years age group children in Anganwadi started under the scheme of Integrated Child Development Services (ICDS). The services rendered by ICDS comprise supplementary nutrition, health check-up, primary health care services, immunization, nutrition and health education and non-formal pre-school education and it is Anganwadi Functionaries who try their best to implement these services. Let us see the analysis and interpretation of the data collected from Anganwadi functionaries.

**Anganwadi work:** The work of Anganwadi is very useful and helpful for the society especially for dealing with educational, nutritional and health problems of 0 to 5 years age group children in Anganwadi started under the scheme of Integrated Child Development Services (ICDS).

Following 09 tables, relate to some of the aspects of the work of the Anganwadi functionaries in their respective

Anganwadi. These tables comprise the respondents' choice of Anganwadi work, the source of information that they receive about their job, the training received by them during their work, their job-related grievances and the role of their unions, etc.

### I. Main Reason of Respondents behind choosing Anganwadi work:

Sr. No.	Main Reason	Number	Percentage
1	Economic necessity	68	68.00
2	Seeking job Satisfaction	13	13.00
3	Free time on hand	13	13.00
4	Affection for children	2	2.00
5	Relief from domestic	2	2.00
6	Interest in women's welfare	2	2.00
7	Liking for community	0	0.00
8	Limited Working Hours	0	0.00
	<b>Total</b>	<b>100</b>	<b>100.00</b>

The table describes the percentage of Anganwadi workers who choose the Anganwadi work for economic necessity, seeking job satisfaction, free time on hand, affection for children, relief from domestic chore, interest in women's welfare, linking for community work, limited working hours etc. As regards workers 68 (68%) of them sought Anganwadi work as the economic necessity of their family. Nearly 13 (13%) of the workers sought it for job satisfaction and 2(2%) were attracted towards it because of their affection for children. There is only 2 (2%) workers who selected this job as a relief from the domestic chore and 2 (2%) are interested in the women welfare. Not even a single accepted this job for liking for and for limited working hours. It can be concluded from the table that maximum workers' main reason for choosing this job is the economic necessity of their family, where as the equal number of workers preferred the job for seeking job satisfaction and due to free time in hand.

### 2. Classification of Respondents according to the Introduction of the Training Received:

Sr. No.	Response	Number	Percentage
1	Yes	97	97.00
2	No	3	3.00
	<b>Total</b>	<b>100</b>	<b>100.00</b>

It is mandatory for every Anganwadi worker to undergo induction training on joining but the helpers are

merely given instructions on how to carry out their assigned work - that of helping the workers keeping Anganwadi clean, fetching water, helping in preparing and distributing supplementary nutrition, cleaning the utensils, etc.

It is seen from the table that 97% workers had undergone training at the Anganwadi workers training center. The remaining 3% were recently appointed and were awaiting orders to proceed on training. On the whole, almost all the Anganwadi functionaries were found to have been trained/ instructed about their work on induction.

### 3. Classification of Respondents according to Opinion about their Training:

Sr. No.	Opinion	Number	Percentage
1	Comprehensive	13	13.00
2	Adequate	68	68.00
3	Inadequate	15	15.00
4	Meager	4	4.00
	<b>Total</b>	<b>100</b>	<b>100.00</b>

The above table shows the classification of respondents according to opinion about the training received like comprehensive, adequate, inadequate etc. it is seen from the table the 13 (13%) Anganwadi workers are comprehensive about the training received by them, while 68 (68%) are adequate. However, 15 (15%) are inadequate and the 4 (4%) Anganwadi workers are meager about the training received. The conclusion of this table is that maximum number of workers has received adequate training of their work.

### 4. Classification of Respondents according to their Union Membership:

Sr. No.	Response	Number	Percentage
1	Yes	80	80.00
2	No	20	20.00
	<b>Total</b>	<b>100</b>	<b>100.00</b>

The Anganwadi functionaries in Sangli city are unionized under two different unions namely, Maharashtra state Balwadi and Anganwadi workers union and Bawled and Anganwadi workers union. Table shows that workers are unionized. An overwhelming majority of 80% Anganwadi Functionaries are members of one or the other trade union. The remaining 20% respondents did not give reason for not joining the union category wise, about equal percentages of both workers and helpers are union members. It may be inferred that unionization is a rather strong phenomenon among the Anganwadi Functionaries.

### 5. Classification of Respondents according to Job-related Grievances:

Sr. No.	Response	Number	Percentage
1	Yes	13	13.00
2	No	87	87.00
	<b>Total</b>	<b>100</b>	<b>100.00</b>

It is seen from table that the workers have individual job - related grievance category wise more worker's 87(87%) don't have individual job related grievances. Collectively 13 (13%) respondents do have individual job related grievances. Obviously a significant number of Anganwadi functionaries daily come to work nursing a job related grievance.

### 6. Natural Job-related Grievances:

Sr. No.	Nature	Number	Percentage
1	No Grievances	87	87.00
2	Delayed Remuneration	8	8.00
3	Excessive Workload	2	2.00
4	Continuous Harassment	1	1.00
5	Rejected Leave Application	1	1.00
6	Illegal Suspension	1	1.00
7	Harassing Transfers	0	0.00
8	Unauthorized Deductions	0	0.00
9	Victimization for Union Work	0	0.00
10	Internal Politics	0	0.00
	<b>Total</b>	<b>100</b>	<b>100.00</b>

This Table explores the natural job-related grievances of the respondent Anganwadi functionaries. The table is restricted only to such agreed respondents. Among the workers, the largest number of 87 (87%) have no job-related grievances. However, 8% respondents have grievances of delayed remuneration for the reason varying from non-submission of accounts to complete Anganwadi records. 2 (2%) Anganwadi functionaries complained of excessive work load, while the grievances of continuous harassment, rejected leave application and illegal suspension have been complained by 1(1%) each respectively.

The job-related grievances of vary from person to person but there is no complaint of Anganwadi functionaries regarding harassing transfers, unauthorized deductions, victimization for union work and internal politics. On the whole it may be inferred that the aggrieved Anganwadi functionaries indeed carry concrete

grievances, which in the interest of efficiency, should be settled amicably and expeditiously.

#### 7. Classification of Respondents according to Grievances taken to:

Sr. No.	Grievance taken to	Number	Percentage
1	No Grievances	87	87.00
2	Mukhya Sevika	12	12.00
3	C.D.P.O	1	1.00
	Total	100	100.00

The earlier table shows that there are very few cases of grievances and their total percentage is just 13%. The cordial principle of all these grievances redresses is that they should be settled as soon as possible. Accordingly, Table no. 5.5.10 shows where the Anganwadi functionaries have taken their grievances for redresses. It is seen from the table that 12 (12%) of them had taken their grievances to the Mukhya Sevika, their immediate superior. Only 1 (1%) had taken them one level above to the child Development project officer (CDPO).

#### 8. Classification of Respondents according to time taken for the Grievance Settlement:

Sr. No.	Grievance Settlement Time	Number	Percentage
1	No Grievances	87	87.00
1	Immediately	8	8.00
2	1 Week	2	2.00
3	2 Weeks	1	1.00
4	One Month	1	1.00
5	Three Months	1	1.00
	Total	100	100.00

Table shows the time taken for the settlement of Anganwadi functionaries individual job-related grievances. As regards workers, 8 (8%) grievances were settled immediately, 2(2%) grievances were settled in one week, 1 (1%) were settled in two weeks and 1(1%) grievances of workers each were settled in one month and 3 months respectively

The average time taken for grievance redressed points to varied nature of the job related grievances as well as to the absence of clearly laid-out grievance redressed machinery in the Anganwadi setup.

#### 9. Classification of Respondents according to Unions Help in Grievance Settlement.

Sr. No.	Response	Number	Percentage
1	No Grievances	87	87.00
2	Yes	10	10.00
3	No	3	3.00
	Total	100	100.00

Table shows that the Anganwadi workers unions were helpful in steeling the job-related grievances. Although majority of grievances related to withheld honoraria and work overload in informal discussions with the respondents, it come out that Anganwadi functionaries handles them by themselves, hence, Unions lowers participation in grievance settlement.

According to above statistics the 10 (10%) Anganwadi workers take unions' help in grievance settlement while the other 3 (3%) do not need of union's help. Anganwadi Workers are strongly unionized. About half of them join the union voluntarily, but nearly one fourth of them join after being subjected to a workplace injustice. By and large they participate in union actions and activities but it is difficult to call them committed union activists. Their major job-related grievances are concerned with honoraria and over load of work for which they participate in union actions. Such grievances are settled from their immediate superior and who take follow up for its expeditious settlement, quite often with their union's help

#### Conclusion:

It can be concluded from the above tables that the main reason of maximum workers' for choosing this job is the economic necessity of their family in fact they are not properly trained, but after joining the job they had undergone training at the Anganwadi workers training center. It is found that maximum workers have received adequate training of their work. In the same way the majority of Anganwadi Functionaries are members of one or the other trade union. They are strongly unionized. About half of them join the union voluntarily, but nearly one-fourth of them join after being subjected to a workplace injustice. By and large they participate in union actions and activities but it is difficult to call them committed union activists. Their major job-related grievances are concerned with honoraria and over load of work for which they participate in union actions. Such grievances are settled from their immediate superior and who take follow up for its expeditious settlement, quite often with their union's help. Although the Anganwadi Functionaries face problems, their work is noteworthy who try their best to implement ICDS services.

#### References:

1. Kothari, C.R. (1985): "The research methodology- Methods and techniques" (2<sup>nd</sup> reprint in 1991), New Delhi: Wiley Eastern limited.
2. Yadav, D.Y. (1993): "A Study of ICDS in Kolhapur", Unpublished M. Phil, Dissertation, Shivaji University, Kolhapur.
3. Gibaldi, J. and W.S. Achten (1991): "MLA handbook for writers of research papers", (3<sup>rd</sup> edn.), New Delhi: Affiliated east press limited.
4. UNISEF (1984): "ICDS in India", New Delhi.