

**CHAPTER VIII**

**FINDINGS AND  
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### **FINDINGS AND IMPLICATIONS OF THE STUDY**

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## **CHAPTER VIII**

### **FINDINGS AND IMPLICATIONS OF THE STUDY**

#### **8.0 INTRODUCTION**

In this chapter the findings of the study have been embodied along with their educational implications for proper planning and co-ordination, modification and necessary actions in different literacy programmes of the state as well as the country. This chapter also deals with further research required in various aspects of adult education and literacy programmes.

#### **8.1 FINDINGS OF THE STUDY**

The findings of the study presented as per objectives are as follows.

##### **8.1.1 EFFORTS AND ACTIVITIES OF RSS**

1. It was found that RSS had undertaken extensive and effective activities viz., environment building and motivational, survey and re-survey of the illiterate and neo-literates, preparation of reading materials, distribution teaching learning materials, training of the volunteers and others, teaching learning and other developmental activities, monitoring, interaction and evaluation, income generation and skill development trainings, opening of NFE centres for the children of slum-dwellers etc. during literacy and post literacy phase of the literacy programme for the educational development of the learners, especially the slum women.
2. All those activities and efforts of RSS were made with the help of group of dedicated grass-root level volunteers and activists, and organizations like Shramik Vidyapeeth, Bethel Charitable Trust, "Sevasadan" of community welfare centre Spandan, and lot many government and non-government organisations. But the contribution of Shramik Vidyapeeth was found to be

highly appreciable for literacy achievement, awareness generation, material preparation (publications of Saksharata Samachar) and other development of the neo-literate slum women as well as the organisational structure of RSS.

3. The neo-literate slum women, slum-dwellers, grass root level volunteers, senior activists, resource persons and different types of people have reported their awareness and active participation in those environment building and other literacy activities of RSS.
4. Environment building activities like cultural programmes, workshops and meetings, celebration of different important days, organising different competitions among learners, literacy melas, conventions, video shows, marathons, sports, Padayatras (procession on foot), human chain, plantation programme, Safai karya kram, health camps, Mahila Yagruti talim, bus rally, cycle rally, paralegal training camps, focused group discussions etc. were organised by RSS from time to time. Literacy tele-films were also made and telecast through steel T.V. of Rourkela.
5. Special cultural programme for slum women like street plays composed on women's problem and their solution were organised frequently. Special women Kala Yatha "Sukannya" was completely organised and performed by women artists and volunteers of RSS. Women Kalayatha "Banita" from Kerala was invited and their performance had been utilised to motivate and build-up the self-image of slum women.
6. A very good number of discussion forums on women issues related to evils of illiteracy, health camps on child and maternity care, advantages of breast-feeding were organised in both slum and central level. Special Mahila Pada Yatra, Mahila Rallies, Mahila sports and various intra slum competitions were organised. A Literacy Mela was completely organised by Muslim, slum women and literacy volunteers of Narla Road slum

through 'Saheli' Mahila Samiti which resulted in to a greater intra slum movement and cultural assimilation with environment building.

7. It was found that conduct of survey work for the identification of illiterates, mass mobilisation of people and functionaries from different sectors of life and organisation were also made simultaneously for their active participation in the programme. Further, after completion of first phase of literacy programme the resurvey work was conducted to know about the status of neo-literates for their further enrolment in P.L. phase of the programme.
8. The training of the grass-root level volunteers, master trainers, key-resource persons and activists during TL and PL programmes was found to have been imparted by RSS for a period of three days separately. Special instructions and guidelines were given to the volunteers to make it convenient for slum women to learn. Further, they were given orientation on P.L. & NFE activities and other aspects of literacy from time to time. It was also found that majority of the trainees were satisfied on the training programmes of RSS.
9. Keeping in view the culture and language spoken in the city, primers in two languages i.e. Oriya and Hindi were provided to the learners during T.L. Phase. It was that the learners preferred to have gone through Oriya Primer than the one in Hindi. During P.L. phase RSS developed and provided its own primer "Naba Taranga" in Oriya language along with other supplementary literature. "Sakshrata Samachar" was also specially published by RSS (after launching of literacy programme) for learners, volunteers and others. But after launching of P.L. phase, the Saksharata Samachar was especially meant for the neo-literates carrying the message of various social issues and their solution, different developmental schemes, information etc.

10. The teaching learning material supplied to the centres was found to be adequate, systematic and in time. Majority of the slum women have reported their satisfaction on learning material. They have also reported their high level of satisfaction on the reading material like the P.L. Primer 'Naba Tarang', Saksharata Samachar and other supplementary literature for their relevant content, style of presentation and lucidity.
11. It was found that sincere and concerted efforts were made by RSS to teach the slum women according to their own time during the afternoons, evenings and even during the nights (for the daily labourers) by different types of volunteers. About 13,000 high school students and youth were deployed for teaching, learning and other activities. Majority of the slum women were found to be satisfied with the teaching of the RSS volunteers. Further, it was found that the school volunteers were dropped after their examination and launching of P.L. phase was difficult.
12. Sincere and concerted efforts were made for the systematic and proper monitoring, interaction and feed-back mechanism of RSS activities in different slums during T.L. phase. Sufficient vehicles and a large number of volunteers, activists and organisers were engaged for the same. But during P.L. phase, only limited Chetana Kendras and slum areas were monitored systematically with the special attention of some of the local volunteers of the respective slums. Only one vehicle and a limited number of senior activists were engaged for the same.
13. Efforts were also made by RSS to conduct mid-term evaluation of the learning achievement of the learners during T.L. phase with the help of large number volunteers, activists, coordinators and organisers in each and every centre sincerely.
14. As a preventive measure of becoming adult illiterates, on the demand of the neo-literate slum-dwellers, RSS made efforts in opening 50 NFE centres through its Chetana Kendras as a part of post-literacy programme in

different slums. The slum dwellers were found to be satisfied with the efforts of RSS. It was also found that the teaching learning and other activities of NFE centres were satisfactory.

15. It was found that a very good number of training on skill development and income-generation has been undertaken by RSS with the help of Shramik Vidyapeeth during P.L. phase to train the slum women to develop their financial status. Several organised group activities by neo-literate slum women were found to have come up for income-generation.

#### 8.1.2 PROBLEMS AND CONSTRAINTS FACED BY RSS

Despite adequate and regular efforts and activities made by RSS, the activists and organisers of RSS while organising different activities have faced a number of problems and constraints. The constraints as reported by the grass-root level volunteers, organisers and the activists and even the neo-literate slum women are presented below.

1. It was found that most of the slums have come up on the unauthorised land occupied illegally by the slum-dwellers. They had their non-permanent accommodations. Hence, most of the literacy classes for women and the Chetana Kendras were run in the Verandas and living-rooms of the learners or local volunteers. Lack of accommodation for Chetana Kendra was a serious problem to the RSS volunteers for interacting with women of the slum during T.L. and P.L. phase.
2. It was found that the timings of the literacy centre for women were mostly in the afternoon as the volunteers were girls of different high schools and women's college. This timing of learning was not suitable mainly for the contract and daily-wage labourers. Even this timing was not suitable for many housewives and maid servants, as it was time for collecting drinking water from the distant water connection. In the evening girls were not

allowed by their family members to the slums, and women learners were normally not ready to learn with male volunteers.

3. A large number of female volunteers who were from schools and colleges dropped out from the programme after their course work (SUPW & NSS). These volunteers were not having a missionary zeal and therefore the RSS programme was affected badly as it demotivated women learners of the concerned centres.
4. Despite the sincere trial of RSS to increase intra slum interaction, it was observed that the limitation persisted as tribal, non-tribal, and Muslim were hesitant in mixing with each other during the pre-stage of the literacy programme. But these feelings were found to be substantially lowered down at the post-literacy phase.
5. The floating population of Rourkela city is estimated 20% which was found to have the tendency of elapsing into illiteracy because of frequent migration of the slum-dwellers from the city to another city/town for better earning. Therefore, a good number of slum women had to quit their learning in between.
6. A good number of volunteers and activists were under the impression that their involvement in the process might bring some benefit in future. Since literacy work is a purely voluntary service, the volunteers did not find it alluring for future prospects. Their temptations and expectations did not materialise. Thereby, the deprived volunteers showed dissatisfaction and discouraged others, which had a very bad effect on the mobilization of people.
7. It was found that due to availability of sufficient vehicle, the first phase of literacy programme could be monitored properly. But during P.L. phase RSS could hire only one vehicle. Therefore, the RSS volunteers and

activists could not monitor the activities of each slum frequently. This drastically curtails the feedback mechanism by way of MIS.

8. It was found that the volunteers associated with RSS were inadequate in number to monitor the P.L. activities. It resulted in a serious problem and frequent monitoring could not be done with limited volunteers and only one vehicle, RSS could monitor each Chetana Kendra after a gap of one or one and half month only.
9. Most of the neo-literates were under the impression that they will be able to avail of their civic rights after being literate. Therefore they joined the programme. After becoming neo-literate, they started demanding civic facilities like ration card, drinking water, BPL card, medical facilities and education, etc., which was beyond the reach of RSS to fulfill. Hence, they (Slum women) started reaching the concerned government offices to demand civic facilities, which caused serious problem.
10. It was found that the RSS organisers faced critical problems when neo-literate parents specially the women were demanding and demonstrating for education of their children. Some of their children enrolled in NFE centres of RSS while soon others in formal schools. Despite vacancies in schools, RSP did not enroll non-RSP students. Since the municipality schools have limited seats, it was again a problem for their enrolment. The RSS tried to cope with the problem by requesting the state government to start some more schools, but could not succeed.
11. It was found that the income generation and skill development programme organised by RSS raised hope to get infra-structural support like, loan, seed money, etc., for their improvement of their financial condition this sense of expectation from RSS or govt. could not be met. Hence a sense of demotivation and depression prevailed among the slum women.

12. The role of NGOs is normally to provide supportive services to literacy projects, which was unfortunately found to be lacking in Rourkela city due to their limited numbers. Hence RSS could not involve the NGOs in the programme and managed it largely by itself.

#### **8.1.4 IMPACT OF LITERACY PROGRAMME**

##### **8.1.3.1 Level of Literacy**

1. The over all performance of the neo-literate slum women irrespective of their age, caste/community and earning status with regard to reading, writing and numeracy was found to be quite satisfactory as 90.29% have achieved the NLM proficiency in reading, 80.50% in writing and 91.26% in numeracy.
2. Despite high level of achievement (overall) it was also found that they have achieved better in numeracy and reading as compared to writing.
3. There was satisfactory level of literacy achievement among the respondents of all the age groups. The respondents of younger age group did better in reading and writing and the respondents of older age group did outstanding in numeracy. The respondents of middle age group shown satisfactory level of achievement in all the aspects of literacy skills.
4. In spite of high level of literacy achievement among the respondents of all the caste/community background, the slum women of Muslim community have shown relatively better performance in numeracy by achieving cent per cent result.
5. Despite highly satisfactory performance among the respondents of earning and non-earning categories, the earning slum women have shown relatively better result in all the three aspects of literacy than that of the non-earning category.

### 8.1.3.2 Level of Awareness and Changes of Attitudes

1. It was found that most of the neo-literate slum women (more than 90%) irrespective of their age, caste/community and earning status have shown their high level of awareness towards evils of population explosion, environmental protection and small family norms. It was also found that the slum women have become conscious about environmental protection by doing trees plantation in various slums from time to time. To cut the population growth they have adopted family planning methods. Even the Muslim women have also gone for operation after two children.
2. It was found that a large majority (about 90%) of respondents of all the background were highly aware about the different aspects of child and maternity care and personal health and hygiene. Therefore they are very particular about the immunisation of their children as well as the pregnant women of the slums. As a result, the IMR of the city (in slum area) has come down from 98 in the year 1991 to 56 in the year 1999 (per 1000). It was also found that they maintaining cleanliness in their houses as well as their locality, using mosquito net, drinking tube well water, using shop for cleanliness and checked their practice of keeping pig in their houses.
3. A great majority of respondents (about 90%) were found to have changed their attitude towards evils of alcohol, superstition, child marriage and dowry. They have become highly aware on these aspects in their day-to-day life. They have strongly opposed to child marriage and dowry and suggested for delayed marriage. They perceived dowry (both giving & taking) as crime. Further, their magico-religious beliefs have been controlled to a greater extent. Regarding evils of alcohol, they have very strongly opposed to drinking alcohol. They have also taken steps to control alcohol drinking and its business from their slums. As a result it has been checked in various slums.

4. It was found that a large majority of the respondents (more than 80%) from all backgrounds have developed a favourable attitude towards girls' education and the decision making rights of the women in the family. They have shown a keen interest for the higher education of girls than the boys.
5. It was noticed that majority of them have become very much self- confident and were able to lead the women's group in different occasions. Grass-root level leadership among the slum women (including Muslim) have been tremendously developed in various slums.
6. Most of them (more than 80%) have developed positive attitudes towards the political participation of women. Many of them have joined different political groups and have been taking active part in decision-making process. It has become evident when a neo-literate slum women from Rourkela, contested for councillorship at last election and get elected by the people.
7. It was found that a majority (more than 80%) of the slum women from all the background have shown highly positive attitude towards raising voice against exploitation. It was also noticed that they have become assertive in their family, work field and even in the society when ever they get exploited or tortured.
8. It was found that more than half of the respondents (less than 60%) irrespective of their age, caste/community and earning status were found to have developed positive attitudes towards the helping of husbands in their household chores, property rights of women, different developmental schemes and some social functionaries. About half of the slum women have not yet developed favourable attitudes for the same.
9. It was found that almost all the slum women have developed a keen interest to become economically self-sufficient. Therefore, a great majority of them

have undergone a variety of in generation and skill development training by RSS through Shramik Vidyapeeth.

10. It was found that a majority (more than 85%) respondents irrespective of their age, caste/community and earning status have shown highly favourable attitudes towards communal harmony. They have shown their keen interest to take active part in social activities. It was found that they have played ( a large group of neo-literate) a remarkable role as agents of socio-cultural integration during the communal flare-up during 1992-93 at Muslim dominated areas of Rourkela. Further, their contribution in the form of Cash, kind and even personal service to the victims of Latur earth quake (1993), Super Cyclone of Orissa (1999) and Kutch earth quake (2001) were note worthy.
11. It was noticed that almost all the neo-literate slum women from all the backgrounds were found to be aware about the education of their children. They were also highly aware about the school going age of their children, their own responsibility to send their children to the school in time and about the NFE centres as alternative arrangement for poor children and child labourers of the slum.
12. Age, Caste/Community, back ground didn't play any significant role in developing their level of awareness or attitudinal changes. There was some influence of occupational background of the respondents in developing very high level of awareness or attitudinal changes among the respondents.
13. It was found that the respondents of middle age group have shown relatively a better level of awareness and attitudinal changes than the younger and the older, and the ST, SC and Muslim have shown relatively better than the G.C. and OBC respondents in many aspects of life and concerning issues, and the earning respondents have shown relatively better than the non-earning category.

#### **8.1.4.1 Causes for the Unsuccessful the Slum Women Who are not Successful**

It was found from the case studies of the unsuccessful slum women that constant illness, over-protection of the illiterate and superstitious parents and lack of self-motivation and interest were the main causes for unsuccessfulness of case no.1. It was further found that irregularities of the immature school volunteers in the literacy centres have also de-motivated of the illing respondent. Therefore, the respondent who was of sixteen years old had not shown interest for learning and neglected her study. As a result she achieved neither the NLM expected proficiency level in learning skill, nor even developed desired level of awareness through the literacy programme.

For case no.2, it was found that acute poverty, alcoholic parents and husband, tensed family environment, day long hard labour, non-co-operation from the family and unsuitable timing of learning were the main causes for the negligence of attending literacy classes and her unsuccessfulness. Therefore, she did not achieve the NLM expected proficiency level in literacy skills. She was not even able to develop the desired level of awareness.

#### **8.1.4.2 Factors Responsible for the Outstanding Performance and Active Participation of the Slum Women**

It was found that sincere and selfless efforts of the grass-root volunteers as well as RSS organisers, self-motivation and strong of the respondent, involvement and co-operation of the community people through Cherana Kendra were the responsible factors for the success of case no.1. Therefore, despite her acute socio-economic and physical problems, she had shown highly satisfactory performance in literacy skill and level of awareness as well as unique success in life.

For case no.2, immense will-power, inner potential and self interest, moral support and encouragement of her husband, internalising the acute problems of her slums and above all the efforts, scope, co-operation and various support extended

by the RSS organisers in every step were the responsible factors for her literacy achievement and success as a neo-literate social worker.

#### 8.1.5 SUGGESTIONS FOR FURTHER IMPROVEMENT OF LITERACY PROGRAMME OF RSS

Suggestions derived from the study on the basis of the needs felt and problems over come in the field by different types of literacy worker, functionaries slum women, and the experiences of the investigator herself are presented below for further development of slum women and future course of action of the RSS :

1. To retain the literacy skills of neo-literate slum women they should be kept motivated by RSS organisers and participate in the literacy and other activities of Chetana Kendra regularly. Continuity of programme through post-literacy and continuing education programme should, therefore, be given priority by RSS. Timings of the programme should also be fixed according to the suitability of the slum women. They should be encouraged to participate in different types of writing reading and comprehension competitions, and numerical quiz and competitions etc. Pilot experiments on new ideas with regard to and other developmental aspects should be conducted in different slums.
2. The reading materials provided to the neo-literates should be need based, redesigned and modified. The regional language, local culture and tradition (tribal) should be reflected in those reading materials.
3. Chetana Kendras of the slums should function like community centres, where all sorts of teaching learning, other development and entertainment programmes can be organised for the neo-literates. Library facilities should be made for the slum dwellers.
4. Since accommodation problem is the greatest constraints in slum areas, some alternative arrangement should be made like construction of UBS Mahila Samiti room by Municipality in each slum, or the office of the

smaller body like ward council can be used for the purpose of Chetana Kendra for TL and PL activities. Further, infrastructural support to the slum people through Chetana Kendra should be given. So that on the basis of the available infrastructure and by extending people's participation and assistance, Chetana Kendra can be build-up.

5. Frequent environment building through various activities including cultural programmes like, street plays, women Kala Yatha, different types of folk dances and dramas carrying the messages of post-literacy and continuing education should be organised. Special health camps for women and adolescent girls and children, plantation, sports, literacy melas (fairs) etc., should be organized in the slums and central level from time to time.
6. Initiative should be taken by RSS to provide financial and infrastructural support, loan and marketing facilities to the slum women, and in opening of women's co-operatives. RSS should therefore, co-ordinate and involve different types of organisations (Govt., Non - Govt., and Voluntary) so as to extend their co-operation to providing infrastructure support to the slum women. Further, need based vocational and skill development, and income-generation training should also be extensively given to the slum women in the Chetana Kendras.
7. Sincere and dedicated volunteers and activists should be well recognised and awareness various occasions. They should get the support and be encouraged for their women by the senior organisers and decision makers of RSS. Remuneration or honorarium should be given to the unemployed and willing volunteers. Further, vocational and income generation training and loan facilities should also be provided to the selfless unemployed volunteers to fulfill their basic needs.
8. Involvement of more number of activists and volunteers should be made by RSS. For this, sincere volunteers be identified and provision of their training should also be made accordingly They should also be encouraged for

middle level leadership in a positive direction, so as to handle the field situation, monitor the literacy and other activities and co-ordinate the work.

9. Regular training and orientation to the existing grass-root level volunteers, activists should be provided on literacy and other concerned aspects. They should also be given scope to participate in training programmes organised in and outside the city and even at the state and national level. The newly joined/involved volunteers should also be provided regular training by the experienced and senior activists. They should be given field training more intensively.
10. Scope should be given to the volunteers/activists to visit different successful literacy campaigns for the state as well as outside the state to gain experience. The neo-literate slum women should also be given chance to visit successful campaign and interact with the learners and neo-literates of other campaigns which will motivate and encourage them for further learning and active participation in programme.
11. Sincere monitoring and interaction should be done by RSS for its Chetana Kendras and their activities. Provisions for some more vehicles should be made for this purpose. Experienced people from different sectors of life, even from political parties should be encouraged to join the RSS activities, specially for monitoring and interaction.
12. Fresh survey of the neo-literates, illiterates and dropout be made for the mopping-up operation. Internal as well as external evaluation of the activities of the programme should also be conducted.
13. The small amount of monthly contingency grant (Rs.200/- only) given to each Chetana Kendra for their maintenance by RSS, should be increased.
14. Involvement of more number of women and members of Chetana Kendras with the decision making process of RSS should be encouraged.

15. Fulfillment of basic requirements like drinking water, electricity, ration card, BPL Card, etc., of the slum women should be taken care of by the RSS chairman cum A.D.M., Rourkela. He should co-ordinate the concerned. Departments and government for the protection of their basic civic rights.
16. Top level managers of RSP should be coordinated to extend their medical and education services to the non RSP people of the slum areas specially to the women and children to avail health care facilities at nearby RSP health care facilities at nearby RSP health centres of slum areas, and educational facilities from the Primary Schools of RSP.
17. The organisers of “Mobile Medical Services” of “Sevasadan” should also be coordinated to extend their services in interior slum areas of Rourkela.
18. Political will should also be generated by involving the local representatives to the Govt. (local M.P.s, M.L.A.s) in the RSS networking and interest among highly educated people should be created to demand for the developmental activities of Rourkela like opening of more primary schools in slum areas, implementation of different developmental schemes for urban poor specially the women, fulfillment of basic civic needs like ration card, water, electricity, etc., for the slum dwellers.
19. The number of NFE centres should also be increased by the RSS organisers to meet the need of slum children. Hence, they should move to MHRD for the sanctioning of more NFE Centres. Further, special provision for the enrolment of children of the neo-literates be made in formal schools.
20. Family and legal counselling to the slum women should be organised in the Chetana Kendra very frequently. The neo-literate other slum women should be given properly guidance, counselling and information about various developmental programmes, legal rights, civic information etc.

21. Parents of the young girls should be counseled and encouraged to give freedom to their daughters in selecting their life-partners.
22. Male members of the society should be guided and counseled in a positive direction through RSS net- working and encouraged to go for vasectomy.
23. Media services should be active in broadcasting, and telecasting the RSS activities. The press media should also be active and impartial in spreading over the message related to literacy development and neo-literates. Activities of the media services should be properly coordinated and taken care of by RSS chairman and secretary.
24. Legal support (both administrative and police) should be given to the slum women and grass-root level women volunteers while protesting against any criminal or anti-social activities of the slum areas.
25. Interference of the corrupt and harassing police officer in the developmental activities of the women group of Chetana Kendra should be checked.
26. Records regarding the activities of central as well as Chetana Kendra level of RSS should be properly maintained.
27. All the documents should be properly recorded on CD and other techniques. Photographs (album), video & audio records, etc., should also be kept with care for future information.
28. The neo-literate slum women should also be made conscious about the limitations of RSS in fulfilling their basic demands from the very beginning.

## 8.2 IMPLICATION OF THE STUDY

Ever since independence, India dreams for a literate nation. Various programmes promoting literacy have also been on the run accordingly after independence. Presently the total literacy programmes have been going on nation wide since the successful total literacy experiment at Ernakulum. The findings of the present study proved that RSS has been able to develop the level of literacy skills and the level of awareness in the slum dwellers, especially the women. It was also been able to change their attitudes in a positive direction as well as their living conditions, which indicate a healthy impact of the programme. It is important to mention here that National Literacy Mission sees the on-going literacy programme in the form of continuing education programme as an extension of TL and PL programme. It aims at a totally literate society as well as total enrolment of school-going age children and their retention in school. Therefore, there is essence of potentials in the ongoing literacy programmes to achieve the objectives of National Literacy Mission. The implication of the findings of the present study has the potential to contribute towards the growth of a literate society, and the educational development of its people especially the downtrodden and the children.

This study could also have conducted by following any quantitative method of research like experimental design of any other method. But, taking into the consideration of the context phenomenological approach has been mainly followed for this study.

However, for the growth of a literate society the following care should be taken.

- (a) The changing interests, attitude, behaviour, and the experiences of the downtrodden in general and women in particular should be taken care of by the organisers of the literacy programmes of various campaigns. Further, their social and educational needs should be identified and need-based, and effective programmes and activities of T.L, P.L. and continuing education programme should be well designed, planned and monitored for their further development.

- (b) For acquisition of sustainable literacy, the literacy programme should look beyond their target achievement. Further, retention of literacy skills is as important as acquiring them. Therefore, the planners and decision makers of the literacy programme of NLM at national level need to give due importance to “What is learnt?” as much as to meeting the target.
- (c) Various training programmes on literacy and its concerned aspects can be organised under the leadership of Mass Education Department, SRC for Adult and Continuing Education, different voluntary organisations like BGVS, Siksha Sandhan etc. in the State Level, and NLM, NCERT, NCTE, BGVS and other equivalent institutions at national level for the volunteers, resource persons, activists and organisers.
- (d) Initiation can be made for innovation of teaching methods and techniques for the learners and neo-literates to retain their literacy skills and creation of zeal for further learning. Participatory group discussions, role plays, problem dramas in the form of dramatisation, field trips, intro-conversation, dialogue exchange, slum and centre exchange programme of learners and volunteers can also be organised at teaching centres. And case study, participatory observation, in depth discussion followed with brain storming techniques can also be adopted by the volunteers and resource persons to know further details about the interest, feelings and attitudes, etc., of the learners. Strategies and techniques can also be developed in an innovative form for effective monitoring and feedback mechanism and evaluation of the activities of T.L., P.L., and C.E. programmes of NLM. Apart from these, resource persons from government, non-government and voluntary organisations having the necessary experiences be invited and involved in the activities of the centres and share their experiences, expertise, and demonstrate and discuss various aspects related to literacy, awareness, and functional development of the learners.
- (e) The findings of the study indicate that the neo-literate as well as the grass-root level volunteers and activists have potentials to work for a greater cause i.e. for a social cause. So their potentials can also be utilised and their experiences,

technical skills can also be applied for nation building activities through various other programmes and activities of the voluntary organisations.

(f) The university department of Adult and Continuing education, and the NSS Unit of the colleges can extend their educational activities for the illiterates and neo-literates with a live link to the literacy campaigns.

(g) The findings of the study indicate that most of the neo-literate slum women want to be economically self-sufficient. Thus they need to have infrastructural support in the form of loan or raw material from the government through literacy programmes to start their own income-generation activities. Therefore, policy for different income-generation schemes in the form of loan or co-operative can be made at the state and national level especially for the women and the downtrodden people irrespective of their geographical boundaries. The schemes can be implemented through the local administration in co-ordination with the literacy campaigns.

(h) The Ministry of Human Resource Development can strengthen the activities of NLM through its Total Literacy Campaigns by introducing community Schools with the help of people's participation, sanction of NFE centres and establishment of Primary Schools specially in unauthorised slums, and other underdeveloped areas. Disbursement of grants for those schools can be made through the state government accordingly.

### **8.3 SUGGESTIONS FOR FURTHER RESEARCH**

The present study was confined only to the impact of literacy programme on the slum women. Keeping in view the limitations of the study, more researches are required to substantiate the findings of the study for generalisations. Because every research study, while attempting to find answers to some questions, develops a number of other questions. These new questions guide further research. With this idea in mind the investigator has made some suggestions for further research. Research studies can be conducted in the following areas:

- People's participation in the literacy programme and its effect on educational growth of the downtrodden societies
- By applying experimental designs to find out the impact of literacy programme in general
- Human resource management of the literacy programme
- Preparation of reading material, environment building and motivational activities based on the need and aspirations of the slum women as neo-literates
- By applying the tools like case study, brain storming, participatory decision making technique, participatory observation and intro-conversational method
- On minimum level of learning required for the retention of literacy skills of the neo-literates
- Development of strategies and innovative techniques for monitoring and evaluation of the literacy programmes both (Total literacy and post-literacy)
- Case studies to be conducted on successful grass-root level women leaders
- Techniques to be innovated so as to develop self image of the downtrodden women for their empowerment
- Influence of literacy programme on cent per cent enrolment and high retention of school children
- Meta research in the field of literacy and adult education

#### **8.4 CONCLUSION**

The over all impact of literacy programme in Rourkela on neo-literate slum women was found to be effective and remarkable. Over and above, the programme has been able to make a sea change in the life and living style of the people. It is revealed from the present study that impact of literacy programme is vital for the educational development of the neo-literates. It develops according to the expected levels of literacy skills, desired level of awareness and change of attitude in a positive direction. It gets affected when the level of literacy and awareness face barriers in their way of development. So the literacy activists, family members of the slum women, organisers of the programme, members of the community and the

neo-literate slum women themselves should take care of it and take steps accordingly. Since the success of RSS was mainly possible due to the dedication and selfless contribution of a good number of volunteers and activists working at grass-root level, their level of motivation should be maintained and their devotion for such a great work must be recognised. Their expertise skills and knowledge, field experiences and suggestions should be analysed, internalised<sup>and</sup> taken into the consideration for further improvement and extension of the programme. If effective training is imparted, their efforts and activities are recognised, constraints and problems are solved, and their voluntary spirit is properly respected, the impact of literacy programme would go a long way in the educational development of downtrodden people in the social system.