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Welcome to block 2 of the course entitled ‘Introduction to Philanthropic Social Work’. This block on, “Philanthropic Social Work” is the second block of MSW-010. It is comprised of five units.

**Unit 1** on ‘Concept and Meaning of Philanthropic Social Work’ will enable you to understand the concept, nature and scope of philanthropy. You will be able to analyze the emerging trends in philanthropy and the need for a rational approach in philanthropy.

**Unit 2** is on ‘Professional Social Work and Philanthropy’. This unit examines the interrelationship among philanthropy, philanthropic social work and professional social work. The unit also highlights the need and scope of philanthropic social work.

**Unit 3** on ‘History of Philanthropic Social Work’ examines the origin and development to philanthropic social work, the role of religions in the development of philanthropic social work and the modern trends in philanthropic social work. The historical origin of the personal and organisational practice of philanthropic social work has also been described in this unit.

The **fourth unit** on ‘Contemporary Issues in Philanthropic Social Work’ focuses on the changing trends in contemporary philanthropic social work, various challenges faced by philanthropic agencies, the measures and strategies to overcome such challenges and the role of professional social workers in this regard.

The **fifth unit** on ‘Human and Financial Resources for Philanthropic Social Work’ discusses the sources of funding for philanthropic social work. The unit concludes with discussing the various means of fund raising and practical tips of resource management.

On the whole, this block will provide you an overview of the essentials of philanthropic social work.
UNIT 1  CONCEPT AND MEANING OF PHILANTHROPIC SOCIAL WORK

Contents

1.0  Objectives
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1.4  Values and Principles of Philanthropic Social Work
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1.6  Let Us Sum Up
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1.0  OBJECTIVES

The objectives of this unit are to learn the following:

- Meaning and Definition of Philanthropic Social Work;
- Methods of Philanthropic Social Work;
- Values and principles of Philanthropic Social Work;
- Role and skills of Philanthropic Social Worker.

1.1  INTRODUCTION

This unit explains the meaning, definition, methods, values and principles of philanthropic social work and the role and skills of philanthropic social workers. Philanthropic social work as a professional course is unique and can be said to have started for the first time in history at IGNOU in 2010. However, philanthropy is as old as human history. There are several things similar and dissimilar between philanthropy and social work. Some professionals place philanthropy diagonally opposite to social work. However, it is not true. There are several areas common to philanthropy and social work. The area of philanthropy where the social work philosophy, methods, principles and values are applied is called philanthropic social work. The relationship between philanthropy, philanthropic social work and professional social work is explained in this unit.

There is historical relationship between philanthropy and social work. Social work has emerged as a distinct profession from philanthropy. Several professional social work institutions have a philanthropic origin. The history of philanthropic social work is given in detail in unit three of this block. However, it is relevant to mention the origin of philanthropic social work. The New York School of Philanthropy, the first school of social work, was established in 1904. The School had its origins in 1898 with the first Summer School in Philanthropic Work offered in New York City. It was the first higher education program in the United States to train people in the field of social work. It began as a six-week summer program offered by the New York Charity Organization Society. Initially the program was more like a workshop than a college course. In 1904, the program was expanded to an eight-month course of
Philanthropic social work is in all the sense professional social work. Philanthropic social work is professional social work practices in the field of philanthropy. Philanthropy is the major area of professional social work in India. Synonyms of philanthropy are charity, compassion, humanity, patronage, generosity and benevolence. The word, philanthropy derived from the Greek word, ‘philanthropos’, combined two words: *philos*, “loving” in the sense of benefiting, caring for, nourishing; and *anthropos*, “human being” in the sense of “humankind”, “humanity”, or “human-ness”. All the human care services are philanthropy. Social work being a human care service is one part of philanthropy. In order to understand the meaning and concept of philanthropic social work, it is necessary to understand the term ‘philanthropy’ and its relationship with philanthropic social work.

**Meaning**

The Platonic Academy’s philosophical dictionary defined Philanthropia as a state of well-educated habits stemming from love of humanity; a state of being productive of benefit to humans. In this sense, philanthropy is very close to professional social work. Philanthropia was later translated by the Romans into Latin as, simply, humanitas or humane-ness. And because Prometheus’ human-empowering gifts rebelled against Zeus’ tyranny (Greek myth about the origin of ‘philanthropy’), philanthropia was also associated with freedom and democracy. Both Socrates and the laws of Athens were described as philanthropic and democratic, the idea being that philanthropic humans are reliably capable of self-government. This extended meaning of philanthropy reveals the scope of philanthropic social work.

In modern terms, “philanthropy” means ‘private initiatives for the public good’, ‘voluntary action for the public good’ and ‘the private giving of time or valuables for public purposes’. The aim of philanthropy is improvement in the quality of human life. Philanthropy may best be defined as, ‘private initiatives for public good, focusing on quality of life’. This distinguishes it from government (public initiatives for public good) and business (private initiatives for private good). The inclusion of ‘quality of life’ ensures the strong humanistic emphasis of the Promethean archetype.

Contemporary understanding of ‘philanthropy’ is rather limited. While philanthropy is merely giving help, philanthropic social work is giving help for self help. Philanthropic social work differs from professional social work in the sense that professional social work is help for self help as a paid service. Professional social work uses the term ‘service users’ who receive social work assistance from professional social workers upon a service fee. Philanthropic social work is professional social work, performed with a voluntary spirit and no service fee is collected from the service users. Funds
for philanthropic social work come from general and religious donations and contributions. The motivation of the philanthropic social worker comes from self fulfilment, self satisfaction, religious obligation (sometimes) and voluntarism.

It has been found in history that philanthropy has often been the forerunner of professional social work. A wide range of personal motivations contributed to philanthropic participation, as helping others was seen as emotionally and socially stimulating. While much was accomplished by philanthropy, charity was often erratic and did not always fully meet the needs of the recipients (Robert Morris, 1986:117-119). There was the felt need of professional approach to charity. In the modern period, philanthropy has been recognised as the responsibility of a welfare state. Social sciences began to be consulted more as philanthropists and the state sought to identify and subdivide social problems, and to obtain information on specific needs that would remedy the identified problems. The inclusion of social science in social welfare organizations helped to make philanthropic endeavours more efficient (Prochaska, 1980:133). Philanthropy in the 19th century was based on religious tradition that was centuries in the making. Historically, wealthy people in society gave to the poor as a religious duty. Charity was seen as a way of saving one’s own soul while also helping those in need. Many of them believed that social conscience demanded social action (Henry B Washburn, 1931:8-20).

Philanthropy can be defined as the provision of financial, material, and ideal resources made for cultural, social, and educational institutions. During the course of time these aims increasingly came to fruition through foundations, limited dividend companies, membership organizations, or by bequests and donations, and were generally facilitated by middle to upper class people (Thomas Adam, 2001:3-5).

Today it can be seen that philanthropy is a well organized social work activity. Philanthropic organizations are managing charitable activities at local, state, regional, national and international levels. There are visible network of philanthropic organizations across the world and what is practiced in reputed philanthropic organizations is philanthropic social work in its professional meaning.

In philanthropic social work the stress is on development of human resources. ‘The development of human resource must be the central focus of social work practice. This will prevent dependency and restore dignity to people. Social work interventions in the Asia-Pacific region must not be primarily remedial, based on the medical model approach. More emphasis should be placed on development and community building. The promotion of self-help among people should be encouraged and promoted’ (Vasco S, 1998:1). It means that there is a need for integrated approach (welfare and developmental) in philanthropic social work.

**Definition**

We have seen that there is little difference between professional social work and philanthropic social work. Even if we can distinguish between philanthropy and professional social work, it is not easy to distinguish between philanthropic social work and professional social work. Philanthropic social work is very close to social welfare in social work. It is easy to define philanthropic social work with the help of some definitions of social work. ‘Social work is the art of bringing various resources to bear on individual, group and community needs by the application of a scientific method of helping people to help themselves’ (Herbert Hewitt Stroup, 1960:1).

Taking the conceptual framework of this definition, we can define that philanthropic social work is the process of bringing various resources to meet the needs of helpless
Philanthropic social work deals with helpless individuals, groups and communities such as the orphan, the destitute, the aged, the incurable, the infirm and the disabled individuals, the refugees’ groups and the poorest of the urban and rural poor communities. Even if making such people self reliant is next to impossible, all the efforts and scientific methods, such as social case work, social group work, community organisation, social action, welfare administration and social research are applied to help them to be self reliant.

Philanthropic social work can be defined in the context of individual growth of potentials. ‘Social work is concerned with helping people to realise their potential to the maximum, while ensuring that the facilities which already exists to assist them are fully used and with supplementing those which they are lacking’ (British Association of Social Workers, 1977:77). This definition highlights the need and scope of philanthropic social work. Philanthropic social work is a helping process to realise the potential of the helpless people to the maximum, by making use of all the available resources and facilities, both public and private and by supplementing with additional facilities and resources wherever required.

United Nations (1950) mentioned the social work characteristics which are very much applicable to philanthropic social work:

1) It is a helping activity, designed to give assistance in respect to problems that prevent individual, families, and groups from achieving a minimum desirable standard of social and economic well being.

2) It is a social activity carried on not for personal profit by private practitioners but under the auspices or organisation governmental or non governmental or both, established for the benefit of members of the community regarded as requiring assistance.

3) It is liaison activity through which disadvantaged individual, families and groups may have all the resources available in the community to meet their unsatisfied needs’ (United Nations, 1950:18).

There is flexibility in the area and scope of social work practice. The filed of social work practice should be adjusted according to the changing needs of the mankind in different time and place ‘that the conception of the field of social work should above all be kept fluid in order to maintain in this profession at least an open mind toward humanity’s changing needs and the best method for meeting them’ (James H Tuffs, 1923:30-31). Philanthropy is the present field of social work in India and other developing countries where the social security and social welfare measures are inadequate to cover the entire population of the state. The need and scope of philanthropic social work is further explained in unit two.

Check Your Progress I

Note: Use the space provided for your answer.

1. What do you mean by philanthropic social work?
2. Define philanthropic social work.

METHODS OF PHILANTHROPIC SOCIAL WORK

We have found that there is little difference between professional social work and philanthropic social work. While social work is an essential component of philanthropy, philanthropy is the major field of social work. All the methods of professional social work are useful in philanthropic social work. Problem solving method of social work envisages the following process:

1) Problem explanation (identifying the problem and developing goals)
2) Problem analysis (collecting data and developing plans) and
3) Problem resolution (selecting a plan, implementing a plan and feedback)’
   (Ronald W Toseland and Robert F Rivas, 1984:266).

These steps are common for any method of social work. Applied in philanthropic social work, we need to clearly understand the problems of the people with whom we are working, identify, define and explain their problem, develop goals for action; analyse the various dimensions of the problem (problem tree analysis) which would further help us to devise appropriate strategy for working; and finally resolving the problem by selecting a plan of action, implementing, monitoring, evaluating and documenting the same. This the general procedure of social work methodology.

Specifically the major methods of the social work are:

Social Case work:
Social Group work:
Community organisation:
Social Action:
Welfare Administration
Social work research

Social Case Work

Social case work is ‘An art in which knowledge of the science of human relations and skill in relationship are used to mobilise capacities in the individual and resources in the community appropriate for better adjustment between the client and all or any part of his total environment’ (Suithum Bowers OMI, 1949:417). Social case work in philanthropic social work is a method of problem solving at the individual level.

‘Social case work is a process used by certain human welfare agencies to help individuals to cope more effectively with their problems in social functioning. A person with a problem comes to a place where a professional helps his through a process. The ‘person’ is a man, woman or child, anyone who finds himself, or is found to be in need of help in some aspect of his social-emotional living, whether the need be for
tangible provisions or counsel. As he begins to receive such help, he is called a client. The ‘problem’ arises from some need or obstacle or accumulation of frustrations or maladjustment, and sometimes all of these together, which threaten or has already attacked the adequacy of the person’s living situation or the effectiveness of his efforts to deal with it. The ‘place’ is a social service agency or a social service department of another kind of human welfare agency. The ‘process’ is a progressive transaction between the professional help (the caseworker) and the client. It consists of a series of problem-solving operations carried on within a meaningful relationship. The end of this process is continued in its means; to so influence the client person that he develops effectiveness in coping with this problem and/or to so influence the problem as to resolve it or vitiate its effects’ (Helen Harris Pearlman, 1957:4-5).

The person in philanthropic social work is a helpless individual, such as the orphan, the destitute, the aged, the incurable, the infirm, the disabled, the refugee and the poorest of the urban and rural poor. Place is a philanthropic organisation and the helping person is a philanthropic social worker.

Principles are rules of action for guiding performance. Principles of social case work are:

1) Individualisation
2) Acceptance of the client
3) Non condemning attitude
4) Client’s right to self determination
5) Client’s participation
6) Keep the client’s case confidential
7) Controlled emotional involvement’ (Grace Mathew, 1984:9-14).

Social Group Work

‘Social group work is a method of social work which helps individuals to enhance their social functioning through purposeful group experience and to cope more effectively with their personal, group or community problems’ (Gisela Konopka, 1963:20). Group approach is very useful in philanthropic social work. With the support of group, the helpless person can improve his self confidence, problem solving skills and capacity for self reliance.

Every social work method has a certain set of values and principles. The social group work values [NASW, Code of Ethics, 1982] are the following:

1) Respect for human dignity and worth
2) Interrelationship of individual and their environments
3) Collaborative process in problem solving
4) Self determination
5) Mutual aid
6) Constructive differences and
7) Confidentiality’ (Leonard N Brown, 1991:85-86)

The principles of social group work are the following
1) The principle of planned group formation
2) The principle of specific objectives
3) The principle of purposeful worker-group relationship
4) The principle of continuous individualisation
5) The principle of guided group interaction
6) The principle of democratic group determination
7) The principle of flexible functional organisation
8) The principle of progressive programme experience
9) The principle of resource utilisation
10) The principle of evaluation’ (Harleigh B Trecker, 1955:260-271)

Group work skills required on the part of a philanthropic social worker are the following:
1) Skill in establishing purposeful relationship,
2) Skill in analysing group situation,
3) Skill in participation with group,
4) Skill in dealing with group feeling,
5) Skill in programme development: decide what, how and why of a programme,
6) Skill in using agency and community resources, and
7) Skill in evaluation’ (Harleigh B Trecker, 1955:36-37).

Group worker’s role:
1) Accepting: by worker of person, feelings, ideas, or behaviour
2) Relating: member or group to worker; member or group to member; member to group
3) Enabling and supporting: individuals or group to accept self or others; individuals or group to express themselves, accomplish or have feeling of accomplishment; individuals or group to involve themselves in activity (programme), decision making, assuming and carrying responsibilities; individuals and group to gain insight, understanding and security
4) Limiting behaviour: harmful to others or self; destructive to property and material or to relationships
5) Guiding of discussions, activities and group movement
6) Alleviating: tension; conflict; fear and anxiety or guilt
7) Interpreting: function of group, worker and agency; individual’s or group’s behaviour or feeling
8) Observing and Evaluating (diagnostic approval): individual behaviour; individual’s effect on group; group behaviour; worker’s effect on individual or group (own practice)
9) Planning and preparing (by worker): group formation and composition; programme; treatment or service’ (Henrietta Etla Saloshin, 1954).

Community Organisation

‘Community organisation is to mean a process by which a community identifies its needs or objectives, develops the confidence and will to work at these needs or objectives, finds the resources (internal and / or external) to deal with these needs or objectives, takes action in respect to them, and in so doing extends and develops...
Philanthropic Social Work cooperative and collaborative attitudes and practices in the community’ (Murray G Ross, 1955:39). Philanthropic social worker applies this method while working with the poorest of the poor urban and rural communities.

Social Action

Social Action ‘must be described as organised group effort to solve mass social problems or to further socially desirable objectives by attempting to influence basic social and economic conditions or practices’ (John L Hill, 1951:455). At times the philanthropic social worker uses this method to address the issues of the poor and helpless people with whom he or she works.

Welfare Administration

Welfare administration is the management of human and financial resources of philanthropic social work. It includes identifying, recruiting and developing suitable manpower for management of philanthropy. It also includes mobilising the required financial and material resources by means of various fundraising strategies including project preparation. Resource management and project administration are the major aspects of social welfare administration in philanthropic social work.

Social Work Research

Social work research seeks to find explanations to unexplained social phenomena, to clarify the doubtful and correct the misconceived facts of social life. Social work research is also relevant in philanthropic social work, as it helps the social workers to find explanation for unexplained philanthropic issues such as reasons for destitution, causes of poverty etc. It also helps the philanthropic social worker to correct misconceptions about poverty and helplessness and several other social facts.

Check Your Progress II

Note: Use the space provided for your answer.

1. Write a note on philanthropic social work methodology.

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2. What are the major methods of philanthropic social work?

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1.4 VALUES AND PRINCIPLES OF PHILANTHROPIC SOCIAL WORK

Values are general guidelines of good conduct in any profession. A value can be defined as a conception, explicit or implicit, distinct of an individual or characteristic of a group, of the desirable which influences the selection from available modes, means and ends of action. Basic values influence the key choices that shape the type of life one builds and the kind of person one becomes. Values are necessary for social stability; it can’t function unless every member agree on certain standards of responsible behaviour and share basic values.

Social work is a value based profession. Social workers have the obligation to guide the service users constantly regarding what is good and right things to do and what are bad and wrong things that are not to be done. Values are important for philanthropic social work. They have to keep in mind the professional values of social work while taking any professional decisions. If one’s values are vague and inconsistent, his behaviour will be aimless and confused. Values of social work according to National Association of Social Workers’ Standards for the Classification of Social Work Practice, 1982 are the following:

1) Commitment to the primary importance of the individual in society
2) Respect for the confidentiality of relationship with clients
3) Commitment to social change to meet socially recognised needs
4) Willingness to keep personal feeling and needs separate from professional relationship
5) Willingness to transmit knowledge and skill to others
6) Respect and appreciation of individual and group differences
7) Commitment to develop clients ability to help themselves
8) Willingness to persist in efforts on behalf of clients despite frustration
9) Commitment to social justice and the economic, physical and mental wellbeing of all in society; and
10) Commitment to a higher standard of personal and professional conduct’ (Leonard N Brown, 1991:84)

National Association of Social Workers (NASW) of United States of America has outlined some general code of conducts which are called ethical standards. Professionals have ethical standards concerning professional practice in relation to the client, agency (field setting), society, profession, to himself as a professional and fellow professionals [NASW, Code of Ethics, 1982]. These ethical standards are summarised below:

Social Workers’ Ethical Responsibilities to Clients

- Commitment to clients
- Self-determination
- Informed consent with regard to communication of confidential matters
- Professional competence
- Cultural competence and social diversity
- Managing conflicts of interest
Philanthropic Social Work

Privacy and confidentiality
Control on access to records
Avoiding sexual relationships in the profession
Restriction on physical contact
Prohibition of sexual harassment
Prohibition of derogatory language
Conditions on payment for services
Taking decisions regarding clients who lack decision-making capacity
Regarding interruption of services
Regarding termination of services

Social Workers’ Ethical Responsibilities to Colleagues

Respect
Confidentiality
Interdisciplinary collaboration
Disputes involving colleagues
Consultation
Referral for services
Avoiding sexual relationships in the profession
Restriction on physical contact
Prohibition of sexual harassment
Prohibition of derogatory language
Regarding impairment of colleagues
Regarding disclosure of incompetence of colleagues
Unethical conduct of colleagues

Social Workers’ Ethical Responsibilities in Practice Settings

Supervision and consultation
Education and training
Performance evaluation
Client records
Billing
Client transfer
Administration
Continuing education and staff development
Commitments to employers
Labour-management disputes

Social Workers’ Ethical Responsibilities as Professionals

Competence
Prohibition of discrimination
Private conduct
Regarding dishonesty, fraud, and deception
Regarding impairment
Misrepresentation
Solicitations
Acknowledging credit and authorship

Social Workers’ Ethical Responsibilities to the Social Work Profession

Integrity of the profession
Evaluation and research

Social Workers’ Ethical Responsibilities to the Broader Society

Social welfare
Public participation
Public emergencies
Social and political action

1.5 ROLE AND SKILLS OF PHILANTHROPIC SOCIAL WORKER

Philanthropic social workers play a vital role in the society. They might play the role of the guardian of social virtues. First of all they are very helpful persons. They play the role of enabler, leader, facilitator, advisor, counsellor, teacher, manager, philanthropist, teacher, trainer, advocate, parent, friend, philosopher and guide as per the need of the people as well as the time. The primary role of philanthropic social worker is to act as agents of social change, social reformation and social progress. ‘The social worker is expected by society to be able (1) to assess, clarify and help individual with the integration of their inner motives and the demands of their social environment and (2) to help change social environment if it is detrimental to the social development of individuals’ (Gisela Konopka, 1963:20).

Skills required for philanthropic social worker are the following:

1) Skills in understanding the person and his or her problems
2) Skills in diagnosis of the social problems especially in philanthropic field
3) Skills in developing a philanthropic programme that would address the identified social problems
4) Skills in establishing rapport with the service users of his professional work
5) Skills in participatory approaches – participatory planning, implementation, monitoring and evolution
6) Skills in motivation and leadership
7) Skills in communication
8*) Skills in documentation
9) Human relations skills of soft skills
10) Skills in various methods of professional social work and also the integrated social work practice
Check Your Progress III

**Note:** Use the space provided for your answer.

1. Write a note of values and principles of philanthropic social work.

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2. Explain the role of philanthropic social worker.

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1.6 **LET US SUM UP**

In this unit we have learnt the meaning, definition, methods, values and principles of philanthropic social work and the role and skills of philanthropic social workers. It is found that philanthropic social work is little different from professional social work except in the scope and area. There is marked difference between philanthropy and philanthropic social work and the difference will be studied in detail in the next unit.

1.7 **FURTHER READINGS AND REFERENCES**


UNIT 2 PROFESSIONAL SOCIAL WORK AND PHILANTHROPY

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2.3 Philanthropy and Philanthropic Social Work
2.4 Philanthropic and Professional Social Work
2.5 Need for Philanthropic Social Work
2.6 Scope and Fields of Philanthropic Social Work
2.7 Let Us Sum Up
2.8 Further Readings and References

2.0 OBJECTIVES

The objectives of this unit are to learn about the following:

- Relationship between Philanthropy and Professional Social Work
- Relationship between Philanthropy and Philanthropic Social Work
- Need for Philanthropic Social Work
- Scope and Fields of Philanthropic Social Work

2.1 INTRODUCTION

The interrelationship among philanthropy, philanthropic social work and professional social work is the main theme of this unit. The need and scope of philanthropic social work is also presented in this unit. Philanthropy and social work are similar in many respects and dissimilar in many other aspects. The overlapping area is called philanthropic social work. Philanthropy is one of the main fields of professional social work. Whenever social work values, principles and methods are applied in philanthropic works, it becomes philanthropic social work. Presently the overlapping area is expanding and more and more philanthropic activities are being carried out by professional social workers. It is very useful to know in detail the nature of the relationship between these concepts. All these are concerns of social work and they are dependent on each other. The following diagram illustrates the relationship between philanthropy, philanthropic social work and professional social work.
2.2 PHILANTHROPY AND PROFESSIONAL SOCIAL WORK

Philanthropy is synonymous to charity, compassion, humanity, patronage, generosity and benevolence. The word, philanthropy derived from the Greek word, ‘philanthropos’, combined two words: philos, “loving” in the sense of benefiting, caring for, nourishing; and anthropos, “human being” in the sense of “humankind”, “humanity”, or “human-ness”. All the human care services are philanthropy. Social work being a human care service is one part of philanthropy. In modern terms, “philanthropy” means ‘private initiatives for the public good’, ‘voluntary action for the public good’ and ‘the private giving of time or valuables for public purposes’. The aim of philanthropy is improvement in the quality of human life.

It has been found in history that philanthropy has often been the forerunner of professional social work. A wide range of personal motivations contributed to philanthropic participation, as helping others was seen as emotionally and socially stimulating. While much was accomplished by philanthropy, charity was often erratic and did not always fully meet the needs of the recipients (Robert Morris, 1986:117-119). Philanthropy can be defined as the provision of financial, material, and ideal resources made for cultural, social, and educational institutions.

‘Social work is the art of bringing various resources to bear on individual, group and community needs by the application of a scientific method of helping people to help themselves’ (Herbert Hewitt Stroup, 1960:1). ‘Social work is concerned with helping people to realise their potential to the maximum, while ensuring that the facilities which already exists to assist them are fully used and with supplementing those which they are lacking’ (British Association of Social Workers, 1977:77).

‘(1) It (social work) is a helping activity, designed to give assistance in respect to problems that prevent individual, families, and groups from achieving a minimum desirable standard of social and economic well being.

(2) It is a social activity carried on not for personal profit by private practitioners but under the auspices or organisation governmental or non governmental or both, established for the benefit of members of the community regarded as requiring assistance.

(3) It is liaison activity through which disadvantaged individual, families and groups may have all the resources available in the community to meet their unsatisfied needs’ (United Nations, 1950:18).

Similarities between Philanthropy and Social Work

Philanthropy and social work are similar in many respects. Some of their similarities are mentioned here:

- Social service and social welfare are common goals of philanthropy and social work.
- Philanthropy and social work are helping activities.
- Philanthropy and social work meet the needs of the people and solve their problems to some extent.
- Philanthropy and social work are community activities and human beings are mainly the beneficiaries of both.
Philanthropic Social Work

Philanthropy and social work require high level of commitment and sacrificing attitude on the part of the service providers.

Philanthropy and social work are need based services. They take into consideration the needs of the people for whom the service is provided.

Distinction between Philanthropy and Social Work

There are several points of differences between Philanthropy and social work.

Philanthropy is mainly giving charity which might make the receiver dependent on the provider; while social work is not charity, but help for self help.

Philanthropy is often immediate benefit and relief, while social work is long term empowering service.

Philanthropy is more result oriented, while social work is process oriented. Philanthropy does not look into how the work has been conducted, but is interested in how many people were reached by the service delivery within a prescribed time limit.

With regard to some sections of the population, only philanthropy is possible and there is little scope for social work. For example, working with the incurables, severely challenged children, the elderly who are under custodial care, patients in trauma, infants etc. while social work is more effective with people with the capacity for self determination.

Philanthropy is practiced by volunteers, politicians and religious people; social work is practiced by duly trained and certified professional social workers.

Relationship (Overlapping Area) between Philanthropy and Social Work

Philanthropy and social work are complementary to each other in many respects.

Philanthropy is relief work and immediate assistance; while social work does not give any immediate solution but long term solution. Both are complementary to each other. Whenever, an immediate assistance is required, philanthropy is to be practiced and social work could begin later on. For example, for a hungry man, giving food is charity, while giving him vocational training is social work. However, the immediate need is food and philanthropy is to be practiced prior to social work in this situation.

With certain group of people, showing charity or practising philanthropy is the only possible social work. Philanthropy is the lowest level of social work. Even practising philanthropy is doing social work at some levels. Where the social work is not possible to practice, philanthropy may be applied. For example, taking care of the mentally challenged children who are under custodial care (severely disabled) is the only social work possible with them.

The difference between philanthropy and social work is a matter of degree and magnitude in the helping process or problem solving work.

When professional social workers work in philanthropy applying social work principles, values and methodology given in unit 1, philanthropy turns to social work. In fact, social work is an outgrowth of philanthropy. Social work started with philanthropy and they are inseparable in many respects.

All social workers are philanthropists, while all philanthropists are not social workers.
Check Your Progress 1

Note: Use the space provided for your answer.

1. What are the common elements in philanthropy and social work?
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2. Write a short note on the relationship between philanthropy and social work.
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2.3 PHILANTHROPY AND PHILANTHROPIC SOCIAL WORK

Philanthropic social work is the overlapping area between philanthropy and social work. There are certain similarities and dissimilarities between the two. They are also very closely associated to each other.

Philanthropic social work is that part of philanthropy where the values, principles, methods of social work are applied. It is philanthropy practiced scientifically. It is charity given in a professional way. It is compassion practiced judiciously. In philanthropy, the giver’s satisfaction is more important than the receiver’s satisfaction. In philanthropic social work, the receiver’s problem solving and satisfaction is more important than the giver’s satisfaction. In philanthropy, the benefactor and the manager are the same person. In philanthropic social work, social workers are employed to manage the philanthropic activities on behalf of the benefactor or donor. In other words, there is no middle man in philanthropy. When the philanthropist gets his charitable work done through some professional person or agency, it becomes philanthropic social work.

In philanthropy administrative cost is nil or minimum. It is a voluntary service or giving away the material and financial resources to the needy. In philanthropic social work, administrative cost is involved, because philanthropy is practised in a large scale. There are professionals employed such as accounting staff, counsellors, social workers etc. There is also travel and logistic costs involved in philanthropic social work. In philanthropic social work, philanthropic funds are collected from different sources and put together for the philanthropic social work.

Philanthropy is practiced by anybody who is compassionate, kind and resourceful. Philanthropic social work is practiced by professional social workers, who are knowledgeable and skilful in social work practices such as social case work, social group work, community organisation, social research, social action and social welfare administration. He need not have the material and financial resources to do philanthropic social work, but is skilful to manage the philanthropic funds collected from various sources by way of projects, fundraising activities and government grants.
Philanthropy is often practised by individuals, while philanthropic social work is often practiced by the government and non governmental agencies in the field of social welfare. Funds for philanthropy come from individual donations and charities, while funds for philanthropic social work often comes from the government, donor agencies and corporate social responsibility.

Philanthropy is essentially an act of giving without expecting any thing in return or not even following up of what happened to the receiver after the act of giving. Philanthropy is not often interested to study the problems of the receiver in detail, make an assessment before giving and see whether giving is the best way of help. Philanthropic social work is essentially an act of management. It is giving through a systematic procedure, such as assessing the problems of the receiver, identifying the ideal type of assistance required, mobilising the required assistance, giving the best help, making a follow up and see whether the help has made him or her self reliant.

Philanthropic social work is the ideal way of practising philanthropy. While philanthropy is often unsustainable and make the receivers dependent on philanthropists, every care is taken in philanthropic social work to make the efforts sustainable and make the receivers self reliant to the greatest possible extent.

There are also cases where philanthropic social work is not practical with regard to some people and some situation, such as working with the helpless persons such as meeting medical expenses of a terminally ill person, financial support provided for survival of severely challenged or aged persons who are under custodial care, etc. In such situations, philanthropy is the only option and it can be treated as the best social work practice. Thus philanthropy is one part of social work and it is rightly told that social work begins with philanthropy. A good philanthropist can become a good social worker. A social worker is not to hesitate to engage in philanthropy whenever it is the only option of helping people. One who is not able to do such kind of philanthropy will not be a good social worker.

2.4 PHILANTHROPIC AND PROFESSIONAL SOCIAL WORK

Philanthropic and professional social works are very close to each other. Both make use of values, principles and methods of social work. However, all the philanthropic social work programmes are not professional social work. Similarly all the professional social work activities are not philanthropic social work. Philanthropic social work is very close to social welfare management. In philanthropic social work, the professional social workers work with the helpless persons, groups and communities, to relieve their distress, and to empower them. The least, the last and the lost ones in the society are the subject of philanthropic social work. Professional social work deals in addition to philanthropic field, the development field, such as working with youth, women, students, employees, managers, other professionals across different walks of life.

Professional social workers are more and more in the field of micro credit and women empowerment which is very distant from philanthropic social work. Development field is the ideal arena for professional social workers where there is more scope for achieving the goal of self reliance faster than in philanthropic field. For example, rural community development, urban community development and tribal community development are typical areas of professional social workers. A social worker who is striving to form an ideal village which is self supporting is not
doing philanthropy, but a typical professional activity of community organisation. Professional social workers are also in the field of labour welfare and human resource management which are again distant from philanthropic social work. Professional social workers are in the field of social research, social action and community organisation which are not really philanthropic causes.

There is however, scope for practising social research, social action and community organisation in philanthropic social work besides social case work, social group work and community organisation. Philanthropic social workers can take up a philanthropic issues such as causes of destitution, rehabilitation options for the destitute, causes of beggary, community based rehabilitation of the severely challenged children and the aged, various options of giving care to the terminally ill, etc. These research programmes would produce the knowledge that is useful for philanthropic social workers. Philanthropic social workers can organise the destitute, the orphans, the beggars, the terminally ill etc. and organise social movements in appropriate ways, so that the society at large and the policy makers in particular are made aware of various aspects of victimisation of social justice and the effective implementation of social security provisions. Philanthropic social workers can use community organisation techniques to organise the destitute of a particular region and begin SHGs and other self supporting enterprises. Philanthropic social workers invariably work with individuals and groups making use of social case work and social group work techniques. They are the widely used techniques by philanthropic social workers. Professional social work and philanthropic social work are not different in terms of values, principles and methods of practice. The only difference is area of practice.

The relationship between philanthropic and professional social work is that of part whole relationship. The entire philanthropic social work is a part of professional social work. Philanthropic social work is a field of social work practice. Much of the social practice today is outside the field of philanthropic social work. Schools, hospitals, municipal corporations, government agencies, development organisations and social welfare agencies are the fields of professional social work. Philanthropy is one of such fields. There is much scope for philanthropic social work in welfare agencies. For welfare agencies are often working with the least, the last and the lost ones of the society. There is also scope for the practice of philanthropic social work in other fields of social work such as school social work, community work, the poor, the disabled and the destitute children and micro credit.

Check Your Progress II

Note: Use the space provided for your answer.

1. Explain the relationship between philanthropy and philanthropic social work.

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2. Write a short note on the relationship between philanthropic and professional social work.

2.5 NEED FOR PHILANTHROPIC SOCIAL WORK

Philanthropic social work is a growing field of professional social work. Capacity building is the felt need of philanthropic social work. Philanthropy is widely practised in India and philanthropic social work is to be popularised as it meets the manpower need in the field of philanthropic social work.

There is a lot of philanthropic activities undertaken by religious trusts, philanthropic societies and generous individuals. The volume of philanthropic donations and contributions received in certain religious pilgrim centres such as Tirupati, Shabarimala, Amritsar, Ayodhya, Shirdi, etc. are substantial. Even if such funds are utilised in good faith for philanthropic activities such as food distribution to the poor and the pilgrims, provision of residence, medical care and education of the poor, application of philanthropic social work would increase the efficiency of its utilisations.

Much of the good works undertaken by several philanthropic organisations goes unnoticed, for want of professional assistance of monitoring, evaluation and documentation. Several deserving philanthropic organisations do not get government assistance for social service activities they have been doing for several decades. Appointment of philanthropic social workers would add to the capacity of philanthropic organisations. They would be able to prepare good project proposals and attract government grants. They are also skilful in documentation.

There is much philanthropic resources available with government and non governmental (national and international funding organisations) agencies that could be released on good project proposals to the philanthropic organisations. Philanthropic social workers can be of good help in this regard.

Philanthropy is good work with poor management. Philanthropic social work would improve the management of philanthropy. There are a number of philanthropists in India. Philanthropic social work would enhance their professional skills.

2.6 SCOPE AND FIELDS OF PHILANTHROPIC SOCIAL WORK

Fields of social work practice is one of the most flexible fields of any profession. ‘that the conception of the field of social work should above all be kept fluid in order to maintain in this profession at least an open mind toward humanity’s changing needs and the best method for meeting them’ (James H Tuffs, 1923:30-31). Philanthropic social work is practiced by philanthropic social workers at individual and institutional levels. Philanthropic social workers who are resourceful would undertake philanthropic social work with his or her own resources.
Philanthropic social workers also volunteer their services to various philanthropic organisations. Volunteering is a popular method of practice of philanthropic social work.

Philanthropic social work is practiced at the organizational level through charitable societies and a charitable trusts. A charity, or charitable organization, is a particular type of voluntary organization. A voluntary organization is an organization set up for charitable, social, philanthropic or other purposes. It is required to use any profit or surplus only for the organization’s purposes, and it is not a part of any governing department, local authority or other statutory body. All charities are voluntary organizations, but not all voluntary organizations are charities.

For a voluntary organization to be a charitable organization or charity, its overall goals, sometimes called the “purposes” of the organization, must be charitable. All the purposes of the organization must be charitable, as a charity cannot have some purposes which are charitable and some which are not. A charity must also provide a public benefit. Common charitable purposes of a voluntary organization according to Charities Acts, 2006 (England) are the following:

- the prevention or relief of poverty
- the advancement of education
- the advancement of religion
- the advancement of health or the saving of lives
- the advancement of citizenship or community development
- the advancement of the arts, culture, heritage or science
- the advancement of amateur sport
- the advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity
- the advancement of environmental protection or improvement
- the relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage
- the advancement of animal welfare
- the promotion of the efficiency of the armed forces of the Crown or of the police, fire and rescue services or ambulance services
- other purposes currently recognised as charitable and any new charitable purposes which are similar to another charitable purpose.

Practice of philanthropic social work at organisational level involves number of legal requirements. Detailed description of the same is given in unit 4.

Philanthropic social work can also be practised in various fields such as,

- Social welfare agencies
- Rural and urban community
- School set up
- Medical and hospital set up
- Industrial and corporate set up
- Religious and spiritual organisations
Social Welfare Agencies

Social work agencies can broadly be classified into social development and social welfare agencies. Social welfare agencies are those social work organisations which are engaged in relieving human distress. Social welfare agencies primarily work with the destitute, the orphan, the women in distress, the socially and economically backward sections of the society, the differently abled, the aged, the terminally ill, the poorest of the urban and rural poor. Social welfare agencies work for the mainstreaming and empowerment of the marginalised. There are government, semi-government (private agencies working under grant-in-aid scheme of the government) and non-government organisations in the field of social welfare. The motto of social welfare is to restore social justice. The term ‘social justice and empowerment’ is the right substitute for ‘social welfare’.

What is practised in social welfare agencies is typically philanthropic social work. In social welfare field, the social workers working with individuals and groups who are not able to procure social justice and social security on their own, because, they are so poor that they have no time and convenience to spare a while away from their day to day struggle for survival. Philanthropic social workers make case studies of the service users of social welfare, diagnose their needs, devise a suitable treatment or problem solving strategy, implement the plan, make proper follow up of the plan, monitor the progress and document the impacts.

Today philanthropy is merged with social welfare or with religion and spirituality. Otherwise, they would arise an independent field of philanthropy which is the chief source for social welfare funds, for the practice of philanthropic social work.

Rural, Urban and Tribal Community

Apart from the framework of a social welfare agency, philanthropic social work can also be practised in open communities in rural, urban and tribal context. There are deserving individuals, groups and communities in rural, urban and tribal areas who need immediate philanthropic assistance such as daily food, cloth, shelter, medical care, basic education etc. They are the poorest sections of the society. While practising development work with rural, urban and tribal communities, a social worker cannot ignore such marginalised sections of the communities. The social workers have to practice philanthropic social work in such context. Philanthropy is also one of the options in philanthropic social work. The philanthropic social worker need to make immediate arrangement for meeting the basic needs of the least, the last and the lost ones of the community and gradually try for their rehabilitation by making use of all their professional skills and abilities. ‘The development of human resource must be the central focus of social work practice. This will prevent dependency and restore dignity to people. Social work interventions in the Asia-Pacific region must not be primarily remedial, based on the medical model approach. More emphasis should be placed on development and community building. The promotion of self-help among people should be encouraged and promoted’ (Vasco S, 1998:1). SHG has been a proved strategy to work with the poorest of the poor, the disabled, the destitute and even the aged.

School Setting

There is ample scope for practice of philanthropic social work in educational field. School social workers work in educational social work. There are also poor children,
HIV affected children, destitute children, and orphan children who attend the public and private schools whose basic needs are unmet on day to day basis. Due to these, they might perform badly in the academic activities, become irregular in the classes, become school dropout and sometimes become disciplinary problems. While counselling such children the social worker comes to know their need for philanthropic social work. The social worker has to immediately arrange for some basic facilities for the children and gradually work with them to evolve a sustainable assistance package.

**Medical and Hospital Setting**

Medical and psychiatric social workers work in hospital settings. Medical social workers prepare case studies, assist the physician in proper diagnosis, treatment and rehabilitation of the patients. Counselling of HIV/AIDS affected person is an important responsibility of medical social worker. This is one of the popular fields of philanthropic social work. Due to inadequate social security provisions in the state, many individuals become bankrupt while undergoing expensive medical treatment. Hospital social workers do come across a number of such persons and they need to practice philanthropic social work in such situations. Several poor people do not take appropriate medical treatment because of the enormous medical expenses. Philanthropic social workers have the moral obligation to immediately arrange for the treatment of the poor and also devise a suitable rehabilitation plan for them.

**Industrial and Corporate Setting**

Industrial social workers work with human resources and also with labour force. There is ample scope for philanthropic social work in industrial set up. There are several employees who have problems related to personal health, medical problems of family members, personal injuries, accidents, poverty, educational and other financial difficulties at home, because of which the employees would be irregular in the factory. Sometimes due to poor wages, the employees of the lowest cadre might face financial crisis, during which the industrial social workers can study their problems and arrange for the necessary assistance.

**Religious and Spiritual Organisations**

Today philanthropy is very much a part of religious and spiritual organisations and foundations. Every religion and spiritual sect claims provision allotted for philanthropy and there is ample scope for philanthropic social workers to get associated with such enterprises. At present the religious volunteers are undertaking the philanthropic works of the religions. The social workers with suitable religious and spiritual inclinations will be successful in religious organisations. It is the growing trend in the religious foundations to send religious personnel for social work education, so that the philanthropic activities undertaken by them would become a professional service. This trend is encouraging and IGNOU has the most appropriate course on philanthropic social work for such religious volunteers.
Check Your Progress III

Note: Use the space provided for your answer.

1. What is the need for philanthropic social work?
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2. Explain the scope of philanthropic social work in rural community.
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3. Schools are good fields for philanthropic social work. Explain.
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4. What is the scope of philanthropic social work in religion?
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2.7 LET US SUM UP

In this unit we have learnt the relationship between philanthropy, philanthropic social work and professional social work. We have seen that the overlapping area between philanthropy and social work is the philanthropic social work. Philanthropic social work is the area of philanthropy where the social work, values, principles, and methods are used. We have also learnt the need and scope of philanthropic social work. In the following sections we will learn the historical context of philanthropic social work, challenges of philanthropic social work, and the sources of finance and human capital for philanthropic social work.

2.8 FURTHER READINGS AND REFERENCES


UNIT 3 HISTORY OF PHILANTHROPIC SOCIAL WORK

Contents

3.0 Objectives
3.1 Introduction
3.2 Etiology of Philanthropy
3.3 Origin of Philanthropic Social Work
3.4 Philanthropic Social Work and World Religion
3.5 Philanthropic Social Work in Contemporary Era
3.6 Let Us Sum Up
3.7 Further Readings and References

3.0 OBJECTIVES

The aim of this unit is to help you to understand the historical context of philanthropic social work. The history of philanthropic social work can be related to the history of charity, philanthropic motivation of various religious sects and the history of social work. Thus the objectives of this unit are:

- To understand the etiology of philanthropy and philanthropic social work
- To learn about the history of social work and philanthropic social work
- To learn about philanthropic works of various religions
- To learn the contemporary trend in philanthropic social work

3.1 INTRODUCTION

Philanthropic social work as a professional course unique in the history and can be said to have originated at IGNOU, Delhi in 2010. However, historical background of philanthropic social work can be traced from various sources. In order to understand the history of philanthropic social work, it is necessary to learn the historical development of philanthropy and charity. While understanding the history of charity and philanthropy, we come to know how charitable works are organised in the religious context. In fact, much of philanthropic social work is undertaken by religious sects and congregations. Spiritual and religious motivation is the undercurrent of philanthropic social work. While analysing the history of professional social work, we come to know that even the professional social work originated from philanthropic motives. The first of school of social work was in the name of philanthropic social work in the year 1904. Social work especially the social welfare activities were the initial steps and gradually such activities were professionalized. Most of the professional social work institutes in India as well as abroad have philanthropic origin.
3.2 Etiology of Philanthropy

Synonyms of philanthropy are charity, compassion, humanity, patronage, generosity and benevolence. The word, philanthropy derived from the Greek word, ‘philanthropos’, combined two words: philos, “loving” in the sense of benefitting, caring for, nourishing; and anthrpos, “human being” in the sense of “humankind”, “humanity”, or “human-ness”. There is a Greek myth that accounts for the origin of philanthropy. It’s believed that the word was coined 2500 years ago in ancient Greece by the playwright, Aeschylus, or whoever else wrote Prometheus Bound. There the author told as a myth, how the primitive creatures that were created to be human, at first had no knowledge, skills, or culture of any kind—so they lived in caves, in the dark, in constant fear for their lives. Zeus, the tyrannical king of the gods, decided to destroy them, but Prometheus, a Titan whose name meant “foresight,” out of his “philanthropos tropos” or “humanity-loving character” gave them two empowering, life-enhancing, gifts: fire, symbolizing all knowledge, skills, technology, arts, and science; and “blind hope” or optimism. The two went together—with fire, humans could be optimistic; with optimism, they could use fire constructively, to improve the human condition. The two gifts in effect completed the creation of humankind as a distinctly civilized animal. ‘Philanthropia’ (loving what it is to be human) was thought to be the key to civilization. Prometheus’ philanthropic work could be the first instance of philanthropic social work.

The Platonic Academy’s philosophical dictionary defined Philanthropia as a state of well-educated habits stemming from love of humanity; a state of being productive of benefit to humans. Philanthropia was later translated by the Romans into Latin as, simply, humanitas or humane-ness. And because Prometheus’ human-empowering gifts rebelled against Zeus’ tyranny, philanthropia was also associated with freedom and democracy. Both Socrates and the laws of Athens were described as philanthropic and democratic, the idea being that philanthropic humans are reliably capable of self-government.

In modern terms, “philanthropy” means ‘private initiatives for the public good’, ‘voluntary action for the public good’ and ‘the private giving of time or valuables for public purposes’. The aim of philanthropy is improvement in the quality of human life. Philanthropy may best be defined as, ‘private initiatives for public good, focusing on quality of life’. This distinguishes it from government (public initiatives for public good) and business (private initiatives for private good). The inclusion of ‘quality of life’ ensures the strong humanistic emphasis of the Promethean archetype.

While philanthropy is merely giving help, philanthropic social work is giving help for self help. Philanthropic social work significantly differs from professional social work which means help for self help as a paid service. Professional social work use the term ‘service users’ who receive social work assistance from professional social workers upon a service fee. Philanthropic social work is professional social work, performed with a voluntary spirit and no service fee is collected from the service users. Funds for philanthropic social work come from general and religious donations and contributions. The motivation of the philanthropic social worker comes from self fulfilment, self satisfaction, religious obligation (sometimes) and voluntarism. It has been found in history that philanthropy has often been the forerunner of professional social work.
3.3 ORIGIN OF PHILANTHROPIC SOCIAL WORK

Philanthropy is as old as human history. Philanthropy has been the starting point for professional social work. It can rightly be stated that professional social work has grown out of philanthropic works. Philanthropy has been one of the development stages of professional social work. Historically the order of events is philanthropy (selfless social service) first, then social work (extension education and community assistance for self reliance) and finally professional social work (as academic discipline). Often the professional social workers denounce their philanthropic past. Now, philanthropic social work has become a new branch of knowledge for professional social workers. However, searching for the origin of philanthropic social work is something recollecting the past or reviving the childhood sweet memories. Therefore origin of philanthropy could be traced in the history of every reputed school of social work in India as well as abroad.

We can explore the philanthropic origin of reputed social work schools in India, such as Delhi School of Social Work (presently Department of Social Work, University of Delhi), Tata Institute of Social Sciences (TISS), CSRD-ISWR (Centre for Studies in Rural Development Institute of Social Work and Research) etc. They were once upon a time reputed philanthropic organisations which gradually evolved as institutes of professional education. This is true with regard to the origin of the first school of social work in the world, i.e. Columbia University School of Social Work. Even the University of Pennsylvania has a philanthropic origin. Let us study the origin of these two institutions in brief.

The New York School of Philanthropy was established in 1904. The School had its origins in 1898 with the first Summer School in Philanthropic Work offered in New York City. It was the first higher education program in the United States to train people in the field of social work. It began as a six-week summer program offered by the New York Charity Organization Society. Initially the program was more like a workshop than a college course.

In 1904, the program was expanded to an eight-month course of full-time graduate study at the newly renamed New York School of Philanthropy. Soon after, it was expanded to a two-year graduate program. To ensure cooperation with Columbia University, its president was made an ex-officio member of the Society’s committee responsible for the School’s affairs. The New York School of Philanthropy changed its name in 1917 to the New York School of Social Work. The New York School of Social Work operated until 1963. It was fully merged into Columbia University as the Columbia University School of Social Work (http://www.columbia.edu).

In Philadelphia, Franklin created perhaps the first personal system of civic philanthropy in America. As a young tradesman in 1727, he formed the “Junto” - a 12 member club that met on Friday evenings to discuss current issues and events. One of the four qualifications for membership was the ‘love [of] mankind in general’. Two years later (1729) he founded the Philadelphia Gazette, and for the next thirty years the Gazette mobilized public support, recruited volunteers, raised philanthropic fund and created America’s first subscription library (1731), a volunteer fire association, a fire insurance association, the American Philosophical Society (1743-4), an “academy” (1750—which became the University of Pennsylvania), a hospital (1752—through fundraising with a challenge grant), the paving and patrolling of public streets, the finance and construction of a civic meeting house, and many others.
Similarly several renowned social work institutions started as philanthropic initiatives. Therefore, origin of philanthropic social work is always connected to the origin of professional social work. Philanthropy is something close to human spirit and is integral to human nature. Philanthropy is as old as human being. The only contemporary to philanthropy is the religion. The real beginning of philanthropic social work is from the religious context. It is relevant to explore the philanthropic spirit, vision and mission of world religion in order to realise the real historical context of philanthropic social work.

Check Your Progress I
Note: Use the space provided for your answer.
1. What is the meaning of philanthropic social work?
2. Write a brief note on the origin of philanthropic social work.

3.4 PHILANTHROPIC SOCIAL WORK AND WORLD RELIGIONS
Charity is the synonym of philanthropy. Philanthropy or Charity is love for fellow human beings, often expressed in a donation of goods and services to those in need. It is the spirit of active good will toward others, demonstrated in deeds to promote their welfare. The word charity is taken from the Latin work, caritas, or love. Thomas Aquinas called charity the greatest of the virtues. It has been said before that the family is the oldest charitable and social welfare organization on earth. The family feeds, protects and nurtures in a variety of ways all family members. One could say historically that two processes have been going on at once in the family, mutual aid and nurturance, and protection from outside forces. In early history, aid and protection gradually expanded to include other extended family members, and other members of the tribe. All the major world religions developed teachings on proper conduct, including on charity (http://wweb.uta.edu).

A detailed discussion on philanthropy and world religion is given in Unit 1 of Block 3.

3.5 PHILANTHROPIC SOCIAL WORK IN CONTEMPORARY ERA
While the world religions have been emphasising the practice of philanthropy or charity at personal level, the present trend is institutionalisation and professionalization. Philanthropy is a more organised activity today. Political agencies under the aegis of
‘welfare state’ are also in the field of philanthropic and humanitarian services. However, government initiatives are purposely excluded from the scope of philanthropic social work. It is restricted to individual and voluntary work for human welfare. There are a number of philanthropic organisations doing philanthropic social work, such as Salesians of Don Bosco (SDB), Society of Jesus (SJ), Missionaries of Charity, Rama Krishna Mission, Action Aid, Caritas, World Vision, Helpage etc. They are very active in relief operations, child and women development, community development, poverty alleviation etc. It has been observed that religious motivation had been the primary inspiration for philanthropic social work in the past and it is still the chief causative factor even today. Corporate charitable giving by way of corporate social responsibility is the latest trend in philanthropic social work. The contemporary trend in the field of philanthropic social work is described in this section with an illustrative example of Rama Krishna Mission.

**Philanthropic Social Work in Modern Europe**

In the period between the fall of the Roman Empire and the enactment of the first Elizabethan Poor Law in 1601 philanthropy was characterized by various hierarchical relationships within the feudal structure. Help for others was pre-eminently a matter of royal contributions, but was also greatly supplemented by personal charity on the part of the wealthy. Religion and concerns about life after death drove many to charitable works. Churches continually increased their position in society and began to take a prominent role in philanthropic endeavours. Over time the church’s role evolved, becoming one of the main instruments of charitable actions. A wide range of personal motivations contributed to philanthropic participation, as helping others was seen as emotionally and socially stimulating. While much was accomplished in this period, charity was often erratic and did not always fully meet the needs of the recipients (Robert Morris, 1986:117-119).

Charity organization movements were one of the key characteristics of Victorian era philanthropists. With the emergence of nation states prior to and during this period, poverty and social welfare gradually became embodied in law. State advocated reform was often frenzied, highly bureaucratic, and humiliating to the poor who received aid. However, as the duties of governments increased, aid societies and philanthropists also expanded their organizational efforts. Civil and religious structures for taking care of the poor began to mix, resulting in a more bureaucratic and regimented approach to philanthropy. Social sciences began to be consulted more as philanthropists and the state sought to identify and subdivide social problems, and to obtain information on specific needs that would remedy the identified problems. The inclusion of social science in social welfare organizations helped to make philanthropic endeavours more efficient (Prochaska, 1980:133).

**Religious Motive in 19th Century Philanthropy**

Philanthropy in the 19th century was based on religious tradition that was centuries in the making. Historically, wealthy people in society gave to the poor as a Christian duty. Charity was seen as a way of saving one’s own soul while also helping those in need. Protestants, especially those with strong evangelical leanings, believed that social conscience demanded social action. They held that by coming into contact with human nature, particularly with those in need, that they were able to come in contact with Christ (Henry B Washburn, 1931:8-20). Religious philanthropists believed that by helping the needy, they were helping their own kin because everyone was a child of God. Good works were, and are part of the foundation of Christianity,
and pave the way to salvation. Through the 19th century, the church increasingly became the vehicle of private and public social work. However, it should be noted that though philanthropy was rooted in religious and church tradition, it also spread outside the church. Philanthropy and religion are intertwined throughout history, but are not necessarily dependent on each other.

**Philanthropy and Ramakrishna Mission**

By the end of 19th century AD, Ramakrishna Mission began its philanthropic activities in India. The history of the Ramakrishna Order’s relief services is as old as that of the Mission itself. Besides their multifarious permanent constructive works, from their very inception, the Ramakrishna Math and the Ramakrishna Mission have been promptly organizing ameliorative and healing services whenever the nation has been faced with sudden calamities caused by freaks of nature, follies of men, or scourges of epidemics. The Order’s first organized relief work was started by Swami Akhandananda just two weeks after the Mission was founded by Swami Vivekananda on 1 May 1897. When the Ramakrishna Mission started its first relief work in 1897, there were hardly any other organized services in the field. It was in fact a pioneering activity of the movement. Swami Akhandananda drew inspiration for his humanitarian services primarily from Sri Ramakrishna himself. The Master used to say, ‘If God can be worshipped in an image, can He not be worshipped in a living person?’ Swami Akhandananda literally transformed relief and rehabilitation into acts of worship.

To date the Ramakrishna Mission and Math have together conducted hundreds of relief works in India, Burma, Bangladesh and Sri Lanka, during calamities and hardships issuing from such a variety of causes as famines, floods, fires, epidemics, cyclones, tornados, riots, earthquakes, landslides and droughts. Relief works for evacuees and refugees were carried out on a very large scale during some of the worst national calamities. After helping people to survive the devastating calamities caused by nature and human folly, the movement is often faced with the urgency of rehabilitating the suffering people.

Some key elements of the Order’s approach to and methodology of relief are:

- Worship of God in humans as the guiding ideal.
- Strictly apolitical conduct of activities and avoidance of populist publicity.
- Financial accountability through detailed records of the sources and utilization of funds.
- Reaching out to the neediest through careful field surveys.
- No discrimination on religious, ethnic, sectional or other grounds.
- Involvement of local people in planning as well as implementation of specific programmes.
- Rapid and efficient provision of services and use of current technology wherever feasible.
- Time-bound programmes and avoidance of ‘indiscriminate charity’ to prevent wastage of resources and dependence among beneficiaries.
- Participatory approach involving monks, volunteers and technical experts.
- Focus on development—socio-economic, environmental and cultural—empowerment, and preventive strategies in rehabilitation.
Sri Ramakrishna used to say, ‘Man is Narayana Himself. If God can manifest Himself through an image, then why not through man also?’ He declared very categorically that God-realization is the aim of human life. ‘Does God exist only when the eyes are closed and cease to exist when the eyes are opened?’ he observed. He also pointed out that ‘an empty stomach is no good for religion’, and took steps to mitigate such wants.

Although he warned against philanthropy being demeaned by desire for name and fame, he commended selfless acts of charity as being ‘very noble’. He told Ishwar Chandra Vidyasagar, the famous educationist and humanitarian, ‘You are distributing food and learning. That is good too. If these activities are done in a selfless spirit they lead to God’. He coined the term *daridra-narayana*, God in the form of the poor, and asked us to serve Him: ‘Where should you go to seek God—are not all the poor, the miserable, the weak, Gods? Why not worship them first?’ This concept of ‘service as worship’ defines the outlook of the Ramakrishna Order in all its social service undertakings.

Swami Vivekananda drew attention to four forms of service: ‘The gift of spirituality and spiritual knowledge is the highest, the next gift is secular knowledge, the next is the saving of life; and the fourth is the gift of food.’ He had a comprehensive ‘developmental perspective’ even for famine relief. When Swami Akhandananda was involved in the Mission’s first famine relief, Swamiji wrote, ‘All the wealth of the world cannot help one little Indian village if the people are not taught to help themselves. Our work should be mainly educational, both moral and intellectual.’ This holistic-empowerment perspective remains the binding vision of the order to this day.

The empowerment that Swamiji conceived of was based on practical or applied Vedanta. For the members of the Ramakrishna Order, service is ‘Vedanta in practice’. We need to serve others because their suffering is, in fact, our own. Making them happy is the only way we can make ourselves happy. This is the spirit behind Ramakrishna Mission’s relief activities (http://www.belurmath.org/relief_news_archives/relief.htm).

**Philanthropic Organisations**

Philanthropic social work is practiced at the organizational level through charitable societies and a charitable trusts. A charity, or charitable organization, is a particular type of voluntary organization. A voluntary organization is an organization set up for charitable, social, philanthropic or other purposes. It is required to use any profit or surplus only for the organization’s purposes, and it is not a part of any governing department, local authority or other statutory body. All charities are voluntary organizations, but not all voluntary organizations are charities.

For a voluntary organization to be a charitable organization or charity, its overall goals, sometimes called the “purposes” of the organization, must be charitable. All the purposes of the organization must be charitable, as a charity cannot have some purposes which are charitable and some which are not. A charity must also provide a public benefit. Common charitable purposes of a voluntary organization according to Charities Acts, 2006 (England) are the following:

- the prevention or relief of poverty
- the advancement of education
- the advancement of religion
the advancement of health or the saving of lives
the advancement of citizenship or community development
the advancement of the arts, culture, heritage or science
the advancement of amateur sport
the advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity
the advancement of environmental protection or improvement
the relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage
the advancement of animal welfare
the promotion of the efficiency of the armed forces of the Crown or of the police, fire and rescue services or ambulance services
other purposes currently recognised as charitable and any new charitable purposes which are similar to another charitable purpose.

The unincorporated association is the most common form of organization within the voluntary sector. An unincorporated association is essentially a contractual arrangement between individuals who have agreed to come together to form an organization for a particular purpose. An unincorporated association will normally have as its governing document, a constitution or set of rules, which will deal with such matters as the appointment of office bearers, and the rules governing membership. The organization is not though a separate legal entity. So it cannot start legal action, it cannot borrow money, and it cannot enter into contracts in its own name. Also the officers can be personally liable if the charity is sued or has debts.

A Trust is essentially a relationship between three parties, the donor of some assets, the trustees who hold the assets and the beneficiaries (those people who are eligible to benefit from the charity). When the trust has charitable purposes, and is a charity, the trust is known as a charitable trust. The governing document is the Trust Deed or Declaration of Trust, which comes into operation once it is signed by all the trustees. The main disadvantage of a trust is that, as with an unincorporated association, it does not have a separate legal entity and the trustees must themselves own property and enter into contracts. The trustees are also liable if the charity is sued or incurs liability.

In India, NPOs are commonly known as Non-Governmental Organizations (NGOs). They can be registered in four ways:

Trust
Society
Section-25 Company
Special Licensing

Registration can be done with the Registrar of Companies/Societies. The following laws or Constitutional Articles of the Republic of India are relevant to the NGOs:

Articles 19(1)(c) and 30 of the Constitution of India
Income Tax Act, 1961
Public Trusts Acts of various states
Societies Registration Act, 1860
There is a growing movement within the “non”-profit and “non”-government sector to define itself using more proactive wording. Instead of being defined by “non” words, organizations are suggesting new terminology to describe the sector. The term “civil society organization” (CSO) has been used by a growing number of organizations. The term “citizen sector organization” (CSO) has also been advocated to describe the sector as one of citizens, for citizens. ‘Innovators for the Public’ is another terminology. However, use of terminology by a nonprofit of self-descriptive language such as “public service organization” or other term that is not legally compliant risks confusing the public about nonprofit abilities, capabilities and limitations.

Corporate Strategic Philanthropy

Corporate charitable giving by way of corporate social responsibility is the latest trend in philanthropic social work. Strategic philanthropy directs contributions to stakeholders and to societal issues that are important to the success of business strategic plans. The aim is to do well by doing good. Professionalization of Corporate Philanthropy is the practice of the time.

A well-managed program of corporate philanthropy requires a set of goals and objectives; guidelines for determining how much money will be allocated to the program; criteria for making grants and for evaluating their use; and either in-house professional staff or access to competent consultants. Increased professionalism can result in a more focused approach to giving as corporations expand their contributions programs. Professional contributions managers can define the educational, cultural, and social commitments that best serve society and the needs of the company. Strategic philanthropy, as it has evolved, represents the integration of contributions management into the overall strategic planning of the corporation. Increased global competition has left corporations with limited dollars for charity. As a result, companies, through the strategic management of contributions, are focusing more resources on fewer social issues and on those that directly affect business success.

Women and Philanthropy

Philanthropy can be defined as the provision of financial, material, and ideal resources for cultural, social, and educational institutions. During the course of the 19th century these aims increasingly came to fruition through foundations, limited dividend companies, membership organizations, or by bequests and donations, and were generally facilitated by middle to upper class people (Thomas Adam, 2001:3-5). The growth of the middle classes in the 18th and 19th centuries gave rise to increased public participation on the part of women.

Work in charitable groups and institutions became an avenue for entry into elite society for women and gave them a sense of place and direction outside the home. By the 19th century women were increasingly better educated, and viewed by some aspects of society as an underutilized resource. Philanthropic work was seen as the ideal situation for the inclusion of women because charity work seemed to be a natural extension of their maternal qualities into wider society. A distinctive feature of women’s philanthropic work in the 19th century is the degree to which they applied their domestic experience and education outside the home. The saying “charity begins at home” had wider meaning than it’s originator suspected for it was believed
that it was in the home where women developed the sympathies and skills necessary to perform good works in a wider sphere. As the family received more and more attention as the paramount social unit in society, women, believed to be the natural guardians of the household, gained new confidence (Prochaska, 1980:5-8).

The rise of evangelism in the 19th century also contributed greatly to women’s expanding roles in institutional philanthropy. As a religion of duty which placed service above doctrine, evangelism particularly appealed to women as religious sensibility and social pity stood much higher in their minds than abstract arid theology (Prochaska, 1980:10). Women’s industriousness in household management also proved to be beneficial for the often cash-strapped organizations. In addition to fundraising through bazaars, dinner parties, banquets, and collection boxes women took on extra household work, and sold handiworks to earn extra cash for their organizations. Women brought a caring and industrious influence to institutional and private philanthropy that may have been lacking had philanthropic work been left solely to their male counterparts.

Check Your Progress II

Note: Use the space provided for your answer.

1. What are the modern trends in philanthropic social work?

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2. Write a note of corporate philanthropy.

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3.6 LET US SUM UP

In this unit, we have learnt the origin and development to philanthropic social work, the role of religions in the development of philanthropic social work, the modern trends in philanthropic social work. Historical origin of the personal and organisational practice of philanthropic social work has been described in this unit. It has been made clear that the professional social work emanated from philanthropy and philanthropic social work is nothing but practice of philanthropy in a professional way. There is a great need for doing philanthropy with professional spirit and skills. There are also a number of opportunities for social workers in the field of the philanthropic management. The present issues and challenges in philanthropic social work will be dealt with in the next unit.
3.7 FURTHER READINGS AND REFERENCES

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UNIT 4  CONTEMPORARY ISSUES IN PHILANTHROPIC SOCIAL WORK

Contents
4.0 Objectives
4.1 Introduction
4.2 Changing Trends in Philanthropic Social Work
4.3 Contemporary Challenges to Philanthropic Social Work
4.4 Strategies for Meeting the Contemporary Challenges and Role of Social Worker
4.5 Let Us Sum Up
4.6 Further Readings and References

4.0 OBJECTIVES

It is important to know the changing scenario of philanthropic social work and the emerging challenges. This would help us to overcome such challenges with caution. The aim of this unit is to help you:

To understand the changing trends in philanthropic social work in the historical context
To understand the contemporary challenges to philanthropic social work
To understand the possible strategies for meeting the contemporary challenges and role of social worker in this regard

4.1 INTRODUCTION

Philanthropy can be defined as the provision of financial, material, and ideal resources for cultural, social, and educational institutions. Philanthropic social work is doing professional social work with philanthropic and voluntary motives. Philanthropic social work is the work for the poor and the marginalised who do not have the purchasing power to procure social work services from any agency. The chief motivation is 'giving away' but with the intent to empower and self help. During the course the 19th century these aims increasingly came to fruition through foundations, limited dividend companies, membership organizations, or by bequests and donations, and were generally facilitated by middle to upper class people (Thomas Adam, 2001:3-5). Religion has been the chief sponsor of philanthropic social work in the past and the present as well. Religious obligation compelled many people to engage in philanthropic social work at individual level.

Gradually philanthropic organisations came into existence with legal status. Tax benefits given by statutory bodies to the individual and institutional donors for philanthropic activities boosted the sources of income for the philanthropic works. Philanthropic organisations, such as charitable societies, Public Trusts, educational and charitable foundations under prescribed legal framework have come into existence transcending national boundaries. Charitable organisations augmented to the welfare work of the government machineries. Large numbers of professional social workers
have been recruited by philanthropic organisations. Instead of individual contributions, corporate donations have become a major source of philanthropic social work. This is the contemporary scenario of philanthropic social work. Several challenges in terms of manpower and resources have been faced by philanthropic organisations. Empowerment of philanthropic social workers and philanthropic agencies is the main challenge for the social work profession.

4.2 CHANGING TRENDS IN PHILANTHROPIC SOCIAL WORK

During medieval period, help for others was pre-eminently a matter of royal contributions, but was also greatly supplemented by personal charity on the part of the wealthy. Religion and concerns about life after death drove many to charitable works. Churches continually increased their position in society and began to take a prominent role in philanthropic endeavours. Over time the church’s role evolved, becoming one of the main instruments of charitable actions. A wide range of personal motivations contributed to philanthropic participation, as helping others was seen as emotionally and socially stimulating. While much was accomplished in this period, charity was often erratic and did not always fully meet the needs of the recipients (Robert Morris, 1986:117-119).

Charity organization movements were one of the key characteristics of Victorian era philanthropists. With the emergence of nation states prior to and during this period, poverty and social welfare gradually became embodied in law. State advocated reform was often frenzied, highly bureaucratic, and humiliating to the poor who received aid. However, as the duties of governments increased, aid societies and philanthropists also expanded their organizational efforts. Civil and religious structures for taking care of the poor began to mix, resulting in a more bureaucratic and regimented approach to philanthropy. Social sciences began to be consulted more as philanthropists and the state sought to identify and subdivide social problems, and to obtain information on specific needs that would remedy the identified problems. The inclusion of social science in social welfare organizations helped to make philanthropic endeavours more efficient (Prochaska, 1980:133).

Philanthropy in the 19th century was based on religious tradition that was centuries in the making. Historically, wealthy people in society gave to the poor as a religious duty. Charity was seen as a way of saving one’s own soul while also helping those in need. In Christianity, some held that by coming into contact with human nature, particularly with those in need, they were able to come in contact with Christ (Henry B Washburn, 1931). Some believed that social conscience demanded social action. Religious philanthropists believed that by helping the needy, they were helping their own kin because everyone was a child of God. Good works paved the way to salvation. However, it should be noted that though philanthropy was rooted in religious and church tradition, it also spread outside the church. Philanthropy and religion are intertwined throughout history, but are not necessarily dependent on each other.

Changing trends of philanthropic social work can be analysed as the following:

- From individual philanthropy to institutional and organisational philanthropy
- From religious motivation to secular and humanitarian consideration
- From individual donation to corporate donations
- From private initiative to government sponsorship and grant in aid initiatives
From secret, informal and anonymous philanthropy to organised, formal and legalised procedure for philanthropy

**From Individual Philanthropy to Institutional and Organisational Philanthropy**

Philanthropy originally was an individual affair of giving donations and service to the poor out of personal and religious concern as has been seen in the previous unit. There was religious pressure on individuals to do charity in the ancient and medieval era. There were tangible and intangible punishments envisaged for failure to accomplish the ritualistic charities. There were also hard and fast rules of charity (eg. Zakah) imposed on individuals. Gradually the individual efforts were combined, coordinated, got organised under organisational frameworks. Institutional arrangements were made to receive donations and manage donations. Tax benefits and other encouragements were offered by statutory bodies for charitable contributions both individual and institutional. Under CSR rules certain percentage of the annual outlay is set apart for philanthropy. Rules and regulations came into existence for the registration of charitable organisations. Individual compulsion for charitable donations was gradually replaced by systematic and strategic public fund raising campaigns.

**From Religious Motivation to Secular and Humanitarian Consideration**

At one point in history religious obligation was the chief inspiration for philanthropy as has been explained in the previous unit. Dana in Buddhism, Yajna in Hinduism, Zakah and Sadaqah in Islam, Tzedakah in Judaism and Agape in Christianity are some examples of obligatory philanthropy. Religious motivation prevailed during the ancient and medieval era. Once the modern democracy replaced the ancient and medieval political institutions of monarchy and feudalism, religious sanction for philanthropy has gradually been replaced by secular and humanitarian consideration. Human rights awareness and democratic values of equality, fraternity and universal brotherhood, motivated people of every nation to do charity for humanitarian works such as relief operations in any other part of the world. Human suffering invoked concern to the mankind in general and assistance reached to the needy from all parts of the globe.

**From Individual Donation to Corporate Donations**

Corporate donations are something unknown in the past. Philanthropy was considered as individual donations of the wealthy for the cause of the poor. The rich were made aware that they were custodians of wealth (trustees) for the sake of the benefit of the poor. In the capitalist economy, wealth began to get accumulated in corporate entities such as companies and firms. It was felt that the corporate world has some social obligation. They need to give back to society a part of the profit they earn from the business. It is known as corporate social responsibility. Commercial firms have transcended the national barriers in the process of business expansion. Today the multinational and international firms are holding the key industries in the world. Corporate donations have also expanded to cover all the needy locations on globe. Corporate donations have been flowing to deal with global dangers such as HIV, incurable diseases like cancer, malnutrition and the problems of women, children and the aged. Philanthropy has become better organised and the role of social workers in philanthropy management has become crucial.
From Private Initiative to Government Sponsorship and Grant in Aid Initiatives

Philanthropy in its original form was a private initiative. Wealthy people, out of religious and customary obligations, spent part of their wealth for the welfare of the needy as it has been explained in the previous unit. Gradually philanthropy has become the responsibility of the government. In the medieval periods royal donations were the chief means for philanthropy. It was also the responsibility of the government to take care of the destitute, the poor and the sick. Under the auspices of the welfare state, philanthropy has been managed by the government. Even today the care of the poor, the destitute and the orphans is the primary responsibility of the state. However the mode of its management is tremendously changing. Government agencies have become reluctant to manage philanthropic activities directly due to unreasonable administrative cost involved. Private organisations have taken up much of the philanthropic responsibilities of the state under various schemes of the government sponsorship and grant-in-aid. Charitable organisations and trusts pool, public, private, religious and corporate donations to undertake various philanthropic activities. Most of the welfare functions of the state are being outsourced to private agencies under the aegis public private partnership (PPP). Charitable organisations that function under grant-in-aid have the tendency to behave like semi government organisations with cumbersome procedure and bureaucracy.

From Secret, Informal and Anonymous Philanthropy to Organised, Formal and Legalised Procedure for Philanthropy

Philanthropy had been practiced in the ancient period secretly and informally. The efficacy of philanthropy was ascribed to anonymity of its practice. Individuals were encouraged to make donations without expecting anything in return even the acknowledgement. It was not uncommon that people make large volume of donations and contributions to temples and religious causes without revealing their identity. Eternal reward was expected by such philanthropists for their anonymous act of charity. In the modern times people make donations formally and through appropriate legal procedure. Philanthropic organisations are advised not to receive any anonymous donations and contributions. Every contribution is to be received with acknowledgement and proper receipt is to be made. Philanthropic contributions are accounted legally and account statements of philanthropic enterprises are public documents. Charitable organisations are recommended to treat donations as public money and due care and caution is applied to its utilisation. Donations to charitable trusts are often tax exempted and the donors would claim an income tax exemption for their philanthropic contributions.

Check Your Progress I

Note: Use the space provided for your answer.
1. What are the changing trends in philanthropic social work?

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2. Philanthropy is more organised today than in the past. Discuss.


4.3 CONTEMPORARY CHALLENGES TO PHILANTHROPIC SOCIAL WORK

In the changed scenario philanthropic social work faces a number of challenges. The main difference between the practice of professional social work and philanthropic social work is with regard to the source of fund. Professional social work is a paid service and as any other profession like law, medicine and engineering, professional social workers collect a service fee from the service users for the help they render to them. In philanthropic social work, the social workers are paid from the philanthropic funds collected from the general public or from public grant-in-aid and the service is given free of charge. To the service users, the service they receive is charitable or free of cost. In this context the challenges for philanthropic social work are the following:

- Conceptual issues
- Dependency
- Lack of professionalism
- Capacity building
- Founder’s syndrome
- Resource mismanagement
- Sustainability

**Conceptual Issues**

What is the distinction between professional social work and philanthropic social work? Is the distinction made regarding the collection of service charge in professional social work sufficient to distinguish professional social work from philanthropic social work? When a grant-in-aid is given to a charitable organization for undertaking social work activities, the organization is augmenting to some of the welfare functions of the government. The charitable organization is acting on behalf of the government. When the service users enjoy the services freely, there grows the tendency in them to be perpetually dependent on the agency.

Any service given free of cost is not sustainable. The service users would always look for services from various sources free of cost. Therefore, the distinction between philanthropic social work and professional social work may be on the issue of dependence. Professional social work does not make the service users dependent, while philanthropic social work has the tendency to make them more dependent. In India, the sphere of philanthropic social work is more than professional social work. The renowned social workers and social work enterprises are of philanthropic nature. In Indian context, philanthropic works (work models of Baba Amte, Mother Teresa, Sai Sansthan, Rama Krishna Mission, Street children’s work of Don Bosco society,
Philanthropic Social Work

Society of Jesus (SJ), working with the HIV infected, leprosy patients and working with the poor etc.) are the major domain of social work and professionalism is the felt need in all these fields. Wherever, social work is practiced whether in philanthropy or in profession, the work should be empowering and enabling self reliance.

Dependency

As it has been mentioned earlier, there is a tendency in philanthropic social work to encourage dependence on the part of the service users. To a large extent, it is unavoidable. However, every effort has to be made in philanthropic social work to reduce such tendencies. Since the service users in philanthropic social work are the poorest of the poor, the incurables, the destitute, the orphans, the helpless and the disabled, they are not able to demand any social services on their own. Most of them are in the realm of survival struggle. Unless philanthropists take care of them, they would not have even survived. The moment such services are withdrawn, the service users would fall back to their helpless state. The welfare needs catered by philanthropists are crucial ones, therefore, dependence is often a natural phenomenon in philanthropic social work.

Dependence in philanthropic social work is rather unavoidable. We can illustrate this with an example. It is strongly recommended that the disabled should be rehabilitated in their own community by way of community based rehabilitation approaches. Institutional approach to the rehabilitation is detrimental to the inclusive rights of the disabled. Mainstreaming of the disabled is possible only through community based strategies. In this context, what will happen to those disabled who are destitute? Several disabled persons who are in need of custodial care are abandoned in the street. They do not have a community to be rehabilitated. Institutional care is the only option for such persons. Institutional care often creates dependence and institutional approach is considered as unsustainable. Once a person is institutionalised, he or she would spend the rest of his or her life in the institution. Therefore, the dependence is an issue to be dealt with in philanthropic social work.

Lack of Professionalism

Lack of professionalism in philanthropic social work management and the resulting problems are significant issues even today. Philanthropy is the mother of professional social work. We have seen in the history of philanthropic social work that professional social work has often preceded philanthropic social work. Several professional social institutions in India and abroad were initially philanthropic concerns. Even today, much of the social work activities in India are done in philanthropic arena. Professionalisation is gradually taking place. Many well known social workers in India are philanthropists.

Organisational, manpower and material resources are plenty in philanthropy. What is lacking is the number of professional social workers to manage the philanthropic social work. Social workers need to be appointed in the management of philanthropy. Even if philanthropy is more in prevalent in religious context, professional social workers can still be engaged in managing philanthropy. What is lacking in philanthropic social work is the professional approach. Professional social work approach would focus on empowerment and self reliance of the service users and minimize the tendency of dependence. It has been found that unprofessional personnel are recruited in the management of philanthropy and resource mismanagement, dependence of the service users and unsustainability are the result. There is no lack of dedication and
commitment on the part of voluntary social workers. Many a time, mistakes occur unintentionally on the part of voluntary social workers. They need to groom their professional skills such as social case work, social group work, community organization, social welfare management, research and social action skills, so that philanthropic enterprises would become fruitful.

**Capacity Building**

Capacity building is an ongoing problem faced by philanthropic organisations for a number of reasons. Most philanthropic organisations rely on external funding (government funds, grants from charitable foundations and direct donations) to maintain their operations. Changes in these sources of revenue may influence the reliability or predictability with which the organization can hire and retain staff, sustain facilities, create programs, or maintain tax-exempt status. Major issues in this regard are unreliable funding, long hours of work and low pay which can lead to employee burnout and high turnover rates.

Philanthropy is essentially using private fund for public good. The sources of funding are often unpredictable or unorganised. When there is uncertainty in the source of funding, the capacity building of the organisation is affected. There will not be any regularity or sustainability for the programmes of the agency. It will also risk efficient manpower for the organisation. The organisational capacity will drain off. Social workers who look for a regular occupation would not prefer to work in a philanthropic organisation where there is always the risk of programme termination and workers’ turn over.

**Founder’s Syndrome**

Founder’s syndrome is an issue organizations face as they grow. Dynamic founders with a strong vision of how to operate the project try to retain control over the organization, even as new employees or volunteers want to expand or limit the project’s scope and try new things. Philanthropic organisations grow to the limits of the founders and all the employees and staff members of the organisation are expected to share the founder’s vision and mission. Otherwise, the unity and integrity of the organisation is affected. There can not have multiplicity of vision. Usually there are no statutory regulations in the functioning of an organisation except that for registration purpose. Creative and dynamic social workers often find constraints in working within the limit of the founder’s vision. This particular phenomenon is called founder’s syndrome and it an issue to be managed in philanthropic social work.

Founder’s syndrome is unavoidable, as the organisation might have developed out of the financial and material resources donated by the founders. As long as the founders are alive, the philanthropic organisations are encouraged to carry on working up to the expectation of the founder. Once the founder retires or expires, the vision and direction of the organisation would change according to the talent and commitment of the successor. In short, democratic decision making is not always practised in charitable organisations with regard to top administrative decision taking and policy making. The management may be functioning in a democratic way, however the founder’s syndrome limits the scope of democratic functioning in a philanthropic organisation.
Resource Mismanagement

Resource mismanagement in philanthropic organisations is a common problem. Often the employees are not accountable to anybody with regard to the handling of the resources of a philanthropic organisation. For example, an employee may start a new program without disclosing its complete liabilities. The employee may be rewarded for improving the agency’s image, making other employees happy, and attracting new donors. Liabilities, promised on the full faith and credit of the organization, not recorded anywhere, constitute fraud. Often it so happens that the resources of a philanthropic organisation are acquired free-of-cost and the management and employees would not feel responsible for their maintenance and due care. It is also possible that the philanthropic organisations are not accountable to anybody with regard to their assets and resources, which relieves the stress of the management for taking care of them well. Therefore, resource mismanagement is a commonly reported issue of philanthropic organisations.

Due to limitation in democratic functioning, the director or chairman of the organisation takes decisions solely which might drain off the organisation’s resources. If the organisation performs well the director would be appreciated and if it performs badly, the director will be blamed. Several situations will be there which demand quick decision making, which might go wrong sometimes and result in resource mismanagement. Philanthropic organisations are often quicker in decision making and execution of a programme compared to government organisations. The monitoring mechanism of a philanthropic organisation might be weak on account of limited resources which again result in resource mismanagement.

Sustainability

Sustainability is the major issue of philanthropic organisations. Philanthropic organisations depend on the donations and contributions from general public and donor agencies including government agencies. Such philanthropic donations are not regular and fixed. At times the agencies receive a bulk grant with which the agency would appoint a large number of staff members and implement a great deal of activities. Once the grant is over, the agency would not be able to retain the staff appointed and continue the programmes started. It is not easy to predict the funding sources of a philanthropic organisation and it is also difficult to predict how far a philanthropic organisation would survive or sustain itself. Several charitable trusts and organisation cease to exist once the founder expires or retires from the organisation.

Philanthropic organisations sometimes mushroom where the funds are available. They also change their objectives and policies as per the requirements of the donor agencies. If something happens to the donor agency or its policy, the funding stops without prior information. In such situations, the agency suddenly stops functioning. For example the recent economic depression in Europe and the USA, affected the flow of charitable funds to other developing countries and several philanthropic organisations that were dependent on such funds had great difficulty to sustain themselves. Employees were retrenched in large numbers and activities were cut short abruptly.
Check Your Progress II

Note: Use the space provided for your answer.

1. What are the challenges today faced by philanthropic social work?
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2. Sustainability is the main concern of philanthropic social work. Comment.
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4.4 STRATEGIES FOR MEETING THE CONTEMPORARY CHALLENGES OF PHILANTHROPIC SOCIAL WORK AND ROLE OF SOCIAL WORKER

With regard to various challenges described above, philanthropic social workers can take several protective measures. Some of the measures suggested are the following:

- Proper vision and mission statement
- Completion of necessary legal formalities regarding registration and maintenance of tax benefit status
- Maintaining good public relations especially the funding base through appropriate measures of documentation and communication
- Appointment of necessary professional staff who would take precaution regarding sustainability
- Appropriate fund raising strategies
- Need and issue based programme development
- Proper management of philanthropic projects
- Research and development
- Capacity building of the organization by timely modification of the strategies and appropriate manpower development
- Appropriate human resource development and management strategies such as performance appraisal, merit based promotion, incentives, training and various other staff welfare measures
- Encouraging and facilitating democratic functioning
- Social auditing, maintenance of proper accounts and filing of income tax returns in time
- Measures to enhance sustainability
Overcoming the contemporary challenges is the most important task of philanthropic social worker. Let us look into detail the above listed measures in the following section:

**Proper Vision and Mission Statement**

A philanthropic organisation should have a clear vision and mission statement which will be communicated to the public, the service users, the prospective philanthropic donors and the appropriate registering authorities. This would make the functioning of the organisations smooth. The prospective employees and associates would get clear idea about the direction of the organisation. Example of a vision statement of a philanthropic organisation for the disabled is ‘equal opportunities for all’ and mission statement is ‘mainstreaming the disabled’. In addition to them there can be a number of aims and objectives for the organisations such as ‘inclusive education, community based rehabilitation, integrated health care, women empowerment, community development, child care etc.’

Programmes and projects further embody any one of the aims and objectives of the organisation. There could be annual planning for the projects and programmes to be undertaken by the organisation. There could be a long term plan for five or ten years prepared in a logical framework. Such documentation could be displayed in the organisation prominently. These efforts would properly communicate the founder’s vision to the line of staff in the organisation. The management of the philanthropic organisation might take the assistance of professional social workers to frame vision, mission, aims and objectives and above all the strategic planning. Strategic planning reveals to the staff members of a philanthropic organisation where the organisation stands, where it goes and where it should go. Such a planning would attract prospective philanthropic donors.

**Completion of Necessary Legal Formalities Regarding Registration, Day to Day Functioning and Maintenance of Tax Benefit Status**

A philanthropic organisation is to be registered properly as per the laws of the land. Organisational climate would give a lot of freedom for the execution of charitable enterprises. In India, Society’s Registration Act and Public Trust Act are the most popular Acts for the registration of philanthropic enterprises. Besides the primary registration, the organisations have to be registered as charitable organisations under 12 A of Income Tax Act 1961, so that they would acquire and maintain movable and immovable properties that are tax exempted. They might apply for registration under 80 G or 35 AC of Income Tax Act 1961 which would give tax benefits to the philanthropic donors of the organisation. Such status would attract the tax paying citizens to make considerable donations to the philanthropic organisations. Section 80 G entitles 50 per cent exemption to the donations made, while section 35 AC gives 100 per cent tax exemption on the donations made. These are incentives for the individuals and institutions to make generous donations to the philanthropic organisations.

An additional registration under the Foreign Contributions Regulations Act 1976 (FCRA) would entitle the philanthropic organisation to canvass and receive foreign donations with the acknowledgement to the Home Ministry by way of filing annual return. All the legal formalities apart from annual auditing and timely income tax returns are necessary for the smooth functioning and sustainability of philanthropic
organisations in India. Professional social workers would take care of such legal requirements of the philanthropic organisation where they are employed. Other legal requirements for the philanthropic organisation are payment of minimum wages to its employees, provision of provident fund (PF) and its monthly submission to Employees Provident Fund Organisation (EPFO). Proper procedure is to be employed with regard to appointment of employees, leave provisions, service rules, initiation of disciplinary actions, termination, retrenchment and retirement as per the prevailing labour laws. Otherwise the organisation would get into unnecessary litigation and labour disputes.

Unless periodical submission of TDS (tax deducted at source), annual auditing, annual filing of income tax returns and FCRA returns, and timely renewal of 80 G status are made without fail, the tax benefit status of the philanthropic organisation can not be maintained. Appointment of a responsible auditor and efficient accounting staff is a necessity for smooth functioning of a philanthropic agency. A professional social worker would assist the founder and the management of the organisation in this regard.

**Maintaining Good Public Relations Especially the Donor Base Through Appropriate Documentation and Communication of the Progress of Charitable Works of the Organisation**

A philanthropic organisation can survive by maintaining good relations with the public at large and the donor agencies in particular. Preparation of periodical progress reports and newsletters and communication of the same to the public and to the different stake holders of the organisations including the donors via website and mail service are very important for maintenance of proper public relation. Suitable case studies need to be prepared. Written documents should be supplemented with appropriate action photographs. Such documentation and communication would satisfy the donors of the organisation that their contributions are properly utilised and also motivate them to further their donations.

Whenever new programmes and activities are undertaken, appropriate promotional literature in terms of brochures, leaflets, appeals and press releases need to be prepared and communicated to the stake holders of the organisation. Preparation of circulation of periodical literature is an important activity of a philanthropic organisation and a professional social worker can be of great use in this regard.

**Appointment of Necessary Professional Staff who Would take Precaution Regarding Sustainability**

Appointment of the required number of professional social workers who would take care of the sustainability need of the organisation is essential for the good conduct of a philanthropic organisation. Professional social workers need to know the legal as well as practical requirements of the smooth running of a philanthropic organisation and such workers are assets to the organisation. The management would identify such professional staff members appoint them in key positions, give them suitable climate for working and autonomy and also provide them with cooperative and efficient clerical assistance. Philanthropic activities have always been on the rise in the religious as well as secular fields. The need for professional social workers in the field of philanthropic management is becoming more and more crucial. The founders as well as the top administers who are not professional social workers need to realise the professional need of their humanitarian enterprises.
Appropriate Fund Raising Strategies

Philanthropic organisations need to devise innovative strategies for fundraising whenever they need it. About fundraising for philanthropy shall be discussed in detail in the next unit (unit 5). All the media resources should be used for fund raising. It also includes personal appeal and appropriate project preparation, timely submission and incessant follow up of the same. A professional social worker should be competent to take care of all the fundraising and project development needs of a philanthropic organisation.

Need and Issue Based Programme Development

A philanthropic organisation should be mindful to conceive need and issue based programmes for their service users. Keeping in mind the vision, mission and general aims and objectives of the organisation, the need of the service users should be identified, interpreted, and appropriate programme should be formulated, so that prospective donors would be impressed to fund them. Social workers are competent in developing need based philanthropic programme development.

Proper Management of Philanthropic Projects

A philanthropic organisation must be careful in managing philanthropic projects undertaken up to the satisfaction of the donor agency as well as the service users. Managing the project is equally important as project development. For the effective management of project suitable project staff is to be recruited, field surveys are to be undertaken wherever necessary, other resources (capital and material) are to be arranged, programmes should be conducted, properly monitored, evaluated, documented and communicated to all the stakeholders. A professional social worker would be competent to manage a philanthropic project.

Research and Development

Research and development (R & D) are two simple terms that summarise the quality management and organisational development of a philanthropic organisation. Whenever the organisation fails to perform effectively research is to be conducted to diagnose the limitations and barriers in the organisational functioning and improvements need to be undertaken to mitigate them. A professional social worker should be competent to undertake appropriate R & D activities for a philanthropic organisation. R & D is essential for sustainability, quality management and organisational development.

Capacity Building of the Organization by Timely Modification of the Strategies and Appropriate Manpower Development

Organisational capacity in terms of efficiency and technical expertise of the staff members, organisational procedure, communication pattern, public relations, and project management is to be assessed periodically and appropriate inputs via suitable training programmes are to be supplemented. It will enhance to the sustainability of the organisation. A ladder of promotions and performance based incentive schemes should be established to sustain the motivation of the key staff of the organisation. A professional social worker would be skilful in undertaking the capacity building activities of the organisation.
Appropriate Human Resource Development and Management Strategies Such as Performance Appraisal, Merit Based Promotion, Incentives, Training and Various other Staff Welfare Measures

Any organisation to sustain, requires appropriate human resource development and management strategies such as performance appraisal, merit based promotion, incentives, training and other staff welfare measures such as medical benefits, pension schemes, provident funds, insurance benefits, educational allowance, canteen, transportation and residential facilities would sustain the motivation of the staff of the organisation. Philanthropic organisation is not an exception to these organisational behavioural patterns. Human resource is the most valuable asset of any organisation and appropriate human resource is essential for the success of a philanthropic organisation. A professional social worker should be competent to undertake all the personnel function of a philanthropic organisation.

Encouraging and Facilitating Democratic Functioning

Every philanthropic organisation will survive if it encourages and facilitates democratic functioning. Proper communication and consultation at appropriate levels would enhance to the efficiency of the philanthropic organisation. The administrators can take suggestions from all levels of staff members for the sake of suitable improvement in the functioning of the organisation. Sometimes the staff members who have been associated with the organisation for a very long duration would forward viable suggestions to the organisation to overcome an unexpected crisis. Professional social workers should be guardians of democracy in any organisation where they are placed.

Social Auditing, Maintenance of Proper Accounts and Filing of Income Tax Returns in Time

Participatory approaches should be encouraged to implement, monitor, evaluate and document philanthropic projects. Social audit would assess the social benefit of the project. All the account statement of the organisation could become public documents and anyone could cross check them with the physical achievement of the project. Proper auditing and timely filing of the income tax returns will make the organisation creditworthy and donors would be happy make donations to such transparent organisations. Professional social workers have significant role in maintaining the transparency of the organisation, they are associated with.

Measures to Enhance Sustainability

In order to enhance to the sustainability of the organisation, the social workers can find out a number of innovative strategies such as widening the donor bases, explore grant-in-aid schemes of the government agencies which are rather permanent source for undertaking philanthropic activities such as running hostels for the orphans, children of the scheduled castes and the scheduled tribes, running old age homes, homes and educational institutions for the differently abled etc. Enhance to the image of the organisation in the eyes of the public by initiating several community aid activities and public interest activities that do not involve much financial implications. Professional social workers have significant role in making a philanthropic organisation sustainable.
Check Your Progress III

Note: Use the space provided for your answer.

1. How to overcome the challenges today faced by philanthropic social work?
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2. What are the legal requirements for the functioning of a philanthropic organisation?
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4.5 LET US SUM UP

In this unit, we have learnt the changing trends in contemporary philanthropic social work, various challenges faced by philanthropic agencies, the measures and strategies to overcome such challenges and especially the role of professional social workers in this regard. It has been made clear that Philanthropic social work is an important field for professional social workers. Main challenge for philanthropy is regarding the fundraising. In the next unit we will concentrate on the sources of funding for philanthropic social work.

4.6 FURTHER READINGS AND REFERENCES


Thomas Adam (2001) Philanthropic Landmarks: The Toronto Trail from a Comparative Perspective, 1870's to the 1930's, Urban History Review, October,
UNIT 5  HUMAN AND FINANCIAL RESOURCES FOR PHILANTHROPIC SOCIAL WORK

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5.3  Financial Resources for Philanthropic Social Work

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5.6  Further Readings and References

5.0  OBJECTIVES

There are number of fulltime and part time volunteers from every walk of life who have made themselves available for philanthropic social work. Financial resources are also available for philanthropic social work, by way of religious donations, charitable contributions, government grants and corporate donations. Resource management is the chief task of philanthropic organisations. Therefore, the aim of this unit is to help you:

- to learn about the human resources available for philanthropic social work;
- to study about the financial resources available for philanthropic social work;
- to understand the importance of resource management and the role of social workers in this regard.

5.1  INTRODUCTION

Philanthropy has been a social work field in India for many years in the past. After studying the concept of philanthropic social work (unit 1), relationship between professional and philanthropic social work (unit 2), historical background of philanthropic social work (unit 3) and contemporary challenges to philanthropic social work (unit 4), now we will study about the human and financial resources available for philanthropic social work.

There are more philanthropic social workers in India than professional social workers. Religion had been the chief sponsor for philanthropic social work in India as well as abroad. There is no dearth of human and financial resources for philanthropic social work. People with strong religious and spiritual inclination donate financial resources for philanthropic work for attaining spiritual benefits. There is also government, non government and corporate sources for financial resources available for philanthropic social work. Resource management is one of the major challenges the philanthropic organisations face.
5.2 HUMAN RESOURCES FOR PHILANTHROPIC SOCIAL WORK

Volunteers from a number of religious sects and congregation have been the bulk of human resources for philanthropic social work. Catholic priests, nuns, Brahma Kumaris and monks have set apart their entire life for philanthropic works for the sake of spiritual benefit. No professional social workers can compete with them with regard to the quantity and quality of the philanthropic works undertaken by them. Religious volunteers who form the major part of the human resource for philanthropic work have been organised into registered bodies such as Missionaries of Charity (founded by Mother Theresa), Salesians of Don Bosco, Society of Jesus (Jesuits), Rama Krishna Mission, Sai Sansthan and many more. The voluntary manpower, these organisations have, constitute the backbone of philanthropic social work in India and abroad. Many volunteers of these philanthropic organisations have been trained social workers.

Volunteers are the chief human resources for philanthropic work. Human resources for philanthropic social work can be analysed as the following:

- Fulltime volunteers
- Part time volunteers
- Volunteers organised into registered and unregistered social bodies
- Social workers recruited by Philanthropic organisations
- Women in philanthropic social work

Fulltime Volunteers

There are fulltime volunteers available for philanthropic work in various religious sects. Christianity, Islam, Sikhism, Buddhism, Jainism, Judaism and Hinduism have a number of volunteers who are fulltime in philanthropic activities such as care of the sick, the differently abled, the destitute, the poor, the aged, the orphans, and the incurables. They do humanitarian service selflessly and often the religious congregations and sects sponsor their living. They normally lead a simple life that is identified with the poor. They do the philanthropic service with the objective of gaining spiritual progress, eternal reward, bliss in the life after death, self satisfaction, agape (unconditional love for humanity), unity with cosmic self (nirvana or moksha) etc. Many of them believe that the worldly life is transcendent or passing.

Human beings are born with the inclination for a life after death in heaven or with the almighty. The life on earth is for serving the needy and the poor. They are fulltime in humanitarian service and they really enjoy such service. They often feel thankfulness that they are given one more day in their life to serve the mankind. They do believe that the almighty appears before them everyday in the form of a sick, destitute or orphan human being and while they serve the man in misery they are really serving and worshiping God.

Many of the fulltime volunteers in the field of philanthropic social work remain unmarried and they believe that family obligations are hindrances for fulltime social service. They have profound love for humanity and mankind. They believe that serving mankind is serving God. Losing the worldly pleasures is gaining eternal bliss. They do service without expecting any monetary or material remuneration. They are often supported by various religious organisations. They do not even hesitate to beg for
Human and Financial Resources for Philanthropic Social Work

carrying out their duties. To illustrate the lives of fulltime volunteers, I would like to give the example of Prison Ministry Volunteers.

Prison Ministry India is a Catholic organisation serving the prisoners all over India. The Ministry has over 6000 volunteers, many of whom are fulltime volunteers. Till recently it was an unregistered body. Most of them are Catholic priests, nuns and brothers. Their principles of life are ‘Inconvenience is our convenience’ and ‘Begging is our life style’. They visit the prisoners in the jails all over India, teach the prisoners, counsel them, visit their families, educate the children of prisoners, take care of the victims’ families, and finally rehabilitate the released prisoners. St. Maximillion Kolbe, a Catholic Monk, who laid his life in exchange of another prisoner in Nazi concentration camp during second world war is the patron of Prison Ministry India (PMI). PMI volunteers have even a home inside the prison campus in Bangalore, where the fulltime volunteers live and serve the prisoners round the clock.

Part Time Volunteers

There are a number of part time volunteers in the field of philanthropy. Religious and spiritual motivation again is the chief factor for part time volunteers. While fulltime volunteers are largely from various religious sects, part time volunteers are from all walks of life, every profession and fields. There are several types of part time volunteers. Some volunteers set apart some duration of their life for philanthropic works, such as one week or one month every year, some hours daily or weekly, etc. Some students spend their holidays for philanthropic social work. Several foreign students as well as professionals especially doctors and student social workers opt for philanthropic works in the developing countries. Several such part time volunteers are coming to India and serve the sick, the slum children, the rural women, the destitute in Missionaries of Charities’ destitute home. There are several philanthropic organisations in India who welcome part time volunteers nationally and inter nationally for carrying out various philanthropic activities.

Through National Service Scheme (NSS) voluntary social service has become a co-curricular activity in Indian Universities. Voluntary philanthropic work has been made a part of university education. Part time philanthropic work is also a custom in University education abroad. In order to illustrate the part time service of students and professional in philanthropy, I would like to mention an incident took place in Maharashtra. NASEOH, India is Mumbai based national organisation working in the field of disability. During the month of July, 2003 NASEOH conducted a month long training of CBR Workers, parents of the disabled, the primary health workers from PHCs on basic disability management skills with the help of three Australian professionals (2 Physiotherapist and 1 Occupational Therapist from University of Sydney) who volunteered their services. In the Process NASEOH was able to train 3 CBR Workers, 30 health workers from PHCs, 15 health workers from an NGO i.e. Comprehensive Rural Health project of Dr. Rajnikanth Arole and 30 parents of the disabled. This is an example of how effectively the service of part time volunteers can be utilised in philanthropic social work. Such incidents are many in India.

Professionals and students enjoy the involvement in part time philanthropic services, as it gives them a refreshing break from the busy professional career. They also derive the satisfaction that they have spent some time of their life for some humanitarian cause. Monetary or material rewards are insignificant for part time volunteers. It has been observed that some such volunteers are ready for fulltime service, provided they are supported by some organisations for the same.
A number of urban based philanthropic organisations such as organisations working in metropolitan cities have the advantage of getting the service of part time professionals. Amar Jyoti, Prayas, CRY, Butterfly, Sulabh International etc. are some of such organisations working in Delhi, who receive voluntary professional assistance on part time basis. If properly organised, philanthropic organisations in India can attract a number of international volunteers on part time basis. Social workers have a positive role in this regard.

**Volunteers Organised into Registered and Unregistered Social Bodies**

Manpower for philanthropic social work are volunteers and it has been found that most of the fulltime volunteers are working under the aegis of registered bodies. Registration entitles the philanthropist to manage financial and material resources in the name of the registered body rather than the individuals. Most of the religious orders are registered bodies and there are also unregistered bodies of volunteers who are in the fulltime philanthropy. Examples of volunteers organised into registered bodies are Society of Jesus (SJ), Vincent De Paul Charitable Trust, Salesians of Don Bosco, Missionaries of Charity, Rama Krishna Mission, etc. The chief motivation of philanthropic social work is ‘giving away’ but with the intent to empower and self help. During the course the 19th century these aims increasingly came to fruition through foundations, limited dividend companies, membership organizations, or by bequests and donations, and were generally facilitated by middle to upper class people (Thomas Adam, 2001:3-5).

Organisation gave the fulltime volunteers the legal protection as well as tax exemptions. Incorporation gave transparency to the work of the fulltime volunteers. Undesirable impacts of ‘Founders’ syndrome’, which we studied in unit 4, were minimised because of incorporation. Even resource mismanagement was greatly controlled due to statutory provision of auditing and income tax returns of the organisation. The accountability of the fulltime volunteers increased due to incorporation.

Philanthropists were greatly encouraged to get themselves organised as a registered body to work as charitable societies or trusts. This would improve the public image of the philanthropic works undertaken by them. The donors and benefactors would be happier to make philanthropic contributions to registered bodies, as they will be able to claim income tax benefits. Corporate donations as well as government grants are available only to the registered bodies.

**Social Workers Recruited by Philanthropic Organisations**

Initially philanthropy was individual enterprises. Gradually philanthropic organisations came into existence with legal status. Maintaining the legal and charitable status of the organisation involved a lot of procedures which required recruitment of professional staff in philanthropic organisations. Tax benefits given by statutory bodies to the individual and institutional donors for philanthropic activities boosted the sources of income for the philanthropic works. Receiving of proper donations also entails the responsibility of maintaining proper records, activity reports and progress reports. All these responsibilities required professional assistance. Fulltime as well as part time professional were engaged by philanthropic organisations for accounting and documentation purpose.
Philanthropic organisations, such as charitable societies, Public Trusts, educational and charitable foundations under prescribed legal framework and with competent professional assistance have come into existence transcending national boundaries. Charitable organisations augmented to the welfare work of the government machineries. Large numbers of professional social workers have been recruited by philanthropic organisations. Instead of individual contributions, corporate donations have become a major source of philanthropic social work. Professional social workers have been employed in key managerial positions of philanthropic organisations.

A wide range of personal motivations contributed to philanthropic participation, as helping others was seen as emotionally and socially stimulating. Religion and concerns about life after death drove many to charitable works. While much was accomplished, charity was often erratic and did not always fully meet the needs of the recipients (Robert Morris, 1986:117-119). Today it is felt that lack of professionalism has adversely affected the management of philanthropy. In philanthropy, the personal satisfaction of the donors is more important than that of the receivers. In philanthropic social work, the need and satisfaction of the service user is more important and professional intervention is required in this context. Social sciences began to be consulted to identify and subdivide social problems, and to obtain information on specific needs that would remedy the identified problems. The inclusion of social science in social welfare organizations helped to make philanthropic endeavours more efficient (Prochaska, 1980:133).

**Women in Philanthropic Social Work**

The growth of the middle classes in modern era gave rise to increased public participation on the part of women. Work in charitable groups and institutions became an avenue for entry into elite society for women and gave them a sense of place and direction outside the home. Women with better education were viewed by some aspects of society as an underutilized resource. Philanthropic work was seen as the ideal situation for the inclusion of women because charity work seemed to be a natural extension of their maternal qualities into wider society. A distinctive feature of women’s philanthropic work is the degree to which they applied their domestic experience and education outside the home. The saying “charity begins at home” had wider meaning than it’s originator suspected for it was believed that it was in the home where women developed the sympathies and skills necessary to perform good works in a wider sphere. As the family received more and more attention as the paramount social unit in society, women, believed to be the natural guardians of the household, gained new confidence (Prochaska, 1980:5-8).

Women’s industriousness in household management proved to be beneficial for the often cash-strapped organizations. In addition to fundraising through bazaars, dinner parties, banquets, and collection boxes women took on extra household work, and sold handiworks to earn extra cash for their organizations. Women brought a caring and industrious influence to institutional and private philanthropy that may have been lacking had philanthropic work been left solely to their male counterparts.
5.3 FINANCIAL RESOURCES FOR PHILANTHROPIC SOCIAL WORK

Financial resources for philanthropy came traditionally from religious and humanitarian donations, charitable donations from schools, other organisations including corporate houses, and government grant in aid. Philanthropy in the 19th century was based on religious tradition that was centuries in the making. Historically, wealthy people in society gave to the poor as a religious duty. Charity was seen as a way of saving one’s own soul while also helping those in need. In Christianity, some held that by coming into contact with human nature, particularly with those in need, they were able to come in contact with Christ (Henry B Washburn, 1931). Financial resources and its procurement can be described as the following:

Source of finance for philanthropic social work
Legal requirements for receiving organised donations
Fund raising

Source of Finance for Philanthropic Social Work

Main source of finance for philanthropic works include individual donations, government grants, institutional aids under corporate social responsibility, subsidies on loans, other donations and contributions (foreign and indigenous). Organisations are in a better position to receive funds in philanthropy. Charitable organisations can avail legal benefits under several legislations in India. Donations made to the charitable organisations will get some tax exemptions for the donors. Major sources of finance for philanthropic social work are described in the following section.

Individual Donations

Individual donations made in the context of religious worship had been traditionally the major source of philanthropic work. Such individual donations are utilised for various charitable purposes. Annadan at Shirdi Sansthan, Langar at Gurudwara, Zakat in Islam are some examples for utilisation of religious donations. Judaism
prescribes one tenth of individual’s income as religious cess (donations). In Islam 
Zakat is about 2.5 per cent of the net income of the individual. In Bahai Sect, one 
dollar per day per earning member has been prescribed as religious donations. All 
the other religions encourage individual donation for charitable and humanitarian 
purposes. Christianity, Buddhism and Jainism give much emphasis on individual donation 
of money, shramdan, and donation of materials. While describing the historical context 
of philanthropic social work (unit 3) the religious obligation of the individuals of 
different faith traditions was analysed in detail.

Government Grants

Governments give philanthropic grants to eligible philanthropic organisations for 
undertaking social welfare activities such as running destitute homes, orphanages, 
old age homes, running street children’s homes, short stay homes for women in 
distress, managing remand (observation) homes, running Ashramshalas, educational 
and training centres for the backward classes etc. Care of the aged, the orphans, the 
destitute, the infirm, the socially and economically backward communities, the 
scheduled tribes, street children, the juvenile delinquents and women in distress is 
basically the responsibility of the government. Governments have found out an easy 
way to manage this responsibility by getting associated with philanthropic organisations 
under the scheme of grant-in-aid.

Grants-in-aid are given to eligible organisations, which are registered, whose annual 
counts are audited, income tax returns are filed, who have adequate manpower 
and infrastructure and make application in prescribed formats in time. Periodical 
progress reports need to be sent by the grantee organisations. Periodical inspection 
and monitoring of the philanthropic services of the organisation will be taken by the 
government officials.

Institutional Aids Under Corporate Social Responsibility

Corporate houses (business houses, industries and limited companies) have to set 
apart at least 10 per cent of their net profit towards philanthropic purpose (social 
and charitable). This fund is called the charitable fund available under corporate 
social responsibility. Corporate houses sometime form their own philanthropic 
foundations and transfer this money to the foundation’s account and take up various 
social welfare activities in the localities where the main production units of the company 
are located. Often they give away this fund to reputed and creditworthy philanthropic 
organisation that undertake humanitarian services such as treatment of incurable 
diseases like HIV/AIDS, Cancer, heart diseases, etc.; care of the destitute children, 
the elderly and the women in distress etc. Some of the well-known corporate 
philanthropic foundations are Ford foundation, Bill Gates (Microsoft) charitable 
foundation, etc. Indian Oil Corporation, BPCL, Kirloskar, Crompton, Tata, GMR, 
Birla and L&T are some of corporate houses in India who have made noteworthy 
contributions under CSR. CSR reports of these and other corporate houses are 
available in the internet.

Other Donations and Contributions (foreign and indigenous)

Other donations both foreign and indigenous are available for philanthropic purposes. 
Some eminent personalities set apart a portion of their life long earnings and wealth 
for philanthropic purposes by instituting some trusts or foundations. Foreign donations 
are also a major source for philanthropic organisations in India. European Union,
GTZ, Caritas, Miserior, Foreign Embassies, USAID, UNICEF, UNESCO, UNDP, AIFO, etc are some of the foreign donors. These agencies have prescribed terms and conditions for funding. For example, AIFO fund is given exclusively for Leprosy care and rehabilitation; UNDP fund is mainly for refugee care; UNICEF fund is for children etc. Such donations are often project based and the philanthropic organisations that are utilising such funds need to fulfil several formalities and procedure for monitoring and documentation of the project. Some of these conditions will be discussed in the following sections.

Legal Requirements for Receiving Organised Donations

In order to receive government grant and institutional including corporate donations, a philanthropic organisation has to fulfil several legal criteria. Some of these legal requirements for receiving organised donations in India are:

- Registration under appropriate legislation (Societies’ Registration Act or Public and Charitable Trust Act)
- Registration under 80 G or 35 AC of Income Tax Act 1961
- Permission to receive foreign donations under FCRA, 1976

Registration and its Maintenance

Registration under appropriate law gives the philanthropic organisation a unique legal identity. As a legal person, the organisation becomes capable of holding property, power to enter into contract with other organisations and individuals, and make transactions of money and materials as an individual. In order to have registration, memorandum of association and a byelaw (rules and regulations) for day to day functioning are to be prepared. Memorandum of association and byelaw include a unique name for the organisation (name clause), a set of aims and objectives (objective clause), constitution and conduct of governing body of the organisation, constitution and conduct of general body, provision of new membership, termination of membership, powers and responsibilities of governing body and general body. The memorandum of association ensures that the registered organisation has members who are not related by blood to each other and it functions democratically.

Provisions for periodical election to the governing body (once in a year or 4-5 years), annual general body in which approval of annual budget, presentation of annual report, approval of audited statement, appointment of the auditor and discussion on new membership are taken place, are made in the memorandum of association and byelaw. The list of governing body is to be filed with the registrar every year. Audited statements of the organisation need to be filed with Income Tax Department.


Registration under section 12A of Income Tax Act 1961 ensures that the philanthropic organisation is a charitable one and its income and assets are exempted from income tax. This registration has to be done immediately after the registration of the society. This registration limits the scope of the functioning of the philanthropic organisation. Organisations registered under 12 A are not permitted to take up any profit making activities, as their intention is only philanthropy. This charitable status is also necessary for registration under 80 G or 35 AC which gives tax benefits to the donors of the organisation.
Registration as a charitable society entitles the organisation to acquire movable and immovable assets which are supposed to be used exclusively for philanthropic purposes. While there is an income limit for every citizen beyond which his or her incomes are taxable, there is no such income limit for a charitable organisation and the assets and wealth of a charitable trust or philanthropic society are not taxable. They can hold wealth as a trust for the benefit of the disadvantaged people they serve. This is an encouragement and moral support provided by the government to philanthropic organisations as they take part in the government’s welfare functions.

**Registration Under 80 G or 35 AC of Income Tax Act 1961**

Registration under 80 G or 35 AC of Income Tax Act 1961 gives additional benefits to the philanthropic organisations as it entitles the donors and benefactors for a claim of tax exemption for their philanthropic donations. Registration under 80 G gives 50 per cent tax benefit, while registration under 35 AC gives 100 per cent tax benefit for the donations given by the benefactors of the organisation. The registration status of 80 G need to be renewed every 3 years by filing the details of the donations received during that period and the whereabouts of the donors to the Income Tax Department. This monitoring mechanism ensures that the donations received by the philanthropic organisations are properly acknowledged and the donations are used exclusively for philanthropic purposes.

Registration under 35 AC is project based and with prescribed income limit. Under 35 AC, a Philanthropic organisation will be entitled to receive certain volume of funds (usually in several lakhs or crores) for undertaking a specific project for a specific duration of time. The donations and contributions received for the execution of the project shall be 100 per cent tax exempt. This is a boost for the donors of the philanthropic organisations.

**Permission to Receive Foreign Donations Under FCRA, 1976**

Philanthropic organisations are required to get registered under Foreign Contributions Regulation Act (FCRA) 1976 in order to receive foreign donations and contributions. There are international sources of funds available for philanthropy such as Foreign embassies, European Union, USAID, etc. Unless the organisation is given explicit permission by the Home Ministry, by means of a unique FCRA registration number, the organisation is prohibited to receive foreign contributions. FCRA is a regulating mechanism to control the flow of foreign money to India. Philanthropic organisations need to apply for registration under FCRA in prescribed format after three years of its regular registration.

Philanthropic organisations registered under FCRA need to file foreign contributions returns every year to the Home Ministry, which includes the details of the foreign contributions received during the reporting year, the whereabouts of the international donors and funding organisations, the purpose for which the donations have been used and the unspent balance of the donations received. This is the way, the receipt and utilisation of foreign contributions are monitored by the Central Government.
Check Your Progress II

Note: Use the space provided for your answer.

1. What are the sources of financial resources for philanthropic social work?

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2. What are the legal requirements for a philanthropic organisation to receive organised grants and foreign donations?

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Procedure for Fundraising

Philanthropic organisations apply a variety of methods and strategies for fund raising. Fund raised by fund raising campaigns is an important source of financial resources of philanthropic organisations. Help Age India Foundation has been conducting innovative fund raising campaigns for several years. Philanthropic purposes are always appealing for the general public to make donations. In order to raise fund through specific fund raising campaigns, a philanthropic organisation need to do the following:

Identify a philanthropic cause for fund raising

Search for agency / individual / corporate interested in funding the cause

Application in prescribed format and follow up the application

Conduct charity shows

Other strategies:

Identify and Highlight a Philanthropic Cause for Fund Raising

In order to devise a fundraising campaign, first of all a philanthropic cause has be found out and it should be presented in an appealing way making use of all the impressive modern mass media. Causes like destitution, natural disasters like tsunami, earth quake, flood, famine and fire, environmental protection, rehabilitation of HIV affected children, cancer patients, leprosy affected persons, child and women abuse etc. are suitable causes for philanthropic fundraising. Posters and pictures of recent related events can be used for fundraising campaigns. Highlight also the tax benefits to be received by the donors. Media like website, email, sms, telephone, post and couriers can be used for spreading the campaign.

Search for Agency/Individual/Corporate Interested in Funding the Cause

After identifying a deserving cause for fundraising, the philanthropic organisation has to search for all the possible sources of funds for the campaign and approach all the agencies, individuals and corporate houses who might probably make a donation.
for the cause. For example, medical companies might be interested in making a
donation for a health related issue. Schools may be interested in making contributions
for the education and training of disadvantaged children. Women organisations and
church institutions may be interested to make a contribution for the cause of
disadvantaged women. Vehicle companies may be interested in making a donation
for the cause of accident victims. In stead of a general appeal, identifying a prospective
donor group and approaching them personally will be more effective.

**Project Application in Prescribed Format and Follow Up**

In order to collect corporate donations for a fundraising campaign, application is to
be forwarded in prescribed formats. Funding organisations have prescribed project
format for submission of a philanthropic project. Philanthropic organisations should
be competent to prepare scientific project proposals which would necessitate
professional assistance of a social worker. Several institutions like schools, church
organisations, banking institutions, government and semi government organisations
would require the philanthropic organisations to make formal application along with
copies of registration certificate, copy of 12 A registration certificate, copy of 80 G
registration, annual reports, audited statements of accounts of the previous years,
etc. so that they might make sure that the philanthropic organisation has the credibility
to receive philanthropic donations and capacity to utilise them effectively.

Once the application is made, it is important to make necessary follow up of the
application, till the donation is received. Once the donation is received, it should be
duly acknowledged. Once the activity is conducted a utilisation certificate from the
auditor along with a colourful activity report is to be submitted to the donor agency.
These acts would add to the trustworthiness of the philanthropic organisation which
might get the donations in future from the same donor agencies. Several donor agencies
demand a prominent display of their identity in the venue of the activity conducted
for which the contribution is received.

**Conduct Charity Shows**

Charity shows such as musical concerts, poster or painting exhibition, film or
documentary show, magic shows, cultural events, anniversary celebrations, sports
and games show (friendly match) etc. are good means of fund raising. Donation
coupons are issued as entry pass to the events. Through this method the donors are
given some benefit in terms of some entertainment, knowledge giving events, or
recreation facility for the donations they make. The benefit given may not match with
the donations collected. The peculiarity of charity show is that the event conducted
is not important, but the philanthropic purpose assigned to the utilisation of the
proceedings of the show is always highlighted. People donate actually towards the
philanthropic purpose and the donors do not necessarily attend the charity shows.
The chief sponsors’ identity may be displayed at the charity show.

Musical concerts (live shows) are the most commonly organised charity show.
Popular celebrities, politicians, professionals, film stars and bureaucrats may be invited
to the charity show to make their presence and if possible give a short message
towards philanthropic cause. Media coverage is often given to charity shows. Charity
shows are a good means for fundraising.
Other Strategies

Other strategies for fundraising campaigns include donation coupons; lucky draws; instalment schemes; call for voluntary services to save money on manpower, technical input etc.; call for donation in kind to save expenditure on provisions, stationery, cloth, learning materials, building materials, food etc. These are widely used fundraising means which are often specific programme, project or issue based. Collecting advertisement and publishing promotional literature such as souvenir, annual reports, brochures, leaflets and periodicals is another means for fundraising. Sale of souvenirs of different types including handicraft goods, paintings, drawings, articles made out of recycled materials etc. is also a widely used fundraising strategy. There are many more innovative fundraising strategies that are devised as per the need of the situation by social workers who are creative.

These fundraising strategies become successful in person to person campaign strategy. Such personal approaches will also spread social awareness among the public regarding the philanthropic purpose for which the fundraising campaigns are being undertaken. Once the financial resources are managed by appropriate fundraising campaigns, the funds should be effectively used. Resource management in philanthropy is a crucial aspect of philanthropic social work. Without discussing about effective resource management, this unit about human and financial resources for philanthropic social work will be incomplete. Therefore, let us discuss about the resource management in philanthropic social work.

5.4 RESOURCE MANAGEMENT FOR PHILANTHROPIC SOCIAL WORK

Resource management is an important aspect of philanthropic social work. In this unit we have learnt about the sources of human and financial resources for philanthropic social work. Finally we have to learn some tips of effective utilisation of philanthropic fund. Some of the general guidelines of resource management in philanthropic social work are the following:

- Not to incur expenses on infrastructure
- Minimum administrative cost: meeting administrative cost as local contribution
- Maximum expenditure on intended philanthropic purpose and upon beneficiaries
- Appropriate documentation
- Human resource management

Not to Incur Expenses on Infrastructure

Public funds (donations, contributions, government grants and project grants) are not to be used for acquisition of immovable property, creation and maintenance of infrastructure unless the donation is collected exclusively for that purpose. The modern trend is towards community based approach which does not permit institution building approach. Funds are seldom available for institution building. Therefore, the philanthropic organisations should be cautious in spending the resources exclusively for the predetermined purposes. Organisation's own funds and collections from the society members are to be utilised for infrastructure development. Usually the prospective benefactors donate to philanthropic organisation with the intention of spending it for philanthropic purposes or directly for humanitarian services.
Minimum Administrative Cost: Meeting Administrative Cost as Local Contribution

Philanthropic funds are not to be used for administrative purposes. Even if it is used for meeting administrative costs such as travel, postage, accounting, computer expenses, hospitality etc. it should be minimum, for example it should not exceed 10 per cent of the total outlay. FCRA prescribes the upper limit of administrative cost as 10 per cent in the utilisation of foreign contributions. At least 90 per cent of the donations should be used for philanthropic purposes or directly for the programme of social welfare services for which the fund is collected. Administrative cost is to be generated as local contribution or the organisation’s own funds. Administrative services can be met by voluntary assistance. No office bearers of a philanthropic organisation are to be remunerated for their service to the organisation. Their service should be free of charges.

Constraint on philanthropic organisation to incur huge administrative cost is a factor of non appointment of professionals for the office work of the organisation.

Maximum Expenditure on Intended Philanthropic Purpose and Upon Beneficiaries

This is the thumb rule of resource management in philanthropic social work. The donor agencies and individuals will be happy to know that their donations have been 100 per cent spent for the philanthropic purpose for which the donations have been made. No donor appreciates the administrative cost incurred from their donations. Several benefactors make philanthropic contributions just to save the administrative costs and inconveniences involved otherwise. For example, when a person donates some amount for the procurement of food for the destitute children, he or she would not like the transportation costs incurred from his donation. The donors will be glad to know that the total amount of donation has been spent for procurement of food for the destitute children.

Philanthropists are expected to render his service free of cost especially to discharge the administrative and managerial responsibilities of the organisation. It is with this intention, the government grants charitable status to philanthropic organisations and tax benefits to the organisation as well as its benefactors. Administrative cost is main factor of distinction between a philanthropic organisation and a corporate or a government agency.

Appropriate Documentation

Finally appropriate documentation of the projects undertaken with contributions, donations and grants received from various sources is the essential aspect of resource management. Documentation includes not only the recording of the result (physical and financial performance), outcomes and the impacts of the project, but also of the procedure of spending, additional resource mobilised and utilised, the monitoring undertaken, the evaluation or impact analysis undertaken to assess the effectiveness of the project. Summary recording, process recording, verbatim recording, narrative recording, audio visual recording, power point presentation, all the relevant accounting statements properly audited (income and expenditure statements, receipt and payment statements and auditor’s report) and fund utilisation reports are important documents to be furnished at the end of a project or philanthropic programme. The completion report should mention the volume of services provided to the public, acknowledgement
of the recipients of the philanthropic services wherever applicable (for example distribution of aids and appliances for the disabled), filing the proper accounts with appropriate government agencies (foreign contributions to the home ministry and local contribution to the income tax department), receipts and vouchers of the expenditure incurred, relevant photographs and video clippings of the philanthropic activities undertaken, future plan or a proposal for continuance of the project or expansion of the project.

Timely documentation helps the organisation to prepare periodical progress reports, annual reports, press releases, project proposals in future, case studies, and preparation of other promotional literature. It also improves the public relations of the philanthropic organisations, especially the relationship with donor agencies and other stakeholders of the philanthropic activities.

**Human Resource Management of Philanthropic Organisations**

For the effective management of human resources, appropriate human resource development and human resource management strategies are to be resorted such as appropriate, impartial, merit based recruitment procedure, training and development, democratic managerial decision making procedure, proper organisational communication procedure, performance appraisal, performance based incentives, promotions, minimum wages, annual increment, formulation of service rules and leave rules, application of appropriate labour laws and labour welfare provisions, residential and transportation facilities for the staff wherever possible, suitable disciplinary action taking procedure, appropriate retrenchment, retirement and termination procedure etc. Salaries and personnel costs should be integrated to the programme cost wherever possible, otherwise, these costs get added to the administrative costs which will adversely affect the overall financial performance of the organisation.

**Check Your Progress III**

**Note:** Use the space provided for your answer.

1. What are the means of fund raising?

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2. What are the tips of financial resource management?

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3. Write a short note on human resource management in philanthropic social work.

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5.5 LET US SUM UP

In this unit, we have learnt about different sources of human and financial resources for philanthropic social work, various means of fundraising and practical tips of resource management. With this unit we have completed the essentials of philanthropic social work. We have started with concept of philanthropic social work (unit 1) and ended with resources and their management in philanthropic social work. In order to summarise, we can state that philanthropic social work is professional social work applied in the management of philanthropy. Philanthropy has been the most attractive field for professional social work. Philanthropic social work requires a number of professional social workers today. We hope these units are useful reading materials for prospective philanthropic social workers.

5.6 FURTHER READINGS AND REFERENCES


