

Best Practice

Title of the Practice: **Mata-Pita Adhar Scheme**

1. **Goal:** Providing financial support to parents in old age and to protect their dignity.

2. **Aims of the Practice**

A. To provide monthly financial assistance to the mother, father or sister of the employees on their bank accounts.

B. To provide them a sense of financial security in their old age.

C. To provide them free hand to expenditure of their like.

3. **The Context:**

The management of the hanuman shikshan prasarak mandal is very keen towards the parents of the employees. In 2012, there was a news in the newspaper that a government employee is not supporting to his parents in their old age when they were in desperate need to have support from their child. The employee was not providing money even for their medical treatment. This news deeply saddened the members of the management. They took the decision and communicated to all the employees that at least each employee must provide rupees two thousand monthly to their parents. The persons not having the parents must support to their brothers and sisters as per their need. This should be done out of their responsibility towards their family. In one of the staff meetings with management members all the employees unanimously agrees to pay from their salary minimum two thousand under the head **Mata-Pita Adhar** Scheme introduced by the management.

The Practice:

Since the very inception of this practice, all the employees regularly contribute to the scheme. The account section of the college created the head titled as **Mata-Pita Adhar** Scheme in the salary itself by adding the account numbers. The details of the practice since its inception are given in the following column.

4. **Evidence of the Success:**

The following table shows that the employees of the college have provided regular subscription to this scheme which resulted in having the positive atmosphere at home and

outside. When the people in the region learn about this practice at college, they express a satisfaction over the scheme and admire the practice.

Sr. No.	No. of Employee Participated	Financial year	Total Subscription
1	18	2013-2014	108000
2	18	2014-2015	294000
3	18	2015-2016	278000
4	17	2016-2017	463000
5	17	2017-2018	540000
6	17	2018-2019	528000
7	17	2019-2020	443000
8	17	2020-2021	516000
9	17	2021-2022	650000
10	17	2022-2023	1562000
11	17	2023-2024	1525000

Problems Encountered:

In the beginning of the practice, employees were hesitating to participate in the scheme. Some were saying that they are protecting their parents in well manner and providing no opportunity to complain them. But when we told them that the very objective of the scheme is not only to provide assistance to such parents who are complaining about their sons/daughters but to those also who are not complaining but will get a sense of respect if they have money in their account and are free to spend on the things they desire. The scheme is also made keep their dignity. This scheme proved a great asset to us which enhanced our dignity in society.