

Volume No. 52 Issue No. 627

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DECEMBER, 2010

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Oh Mankind, indeed we have created you from male and female and made you nations and tribes that may know one another.

Indeed the most noblest of you in the sight of Allah is the most righteous of you.

Indeed, Allah is all knowing and acquainted

Surah 49

Verse 19



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Memon Alam

MEMONALAM

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MISSION OF WMO

The Mission of WMO is to act as the central Memon organisation representing the Memon Community throughout the world and to promote the advancement, upliftment, unity, welfare and well-being of Memons in the world, in all aspects of life and at all times in accordance with and under the guidance of Islamic principles.

MEMBERSHIP

The World Memon Organisation has the following categories of Membership:

1. Apex Bodies (National Bodies)
2. Institutional Members (Regional and Local Bodies) local institutions, foundations, trusts, social welfare organizations, professional institutions, chamber of commerce, educational boards, etc
3. Corporate Members (Commercial Bodies) -
4. Individual Members (Annual or Life Members)
5. Associate Members (any Non-Memon Organizations or Non-Memon Individual)
6. Patrons
7. Trustees of WMO Charitable Foundation (WMOCF)

MEMBERSHIP FEES

Apex Members	US \$500 (Annually)
Institutional Members	US \$250 (Annually)
Corporate Members	US \$500 (Annually)
Annual Membership	US \$100
Life Membership	US \$2,500
Patron	US \$25,000
Trustee	US \$100,000

NOTES:

1. Subscription for female applicants shall be half the normal fees
2. Subscription for Life Members can be paid in three equal annual installments
3. Subscription for Patrons can be paid in five equal annual installments
4. Subscription for Trustees can be paid in five equal annual installments

SUBSCRIPTION FOR MEMON ALAM

For Pakistan:	Rs. 500 per annum
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For 8 issues in a year	20%
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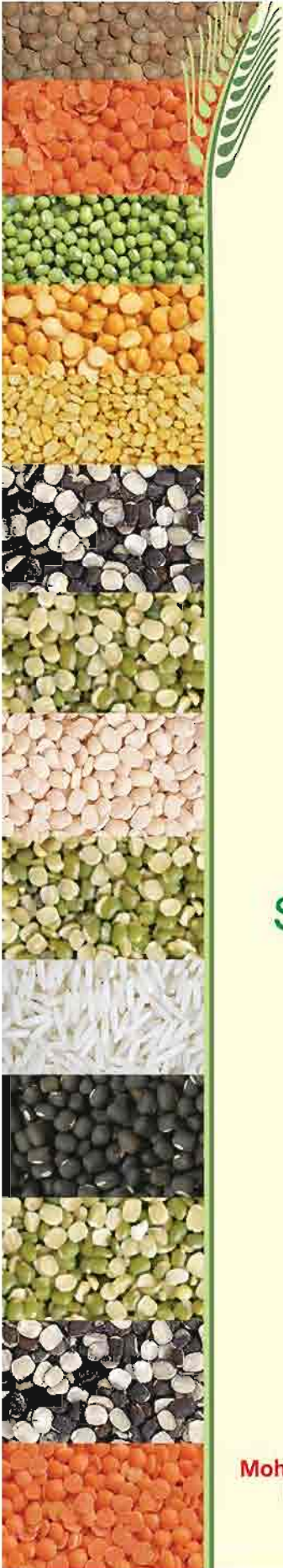
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The Way Forward for the Memon Community


The World Memon Organisation (WMO) is the central pillar of the Memon Community in bringing the change and self-sufficiency within the community. The newly elected President of WMO, Mr. Abdul Sattar Dada, stressed the need to take WMO to a new level, which can only be achieved through unity and teamwork. We have to do a lot for improving the condition of the masses but the time and the resources available are very limited. We have to plan in such a way that the maximum is achieved out of the limited time and resources.

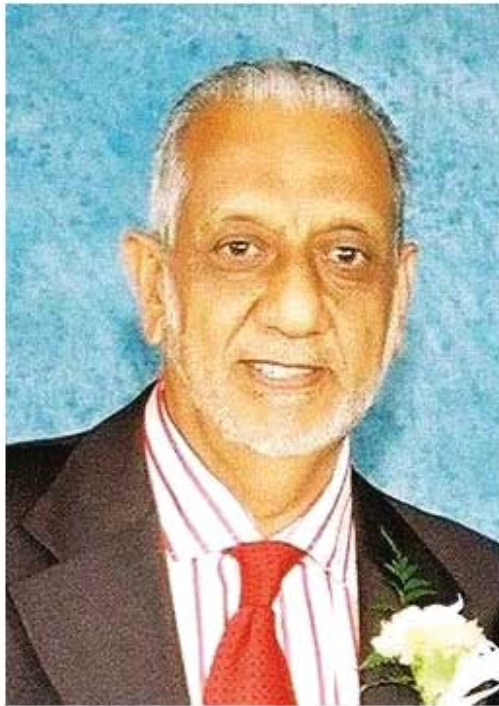
To bring about positive change in the Memon Community, the following principles have to be implemented:

- Education in our Memon Community is the fortification against all odds. WMO has focused on increasing enrollment in primary, secondary and higher/professional education. An increased effort in this field is the need of the day so that 10 years down the road, there is a revolution in the Memon Community as far as education is concerned.
- Two principles stand out as guides for efforts towards communal harmony: Justice and Unity. These principles underlie a vision of development in which material progress serves as a vehicle for moral and advancement of community.
- Justice provides the means capable of harnessing human potential to eradicate poverty from our midst, through the implementation of basic laws, adjustment of our systems, creating more opportunities for the downtrodden, and adherence to the highest ethical standards in our life. The relevant human qualities such as honesty, willingness to work, and cooperation can be harnessed to accomplish enormously demanding goals when members of community trust that they are protected by standards of justice and assured of benefits that apply equally to all.
- Moving forward positively and in articulation, it is important that a large share of responsibility for overcoming and eradication of the present plight in our community rests with the individuals themselves, while it may be the product of numerous factors - historic, economic, political and environmental. The lack of value assigned to education or of individual's right to progress, can exacerbate negative conditions creating more barriers against uplift of the community on the whole.

WMO has achieved a lot in the first nine years of its existence, but have been lagging behind in some of the important matters of WMO such as its membership drive. In the last meeting of the Board of Management, decision has been taken to reduce the fees for the Annual and Life Members, so that many members of the Memon Community are encouraged to join WMO. We believe that the real strength of WMO lies in its annual and life members.

The Board of Management has taken another very important decision to widen the net of the Memon Community i.e. creation of a category known as 'Friends of WMO'. They will not require paying any fees but they would pledge to support the mission and vision of World Memon Organisation (WMO). This important decision will enable Memon Community to come under a single platform for the progress of the Memon community.

 **Pir Muhammad A. Kaliya**
Chief Editor,
Memon Alam



Honourable Mr. Abdul Sattar Dada

Executive Chairman Motor Centre Group of Companies

***Elected as President
World Memon Organisation***

List of membership in other Organisations:

- President of Botswana Muslim Association
- Treasurer of the ruling party
- Former Member of Parliament
- Chairman of Orange
- Chairman of University of Botswana Foundation
- Chairman of the Business Place Botswana
- Chairman of Organ Donor Trust Fund

Abdul Sattar Dada is very simple and humble. He is one of the richest Muslim businessmen in Botswana, owning private aircrafts. Mr. Sattar Dada is God fearing, generous and is involved in social and religious activities. His secret of success has been his sheer Hard work, Honesty and Integrity. His involvement in sports is not far behind as he sponsors Football, Tennis, Volleyball and Netball teams.

He started his career as a salesman in a small business shop in a village called Kanye and then his foresight, dedication and integrity took him from one car agency to several agencies spread across Botswana and South Africa. He was a special nominated Member of Parliament from 1999 to 2004. He is currently member and treasurer of the Central Committee of the ruling party, Botswana Democratic Party. He is also the President of the Botswana Muslim Association. He is Executive Chairman of The AIDC Group Botswana. He belong to The Republic of Botswana (Tswana: Lefatshe la Botswana), a sub Saharan country located in Southern Africa. The citizens are referred to as "Batswana" (singular:

Botswana). Formerly the British protectorate of Bechuanaland, Botswana adopted its new name after becoming independent within the Commonwealth on 30 September 1966. It has held free and fair democratic elections since independence.

Geographically the country is flat and up to 70% of Botswana is covered by the Kalahari Desert. It is bordered by South Africa to the south and southeast, Namibia to the west and north, and Zimbabwe to the northeast. It meets Zambia at a single point.

A small, landlocked country of just over two million people, Botswana was one of the poorest countries in Africa at independence from Britain in 1966, with a GDP per capita of about US\$70. Botswana has transformed itself, moving into the ranks of middle-income status to become one of the fastest growing economies in the world with its average annual growth rate of about 9 percent with a GDP (purchasing power parity) per capita of about \$14,800 (2010 IMF estimate).

Botswana's impressive track record of good governance and economic growth

supported by prudent macroeconomic and fiscal management, stands in contrast to the country's high levels of poverty and inequality and generally low human development indicators. While education expenditure is high at 10 percent of GDP and significant educational achievements have been attained, including the provision of nearly universal and free education, overall outcomes have not created the skills and workforce Botswana needs. Unemployment has been persistently high at near 20 percent, household incomes are much lower in rural than in urban areas (HIES 2002/03), and, while rural poverty rates have fallen, they remain significantly higher than in urban areas. The rate of HIV/AIDS infection has improved as a result of the government's aggressive introduction of anti HIV/AIDS drugs which are provided free of charge to the citizens.

The country is trying to diversify its economy, which is heavily dependent on diamonds and the beef market. Other minerals are soda ash, copper and nickel matte, gold, and coal.

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World Memon Organisation (WMO)

Report of the 8th Annual General Assembly Meeting and Meetings of the Board of Management of WMO and Board of Trustees of WMOCF held in Colombo, Sri Lanka from 9th to 12th December 2010



The World Memon Organization (WMO) and World Memon Organization Charitable Foundation (WMOCF) held their Annual General Assembly Meetings and the Meetings of the Board of Management and Board of Trustees between 9th December 2010 to 12th December 2010 in Colombo, Sri Lanka.

The 18th meeting of the Board of Trustees of WMOCF

- Held on Thursday, 9th December 2010, at 3 p.m. at Cinnamon Grand Hotel, Colombo, Sri Lanka.
- Mr. Solly Noor, Chairman, WMOCF, presided over the meeting which was attended by several Trustees of WMOCF. Haji Abdul Razzaq Yaqoob (ARY) President of WMO also attended and emphasized on the need of increasing the number of Trustees.
- Since some of the Trustees have not yet paid their subscription dues, it was decided that Vice Presidents of each region should contact such Trustees and persuade them to pay the outstanding amount within the next year and present their report at the next meeting of the Board of the Trustees.
- There was a detailed discussion on the investments made. It was decided that the eleven flats in Dubai





which were in the name of WMO should be transferred in the name of WMOCF. The Secretary General of WMO was authorized to comply with the necessary formalities in this regard.

- Regarding Trustees' Subscription amounts lying in the various chapters, it was decided that the respective chapter may suggest suitable investment proposals for the amount lying with that chapter. The proposals will then be considered by the Board of the Trustees of WMOCF at its next meeting.
- Zakat was raised for disbursement to various chapters in 2011.
- Mr. Mahmood Shaikhani was admitted as a Trustee in place of his father, Late Mr. Abu Bakr Shaikhani.

Annual General Meeting of the WMOCF

- Held on Thursday, 9th December 2001 at Cinnamon Grand Hotel, Colombo, Sri Lanka at 5 p.m.
- The following office bearers of WMOCF were elected:-

Chairman:	Mr. Solly Noor
Deputy Chairman:	Mr. Haroon Karim
General Secretary:	Mr. Feizul Ayoob
Dy. General Secretary:	Mr. Nowsad Gani
Treasurer:	Mr. M.H. Umer
Deputy Treasurer:	Mr. Mahmood Shaikhani

5th Meeting of the Board of Management of WMO

- Held on 10th December 2010 at 9 a.m. at Cinnamon Grand Hotel, Colombo, Sri Lanka.
- Haji A. Razzaq Yaqoob ARY, President of WMO presided over the meeting and welcomed the members of the Board of Management. He stressed the need of hard work by the members and to spread the message of WMO to the Memon Community worldwide.
- Progress Reports of various chapters were presented. The members appreciated the welfare work done by the various chapters of WMO, particularly for the cause of education by Pakistan and India Chapters. There was a need to strengthen this work by contributing and allocating a large amount of Zakat Fund.
- The issue of formation of Executive Committee of WMO was discussed and it was decided to propose various amendments in the Constitution to give effect to the formation of the Executive Committee. The Constitution Amendment Committee was requested to prepare necessary amendments in the Constitution to be presented in the next meeting of the Board of Management and the 9th Annual General Assembly Meeting.
- Progress report of the Memon Industrial and



Technical Institute (MITI) Korangi, Karachi was presented through a documentary film. The members present gave a standing ovation to Mr. H.M. Shahzad, Chairman of the MITI and other members of Pakistan team. Sir Iqbal Sacranie stressed the need for the translation of the documentary in English. Regarding the requirements of funds, the members were informed that there was a net loss of US \$12,000 per month at MITI. The Africa Chapter and Europe Chapter of WMO responded with a generous commitment to contribute towards the deficit. The WMO Africa Chapter made a commitment to contribute for 16 months of the deficit where as the Europe Chapter for 8 months. Besides, Mr. Ilyas Karim of Sri Lanka (WMO Far East Chapter) has donated US \$ 50,000 to MITI. The Pakistani team of WMO was hopeful that after twenty-four months, MITI would be self sufficient InshaAllah.

- The progress report of Memon Alam, which is now published under the aegis of WMO, was also presented at the meeting. The members present appreciated the style and the contents of the magazine. The Chief Editor of Memon Alam requested the members to place advertisements regularly so that the magazine becomes self-sufficient and the number of copies can be increased to five thousand per issue. The Board Members requested that the number of pages in the English Section be increased.
- Regarding WMO India Chapter, it was decided that efforts be made at the highest level to get WMO registered in India. However, it was also decided that in case WMO cannot be registered in India by 31st March, 2011, than a separate company, in the name of WMO India Chapter be registered as a Society under the Societies Act or as a Trust.
- Mr. Shoaib Ismail Mangroria, Vice President, referred to a decision taken by the WMO Pakistan Chapter in one of the meeting of its Board of Management regarding reduction of subscription fees for Annual and Life Members. He said that in order to attract large number of the members of the Memon Community to become members of the WMO, it was imperative that the Annual and Life Subscription be reduced. After lengthy discussion, it was decided that the Annual Subscription be reduced to US \$50 for male members and US \$25 for lady members. Likewise, it was also decided that Life Membership fees be also reduced to US \$1000 for male members and to US \$500 for lady members.
- It was decided that a new category of Membership be initiated to be known as "Friends of WMO". No fees will be payable by members of this category and they will not be entitled to vote or attend the General Assembly Meetings. The Constitution Amendment Committee was requested to prepare a draft of the amendments to be submitted in the next Annual General Assembly Meeting to give effect to this proposal.
- Regarding the World Memon University in Dubai, the Office Bearers and senior members of WMO Middle East Chapter were requested to submit a detailed report along with the feasibility report in the next meeting of the WMO.
- The WMO Members Directory was presented before the meeting and the Vice Presidents of various chapters were requested to send in their feedback regarding any errors, omissions or additions.
- The Memon Business & Trade Directory was presented before the Board by the WMO Pakistan Chapter. All chapters were requested to collect the information regarding business, industry and trade run by the Memons entrepreneurs in their regions so that a comprehensive International Business & Trade Directory of Memon Community be prepared which would be help in establishing business relations between the Memon Entrepreneurs worldwide.





8th Annual General Assembly Meeting of WMO

- The Inaugural Session started at 8.30 a.m on 11th December, 2010 at Cinnamon Grand Hotel, Colombo, Sri Lanka.
- Mr. M.H. Omer, Vice President WMO Far East Chapter, Haji A. Razzaq (ARY) President of WMO and Sir Iqbal Sacranie, Deputy President, WMO addressed the Inaugural Session of the Annual General Assembly Meeting.
- Thereafter, the 8th Annual General Meeting was held at 10 a.m. at same venue
- Mr. Pir Muhammad A. Kaliya, Secretary General, WMO, presented a Report of the activities and welfare projects carried out by different Chapters of WMO.
- Mr. Newsad Gani, Chief Election Commissioner WMO, announced the results of the Regional Elections held at each chapter for the Board of Management for the term 2010-2011. A complete list of the elected candidates is as follows:-

List of Members of the Board of Management who were Elected for the period 2010-2011

Elected Members

WMO Far East Chapter

1. Mr. A.C. Saleem
2. Mr. Majeed A. Karim
3. Mr. Anis Abdul Sattar Sayani
4. Mr. Shahid Sanghani
5. Mr. Abdul Razzak Sattar Katliya

WMO Africa Chapter

1. Mr. Aslam Kalla
2. Mr. Younus Suleman
3. Mr. Solly Suleman
4. Dr. Haroon Gatta
5. Adv. Farooq Moosa
6. Mrs. Fazila Ismail
(Representative, Apex Body)

WMO Middle East Chapter

1. Mr. Farook Kasim
2. Mr. Umer Haji Abdullah
3. Mr. Muhammad Sadiq Haroon



4. Mr. Nisar Memon
5. Mr. Hanif Foxy
6. Ms. Sayeda Yaqoob
(Representative, Apex Body)

WMO India Chapter

1. Mr. Iqbal Hamid Memon
2. Mrs. Shabana Usman Durvesh
3. Mrs. Razia Ashraf Chasmawala
4. Mr. Muhammad Siddiq Jan
Muhammad Motiwala
5. Mrs. Zulekha Begum
M. Siddiq Motiwala
6. Mr. Muhammad Shafi
Ayub Bhai Mullani
7. Mr. Farooq Bhai Chandiwala

WMO Pakistan Chapter

1. Mr. Muhammad Farooq Gaziani
2. Mr. Altaf Ahmed Vayani
3. Mr. Muhammad Yousuf Adil
4. Mr. Gul Muhammad Jan
Muhammad Kolkawala
5. Mr. Abdul Karim Meghani
6. Mr. Abdul Ghani Bhangda
7. Mr. Shoaib Ghaziani
8. Mr. Muhammad Reyaz Ahmed
9. Mr. Muhammad Yasin G.M.
10. Mr. Muhammad Younus
11. Madam Hawa Abdul Shakoor Abdullah
12. Mrs. Amina Ganny
13. Mr. Ahmed Chinoy
(Representative, Apex Body, APMF)
14. Mr. Abdul Aziz Yaqoob
(Representative, Apex Body, UMJP)

WMO Europe Chapter

1. Mr. Haroon Dada
2. Mr. Abubakar Aka
3. Mr. Haji Razzak
4. Dr. Haroon Ali Muhammad
5. Mr. Hanif Usman Dada
6. Mr. Imran Panaawala
(Representative, Apex Body)

1st Meeting of the new Board of Management (2010-2011)

- Held on Saturday, 12th December, 2010 at 2:30 pm at Cinnamon Grand Hotel, Colombo, Sri Lanka.
- Haji Abdul Razzaq Yaqoob, President of WMO welcomed the new Board of Management. He stressed the need for the unity amongst the Memon Community under the aegis of the World Memon Organization.
- According to the Provisions of the Constitution, 5 members were co-opted as the members of the new Board of Management. The members are:-

Co-opted Members of the Board of Management (2010-2011)

1. Dr. Haroon (Far East Chapter)
2. Mr. Ibrahim Usman (Africa Chapter)
3. Mr. Abdur Razzaq Thaplawala
(Pakistan Chapter)
4. Mr. Iqbal Karim (Europe Chapter)
5. Mr. Muhammad Rafique Noorani
(Middle East Chapter)

- It was also decided to amend the constitution to increase the number of co-opted to seven instead of the present provision of co-option of five members. The change would facilitate co-option



of one member from each region. The Constitution Amendment Committee was authorized to present the proposed amendment in the next meeting of the Board of Management and also in the 9th Annual General Assembly Meeting for its approval.

- Election of the Central Office Bearers for a term of two years was held. The following persons were elected as Office Bearers:-

Central Office Bearers 2010-2011

President: Mr. A. Sattar Dada

Senior Deputy President: Sir Iqbal Sacranie

Deputy President: Mr. Shoaib Amin Kothawala

Secretary General: Mr. Pir Muhammad A. Kaliya

Deputy Secretary General: Mr. Bashir Sattar

Treasurer: Mr. Muhammad Yousuf Adil

Deputy Treasurer: Mr. Shahid M. Sangani

Europe Chapter

Vice President: Dr. Esmail Harunani

Assistant Secretary General: Mr. Imran Amin Panaawala

Pakistan Chapter

Vice President: Mr. Shoaib Ismail Mangroria

Assistant Secretary General: Mr. H.M. Shahzad

Middle East Chapter

Vice President: Mr. Iqbal Dawood

Assistant Secretary General: Mr. Ahmed Shaikhani

Africa Chapter

Vice President: Mr. Gulaam H. Abdoola

Assistant Secretary General: Mr. Aslam Kalla

Far East Chapter

Vice President: Mr. Ashraf Sattar Sayani

Assistant Secretary General: Mr. A.C. Saleem

*Overwhelming applause for MITI
the most innovative project of WMO*





**Speech of Mr. Abdul Sattar Dada,
New President of WMO**

Haji Sahab, fellow Trustees, Patrons, VPs and General Members,

Let me firstly thank Allah SWT for giving us this opportunity to meet and serve Him and to improve the lives of the poor and the less fortunate, Al Hamdulillah. We thank all our members for taking the time to travel to Sri Lanka and contribute their ideas, finances and time to the WMO. We want to thank our hosts of Sri Lanka, the Memon Association of Sri Lanka, to come forward and offer us this magnificent hospitality. May Allah SWT reward you for your generosity and for the very good work you are doing for the community. Thank you very much.

Your decision to elect me and the new team - to the position of President of WMO and the various positions, is not an easy decision - the decision to place integrity and trust of the WMO in a person who can take WMO to another level. I want to thank you for the trust which you have entrusted in me and assure you that I will do my best to put WMO first and then my personal self. So I don't want to disappoint you. ?? Must not disappoint me, otherwise, you must tell me that is the gate.

I want to thank Haji Sahab for his term in office. You will agree that Haji Sahab is difficult to replace. He is a special person in our community and we will always miss his humble nature but Insha Allah we will continue with his legacy of the humbleness, the kindness and the generosity that he has taught us in the WMO.

Brothers and Sisters, WMO has to reach another level. I think we have worked in the best interest of the WMO and whatever we have achieved so far is indeed a good effort. Let us now see how we can improve on our mistakes and run the WMO in line with good corporate governance.

For us to get to another level, we have to work as a team. And I will need the support of each one of you and I say each one of you in various acts. The WMO membership, especially the Trustees, Patrons and the Executives has to rededicate ourselves to make a firm commitment to bring back the confidence of the Organization. We have lost some sectors, some people complaining and we have to bring back that confidence so that they all come back as members. We had our setbacks in the first nine years of our existence due to the organization being a worldwide organization and our busy schedules. We are all busy members of our own community and businesses and executives. So I think we are very busy and so we had our setbacks. But with the dedication and technology available these days, we can bring back the confidence. We have among us very high caliber businessmen and women and we can do whatever is expected of us.

The test is now left in us to deliver and let not us disappoint the World Memon Organisation. The success of WMO lies in the new team and I congratulate you and urge you to work as a team. We pray to Allah SWT to give us the strength and courage to succeed in our efforts to serve humanity for His pleasure. Ameen

Date & Venue of 9th Annual General Assembly Meeting

Regarding holding of the 9th Annual General Assembly Meeting, it was decided that the meeting be held either in London or in Botswana in the month of September 2011.

Conclusion

The meeting concluded with prayers for the welfare and well being of the Memon Community and the Muslim Ummah.



Memon Association of Sri Lanka



Blessing in disguise

The editors of Middle East Report Online believe that the flooding of most of the Indus river valley in Pakistan has the makings of a history-altering catastrophe. According to the UN Office (OCHA) estimates, 20 million people were affected, a vast number rendered homeless or displaced and others cut off from help by fallen bridges and submerged highways.

Surging floods were followed by a mortal peril in the form of waterborne diseases on an unprecedented scale. It wiped away or damaged 1.2 million houses. Nearly every bridge in the mountainous Swat district was swept away.

Nonetheless the flipside to this human tragedy just might be that the flood immensely benefitted the entire Indus basin as it washed away salinity and chemical poisons, purifying, refreshing and replenishing all ground resources of water on both sides of most of the 3200-kilometre long Indus river. Much of the then standing and just sown crops were destroyed but the agricultural land has been made highly fertile by rich nutrients deposited all the way to the Indus delta in the south.

All subterranean water reservoirs, which had been filled with sea brine up to Badin and Thatta, have been sweetened. The endangered mangroves and the marine life in the Arabian Sea close to the coast of Pakistan's economic region have been given a new lease of life.

Reports of huge fish catch by the fishing community have spread among the

coastal community. Saleem Memon, a businessman of the Rehri village say, "Every fishing boat leaving from this village has returned with a catch greater than ever before, each crew earnings much as Rs 100,000 to 150,000 for each trip."

Moazzam Khan, director general of marine fisheries department, Government of Pakistan, says that the immense washing down of invaluable and rich nutrients will certainly enhance agriculture yield and output from the sea for several years to come but, scientifically. "It will take about a year or so for the downpour of nutrients to take effect. There is no way they can increase the production so quickly."

As geologists and hydrologists know, rivers need an occasional flood to remain healthy and to increase their water level. On scientific grounds, one cannot deny the positive things about flooding. Paul Dey, manager of Aquatic Habitat Programme for Flood Disasters, says, "We can often get wrapped up in the destruction and forget about the bigger picture in essence, floods can be a good thing too."

After the recent flood, rivers like Chenab and Jhelum, which were lacking nutrients, will be able to enrich their lands with essential nutrients. The riverbed of the great Indus will be refreshed and reshaped. It will pour rich sediments into the elaborate canal system existing across the country. Flood water lifts up river sediments and keeps it suspended, helping the growth of crops. It enriches the top soil over a vast land area and hence the land

gives more production after the floods. Even the land away from the river area depending on tube well irrigation will benefit as soil nutrients are added to the aquifers.

The subterranean water flow shakes up the soil even in the areas far away from the river. It also oxygenates and empowers its richness and strength. Fish ponds and hatcheries are conditioned and improved by the flood cycle, and after several years barren lands can become fertile again.

The arid, saline and acidic water areas refresh and rejuvenate, remaining useful for human settlement for many years to come. Flood water reservoirs will wash away the salinity and acids to a good depth and the water will become potable once again in the areas where it had turned brackish and even poisonous.

According to the Indus Water Management Authority, the waterbeds in northern Sindh and southern Punjab were consistently losing their level. The recent floods will increase the level of waterbeds. These floods offer a huge opportunity to the governments at all stages, institutions and individuals to concentrate on making the best use of their beneficial geographical, geological and agricultural effects.

Remember the funny saying, "If you get an egg, turn it into an omelette." It certainly needs great vision, planning and implementation of some good ideas. It is high time we started rebuilding in the wake of the great floods and be prepared to reap its benefits.

Key to quality education



There is an African saying which means "it takes a whole tribe to educate a child". When we talk of education, we mean the formal process of enriching the minds, invigorating the thought process and transforming or improving the character, behavior and overall personality of the students to become useful and dynamic citizens of the motherland. But are we imparting education in our society/country according to this perspective?

Every body knows and hence bewails that the overall educational environment in our country is pathetic and precarious, particularly in the majority of government schools and colleges, and generally in many private institutions. This is how the tuition centres and evening academies mint money by coaching aimed at enabling the students to get good marks through shortcuts. This may be helpful for providing admission in professional colleges but it does not foster a healthy personality, the essential outcome of education. So what are the causes of this state of affairs?

Some people think that this deteriorating state of affairs owes to the paucity of funds allocated to education. Others believe that we as a nation lack the political will to augment our educational organizations. Few people reckon less salary given to the teachers as a cause of de-motivation for them. Some say that the quality of people joining the teaching profession is low as the students with top merit go to medicine, engineering, the armed forces, etc. a good number of people say that corruption and nepotism are great hurdles in the way of educational progression as funds allocated to education are misappropriated. Some say commercialization in good schools has eroded the educational values, norms and traditions while making it a saleable commodity whereas education is to make people magnanimous citizens, capable of ensuring a peacefully thriving society, which can be constructed through love, affection and the spirit of sacrifice, and not through heavy fees.

All these and many more may be the contributory factors leading our educational system to the brink of collapse. However, I will dilate upon an altogether different one being the most cogent factor, which if effectively taken care of, will bring about tremendous improvement in our

educational institutions without enhancement of funds. I am talking about supervision.

Supervision in our government institutions in particular and many private ones in general is totally lacking. This may be due to the complacent attitude of supervisors or due to their incompetence or unnecessary and uncalled for political and bureaucratic intervention, etc. Due to these, even the regular attendance of teachers cannot be ensured what to talk of the quality of education. Here I will not refer to ghost institutions. I will rather discuss schools and colleges in the urban/rural areas which have some funds and facilities at their disposal. Being the institutional head, the headmaster, headmistress or principal of these schools spends negligible time with the students in the classes, laboratories, libraries and play grounds. Therefore there is no check as to whether the personality of the students is being built or destroyed in the schools.

The institutional heads generally don't bother to go out of their office. Perhaps they think it below their dignity. If at all they make rounds of the institution which are more ceremonial in nature in order to just show their presence. Conversely if it is made mandatory for a head teacher to spend at least four meaningful hours with the students and the same practice with different things is carried out by their deputies and senior resource persons, it will definitely have a tremendous impact on the quality of education imparted by the teachers.

This is in accordance with the style of school management that is more popular in America. Though there should be consistent guidance and counseling of the teachers in congenial and collegial manners, it in no way should be used to chase and scare the teachers because that will have a deliberating effect on the overall atmosphere of the institution. Next is the role of the higher supervisory organisation - the directorate of education. Are these directorates only supposed to do the job of posting, promotions and temporary duties of the teachers and head teachers, that too through bribes, political and bureaucratic push and pulls? Or do they have to play some kind of a supervisory role as well. They are required to plan surprise visits of these institutions to evaluate the

performance of the teachers and head teachers.

There should be an external educational audit along with internal education audit. There should be a benchmark for the students, teachers, principals and the overall institutions performance against which the institutions are assessed and categorized. The career progression of the teachers and head teachers may be correlated with the visit reports as well.

Then comes the role of the community. Do we the community members have any responsibility to undertake the educational institutions present in our vicinity? Even as parents we do not take the trouble of visiting our own children's schools when called there by the administration. We assume that our job is over by just paying the fee.

Not only should we make frequent visits to the schools but we should also form communities to oversee the performance of these schools and colleges. In the UK they have the Queen's audit teams which are empowered to even close down institutions if consistently found to be not coming up to the desired level of proficiency. I am not talking about something that severe. However, we can have a body of some educated people to keep an eye over the schools in our community.

And last but not the least is the role of the ministry of education which is no doubt a policy making body. Yet it has to perform some kind of a supervisory role over the educational directorates. These should not simply be managing the grants only. They should get regular reports from the education directorates regarding the performance of the institution under their purview. These returns should be critically analyzed and comprehensive reports may be sent to the directorates to ensure quality education.

Checks and balances are extremely essential to ensure quality in any field. Any organization left unbridled no matter how effective that may be is bound to deteriorate. All teaching institutions need to be efficiently supervised in order to ensure quality education. Therefore, an effective and efficient system of checks and balances is to be installed in all the teaching institutions otherwise we will keep on groping in the dark and our aim to become an enlightened nation will never be reached.



Building self-confidence in teachers

It is not an uncommon sight for administrators and heads of various educational institutions to observe teachers displaying cold feet and symptoms of utmost nervousness when facing a new class.

Be it a naughty bunch of young folks in a junior school or a pack of perceived smart brats, both pose an everyday problem for their selfhearted and timid teachers. This combined with the expected out-calls, fear of forgetting the lesson or lecture, anticipation of being seen as dumb when asked a smart question or simply finding themselves unable to face the little challenges in a classroom can bring panic to the hearts of any instructor.

Some members of the teaching fraternity face this syndrome due to a possible disconnection between themselves and the school, college or institution of higher learning's social slab. There are quite a few fearful teachers out there who become so overwhelmed by their student's behavior that they ponder over quitting the profession altogether. But a focused review of such instances reveals that the remedies are quite simple though they require persistent application by the person concerned.

The first step in this respect is to identify the nervousness or possible self-esteem-related issues. Teachers may find that they have problems facing the students due to a limited teaching experience. This is perfectly normal as even the most celebrated teachers and professors must also have gone through a debut day experience. So, one may seek guidance in this regard from a senior peer along with carrying out meticulous preparations before entering the class. Time, too, is seen as the best mentor. A positive and self-constructing attitude of a

teacher will go a long way in building up his or her confidence.

Coming from the other side of a social divide can also be a reason for hesitation and fumbling performance. A teacher from modest origins may feel preponderated at a school or college frequented by pupils of affluent backgrounds. Children's social traits, the common language they use, perceptions, reactions and attitudes can at times become a point of perpetual concern for their teachers.

A few of them may be found to be thoroughly sport, teasing and misbehaving. But the teacher must not feel ashamed or pinned down because of his or her humble origins. The vocation of teaching should be carried out in an objective manner. In doing so the teacher must identify the ones improvements needed to bolster his capacity in fulfilling his assignment. Making an effort to deliver his course matter in an interesting and absorbing manner is an effective measure. A teacher who is able to popularize the subject he teaches himself becomes popular.

Some concerns attempts to apply the core tips of pedagogy can cause this near magic to take place. Reading the pulse of the students through sharp observation is a prime prerequisite. Estimating the shrewdness of subject matter through the student's body language is a pertinent capability. It can be done with just a bit of practice and the once shy or nervous teachers find themselves in full command of all kind of situations arising up during class.

Handicaps such as stammering during routine conversations can also be taken care of by seeking professional help. A teacher who stammers or stutters may invite spontaneous giggles on the first encounter

with the students. But if solid in his scholarly caliber and understanding, the same student body would simply overlook the small handicap and turn to the lessons with interest.

Swift aid support can be acquired through advancement in technology and teaching aids, sliding boards, overhead projectors and the like can add much desirable substance to the teaching discourse.

Other common attitudinal problems faced by teachers include the inability to manage anger, the use of non-articulate language, easy distractions and lack of focus. Each can make them an object of criticism or potential ridicule while hurting one's self confidence. Such seemingly minor criticism such as inappropriate attire and shortcomings in conducting oneself can become serious hurdles. However, all such problems are curable. Detection, analysis and action towards remedy can be the three basic steps to combat such short comings.

School and other institutions must carry out snap checks to identify such teachers in need of support. A considerable difference can be made by resorting to different curative solutions such as professional counseling and grouping sessions.

It must be remembered that a competent and confident teacher is perhaps the most important building block in the edifice of education. While competence can be reasonably gauged from qualifications and other attributes, confidence has to be built cautiously and progressively. The teacher can themselves reach the different milestones in their career path with lateral assistance from school management, professionals and peers.

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