VIRTUAL UNIVERSITY OF PAKISTAN

Community Development

SOC604

Course Handouts

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Lesson 01

INTRODUCTION AND HISTORY of COMMUNITY DEVELOPMENT

TOPIC 001-004

Topic 001: Orientation to Course Objectives

This course will help students

- To understand about community, types of community, concept of community organization and community development.
- To analyze the setup of the community critically.
- To develop the ability to identify problem areas and identify work approaches best suited to local conditions.

What is Community?

The term community is very loosely used. It is used in different ways to mean different things. People often use the term community to refer to a **racial community**, or a **religious community** or a **national community** or a **caste community** or a **linguistic community** or a **professional community** or to refer to the entire mankind. It is used to mean an association or group and in a wider sense, it is used to refer to the entire humanity.

The word 'community has been derived from two Latin words 'com' and 'Munis'. In English 'com' means 'to serve together'. It means, the community is an organization of human beings framed for the purposes of serving together.

Definitions of Community

Community is "a social group with some degree of '" we feeling" and living in a given area". (Bogardus)

Community is "the total organization of social life with a limited area" (Ogburn and Nimkoff)

Characteristics of Community

The characteristics of community are enlisted below;

1. A group of People
2. A definite locality
3. Community sentiments
4. Natural
5. Permanence

6. Similarity
7. Wider ends
8. Total organized social life
9. A particular name
10. No legal status
11. Size of community
12. Distinguish structure
13. Concrete nature
14. Wider ends
15. Total organized social life
16. A particular name
17. No legal status
18. Size of community
19. Distinguish structure
20. Concrete nature

Topic 002: Introduction to Community Development

There are two concepts: Community and development

- Community is a functionally related aggregate of people who live in a particular geographical locality at a particular time, show a common culture, are arranged in a social structure, exhibit an awareness of their uniqueness and separate identity as a group.
- Development has several meanings including modernization, urbanization, industrialization, social or political transformation, technological improvement and economic growth.

Definition of Community Development

Community development "A group of people in a locality initiating a social action process to change their economic, social and cultural or environmental situation". Community development is planned change.

Analysis of the term Community Development

Community development is bringing forth the potential abilities and qualities of group of people who live together in a common territory and who have an interdependent relationship

with each other. Community development aims to develop the social, economic, environmental, and cultural well-being of communities. Solutions to community problems are developed by local people, based on local knowledge and priorities.

It is a continuous process of social action by which the people of a community:

a) Define their common and group needs.

b) Organize themselves formally and informally for democratic planning and action.

c) More groups of 'individuals plan to meet their needs and solve their problems.

d) Execute their plans with maximum of reliance upon their own resources.

e) Supplement their resources from outside the community when necessary with service and material.

Contrasting Frameworks of Community Development

- As a Process (a method of change)
- As a program of specified activities such as housing, construction, adoption agricultural innovations or implementation of recreational activities.
- As an outcome (the desired end result of change)
- As an ideology of action, to reconstruct the social, normative or economic order to achieve desirable goals

Topic 003: History of Community Development

Community Development is a collective effort of community people who come together and make a collective effort to achieve their collective objectives to improve their quality of life and has occurred throughout history.

The concept of community development can be traced from about two hundred years ago and since then numerous organizations and movements have devoted their time to improving rural life which emerged in the post-civil war era.

History of Community Development before Partition

In the 18th Century the work of the early socialist thinker Robert Owen (1771-1851), sought through Community Planning, to create the perfect community. At New Lanark and at later utopian communities such as Oneida in the USA and the New Australia Movement in Australia, groups of people came together to create intentional utopian communities, with mixed success The community planning techniques became important in the 1920s and 1930s in East Africa, where Community Development proposals were seen as a way of helping local people improve their own lives with indirect assistance from colonial authorities.

The Term community development was first officially used in 1948 at British Colonial office Cambridge Conference on the development of American Initiative.

Community Development aimed to help British Colonies in Africa to prepare for independence

by improving local government.

Community Development became a part of "Integrated Rural Development", a strategy promoted by United Nations Agencies and the World Bank. Central to these policies of community development were

- Adult Literacy Programs
- Youth and women groups
- Village nutrition programs
- Compensatory education for those missing out in the formal education system
- Village water supply program

Topic 004: History of Community Development after Partition of the Sub-continent

The history of community development in Pakistan started 1950. In Pakistan social welfare or community development subject was introduced in 1951. In 1951 the Government of Pakistan sought the assistant of United Nations with a view to formulate a social welfare program. After a year the first batch of UN social welfare consultants arrived in Karachi and this marked the beginning of a new orientation in the field of social welfare.

First urban community development project was established in February 1954 in Lyari, Karachi. Layari community Development Project (LCDP) is an old-timer Civil Society Organization of long-lasting standing and versatile experience of working on various Projects related to social welfare and community development. Layari Community Development Project was established as a demonstrative Social welfare Project with the help of United Nations technical Assistance Administration and Social Welfare department, Government of Pakistan on self-help basis. The overall objective of LDCP is evolve, develop and present low cost technology, simple managerial system, sustainable mechanism for community managed and community financed programs and service.

First administrative budget for Social Welfare made 1953-54. With the creation of one unit in October 1955, the department of Social Welfare and Local Government was established in West Pakistan.

Early efforts toward community development:

a) Concentrated on the creation of jobs, provide resources and infrastructure to different communities; and how to respond in the time of crises

- National Planning board was established in 1953. A social welfare section was created in the planning board to investigate social problems.
- National council was created in 1956 to stimulate the welfare activities of voluntary organizations.
- The central Directorate of Social Welfare was established in 1962 as a result of decentralization of certain subjects under the constitution. In September 1964 The Directorate General of Social Welfare was created in West Pakistan.

Lesson 02

OBJECTIVES AND PRINCIPLES of COMMUNITY DEVELOPMENT

TOPICS 005-006

Topic 005: Aims and Objectives of Community Development

1. **To aware the people:** The main objective of community development is to make the people aware from various problems in a community.
2. **All sided development:** The development is necessary in these places as whole in education, health, recreation and employment.
3. **To motivate people:** Program s are working for the motivation of community people.
4. **Provide equality:** It gives equality to all people living in a territory. It gives equal chances and opportunities.
5. **Help the people to motivate their selves:** It makes them to stand on their own feet. They have to use their resources and make their lives comfortable.
6. **Change thinking:** It gives new directions to the changing life style to following the positive thinking about the people.
7. **To bring reforms:** Such programs aim to bring social reforms in a community.
8. **Social Justice:** Social justice is another objective of community development. It provides justice to all types of people.

Philosophy of Community Development

1. Solve community problems: Different problems faced by community people may be solved due to start of such programs in the affected areas.
2. To create interest: It mobilizes the attitude of people to participate in the collective work for the community development
3. Community development programme includes the work based on **'felt needs'** of the people.

Community development is a process of changing from the traditional way of living to **progressive way of living**. It is a method by which people can be assisted to develop themselves on their own **capacity** and **resources**. It is a movement for progress.

Topic 006: Principles of Community Development

1. **Acceptance of community:** The community organizer should accept the community and should act in a way that the community should accept him and if he has some problem, he should study that and contact the local leaders in this regard and then approach the community to the interest for the welfare of people in the community.

2. **Understanding of felt needs and resources**; The community worker should know the felt needs of the people and their resources and they should start work according to those felt needs. They should also explore available resources, which are available inside and outside the community.

3. **Individualization.** Community worker should always try to identify problems faced by some individuals and group and should repair special plans and programmes for them to make them participate with other groups or individual of the community.

4. **Self-determination:** Community worker should provide full freedom to the local community to determine their needs and problems and resources act their own and should also give plans for their solution. He should encourage them in the planning for solution of these problems and should not impose his own views on them.

5. **Freedom within limits**: The community worker should guide the community and make them free in giving the ideas of all about the solution of the problems but in decisions should not close the limits to violate the interest of the group but the decision should be in the common interest of the community

6. **Empathy, not sympathy**: Community worker's attitude as also his approach towards work with the community should be non-judgmental. Whenever any decision is to be taken, it should be based on objective facts concerning community life and values cherished by the community, not by the worker.

7. **People's participation**: This participation should be from the first stage till final decision is taken.

8. **Good or meaningful relationship**: The community worker should establish good relationship in the community. He should need all the groups and sub-groups of the community and should understand their problems.

9. **Mobilization**: The community organizer should mobilize its all resources whether internal or external to avoid duplication of efforts. He should utilize these resources. He should also explore the talents and ability of different groups within the community.

10. **Flexibility**: The community worker should involve various members of the community in different matters and also delegate authority to them. The community workers should also be flexible to give rise to new leadership according to change situation.

11. **Evaluation:** The community worker should evaluate his work and people participation. The purpose of the evaluation is to readjust you according to the change situation.

Lesson 03

APPROACHES of COMMUNITY DEVELOPMENT – I

TOPICS 007-009

Topic 007: Approaches of Community Development

What is approach? Approach is a way of dealing with something or a way of doing or thinking about something. It provides a framework, according to which we observe the things and make ourselves familiar with the facts. The community development approach is a way of working with communities and people to set agendas and organize them to achieve collective objectives for a better life.

External Agent Approach

The appointment of an external agent for the development of community program is consider the best approach in community development. The external agent convinces the people through his knowledge, skills and experience and motivate the community people to work for the development of community. He identifies various problems and suggest various suitable solutions for those problems while using the community resources.

The external agent arranges different meetings establish different committees and try to highlights the hurdles in the way of development of that particular community. At last this person presents a policy for the community and the whole society adopt it for development. The external agent approach is also called managerial approach.

Advantage

The advantage of using external agent is their objectivity and ability to give their honest feedback without any hesitation.

Topic 008: Approaches to Community Development (Multiple Approach)

In this approach the community development experts try to provide various facilities including health, education, sanitation, recreation etc. to control the causative factors in the way of community development. The basic philosophy of multiple approaches is to convert centuries into decades. The adaptation process must be kept in mind and the values, traditions, beliefs, and norms should be care. Slowly and gradually development must be given to the community. while using this approach some members from the same community are selected who represents the whole community. They try to make a combined policy for the improvement and betterment of their people. This approach is also called Representative approach because these people work in community as representatives of the whole locality.

Topic 009: Participatory Approach to Community Development

In this approach the local people are encouraged and motivated to use their resources for the improvement or development of their community. These people are guided by the representatives of the community through various programs working internally. This approach can be used in identifying needs, planning, monitoring or evaluating projects and programs.

This approach has been used, traditionally, with rural communities in the developing world.

There it has been found extremely effective in tapping into the unique perspectives of the rural poor, helping to unlock their ideas not only on the nature and causes of the issues that affect them, but also on realistic solutions. It enables local people to share their perceptions and identify, priorities and appraise issues from their knowledge of local conditions.

In different countries Participatory Learning Approaches are increasingly used in a range of community-based poverty-reduction and regeneration projects – wherever the active participation of the community is prioritized. By utilizing visual methods and analytical tools, PLA enables all community members to participate, regardless of their age, ethnicity or literacy capabilities.

Advantages of Participatory Approach

- One of the advantages of participatory approach in planning is a sign of healthy community
- With the help of participatory approach, we can create a sense of ownership in community people, they own the community development programs and struggle for its success
- Community people can contribute with their creative ideas for the development of their community.

Lesson 04

APPROACHES of COMMUNITY DEVELOPMENT – II

TOPICS 010-012

Topic 010: Process Oriented Approach to Community Development

Community development is more process oriented than objective oriented in the sense that process is ongoing; it has to do with stages. It does not stop; it shows continuity unlike objective oriented which is all about an operational statement made as clearer as possible and which also specifies the project outcome in concrete terms.

Community development is more process oriented than objective oriented in so many ways and it is a gradual process that takes long time and helps the community a lot.

- The process is about knowing the community, the systematic understanding of the situation and dynamics of the community
- Another critical and essential stage of community development process is the systematic **need assessment**
- The next step of process-oriented approach is to determine goals and objectives and provide them platform to evaluate the projects
- After determining the goals and objectives on the bases of need assessment the next step make plan of action while keeping in mind the available community resources.
- The next step in process-oriented approach is the implementation of the project activities while using available community resources,
- Constant coordination is necessary to avoid the duplication of activities.
- The last step in process-oriented approach is evaluation. which is the end point of every community development project. Evaluation is the process of measuring, appraising, or making judgmental assessment of the degree to which the intended objectives have been achieved.

Topic 011: Integrated Approach to Community Development

Integrated approach is a comprehensive, multifaceted approach dealing with all aspects of development. This approach looks at productivity and profitability of the community and promote a desired social change.

The integrated approach to community development is important because it enables balanced development of backward areas, ensuring parallel improvement and cooperation between central and local systems of development.

Integration leads to decentralization

Integrated approach means looking at all aspects of spatial growth and addressing them as one entity. Any neglect of one area has a negative impact on the development of the other area.

Integrated Rural Development is generally seen as a way to improve a community's well-being in social, economic, and environmental terms (Mudenda, 2006). Integrated community development approach emphasizes the need of coordinating different agencies under a single management system of essential components required to get agricultural or rural development.

Promoting rural community economic development requires a realistic understanding of community resources, the opportunity for using those resources and any trends in state and natural economies that are likely to affect the community and its resources (Mudenda (2006). The integrated approach to rural planning and development is the answer to effective community planning and sustainable development because it involves all the development agents in community development. This means that there will be no duplication of duties and wastage of resources which are very scarce especially in developing countries. The integrated approach is participatory as it involves the community that is supposed to benefit from the development initiative.

Topic 012: Gender in Development Approach

Gender role development is one of the most important areas of Community development. The Gender and Development (GAD) approach focuses on the socially constructed differences between men and women, the need to challenge existing gender roles and relations, and the creation and effects of class differences on development.

Gender and community development is a process towards sustainable way of community development incorporating all the gender with equal participation and involvement. If there is no equal participation of both male and female it is not a sustainable development. Gender relations are the ways in which a society defines rights, responsibilities and the identities of men and women in relation to one another. When we relate gender with community development it is very important to change the perspective of men towards women. Unless and until the perspective of the people does not change towards women they are somehow always to be dominated in the society. When we talk about gender and community development it is very important that there is gender equity in the society.

Gender equity means fairness and impartiality in the treatment of women and men in terms of rights, benefits, obligations and opportunities. Until and unless there is no gender equity, community development is very difficult. During the community development gender balance is very important to keep in mind in order for the sustainable development.

Gender balance is the equal and active participation of women and men in all areas of decision-making, and in access to and control over resources and services. When this all things are met than gender and community development will bring a very positive and sustainable development in society. This will minimize the conflict in the society and will enhance and boost up the development activities.

Lesson 05

DIMENSIONS IN COMMUNITY DEVELOPMENT

TOPIC 013-014

Topic 013: Dimensions in Community Development-I

A community's health is made up of many separate but inter-related dimensions. A healthy community is a place to live where all people can: meet their needs: economic, social, political, cultural, and spiritual. Different dimensions of community develop in order to achieve the development of whole community. In order to develop a community, we should develop some of its important dimensions. These dimensions include:

- Technological
- Economic
- Political
- Institutional (social)
- Aesthetic-value
- Belief-conceptual

These dimensions include in overall development of the particular culture and we can elaborate these dimensions separately as well. All of these are systems within every social (or cultural) system. They are based on learned behavior, which transcends the individuals who learned each part of them. If anyone dimension of a culture of a community is missing, by definition, all are missing. We need to make developments in all aspects of culture for the community development.

1. The Technological Dimension of Community

The technological dimension of culture is its capital, its tools and skills, and ways of dealing with the physical environment. It is the interface between humanity and nature. Remember, it is not the physical tools themselves which make up the technological dimension of culture, but it is the learned ideas and behavior which allow humans to invent, use, and teach others about tools. Technology is much a cultural dimension as beliefs and patterns of interaction; it is symbolic.

Technology provides an important set of weapons. For an individual or a family, technology includes their house, furniture and household facilities, including kitchen appliances. Language, which is one of the important features of being human, belongs to the technological dimension (it is a tool). This goes along with communication aids such as radio, telephones, TV, books and typewriters (now computers).

In an organization, technology includes desks, computers, paper, chairs, pens, office space, telephones, etc. Some organizations have specific technology: footballs and uniforms for football clubs, blackboards desks and chalk for schools, guns and Billie sticks for police forces, transmitters and microphones for radio stations. In a community, communal technology

includes its facilities such as public washrooms and water points, roads, markets, clinics, schools, road signs, parks, community centers, libraries, sports fields. In general (i.e. there are exceptions) technology is perhaps the easiest of the six dimensions for introducing cultural and social change.

2. The Political Dimension of Community

The political dimension of culture is its various ways and means of allocating power, influence and decision making. It is not the same as ideology, which belongs to the values dimension. Communities, including the ones where you work, all have some political system, and some distance between the most and least levels of power between individuals and groups. It is your first task to understand how it works, how power and influence are distributed and what changes are occurring. When working with a community, the community worker must be able to help to develop the existing power and decision-making system to promote community unity and group decision making that benefits the whole community, not just vested interests.

In the broad sweep of human history, leadership (power and influence) at first was diffuse, temporary and minimal. In a small group of gatherers and hunters, a leader might be anyone who suggested and organized a hunt. In small groups, there were no chiefs, elders or kings. These groups are named by anthropologists as “Headless" As history progresses, political systems become more complex, and power and influence increased and affected larger numbers of people. Levels of political sophistication, and hierarchy, ranged from headless to tribe, through kingdom to nation state.

3. The Institutional (Social) Dimension of Community

The social or institutional dimension of culture is composed of the ways people act, interact between each other, react, and expect each other to act and interact. It includes such institutions as marriage or friendship, roles such as mother or police officer, status or class, and other patterns of human behavior. This dimension has to do with how people act in relation to each other, their expectations, their assumptions, their judgements, their predictions, their responses and their reactions. It looks at patterns of relationships sometimes identified as roles and status, and the formation of groups and institutions.

In a community, the social organization of the community is the sum total of all those interrelationships and patterns. As societies became more complex, first the families became more complex, then new non-familial relationships developed and were recognized. Social dimension is similar to the technological dimension in being less difficult in introducing social change. As with all six dimensions, a change in one such as the social dimension will have effects in each other the other five dimensions.

Topic 014: Dimensions in Community Development – II

4. Economic Dimension of Community

The economic dimension of culture is its various ways and means of production and allocation of scarce and useful goods and services (wealth), whether that is through gift giving, obligations, barter, market trade, or state allocations. It is not the physical items like cash which make up the economic dimension of culture, but the ideas and behavior which give value to cash (and other items) by humans who have created the economic systems.

Wealth is not merely money, just as poverty is not merely the absence of money. Wealth is among the sixteen elements of community strength or organizational capacity. When the community has more wealth then it has more power and more ability to achieve the things it wants to achieve. In simple small groups, wealth was distributed by simple family obligations.

When someone came home with some food or clothing, it was allocated to the other members of the family with no expectations of immediate returns. As society become more complex, and different groups came into contact with each other, simple trade through various forms of barter were acquired.

Distribution within each family group remained more or less the same. As barter became more complex and extensive, new institutions were added to simplify the accounting: currency, accounts, banks, credit, credit cards, debit cards. In any community, you will find various forms of wealth distribution. It is important for you to learn what they are, and what things can be given, what exchanged and what bought and sold. Learning how they are distributed and under what conditions and between whom is part of the research you need to do. The community worker should encourage the community to choose what it wants so as to be more consistent with prevailing values and attitudes

5. The Aesthetic-Values Dimension of Community

The aesthetic-value dimension of culture is a structure of ideas, sometimes paradoxical, inconsistent, or contradictory, that people have about good and bad, about beautiful and ugly, and about right and wrong, which are the justifications that people cite to explain their actions. The three axes along which people make judgements are all dependent upon what they learn from childhood. These include judging between right and wrong, between good and bad, and between beautiful and ugly, all based upon social and community values. They are not acquired through our genes, but through our socialization.

The degree to which community share values, and/or respect each other's values, is an important component among the sixteen elements of strengthened capacity. Values tend to change as the community grows more complex, more heterogeneous, more connected to the world. Changes in values tend to result more from changes in technology, changes in social organization, and less by preaching or lecturing for direct changes.

6. The Beliefs-Conceptual Dimension of Community

The belief-conceptual dimension of culture is another structure of ideas, also sometimes contradictory, that people have about the nature of the universe, the world around them, their role in it, cause and effect, and the nature of time, matter, and behavior. This dimension is sometimes thought to be the religion of the people. To be an effective catalyst of social change, the community worker must make suggestions and promote actions which do not offend those prevailing beliefs, and which are consistent with, or at least appropriate to, existing beliefs and concepts of how the universe works.

Lesson 06

PHASES IN COMMUNITY DEVELOPMENT -I

TOPIC 015-017

Topic 015: Phases in Community Development-I

Community development process involves four steps or phases to represent different skills, techniques and methods. These skills, techniques and methods enables a professional community worker to solve various existing and arising problems of a particular community through their participation in a highly successful manner.

There are four Phases of community development

(1) Study

(2) Planning

(3) Execution/implementation

(4) Evaluation

i. Study Phase

The first phase of community development is study. Study provides the bases for good planning and proper execution of community development program.

What to Study?

In the study phase the community worker tried to study every aspect of that particular community.

- The community worker study the broader picture of the community
- Social conditions
- Economic conditions
- Religious believes
- Needs
- Resources
- Problems

Why to study?

Study is an important phase in development process because without having a clear and true picture of the community's present condition it is very difficult to formulate/design a development program in the community.

How to study?

A community worker should keep in mind that and effective study is possible with the help and cooperation of its key persons.

Who will be key persons?

A community worker should identify the key persons who will be important to implement the plan and who will be affected directly from the plan.

Methods and techniques for study

- Survey
- Questionnaire
- Interviews
- Observations
- Study the relevant literature
- Census reports
- Other publications

Topic 016: Phases in Community Development-II

ii. Planning Phase in Community Development

Planning is the second phase of community development process. It has following benefits. a

- A good planning very much depends on comprehensive study.
- Planning is an organized foresight.
- Planning is important to avoid wastage of resources, time and energy.

Important things for a Community Worker to Keep in Mind

A community worker should keep in mind while doing planning for a particular community.

1. Priority should be given to the felt need of the community people while keeping in view the community resources
2. A community worker should keep in mind that the development program should be multipurpose and meet the manifold needs of that particular community

Steps in Planning

The various steps in planning are grouped in three stages

1. Preplanning/ Question to ask

Preplanning includes all the activities that go on before a decision is made to confront actively a problem or opportunity.

a) Why is the planning being done?

b) Who is the sponsor?

c) Who is to do planning?

d) Are varying point of view included?

a) Why is planning to be done?

Generally planning is done because someone perceives a problem or an opportunity. The existence of a problem is not in itself sufficient reason to begin planning. Ask following questions:

1. Is this concern is our concern?
2. Is the concern is our concern alone?
3. Is this concern is that important for us?
4. Is the apparent concern is the real concern?

b) Who is the Sponsor?

The community worker should aware of the funding agency, who will sponsor the community development program in the community. Another reason to clarify sponsorship is to identify those individuals who have responsibilities for working on the effort.

c) Who is to do Planning?

When some agency provides fund for the community development program, they hire a planner to this purpose. Also include the community people in planning.

d) Are varying points of view included?

Key persons should invite for brainstorming sessions and try to include their ideas in planning.

Topic 017: Phases in Community Development-III

ii. Planning Phase in Community Development

1. Problem Assessment

The first step in the planning sequence is the “Problem Assessment”. Problem Assessment includes

a) problem identification,

b) problem causal analysis, and

c) resource assessment.

Need Assessment

It involves the gathering, ordering and analyzing of information pertinent to the problem. Needs can be defined as the gap between what is and what should be. A need can be felt by an individual, a group, or an entire community. It can be as concrete as the need for food and water or as abstract as improved community cohesiveness. An obvious example might be the need for public transportation in a community where older adults have no means of getting around town. More important to these same adults, however, might be a need to be valued for their knowledge and experience. Examining situations closely helps uncover what is truly needed, and leads toward future improvement.

1. **Problem Identification**

It is concerned with ascertaining whether the problem under consideration is appropriate problem and how well problem is stated. The **nature of the problem** is determined by the manner in which it perceived. The **perception** is what the problem is shaped by the data, attitudes and values. In clarifying a problem, it helps to identify what is not the problem.

2. **Problem Causal Analysis**

After clarifying the problem next component of need assessment is to **analyze its causes**. Look at those forces that contributes the problem, economic factors, political pressure, institutionalized values and attitudes. Another reason for doing causal analysis is that the analysis may reveal that the **problem under consideration is not the "real problem"**.

3. **Resource Assessment**

Resources, or assets, can include individuals, organizations and institutions, buildings, landscapes, equipment, anything that can be used to improve the quality of life. Every individual is a potential community asset, and everyone has assets that can be used for community building. Resource assessment helps in the following ways;

- It will help you gain a deeper understanding of the community. A community resource assessment helps to uncover not only needs and resources, but the underlying culture and social structure that will help you understand how to address the community's needs and utilize its resources.
- An assessment will encourage community members to consider the community's resources and how to use them, as well as the community's needs and how to use their own resources to solve problems and improve community life.
- It will help you make decisions about priorities for program or system improvement.
- Identifying needs and resources before starting a program or initiative means that you know from the beginning what you're dealing with, and are less likely to be blindsided later by something you didn't expect.

2. **Establishing Goals**

Next step in planning process is to establish goals. **Goals** are long term aims of the project and may be expressed in general terms.

3. **Set Specific Objectives**

It basically means to ascertain what we want to achieve from this project. After establishing goals, the next step is to set specific objectives. Objectives are quantifiable.

4. **Examine and Choose Among Alternative**

After setting objectives next step in planning is to examine and choose among alternative approaches. In most cases there will be more than one way to meet the objective.

5. **Determine Strategy**

When the approach that best meets the objectives has been selected the next step is to determine strategy. The process of identifying problem, setting objectives and choosing among alternatives has indicated what need to be done. In determining the course of action, the question “HOW” it is to be done and “WHO” will do it are addressed. The mechanism for monitoring and evaluation need evaluation need to be decided on at this stage.

Lesson 07

PHASES IN COMMUNITY DEVELOPMENT -II

TOPIC 018-020

Topic 018: Phases in Community Development-IV

6. Impact

The final stage of planning process is the impact stage which covers **implementing the strategy**. In all these steps especially implementation, the actual situation will be determining what actions need to be taken.

a. Planning

Planning describes the way strategies will be used to meet objectives. An action plan consists of a number of action steps or changes to be brought about in your community. Each action step or change to be sought should include the following information:

- **What** actions or changes will occur;
- **Who** will carry out these changes;
- **By when** they will take place, and for how long;
- **What resources** (i.e., money, staff) are needed to carry out these changes;
- **Communication** (who should know what?)

Why Planning should be done?

There are lots of good reasons why planning should be done:

- To lend credibility. An action plan shows members of the community that plan is well ordered and dedicated to getting things done.
- To be sure that any of the details are overlooked.
- To understand what is and isn't possible to do.
- For efficiency: to save time, energy, and resources in the long run.
- For accountability: To increase the chances that people will do what needs to be done.

7. Monitoring

It is second last step of implementation. The procedures and instruments for monitoring activities might include:

1. Reporting forms for fiscal transactions, personnel, training and participants intake in the program.

2. Community visit by community workers

3. Development of Mechanisms for the community feedback.

8. Evaluation

The importance of evaluation cannot be overstated in planning process. Participants should continually check to see whether the objectives meet the problem and whether the strategy addresses the problem and objectives. There are few more things which we should keep in mind while doing planning for community development:

1. Readiness of community people to accept the program should be considered.

2. The community development program should have consistency with all religions and national living in that particular community.

3. The program which will use the maximum labor should be given priority.

Topic 019: Phases in Community Development-V

iii. Execution Phase in Community Development

During the third phase, the implementation phase, the project plan of community development is put into motion and the work of the project is performed. It is important to maintain control and communicate as needed during implementation. It is the stage where the actual labor force of the community can be involved in welfare activity.

In the execution of the plan the existing administrative unit of the community should be consulted. Because formation of new administrative unit is costly. Rather in that case the achievement of main objective of community development or maximum benefit out of human resources, will not be possible.

Secondly, it may create conflict between the old and new administrative units which may hinder the successful implementation of the program. So, it is better to adjust to the existing administrative set up as far as possible.

Whom a community worker should include in the execution phase?

The following members of the community should be involved in execution phase.

(1) Community leader

(2) Community elders and youth

(3) Target beneficiaries

(4) Civic and support group

(5) Project staff

(6) Sponsors

Role of Community Worker in Execution Phase

During project implementation, carrying out tasks, and progress information is being reported through regular team meetings.

1. Community worker should motive the community people to provide maximum input in all stages of execution phase.

2. Before involving the community people in execution phase first of all community worker should check the knowledge and skill level of community people.

Topic 020: Phases in Community Development-VI

iv. Evaluation Phase in Community Development

The final phase in community development process is evaluation. There are two type of evaluation.

(1) Outcome Evaluation

Outcome evaluation ask whether the intended outcome was achieved or not. Outcome evaluation has a limited objective, and it is relatively easy to do so. Outcome evaluation should be the part of normal practice.

(2) Evaluative Research

Evaluative research also asks whether the outcome was achieved or not.

Why Evaluate?

Evaluation is integral to good community development. When properly done, it enables an ongoing process of learning among all involved in community development projects. It also enables the continual development of projects and programs to be more effective and successful.

Evaluation provide the feedback to community worker regarding the effectiveness of the community development program.

(1) Whether the development program was effect or not.

(2) Development program was successful or not

(3) Development program is according to the desired aims or objective or not

(4) Modification in the program is need or not

(5) Community is being helped in real sense or not.

In the field of community development, it can be hard to know how deeply your project is impacting on participants and the community. Sustainable change is linked to the wider impact of a project on a community, and these can only be seen in the long-term. Outcomes of community development projects are often hard to measure, because they deal with social

relationships and the complex functioning of groups and communities, rather than things that are easily quantified.

A clear, simple evaluation plan designed at the start of a project can help you to assess whether you're achieving what you want to achieve, and what you can do to improve your community development work.

Types of Evaluation

There are following types of evaluation.

1. **Participatory Evaluation**

A good community development evaluation will involve the meaningful participation and empowerment of the project participants and community members in the same way that a good community development project should. This means that you not only ask for their feedback about the project but also involve participants in the evaluation planning and if possible, in carrying out the research as well. Explain why you want to do evaluation, why it's valuable, and ask for their input.

2. **Empowerment evaluation**

Empowerment evaluation is a particular approach to community development evaluation which emphasizes self-evaluation, community participation and collaboration, and open discussion. In this approach, evaluation is an ongoing process that aims to "foster a social and political environment that empowers diverse communities" (Harley et al, 2000).

3. **Ethical evaluation**

An evaluation that has not followed correct ethical standards may cause trauma for participants, harm to communities, jeopardies the success of the project and damage an organization's reputation. Community development workers have a duty of care and a responsibility to conduct ethical evaluations. It is very important that your evaluation process is carried out with integrity and meets ethical standards.

References

Community Tool Kit, Centre for Community Health and Development, University of Kansas. Retrieved from: https://ctb.ku.edu/en/table-of-contents

Lesson 08

PROCESSES of COMMUNITY DEVELOPMENT

TOPIC 021-025

Topic 021: Process of Community Development-I

What is Community Development Process?

Community development process is a planned and organized way or practice through which people and different communities learn how they can help themselves. In a community development process people living in a particular community acquire different knowledge, attitudes and skills for the development of their community through their active participation.

Community Mobilization

Community mobilization is the process of bringing together as many stakeholders as possible. Community mobilization has been defined as a capacity building process through which community individuals, groups, or organizations plan, carry out and evaluate activities on a participatory and sustained basis to improve health and other needs on their own initiative or stimulated by others.

Mobilization increases the participatory decision-making processes by bringing diverse stakeholders to the table. Community mobilization helps to empower communities and enable them to initiate and control their own development. Community mobilization is the process of engaging communities to identify community priorities, resources, needs and solutions in such a way as to promote representative participation, good governance, accountability and peaceful change.

Goals of Community Mobilization

The following are the goals of community mobilization.

1. Increase community, individual, and group capacity to identify and satisfy needs
2. Increase community level decision-making
3. Increase community ownership of programs
4. Bring additional resources to the community
5. Build on social networks to spread support, commitment and changes in social norms and behaviors.
6. Community mobilization helps to empower communities and enable them to initiate and control their own development.

Topic 022: Process of Community Development – II

Community Participation

Community participation is very much important in the community development process. It is the active involvement of people in the development projects to solve their own problems.

People cannot be forced to 'participate' in projects which affect their lives but should be given the opportunity where possible.

Aim of Community Participation

The aims of community participation are listed below.

1. Promoting the participation of individuals and communities, particularly those traditionally marginalized / excluded;
2. Recognizing and challenging barriers to full and effective participation;
3. Supporting communities to gain skills to engage in participation;
4. Developing structures that enable communities to participate effectively;
5. Sharing good practice in order to learn from each other.

When Does Community Participation takes place?

Community participation takes place during any of the following activities:

1. Needs assessment
2. Planning
3. Mobilizing
4. Training
5. Implementation
6. Monitoring and evaluation

Duties of a Community Worker

Duties of a community worker are detailed below.

1. **Motivate the community to participate**

It is important the community worker should motivate community stakeholders to address issues and work towards inclusive development. Different stakeholders within the community will need to be approached and motivated to encourage their participation in community action and change. Sensitizing and orienting community members to the strategies (concept, philosophy, goal, purpose) and to how it can assist the community is therefore an important

activity.

2. **Create opportunities for community participation**

Communities consist of many different stakeholders, with different opinions, ideas, priorities and agendas. For community mobilization, it is not necessary to approach all the stakeholders at the same time; different sections of the community can be mobilized at different times to participate in different aspects of the development program.

3. **Bring relevant stakeholders together**

It is important to bring stakeholders together to initiate the discussion and negotiation required for action and change. Organizing regular meetings with the different stakeholders in the community is a good way to do this. The balance of power must be taken into account in the meetings, to ensure that vulnerable groups are not excluded and disempowered.

4. **Build capacity in the community**

Community members play a vital role in development programs and it is necessary to consider what training they might need to upgrade their skills and knowledge.

Topic 023: Process of Community Development – III

Resource Mobilization. Resource Mobilization mean to acquire or secure new resources for the implementation of a new development project in a particular community. it also involves making better use of, and maximizing, existing resources.

Before starting a new project in a community there are few questions which community worker should keep in mind. These questions are;

- How can a community raise the income needed to carry out its development plans?
- Where are the required resources?
- How do you sustain development work?

These are the key questions confronting communities when they consider how to maintain their position and strengthen sustainability.

Methods of Resource Mobilization

Following are the ways to mobilize resources.

- Accessing Existing Wealth.
- Indigenous / Local Organizations.
- Philanthropists.
- Government agencies.

- Businesses.
- Generating New Wealth.
- Establishing and operating microcredit.
- Building reserve funds with investment

Community Resources

The community organizer or community development worker should be aware of the community's resources along with its problems or needs. What are these resources? Resources in the context of community could be grouped around.

1. People-leadership, both influencers and doers;
2. Financial support, including tax support, private support foundations;
3. Places and facilities;
4. Social welfare programs and services in their broad sense;
5. Specialized resources for planning such as research, sources of data university resources; and
6. Previous experiences and attitudes in cooperative community effort, which can be developed through social work community organization methods.

Social Resources

Every social welfare problem can be cast as a distributional problem. Social welfare problems are usually constructed in terms of deficiencies of same tangible or less tangible social resource. Money, jobs, housing, health care, education, social services, power, and legal rights are some of the social resources that are typically regarded as deficient. Social intervention is designed to alter the existing distribution of these social resources.

Topic 024: Process of Community Development – IV

Community Partnership

A community partnership is a collaborative relationship between willing entities formed to address shared objectives. Effective partnerships leverage the strengths of each partner and apply it strategically to the issue at hand. Community partnerships provide integrated services that enhance chance of a successful community development project.

Community partnerships include formal, informal, local, and global collaborative relationships that strengthen the community through different networks. Face-to-face networking, communications through traditional and online communities, social media, and learning environments often serve as conduits for creating and sustaining community partnerships.

Community partnerships is an effective way to accomplish shared goals. It is possible that we have to do more work, and it take longer, but strong **partnerships** build the relationships, shared understanding, and collective focus to make lasting progress on issues related to **community** and economic **development**.

Characteristics of Effective Community Partnerships

Following are the characteristics of effective community partnership.

1. Leadership
2. Aligned Vision
3. Roles, Responsibilities and Accountability
4. Framework for Culture and Values
5. Communication

1. Leadership

In the traditional society leadership is also inherited. After the father the community come together and declare the elder son as a leader of that community. In a community a leader always aware about the people within their reach, convince them, mobilize them for participation and action. Leaders do not mean a person heading a party but a person having all above-mentioned charter and skill to work for the benefit of the community.

2. Aligned Vision

Each partner must be pursuing the same essential goal. This does not mean they are committed to the same outcomes, approach, values systems and the like—in fact, disagreement about these can be healthy for the group. But it must be moving in the same general direction.

Defining a community vision is an important part of the process of becoming a sustainable community. The vision of the community must be aligned with the needs of the community. This step allows local residents to look into the future, think creatively and ask themselves what they want their community to be in 20 or 50 years. A vision describes an ideal picture.

The vision guides goal-setting, policies and actions by providing context for understanding community concerns, prioritizing issues, determining action steps and identifying indicators to measure progress.

Discovering the needs of the community and defining a common vision is not difficult but it does require some effort and reaching consensus among people with different interests and views. For communities that are not ready to go through this process using indicators first allows them to identify key issues and problems, which in turn help define common goals and vision. Always think about your community as a system when defining long-term goals. These goals should link at least two of the three pillars of sustainable community.

3. **Roles, Responsibilities and Accountability**

Delineating clear roles for participating members and their responsibilities alleviates confusion and streamlines the group's effectiveness. Additionally, clear roles and responsibilities create channels of accountability. When partners understand how their contributions add value to the overall effort, and can see whether others are meeting their roles, it creates opportunities to provide accountability.

4. **Framework for Culture and Values**

Especially important for partnerships tackling a bigger, longer term issue, developing a framework for, well, how the group works, is crucial. Roles and responsibilities can be contained here, but the framework generally covers items like meeting ground rules, decision-making, behavioral expectations, conflict resolution, and overall goals and purpose.

5. **Communication**

Strong and consistent feedback loops grease the skids of understanding and progress. It's also one of the easiest things to achieve, especially today with the spread of smart phones and social media.

Topic 025: Process of Community Development – V

Leadership

Leadership can play an important role in the development of any community. Local leadership is one of the factors associated with the failure and success of any community development program. "Community leadership is the courage, creativity and capacity to inspire participation, development and sustainability for strong communities." (Gustav Nossal)

Some of the most influential members of our society don't have an official title that designates them as a "community leader." In any given neighborhood or municipality, it's quite likely that individuals who hold certain roles, such as elected officials, are de facto community leaders. But it's equally true that many of the most prominent leaders in a given community get their influence not based on any official position of authority, but rather because they possess certain traits that enable them to represent their locality and drive progressive social change.

Difference Between Leaders and Elders

Difference between leaders and elders is elaborated in the points below.

1. Leader follow the rule of order whereas elders obey the sprit.
2. The leaders see the trouble and try to stop it. The Elders see the troublemaker as a possible teacher
3. The leaders strive to be honest; the Elders try to show the truth in everything.
4. The democratic leaders support democracy; the Elders does this, too, but also listen to dictator and ghost.
5. Leaders try to be better at their jobs; Elders try to get others to become elders.

6. Leaders try to be wise; Elders have no mind of their own. They follow the events of nature.
7. Leaders need time to reflect; the Elders take only a moment to notice what's happening.
8. The leaders know; the Elders learn.
9. The leaders try to act; the Elders lets thing be.
10. The Leaders needs a strategy; the Elders studies the moment.
11. The Leaders follows a plan; the Elders honor the direction of an unresolved and unknown river.
12. The Leaders make strategies to win; the Elders recognize others and become their student.
13. The Leaders focuses on the issues; the Elders on feelings as well

Characteristics of Leaders

Studies indicate that the emergence of effective leaders in a community is one of the key elements of strengthening the overall well-being of the people in that community. A true community leader can come in many forms, but there are particular characteristics that are innate in almost all great leaders.

1. **Self-awareness**

Before a leader lead he/ she should know his/her own abilities. A leader should keep the stock of his/her strength and weakness.

2. **Eagerness to learn and adopt**

As a community leader, earning respect from members is one of the key enablers of ones. A good community leader is always willing to learn new things and ready to bring positive change himself. Community members can be valuable resource to gain respect and knowledge by taking their voice in to consideration.

3. **Think forward**

There is a saying that think five generations ahead. Being a community leader means not only thinking for today, or even tomorrow, but being able to make wise decisions that will still benefit the residents long after the current leadership team is gone.

4. **Mobilize Others**

Even a leadership team cannot do it all. You will likely have to work with staff and volunteers to undertake big projects. Community leadership is part education, part inspiration, part motivation and part mobilization. Mobilizing others is not about telling them what to do, barking orders at them or dictating how things need to get done. It is about finding a balance between what needs to be done, who can do it, who is willing and has time to do it, assigning the work and then showing appreciation for others' efforts. Learning to have some fun while

you work together is an important aspect of mobilizing and motivating others.

5. **Honesty and Integrity**

A community leader should be trustworthy to the community. Trust creates a productive space to facilitate discussion and make change.

6. **Work as a Team**

Community leadership is about building relationships and working together. Being a leader working with one another and supporting one another builds capacity and relationships. But be forewarned, this takes much more time than simply being efficient.

7. **Pitch In**

There is a myth that leaders lead, and doers do. But in a community, leading by example is often the most effective way for a successful community project. Don't schedule a community clean-up unless you are willing to get out there with a garbage bag yourself. Community leaders rarely have the luxury of focusing only on policy and governance. This kind of work involves arriving early, staying late, cleaning up, and generally rolling up your sleeves to pitch in.

8. **Walk Beside, Don't Lead From Above**

In some models, leadership is a position in a hierarchy. Those at the top of the hierarchy have the power and make the decisions. Community leadership is about developing every person's capacity for leadership, starting with self-leadership and self-responsibility. Those who have positions of leadership must demonstrate principles and practices of good leadership by living the example. There are no special privileges that put community leaders above others who live in the community. Every member of the community has responsibilities and rights. Community leaders walk beside others and listen to them.

9. **Motivation**

A great leader motives other to bring changes not only in their lives but also in their community. A true leader motivates community members to think collectively.

10. **Be Accountable to the Community**

Community leadership is not just about policies, processes or procedures. More than anything, it is about people. Community leadership is about the people who live with you and near you. The people who form the community are the beneficiaries, but also those who whom you, as a leadership are accountable.

Lesson 09

COMMUNITY; TYPES AND ELEMENTS

TOPIC 026-029

Topic 026: Concept of Gesellschaft and Gemeinschaft

Gemeinschaft and gesellschaft are both sociological theories developed by German sociologist **Ferdinand Tonnies** describing two normal types of human association. **Gemeinschaft** is a social association in which the individuals are inclined towards social community rather than their individual wants and needs. **Gesellschaft** is a civil society in which the individual needs are given more importance than the social association.

Ferdinand Tönnies introduced the concepts in his book in 1887. Tönnies presented these as analytic concepts which he found useful for studying the differences between the kinds of rural, peasant societies that were being replaced across Europe by modern industrial ones.

1. **Gemeinschaft (Community)**

Gemeinschaft" is a German word which is translated as "community" and mainly emphasizes common mores wherein the individuals believe in appropriate behavior and responsibility of each other to the association instead of focusing on individual interests and needs. Tonnies believed that family was the perfect example of gemeinschaft.

Gemeinschaft, refers to individuals bound together by common norms, often because of shared physical space and shared beliefs. Familial ties represent the perfect form of gemeinschaft, although religious institutions are also a classic example of this type of relationship. Such groupings based on feelings of togetherness and mutual bonds are maintained by members of the group who see the existence of the group as their key goal. Characteristics of these groups include slight specialization and division of labor, strong personal relationships, and relatively simple social institutions.

2. **Gesellschaft (Society)**

Gesellschaft translated as "society" mainly focuses on individual interests rather than large association. There is no shared mores concept involved in this type of association as the large association is not given prime importance. The individuals of the society act according to their own interests. Modern businesses are a good example of a Gesellschaft association.

Gesellschaft, frequently translated as "society," refers to associations in which self-interest is the primary justification for membership. A modern business is a good example of an association in which individuals seek to maximize their own self-interest, and in order to do so, an association to coordinate efforts is formed. The specialization of professional roles holds them together, and often formal authority is necessary to maintain structures.

Characteristics of these groups include highly calculated divisions of labor, impersonal secondary relationships, and strong social institutions. Such groups are sustained by their members' individual aims and goals.

How Equilibrium is Archived in two Types of Societies?

The equilibrium in Gemeinschaft is achieved through morals, conformism, and exclusion (social control). While Gesellschaft keeps its equilibrium through police, laws, tribunals and prisons. Amish and Hassidic communities are examples of Gemeinschaft, while state municipalities are types of Gesellschaft. Rules in Gemeinschaft are implicit, while Gesellschaft has explicit rules (written laws).

Topic 027: Rural Community

Rural community is an area which is under development and not civilized, based on geographical conditions.

Characteristics of Rural Community

The characteristics of rural community are following:

1. **Size of the Community**

The village communities are smaller in area than the urban communities. As the village communities are small, the population is also low.

2. **Density of Population**

As the density of population is low, the people have intimate relationships and face-to-face contacts with each other. In a village, everyone knows everyone.

3. **Agriculture is the Main Occupation**

Agriculture is the fundamental occupation of the rural people and forms the basis of rural economy. A farmer has to perform various agricultural activities for which he needs the cooperation of other members. Usually, these members are from his family. Thus, the members of the entire family share agricultural activities.

4. **Close Contact with Nature**

The rural people are in close contact with nature as most of their daily activities revolve around the natural environment. This is the reason why a ruralite is more influenced by nature than an urbanite. The villagers consider land as their real mother as they depend on it for their food, clothing and shelter.

5. **Homogeneity of Population:**

The village communities are homogenous in nature. Most of their inhabitants are connected with agriculture and its allied occupations, though there are people belonging to different castes, religions and classes.

6. **Social Stratification**

In rural society, social stratification is a traditional characteristic, based on caste. The rural society is divided into various strata on the basis of caste.

7. Social Interaction

The frequency of social interaction in rural areas is comparatively lower than in urban areas. However, the interaction level possesses more stability and continuity. The relationships and interactions in the primary groups are intimate. The family fulfills the needs of the members and exercises control over them. It is the family, which introduces the members to the customs, traditions and culture of the society. Due to limited contacts, they do not develop individuality and their viewpoint towards the outside world is very narrow, which makes them oppose any kind of violent change.

8. Social Mobility

In rural areas, mobility is rigid as all the occupations are based on caste. Shifting from one occupation to another is difficult as caste is determined by birth. Thus, caste hierarchy determines the social status of the rural people.

9. Social Solidarity

The degree of social solidarity is greater in villages as compared to urban areas. Common experience, purposes, customs and traditions form the basis of unity in the villages.

10. Joint Family

Another characteristic feature of the rural society is the joint family system. The family controls the behavior of the individuals. Generally, the father is the head of the family and is also responsible for maintaining the discipline among members. He manages the affairs of the family.

11. Slow Rate of change

Rural areas have very slow rate of change because of lack of education and modern technology.

Topic 028: Urban Community

Urban community is something which an individual thought as, an area with high density of population, an area with the availability of basic requirements, an area of good resources, the area has lots of opportunity of employment and such an area which can be considered as life-giving for luxurious desires of human or individual. The word urban community has many meanings, but the term ‘community’, only, denotes two conditions:

a. Physical condition

b. Social condition

Generally, by an urban area, we mean an area with a **high density of population**. Density is not the only a term which may be considered as a definite term to confer a name of “urban city” to the particular village, area, land, city, town etc. two main factors must be kept in mind while declaring a community as urban, i.e.

a. Absolute population

It is an accurate numerical value with which the population of a society can be estimated or known.

b. Absolute area

Refers to a specific, fixed point on the earth's surface expressed by a coordinate system.

Characteristic of Urban Community

Characteristic of urban community are discussed in detail below.

1. Size

As a rule, in the same country and at the same period, the size of an urban community is much larger than that of a rural community. In other words, urbanity and size of a community are positively correlated.

2. Density of Population

Density of population in urban areas is greater than in rural communities. Urbanity and density are positively correlated.

3. Family

So far as urban community is concerned, greater importance is attached to the individual than to the family. Nuclear families are more popular in urban areas.

4. Class Extremes

A town and a city house the richest as well as the poorest of people. In a city, the slums of the poor exist alongside the palatial bungalows of the rich, amidst the apartments of the middle-class members. The most civilized modes of behavior as well as the worst uncivilized behaviors are found in the cities.

5. Social Heterogeneity

Villages are the symbol of cultural homogeneity, the cities symbolize cultural heterogeneity. The cities are characterized by diverse peoples, races and cultures. There is great variety in regard to the food habits, dress habits, living conditions, religious beliefs, cultural outlook, customs and traditions of the urbanites.

6. Social Distance

Social distance is the result of anonymity and heterogeneity. Most of one's routine social contacts in a town or city are impersonal and segmentary in character. In the urban community social responses are incomplete and halfhearted. There is utter lack of personal involvement in the affairs of others.

7. Mobility

The most important feature of urban community is its social mobility. In urban areas the social status of an individual is determined not by heredity or birth but by his merit, intelligence and hard work and enthusiasm.

8. Materialism

The urbanites attach supreme importance to their own welfare and happiness. They hesitate to think or act for the good of others.

9. Rationality

In urban community there is emphasis on rationality. People are inclined to reason and argue. Their relationship with others is governed, for the most part, by the consideration of gain or loss. Relationship takes place on a contractual basis. Once the contract is over, human relationship automatically comes to a close.

10. Formal Social Control

Social control in urban community is essentially formal in nature. Individual's behavior is regulated by such agencies as police, jails, law courts etc.

11. Formality of Relations

In urban social life, relations are not intimate and kinship based. Most routine social contacts in the city are impersonal and segmented. Formal politeness takes the place of genuine friendliness. The impersonality of urban life is a necessary and convenient way of urban living.

Topic 029: Elements of Community Development

According to **United Nations Report**, Community Development is a "process designed to create condition of economic and social progress for the whole community with its active participation and the fullest possible reliance upon community's initiative." According to **J.C. Jackson**, "Broadly we might define the term as encouraging a community to undertake on its own initiative the various steps necessary to enrich the life of the community both materially and spiritually."

The people of a particular community plan according to their need and necessities out of their own initiative and cooperate with each other to implement such plans. It is a means of injecting social change in order to break the traditional and relatively static society into a dynamic and prosperous one.

Elements of Community Development

There are several elements of community development, some of them are discussed in detail below.

1. **Integrated development of Whole Community**

Community Development refers to the welfare of the entire population not of a particular sect, group of section. Every society is divided into many groups and subgroups on the basis of caste, class, religion, profession, culture, race, creed etc. an undivided society is a myth. All such sections take up the welfare activities. But none of such activities can be termed as community development. These can best be called "normal community processes. It is only, when benefits are shared by all irrespective of any distinction, the process can be termed as community development.

Again, community development refers to the balanced growth. The development in any one field, for example only in industry, cannot be called community development. It is an attempt to create a new social order. It covers almost all aspects of social life, such as industrialization, health and sanitation, agricultural development, education, employment, growth of science and technology etc. The gradual and simultaneous development in all these fields can be termed as community development.

2. **Free from Outside Constraint**

No outward agency exercises constraint or force people to be involved in this developmental programme. If there is any imposition from outside then the brought to water but cannot be forced to drink if improvement is imposed on people, it may at times serve the present or satisfy the interest of a particular Government but is will run the future of the community in longrun.

3. **Spontaneous Involvement**

The people are involved in developmental activities spontaneously because they feel the need to increase their standard of living, to lead a better and comfortable life. They see the better world around them and develop a sense of "relative deprecation. This sense works as the motive force and makes them to think and Act for their own development. It is only when the people feel the want or need for something that they are urged to work.

Another aspect of this fact is that there are certain cases where the initiative expected of the people does not come spontaneously. In such cases different methods are used to arouse the need for that thing within the people. Such felt necessity stimulates their motive and urges them to work for betterment of their life.

4. **Combination of Outside and Inside Resources**

Community development project aims at securing people's participation from planning to execution. The people have to be conscious of their own need and put their resources as well as efforts together to fulfill that. All these tasks need a systematic mechanism. This mechanism should be structured in such a manner that it can combine the efforts of people and the assistance of Government. The Governmental help is to accelerate the process of reaching the end. The leaders and the people should have readiness for change. They should be in a position to utilize new ideas, thoughts, inventions and discoveries in various fields for their betterment.

5. **A Process of Administration**

Community development embraces all aspects of government activity in the field, the improvement in the development of the community, the development of water supplies, the promotion of cooperation and better marketing, livestock and forestry development, education,

health club, and community activities, it is in fact no more than a modern conception of administration.

6. National Progress as Ultimate Aim

The final aim of community development program is to bring about an all-round development of the nation as a whole. No doubt, that at the initial stage the focus is on the development of a particular community. A community is a group of families living within a particular territory and sharing a common culture, a common way of life.

The developmental acts are such that this does not hamper national interest. No community to be followed to materialize its own interest at the cost of national unity and integrity. The progress in all the communities is to be canalized in such a way as to build up a healthy prosperous nation.

Lesson 10

DIFFERENCE BETWEEN SOCIETY AND COMMUNITY

TOPIC 030-031

Topic 030: Difference Between Society and Community-1

What is Society

"A group of people with a common territory, interaction, and culture".

These groups consist of two or more varied people who interact and identify themselves with one another. The Latin word *socius* means, comrade, friend, or ally; this describes a bond or interaction between parties that are friendly, or at least civil.

There should be a healthy interaction between groups otherwise those groups cannot be considered a part of the same society. Therefore, barriers such as geographic distance and language differences can separate communities with society and similarly, societies within a country.

There are also similarities among these varied communities or groups in society as they share aspects of their common culture, such as language or beliefs. Hence, cultures become a defining element of society. A larger society exhibits a dominance or stratification patterns among its groups.

As a result, society has a much wider scope in comparison to community. A society has heterogeneity, and it easily embraces people having different conflicts and differences. Hence, likenesses, as well as conflicts, exist simultaneously within a society. However, since society is vast, there is every possibility of adjustment and cooperation between people. Geographic locality is not an essential element for society, unlike for a community.

What is community?

The word community can be traced back to the Latin word *communitas*, which means shared in common and public spirit. Hence, community is a group of people living in the same place or having a particular characteristic or a likeness in common. Share common characteristics such as religion, language, caste, age, sex, family and kinship, profession, and, residence. Therefore, homogeneity acts as a core element in a community.

Difference Between Society and Community

There are many differences between society and community, some of them are discussed below.

1. **Difference in Definition**

A group of individuals is necessary for both society and community.

- But society refers to a system or network of relationships that exists among these individuals. Whereas community refers to a group of individual living within a definite

locality with some degree of we-feeling.

- Community is used in the biological sense so that it means ‘a group of animals or plants that live or grow in the same area’. The word ‘society’ on the other hand indicates the totality of the human conditions.

- The word ‘society’ has number of suggested meanings than expressed meanings. On the other hand, the word ‘community’ has varied expressed meanings but a few suggested meanings.

- The word ‘society’ refers to all classes of people or people at large whereas the word ‘community’ refers to a particular ‘class’ of people.

2. Locality/Geographical Area

The main difference between society and community is that in a society, locality is not defined, and it is not an essential element to shape a society. For a community, definite locality becomes an essential factor, and it provides a definite shape to the community.

Society has no definite locality or boundary because it refers to a system of social relationships. Hence it is universal or pervasive. On the other hand, a community always associated with a definite locality.

Topic 031: Difference Between Society and Community-II

3. Community Is a Spice of Society

Community exists within society and processes its distinguishable structure which distinguishes it from other communities. Some communities are all- inclusive and independent of other.

4. Difference in Size

Size is a major difference between society and community. A community is smaller than society. Size of a community may be small or big like a village community or a nation community but the size of a society is always large.

5. Society is Abstract and Community is Concrete

Society is abstract whereas community is concrete in nature. Community has its own physical existence but society exists only in the minds of individuals who constitute it. Community refers to a group of people who live in a definite locality but society refers to a system of social relationships.

6. Society is a Broader Concept

Society is a broader concept whereas a community is narrower concept. Because there exists more than one community within a society. Hence community is smaller than society.

7. Society has Wider Ends

Society has wider ends but the ends of community are general or common.

8. Community Sentiments

Community sentiment is another important factor from which society and community can be distinguished from each other. Without sentiments a community can't be constituted. But a society may or may not have community sentiment. Society is more concerned with organization but community is concerned with life from which organization develops.

9. Similarities and Differences

Society is based on both similarities as well as differences. But community is based on only similarities among its members.

10. Interactions

Interactions among members is a core element in society since it determines the connection between vast networks of people whereas interactions among members in a community happen involuntarily since these people share many things in common.

11. Diversity

There is a high diversity among the society members; hence, it is heterogeneous. There is minimum diversity among those in a community; hence, it is rather homogenous.

12. Likeness and Difference

In a community every effort is made to avoid differences or conflicts and to bring likeness as nearly as possible because cooperation and conflicts cannot exist in a community. In a society likeness and conflict can exist side by side and in fact the scope of society is so vast that there is every possibility of adjustment.

13. Rules

Members of communities typically make up their own unofficial rules and follow the same customs. Although members of a society follow the same general laws and rules, they typically create individual customs.

14. Meetings

Members of a community engage with one another on a regular basis, but members of the same society may never meet one another.

Lesson 11

COMMUNITY AND INSTITUTIONS

TOPIC 032-035

Topic 032: Institution and Community – I

Meaning of Institution

An institution is not a building, its not a group of people, it is not an organization, its a system of norms to achieve some goal or activity that people feel is important.

Institutions are established ways of doing things. It refers to those rules and regulations which in their abstractness focus on the practicality of them by maintaining social interaction and regulated behavior pattern. It involves discipline and curbing human emotions and behavior. Recognized usage and procedures are known as institutions of sociology. Institutions are the means of controlling individuals. It regulates the conduct of people in society.

What are Social Institutions?

A **social institution** consists of a group of people who have come together for a common purpose. These **institutions** are a part of the **social** order of society and they govern behavior and expectations of individuals. A social institution is a complex, integrated set of social norms organized around the preservation of a basic societal value.

Characteristics of an Institution

Following are the key characteristics of institutions.

1. **A cluster of social usage:**

A cultural system exists and all follow the same cultural practices and traditions.

2. **The relative degree of permanence:**

The beliefs are laid out and tried and tested over time. If they sustain then they become the fundamental beliefs of the institution and gain a permanent recognition.

3. **Well-known defined Objectives:**

The Objectives resonate with the cultural norms. It is kept in mind that the people are made to understand the difference between the Objectives and the functions.

4. **Symbol**

Every institution has got a symbol, which may be material or non-material.

5. **Rules**

Every institution has some rules which must be compulsory obeyed by individuals. Institutions like religion, law, legislation etc., control the behavior of people.

6. Definite Procedure

The institution has definite procedures, which are formed on the basis of customs and dogmas. They prescribe the way of doing things. A marriage as an institution governs the relations between the husband and wife.

7. Social Control

Institutions are more stable than other means of social control. They do not undergo rapid changes. Many institutions are rigid. So, institutions are relatively permanent.

8. Universal

Institutions are universal; they exist in all societies and existed at all the stages of social development.

Functions of Institutions

Few functions of institutions are discussed below.

1. They simplify the actions and work of the individual.
2. They provide a means to control society and people who constitute it.
3. Every individual is assigned a role depending on which he can achieve and regulate his status.
4. They help to maintain the order in society.
5. They act as stimulants by giving the required freedom.
6. Create harmony and unity amongst the members of society.

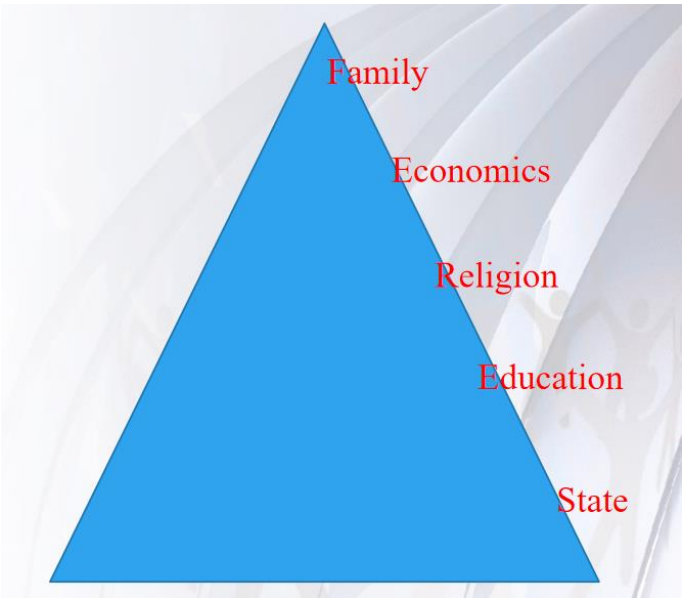
Topic 033: Institution and Community – II

Type of Social Institution

1. Primary Institutions

Sociologists often reserve the term "institution" to describe normative systems that operate in five basic areas of life, which may be designated as the primary institutions.

1. in determining kinship;
2. in providing for the legitimate use of power;
3. in regulating the distribution of goods and services;
4. in transmitting knowledge from one generation to the next; and
5. in regulating our relation to the supernatural.



1. **Family**

The **family** is generally regarded as a major **social institution** and a locus of much of a person's **social** activity. It is a **social** unit created by blood, marriage, or adoption, and can be described as nuclear (parents and children) or extended (encompassing other relatives).

Functions of Family as Institution

Family serves many important functions some of which are discussed below.

1. **Satisfaction of sex needs**: proper satisfaction of sex needs brings about a desire for lifelong partnership among males and females. This helps in increasing the stability of the family.

2. **Production and rearing of a child**: one of the most important and prominent functions of a family is procreation and sustenance. Hence one of the main functions of the family is reproduction and rearing of kids.

3. **Provision of home and minimum basic facilities**: it is the responsibility of the head of the family to provide minimum basic facilities to the family. For example, food, shelter, clothing,

4. **Giving love and sympathy:** one of the basic functions of a family and its members is to provide love and support to all the other members of the family. To be sympathetic in the times of need and console each other in the times of grief.

5. **Socialization:** the main function of a family is socialization. The family helps transit the moral ideas of the group to the members of the family. This is done through language or through action.

6. **Religious functions:** the family is the center for religious training of the children who learn from their parents all about religious virtues. Various virtues like Idol worship and Pooja are taught to a child. Also, knowledge about various religious scriptures is

passed on to the children. This function also helps them to become more of a part of the religious society and appreciate religion and life.

7. **Economic functions:** family serves as an economic unit. The family also looks after family property. The head of the family controls the property. He also looks after the needs of the family members i.e. whatever a man earns is consumed by his family.

8. **Educative function:** every newborn child is born into a family and hence the family becomes the first school for him/her. It also provides him with basic knowledge about life, people, behavior etc. which is like a base for him/her are they enter the world of education in schools etc.

9. **Social, cultural and recreational functions:** the family that a person is born into decides his/her social status and functions. A family exercises social control over the individual and helps him abide by the social norms and morals it also helps him abstain from performing various anti-social activities.

Types of Family

Some important types of family are discussed below.

1. **Patriarchal Family**

The patriarchal family is also known as father centered or father dominated family. The father is the head of the family and exercises authority. He is the administrator of the family property. Patriarchal families are patrilineal in character because the descent is traced through the male line. Only the male children inherit the property. Sons continue to live with the father in his own house even after their marriages. Only the wives come and join them. Women have secondary position in these families. Children are brought up in their father's family

2. **Matriarchal Family**

The matriarchal family known as mother centered or mother dominated family. The mother or the woman is the head of the family. She exercises authority and manages the property. Daughters inherit the property of the mother. The status of the children is decided by the status of the mother.

After the marriage the wife stays back in her mother's home. The husband pays occasional visits to the wife's home. In theory mother exercises authority and power in the matriarchal family. She is the head of the family and her decisions are final. But in practice some relatives of the family, her brother exercises authority in the family. The maternal family brings together the kinsmen and welds them in a powerful group.

3. **Nuclear Family**

The individual nuclear family is a universal social phenomenon. It can be defined as a small group composed of husband and wife and children that constitute a unit apart from the rest of the community. The nuclear family is a characteristic of all the modern industrial societies in which a high degree of structural and functional specialization exists.

The nuclear family comprises a cohabiting man and woman who maintain a socially approved sexual relationship and have at least one child. The traditional nuclear family is a nuclear family in which the wife works in the home without pay while the husband works outside the home for money.

4. The Joint Family

The joint family is also known as undivided family or extended family. It normally consists of members belong to two-three generations: husband and wife, their married and unmarried children and their married or unmarried grandchildren. The joint family system constituted the basic social institution in many traditional societies particularly Asian societies.

The joint family is a mode of combining smaller families into larger family units through the extension of three or more generations. In joint family the members are related through blood and spread over several generations living together under a common space and work under common head.

5. Extended Family

In extended family can also be called a complex family, joint family, or multi-generational family. In most cultures, the "core" of the family is the nuclear family, the parents and their children, while additional relatives are considered "extended." Extended family has multiple relatives or close friends other than just the parents and their children living in the same household or keeping close ties and taking on responsibilities for that household. The key characteristic of the extended family is that there are multiple adults in the family that are not parents of the children, though they may also have parent-like roles and share in the responsibilities for providing for the whole family, either by contributing financially or in other ways.

6. Single Parents

Single-parent families are families with children under age 18 headed by a parent who is widowed or divorced and not remarried, or by a parent who has never married.

Topic 034: Institution and Community – III

2. Economic Institution

The term "**Economic Institutions**" refers to two things: 1. Well-established arrangements

and structures that are part of the culture or society, e.g., competitive markets, the banking system, kids' allowances, customary tipping, and a system of property rights are examples of **economic institutions.**

The **Economy** is the institution that provides for the production and distribution of goods and services, which people in every society need. Sometimes they can provide these things for themselves, and sometimes they rely on others to provide them.

When people rely on others for goods or services, they must have something to exchange, such as currency (in industrialized societies) or other goods or services (in non-industrialized societies). The customs surrounding exchange and distribution of good and services shape societies in fundamental ways.

Functions of Economic Institutions

Some important functions of economic institutions are discussed in detail below.

1. **Social Stratification**

In capitalist system, there is uneven distribution of resources among people, which create many social classes in society. Individuals in society belong to different classes such as upper, middle and lower class.

People can move upward or downward on the social ladder, for instance, if lower class people get access to more resources they move upwards on the social ladder and may become middle class or upper class. And if the resources of upper class diminish, they will move downwards and may become middle class or lower class

2. **Power and Authority**

Those who have access and possess more economic resources they are powerful and authoritative in society. Wealth and economic resources are the source of power in society, the holder of wealth can control various agencies of society.

3. **Interdependence of other Institutions**

Survival of economic institution depends on the cooperation with other institution. Labor force work in different industries which comes from the institution of family and without labor it is impossible to produce.

Technical and managerial staff comes from the educational institution. The role of sociologist initiates when workers go on strike and industries get closed. Government formulate rules and regulations for businesses and business owners have to follow those rules. Therefore, cooperation with other institution is mandatory for economic institution.

4. **Need Satisfaction**

In modern world, our basic needs have enormously increased. We need industrial and agricultural goods and services to survive in modern world. Economic institutions are obligated to satisfy those needs.

5. **Employment**

Economic institution creates jobs opportunities for people through which, they can generate income and earn their livelihood. That’s how people in the society satisfy their basic needs. Many businesses are developed under the economic institution.

6. **Division of Labor**

Economic institution creates jobs for the people who acquire different skill sets. The roles and responsibilities of employee depend on their skills.

7. **Provisions of Funds**

Economic institution provides economic assistance to other institutions as well. It provides

funds to government in the shape of taxes and to the family in the shape of salaries.

Topic 035: Institution and Community – IV

3. Religion as Institution

Religion is a social **institution** because it includes beliefs and practices that serve the needs of society. Religion is also an example of a cultural universal because it is found in all societies in one form or another.

Religion is the set of beliefs and practices regarding sacred things that help a society understand the meaning and purpose of life. In the wake of nineteenth century European industrialization and secularization, three social theorists attempted to examine the relationship between religion and society: Émile Durkheim, Max Weber, and Karl Marx. They are among the founding thinkers of modern sociology. Weber found religions shaping a person's image of the world, and this world view affect their interests, decisions and ethics.

Functions of Religion

Among several key functions of religion some are discussed below.

1. **Religion as an Integrative Force**

Durkheim believed that the primary function of religion was to preserve and solidify society. It functions to reinforce the collective unity or social solidarity of a group. Sharing the same religion or religious interpretation of the meaning of life unites people in a cohesive and building moral order.

The social cohesion is developed through rituals such as reciting prayer in the honor of God, institutions of worship (church, temple, masjid, etc.), performing Namaz, and multitudes of observances and ceremonies practiced by different groups

2. **Creating a Moral Community**

Religion provides a system of beliefs around which people may gather to belong to something greater than themselves in order to have their personal beliefs reinforced by the group and its rituals. Those who share a common ideology develop a collective identity and a sense of fellowship.

Members of moral community also share a common life. This moral community gives rise to social community through the symbolism of the sacred that supports the more ordinary aspects of social life. Religion then legitimizes society. It provides sacred sanction for the social order and for its basic values and meanings.

3. **Religion as Social Control**

Religious beliefs can influence the conduct of those who believe in them. It keeps people ‘in line’ through folkways and mores. It provides a foundation for mores of society. Religious sanctions are sought for certain desirable patterns of behavior to persist in society in the forms of mores. Thus, many taboos in various cultures have religious sanctions, e.g., the taboo against eating of pork in Jewish and Muslims and cow’s meat in Hindus.

4. Religion Provide Rights of Passage

Religion helps us in performing ceremonies and rituals related to rites of passage (birth, marriage, death and other momentous events) which give meaning and a social significance to our life.

5. Religion as Emotional Support

Religion is a sense of comfort and solace to the individuals during times of personal and social crises such as death of loved ones, serious injury, etc. This is especially true when something 'senseless' happens. It gives them emotional support and provides consolation, reconciliation and moral strength during trials and defeats, personal losses and unjust treatments

6. Religion Serves a Means to Provide Answers to Ultimate Questions

Why are we here on earth? Is there a supreme being? What happens after death? All religions have certain notions and beliefs that provide answers to the above questions. These beliefs are based on the faith that life has a purpose, and there is someone or something that controls the universe.

Religion defines the spiritual world and gives meaning to the divine. Because of its beliefs concerning people's relationships to a beyond, religion provides an explanation for events that seem difficult to understand.

7. Religion Controls Sexuality

According to B. Turner (1992), 'religion has the function of controlling the sexuality of the body, in order to secure the regular transmission of property via the family'. In feudalism, and now in capitalism, religious control of sexuality is an important vehicle for the production of legitimate offspring.

8. Religion as a Source of Identity

Religion gives individuals a sense of identity— a profound and positive self-identity. It enables them to cope effectively with the many doubts and indignation of everyday life. Religion may suggest people that they are not worthless or meaningless creatures and thus helps them alleviating the frustrating experiences of life which sometimes force a person to commit suicide.

Lesson 12

INSTITUTIONS, ASSOCIATIONS AND COMMUNITY

TOPIC 036-039

Topic 036: Institution and Community- V

4. Education

Education shows us the path towards a bright future and turns an individual in to a useful member of society. According to Samuel education is a process of through which, the social heritage is passed on to the next generation and through which a child socializes and learn the normative behavior of society.

F.J. Brown defined education as the aggregate of experiences which enhance the attitude and regulate the behavior of people. Some of the educational institutions are as follow, medical college, engineering college, school, universities, technical colleges etc.

Education as Institution

The aim and objective of educational institution is to equip the individuals with techniques to fulfill the needs of life. Education refines our attitude and behavior which helps us to behave in a certain way in a given situations.

Aims and Objectives of Education

According to Socrates, there are three main objectives of education.

1. Education teaches an individual how to think not to acquire information.
2. Education teaches us to differentiate between right and wrong, good and bad, acceptable and unacceptable behavior.
3. Education teaches us to find out the truth based on reason rather than opinion

Types of Education

There are two types of education which are as follow, formal education and informal education.

1. **Formal Education**

Formal education is a type of education which is acquired from the formal educational institutions like, school, college and university.

2. **Informal Education**

Informal education is a type of education acquired from community, family, friends, relatives and society.

Functions of Education

Some key functions of education are discussed below.

1. **Transmission of Culture through Education**

Education transmits the social norms values and beliefs into the next generation. Teacher himself or herself have been through the similar phase of learning, after learning the social norms, teachers forward it to the next generation.

2. **Social Integration**

Education unifies the individuals in society and create the sense of solidarity among them. It helps the individuals and groups to cooperate with one another and find a common ground for social life. Nations are built because of education because it unifies people into an organized unit.

3. **Career Selection**

Education helps individual to think about their career which they want to pursue in future. It prepares them for future. Provide them with all the necessary information regarding the social life and professional life.

4. **Techniques of Learning Skills**

Education teaches an individual various techniques of learning professional skills. There are different educational institutions for learning different professional skills.

5. **Socialization**

The most important function of education is socialization. The people have no knowledge about the culture of their society. They must learn them and they must learn the way which their society is functioning.

6. **Rational Thinking**

Education helps us to think rationally and conclude any event, situation and issue with reasonable explanation.

7. **Adjustment in Society**

Education groom the personality of individual which helps him/her to adjust in any environment, group, community and society.

8. **Patriotism**

Love for nation and country are instill in people from very young age through educational institution. They learn their duties and obligation towards nation and their country.

Topic 037: Institution and Community- VI

1. State and Political Institution

These social institutions are responsible for protecting the society from internal disorder, crime, and chaos as well as external threats and invasion. Political institutions are organizations which create, enforce, and apply laws; that mediate conflict; make (governmental) policy on the economy and social systems; and otherwise provide representation for the populous.

Every society must have a type of political system so that it may allocate resources and ongoing procedures appropriately. A political institution sets the rules in which an orderly society obeys and ultimately decides and administers the laws for those that do not obey.

Types of Political Systems

The political system consists of both politics and government and involves the law, economy, culture, and other social concepts. Some types of political system are following.

1. **Democracy:** A system of government by the whole population or all the eligible members of a state, typically through elected representatives.
2. **Republic:** A state in which supreme power is held by the people and their elected representatives and that has an elected or nominated president rather than a monarch.
3. **Dictatorship**: A form of government where one person makes the main rules and decisions with absolute power, disregarding input from others
4. **Communism:** A system of government in which the state plans and controls the economy. often, an authoritarian party holds power and state controls are imposed
5. **Monarchy:** A form of government in which one person has the power, typically a king or a queen. The authority, also known as a crown, is typically inherited.

Topic 038: Role of Institutions in Community Development

There are many avenues of community development through social institutions. **Religion** as institution plays an important role in community development. Religion as a basic social institution contributes in the well-being and growth of a society. When there is different religion in a community, it creates harmony in the community. Without these institutions a community cannot function in peace and harmony.

Marriage as a social institution keep the community ethically on track. It is in a close association between community development and marriage as social institution.

Family is actually the unity of two or more people through blood relation, marriage or adoption. Family in a community works as a social support for an individual. When a child is raised in a family with doting parents, grandparents, brothers and sisters he or she gets to experience a positive upbringing which continues throughout his/her life.

Education is another vital social institution which plays an important role in the development of a community. Just as economy and government, education also caters to the opportunities of growth in a community. If a child is given a proper and sufficient education, he gets an exposure to the worldly affairs and learns to judge situations better. He also passes his knowledge on and contributes to the betterment of his community.

Economy is that social institution which produces and distributes the goods and services and monitors their consumption in the community.

Politics is a significant social institution. It is the function of a society in which all the powers are given to a particular group of people chosen by the citizens through poles.

Topic 039: Association and Community

What is an Association?

An association is a group of people organized for a particular purpose or a limited number of purposes. To constitute an association there must be, **firstly**, a group of people; **secondly**, these people must be organized one. **Thirdly**, they must have a common purpose of a specific nature to pursue. Associations may be formed on several bases, for example, on the basis of duration, i.e. temporary or permanent or on the basis of power, or on the basis of function.

Essential Elements of Associations

Some key elements of associations are discussed in detail below.

1. **It is a concrete form of Organization**

Association is a group of persons collected together with some particular aim. It is, thus, a concrete group which can be seen; while at work. Thus, in contrary to society' Association is a concrete form of organization of human beings.

2. **Its aim is determined**

No association is formed without any aim. First, there is the problem and the solution of which, becomes the aim of the association formed to solve such problems. For example, if it is a dramatic association, then its aim will naturally be to stage dramas and plays. No association can maintain its identity without any distinct aim and objective.

3. **Rules and regulations**

Every association float on the ground of certain rules and regulations. It also contains code of conduct for the members. Those who follow the rules and regulations provided for and participate in the pursuit of the aim of the association are only called as the members of it.

Rules and Regulations

Every association has some rules and regulations that serves as foundation of that organization. Some such rules are discussed below.

1. **Disowning the obligation----------expulsion**

Obligatory for every member to co-operate with other in the achievement of the goals of the association.

2. **Voluntary membership**

An association is not an essential organization like State or society. Membership of an association is voluntary.

Aims and Objectives

The aim is the soul of the association. The existence of association after the achievement of the aim becomes, immaterial and irrelevant. It becomes nominal and lifeless body of formalities only.

Differences between Association and Community

Some key differences between association and community are discussed below.

1. According to F. Tonnies community is a form of grouping which arise spontaneously or naturally and on a type of will which is deeply rooted in the entire personality. Association, on the other hand, is artificially formed, reflective or deliberate, resting on a type of will which consciously means to attain given ends.

2. Community is organic, spontaneous, and creative but association is mechanical, artificial and held together by ties which belong to the world of rivalries, bargaining, and compromises.

3. According to Maclver community is “a focus of social life”. It is regarded as integral or whole because it fulfills all the needs of its members. An association, on the other hand, is “an organization of social life”. It is regarded as partial because it is formed for the pursuit of specific interests or aims.

4. An association exists within community. An association is formed by the individuals for their own interests. There are a number of associations within a community.

5. The membership of an association has a limited significance. Membership is voluntary. They withdraw their membership when they lose interest in it. Whereas people are born into community but they choose their associations.

6. Lastly, community sentiment is necessary to constitute community without which the existence of community cannot be imagined. There can be no community without the sense of “we-feeling”. But sentiment is not at all a basic factor to form an association

The distinctions between community and association were very much clear in primitive societies. But due to the rapid of urbanization, development of transportation and communication, it becomes very difficult to distinguish between them.

Lesson 13

VILLAGE COMMUNITY - I

TOPIC 040-043

Topic 040: Village Community

A group of people living together in a particular geographical area, sharing common values and norms, common life style, and various intensive social interactions. Village community refers to people who live in a small geographical area linked with agricultural activities not only for earning money but also as a way of life. Village is considered as the oldest permanent community of man.

Evolution of Village Community

The village community has passed through different stages:

1. Primitive Village Community

2. Medieval Village Community

3. Modern Village Community

1. Primitive Village Community

There are two peculiar features of the primitive village community:

a) Role of Kinship

The primitive village community was very small in size of ten or twenty families. They were very close to each other. Due to lack of means of communication and transport, the members of the village community were separated from other- communities by a great distance, considerable inbreeding occurred, so that a large part of the members were related by kinship.

b) Collectivist Basis of Village Community

The primitive village community was organized on a collectivist basis. Land was the common property. All the community members jointly owned it. The bond of kinship and close ties of the inhabitants with the land developed a high sense of community feeling in the primitive village community.

2. Medieval Village Community:

In Medieval village community, neither kinship any longer played a prominent part in binding the people nor did the land belong to the group as a whole. In medieval village community feudal system came into existence. The land belonged to a Lord of some sort, to the king, to the member of the nobility. It was tilled by the tenants; they were serfs and Feudal Lords were their master.

3. Modern Village Community:

After Industrialization in modern times, urbanization came to the forefront. The Urban group began to dominate civilization. Beside the dominance of urbanization, in the world a large proportion of population lives in villages. The modern village community stands in sharp contrast to the primitive village community. Due to the increased size of population, the kinship ties have broken. The land no longer collectively cultivated.

Topic 041: Growth of Village Community

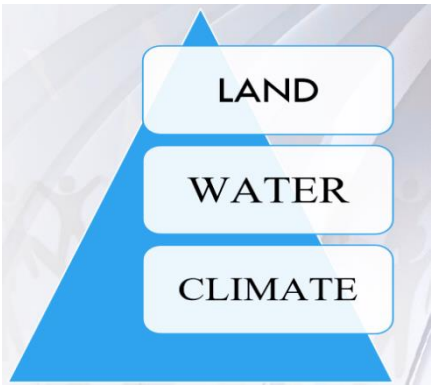
There are three major factors for the growth of village community.

(1) Topographical factors

(2) Economic factors

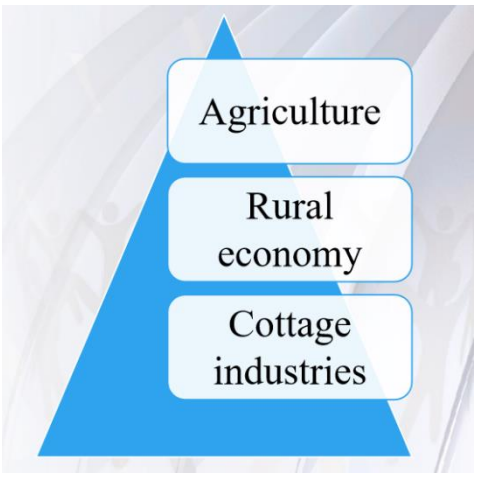
(3) Social factors

1. Topographical Factor



Topographical factors include land, water and climate. Land is one of the important factors which significantly contributed in permanent settlement of village community. The villages settled on fertile lands are more developed and prosperous. The facility of water and climate also contributes to the growth and prosperity of villages. A temperate climate is most favorable for the growth of village community.

2. **Economic Factor**



The growth of village community depends upon the condition of agriculture. If farming yields a good crop, the economic condition of the village people will be better. The village economy also is an important factor in the growth of village community. It is closely linked with agriculture. The villagers should have purchasing capacity. They should have facilities to market their products. Cottage industry is also another factor. Due to the growth of cottage industries, the village people are provided some work to do. They get an additional source of income. Therefore, the areas where the cottage industries could develop were preferred for village community.

3. **Social Factors**

Among the all social factors, **peace** is the most important and significant. People always avoid unrest and prefer to live in that place where peace prevails. They ensured that their crops would not be damaged by the outsiders and they could safely carryout their work of agricultural activities.

After peace comes security. People need **security** for their own life and property. People always prefer secure places for their settlement. **Co-operation** is another social factor for the growth of village community. Agriculture needs co-operation in each and every sphere. Social factors have played and continue to play an important role in the permanent settlement of village community.

Topic 042: Features of Village Community-1

Some key features of village community are discussed in detail below.

1. **Community Consciousness**

The village is a community whose members have a sense of “we feeling”. Their relation is intimate. They personally know each other. They jointly take part in religious celebrations. Structurally and functionally the village is a unit.

Their customs, conventions and culture are common. They are having a strong community feeling. My own village” is the natural expression of such community sentiment. The members have a sense of dependence on the community for both physical and psychological satisfaction.

There is a powerful sense of unity that generates pressure to conform to established norms. Group pressure may play an important role in getting people to engage in an activity like tree planting etc.

Topic 043: Features of Village Community-II

2. Joint Family

The joint family is also known as undivided family or extended family. It normally consists of members belong to two-three generations: husband and wife, their married and unmarried children and their married or unmarried grandchildren. The joint family system constituted the basic social institution in many traditional societies particularly Asian societies. The joint family is a mode of combining smaller families into larger family units through the extension of three or more generations.

In joint family the members are related through blood and spread over several generations living together under a common space and work under common head. The joint family may be defined as a group of people who generally live under one roof, who eat food cooked at one hearth, who hold property in common and who participate in common family worship and are related to each other as some particular type of kindred.

In the village the family has strict control over the individual. Generally, the father is the head and representative of the family and is also invested with the duty of maintaining disciplines among the members. His orders are obeyed by all the members of family. In marriage, festivals, business etc., it is he who manages the affairs of the family

All the members of the family share the burden of the family occupation. The men plough the field, the women harvest the crops and the children grace the cattle. In this way working together, the villagers maintain a sense of co-operation among themselves. Much attention is directed towards the preservation of the family honor and utmost care is taken to observe and maintain the traditions of the family.

Lesson 14

VILLAGE COMMUNITY – II

TOPIC 044-048

Topic 044: Features of Village Community-III

3. Role of Religion

Sociologists define religion as a system of beliefs and practices relative to sacred things that unite their believers into a kind of moral community. In villages, people have deep faith on religion. The villager depends on agriculture.

4. Simplicity

It is interesting to observe that even in the materialistic age of today, the generally accepted ideal in the village is one of simple living and high thinking. The villagers are a simple and plain people. Their life is calm and peaceful. Mental conflicts and complexities are almost absent. They spend a natural life in the lap of nature. In their life there is a determined pattern and method for everything so that they are spared the labor of continually pondering over them. In the village there is no noise and little sophistication. The boring activities of modern civilization are rarely seen there.

5. Social Homogeneity

Homogeneity of population is another important feature of village community. The members of a village exhibit similarities in their dress, speech, beliefs, values, attitudes and behavior. The village communities are homogenous in nature. Most of their inhabitants are connected with agriculture and its allied occupations, though there are people belonging to different castes, religions and classes

6. Informal Social Control

In village communities, social control is informal and direct. The primary groups like the family, neighborhood act as powerful agencies of social control in villages. The traditional village Panchayat and the caste Panchayat also exercise much control on the deviant members of the community.

Topic 045: Features of Village Community-IV

7. Status of Women

Generally, the women in villages are not much educated and their social status is lower than that of their counterparts in the towns. Factors like prevalence of child marriage, joint family system, traditional ideals, old values and lack of education among females are responsible for the low status of women.

8. Standard of Living

On account of gross poverty and lack of adequate employment opportunities, the standard of living of the member of rural communities is very low. Hence most of them do not have home conveniences and recreational facilities

9. Culture

So far as village community is concerned, culture is more static than in towns. Greater importance is attached to religion and rituals. The members of rural communities are found to be more fatalistic than the urbanites.

10. Stability and Continuity

The village communities are relatively more stable. The reason is possibly attributed to the relative static character of ruralism as a way of life – the norms of behavior, customs of family relations, traditions of community life etc. In fine, these are some of the most important characteristics of a village community. Life in the village is more natural and orderly.

11. Agriculture is the Main Occupation

Agriculture is the fundamental occupation of the rural people and forms the basis of rural economy. A farmer has to perform various agricultural activities for which he needs the cooperation of other members. Usually, these members are from his family. Thus, the members of the entire family share agricultural activities.

Topic 046: Features of Village Community-V

12. Dogmatism

The word dogmatism comes from the Greek word for dogma which means seems to one, opinion, or belief. Dogmas are commonly described in religion, in which they are the fundamental tenets and beliefs of that religion. The rural people are said to be highly conservative, traditional and dogmatic in their approach. Their social attitudes and behavior patterns are dictated by traditions. They do not accept policies, plans, programs, principles, projects, doctrines etc. They are basically skeptical in their attitude. The inhabitants of the village are strongly attached to old customs and traditions. Their outlook is primarily conservative and they accept changes with extreme reluctance. They love old ways and are less eager to follow the advice of modern social reformers regarding their marriage and other customs.

13. Change in Village Community

Change is the law of nature. It is the need of life. Change is but natural in human communities. The village community is less susceptible to change than the urban community; but it does not imply that village community undergoes no change. It is also undergoing change though the speed of change as compared to urban community is slow.

The villagers are generally simple. They cling firmly to their beliefs, traditions, age-old practices. Custom is their ‘kin’. They are not ready to go against it. Their behavior is natural and not artificial. They live a peaceful life. They are sincere, hard-working and hospitable. They

cannot accept the urban people and their way of life readily. They are not ready for sudden change. They are for status quo. There is gap between urban and the rural way of life.

Rapid improvements in the field of transport and communications, development of science and technology, introduction of uniform system of education, implementation of various community welfare programs and projects, opening of small factories and industries even in rural areas, increasing political consciousness of the people, the liberation of women etc. have all contributed to some radical changes in the village life.

14. Industrial village community

In some villages, more than the agriculture, some small industries have provided means of livelihood for a relatively bigger number of people. The people in such industrial villages gain most of their income from small industries located there. The industrial village may also provide services for the surrounding farmers. But its chief economic effort is industry rather than farm service occupations. The nations which are undergoing the process of rapid industrialization and the industrialized countries normally give birth to such industrial villages.

Topic 047: Features of Village Community-VI

15. Predominance of Primary Relations

The village community is characterized by the predominance of personal and relatively durable relations. Kinship plays a very important role in the context of village community.

16. Panchayat

Panchayats and Jirga's are kinds of local government system through which social justice and local development issues are regulated and managed. Panchayat is also known as village council. `Panchayat' literally means assembly (yat)of five (panch) wise and respected elders chosen and accepted by the village (local) community.The traditional village Panchayat in the shape of village council performed a variety of tasks, including the maintenance of law and order, settling of disputes, celebration of festivals and construction of roads, bridges. The functioning of Panchayat in a village is as a political and social entity brought together members from different castes.

17. Close Contact with Nature

The rural people are in close contact with nature as most of their daily activities revolve around the natural environment. This is the reason why a ruralite is more influenced by nature than an urbanite. The villagers consider land as their real mother as they depend on it for their food, clothing and shelter.

18. Social Stratification

In rural society, social stratification is a traditional characteristic, based on caste. The rural society is divided into various strata on the basis of caste.

19. Social Mobility

In rural areas, mobility is rigid as all the occupations are based on caste. Shifting from one occupation to another is difficult as caste is determined by birth. Thus, caste hierarchy determines the social status of the rural people.

20. Social Solidarity

The degree of social solidarity is greater in villages as compared to urban areas. Common experience, purposes, customs and traditions form the basis of unity in the villages.

Topic 048: Changes in Village Community

Change is the law of nature. It is the need of life. Change is but natural in human communities. The village community is less susceptible to change than the urban community; but it does not imply that village community undergoes no change. It is also undergoing change though the speed of change as compared to urban community is slow.

1. Living Standards

The standard of living in the village community is gradually going higher. The dress is getting urbanized.

2. Economic System

Change has also taken place in the economic field. The educated rural youth seeks jobs in the cities rather than settle on the land. The demand for new scientific instruments of agriculture is increasing. The farmers have been taught new methods to raise their production. The rural cooperative societies have lessened the woes and miseries of the village people in getting seeds, fertilizers and credit.

The rural cooperative societies have lessened the woes and miseries of the village people in getting seeds, fertilizers and credit. More and more banks are being opened in the villages. The Government gives financial assistance and other facilities for setting up industries in the villages. The per capita income has increased. Economic exploitation has decreased and the farmers get good price for their products.

3. Political System

The setting up of ‘panchayats’ has led to the growth of political consciousness among the village people. The newspapers, radio and television in some areas have added to the political knowledge of the villagers. However, the political parties have divided the people into groups and led to different groups among them. Caste conflicts and group rivalries have decreased.

4. Family System

A change can be seen in the family system of village community in Pakistan. Nuclear family system is replacing the joint and extended family system. The family control over its members in matters of diet, dress and marriage has weakened. The family is no longer an economic unit. Several activities which once were carried within the family are now performed by outside

agencies.

5. Status of Women

A change can be seen in the status of women in the villages of Pakistan. The education of village girls has raised the status of rural women. Now women are participating equally in the economic matters of the family.

6. Marriage System

Change can also be seen in the institution of marriage. Although inter-caste marriages are rare and parents continue to dominate the mate-choice, yet the boys and girls are consulted by the parents in the matter of mate- choice. The individual qualities like education, economic pursuit, beauty and appearance of the marriage partners are given preference over the old family status. There is now less expenditure on marriages. Love marriages and divorces are still rare in village community. Girls child marriages are less as compare to the past.

Lesson 15

URBAN COMMUNITY

TOPIC 049-053

Topic 049: Features of the Urban Community-I

Urban mode of life is quite contrary to traditional rural life, though it has affected rural life which is also in the process of change. Its characteristics are represented by the terms 'urbanism' and the process of its expansion is called 'urbanization'.

1. **Social Heterogeneity/ Diversity**

Living in a city is challenging and can be complicated. Today, cities are growing larger and more populated than ever before. Mutual tolerance between individuals and groups of people can weaken due to differences in cultural and religious backgrounds, behavior and interests. Social heterogeneity is very common in urban areas. In sociology, "**heterogeneous**" may refer to a society or group that includes individuals of differing ethnicities, cultural backgrounds, sexes, or ages.

An urban society is heterogeneous. The city life is complex and many sided. It is more characterized by diversity. Louis points out "the greater the number of individuals participating in a process of interaction, the greater the potential differentiation between them. Urban population is heterogeneous. It consists of various shades of people—different castes, classes, ethnic groups, religions, etc. They are not all alike. Urban community is noteworthy for its diversity.

Lewis further says that" the city has been the melting-post of races, peoples and cultures and a most favorable breeding ground of new biological and cultural hybrids". Differentiation is potent in urban life.

2. **Secondary Relations**

The urban community is characterized by secondary relations. A city by virtue of its size cannot be a primary group. It is a secondary group. People are indifferent towards one another.

Face-to-face, friendly or intimate relations may not be observed among people. In cities people rarely take personal interests in others' concerns. Even neighbors are often found to be strangers.

3. **The Anonymity of The City Life**

The city is an ocean of strangers. Every one appears to be a stranger for every other person. The individual identities remain unknown – there prevails a state of namelessness. The kind of namelessness that is found in the city is often referred to as anonymity of the city life. The anonymity of the city life makes more complex the problem of social control.

By virtue of its size and population, the urban community cannot be a primary group. Here nobody knows anybody and nobody cares for anybody. The urbanites do not care for their neighbors and have nothing to do with their miseries or pleasures. The sheer pressure of number marks for anonymity. Anonymity is a loss of identity and sense of belongingness. The

heterogeneity of city life with its mixture of people of all races, castes, classes, creeds, occupations and ethnic origins heightens the sense of anonymity.

Topic 050: Features of the Urban Community-II

4. Secondary Control

Control of social behavior is more difficult in a city. Predominance of secondary relations makes it more complex, the social control. The social behavior of people is no more regulated by customs, traditions, region and group standards. Informal means of social control are not very effective. Regulation of social behavior is largely done through the specialized agencies like law, legislation, police, court etc.

5. Large- Scale Division of Labor and Specialization

An urban community is known for its large-scale division of labor and specialization. Specialization is visible in every walk of life. The larger the city, the greater is the specialization. There are skilled, unskilled and semi-skilled workers, the artists, the technicians, the white-collar employees, the financiers, the business men, administrators, the politicians, the and others in society specializing themselves in some kind of activity or the other.

City depends on division of labor also. Work is divided among people on the basis of interest, talents, opportunities, age, sex and so on. Division of labor and specialization are possible because of cooperation.

6. Social Mobility

An urban community is characterized by intense social mobility. ‘social mobility’ refers to the movement of people from one social status to another, from lower status to higher status, from poor position to rich position. An individual’s position and social status in an urban community is determined more by his achievements than by his birth. The status is not predetermined. Urban life and mobility are positively correlated.

7. Individualization

In an urban community people are more individualistic in their attitudes. Kingsley Davis points out, “The secondary and voluntary character of urban association, the multiplicity of opportunities and the social mobility all force the individual to make his own decisions and to plan his life as a career. Simmel observes, “The city person is free in behavior, less restrained, more individualistic, more formal and less sympathetic, and less of a conformist than the country person.

Topic 051: Features of the Urban Community-III

8. Voluntary Association

An urban community is the breeding center of number of voluntary associations. The size of the urban population, its close proximity, diversity, and easy contact, make it the proper ground for voluntary associations. People normally become members of a number of associations which may be called. “secondary group” in order to fulfil their varied interests. The urban

community is characterized by impersonal, mechanical and formal social contacts occurring among the people. Naturally they have a strong desire for developing genuine social relationships to satisfy their desire for emotional warmth and sense of security. They form associations, clubs, societies and other secondary groups.

9. Social Tolerance

Social Tolerance characterizes city life. The spirit of tolerance gives the strength of unity in diversity to the life in a city. Diversity of population, impersonality of contacts and heterogeneity in living style make it almost inevitable for the city people to develop the spirit of tolerance.

10. Spatial Segregation

Due to its very nature, the city is bound to be overcrowded. It attracts a large number of people from the village areas. Various types of business tend to concentrate in different spots of the city. Occupational groups of people also prefer to live together in distinct zones of a city. That is to say, some kind of functional segregation is found there.

11. Unstable Family

The urban family is not firmly organized. Many of the traditional functions of the family are transferred to the external agencies. Family is no longer the economic, educational, protective, recreational and effective unit. Family has lost much of its control over its individual members. Relations between the husband and wife, parents and children are strained to some extent. Some sociologists remarked that the urban family is much more disorganized.

12. Nuclear family

So far as urban community is concerned, greater importance is attached to the individual than to the family. Nuclear families are more popular in urban areas.

13. Marriage

In case of urban community there is a preponderance of love marriages and inter-caste marriages. One also comes across a greater number of divorces. Sons and daughters enjoy considerable freedom in choosing their life partners.

Topic 052: Features of the Urban Community-IV

14. Class Extremes

Class extremes characterize the city. A town and a city house the richest as well as the poorest of people. In a city, the slums of the poor exist alongside the bungalows of the rich and you can also find the apartments of the middle-class members of the urban community. The most civilized modes of behavior as well as the worst racketeering are found in the cities.

15. Occupation

In the urban areas, the major occupations are industrial, administrative and professional in nature. Divisions of labor and occupational specialization are very much common in towns

/cities /metropolises.

16. System of Interaction

Georg Simmel held that the social structure of urban communities is based on interest groups. The circles of social contact are wider in the city than in the country. There is a wider area of interaction system per man and per aggregate. This makes city life more complex and varied. The city life is characterized by the predominance of secondary contacts, impersonal, casual and short-lived relations. Man, at any rate, the man in the street, virtually loses his identity being treated as a "number" having a certain "address".

17. Formality of Relations

In urban social life, relations are not intimate and kinship based. Most routine social contacts in the city are impersonal and segmented. Formal politeness takes the place of genuine friendliness. The impersonality of urban life is a necessary and convenient way of urban living.

18. Social distance

City people are physically crowded but socially distant. Social distance is a product of anonymity, impersonality and heterogeneity. Occupational differences may be even more important sources of social distance. Apartment dwellers may live for years without any acquaintance with many of the other occupants. In the urban community social responses are incomplete and halfhearted. There is utter lack of personal involvement in the affairs of others.

Topic 053: Features of the Urban Community-V

19. Materialism

In the urban community the social existence of man revolves round wealth and material possessions. The worth of an urbanite today is being judged not by what he is but by what he has. Status symbols in the form of financial assets, salaries, costly home appliances count a lot for the urbanites.

20. Rationality

In urban community there is emphasis on rationality. People are inclined to reason and argue. Their relationship with others is governed, for the most part, by the consideration of gain or loss. Relationship takes place on a contractual basis. Once the contract is over, human relationship automatically comes to a close.

21. Norm and Social Role Conflict

The urban community is characterized by norm and social role conflict. Factors such as the size, density and heterogeneity of the population, extreme occupational specialization and the class structure prevalent in the urban context lead to such a state of affairs. In the absence of uniform and fixed social norms, individuals or groups often seek divergent ends. This has a considerable share in causing social disorganization.

22. Rapid Social and Cultural Change

Rapid social and cultural change characterize urban life. The importance attached to traditional or sacred elements has been relegated to the background. The benefits of urban life have effected changes in respect of norms, ideologies and behavior patterns.

23. Regimentation

The city is always in hurry. The life (work and entertainment) in the urban community becomes ‘clock regulated’. Order, regularity and the punctuality are the characteristics of urban life. On the streets, his movement is controlled by traffic lights, on railway stations and other places by elevators and escalator.

24. Segmentation of Personality

Most routine urban contacts are of secondary group rather than primary group nature. Most contacts are instrumental, that is, we use another person as a necessary functionary to fulfill our purposes. We do not necessarily interact with entire persons but with people in terms of their formal roles as postman, bus driver, office assistant, policeman and other functionaries. We thus interact with only a segment of the person, not with the whole person.

Lesson 16

COMMUNITY ORGANIZATION AND ITS MODELS

TOPIC 054-058

Topic 054: Community Organization

Community organization is a process by which a community empowers itself by working to identify its needs and to resolve its problems in a collective manner. This process develops the confidence and capability of community members to organize them. Community organizing, is an act of engaging community in cooperative efforts to promote a community's interests.

Community organization is the process of people coming together to address issues that matter to them. Community members developing plans for how the city can be a place where all its children do well. Neighbors joining in protests to stop drugs and violence in their community. Members of faith communities working together to build affordable housing. These are all examples of community organization efforts.

Types of Communities that Organize

Community organization can happen in the variety of contexts that define "community".

i. Shared Place

People come together who share a common geographic place such as a neighborhood, city, or town. Problem solving through community-based organizations (CBOs), neighborhood associations, and tenants -- organizations are common forms of place-based practice.

ii. Shared Experiences or Concerns

It's a good opportunity for community organization when people share a common experience or concern. For example, organizing might happen among people who are poor about jobs, housing, education, and other contributors to financial security.

Topic 055: Models of Community Organization-I

1. Social Planning Model

The social planning model is in some ways the opposite of locality development. It refers to it as a top-down model of community change. It emphasizes the technical aspects of solving problems. It assumes that most social problems in large industrial societies are too complex for the average citizen to understand.

Professionals who have specialized expertise must guide and control the change process through the use of technical skills such as sophisticated data collection and analysis and the manipulation of large bureaucratic organizations.

Social planning uses information and analysis to address substantive community issues such as education, child development, or environmental health. For example, planning councils or task forces engage (usually) professionals in setting goals and objectives, coordinating efforts,

and reviewing goal attainment.

Participation on the part of the citizens can vary greatly, but this model often provides little opportunity for citizen input into the planning process. Some have criticized it as an "elitist" model of social change. Social planning might occur in a context of either consensus or conflict about goals and means. Use of social planning helps build agreement on common results.

Differentiation Between Social and Physical Planning

It's worth distinguishing between social planning and physical planning.

- **Social planning** is concerned with the provision of goods and services to members of the community.
- **Physical planning** is concerned with land use management, zoning ordinances, and the structure of physical facilities.

They are generally treated as separate and distinct. However, they are closely related. The way we plan and structure our physical environment can have a tremendous impact on our social environment.

Topic 056: Models of Community Organization-II

2. Social Action Model

The social action model assumes one segment of the community is being overlooked or by-passed. The focus of this model is on organizing those segments of the community to stand-up for their rights, to demand that their needs and concerns be addressed. In the Social Action model, the emphasis is on bringing about basic change in major social institutions or community practices, and to redistribute power, resources, and decision-making processes in the community or a formal organization.

This model is also called an inside-out model because it starts with a committed core of people who work to develop a collective consciousness among all people who are affected by the conditions.

Topic 057: Models of Community Organization-III

3. Locality Development

Locality development is another way to get people to work together. It is the process of reaching group consensus about common concerns and collaborating in problem solving. For example, local residents in urban neighborhoods or rural communities may cooperate in defining local issues, such as access to job opportunities or better education, and in taking action to address the concerns.

Locality development model as **bottom-up** because it is a self-help, participatory model of change. It is based on the premise that for change to occur, it is necessary to include the broadest possible participation of community citizens. It places a great deal of emphasis on self-determination and democratic process. Professionals can't change the community for the people, they must do that themselves.

Professional can provide encouragement, support, expert knowledge, and other resources. They can treat the members of the community with respect and dignity. They can work side-by-side with the residents to create the conditions that make change and empowerment possible. Professional can help the residents to develop knowledge, skills, and self-confidence needed to challenge the status quo. But the people themselves must define the problem and develop a plan for dealing with it.

In a sense it is an extension of the group work model. Considerable attention is given to group dynamics and in some cases the process through which the community defines its problems and develops strategies to resolve them is more important than the change itself. Locality Development Model in community organization is the process of getting people together to discuss their common concerns and to plan for resolving specific problems is critical for effective community development. This model places great emphasis on such things as consensus, cooperation, democratic process, participation, and self-help.

Topic 058: Models of Community Organization-IV

4. Community Partnerships or Coalitions

A **collaborative partnership** is a reciprocal relationship between two or more people with a shared goal in mind. Collaborative partnerships are often dynamic, characterized by constant change, activity, or progress. In community organization collaborative partnerships have common themes with and key differences from other forms of community organizing. There are many hybrid models that combine elements of the three approaches. For example, community partnerships or coalitions combine elements of social planning and locality development when people who share common concerns, such as child well -being or substance abuse, come together to address them.

Community coalitions tend to **tackle larger social issues** by bringing together a representation of community citizens and organizations—both private and public—situated in a way to address large social problems at multiple levels within a community. Like collaborative partnerships, community coalitions have become more popular in recent years following cutbacks to funding for social services, therefore putting pressure on communities to do more with less (Nelson et al., 2001).

The **goal** of many coalitions is to change community conditions -- specific programs, policies, and practices -- that protect against or reduce risk for these concerns. These models, and their variations, may be implemented at local, state, regional, and even broader levels. Given the organizational structure of community coalitions, members often agree upon a mission, vision, and set of shared values, all of which help coalitions write and implement action plans. These action plans help guide the coalition in their work, whether the work is carried out by the coalition itself or by affiliated organizations (Wolff, 2001). Not only do coalitions help strengthen citizen participation, a staple of Community Psychology, they hold the potential to change policy at local and state levels, and increase community resources (Wolff, 2001).

Lesson 17

CYCLE AND TECHNIQUES of COMMUNITY ORGANIZATION

TOPIC 059-061

Topic 059: Cycle of Community Organization

A successful community organizing tends to follow a cycle:

1. Assessment,
2. Research
3. Mobilization (action)
4. Reflection

1. Assessment

Things we normally assess during community organizing listed below.

i. Assessment of critical issues

ii. Assessment of resources---- one to one meetings ------ Small group meetings

2. Research

Determine causes and correlates it with issues. It will be important to meet with community leaders to understand what funding and other resources are allocated to a particular issue. Community organizer can also hold a public meeting to get to know the in-depth understanding of the issue. Good research means good action plan.

3. Action Plan – Strategies and Action Plan

In the action phase, the community organizer may host events raising awareness about a particular issue and how to address that issue. The community organizer can take the help of print, electronic and social media to create awareness about that issue.

4. Reflection --- Consider the Lesson Learn

After these actions have been taken, the community organizer will move into the *reflection stage*. Here, community organizer and their allies will want to reflect on what happened.

- What went well?
- What didn't go well?
- What's next?

After the reflection stage the community organizer will be looking forward for next assessment

stage.

Topic 060: Community Organizing Techniques-I

When community organizers organize the community, their goals fall within two broad categories resource provision, or ensuring a community is provided with a resource it is lacking (a form of first-order change). Transformation, or fundamentally changing a community and its structures such that resources and power are more equitably distributed (a form of second-order change) (Hale, 2014). For example, a community may be interested in improving the educational outcomes of its children. If the community's focus is on resource provision, they may push for smaller student-to-teacher classroom ratios or better pay for teachers.

If the community's focus is on transformation, they may push for a change in culture whereby community members share ownership of students' educational outcomes with teachers and create programs that engage all members of the community. A key consideration for someone interested in community organizing is finding ways to keep volunteers engaged; organizations can only be as effective as their volunteers are when working together over an extended period. Some estimates suggest only one-third of first-time meeting attendees show up to later meetings (Christens & Speer, 2011).

Capacity Building

A community must engage in a process known as capacity building, or a process in which communities or organizations work to improve their collective skills and resources. According to the Western Australian Department for Community Development (2006). Community capacity building is about promoting the 'capacity' of local communities to develop, implement and sustain their own solutions to problems in a way that helps them shape and exercise control over their physical, social, economic and cultural environments.

Community capacity building is the continuous process required to foster the pride and appropriate **local** leadership that allows communities, through their members, to take responsibility for their own development (Human Resources and Skills Development Canada. In other words, before actions happen, communities need to make sure they can do the things they need to do to make that action happen and sustain the results they want. These things can include tangible resources like money or space, power, leadership, or the networks of people who care about an issue.

Why is capacity building important?

Engaging in capacity building can improve aa readiness for members to do the things they need to do for change to happen. Community readiness typically moves through nine stages and can increase or decrease depending on the community issue, the intensity of community efforts, and external events.

Topic 061: Community Organizing Techniques-II

Stages of Community Readiness

Stages of community development are discussed in detail below.

1. **No Awareness**
    - Community has no knowledge about the issue and local effort to address it.
    - Leadership and community believe issue is not a concern.
    - There are no resources available for dealing with the issue.
2. **Denial/ Resistance**
    - Leader and community members believe that this issue is not a concern or think it cannot or should not be address.
    - Only a few members know about the issue and there may be misconception among the community members about the issue and current efforts.
    - Community members and or leaders do not support using available resources to deal with the issue.
3. **Vague Awareness**
    - A few community members have at least heard about the local effort but know little about them.
    - Leadership and the community members believe this issue may be concern in the community. They show no immediate motivation to act.
    - There are limited resources that could be used for the further current efforts.
4. **Pre-Planning**
    - Some community members have at least heard about the local effort but know little about them
    - Leadership and the community members acknowledge this issue as a concern an something to be done to address this issue
    - There are little resources to further address this issue
5. **Preparation**
    - Most community members at least heard about the community effort about this issue.
    - Leadership is actively supporting the current efforts or develop new action of support.
    - The community is concerned and want to do something about the issue.

- There is some resource to solve the current issue.

6. Initiation

- Most community members at least basic knowledge of local effort and current effort.
- Leadership plays an important role in planning implementing or modifying efforts.
- The community is feeling sense of responsibility and some community members are involved in addressing the issue.
- Resources have been obtained and allocated to support the issue.

7. Stabilization

- Most community members have more than basic knowledge of local effort and current effort including the names and purpose of specific effort target audience and other specific information.
- Leadership is actively involved in ensuring or improving the long term viability of the efforts to address the issue.
- The community has taken the responsibility and involved in addressing the issue.
- Resources have been allocated to support the issue and for the continuous support.

8. Expansion/ Confirmation

- Most community members have considerable knowledge about the issue and the effort made by community and the effectiveness of local effort
- Local leadership play a key role in expanding and improving efforts.
- Local participation is high. Most of the community members strongly support the efforts.
- A considerable part of allocated resources is expected to provide continuous support.
- Community members are looking in to support for new efforts.

9. Community Ownership

- Most community members have considerable and detailed knowledge of the issue and local efforts.
- Leadership is continuously reviewing the results of the efforts and modifying financial supports accordingly.
- Most segment of the community are highly supportive and involved.
- Diversified resources and funds are secured and efforts are ongoing.

Lesson 18

STRATEGIES of COMMUNITY CHANGE

TOPIC 062-063

Topic 062: Strategies of Community Change-I

There are six distinct strategies of community change:

1. Mass Mobilization
2. Social Action
3. Citizen Participation
4. Public Advocacy
5. Popular Education
6. Local Service Development

1. Mass Mobilization

Mass mobilization seeks to bring about change by organizing and massing large numbers of individuals around issues. It assumes that visible public actions can generate power and compel concessions from targets. From this perspective, the issue is the critical focus of the change effort. Therefore, issue selection is very important. Issues must be selected that will appeal to a large number of people.

This strategy is often used as a response to existing conditions but rather as an independent force for change. The goal is to win on specific, time-limited issues rather than to create a permanent organization for future change efforts.

2. Social Action

The goal of social action is to build powerful organizations at the community level in order to win improvements in people's lives, make people more aware of their own power, and alter the existing power relationships in the community. This strategy recognized that organization is instrumental to power. For those who use this model for macro practice, the organization serves to stimulate collective action and generate power in the community.

3. Citizen Participation

As a macro practice strategy, citizen participation tries to involve citizens in policy planning and program implementation undertaken by governmental agencies. This strategy takes seriously the statement "government by the people, for the people." For the government, it can collect and provide information, identify attitudes and opinions, generate new ideas, build constituency support, open up the political process by involving traditional nonparticipants, and develop community organization and cohesion. For citizens, if creates opportunities to gain representation, to exercises political rights, and to influence policy decisions.

Topic 063: Strategies of Community Change-II

4. Public Advocacy

Public advocacy is the process of representing the interests of constituents and interest groups in legislative, administrative, or another established institutional arena. The foundation of this strategy is the belief that all groups within the community should have representation regardless of their wealth and power.

Public advocates tend to be highly experienced, deeply committed, and anxious for change. However, critics often charge that advocates often do not share the socially descriptive characteristics of their client's community, nor do they consult with or remain accountable to the people they claim to represent, involve them in identifying the issues, or help them to advocate for themselves.

5. Popular Education

Popular education aims to create change by raising critical consciousness about common human need. It assumes that people are able to participate but are temporarily unwilling to do so because they lack competence, confidence, or a common consciousness. Popular education is a form of praxis in which people reflect critically on their objective reality and act on that reflection to "transform the world." Transformation cannot and will not occur unless people's level of consciousness is raised regarding the problems they confront. The aim of this strategy is to alter people consciousness from a state of conforming to reforming to transforming society.

6. Local Service Development

Local service development is a process by which people provide their own services at the community level. It assumes that problems in communities have local solutions and that residents can take local initiatives to help themselves. This approach uses a process by which people strengthen themselves as well as their community by working to develop services needed by its members. Supporters have identified a number of benefits of this approach. It can provide psychosocial benefits for participants by reducing isolation and increasing interaction.

Its strategy can contribute to organizational development by setting priorities and implementing programs. It can improve the delivery of services by making them more responsive to community needs. It can increase accessibility, acceptability, and availability of services.

Lesson 19

PRINCIPLES of COMMUNITY ORGANIZATION

TOPIC 064-068

Topic 064: Principles of Community Organization-I

Community organization is a process through which welfare needs of a community met, it is the method used for the combination of resources and needs. The whole community is treated as a unit. It is a struggle of some organization to empower the resources of community for the solution of the problem.

1. **Acceptance**

It is the acceptance of community by a social organizer, when the goes to the field, he must meet with people of various cultures and groups. He should have to explain his interests in the community welfare. The community organizer has to accept the hinders and face the difficulties in the way of progress. Instead of helplessness he should have to adopt patience and work for the better of people. He must keep the people within the convinced boundary and bring their attention to the resources and the solution of basic problems.

2. **To Understand Resources and Needs**

The community organizer must have to explore the internal as well as the external resources of the people. He must not impose his work on the people but to start his work regularly and calmly. The community organizer should introduce the people with the problems faced by them and to bring solution for these problems through the utilization of their own resources.

3. **Community Self Determination**

Self-determination is necessary in community. The people of community must be provided freedom to explain their views and the organizer not impose its own over them. To create self-determination among the people, community organization required to know them better about their resources and needs because people know well about those things from outside people.

4. **Individualization**

To recognize the dignity of each individual a social/community organizer must create an environment of awarding to them. The individual is necessary to know his duty and responsibility about the social welfare. So, the idea of individualization creates awareness among the people to work better for the community. A community organizer inculcates the people that they can do everything as a human being and there is a human being and no difficulty in your way of progress.

5. **Freedom Within Limits**

The organizer should give freedom but within limits to make decision, show their interest and give proper attention to the problems. So, freedom should be within limits for the members of a community to pace on the way of progress and prosperity.

Topic 065: Principles of Community Organization-II

6. Functional Organization

There should be formal as well as informal leaders for the better functioning of organization. These people should be prepared to make their community successful and well-functioning. Because of speed the people will be able to chase the problems bitterly and solve them.

7. Diffusion of Responsibilities

The responsibilities must be diffused among the people of community. Everyone is responsible to fulfill his duty within the jurisdiction of community. These responsibilities should be divided among them to construct a progressive development in the community.

8. Progressive Program Experience

Any program which has been start must be progressive in experience. The problems should be highly chased and for this task experienced social/community mobilizer is required. So, the most experienced organizer will be the programs will be progressive and experienced.

9. People Participation in Decision Making

It is extremely necessary the participation of all the members of the community equally in making decisions. If they are not included it will lead to frustration among them.

10. Resource Mobilization

Community organizer must mobilize the internal and external resources of the community. For this purpose, the talents and potentialities must be organized and a nature of cooperation should be developed in them for unity and integration. When people become organize the resources must be utilized.

11. Evaluation

Community organizer should evaluate the efforts made by him through various programs, plans and organization. He should have to find out the gaps and take positive steps to bridge them. Evaluation is possible only when the community system is developed by the organizer of the community. As a nation if we utilize our resources properly and follow the above-mentioned principles of community development, we will be able to become a progressive and prosperous nation of the world. We will change our life as well as the whole country through these principles.

Topic 066: Principles of Community Organization-III

12. Principle of Specific Objectives

The principle of specific objectives prescribes the practice of consciously formulating specific objectives of working with different client groups on the one hand, and formulating specific community-oriented objectives, on the other. This enables the worker to make a beginning at the group level, which otherwise is difficult to achieve.

13. The Principle of Planning

This implies developing a blue print for the entire work to be undertaken in terms of programs, financial/resource requirements, personnel requirements, space etc. Planning also helps to anticipate problems one is likely to face in implementing the program and devising contingency plans for meeting them.

14. The Principle of People's Participation

People's participation is the most vital component of any community cooperative venture. Ambitious plans of community development in any community have failed partly due to lack of effective participation by people.

15. The Principle of Cultural Orientation

It becomes important for the community worker to be oriented to the cultural background of the community and show respect to its customs, traditions, values etc. This will enable her/him to gain the acceptance and respect of the community.

16. The Principle of Democratic Functioning

This principle is based on the belief that there is a tendency among common people to remain passive and allow others to take decisions for them. In this process, a few people tend to dominate and take control of all resources and benefits. Therefore, the community worker has a primary obligation to educate people and to create appropriate mechanisms to facilitate a wider participation and to curb the tendency of domination by a privileged minority. The principle of rotating leadership is also a step in the same direction.

17. The Principle of Flexible Organization

People in general are not used to conforming to rules and set procedures. Thus, it is better if community workers opt for a more flexible approach to organization to accommodate people with varied abilities to function effectively. Informal arrangements work better in the initial phase. Rules and procedures are very important, but they should be made to facilitate rather than hinder participation. Formation of various committees may also prove more helpful as more people can thereby obtain the valuable experience of taking the lead in participating and decision making.

Topic 067: Integrating Principles and Practice

Some integrating principles and practices of community development are discussed below.

1. Community Organization is Means and Not an End

Community organization is a process by which the capacity of the community to function as an integrated unit is enhanced. In this sense, it is a method or a means to enable people to live a happy and fully developed life. It refers to a method of intervention whereby a community, consisting of individuals, groups or organizations is helped to engage in planned collective action to deal with their needs and problems.

2. **Community Organization Should Promote Community Solidarity and The Practice of Democracy**

It should seek to overcome disruptive influences that threaten the wellbeing of the community and the vitality of democratic institutions. In community organization, discrimination and segregation or exclusion should be avoided and integration and mutual acceptance should be promoted.

3. **The Clear Identification of the Community**

Since the community is the client of the community organization worker, the community must be clearly identified. It is likely that there are several communities with which the worker deals at the same time. Further, it is important that once the community is identified, the entire community must become the concern of the practitioner. No program can be isolated from the social welfare needs and resources of the community. The welfare of the whole community is always more important than the interest or the wellbeing of any one agency/group in the community.

4. **Fact-Finding and Needs Assessment**

Community organization program should have their roots in the community. Proper fact-finding and assessment of community needs is the pre-requisite for starting any program in the community.

5. **Identification, Mobilization and Utilization of the Available Resources**

The fullest possible use should be made of the existing social welfare resources before creating new or additional resources or services. In the absence of resources/services, the worker must mobilize the resources from various sources such as the community, government, nongovernment agencies, etc. While utilizing the indigenous resources, it must be recognized that these resources may sometimes need extensive overhauling before they can meet the felt needs. Apart from mobilizing physical resources, indigenous human resources should also be optimally harnessed.

6. **Participatory Planning**

The community organization worker must accept the need for participatory planning throughout the process of community organization. It is important that the practitioner prepares a blue print of what he/she intends to do with the community in the beginning phase itself.

7. **Active and Vital Participation**

The concept of self-help is the core of community organization. The community members' participation throughout the process of community organization should be encouraged from the standpoint of democratic principle and feasibility, meaning the direct involvement in the program of those who have the primary stake in its results.

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8. Voluntary Cooperation

Community organization should be necessarily based on mutual understanding, voluntary acceptance, and agreement. If the process must be in harmony with the democratic principles, it cannot be regimented or imposed from outside. It must be derived from the inner freedom and will to unite those who practice it.

Topic 068: Difference Between Community Development and Organization

There are many similarities between community organization and community development. But for theoretical purpose it is possible to differentiate between community organization and community development.

1. Community organization is a method of social work but community development is a program for a planned change.

2. Community organization emphasizes the processes, but community development emphasizes the end or goals.

3. Community organizers are mostly social workers and social change agents, but community development personnel can be from other professions including agricultural experts, veterinary experts, and other technical experts

4. Community organization is not time bound. It is achieved step by step according to the pace of the people. But community development is time bound and time is specified for achieving the development objectives.

5. In community organization people's participation is important. But in community development people's development is important.

6. In community organization governments and external agencies assistances are not important or needed. But in community development external assistance from the government or other agencies is considered important.

7. Community organization is a method of social work and this method is used in many fields. But unlike community organization community development is considered as process, method, program, and movement for planned change.

8. Community organization is used in all the fields but community development is used mostly in economic development and for the development of living standards of the people.

9. In community organization planning is initiated by the people through their participation. But in community development planning is carried out by an external agency mostly by the government.

10. In community organization people are organized to solve their problem. But in community development goals have to be achieved and for that people are organized.

11. Community organization is universal to all communities. But community development

programs differ from people to people depending upon whether the area is rural, urban or tribal, and other characteristics of the area.

Even though there are differences, both are interrelated. The relationship is so close, so that community organization process and principles are accepted fully. Both are like two sides of the same coin. The ideal community development takes places where community organization method and its various steps and principles are effectively put into practice

Lesson 20

COMMUNITY DEVELOPMENT THEORIES - I

TOPIC 069-073

Topic 069: Theories of Community Development-I

Theory is a method which gives us understanding about world. Theory provides us answer of "WHY". "WHY" increases your knowledge. Theories are explanations that can help us to understand the human behavior in a society.

A theory is not just 'any' explanation - a theory comes into being when a series of ideas come to be held and accepted by a wider community of people. A theory is a proposed relationship between two or more ***concepts***. In other words, a theory is explanation for why or how a phenomenon occurs.

What is Social Theory?

Social theory was defined as of system of interconnected ideas that condense and organizes knowledge about social world. Social theories are analytical frameworks or paradigms used to examine social phenomena. The **term** 'social theory' encompasses ideas about 'how societies change and develop, about methods of explaining social behavior, about power and social structure, gender and ethnicity, modernity and 'civilization', revolutions and utopias' (Harrington, 2005).

Theories can provide a framework to community developers to help them comprehend and explain events. A good theory can be stated in abstract terms and can help develop strategies and tools for effective practice. If community developers want to conduct any research for the development of any community it is necessary for them to have some theoretical underpinnings.

Topic 070: Theories of Community Development-II

Role of Theories in Community Development

In community development theories helps community developer to adopt different strategies for community development work. Seven theories are offered as a theoretical core for those who approach community development from at least seven contextual perspectives: contextual perspectives:

1. Relationship

2. Structure

3. Power

4. Shared meaning

5. Communication for change

6. Motivation for decision making

7. Integration of the paradoxes that pervade the field.

	Contextual Theories	Perspectives
1.	Relationship	Social Capital Theory
2.	Structure	Functionalism
3.	Power	Conflict theory
4.	Shared meaning	Symbolic Interaction
5.	Communication for change	Communicative Action
6.	Motivation for decision making	Rational choice theory
7.	Integration of the paradoxes that pervade the field.	Glidden's Structuration

Social Relationship and Social Capital Theory

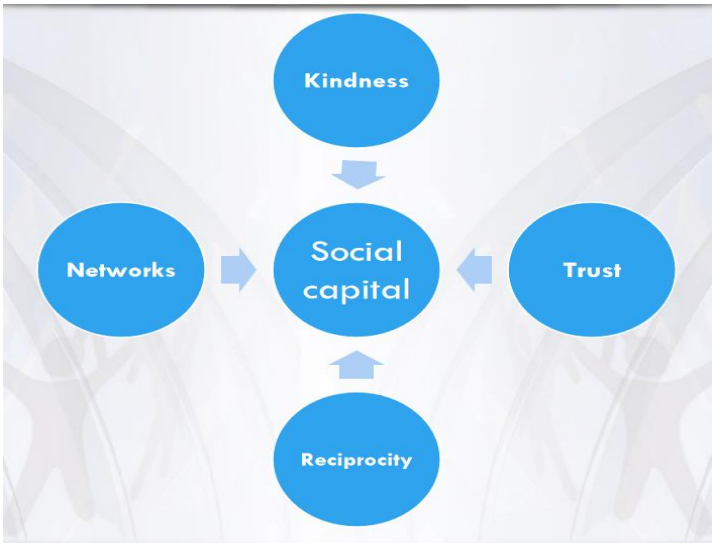
Bourdieu and Coleman are the founding theorists of social capital because they introduced the term social capital systematically for the first time.

What is Social Capital?

The networks of relationships among people who live and work in a particular society, enabling that society to function effectively.

Social Relationship and Social Capital Theory

Social capital theory contends that social relationships are resources that can lead to the development and accumulation of human capital. In social capital we involve people who know each other, have positive relationship, ready to help each other with respect and kindness. It involves supportive social structures that encourage prosocial actions and discourage exploitive behaviors.



In evolutionary terms, social capital can be defined as any feature of a social relationship that yields reproductive benefit. Social relationships are essential for solidarity building and successful community initiatives. Social capital is that set of resources intrinsic to social relations and includes trust, norms, and network.

Social capital is the value that comes from social networks, or groupings of people, which allow individuals to achieve things they couldn't on their own. Examples of social capital

(1) Sharing information and resources

(2) Providing assistance

(3) Establishing trust

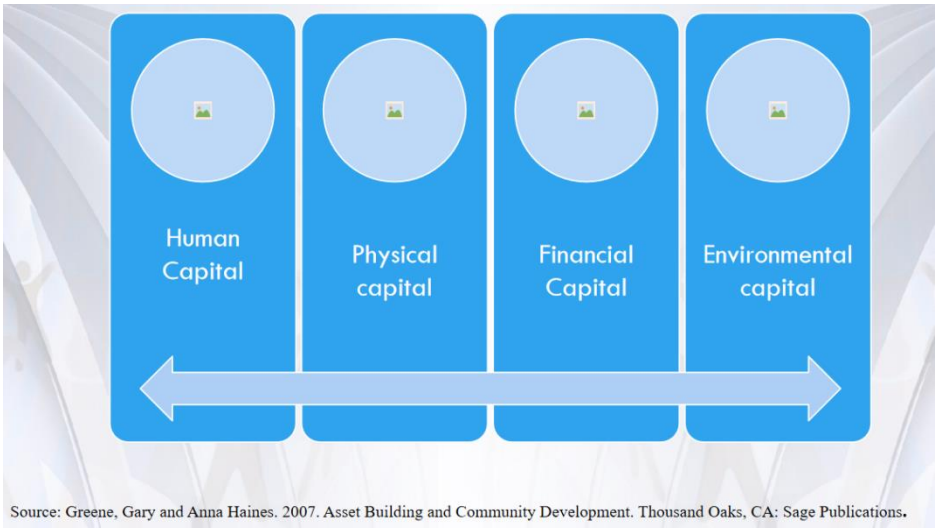
The most tangible example of social capital at the group level is the creation of rules or guidelines that provide the basis for behavior and give members the confidence to act to prosocial or collaborative ways. Another example is common language and shared understanding. This creates a sense of shared purpose that also encourages collective action. Social capital is any benefit that is derived from interaction between members of a social grouping or society.

Topic 071: Theories of Community Development-III

Theories can provide a framework to community developers to help them comprehend and explain events. A good theory can be stated in abstract terms and can help develop strategies and tools for effective practice. If community developers want to conduct any research for the development of any community it is necessary for them to have some theoretical underpinnings. Community-based development is based on the principle of development aid through community participation, which is expected to promote pro-social behavior.



However, social capital alone cannot revitalize communities; there are other forms of community capital needed, such as human capital, physical capital, financial capital, and environmental capital. Along with social capital these **four types** of community capital are necessary for community development to occur.



Source: Greene, Gary and Anna Haines. 2007. Asset Building and Community Development. Thousand Oaks, CA: Sage Publications.

Community developers can **integrate social capital theory into their initiatives**. In some cases, they will find communities which have relatively low levels of social capital. In such cases, they may have to begin by nurturing "bonding social capital" through sharing food and drink, celebrations, storytelling, dance, or public art. They will have to create opportunities for people to get to know each other and build new levels of trust through shared interests including music, book clubs, games, or other pursuits.

In other cases, communities may have strong bonding social capital but really need "bridging social capital" if they are going to prosper and increase their quality of life.

Topic 072: Theories of Community Development-IV

Structural Concern: Functionalism

The theoretical concept concerned with structure is known as structural functionalism. It is also called systems theory, equilibrium theory, or simply functionalism. Functionalists are greatly influenced by Emile Durkheim, and famous functionalists Talcott Parsons and Robert Merton **social structures**, which are relatively stable patterns of social behavior. Social structures give shape to our lives - for example, in families, the community, and through religious organizations.

Social Structure and Social Functions

Social structure includes arrangements in society, such as various social classes (upper, middle, and lower) or various governmental levels (federal, state, and a community). Each social structure has **social functions**, or consequences for the operation of society as a whole. Education, for example, has several important functions in a society, such as socialization, learning, and social placement. Social functions are the consequences of any social pattern for the operation of society as a whole.

Manifest Functions

Manifest functions are the consequences of a social process that are sought or anticipated. Manifest functions are the recognized and intended consequences of any social pattern. Manifest functions are consciously and deliberately intended to produce beneficial outcomes. A manifest function of college education, for example, includes gaining knowledge, preparing for a career, and finding a good job that utilizes that education.

Latent Functions

Latent functions are those unrecognized and unintended consequences. Latent functions are neither conscious nor deliberate, but also produce benefits. They are, in effect, unintended positive consequences. Latent functions of your college years include meeting new people, participating in extracurricular activities, or even finding a spouse or partner. Another latent function of education is creating a hierarchy of employment based on the level of education attained. Latent functions can be beneficial, neutral, or harmful.

Social Dysfunctions

Social dysfunctions are the latent functions which harm the society, create social disorder and conflict. Latent functions often go unnoticed, unless they are dysfunctions or functions resulting in negative outcomes. Dysfunction can also be manifest or latent. While functions are intended or recognized (manifest), and may have a positive effect on society, dysfunctions are unintended or unrecognized, and have a negative effect on society.

Functionalism is one of the key sociological perspectives and is known as a consensus theory as it is characterized by the idea that society requires shared norms and values in order for it function properly. Institutions in society (such as the family, education, the media, etc.) have clear social functions, which ensure there is a broad consensus about the norms and values of society and which enable organic and orderly social change.

The French sociologist Émile Durkheim argued that it was necessary to understand the “needs” of the social organism to which social phenomena correspond. Other writers have used the concept of function to mean the interrelationships of parts within a system, the adaptive aspect of a phenomenon, or its observable consequences. In sociology, functionalism met the need for a method of analysis; in anthropology it provided an alternative to evolutionary theory and trait-diffusion analysis.

A **social system** is assumed to have a functional unity in which all parts of the system work together with some degree of internal consistency. Functionalism also postulates that all cultural or social phenomena have a positive function and that all are indispensable.

Topic 073: Theories of Community Development-V

How Can Structural Functionalist!! Guide Community Development Practice?

Structural functionalism is a useful tool for community development practitioners. If one applied structural functionalism to community development practice, one would help the community analyze what organizations are committed to training, nurturing and financing micro-enterprise development and what their latent or hidden functions might be.

Functionalism helps us to consider the way multiple institutions like education, family, health care or religion interact to form an individual or community. Analyzing these relationships is necessary for identify power player and creating a plan of action around who or what institutions to target for change.

This is important for community development because in many situations the change that community development aims for are harder to achieve than we might think. the **status quo** is extremely hard to change. In fact, in planning we say that unless there are very strong reasons to oppose that status quo and unless you can prove that the status quo is no longer a viable alternative, maintaining the status quo is the best alternative.

Within community development, **functionalism is imperative**. Community workers must understand how the community functions before they can even set a plan for change. Functionalism can shed a light on where the communities excel and where there is room/need for strengthening. Community Organizers can use functionalism to understand how all the different aspects of a community's society interact and influence development.

Functionalism is also **critical to government work**. It is important to acknowledge the way that multiple systems function together in order to decide where resources are needed in a community. For example, if there is a strong religious institution who provides social services, perhaps the government entity could work with the pre-existing community entity to reach members of the community.

A functionalist-oriented practitioner is more likely to **notice dysfunctions in organizations**. If existing organizations are not meeting local needs in this area, the functionalist would build community capacity by transforming an existing organization to meet the same concerns. A functionalist would also want to build links with broader social systems, such as external organizations, that could help the community's micro-entrepreneurs to flourish. In essence, a functionalist would see structures as important components of capacity building.

Lesson 21

COMMUNITY DEVELOPMENT THEORIES -II

TOPIC 074-078

Topic 074: Theories of Community Development-VI

	Contextual Theories	Perspectives
1.	Relationship	Social Capital Theory
2.	Structure	Functionalism
3.	Power	Conflict theory
4.	Shared meaning	Symbolic Interaction
5.	Communication for change	Communicative Action
6.	Motivation for decision making	Rational choice theory
7.	Integration of the paradoxes that pervade the field.	Glidden's Structuration

Power and Conflict Theory

Social conflict theory is a macro-oriented paradigm in sociology that views society as an arena of inequality that generates conflict and social change. Key elements in this perspective are that society is structured in ways to benefit a few at the expense of the majority, and factors such as race, sex, class, and age are linked to social inequality.

Conflict theory states that tensions and conflicts arise when resources, status, and power are unevenly distributed between groups in society and that these conflicts become the instrument for social change. In this context, power can be understood as control of material resources and accumulated wealth, control of politics and the institutions that make up the society, and one's social status relative to others (determined not just by class but by race, gender, sexuality, culture, and religion, among other things).

Conflict theory originated in the work of Karl Marx, who focused on the causes and consequences of class conflict between the bourgeoisie (the owners of the means of production and the capitalists) and the proletariat (the working class and the poor). **Marx offered** a theory of capitalism based on his idea that human beings are basically productive - in order to survive, people have to work. He also believed that people have two relationships to the means of

production: you either own the productive property or you work for someone who does.

Focusing on the economic, social, and political implications of the rise of capitalism in Europe, Marx theorized that this system, premised on the existence of a powerful minority class (the bourgeoisie) and an oppressed majority class (the proletariat), created class conflict because the interests of the two were at odds, and resources were unjustly distributed among them.

The clash between the owners and the workers is at the heart of Marx's thinking. In an industrial, wealthy, society, how can so many people be poor? At the heart of Marx's thinking is **social conflict**, which is the struggle between groups in society over scarce resources. Marx's primary concern, however, was **class conflict**, which arises from the way society produces material goods.

Patterns of class conflict theory occur when one class of people is systemically empowered over another. The less empowered class demands a share of resources that the more fortunate class has in abundance, leading to social conflict. Here are some real-life examples of conflict theory in both economic and societal situations.

Social conflict **approach suggests that cultural systems do not address human needs equally**, allowing some people to dominate others this inequality in turns generates pressure towards change. This approach understands the ways that cultural patterns integrate members of the society.

In essence, **conflict theory suggests that conflict is an integral part of social life**. There are conflicts between economic classes, ethnic groups, young and old, male against female, or one race versus another.

Conflict Theory and Community Development

Power is the second key issue for community development. Power is about who controls or has access to resources (land, labor, capital and knowledge). Community workers tend to embrace more readily conflict theory as a essential component of their organizing work. However, there is an argument that community developers also need conflict theory if their goal is to build capacity (capacity of the community). Power differences are a reality of community life and need to be considered as development occurs.

Community developers need conflict theory because it helps them gain insight into why specific differences and competition have developed among groups and organizations in a community. Conflict theory can help communities understand the kind and extent of competing interests among groups.

Community developers need conflict theory because it helps them gain insight into why specific differences and competition have developed among groups and organizations in a community. It can help them to understand why some people are silent or have internalized the values of elites even to their own disadvantage.

Conflict theory can help communities understand the kind and extent of competing interests among groups. It also can shed light on the distribution of power, whether concentrated in the hands of a few or more broadly distributed. Communities can also explore the use of conflict to upset the status quo – whether through protests, economic boycotts, peaceful resistance, or

other ranges of possibilities – especially if competing groups or institutions refuse to change positions or negotiate.

Topic 075: Theories of Community Development-VII

Conflict Theory and Community Development

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Topic 076: Theories of Community Development-VIII

Shared Meaning- Symbolic Interaction

Symbolic Interaction is a micro-level theory that focuses on the relationships among individuals within a society. Communication—the exchange of meaning through language and symbols—is believed to be the way in which people make sense of their social worlds.

George Herbert Mead (1863–1931) is considered a founder of symbolic interactionism though he never published his work on it (LaRossa & Reitzes 1993). Mead's student, Herbert Blumer, coined the term "symbolic interactionism" and outlined these basic premises: humans interact with things based on meanings ascribed to those things; the ascribed meaning of things comes from our interactions with others and society; the meanings of things are interpreted by a person when dealing with things in specific circumstances (Blumer 1969).

Social scientists who apply symbolic-interactionist thinking look for patterns of interaction between individuals. Their studies often involve observation of one-on-one interactions. For example, while a conflict theorist studying a political protest might focus on class difference, a symbolic interactionist would be more interested in how individuals in the protesting group interact, as well as the signs and symbols protesters use to communicate their message.

Symbolic interactionism is a theoretical approach to understanding the relationship between humans and society. The basic notion of symbolic interactionism is that human action and interaction are understandable only through the exchange of meaningful communication or symbols. Social scientists who apply symbolic-interactionist thinking look for patterns of interaction between individuals. Their studies often involve observation of one-on-one interaction.

Dramaturgical Analysis

Erving Goffman (1922–1982) to develop a technique called dramaturgical analysis. Goffman used theater as an analogy for social interaction and recognized that people's interactions showed patterns of cultural "scripts." Because it can be unclear what part a person may play in a given situation, he or she has to improvise his or her role as the situation unfolds (Goffman 1958).

Dramaturgical analysis describes how we resemble actors on a stage as we play our various roles. Studies that use the symbolic interactionist perspective are more likely to use qualitative research methods, such as in-depth interviews or participant observation, because they seek to understand the symbolic worlds in which research subjects live.

Topic 077: Theories of Community Development-IX

Symbolic Interaction and community development

Symbolic interactionism is essential for community development because it provides insight into the ways people develop a sense of shared meaning, an essential ingredient for solidarity. When a community developer helps a community to develop a shared vision of their future, he/she is helping them build a sense of unity

A **community-owned vision comes about through the interaction of people** and is related through pictorial, verbal, or musical symbols. A symbolic interactionist would be keen on bringing people together to develop a shared understanding. aA community worker who used symbolic interaction would not ignore the concept of power. Participants would be asked questions as to whose concept of farmland dominates public policy. Through the employment of symbolic interaction theory, a sense of solidarity could be gradually established in a community.

Symbolic interactionists also use symbols to build capacity. For example, a community may choose to preserve a historic structure because they believe it is beautiful, or they may say it is an important part of a labor, class, racial or gender struggle or some other interest. A community developer can augment their meaning with data about the historical and architectural meaning that external agents see in the structure.

Community capacity can be built in other ways, such as providing information about tax credits for historic structures or how to locate grants for preservation. Symbolic interactionists **probe into the factors** that help people understand what they say and do by looking at the origins of symbolic meanings and how meanings persist. Symbolic interactionists are interested in the circumstances in which people question, challenge, criticize, or reconstruct meanings.

Topic 078: Theories of Community Development-X

Communication for Change: Communicative Action Theory

The Theory of Communicative Action proposes conditions in which subjects, from an ideal situation or speech, seek to solve their deadlocks by using argumentative dialogue that is free of pressure, in order to reach an understanding and draw a consensus.

Communicative action" describes the layer where monetary and bureaucratic structures (rational systems) meet the lifeworld. Habermas (in presenting this approach) is concerned about the domination and rationalization of the life-world, in which science and technology are unable to address complex public issues.

Habermas proposes some important concepts to define the theory of Communicative Action, among them moral conscience, communicative action, dialogic knowledge and communicative rationality.

In **Habermas'** concept of communicative rationality, knowledge is given through the competence of dialogue, in the possibility of exchange, in giving to the other, with respect to the differences and sharing of the life world present in the discussions about critical thinking, since it is desirable that the student can identify the real meaning of elements and of these within a given context.

In this aspect, the Communicative Action theory proposes to investigate the "reason" inscribed in everyday communicative practice and to reconstruct from the basis of validity of speech an unrestricted concept of reason, understood as the result of learning, a social, communicative and dialogic evolution.

Habermas's communicative action theory is guided by the intersection of technical and corporate knowledge with local and practical knowledge. Combined, they can lead to a new kind of "emancipatory knowledge" that offers fresh ideas and action. Therefore, communicative action blends the practice of argumentation, reflection and understanding, which seeks freedom from pressure and the imposition of ideas that impede creativity and critical knowledge; it can be characterized as a type of social action that through inter subjectivity aims at autonomy described rights.

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Lesson 22

COMMUNITY DEVELOPMENT THEORIES -III

TOPIC 079-082

Topic 079: Theories of Community Development-XI

How can Communicative Action Theory guide CD practice?

There are many ways for community developers to carry out **Habermas's communicative action theory**. One of the best practiced examples is the National Issues Forums. National Issues Forums are conscious acts of deliberation that make it easier for the system and the life-world to interact when involved in community development, it is important to understand the various parties or groups affiliated with the issue, cause, demonstration, or movement that is occurring within the community. Although highly idealized, every voice within a community should be heard in order to ensure that productive and beneficial decisions are made within the community.

Being a community organizer may exert some power, especially when working on the behalf of an organization. Thus, it is important that community organizers intentionally seek diverse public representation when forums are held, and ensure that decision making committees, boards, and meetings are representative of the community. Moreover, these individuals should also be able to express their opinions and thoughts regarding issues concerning their community. This could promote greater self-efficacy among citizens that reside within the community, since they may come to feel that they are not being controlled by outside bureaucratic forces, but rather possess a feeling that their input matters.

In many aspects of society, **communication occurs most often among those who are privileged**, while those who lack privilege have less of a voice. When watching or listening to the news, it is the media that informs the local community regarding information, but it is the business leaders who decide what information is or is not appropriate. Thus, business leaders and political forces control and dictate the communication that local residents receive. Thus, it is important that leaders try to bridge the communication gap between powerful bureaucracies and individuals.

Topic 080: Theories of Community Development-XII

	Contextual Theories	**Perspectives**
1.	Relationship	Social Capital Theory
2.	Structure	Functionalism
3.	Power	Conflict theory

4.	Shared meaning	Symbolic Interaction
5.	Communication for change	Communicative Action
6.	Motivation for decision making	Rational choice theory
7.	Integration of the paradoxes that pervade the field.	Glidden's Structuration

Motivation for decision making: Rational Choice theory

Rational choice theory, also called rational action theory or choice theory, school of thought based on the assumption that individuals choose a course of action that is most in line with their personal preferences. Rational choice theory is used to model human decision making, especially in the context of microeconomics, where it helps economists better understand the behavior of a society in terms of individual actions as explained through rationality, in which choices are consistent because they are made according to personal preference. Rational choice theory increasingly is applied to other areas as well, including evolutionary theory, political science, and warfare.

Rational choice theory in social work is an important concept because it helps explain how individuals make decisions. According to rational choice theory, every choice that is made is completed by first considering the costs, risks and benefits of making that decision. Choices that seem irrational to one person may make perfect sense to another based on the individual's desire.

Origin of Rational Choice Theory

Rational choice theory origins date back centuries. Adam smith is considered the originator of this theory. His essay "An Inquiry into the Nature and Causes of the Wealth of Nations," from 1776, proposed human nature's tendency toward self-interest resulted in prosperity. Smith's term "the invisible hand" referred to unseen forces driving the free market.

Application of Rational Choice Theory

Rational choice theory can apply to a variety of areas, including economics, psychology and philosophy. This theory states that individuals use their self-interests to make choices that will provide them with the greatest benefit. People weigh their options and make the choice they think will serve them best. How individuals decide what will serve them best is dependent on personal preferences. For example, one individual may decide that withdrawing from smoking is best for them because they want to protect their health. Another individual will decide they want to smoke because it relieves their stress. Although the choices are opposite, both individuals make these choices to get the best result for themselves.

Topic 081: Theories of Community Development-XIII

Role of Rational Choice Theory Indifferent Field of Life

Rational choice theory has a wide variety of applications in all types of spheres affecting human populations.

- **Economics and business:** Rational choice theory can explain individual purchasing behaviors.
- **Politics:** Rational choice theory can be used to explain voting behaviors, the actions of politicians and how political issues are handled.
- **Sociology:** Rational choice theory can explain social phenomena. This is because all social change and institutions occur because of individual actions.
- **Addiction treatment:** Rational choice theory can be used to identify addiction motivations and provide substance alternatives that are equally beneficial to patients.

Role of Rational Choice theory in Community Development

When applied to community development, rational choice theory is concerned with finding appropriate rewards and minimizing risks to individuals who become involved in community initiatives. Rational choice theory can be helpful in understanding individual and collective behaviors. It helps to pinpoint why people, groups and society as a whole move toward certain choices, based on specific costs and rewards.

Rational choice theory also **helps to explain seemingly "irrational" behavior**. Because rational choice theory states that all behavior is rational, any type of action can be examined for underlying rational motivations. Rational choice theory can promote inquiry and understanding, helping differing parties, like a client and a therapist, to recognize the other's rationale.

In community development rational choice theory helps community workers to **understand the motivations of those they work with**. Using rational choice theory, community workers can uncover why people of a certain community do certain things and have gotten into certain situations, even when they seem unfavorable.

Rational choice theory can also help community workers when they're **designing interventions and treatments**. Knowing that their clients will make decisions based on what benefits them, community workers can use that understanding to guide their interactions with and recommendations for their clients.

Use of Rational Choice Theory by Community Workers

Community workers can use rational choice theory to:

- Investigate the meaning behind their clients' relationships, including with friend groups and romantic partners, including when those relationships are abusive or seem toxic.
- Examine why their clients behave in certain ways, including engaging in self-destructive behaviors and addictions.

- Understand how family dynamics and social interactions affect their clients.
- Create a better relationship between themselves and their clients, by positioning their work in a way that benefits the client.
- Promote interventions and create treatments that their clients will want to engage in because they see the benefits.
- Position resources so that clients understand how those resources will benefit them.
- When there's a need to describe, predict and explain human behavior, rational choice theory can be applied.

Topic 082: Theories of Community Development-XIV

Integration of Disparate Concerns and Paradigms and Giddens's Structuration Theory

Structuration theory attempts to understand human social behavior by resolving the competing views of structure-agency and macro-micro perspectives. This is achieved by studying the processes that take place at the interface between the actor and the structure. Structuration theory takes the position that social action cannot be fully explained by the structure or agency theories alone.

Characteristic of Saturation Theory

Theory is one of a set of grand social theories that are capable of describing the very foundation of social systems: these include teams, organizations, and society as a whole. One of the key characteristics of Giddens's theory is the understanding of **structure as duality**:

- On the one hand, structures of social systems such as norms, symbols, and physical objects etc. enable social practices.
- On the other hand, these very structures are reproduced by agents and thus are also result of social practices.

This understanding opens up a variety of new perspectives for managing organizations. In this blog post we have a look at some of those perspectives, such as Strategy as Practice, and derive key take-aways for working professionals.

Basis of Structuration Theory

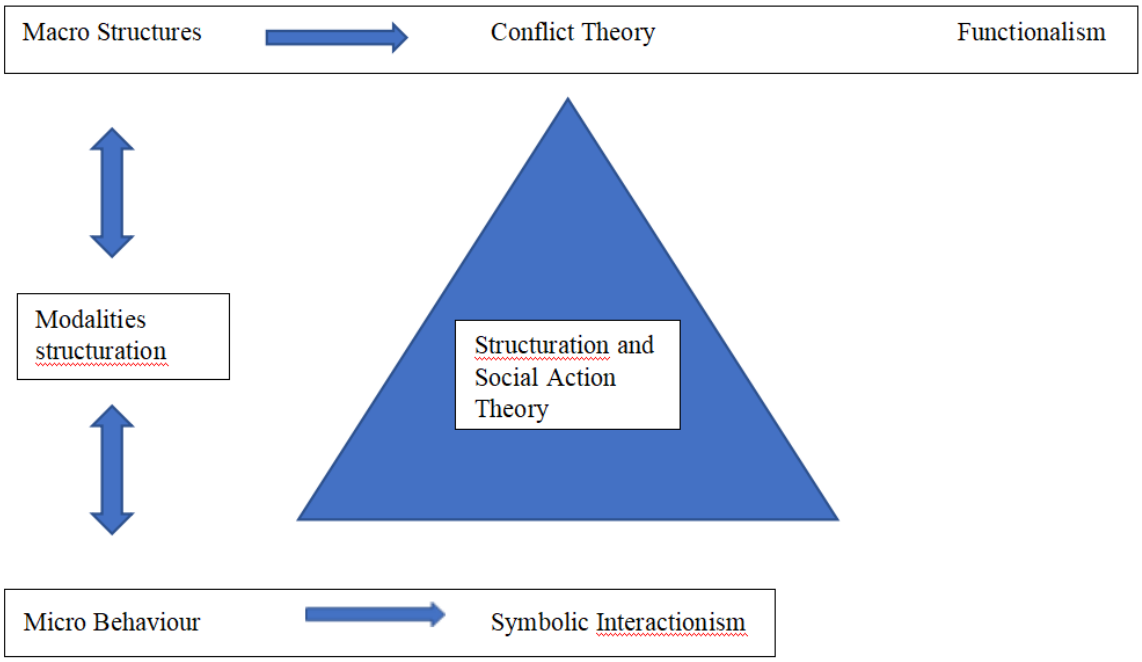
The basic of the theory of Structuration involves the identification of the relationship between the individuals and the social forces that act upon us. In Giddens' theory of Structuration, he tries to balance the role that actors play with their limited choice of position in history and in the social fabric they find themselves. In his theory, Giddens suggests that people do not have entire preference of their actions and their knowledge is restricted; nonetheless, they are the elements that recreate the social structure and produces social change (Craib, 1992, pg.33).

Human Behaviour and Saturation Theory

Giddens' theory of structuration argues that human behavior is neither totally haphazard nor totally structured. it follows modalities (cultural and mental molds) that both reproduce and transform social systems. Human behavior is based on structure (or rules and resources) and agency (to human action). This theory is often associated in social work and sociology with social written and unwritten laws and the human interactions and behaviors affected by them. Classical macro theories of structural functionalism and conflict theory are essential concepts for building community capacity, while the micro theory of symbolic interactionism is important for creating or strengthening solidarity.

Third Dimension of Theory

The dualism of macro versus micro characterizes much of the theoretical thinking in sociology. Giddens introduces a third dimension, or an "in between" level of analysis, which is neither macro nor micro. It has to do with the cultural traditions, beliefs, and norms of society, and how the actors draw upon those in their behavior (Collins 1988: 399).



Instead, it recognizes that actors operate within the context of rules produced by social structures, and only by acting in a compliant manner are these structures reinforced. As a result, social structures have no inherent stability outside human action because they are socially constructed. Alternatively, through the exercise of reflexivity, agents modify social structures by acting outside the constraints the structures place on them.

Importance of Saturation Theory in Community Development

This theory is useful in community development because it is important when developing a project or a plan of action it is important to keep in mind that what works in one area may not work in another because everyone is different. In other words, what works in one community may not work in other, therefore it is important to understand the community that one is trying

to help and develop a plan of action accordingly.

In community development, when working with communities, people who come into communities need to be mindful that communities are different, and have their own rules and regulations as well as ideas and attitudes that must be considered. Just because one's ideas and approach to problems in one community are well received in one community, doesn't mean that they may be well-received in another community. In fact, if one uses the same tactic in different communities, they have the potential to burn bridges.

Lesson 23

ROLES AND RESPONSIBILITIES of SOCIAL WORKER IN COMMUNITY DEVELOPMENT

TOPIC 083-087

Topic 083: Scope of Social Work in Community Development

What is Social Work?

Social Work is a Profession and a discipline. It is a practice-based professional which promotes unity, social change, development and cohesion. Social work not only empower individuals but also communities. Social work is the professional activity of helping individuals, groups and communities to enhance or restore their capacity for social functioning and creating societal conditions for favorable to this goal.

Social work is a practice-based profession and an academic discipline that **promotes** social change and development, social cohesion, and the empowerment and liberation of people. **Principles** of social justice, human rights, collective responsibility and respect for diversities are central to social work.

Social Work as a Profession

Social Work is categorized as a profession because it requires specialized, formal training and certification. Social Work is a helping activity. Social Work is based on scientific knowledge and skills. The professional activity of helping individuals, groups, families, organizations, and communities to enhance or restore their capacity for social functioning. Social Work is very helpful to know that there is a source or person that there is to help in time of need.

What community development?

Community development (CD) can be defined as a process that seeks to strengthen and empower communities to develop their full potential. It seeks to equip individuals and groups of people with the skills they need to bring about progressive change in their own communities. Community development is bringing forth the potential abilities and qualities of group of people who live together in a common territory and who have an interdependent relationship with each other. Community Development is a collective effort of community people who come together and make a collective effort to achieve their collective objectives to improve their quality of life and has occurred throughout history.

Scope of Social Work in Community Development

Community social work involves understanding the power dynamics and social relations that govern the relationships between various structures and diverse communities and working to achieve social justice through structural change. If the issue is poverty, for example, a social worker practicing from a community perspective may focus on the political economy that creates these conditions. This may include trying to address the policies that perpetuate poverty or organizing groups around the issue to lobby decision makers for change.

The main approach to this work is a **belief that people acting together have a great capacity to improve their own circumstances**, as they have first-hand knowledge of the situation and what needs to happen to change things for the better. In fact, this reflects the fundamental values of the social work profession generally.

In any situation, the communities of focus must **play a leading role in defining the issues and developing the solutions**. Community social workers spend much time working with leaders and allies to identify common goals among community members.

Topic 084: Role of Social Worker in Community Development-I

Community social workers help communities' function. Some work directly with individuals, conducting needs assessments and making referrals to resources in the community. Others assess needs on a larger scale. They may plan and administer programs.

1. Community Organization

One type of community social work practice is community organization. Social workers may be community builders or community organizers. They may be employed by various nonprofits and grassroots organizations to raise funds, write grants, drum up support, plan infrastructure.

2. Sets System to Empower People

Social workers not only help people with immediate needs, but set up systems that will endure after. Social work in general empower people, establish linkages between people and societal resources, develop cooperative networks within the institutional system, promote social justice and equality of all people, contribute to the development of knowledge for social work profession through research and evaluation, encourage exchange of information in institutions, embrace a world view of human issues and solutions to problems and many more.

3. Support Individuals and Their Families

Social workers support individuals and their families through difficult times and ensure that vulnerable people, including children and adults, are safeguarded from harm. Their role is to help improve outcomes in people's lives. They maintain professional relationships and act as guides and advocates. They sometimes need to use their professional judgment to make tough decisions that might not always be well received by those they are trying to help.

4. Work in Variety of Settings

A social worker, works in a variety of settings within a framework of relevant legislation and procedures, supporting individuals, families and groups within the community. They may work in homes or schools, hospitals or on the premises of other public sector and voluntary organization. Social workers who practice as community organizers or developers are guided by the ethics and standards of the profession and by principles of sustainable community development.

5. Role of Social Worker from Community's Perspective

From a community perspective, the social work role is to conduct assessments and share information with the identified community of interest. Research knowledge is often used to formulate the steps needed in developing a strategy. In turn, the social worker learns from the people in their communities, enhancing collaboration and partnerships that lead to achieving real social change.

There are many other roles performed by a social worker while working in community setting which we will discuss in our next sessions.

Topic 085: Role of Social Worker in Community Development-II

6. Role of Social Worker in Identification of Problem

A social problem is an issue within the society that makes it difficult for people to achieve their full potential. Poverty, unemployment, unequal opportunity, racism, and malnutrition are examples of social problems. So are substandard housing, employment discrimination, and child abuse and neglect. Crime and substance abuse are also examples of social problems.

Not only do social problems affect many people directly, but they also affect all of us indirectly. Social workers identify social problems and help people function the best way they can in their environment, deal with their relationships, and provide help in solving their personal and family problems.

7. Evaluation

The worker must be an expert to provide some evaluation or interpretation of the process of cooperative work, which is being carried. The community worker must be able not only to understand with objectivity, the content of discussion, but also the process of interaction and the effect of this on individuals and groups. He should be an expert to interpret these to the community without damage and in a way that will increase people's understanding and ability to operate as a group in the community. In all these areas, the worker may function as an expert, providing data and resources useful to the group.

8. Social Worker Role as a Therapist in Community

As a social therapist, community worker empowers people to help one another. The healthy social environment is essential for the individual or group and community for productive life, independent, and joyful. The community worker channelizes the healthy social environment by establishing necessary spiritual, social and physical conditions for the community to thrive.

Topic 086: Role of Social Worker in Community Development-III

9. Role of Social Worker in Crisis Management

Social workers' roles have grown to include crisis management as well as roles of empowerment and advocacy. Social workers can empower communities by encouraging individuals to take an active role in shaping social services.

10. Role of Social Worker in Utilizing Community Resources

The social worker working in the community development setting should know the felt needs of the people and their resources and they should start work according to those felt needs. They should also explore available resources, which are available outside the community. Social Workers are often involved in teaching people about resources and how to develop particular skills such as budgeting.

11. Role of Social Worker in Enhancing Leadership Qualities in Groups of Communities

Social work helps intervene in crises, mediate conflict, advocate on behalf of clients, and identify resources thus enhancing leadership qualities. They help during some of the most vulnerable times and often help clients and their families find meaning in the face of adversity. This enhances their leadership qualities and makes them every day leaders.

12. Role of Social Work in Conflict Resolution in Community

Conflict is an essential aspect of making change in almost any context. Social workers traditionally tend towards learning and practicing the skills of conflict management for the sake of reducing unnecessary conflict. Social workers practice assertiveness, advocacy, and sometimes, direct conflict engagement in order to create change. Therefore, social work enhances workers skills in conflict resolution.

Topic 087: Role of Social Worker in Community Development-IV

13. Role of Social Work as a Guide in Community

The primary role of the community worker is ‘to guide and helps the community members to discover the ways and means of achieving their goals. As a guide, he helps the community to move effectively in the route, which it sets for itself. As a guide, he is required to provide needed information and ideas that the community may initially lack.

As a guide, the community worker instead of doing anything on his/her own, guides the members of the community in the process of community work. The community worker is not a person to shoulder the responsibility or solving problems of the people. Instead, he has to make the people to respond for which the worker provides the various avenues and shows different roots while dealing with the community problems.

14. Role of Social Work as An Enabler in Community

In general, the role of the enabler is simply to facilitate the process of community work, but this role is as varied and complex as each situation with which the worker deals. The role of the enabler requires judgment about how much of support and encouragement can be given, how much anxiety relieved, how much support provided at different stages so that the community is able to move at a comfortable pace and with sufficient self-confidence.

Enabling the community to maintain good interpersonal relations, cooperative and collaborative attitudes and practices, and to deal with inter- group tensions, conflicts and other blocks also fall in the domain of the community worker.

15. Role of Social Work as Expert in Community

As an expert, the worker's role is to provide information, knowledge and advice in a number of areas about which he has specialized. often, worker has to provide research data, technical experience, and resource material, advice on methods that the community may need and require in the process of achieving its goals.

The worker may serve as an 'expert' in diagnosis and analysis of community problems and may help the community to understand its own structure, dynamics, potentialities and constraints. He is expected to be skilled in research methods, able to conduct studies and formulate research policy.

In the community the worker as an enabler plays a "supporting role" but as an expert may directly confront the group with facts and concepts that may be reassuring and helpful to it. There need be no conflict in these roles, for they should supplement and support rather than compete with each other. The role of expert is very useful, and without his help, the community may stumble unnecessarily.

Lesson 24

P ROLE of COMMITTIES AND CONFLICT IN COMMUNITY DEVELOPMENT

TOPIC 088-091

Topic 088: Committees-I

What is committee?

A number of persons may come together to take a decision, decide a course of action, advise committee members on some matters. It is a method of collective thinking, corporate judgment and common decision. A committee may be assigned some managerial functions or some advisory or exploratory service may be expected from it.

A body of persons delegated to consider, investigate, take action on, or report on some matter an advisory **committee** specifically: a group of fellow legislators chosen by a legislative body to give consideration to legislative matters.

Role of Social Worker in Community Development

A committee is not a separated type of organization as such. But it is a method of attaching persons or groups with one and other for advice and guidance in community development planning and execution of projects. A group of competent and interested persons pool their thoughts for facilitating decision making process.

Sometimes there is a need to get opinion of other persons for taking important decisions. The thinking of varied persons is pooled together through deliberations and discussions and common decisions are reached. Because of collective information and analysis, committees are more likely to come up with solutions to complex problems. With the growth of community, the need for committee is more.

Functions of Committee in a Community

The primary function of a committee is to contribute to the efficient operation of community. In most cases, a committee is concerned with the communication of information and with assisting the leadership in the decision-making process by providing needed information.

It might also include building a business case for the project, planning, providing assistance and guidance, monitoring the progress, controlling the project scope and resolving conflicts. However, the specific duties and role of the steering committee vary among organizations.

Topic 089: Committees-II

Objectives of Committee

- Provide a forum for exchanging ideas among community members.
- To generate some suggestions and recommendations that may be useful for the community.

- To discuss present problems and efforts to find solutions
- To establish and develop policies.
- Promote the interest and welfare of the community
- To ensure safety and security
- Maintenance and upkeep of facilities
- Dispute resolution procedures and Communication
- To Monitor and Manage community development goal

Reasons for Failure of Committee

Committees fail because the committee and/or the chairperson:

- Does not understand their purpose and authority
- Does not know how to conduct a meeting
- Is not interested in the project or assignment
- Does not have enough time to carry out the project or assignment
- Is too large or small to handle its work
- Lacks adequate resources or guidance
- Is not held accountable to the larger group

Role of Chairperson

The responsibilities of a Chairperson can be summarized under five areas:

1. To provide leadership. The overarching role of the chairperson is to provide leadership; they must be an effective strategist and a good networker.

2. To ensure that Committee functions properly. The Chairperson is responsible for making sure that each meeting is planned effectively, conducted according to the constitution and that matters are dealt with in an orderly, efficient manner. The Chairperson must make the most of all his/her committee members, building and leading the team. This also involves regularly reviewing the Committee's performance and identifying and managing the process for renewal of the Committee through recruitment of new members.

3. To ensure the project is managed effectively. The Chairperson must co-ordinate the Committee to ensure that appropriate policies and procedures are in place for the effective management of the committee.

4. To provide support and supervision to the chief officer and senior team.
5. The Chairperson will often be the direct individuals working under him.
6. To represent the community as its figurehead.
7. The Chairperson may from time to time be called upon to represent the community and sometimes be its spokesperson at, for example, functions or meetings.

Topic 090: Conflict-I

Meaning of Conflict

According to Fairchild, "Conflict in sociology is a process or situation in which two or more human beings or groups seek actively to threat each other's purposes, to prevent each other's interests, even to the extent of injuring or destroying the other". In the process of conflict, men struggle against one another for the attainment of the same objective. One item of value may be attained through competition in a certain culture and thus the same item, when surpassing the limit of competition, becomes a matter of contest, fight and struggle among people.

Definition of Conflict

Horton & Hunt: "It is a process of seeking to monopolize rewards by eliminating or weakening the competitors".

Gillin & Gillin: "Conflict is the social process in which individuals or groups seek their ends by directly challenging the antagonist by violence or threat of violence."

Characteristics of Conflict

Conflict has following characteristics

1. Conflict is a conscious action. It is a deliberate intent to oppose.
2. Conflict is a personal activity.
3. Conflict lacks continuity.
4. Conflict is universal.

Types of Conflict

Few types of conflict are discussed in detail below.

1. Direct Conflict

The direct conflict is the one in which people seek to attain some objective by restraining, injuring or destroying one another. Revolution and street fights are the examples.

2. **Indirect Conflict**

In indirect conflict the people do not restrain or injure others in seeking their ends but manage to attain their own goals as the opponent cannot approach to his goal in anyway. It means obstruction in rival's goals is created. Group opinion is colored against the rival about his aims. These are the frequently occurring instances in the social life of people.

Topic 091: Conflict-II

Causes of Conflict

Conflict is universal. It occurs in all Limes and places. There has never been a Lime or a society in which some individuals or groups did not come into conflict. According to Darwin, the principles of struggle for existence and survival of the fittest are the main causes of conflict.

1. **Individual Differences**

No two men are alike in their nature, attitudes, ideals and interests. On account of these differences they fail to accommodate themselves which may lead to conflict among them.

2. **Cultural Differences**

Culture is the way of life of a group. The culture of a group differs from the culture of the other group. The cultural differences among the groups sometimes cause tension and lead to conflict. The religious differences have occasionally led to wars in history.

3. **Clash of Interests**

The interests of different people or groups occasionally clash. Thus, he interests of the workers clash with those of the employers which leads to conflict among them.

4. **Social Change**

Social change becomes a cause of conflict when a part of society does net change along with changes in the other parts. Social change causes cultural lag which leads to conflict. The parent-youth conflict is the result of social change. In short, conflict is an expression of social disequilibrium.

Distinction between Conflict and Competition:

i. Conflict involves contact, competition does not.

ii. Conflict takes place on a conscious level, competition is unconscious.

iii. Conflict is an intermittent process; competition is a continuous process.

iv. Competition is non-violent, conflict may involve violence.

v. Conflict disregards social norms; competition does care for these norms.

vi. Competition is impersonal, conflict becomes personalized.

Lesson 25

COMMUNITY MOBILIZATION

TOPIC 092-094

Topic 092: Community Mobilization-I

Community mobilization is defined as "a capacity building process through which community individuals, groups, or organizations plan, carry out, and evaluate activities or a participatory and sustained basis to improve their development on their own initiative" (WHO, 2006). Community mobilization allows a local community to self-organize, evaluate it own needs, undertake collective action using pragmatic strategies, manage resources and enhance its own standards of living (WHO, 2006).

Community mobilization as a **process** whereby a group of people have transcended their differences to meet on equal terms in order to facilitate a participatory decision-making process. In other words, it can be viewed as a process which begins a dialogue among members of the community to determine who, what, and how issues are decided, and also to provide an avenue for everyone to participate in decisions that affect their lives.

Community mobilization can be defined as a process whereby local groups are assisted in clarifying and expressing their needs and objectives and in taking collective action to attempt to meet them. It emphasizes the involvement of the people themselves in determining and meeting their own needs. It is closely linked with the concepts of participation and resilience.

Why is Community Mobilization Important?

Every person has the right to feel and be safe in their community and when all members understand and support this sentiment, they can work together to make positive changes in the physical structure, the policies, and the attitudes that shape their community. Thus, community mobilization is important because the community itself is ultimately responsible for and affected by situations of safety or insecurity.

Members of the community may have ideas or resources to improve community's condition but do not know how to do it. Appropriate community mobilization is a community's right to self-determination and recognizes their indigenous resources. Community mobilization allows people in the community to Identify needs and promote community interests, promote good leadership and democratic decision making and identify specific groups for undertaking specific problems.

Conversely, if the community is not mobilized in creating safe cities for women and girls, the ideas and initiatives put forward by a safe city for women program will not be supported and will not be put into practice in the day-to-day interactions of people in the city or community.

Topic 093: Community Mobilization-II

Role of Community Mobilizer

Roles of community mobilizer are discussed below.

1. The role of the mobilizer is to mobilize a community to action leading to increased empowerment and self-reliance.

2. To call community meetings so as to: brief all members on correct information related to community self-reliance; and organize and arrange the provision of all resources (human and materiel) needed for community actions;

3. To stimulate community members to participate in their own community's desired development actions;

4. To engage in activities that will promote increased community effectiveness, capacity, self-reliance, and empowerment;

5. To ensure that all information is accurate and correctly interpreted;

6. To actively counter act incorrect information, especially that which causes unrealistic expectations, and later disappointment and discouragement;

7. To encourage and praise community members, confirming that they have the ability to develop themselves;

8. To ensure that every decision about what activities the community will undertake, is the choice of the whole community, not just a few (powerful) community leaders;

9. To ensure that the vulnerable are heard in community decisions: including women, youth, disabled, ethnic minorities, the weak

10. To promote and encourage unity in the community, unity of purpose, of goal and of action; actively counteracting forces of community disunity prejudice, racism, clannism, patronage, caste, class;

11. To come together frequently with other mobilizers to share experiences, mutually solve common problems, and to improve skills of social animation and community management;

12. To assist in the learning of community management skills and techniques by community leaders and members.

The community mobilizer is a social animator, and should be knowledgeable about social animation principles and skills, seeking to learn more about how communities can be stimulated to unify, take their own decisions, plan actions, identify and provide their own resources for community action, and to choose appropriate strategies for using internal and external resources to reach common community goals.

Topic 094: Community Mobilization-III

Advantages of Community Mobilization

Community mobilization helps to motivate the people in your community and encourages participation and involvement of everyone, as well as building community capacity to identify and address community needs. Community mobilization also promotes sustainability and long-term commitment to a community change movement. In addition, it motivates communities to advocate for policy changes to respond better to their health needs.

When community mobilization is successful, individuals of communities become self-dependent and behavior and social or structural changes are more likely to be sustained.

The process facilitates change from one condition to another; support, clarifies, addresses the community needs and aspirations.

Key Steps in Community Mobilization

Important steps in community development are enlisted below.

1. Create awareness
2. Motivate the community through community preparation, organizational development, capacity developments and bringing allies together.
3. Share information and communication
4. Provide support
5. Provide incentive and generate resources for community members

Community mobilization skills

Community mobilizers need to combine a range of knowledge, attitudes, and skills: Attitudes include:

- willingness to examine and challenge their own assumptions, opinions and beliefs;
- genuine respect for all community members;
- non-judgmental and accepting approach understanding that different people have different views and perspectives belief in community capacity to take effective action;
- Good communication skills, especially listening good facilitation skills;
- Awareness of political, gender and cultural issues and relationships ability to challenge assumptions sensitively (e.g. about the role of women).

Knowledge of following is essential for community mobilizer:

- the community mobilization process;
- the principles of community mobilization;
- understanding of the ethical issues related to community mobilization skills;
- ability to identify capacity-building needs among communities (e.g. leadership skills, networking and partnership-building skills);
- project planning and management skills.

Barriers to Community Mobilization

There are many barriers to community mobilization, some are enlisted below.

1. Rivalries
2. Power struggle
3. Hidden agenda
4. Lack of time
5. Lack of material and human resources
6. No coordination among members
7. Conflict of interest as individual
8. Poor/no focus

Lesson 26

COMMUNITY DEVELOPMEMNT: SUSTAINABILITY AND FUTURE

TOPIC 095-096

Topic 095: Community Development and Sustainability

What is sustainability?

Sustainability suggests continuity over time, that is a society can said to be sustainable if its structure and properties allow it to continue over the long-term. A long-term development in the community. Sustainability has been increasingly used in a specific way. Nowadays, sustainability is usually defined as the processes and actions through which humankind avoids the depletion of natural resources, in order to keep an ecological balance that doesn't allow the quality of life of modern societies to decrease.

Sustainability is a practice where human needs and actions are addressed in a way that is environmentally friendly and stable. It's behaviors and actions that takes into account the effects individual actions have on the world and society as a whole and towards future generations. Many people already have become more mindful of their actions and how they can be more sustainable for their benefit and the benefit of those around them.

The **term** "sustainability" has been broadly applied to characterize improvements in areas like natural resources overexploitation, manufacturing operations (its energy use and polluting sub products), the linear consumption of products, the direction of investments, citizen lifestyle, consumer purchasing behaviors, technological developments or business and general institutional changes.

Sustainable development is the idea that human societies must live and meet their needs without compromising the ability of future generations to meet their own needs. Sustainable development is a way of organizing society so that it can exist in the long term. This means taking into account both the requirements present and those of the future, such as the preservation of the environment and natural resources or social and economic equity.

Why Should Communities Consider Being Sustainable?

The answer to the question is explained below.

1. **Reduced Costs**

Over time, the standard operating costs that a community has will slowly decrease. Many of the actions that sustainability prompts extend the lifespan of resources and reduces the dependence on outside sources, so there's less time and money being spent on restocking supplies. This can cause a community to be more financially stable and independent, which can help boost local economies and spending waste.

Community members will often be under less financial strain through sustainability, as there's less pressure or need for things like property taxes to offset community spending. With the

fluctuations in the national and global economy, this can help ensure the financial survival of the community in times of economic downturn, prompt growth, and help reduce poverty.

2. **Better Work-Life Trade-offs**

The economic value and cost-effectiveness typically mean that there is less strain on each individual household in the community. Things like housing, transportation, and energy tend to become more affordable through sustainability, which means there is less of a need for long hours at work or overtime just to make ends meet. People can spend less time stressing about their jobs or paycheck and can live and enjoy their lives.

3. **Public Use Efficiency**

Sustainability makes it so the public services and features of the community are easily accessible to members. The placement of public facilities, like parks and libraries, tend to be done in such a way that distance isn't an obstacle and where they will get the most use. Public transportation systems, even something as simple as a shared-ride program, tend to be made available and can assist in overcoming access difficulties for residents.

4. **Energy Efficiency**

Environmentally-friendly energy sources and management tend to lead to better energy efficiency in communities.

5. **Community Aesthetics**

Due to the changes made to improve things in the community, sustainability makes communities physically look good.

6. **Tourism Boosts**

Multiple other effects of community sustainability can help increase a community's tourism. Aesthetic changes catch the attention of potential visitors through the reputation the area has.

Topic 096: Developing Communities for Future

Just as community development has changed over the course of its history, so will it continue to do so for years to come. There are enough changes that occur in society over a few years' time that it is likely to think that there will be an impact on community development's progression. If the community development process does not change as society and communities change, then it will lose its effectiveness and value.

Change is, ultimately, an inevitability that everything and everyone must one day face. Not taking that idea seriously when trying to understand community development can impact the process' effectiveness in the future and the effect is has on communities. Developing communities in future will be different in many ways.

One of the biggest areas that is going to be different in the future is the **resources used in community development**. The things that are going to be necessary for improvements to even work, let alone be properly implemented, are going to be different from what is used now.

Different approaches towards community development are going to use different resources and supplies. The start of sustainable development in recent years is a prime example of that; it is new enough that many of the resources that are used during the process are not of the "normal" variety that is traditionally expected.

Economic state is another factor to include while discussing the future developing communities. Economic changes-good or bad-are always going to be a factor when discussing the future of community development.

Policy changes is another dimension, formal and informal policies on any level in the community are bound to change. New laws are passed, and social rules are modified all the time. Society, in its constant state of change, is going to need some means of guidance to keep things from descending. Policy changes are going to happen, and they need to happen, whether you like it or not.

Technology is advancing quickly, much more than anyone outside of the tech industry realizes. The inclusion of different types of tech-like social media and the internet-have acted like the flood gates of change in community development. In some cases, technological advancements can be used to literally help predict aspects about the future. The number of factors that can contribute to the changes in community development are too numerous for any one person to calculate all the potential outcomes that are possible.

Lesson 27

RURAL DEVELOPMEMNT

TOPIC 097-099

Topic 097: Rural Development-I

Rural Development is the process of improving the quality of life and economic well-being of people living in rural areas, often relatively isolated and thinly populated areas. Rural Development has traditionally centered on the exploitation of land-intensive natural resources such as agriculture and forestry.

It is a **strategy** designed to improve the economic and social life of rural people. It is a **process**, which aims at improving the well-being and self-realization of people living outside the urbanized areas through collective process. Rural Development is all about bringing change among rural community from the traditional way of living to progressive way of living. It is also expressed as a movement for progress.

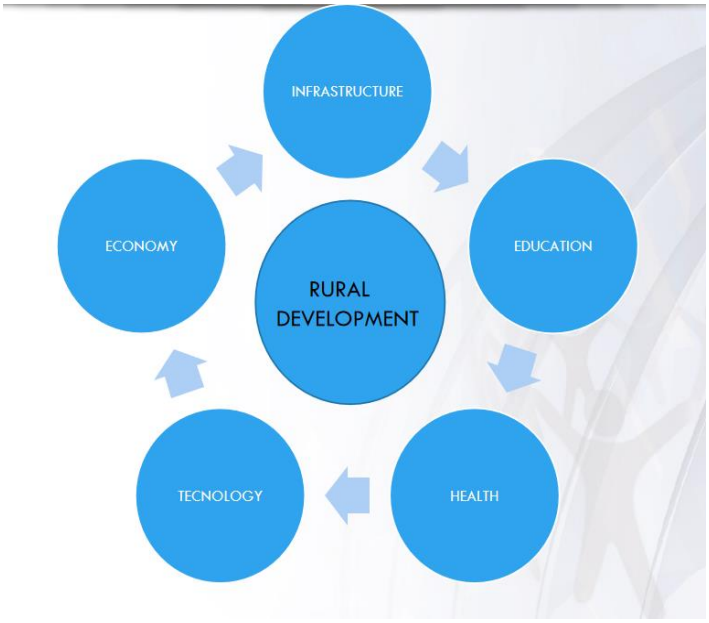
Definition of Rural Development

The **United Nations** defines Rural Development as: "Rural Development is a process of change, by which the efforts of the people themselves are united, those of government authorities to improve their economic, social and cultural conditions of communities into the life of the nation and to enable them to contribute fully to national program."

Objectives of Rural Development

The main objectives of rural development are to:

- Develop farm, home, public services, and village community.
- Bring improvement in producing of crops and animals living condition.
- To improve health and education condition.
- To improve village communication.
- To build infrastructure to generate economic employment.



Importance of Rural Development

Rural development is a dynamic process, which is mainly concerned with the rural areas. These include-Agricultural growth, putting up of economic and social infrastructure, fair wages as also housing and house sites for the landless, village planning, public health, education and functional literacy, communication etc. Rural development is a national necessity and has considerable importance in Pakistan.

Why Rural Development is Needed

It is needed because of the following reasons;

1. To develop rural area as whole in terms of culture, society, economy, technology and health.
2. To develop living standards of rural mass.
3. To develop rural youths, children and women.
4. To develop and empower human resource of rural area in terms of their psychology, skill, knowledge, attitude and other abilities.
5. To solve the problems faced by the rural mass for their development.
6. To develop infrastructure facility of rural area
7. To provide minimum facility to rural mass in
8. terms of drinking water, education, transport, electricity and communication.
9. To develop rural institutions like Panchayat, cooperatives, post, banking and credit.

10. To develop rural industries through the development of handicrafts, small scaled industries, village industries, rural crafts, cottage industries and other related economic operations in the rural sector.

11. To restore uncultivated land, provide irrigation facilities and motivate farmers to adopt improved seed, fertilizers, package of practices of crop cultivation and soil conservation methods.

12. To develop entertainment and recreational facility for rural mass.

13. To develop leadership quality of rural area.

14. To improve rural marketing facility.

15. To minimize gap between the urban and rural in terms of facilities availed.

Topic 098: Rural Development-II

Problems in Rural Development

The problems of rural development can be broadly categorized as

a. People related problem

b. Agriculture related problems

c. Infrastructural related problems

d. Economic problems

e. Leadership related problem

f. Administrative problems

The individual problems of these categories are enlisted below.

a. People Related Problem

1. Traditional way of thinking.
2. Poor understanding.
3. Low level of education to understand developmental efforts and new technology.
4. Deprived psychology and scientific orientation.
5. Lack of confidence.
6. Poor awareness.
7. Low level of education.
8. Existence of unfelt needs.

9. Personal ego.

b. Agriculture Related Problems

Agricultural problems include the following:

1. Lack of expected awareness, knowledge, skill and attitude.
2. Unavailability of inputs.
3. Poor marketing facility.
4. Insufficient extension staff and services.
5. Multidimensional tasks to extension personnel.
6. Small size of land holding.
7. Division of land.
8. Unwillingness to work and stay in rural areas.

c. Infrastructural Related Problems

Poor infrastructure facilities like:

1. Water
2. Electricity
3. Transport
4. Educational institutions
5. Communication
6. Health
7. Employment
8. Storage facility etc.

d. Economic Problems

Economic problems include the following:

1. 1.Unfavorable economic condition to adopt high cost technology.
2. 2. High cost of inputs.
3. 3. Under privileged rural industries

e. Leadership Related Problem

Leadership problems include the following:

1. Leadership among the hands of inactive and incompetent people.
2. Self-interest of leaders.
3. Biased political will

f. Administrative Problems

Administrative problems include the following:

1. Political interference.
2. Lack of motivation and interest.
3. Unwillingness to work in villages.
4. Improper utilization of budget.

No proper monitoring of programs. and lack in their implementation.

Topic 099: Rural Development in Pakistan

Rural Poverty in Pakistan

The situation of rural poverty can be analyzed from the facts below.

- Two thirds of Pakistan's population, and 80 per cent of the country's poor people, live in rural parts of the country.
- Nearly 24% of the people were living below the national poverty line however, the percentage of poor people had declined about 10 per cent since 2001.
- Health and education indicators remained low in comparison with other countries in South Asia.
- Socio-economic indicators for women are the lowest in the sub-region.
- About 17 million people are food insecure and many more are at risk i.e. about half of the country's population lives in a condition of food insecurity.
- Lack of access to markets and services has contributed to chronic poverty in rural areas.
- Women have limited economic options and less access to social services.
- Lack of education, poor access to health services, large family size, gender discrimination and vulnerability to environmental degradation and deterioration of the natural resource base are the main causes of poverty.

Rural Development in Pakistan

The overall goal of the Rural Development Program in Pakistan is to improve the socio-economic conditions of the people of Pakistan by supporting:

- Institutional Development
- Infrastructure Development (Roads, Irrigation Projects and Modern technologies in agriculture sector etc.)
- Natural Resource Management
- Rural Non-Farm Economy
- Women's Development

Rural Development Planning in Pakistan

Pakistan's medium-term development planning began in 1948. By 1950 a six-year plan had been drafted to guide government investment in developing the infrastructure:

Pakistan had 10 medium term development plans:

1. First Five-Year Plan (1955-1960)
2. Second Five-Year Plan (1960-1965)
3. Third Five-Year Plan (1965-1970)
4. Fourth Five-Year Plan (1970-1978) (Annual Plans)
5. Fifth Five-Year Plan (1978-1983)
6. Sixth Five-Year Plan (1983-1988)
7. Seventh Five-Year Plan (1988-1993)
8. Eighth Five-Year Plan (1993-1998)
9. Ninth Five-Year Plan (1998-2003)
10. Tenth Five Year Plan (2010-2015)

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Lesson 28

ROLE of SOCIAL PLANNNING IN COMMUNITY DEVELOPMENT - I

TOPIC 100-103

Topic 100: Social Planning and Community Development

Social planning is a conscious interactional process combining investigation, discussion, agreement and action in order to achieve those conditions, relationships and values that are regarded as desirable. In a sense, it is an intelligent direction of social change. Sociologist and social workers can work as a change agent.

Social planning is a process for planning social services programs, services, and policies. Government agencies engage in large-scale development, research, and planning to address social problems. For example, the Social Security program during the Great Depression and the antipoverty programs of the 1960s were developed by government planners relying on research, previous theories, and model programs initiated by local, state, and foreign governments.

What is social planning?

The term "social planning" is used generically to describe the planning of social services or efforts to improve the quality of life in communities. Social planning is also referred to as "neighborhood planning" if it takes place in community settings. Planning education is typically offered in graduate programs in urban planning, public health, and social work, but the emphasis on the types and venues appropriate for planning differ by discipline.

Most social workers are likely to engage in social planning at the agency level when they design a new program to address community needs or write a funding proposal. Although many social workers are involved to some degree in agency-level planning, social planning is generally considered a subfield, separate and distinct from practice with individuals, groups, and families.

Rothman 1996 identify social planning as one of three primary models of community organization in addition to social action and community development. He said the primary goal of social planning as problem solving. Social planners gather the facts about community problems, analyze data, and make logical decisions about which of the available planning options are the most feasible or effective.

Aims of Social Planning

The aims of social planning are:

(1) To bring change or reform social institutions, such as caste system or institutions of marriage and family; and

(2) To solve social problems like addiction, poverty, unemployment, terrorism, delinquency, illiteracy etc.

Social planning involves a certain consensus in the whole society or at any rate in a large majority. People must consider that the situation in which they live is unsatisfactory, and it is possible to change the situation so that it becomes more satisfactory.

Topic 101: Social Planning, Policy Change And Community Development -I

Social planning is the **process** by which policymakers - legislators, government agencies, planners, and, often, funders - try to solve community problems or improve conditions in the community by devising and implementing policies intended to have certain results.

These policies may take the form of laws, regulations, incentives, media campaigns, programs or services, information - a wide range of possibilities. A community or state that adopts a regulation banning smoking in particular places, for example, is trying both to protect the public from second-hand smoke and to reduce smoking in general. Top-down planning, though well-meaning, may fail to take into account the realities of the situation it is addressing. This failure can stem from:

1. **Ignorance of the community, and of the fact that what works in one community may not work in another.**

Community social patterns, history (especially past attempts to deal with the issue in question), or economics may work, individually or in combination, to create a unique situation. That situation has to be understood before the creation of successful policy.

2. **Ignorance of the lives of those at whom the plan is aimed.**

If policymakers don't understand the social, economic, cultural assumptions - and real needs - of the people they hope to affect, their policies are doomed to fail.

3. **Unintended consequences that are not apparent initially.**

Sometimes, a plan or policy that seems positive on its face has results that are profoundly negative.

4. **Policymakers' lack of experience in the field.**

Practitioners - especially those who also have academic credentials - know that the difference between theory and reality can often be huge. When logical, best-possible-scenario initiatives or interventions come up against under funding, street culture, political maneuvering, substance abuse, mistrust of outsiders, they don't always work the way planners think they should.

Citizen participation can help to prevent the social planning process from failing.

Topic 102: Social Planning, Policy Change And Community Development -II

WHO SHOULD BE INVOLVED IN SOCIAL PLANNING AND POLICY CHANGE?

Social planning is different from both locality development and social action. In **locality development**, all sectors of the population in a town or area - rich and poor, young and old, male and female, all races and ethnicities, etc. - should be represented in the effort. In **social action**, the necessary participants are only individuals and organizations that represent the particular population that is working to gain power.

For social planning to work well, both policymakers and all stakeholders should at least be invited to participate; the more are actually represented, the better. **"Stakeholders"** is a term that includes all of those directly affected in some way by the potential policy changes or by the issues under discussion.

Some examples of stakeholders

1. Those whom a policy is meant to benefit.
2. Those whom a policy is meant to control in some way. Land use policy, for instance, may place restrictions on developers, so they should be represented in discussing and creating it, although their voice should not dominate. They are one interested party among many.
3. Those who will have to administer or enforce the policy.
4. Those who work with or serve a population that is directed affected by a policy. This category may include health or human service workers, educators, clergy, etc.
5. Organizations or businesses that stand to gain or lose revenue or other resources, or will have to alter their mode of operation because of a potential change in policy.
6. Policymakers and public officials.

Although policymakers are usually public officials, that is not always the case. A large corporation develops and implements internal policies that may affect thousands of people. Individuals or organizations that own large tracts of land or important buildings may institute policies about their use that have an impact on whole COMMUNITY.

Topic 103: Participatory Social Planning -I

Community participation, is a process that demands time, commitment, organization, and a good deal of work from everyone concerned. This is in the favor of policy maker to ensure community participation in the process of social planning and social change.

1. **Community participation leads to community ownership and support of whatever initiatives come out of a social planning effort.**

When people have a hand in planning and decision-making, they feel that whatever plan is implemented is theirs, and therefore they'll strive to make it work. The same is rarely, if ever, true about plans that are imposed on a community from outside.

2. **Community participation makes it more likely that you'll come up with policy that's effective.**

Without the knowledge of the history and social structure of the community that community members can contribute, there's a risk of serious error. Attempting to repeat something that didn't work in the past, or assuming that particular groups will work together, when actually they've been at odds for years, can undermine a community development effort before it starts.

3. **Policymakers - particularly elected officials - can gain politically from involving the community.**

They will be seen as respecting their constituents, and will also gain respect and credibility if initiatives they sponsor prove effective. If they can help improve the quality of life for community members, their political capital will increase.

4. **Community members can inform policymakers about changes in circumstances that demand changes in policy over time.**

What is effective or appropriate today may not be in five years. Community participation puts eyes and ears in the community to pick up changes that policymakers may not be aware of, and to keep programs and initiatives from becoming out-of-date or old.

5. **Community participation can create community relationships and partnerships among diverse groups who can then work together.**

By involving all sectors of the community, it can bring together groups and individuals who would normally not have - or might not want - contact with one another, and help them understand where their common interests lie.

6. **Community participation energizes the community to continue to change in positive directions.**

Once community members see what they can accomplish, they will be ready to take on new challenges. Community participation can change their attitude about what is possible - probably the single most important element to creating change.

7. **Community participation contributes to institutionalizing the changes brought about by changes in policy.**

Community members are far more likely to buy into policy that's been created with the participation of all sectors of the community. Their support over time will lead to permanent change.

8. **Community participation helps keep community building going over the long run.**

By placing planning and decision-making power partly or wholly with the community, the process assures that those who started the effort will remain interested and involved, and not be distracted by other issues, or by changes in the political climate.

Lesson 29

ROLE of SOCIAL PLANNNING IN COMMUNITY DEVELOPMENT - II

TOPIC 104-107

Topic 104: Participatory Social Planning -II

9. **Participation provides the opportunity to educate policymakers to the community's real needs and concerns.**

When policymakers plan a vacuum, their plans usually fail, because they don't account for the realities of the situation and the real needs of the population they're aimed at. Community members can help policymakers understand their lives - the difficulties they face, the strengths they bring, and what they feel must be addressed.

10. **Participation allows community members to help create policy that really works to meet their needs.**

By participating in their development, community members can see policies put in place that actually improve their lives, rather than having no effect or imposing added burdens on them.

11. **Participation affords community members the respect they deserve.**

Rather than being seen as victims or nuisances, community members engaged in a participatory social planning process are seen as colleagues and concerned citizens working to improve their community. They are respected both as human beings - as should always be the case, but often isn't - and for the skills, knowledge, and effort they contribute to the process.

12. **Participation puts community members in control of their own fate.**

The participatory social planning and policy development process results in citizens deciding what policies will work for them, and gives them the opportunity to change those policies if they're not working.

13. **Participation builds community leadership from within.**

Those who take part in the process both learn and exercise leadership skills, and also start to see themselves as having the capacity to be leaders. The most important step to leadership, and to taking action to influence events that affect you, is to believe that you have the ability to do so.

14. **Participation leads to long-term social change.**

As community members take more control over more areas of their lives, as a result of the skills and attitudes gained from the participatory process, they will create and institutionalize changes that improve the quality of life for everyone in the community.

Topic105: Appropriate Time For Social Planning

From a policymaker's point of view, social planning is appropriate when:

1. **The community asks for it.** A community problem may have reached the point where the community feels something needs to be done, and doesn't feel it knows what that is, or that it has the resources to do it. It may ask policymakers or an outside source for help.

2. **An issue or problem has reached crisis proportions**, and it's obvious to everyone that something must be done. It sometimes takes one or more specific events. The process may be a response to an ongoing condition (e.g., rising unemployment, or increasing youth crime).

3. **There is a long-standing major issue** - poverty, violence, housing, hunger, etc. - that has attracted policymakers' attention. Because of media publicity or public opinion, elected officials, agencies, or others in a position to do something about it feel the need to respond.

4. **There are resources made available to address the issue.** The federal, state, or local government may decide to appropriate funds for a specific purpose, for instance, or a large foundation might turn its attention - and financial resources - to a specific issue.

5. **A powerful figure** - a president or prime minister, a leader Parliament, a governor, a mayor - is concerned about a particular problem, issue, or population, and determines to do something about it.

6. **A strategic or economic planning process that policymakers engage in determines that a particular issue must be addressed**, or that particular communities or populations need some kind of assistance.

7. **It becomes apparent** - on the municipal, state or provincial, or federal level - that there is a general economic, social, and/or environmental downhill slide that needs to be stopped.

8. **Social planning can be appropriate from a community perspective at all these times as well.** If the community has not already initiated some action - either to address the problem or to get help in doing so - it may need outside assistance in order for anything to happen.

Topic 106: Steps To Involve Community In Social Planning

1. **Make contact with agencies, organizations, and individuals that know the community well, and use their knowledge and credibility to ease your way in.**

They can help you to avoid making the kinds of tactical errors that your lack of familiarity with the community can easily lead to. They can also introduce you to the people whose opinions matter to those whom you want to involve, as well as to potential participants.

2. **Make your goals and process clear in small meetings that lead up to a larger one.**

Meet both with formal groups - clubs, organizations, sports teams, faith-based groups, participants in health and human service programs, unions and other workers' groups, classes - and with families and groups of friends in formal and informal settings. Take a trusted community member with you, or make sure one is hosting or attending the meeting, to promise for you.

3. **Hold a community meeting to explain your purpose and start recruiting community members to participate in assessment and planning.**

Encourage as many of the people you've talked to as possible to attend, and plan to ask for a commitment from people who are willing to be involved in the process. It might make sense for a someone local to convene and run the meeting - a respected community leader or community member, or a particularly good facilitator.

4. **Schedule the next community meeting, and start the planning process.**

You should continue to hold community meetings at regular intervals to inform those who aren't directly involved in the planning about what's happening. At the same time, a planning group, representing all the sectors and groups that will be affected by the policies they come up with, should begin to meet to hash out logistics (meeting times and places, a timeline), procedures (how decisions are made, how and by whom the process will be coordinated), and define their task.

5. **Provide whatever training or support is necessary.**

Depending on the people involved, you may want to pair less-educated or low-income folks with mentors from health or human service agencies, or simply to provide training in meeting skills, strategic planning, conflict resolution, and/or other areas to everyone, to avoid singling out any individual or group.

Purpose of Training and Support

Training and support serve at least two purposes:

i. To make sure all involved have the intellectual and social tools they need for the task at hand; and

ii. To ensure the continued involvement of all the groups affected, not just those who are educated and used to participating in meetings and social processes.

Topic 107: Steps For Community Leaders To Ensure Community Participation In Social Planning

The following steps are important for community leaders to ensure community participation in social planning:

1. **Try to anticipate the community's policy needs, and approach policymakers before they have decided to act.**

As a community member, you're apt to know more about the community than a policymaker, and to know what's needed and when. If you initiate the conversation about policy change, you may have a much better chance of initiating a participatory planning process as well.

2. **Equip yourself with as much information as possible, both about the benefits of a participatory process and about the issue itself.**

Read the research and literature about social change policy and inclusive, participatory process. Learn what other communities have done, search the web for best practices, etc. The more knowledge you have, the more convincing you can be.

3. **Mobilize the community.**

Preach the participatory process to your fellow citizens, so that they'll stand with you in demanding to be involved in any policy decisions that affect them. If it's obvious that the community wants to be involved, it is ready to put in the necessary work, and will support the implementation of the resulting policy, it will be hard for policymakers to resist.

4. **Get to know and maintain contact with policymakers from the beginning, so that when issues of policy arise, you'll have an open communication line.**

When they initiate a policy change process, you'll be able to approach them about making it participatory, and be heard. Social planning can be an effective means of community organization and development, and of policy change, if it's entered into in a spirit of partnership with the community. If, as either a policymaker or a community builder, you can make it a truly inclusive and participatory process, chances are that it will have long-lasting, positive results for both policymakers and the community.

Lesson 30

COMMUNITY DEVELOPMENT AND RESEARCH - I

TOPIC 108-112

Topic 108: Research For Community Development-I

What is research?

Research is a scientific inquiry of a phenomenon. Research is a way of going about finding the answer to questions. The systematic, rigorous investigation of a situation or problem in order to generate new knowledge or validate existing knowledge. Research is the **process** of discovering new knowledge. This knowledge can be either the development of new concepts or the advancement of existing knowledge and theories, leading to a new understanding that was not previously known.

What is Social Research?

Social Research is a method used by social scientists and researchers to learn about people and societies so that they can design services that cater to various needs of the people. Different socio-economic groups belonging to different parts of a community think differently. Various aspects of human behavior need to be addressed to understand their thoughts and feedback about the social world, which can be done using Social Research.

Social Research is conducted by sociologists, social scientists and others to seek answers to questions about social world. Social Research contains elements of both methods (qualitative and quantitative) to analyze a range of social occurrences such as an investigation. Social Research contains elements of both these methods to analyze a range of social occurrences such as an investigation.

Research for Development

It encompasses a set of strategic, proactive, catalytic, and capacity-building activities designed to facilitate individuals, community workers members, teams of researchers, and central research administrations in attracting external research funding, creating relationships, and developing and implementing strategies that increase institutional competitiveness. Development agencies are increasingly using participatory research methods that enables community members to have an opinion about the issue itself.

Who should do research for development?

Development workers are in the business of creating social change and need to take a pragmatic approach to the use of research in their work.

Social research and social change

Social research is a critical foundation for programs that seek to engage communities in change and in the development of more sustainable societies. Without appropriate research, programs aimed at change are likely to be based on implicit or assumed problem identification and/or inferred community needs and wishes.

Information is needed to understand the problem better in order to solve it. Research collect information and then policy will change in light of such findings. Researchers are seen as being like engineers, providing technical data to solve social problem.

Topic 109: Research For Community Development-II

Objectives of Social Research

There are five major objectives of social research

1. Manipulation of things, concepts and symbols
2. Generalization
3. Verification of old facts
4. Extension of knowledge
5. Knowledge may be used for theory building or practical application

1. Manipulation of Things, Concepts and Symbols

While, dealing with things the scientist remains at the concrete level. Researcher is able to purposefully handle things for experimentation. But at this level his results are at best limited to the particular thing in a specific situation and none else. Therefore, the concepts symbolizing the things and their properties are also dealt with, so as to make much sense to conduct controlled inquiries through abstract notions. Use of concepts or symbols in the process of manipulation not only reduces the content and load of the things but also provides the scientist with greater facility and effect.

2. Generalization

The sole purpose with which manipulation of things, concepts or symbols is undertaken is to arrive at statements of generalization. It implies that the findings of controlled investigation should be a conclusion which will enable us to expect that under certain class of conditions influencing a class of things, something will happen in a generalized manner, notwithstanding its degree.

3. Verification of Old Facts

A major purpose of social research is verification of conclusions which have already been accepted as established facts. Since there is no place for satisfaction in the arena of science, the established system of knowledge always warrants frequentative scrutiny so as to confirm whether or not the observations are in accordance with the predictions made on the basis of the established corpus of knowledge.

In case it is confirmed, the empirical observation strengthens the established system of knowledge. Otherwise in the light of the research outcome, the system of established corpus of knowledge calls for revision or even rejection.

4. **Extension of Knowledge**

As a sequel to generalization the seemingly inconsistencies in the existing corpus of knowledge are brought into light and attempts are made to reconcile these inconsistencies. The new general proposition, established as an outcome of research also identifies gaps in the established system of knowledge. A gap in knowledge implies the inadequacy of the theory as well as the failure of a conceptual scheme to explain and account for certain aspects of a social phenomenon.

5. **Knowledge May be Used for Theory Building or Practical Application**

By seeking to explain the unexplained social phenomena, clarifying the doubtful one and correcting the misconceived facts relating to it, social research provides the scope to use the fruits of research in two possible ways:

(1) Theory building

(2) Practical application

In its basic or pure form social research gathers knowledge for the sake of it, for **building a theory** in order to explain human behavior in its totality, only for the satisfaction of knowing. For construction of theoretic models, the researcher organizes knowledge into propositions and then meaningfully articulated those propositions to constitute a more abstract conceptual system pertaining to a class of phenomena, influenced by a certain class of conditions.

In its **practical or applied form**, social research gathers information regarding the betterment of quality of life in social settings. The findings of social research are used as the means to an end, not construed just as an end in itself. From its utilitarian point of view the results of social research provide decision makers with proper guidelines for policy making, social welfare, amelioration of practical problems, mitigation or resolution of social conflict and tensions as well as rectification and removal of social evil.

Topic 110: Research For Community Development-III

Types of Social Research

There are four main types of social research:

1. Qualitative Research
2. Quantitative Research
3. Primary Research
4. Secondary Research

1. **Qualitative Research**

It is defined as a method to collect data via open-ended and conversational discussions. There are **six** main qualitative research methods:

i. ethnographic research,

ii. focus groups,

iii. one-on-one or online interview,

iv. participants observation,

v. content analysis and

vi. case study research.

Usually, participants are not taken out of their ecosystem for qualitative data collection to gather information in real-time which helps in building trust. Researchers depend on multiple methods to gather qualitative data for complex issues.

Qualitative Research is primarily exploratory research. It is used to gain an understanding of underlying reasons, opinions, and motivations. It provides insights into the problem or helps to develop ideas or hypotheses for potential quantitative research.

Qualitative Research is also used to uncover trends in thought and opinions, and dive deeper into the problem. Qualitative data collection methods vary using unstructured or semi-structured techniques. Some common methods include focus groups (group discussions), individual interviews, and participation/observations. The sample size is typically small, and respondents are selected to fulfill a given quota.

Topic 111: Research For Community Development -IV

2. Quantitative Research

It is an extremely informative source of data collection conducted via mediums such as surveys, polls, and questionnaires. The gathered data can be analyzed to conclude numerical or statistical results. There are **four** distinct quantitative research methods:

i. survey research,

ii. correlational research,

iii. causal-comparative research and

iv. experimental research.

This research is carried out on a sample that is representative of the target market usually using close-ended questions and data is presented in tables, charts, graphs etc. Quantitative Research is used to quantify the problem by way of generating numerical data that can be transformed into useable statistics. It is used to quantify attitudes, opinions, behaviors, and other defined variables – and generalize results from a larger sample population.

Quantitative Research uses measurable data to formulate facts and uncover patterns in research. Quantitative data collection methods are much more structured than qualitative data collection methods.

Topic 112: Research For Community Development -V

3. Primary Research

It is conducted by the researchers themselves. There is a list of questions that a researcher intends to ask which need to be customized according to the target population. These questions are sent to the respondents via surveys, polls or questionnaires so that analyzing them becomes convenient for the researcher. Since data is collected first-hand, it's highly accurate according to the requirement of research.

4. Secondary Research

It is a method where information has already been collected by research organizations or marketers. Newspapers, online communities, reports, audio-visual evidence etc. fall under the category of secondary data. After identifying the topic of research and research sources, a researcher can collect existing information available from the noted sources. They can then combine all the information to compare and analyze it to derive conclusions.

Lesson 31

COMMUNITY DEVELOPMENT AND RESEARCH - II

TOPIC 113-117

Topic 113: Research For Community Development -VI

Research Approaches

In development work, research is undertaken **for two main types of reason**,

i. firstly, to inform the program (as need assessment) and

ii. secondly, to learn more about issue with a view to influencing policy.

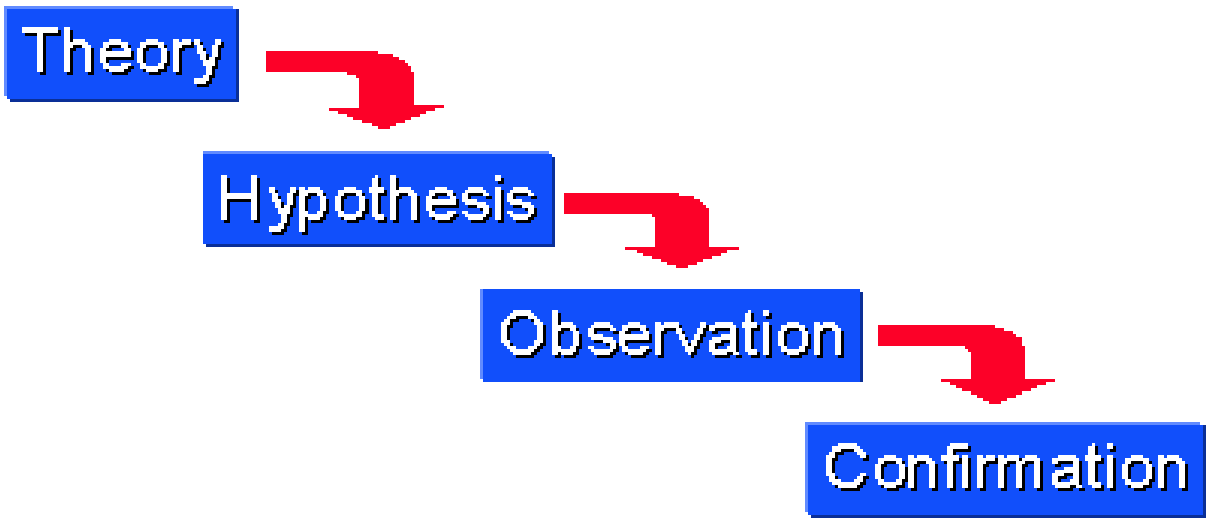
Type of Approaches

There are two type of approaches which we use in social research

(1) Inductive approach

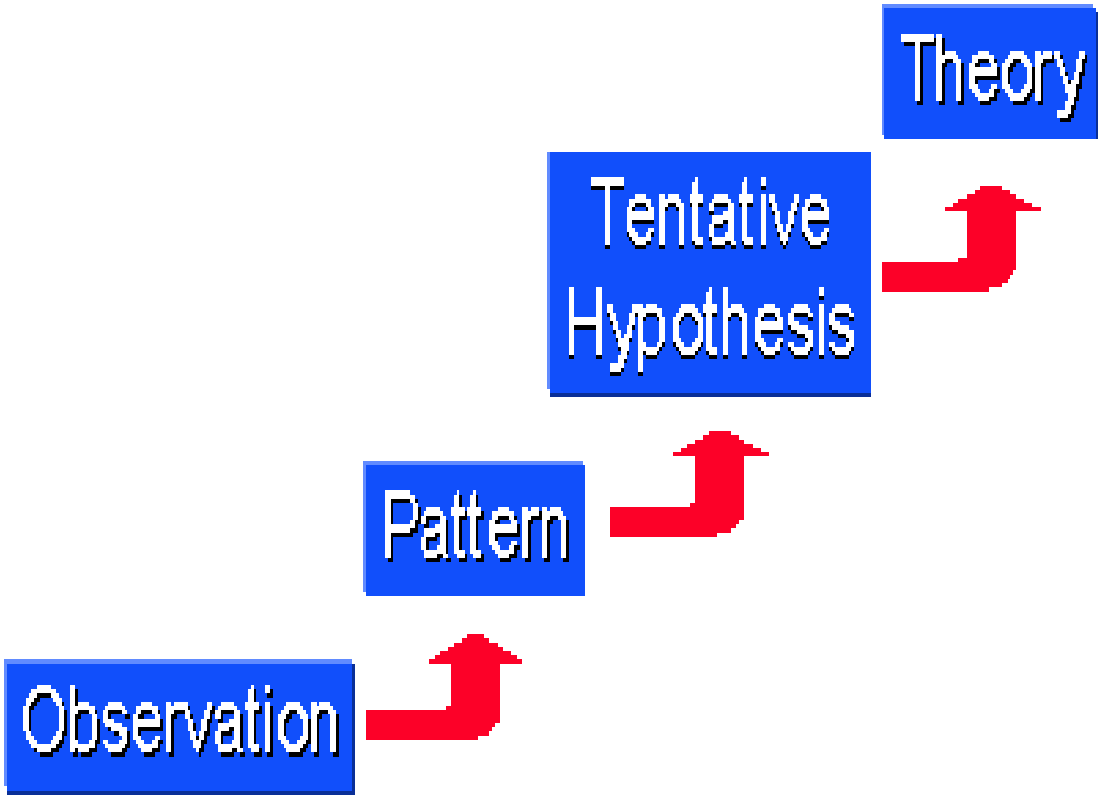
(2) Deductive approach

1. **Deductive reasoning** works from the more general to the more specific. Sometimes this is informally called a "top-down" approach. We might begin with thinking up a *theory* about our topic of interest. We then narrow that down into more specific *hypotheses* that we can test. We narrow down even further when we collect *observations* to address the hypotheses. This ultimately leads us to be able to test the hypotheses with specific data – a *confirmation* (or not) of our original theories.



2. **Inductive reasoning** works the other way, moving from specific observations to broader generalizations and theories. Informally, we sometimes call this a "bottom up"

approach (please note that it's "bottom up" and *not* "bottoms up" In inductive reasoning, we begin with specific observations and measures, begin to detect patterns and regularities, formulate some tentative hypotheses that we can explore, and finally end up developing some general conclusions or theories.



Nature of Methods of Reasoning

These two methods of reasoning have a very different "feel" to them when you're conducting research.

- Inductive reasoning, by its very nature, is more open-ended and exploratory, especially at the beginning.
- Deductive reasoning is narrower in nature and is concerned with testing or confirming hypotheses.

Even though a particular study may look like it's purely deductive (e.g., an experiment designed to test the hypothesized effects of some treatment on some outcome), most social research involves both inductive and deductive reasoning processes at some time in the project.

Topic 114: Research For Community Development -VII

Different Social Research Methods

There are different social research methods. Some are discussed in detail below.

1. **Surveys**

A survey is conducted by sending a set of pre-decided questions to a sample of individuals from a target market. This will lead to a collection of information and feedback from individuals that belong to various backgrounds, ethnicities, age-groups etc.

Types of Social Research Surveys

There are various types of social research surveys:

i. Longitudinal

ii. Cross-sectional

iii. Correlational Research

Longitudinal and Cross-sectional social research surveys are observational methods while Correlational is a non-experimental research method. Longitudinal social research surveys are conducted with the same sample over a course of time while Cross-sectional surveys are conducted with different samples.

2. **Experiments**

An experimental research is conducted by researchers to observe the change in one variable on another, i.e. to establish the cause and effects of a variable. In experiments, there is a theory which needs to be proved or disproved by careful observation and analysis. An efficient experiment will be successful in building a cause-effect relationship while proving, rejecting or disproving a theory. Laboratory and field experiments are preferred by researchers.

3. **Interviews**

The technique of garnering opinions and feedback by asking selected questions face-to-face, via telephone or online mediums is called interview research. There are formal and informal interviews – formal interviews are the ones which are organized by the researcher with structured open-ended and closed-ended questions and format while informal interviews are the ones which are more of conversations with the participants and are extremely flexible to collect as much information as possible.

4. **Observation**

In observational research, a researcher is expected to be involved in the daily life of all the participants to understand their routine, their decision-making skills, their capability to handle pressure and their overall likes and dislikes. These factors and recorded and careful observations are made to decide factors such as whether a change in law will impact their lifestyle or whether a new feature will be accepted by individuals.

Topic 115: Research For Community Development -VIII

Type of Research for Development Work

There are two type of research for development work

a) Program focus

b) Issue focus

a) Program Focus Research

Program focus research include:

i. Need assessment

ii. Community profiling

iii. Stake holder analysis

iv. Action research

v. Program evaluation

vi. Participatory research (people defining their own issues)

vii. Participatory learning and action

b) Issue Focus Research in Development

This type of research is used for:

1. Research for campaigning – to prove a point
2. Thematic research looking at experience in a number of countries
3. Reviewing what is known on an issue
4. Making the voice of less powerful people by decision makers
5. Reframing an issue – new ways of seeing

Following factors increased the influence of research

1. Quality of research
2. Action orientation
3. Challenge to the status quo
4. Conformity to user expectations
5. Relevance

6. Timeliness

Participatory Research in Development

Participatory action **research** (PAR) is an approach to **research** in communities that emphasizes participation and action. It seeks to understand the world by trying to change it, collaboratively and following reflection. PAR emphasizes collective inquiry and experimentation grounded in experience and social history. Participatory research methods are geared towards planning and conducting the research process with those people whose life-world and meaningful actions are under study.

"WHO" Participates?

Participation" is understood more as the involvement of any groups of people who are not professional researchers. It is generally argued that those persons, groups, and institutions who are affected by the research theme and the expected outcomes must be involved.

Stages of Participation

Community participation is possible at many different points in research process, from identifying the research focus, to doing interviews, to promote the findings, consideration needs to be given to how much participation is appropriate and at what point in research process.

There should be balance between community priorities and agency agenda. Participatory research requires strong facilitation skills, an interest in research rigor and interest in solution. It should not be assumed that the participation of some community members will automatically facilitate the participation of others.

Peer Research

Peer research is a way of designing and delivering a research project with the people who would usually be the subjects of research. It is an approach that has emerged from participatory and grass-roots research, and privileges the role of the traditionally researched as active researchers.

Topic 116: Research For Community Development -IX

Quality in Research

Maintaining quality is very important in any research because research is an expensive and time-consuming activity. It is important that research activity is kept in balance with other types of development activity but it is also important that research is good enough for this purpose. It is better to do one excellent piece of research in a year rather than to do three quick and dirty ones which may not be taken seriously.

Peer Reviewed Research

Peer reviewed research studies have already been evaluated by experienced researchers with relevant expertise. Peer-reviewed research is usually of high quality. A research consumer, however, should still critically evaluate the study's methodology and conclusions. The *Research Connections* website indicates whether a study has been peer reviewed.

Internal and External Validity

Internal validity refers to the degree of confidence that the causal relationship being tested is trustworthy and not influenced by other factors or variables. **External validity** refers to the extent to which results from a study can be applied (generalized) to other situations, groups or events.

The **validity** of a study is largely determined by the experimental design. To ensure the validity of the tools or tests you use, you also have to consider measurement validity. **Reliability** means dependability or consistency. It suggests that same thing is repeated or occur under same identical or similar condition.

What is Reflexivity?

Reflexivity is an attitude of attending systematically to the context of knowledge construction, especially to the effect of the researcher, at every step of the research process. Reflexivity refers to circular relationships between cause and effect. A reflexive relationship is bidirectional with both the cause and the effect affecting one another in a relationship in which neither can be assigned as causes or effects.

Can a Study's Quality be Evaluated with the Information Provided?

Every study should include a description of the population of interest, an explanation of the process used to select study subjects, definitions of key variables and concepts, descriptive statistics for main variables, and a description of the analytic techniques

Steps in assuring quality in research

- Good planning
- Goals and objective should be very clear
- Good research question has been defined and the method selected match the research question.
- Comprehensive literature review
- Proper operationalization of variables
- Research must have sufficient relevant experience
- Sufficient resources to complete the research
- Staff must be experienced
- Avoid biasness
- Final report must be peer reviewed

Topic 117: Research For Community Development-X

Planning for Effective Research

Effective research planning includes the following steps:

- Conceiving the idea
- Drafting the brief
- Agreeing the brief
- Agreeing the brief with other stakeholder, including community members
- Evaluate human resource and research skills of people
- Decide who will undertake the research

Estimating cost

- Getting data from respondents
- Arranging appropriate support and supervision for researchers
- Setting up an advisory group
- Apply for funding

Research Design

The research design refers to the overall strategy that you choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring you will effectively address the research problem; it constitutes the blueprint for the collection, measurement, and analysis of data.

Research Protocol

It highlights the following things

i. Background study

ii. Aim and objectives

iii. Research question

iv. Methods in detail

i. Background Study

In background study the following things are considered:

- A brief introduction to your company will help the agencies understand you and your individual needs. Background could include:

- What do you do?
- What is your industry sector and how do you fit into it?
- How long have you been in development work?
- How many employees/sites do you have?
- What are your business aims/aspirations?

ii. Research Aims and Objectives

Objectives could include:

- Context for the decision to commission research
- Who in the company is involved in the research
- Research objectives
- Business objectives.

iii. Target Audience

- Identify your target audience (respondents). Are they businesses or consumers?
- Are they current customers, lapsed customers or those of a competitor?
- Are demographics relevant, such as age, gender, income, occupation, location, company size, etc.
- Who you want researched and how many interviews (sample size)? You may want different options or for the agency to make recommendations
- Contact details: can you provide a customer list, or should the agency find respondents themselves.

Research approach

Do you think your objectives would best be met through qualitative or quantitative research or, perhaps, a combination? Should the research be conducted face-to-face, by telephone or even online? But don't worry if you're not sure. Approach could include your preferred methodology. Request to agencies to recommend an approach and explain their recommendation.

Timescale

Consider internal milestones such as meetings and decision-making deadlines. Timescale for the obtaining process, the start of the research and when you want the findings. Whether you want to receive top-line findings in advance of the main findings. Leaving time to receive a draft set of findings for you to review before receiving the final deliverables.

Deliverables

Do you want the findings in a written report format or as a presentation? You may want to have both, or to have a meeting with your agency to discuss the findings. Deliverables could include:

- Your preferred format for the findings for example, a report in Word or a presentation in PowerPoint, hard copy and/or electronic, etc
- Do you want the agency to present the findings?
- Is there anything else you expect the agency to provide?

Research Budget

It can help to give agencies guidance on the available budget, even if it is only a ball-park figure. They can then help you maximize your available budget and maybe advise on an approach you had not considered. Budget could include:

- An indication of available budget; stipulate whether or not this includes.
- **Contact details: How should the agency get in touch with you?**
    - Provide names and contact details for the key contacts for the bid; request the same from them
    - Who should agencies contact if they have any queries regarding the brief?
    - Who should they send their bid to, when by and how (e.g., electronically or hard copy)?

Lesson 32

SOCIAL MAPPING AND COMMUNITY DEVELOPMENT

TOPIC 118-119

Topic 118: Social Mapping And Community Development -I

What is Social Mapping?

Social mapping is a visual method of showing the relative location of households and the distribution of different people (such as male, female, adult, child, landed, landless, literate, and illiterate) together with the social structure, groups, and organization of an area. This option is used to help identify households using pre-determined indicators that are based on socio-economic factors. It works to determine a relative ranking of socio-economic status of the household rather than an absolute ranking. It can help determine which households are benefiting from an assessment and whether or not they belong to the target group.

The population's wellbeing is then ranked (by those living there) according to which household is better or worse off in terms of the selected indicators. This option therefore results in information about households' relative wellbeing, rather than an absolute assessment. Social mapping is useful for:

- Exploring community structure, organizations, and processes.
- Identifying who lives where in a community.
- Identifying different social groups using locally defined criteria and discussing social inequities
- Identifying the location of different social groups in relation to key resources, including biodiversity and ecosystem services, and the community structures and processes that may be relevant in influencing the distribution of benefits.
- Identifying which community members may be most vulnerable to various hazards and risks, including those resulting from climate change, and discussing coping strategies and opportunities
- Identifying the location, access and use of key resources, including biodiversity and ecosystem services, in relation to different social groups to inform ecosystem services valuation and equitable benefit sharing mechanisms.

Topic 119: Social Mapping And Community Development -II

For social mapping:

- Use the results from the participatory ranking process to make a base map of the area under analysis.
- Use codes (symbols) to represent relative indicators (or ranking) of the households in the area under analysis. This can be used to monitor wellbeing of the households over time, and to evaluate how a project affects different social groups.

Points to Remember:

- It is not necessary to develop an absolutely accurate map – the goal is to explore local perceptions about the social and physical structures of a community.
- Social mapping is easier when communities are small, but the process becomes much more complex when household numbers are high. It might be necessary to adapt the tool in these contexts.
- For a deeper analysis of different socio-economic groups and the distribution of assets between these groups a wealth ranking or well-being assessment tool will be more appropriate.
- The social map produced will only be a snapshot of the current situation. If a historical perspective is needed or arises and local participants have sufficient time, it might be useful to draw a series of maps to illustrate changes over time.
- Local participants should be encouraged to build as much of the diagram as possible without interruption and to suggest anything else that should be recorded.

Lesson 33

EXTENSION - I

TOPIC 120-124

Topic 120: Concepts of Extension

Etymology of The Word 'Extension'

The word 'Extension' is derived from the Latin roots, 'ex' meaning 'out' and 'tensio' meaning 'stretching'. Literally it means 'stretching out'. That is stretching out beyond the boundaries of university and research stations to reach the rural people to educate them on various issues. The use of the term "extension" was first recorded in Britain in the 1840s. James Stuart, Fellow of Trinity College, Cambridge, who gave several lecturers to women's associations and working man's clubs in the north of England during 1867-68, is considered as father of extension.

But the term was formally used for the first time in 1873 by Cambridge University to describe a particular 'Extension' of educational innovation. This was to take the education advantages of universities to the ordinary people where they lived and worked.

Objective of Extension

Extension is an **informal educational process** directed toward the rural population. This process offers advice and information to help them solve their problems. Extension also **aims** to increase the efficiency of the family farm, increase production and generally increase the standard of living of the farm family.

The **objective** of extension is to change farmers' outlook toward their difficulties. Extension is concerned not just with physical and economic achievements but also with the development of the rural people themselves. **Extension agents**, therefore, discuss matters with the rural people, help them to gain a clearer insight into their problems and also to decide how to overcome these problems. The objective of extension is to change farmers' outlook toward their difficulties.

Extension is concerned not just with physical and economic achievements but also with the development of the rural people themselves. Extension agents, therefore, discuss matters with the rural people, help them to gain a clearer insight into their problems and also to decide how to overcome these problems.

Extension as a Process

Extension is a **process** of working with rural people in order to improve their livelihoods. This involves helping farmers to improve the productivity of their agriculture and also developing their abilities to direct their own future development.

All these statements stress that extension is a process which occurs over a period of time, and not a single, one-time activity. They also all underline extension as an educational process which works with rural people, supports them and prepares them to confront their problems more successfully.

If these statements are examined more carefully, and if the current ideas and practice of extension are considered, four main **elements** can be identified within the process of extension:

1. knowledge and skills,
2. technical advice and information,
3. farmers' organization, and
4. motivation and self-confidence

Topic 121: Extension Education For Community Development

What is Extension?

In continuation to what is being discussed earlier in 'What is Extension',

Cumberlage (1956) **defined** that *Extension is education of the rural adults and children outside the school, in matters of their own choice and interest; education for freedom which seeks to help persons to use the liberty of action with which a democratic society is constructed.*

Extension work is an out-of-school systems of education in which adults and young people learn by doing, Kelsey and Hearne (1963).

It may be observed from these definitions that education is an integral part of extension and the type of education imparted to the out of school children and adult is non-formal in nature. However, these definitions do not cover the entire scope of Extension Education which has now attended the stature of a distinct discipline with its own research, methodology, teaching and field (practice) of activities.

Extension education is the key towards community empowerment

Extension education is a system that provides knowledge and skills to rural people (farmers) informally with the aim of influencing their decisions towards life, which will increase their general living standard. Extension education adopts in formal ways of empowering the rural farmers to enable them identify their problems and solve the problems in their own way, using their local resources with slight scientific modifications (Abu-Mus'ab, 2009).

Moreover, the process of community empowerment requires that enlightenment and technological advancement should be at the forefront; as such, extension work is required in all socio-economic components for sustainability and holistic development (Asiabaka, 2003)

Community empowerment is a condition which enables more people in a community play active role in the decisions that affect them.

Ability of community members identify and solve their problems by themselves using available local resources without external influence directly or indirectly is termed community empowerment (Nzeribe, 2011).

Topic 122: Basic Elements of Extension Education -I

According to J.P.Leagans (1961), there are three basic elements in extension for rural development which the extension educator must deal with as they are key to his success. These elements are:

1. Man himself-physiological and psychological
2. Men's environment-physical, economic, and social
3. Man-created devices for improving her/his welfare

1. A View of Man Himself:

An Extension educator should view a man as:

a) Individual human personality possessing many inherited traits, tendencies and capacities that create forces which shape what they think, what they do and how they do it.

b) Possessing extensive mental power to analyze, learn, think, reason, understand, remember, forget, reject, decide, judge, and to do other things

Possessing emotional powers which includes:

i. Capacity to feel various emotions like love, hate, confidence, fear, sadness, happiness, etc.

ii. Desire to resists many acts and conditions like innovation, imposition, poverty, strangeness, etc.

iii. Desire to improve many things like his knowledge and skills level, food, clothing, housing, agriculture production, independence, leadership, etc.

iv. Possessing great potential physical skill to improve his condition

2. Man's Environment

Man is surrounded by other human beings, physical items, social and cultural norms, and economic conditions. Environmental forces exert continuous pressure on him and shape his personality accordingly. Some of the major environmental/external forces facing a typical farmer in a village are:

- Low agricultural production
- Poor housing and other facilities
- Low per capita income
- Poor health
- Under- employment

- Poor educational opportunities
- Poor credit system
- Poor marketing infrastructure
- Unproductive and uneconomical Adhere to outmoded customs and traditions, etc
- Agricultural implements

These are some of the problems, and most of them are men made. Interventions in these areas require proper understanding of the men's environment so that extension programs could be designed properly to deal these problems.

Topic 123: Basic Elements of Extension Education -II

3. Man-created Devices to Serve Man:

In human civilization, man has created various institutions and forces, and developed certain mechanisms to promote his welfare. Man has been always attempting through various institutions-educational, technological, physical, economic, social, administrative, religious, etc. created by him to minimize the gap between what ought to be and what is in human being.

Man-created devices to improve the socio-economic condition of the farmers, and few of them are:

- Trained personnel
- Scientific knowledge
- Improved production tools
- Improved production materials and methods
- Expanded communication media.
- Policy guidelines
- Government aid in money and inputs
- Provision of credits
- Freedom and encouragement
- Promotion of cooperatives, Self Help Groups, etc.

These three elements lie at the use of extension educator for rural community development. The third element, man-created devices are designed to help people to make desirable adjustment between the elements of man and his environment. The methods by which the adjustment is to be made in a free society are education. Only the human element is controlling the progress today. Therefore, the key to rural development lies in the Mind, Heart and Hands of the people and those of their professional leaders (Mathialagan, 2007).

Topic 124: Philosophy Extension Education

The philosophy of extension education has been interpreted in many ways by various authors and some of them are as follows:

i. Extension is educational for all village people.

ii. Extension is changing the knowledge, skill, and attitude of the people.

iii. Extension is teaching people what to want, as well as how to work out ways of satisfying these wants and inspiring them to achieve their desires. (Ensminger (1962)

iv. Extension is “helping people to help themselves”.

v. Extension is “learning by doing and seeing is believing”.

vi. Extension is development of individual and their society.

vii. Extension is living relationship, respect, and trust for each other.

viii. Extension is working in harmony with culture of the people.

ix. Extension is working together to expand the welfare and happiness of people.

x. Extension is a two-way channel

xi. Extension is a continuous process educational process in which both learner and teacher contribute and receive

According to Kelsey and Hearne (1967) the basic philosophy of extension education is to teach people how to think, not what to think. Extension’s specific job is furnishing the inspiration, supplying specific advice and technical help, and counseling to see that the people as individuals, families, groups and communities work together as a unit to solve their problems.

Extension workers work with people to help them develop themselves and achieve personal superior personal well being.

Lesson 34

EXTENSION - II

TOPIC 125-129

Topic 125: Objectives of Extension Education

Objectives of Extension:

Objectives are expression of the ends towards which our efforts are directed.

1. **Fundamental Objective:**

The fundamental objective of extension is the development of the people or the "Destination man". In other words, it is to develop the rural people economically, socially and culturally by means of education. For example: To increase socio-economic status and standard of living of Pakistani farming community.

2. **General Objectives (Function)**

The general objectives of the extension are:

i. To assist people to discover and analyze their problems, their felt and unfelt needs.

ii. To develop leadership among people and help them in organizing groups to solve their problems.

iii. To disseminate information based on research and /or practical experience, in such a manner that the people would accept it and put it into actual practice.

iv. To keep the research workers informed of the peoples' problems from time to time, so that they may offer solutions based on necessary research.

v. To assist people in mobilizing and utilizing the resources which they have and which they need from outside.

3. **Working Objectives:**

These focuses on specific activity of a specific group in a selected geographic area. The major objectives of Extension may also be categorized as follows:

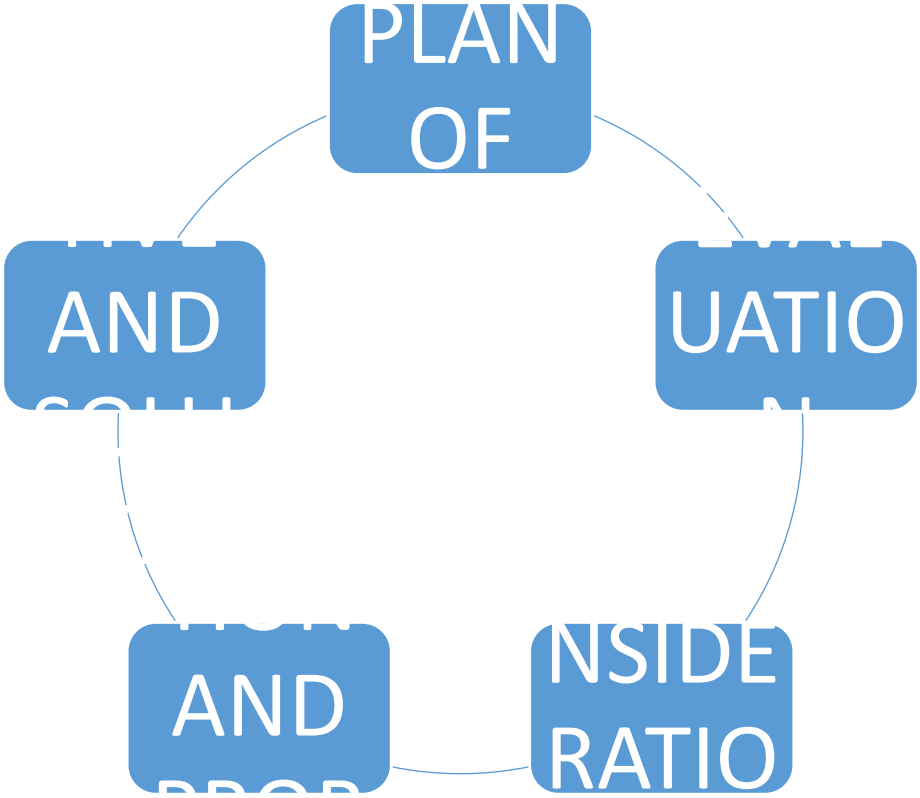
i. Material - increase production, income.

ii. Educational - change the outlook of people or develop the individuals.

iii. Social and cultural - development of the community

Topic 126: Process of Extension Education

An effective extension educational program involves five essential and interrelated steps. This concept of the extension educational process is intended only to clarify the steps necessary in carrying out a planned educational effort. It does not imply that these steps are definitely separate from each other.



Experience shows that planning, teaching and evaluation take place continuously, in varying degrees, throughout all phases of extension activities.

First step: The first step consists of collection of facts and analysis of the situation. Facts about the people and their enterprises; the economic, social, cultural, physical and technological environment in which they live and work. These may be obtained by appropriate survey and establishing rapport with the people.

The responses obtained are to be analyzed with the local people to identify the problems and resources available in the community. For example, after a survey in a community and analysis of the data, the problem was identified as low income of the farm family from their crop production enterprise.

Second step: The next step is deciding on realistic objectives which may be accomplished by the community. A limited number of objectives should be selected by involving the local people. The objectives should be specific and clearly stated, and on completion should bring satisfaction to the community. Objectives should state the behavioral changes in people as well as economic and social outcomes desired.

Third step: The third step is teaching, which involves choosing what should be taught (the content) and how the people should be taught the methods and aids to be used. It requires selecting research findings of economic and practical importance relevant to the community, and selection and combination of appropriate teaching methods and aids.

Fourth step: The fourth step is evaluating the teaching i.e, determining the extent to which the objectives have been reached. To evaluate the results of an educational program objectively, it is desirable to conduct a re-survey. The evidence of changed behavior should be collected, which shall not only provide a measure of success, but shall also indicate the deficiencies, if any.

Fifth step: The fifth step is re-consideration of the entire extension educational program on the light of the results of evaluation. The problems identified in the process of evaluation may become the starting point for the next phase of the extension educational program, unless new problems have developed or new situations have arisen.

Thus, the continuous process of extension education shall go on, resulting in progress of the people from a less desirable to a more desirable situation.

Topic 127: Elements of Extension Education

Four main elements can be identified within the process of extension:

1. knowledge and skills,
2. technical advice
3. information, farmers' organization,
4. motivation and self-confidence.

1. Knowledge and skills

Although farmers already have a lot of knowledge about their environment and their farming system, extension can bring them other knowledge and information which they do not have.

The transfer of knowledge and skills to farmers and their families is an important extension activity and the extension agent must prepare himself thoroughly. He must find out which skills or areas of knowledge are lacking among the farmers in his area, and then arrange suitable learning experiences through which the farmers can acquire them.

2. Technical advice and information

Extension also provides advice and information to assist farmers in making decisions and generally enable them to take action. This can be information about prices and markets, for example, or about the availability of credit and inputs.

The technical advice will probably apply more directly to the production activities of the family farm and to the action needed to improve or sustain this production. Much of this technical advice will be based upon the findings of agricultural research. In many instances, however,

farmers are also sources of valuable advice and information for other farmers, and agents should always try to establish a farmer-to-farmer link.

3. **Farmers' organization**

As well as knowledge, information and technical advice, farmers also need some form of organization, both to represent their interests and to give them a means for taking collective action. Extension, therefore, should be concerned with helping to set up, structure and develop organizations of local farmers. This should be a joint venture and any such organization should only be set up in consultation with the farmers.

4. **Motivation and Self-confidence**

One of the main constraints to development that many farmers face is isolation, and a feeling that there is little they can do to change their lives. Some farmers will have spent all their lives struggling in difficult circumstances to provide for their families with little support or encouragement. It is important for extension to work closely with farmers, helping them to take the initiative and generally encouraging them to become involved in extension activities. Equally important is to convince farmers that they can do things for themselves, that they can make decisions and that they have the ability to break out of their poverty.

It is not suggested that all extension activities must contain each of these elements, nor that some are more important than others. Clearly, the extension approach will be determined by the particular circumstances. However, an overall extension service should be based on these elements and should seek to promote them within the rural areas. Sometimes the local farmers" problems will demand prompt information and advice; on other occasions, more patient work of organization and motivation may be required. An extension service must be able to respond to these different demands.

Topic 128: Principles of Extension Education

Extension activities are widespread throughout the developing world and most governments have set up formally structured extension services to implement extension program and projects. The practice of extension is supported by budget, offices, personnel and other resources.

1. **Extension works with people, not for them**

Extension works with rural people. Only the people themselves can make decisions about the way they will farm or live and an extension agent does not try to take these decisions for them.. Rural people can and do make wise decisions about their problems if they are given full information including possible alternative solutions. By making decisions, people gain self-confidence.

Extension, therefore, presents facts, helps people to solve problems and encourages farmers to make decisions. People have more confidence in program and decisions which they have made themselves than in those which are imposed upon them.

2. **Extension is accountable to its clients**

Extension services and agents have two sets of masters. On the one hand, they are accountable to their senior officers and to the government departments that determine rural development policies. Agents are expected to follow official policies and guidelines in their work.

On the other hand, extension is the servant of the rural people and it has the responsibility to fulfil the needs of the people in its area. This means that the rural poor should have a say in deciding how effective extension actually is. Extension program, therefore, are based on people's needs, as well as on technical and national economic needs. The extension agent's task is to bring these needs together.

3. **Extension is a two-way link**

Extension is not a one-way process in which the extension agent transfers knowledge and ideas to farmers and their families. Such advice, which is often based upon the findings of agricultural and other research stations, is certainly important but the flow of information from farmers to extension and research workers is equally important. Extension should be ready to receive farmers' ideas, suggestions or advice, as well as to give them. This two-way flow of ideas can occur at different stages.

4. **Extension cooperates with other rural development organizations**

Within rural areas, extension services and agents should work closely with the other organizations that provide essential services to farmers and their families. Extension is only one aspect of the many economic, social and political activities that seek to produce change for the better in rural society. Extension, therefore, must be prepared to collaborate with all other such organizations, both government and non-government, and to take them into account when preparing to implement extension policies

5. **Extension works with different target groups**

Extension recognizes that not all farmers in any one area will have the same problems. Some will have more land than others and will be keen to try out new ideas.

Others, with fewer resources, will probably be more cautious. Extension cannot offer a single "package" of advice, suitable to all farmers. Different groups need to be identified and the agent will have to develop programs appropriate to each group.

Topic 129: Extension Education In Community Empowerment

Extension education is the key towards community empowerment. Extension education is a system that provides knowledge and skills to rural people (farmers) informally with the aim of influencing their decisions towards life, which will increase their general living standard. Extension education adopts in formal ways of empowering the rural farmers to enable them identify their problems and solve the problems in their own way, using their local resources with slight scientific modifications (Abu-Mus'ab, 2009).

Community empowerment is a condition which enables more people in a community play active role in the decisions that affect them. Ability of community members identify and solve their problems by themselves using available local resources without external influence directly or indirectly is termed community empowerment (Nzeribe, 2011).

The **process of community empowerment** requires that enlightenment and technological advancement should be at the forefront; as such, extension work is required in all socio-economic components for sustainability and holistic development (Asiabaka, 2003).

The **roles of extension** education towards community empowerment are numerous and multi-dimensional, apart from being a problem solver, motivator and resource linker, he/she undertake the following depending on the specific area of operation, culture of the community, values and aspirations.

Needs assessment (awareness creation, sensitization & facilitation), resource mobilization, project planning, implementation, monitoring, evaluation based on community driven development (CDD) ideals and principles. Moreover, the community members are involve in all stages of the community programs and projects.

Lesson 35

LEADERSHIP - I

TOPIC 130-134

Topic 130: Concept of Leadership

Leadership is a process by which a person influences other to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent. Leadership is inspiring others to pursue your vision within the parameters you set, to the extent that it becomes a shared effort, a shared vision, and a shared success (Zeitchik, 2012). Leadership is a process of social influence, which maximizes the efforts of others, towards the achievement of a goal (Kruse, 2013).

Attributes of Leadership

'Leadership' thus have the following attributes:

- Leadership is not an act or set of acts, it is a process.
- Leadership is not just influencing, yet it involves influencing others through leadership. While between the leader and followers, the influence is mutual, together, they influence the environment around them in some way.
- Leadership goes beyond goals. There is a purpose a cause which a broad enough to create a vision that connects followers who might have a different individual goal.
- In the various definitions of leadership, the emphasis is on the capacity of an individual to influence and direct group effort towards the achievement of organizational goals. Thus, we can say that leadership is the practice of influence that stimulates subordinates or followers to do their best towards the achievement of desired goals
- Leaders carry out this process by applying their leadership knowledge and skills. This is called *Process Leadership* (Jago, 1982). However, we know that we have traits that can influence our actions. This is called *Trait Leadership* (Jago, 1982),

Topic 131: Types of Leadership

Types of leadership are discussed in detail below:

1. Authentic Leadership

It focuses on the charter of the leader as the driver of positive interrelationships. Authenticity is about being genuine and not attempting to play a role; not acting in a manipulative way.

2. Autocratic Leadership

Autocratic leadership allows the autocratic leaders to take the ultimate control of taking decisions without consulting others. An autocratic leader possesses a high level of power and authority and imposes its will on the members of the community.

3. Participative Leadership

Also known as the democratic leadership style, participative leadership consults community members and seriously considers their ideas when making decisions. Participative Leadership may be required for tasks that are non-routine or unstructured, where relationships are non-authoritarian and the subordinate‘s locus of control is internal.

4. Directive Leadership

Directive Leadership provides guidance about what should be done and how to do it, scheduling work, and maintaining standards of performance.

Thus, it may be inferred that directive leadership is effective as the subordinators have an external locus of Control, lacks experience, has a high need for clarity, or a low need for achievement.

5. Supportive Leadership

Supportive Leadership show concern for the needs of the employees, the leader is friendly and approachable. Supportive Leadership would be more suitable for highly structured tasks, under bureaucratic and formal authority relationship. In supportive Leadership, leaders support their subordinates officially, and sometimes personally also. A leader always tries to fulfill their requirements, it boosts its members’ morale also.

6. Achievement Oriented Leadership

Achievement-oriented Leadership encourages employees to perform at their highest level by setting challenging goals, emphasizing excellence, and demonstrating confidence in employees’ abilities. Achievement Oriented Leadership is largely suitable for unstructured tasks, where the subordinate need for achievement is high.

7. Bureaucratic Leadership

Under bureaucratic leadership, a leader believes in structured procedures and ensure that his or her employees follow procedures exactly. This type of leadership leaves no space to explore new ways to solve issues and in fact work by book.

8. Charismatic Leadership

The charismatic leader is visionary and works by infusing a high amount of energy and enthusiasm in his team. He sets a role model for his team and drives others to show a high level of performance.

Topic 132: Principles of Leadership

Know yourself and seek self-improvement

In order to know yourself, you have to understand your *be*, *know*, and *do*, attributes. Seeking self-improvement means continually strengthening your attributes. This can be accomplished through self-study, formal classes, reflection, and interacting with others.

1. **BE** a professional who possess good character
2. **KNOW** the four factors of leadership — follower, leader, communication, situation
3. **DO** motivate, provide direction,
4. **Be technically proficient** – As a leader, you must know your job and have a solid familiarity with your community members' tasks.
5. **Seek responsibility and take responsibility for your actions** – Search for ways to guide your community to new heights. And when things go wrong, as they often tend to do sooner or later — do not blame others. Analyze the situation, take corrective action, and move on to the next challenge.
6. **Make sound and timely decisions** – Use good problem solving, decision making, and planning tools.
7. **Set the example** – Be a good role model for your employees. They must not only hear what they are expected to do, but also see.
8. **Know your people and look out for their well-being** – Know human nature and the importance of sincerely caring for your members
9. **Keep your workers informed** – Know how to communicate with not only them, but also seniors and other key people.
10. **Develop a sense of responsibility in your workers** – Help to develop good character traits that will help them carry out their professional responsibilities.
11. **Ensure that tasks are understood, supervised, and accomplished** – Communication is the key to this responsibility.
12. **Train as a team** – Although many so-called leaders call their organization, department, section, etc. a team; they are not really teams… they are just a group of people doing their jobs.
13. **Use the full capabilities of your community** – By developing a team spirit, you will be able to employ your organization, department, section, etc. to its fullest capabilities.

Topic 133: Identify The Local Leadership

Community leaders take responsibility for the well-being and improvement of their communities. Are you a community leader? Are you interested in becoming one? Try answering the questions in this leadership quiz. Are you someone who:

- Wants to improve your community?
- Has something to contribute?
- Doesn't wait around for someone else to get the job done?

If you have answered "yes" to any of the above questions, you are most likely a community leader already, or on your way to becoming one. You don't have to run for office or be given a title to be a leader. All you need to do is decide to take responsibility for some corner (or bigger chunk) of your community. Community leaders are often self-appointed. Even people who run for office first make a decision that they want to be a leader. You can probably take as much responsibility for your community as you are willing to.

Topic 134: Qualities of A Successful Leader

Some qualities of leaders are discussed below.

1. **Integrity:**

To trust you, people have to know that you say what you believe and act accordingly. If people trust you, they may follow you to the ends of the earth.

2. **Courage**:

Leadership means that you show others the way through the dark, scary, forest. Go ahead and speak the truth--even when it's not popular.

3. **Commitment**:

You have to stick with a task through the good times and the bad. Your commitment will serve as a model.

4. **Ability to care about others**:

People will follow you if they know you care about them and about others. The greater your ability to care about all types of people, the more confidence they will have in you

5. **Creativity and flexibility**:

Every situation will call for a different response. Be ready to change and come up with new solutions.

Lesson 36

LEADERSHIP - II

TOPIC 135-139

Topic 135: Role And Functions of Local Leaders

Local leaders should seek to serve two important functions:

1) A bridge between citizens, government officials, and crisis managers, and

2) A moderator for community discussions on issues of preparedness.

In both of these contexts, it is important for the local leader to emphasize the importance of preparedness, gather information, prioritize community needs, inform government bodies, collaborate to produce a plan, and relay preparedness information back to community members

The **goal** of this process is not to prescribe a specific plan of action but rather to engage community members and leaders as key stakeholders in the process of customized disaster planning.

This method gives individual communities the freedom to formulate a plan for disaster that accounts for the heterogeneity and unique problems of the locality. So, when disaster strikes, citizens have the tools to recover earlier and faster since they do not have to wait for plans to come down the chain of command. This integration of efforts allows communities to decide upon the most appropriate disaster plan for them, as well as the type and number of resources needed during a disaster.

Role of local leader

Some roles of local leaders are discussed below:

1. **Coach.** As a leader you have a responsibility and need to develop others to succeed in their roles and prepare for future roles.

2. **Facilitator.** You need to make things easier for others. While we might think of this most often in a meeting or group situation, there are many times when you will serve as facilitator to help processes flow better and boost productivity.

3. **Visionary.** Related to strategy, leaders must have a picture of where they are heading and why that destination matters to the organization, their team and themselves.

4. **Change agent.** With strategy and vision comes the ever-present need for change. As a leader, you must guide and champion the changes that you envision and the ones that have been entrusted to you from up the ladder.

5. **Decision-maker.** You want others to engage and offer their feedback. However, as a leader, you will need to be decisive and make the hard choices. You can't be afraid to make a decision, even when you are working with less-than-perfect information or you must make one that will be unpopular.

6. **Influencer.** Call it mediation or negation or even arbitration, but this role is really about influence. As a leader, you must constantly be influencing others in a positive way.

7. **Team player.** You can't always take the lead. You need to be a teammate, too, and that means understanding when to step out of your leadership role and let others take the lead.

8. **Delegator.** You can't do it all. The best leaders delegate both willingly and strategically to ensure everything is done and to train their employees to take on bigger roles in the organization.

9. **Listener.** Leaders often think they need to be doing all the talking, but that is a mistake. In fact, the best leaders talk less, and ask, listen, and observe more. Make sure you really listen to the people you lead.

Topic 136: Developing Local Leadership

The problem of developing adequate local leadership may be considered an issue of "civic capacity" (often referred to as social capital). Extensive research on this topic has demonstrated a clear contrast between strong and weak communities. The strong communities have the following in common:

- A leadership that works collaboratively, active citizen participation,
- A high level of volunteerism and philanthropy, and frequent public dialogue. It takes a lot of work to make this happen on a sustained basis.

Civic leadership clearly requires strong and competent individuals. However, the overall intent of these leaders should be to empower others and increase participation in community life in order to create a better future for all (transformational leaders). The **strategies** used to enhance civic capacity include education and training, strategic thinking and planning, creating opportunities for effective volunteer involvement, and a good flow of information about the needs and assets of the community.

Smaller communities in particular tend to have a unique leadership need. Their community is often run by volunteer leaders with few if any paid professional staff. This reliance on volunteers for such areas as fiscal management, economic development, education, and program development and implementation, makes the need for leadership training in rural areas even more authoritative.

There is a strong relationship between leadership and civic capacity. Effective leaders can help develop communications, networks, trust, and shared values among different groups in a community, thereby facilitating community and economic development. Frederickson (2004)

Topic 137: Motivating Local Leaders

Leaders can be energized and motivated if they come to realize that their personal lives and their business activities are dependent on how well the community is doing. Their enthusiasm for getting involved will be greatly increased if they see that they can play an important and decisive role in creating a more positive living and business environment.

Approaches to Motivate Local Leaders

Some approaches to motivate local leaders are discussed in detail below.

1. Workshops/Retreats

One approach to motivate and involve local leaders is to conduct a workshop or retreat to teach them why their involvement is needed and to solicit their input regarding the development needs of the community. The key issues identified by the leaders can also be prioritized through a structured group process. The results from this process can be incorporated into the community development plan. This process is also useful for the board members of the development organization so that they can establish organizational priorities consistent with those of the community at large.

2. Advisory council

Another way to involve local leaders is to enlist their participation in various advisory councils in the community. These are frequently formed by various agencies in the community to encourage input and support of their programs. Local government agencies may establish private sector advisory boards. Community development organizations may use the councils or boards for obtaining advice on a variety of key program areas.

3. Leadership trips

A number of communities around the nation have initiated what have become known as "leadership trips." Typically, elected leaders or volunteer participants focus on a particular problem in their community and then find a community that has tried and apparently succeeded in tackling the same problem. Visits to these selected cities can be very productive, as these visiting leaders are able to see what the community has done and hear from local leaders how they were able to accomplish it. New ideas can then be brought back and, through a process of dialogue and planning, possibly initiated in their community.

4. Task forces

A higher and more sustained level of leadership involvement can occur through establishing task forces to deal with specific aspects of community development. They are called "task forces" because their assignments are usually focused on "tasks" or areas of need and members are generally appointed for a specific and reasonable length of time. Task forces can present opportunities to incorporate the expertise and interest of leaders and volunteers into productive channels of activity through direct membership in or consultation to the task force.

A task force approach provides the advantages of:

(1) concentrated activity within a designated time frame;

(2) working in a collaborative group; and

(3) being part of a network of influence.

5. Board Positions

One of the most important roles that community leaders can play is membership on the board of directors of the local development organization.

However, the board should be an integral part of the organization rather than only a group to whom the executive director reports periodically. The skills and contacts of these leaders usually offer a great deal toward implementing the community development program.

Topic 138: Leadership Training Programs

The ultimate purpose of the leadership training program is to bring new individuals into community leadership and to assist existing leaders in being more effective. It is also a means for facilitating communication among leaders by providing an opportunity to work and learn together. Frequently, the leadership program involves team projects and information sharing that provide hands-on experience and a chance to develop awareness of local problems and possible solutions.

The leadership training programs have proven to be a good method for involving leaders and training potential ones; however, the programs in themselves do not necessarily resolve the local leadership problem. In addition, much of agenda of the leadership training programs appears to be focused on acquiring knowledge. Participants learn how the community functions, how to plan, what Community development is, and so forth.

Certainly, knowledge is a necessary first step to changing leadership behavior but, by itself, it is not enough to develop new leaders. The new knowledge must be put into action. That usually requires the acquisition of new skills. To fully learn a new skill, people must first understand it, then practice it and get feedback on their performance. Much more attention needs to be given to providing ongoing training in leadership skills at the community level.

Certain leadership skills that can be developed and maintained are:

• Problem solving

• Planning and goal setting

• Critical thinking

• Effective decision making

• Conflict management tactics

• Negotiation techniques

• Team building and team management

• Group process techniques

• Effective listening.

Simply having these skills, however, does not guarantee effective Leadership. The successful leader is one who is inspired and motivated to use these skills in the appropriate ways at the appropriate times.

Topic 139: Methods of Leadership Training

Leadership training is the process of developing, educating and inspiring people in positions of authority with the tools and knowledge necessary to be an effective leader. Using different leadership training methods helps to affirm the same lesson or information in a variety of ways so that leaders can internalize the information and put it into action.

1. Lecturing

Lecturing is commonly used as a verbal training method. Accomplished leaders will lecture on various leadership topics based on experience. For example, a manager from a large retail chain may share the experience and lessons learned in the area of customer service and conflict-resolution. Lecturing is communicated using an outline with specific points and organizational flow. Some people may use visuals or a note sheet to help listeners grasp the concepts and ideas.

2. Role Playing

Role playing is a method used in leadership training that allows the leaders-in-training to participate and interact with learned leadership skills such as interpersonal communication. For example, two leaders are selected to come to the front during training and act out a scenario such as an employee needs to be confronted on his consistent tardiness to work.

One person plays the role of the leader and the other plays the role of the employee. They act out the situation while the other leaders-in-training observe. At the end of the scenario the observing leaders provide feedback to the situation and help educate one another on ways to be more effective.

3. Leadership Activities

Leadership activities are short team-building objectives that teach basic leadership skills such as team work, organizational communication and listening skills. An example of a leadership activity is for the leaders-in-training to join hands and stand in a circle with their backs to one another.

4. Discussion Groups

Discussion groups are a training method that allows a group of leaders to share their personal wealth of knowledge and experience with one another. These groups encourage feedback, suggestions, questions and opinions

Lesson 37

COMMUNITY BASED ORGANIZATION AND ITS TYPES

TOPIC 140-143

Topic 140: Establishing Community Base Organization

What is community base organization (CBO)?

Community based organizations (CBOs) are represented by different names in different regions like community development associations, societies, welfare organizations, neighborhood councils and united community. A CBO is an organization that provides social services at the local level. It is a non-profit organization whose activities are based primarily on volunteer efforts. This means that CBOs depend heavily on voluntary contributions for labor, material and financial support.

Characteristics of a CBO

Characteristics of CBO are listed below.

✦ It is non-profit;

✦ It relies on voluntary contributions;

✦ It acts at the local level; and

✦ It is service-oriented.

Purpose of CBOs

The purpose of CBOs is to plan, implement, and monitor social and economic development programs and provide technical and financial help to the communities. CBOs positively affects the process of rural change i.e. increase in income, improvement in health, nutrition and literacy status of the populations.

Some of the programs that can ensure bring changes in the rural communities are: availability of micro-finance for micro-enterprise, health and education, sustainable agriculture, safe water and sanitation.

Fundamentals of Forming a Community-Based Organization

Whether the CBO is organized as an informal steering committee, a traditional board/committee, or as a complex network of organizations, there are several fundamental questions that should be answered by all start-up organizations.

What Do We Want to Do?

To determine this, make sure you're asking the correct question. The initial question should not be, "How do we become a CBO?" It should be, "How can we get better and more affordable housing for all?" Keep focused on the destination, not the vehicle in which you will be traveling. This is not always as easy as it sounds, especially in the formative stages of group

process when strangers come together to pursue a passion. Some will be very type A and get bogged down in the mechanics of organization. Others will be so driven by the passion for the project that they will want to skip important foundation-building requirements.

Is There Anyone Already Doing This?

The next logical question would then be, "Is there anyone else already doing this?" Determine if there are organizations already addressing your concerns because the best interests of the community are not served when too many organizations compete for the same resources. If there are others, you may elect to simply join their group, or to proceed with establishing your organization and form a collaborative arrangement with the existing organization, or to focus on another issue in community development. Just be sure you are not fragmenting scarce community resources with your admirable zeal to do good.

Mission and Purpose

A clearly defined mission statement is critical, but even more critical is its constant use to guide strategic decision making. It establishes what will be done, who will be involved, and how the community will be affected. The mission statement is what keeps your ship in the correct ocean.

While crafting the mission statement, it is important to recognize that there are four different types of community development functions. Organizers, developers, planners, and resource providers – and that each has different purposes and expected outcomes.

Is the Organization Feasible?

A worthy cause supported by a workable plan with sufficient funding and competent leadership will generally generate sufficient organizational capacity. Capacity includes:

i. Short- and long-term strategic plans.

ii. Professional and/or volunteer staffing with effective leadership and management skills.

iii. Sufficient available facilities and equipment.

iv. Sustainable financial resources and sufficient cash flow to provide for the organization's operations

Is there a business plan?

The most important use of a business plan is to ground the organization in reality and provide operational guidance for daily decisions. A business plan should include:

i. A description of the organization (what it will do and how it will help).

ii. A marketing plan (who will be served and how they will be reached).

iii. A financial plan (start-up financing, expenses, revenues, and cash flow).

iv. A management plan (description of the management team's experience).

v. A business plan increases the chances of securing funding, helps identify strengths and weaknesses of the organization, and provides a way to measure actual results against what was planned.

Topic 141: Community Development Corporations

A community development corporation (CDC) is a nonprofit organization that serves a particular geographic area and is normally controlled by its residents. A board of directors, usually elected from the membership, governs CDCs and may also have board positions reserved for representatives of key local institutions such as banks, city government, or the hospital. A paid staff and volunteers execute the programs of work.

Some CDCs focus on one issue, such as housing, while others pursue a wide range of activities from grass-roots advocacy to job creation. CDCs may vary in focus but they have one thing in common – they are entirely focused on the issues that are unique to the local community. In many ways, CDCs are the purest example of a grass-roots development organization.

CDCs depend upon collaborative efforts and must be very astute in developing relationships and building partnerships. Typical partners include faith-based institutions, nonprofits, government departments and agencies, private developers and businesses, banks, national and state intermediaries, social service agencies, schools and colleges, and others related to the specific mission of the CDC. These organizations also provide the volunteer base that is critical to CDC success.

CDCs play a critical role in building community wealth for several key reasons:

- They anchor capital in communities by developing residential and commercial property, ranging from affordable housing to shopping centers and even businesses
- At least one-third of a CDC's board is typically composed of community residents, allowing for the possibility of direct, grass-roots participation in decision-making.
- CDCs' work to enhance community conditions oftentimes involves neighborhood organizing, a process critical for empowering residents and gaining political power.

Topic 142: Networks In Community Development

A network is formed when two or more organizations collaborate to achieve common goals; to solve problems or issues too large to face independently; to leverage the power of numbers in exercising influence or flexing political muscle; to maximize limited financial and human resources of a community by reducing duplication of organizations; or to operate more efficiently in concert with others.

Types of Network

1. **Information Exchange Networks**

Networks may be as simple as an arrangement to exchange information among organizations or businesses that share common interests such as trade associations or Chamber-based Leads Groups. Leads Groups are structured so that there is only one company per business type represented in the group – one bank, one utility, one lawyer. Group members share business opportunities, and doing business with one another is encouraged.

2. **Service Delivery Networks**

Defined as two or more organizations that, in the eyes of the community members are responsible for the provision of a connected overall service experience. Networks can be very effective in addressing social issues, especially those that are multi-dimensional.

3. **Flexible Manufacturing Networks**

A flexible manufacturing system (FMS) is a production method that is designed to easily adapt to changes in the type and quantity of the product being manufactured. Machines and computerized systems can be configured to manufacture a variety of parts and handle changing levels of production.

The catalyst for the FMN may be an existing organization such as a trade association, a government agency that organizes new private or nonprofit organizations, or a group of firms may organize themselves in response to market conditions. In most cases, an FMN is built with the services of a broker, someone who helps companies form strategic partnerships, organize network activities, and identify business opportunities. The broker may be an employee, a consultant, a government agency, or a nonprofit.

Topic 143: Community Foundations

Community foundations are nonprofit, tax-exempt public charities primarily funded by contributions from individuals, corporations, government units, and private foundations. Community foundations focus more on grant making than on providing direct charitable services. Most importantly, through an organized and deliberate effort, they increase awareness of philanthropy and provide the community with a systematic approach for charitable giving.

Community foundations are endowed by individuals or groups and may be for general or specific purposes. It is common for there to be a state-wide community foundation that also makes grants, in addition to providing support infrastructure for the network of local foundations.

Community foundations are **grant making public charities** that are dedicated to improving the lives of people in a defined local geographic area. They bring together the financial resources of individuals, families, and businesses to support effective nonprofits in their communities.

A **community foundation** is a public charity that typically focuses on supporting a geographical area, primarily by facilitating and pooling donations used to address **community** needs and support local nonprofits.

Community foundations play a key role in identifying and solving community problems. In addition to public community foundations, there are several types of private foundations that play an integral role in community development.

Lesson 38

ASSESTS AND ASSESSMENTS of COMMUNITY DEVELOPMENT

TOPIC 144-146

Topic 144: Asset Based Community Development

Defining Community Development as an Asset

Community development is both a process and an outcome. It is defined by various theorists as:

- "Community development is asset building that improves the quality of life among residents of low- to moderate-income communities, where communities are defined as neighborhoods or multi-neighborhood areas" (Ferguson and Dickens, 1999: 5).
- "Community development is defined as a planned effort to produce assets that increase the capacity of residents to improve their quality of life" (Green and Haines 2007).
- "Community development is a place-based approach: it concentrates on creating assets that benefit people in poor neighborhoods, largely by building and tapping links to external resources" (Vidal and Keating 2004).

Asset Based Community Development (ABCD) as an Approach

Asset Based Community Development (ABCD) is an approach to sustainable community-driven development. Beyond the mobilization of a particular community, it is concerned with how to link micro-assets to the macro-environment. Asset Based Community Development's evidence that *communities can drive the development process themselves by identifying and mobilizing existing, but often unrecognized assets*. Thereby responding to challenges and creating local social improvement and economic development.

Asset Based Community Development builds on the assets that are found in the community and mobilizes individuals, associations, and institutions to come together to realize and develop their strengths. Asset Based approach spends time identifying the assets of individuals, associations and institutions that form the community. The identified assets from an individual are matched with people or groups who have an interest in or need for those strengths.

The traditional approach to community development is focused on providing services to address the community's and its residents' needs and deficits. The ABCD approach starts with discovering the assets and gifts already present in the community. This is followed by asking residents to share their gifts and connecting people with the same passions to act collectively and provide care.

Asset-based community development is a promising approach to achieving a better quality of life and sustaining communities not only over time or in an economic sense, but through the development of all forms of capital that are necessary for a community to flourish. The most successful community efforts include resident's engagement and action (no-cost/low-cost solutions) working together with existing institutions and programs. We cannot achieve the results required without the strong engagement of the resources and efforts of residents as well as the work of institutions.

Topic 145: Community Development Assessments -I

Community assessment is the process of identifying the strengths, assets, needs and challenges of a specified community. A community assessment is usually performed early in the development of a association to better understand the community and decide how the coalition might best address its concerns (Butterfoss, 2007).

Asset and Local Institutions

Assets refer to the skills, talents and abilities of individuals as well as the resources that local institutions contribute to the community. **Local institutions** may include political, religious, educational, recreational and youth organizations; community, civic and service groups; local businesses; nonprofit organizations and volunteer groups.

Community Assessment

A community assessment involves:

(1) An evaluation of the current situation in a community,

(2) A judgment of what the preferred or desired situation in that community would be, and

(3) A comparison of the actual and desired situation for the purpose of prioritizing concerns.

Difference Between Community Assessment and Needs Assessment

Community assessment is sometimes referred to as needs assessment, but there is an important distinction between the two. In a **needs assessment**, the focus is limited to discrepancies between what is and what should be in a given community. This type of assessment forces a community to focus on its deficiencies and ignore what it is doing well (Kretzmann and McKnight, 1993).

In contrast, a **community assessment** seeks to empower community members by allowing them to take ownership in affecting the health of their community instead of providing them with a prescription of what their community needs.

Key Principles of Community Assessment

The key principles of community assessment are discussed below.

(1) Residents are the best experts on the community in which they live.

(2) All residents have skills, abilities and talents that they can contribute to the community.

(3) A strong community is built upon the talents and resources of its members.

Topic 146: Community Development Assessments -II

The Purpose of a Community Assessment

A community assessment can be useful in mobilizing a community to action as it identifies and matches the skills of community members with the resources of organizations. A community assessment can also be used to do the following:

- Create a combine action plan
- Establish objectives for a program or intervention
- Select the strategies to use in a program or intervention
- Establish a baseline for evaluating progress in the community
- Identify new ideas, strategies, partners and resources that can be used in working toward a common goal
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- Select the strategies to use in a program or intervention
- Establish a baseline for evaluating progress in the community
- Identify new ideas, strategies, partners and resources that can be used in working toward a common goal

Conducting a Community Assessment

The process of conducting a community assessment can be divided into three phases:

a) pre-assessment,

b) assessment and

c) post-assessment.

a) **Pre-Assessment Phase**

Questions to consider during the pre-assessment phase include the following:

- What is going to be assessed?
- What is already known?
- What data will need to be collected?
- How and by whom will data be collected?
- How and by whom will data be analyzed?

A community assessment begins with the community. During the pre-assessment phase, the alliance can also identify community partners, ask them to self-assess their resources and ask them to identify the health issues that they believe are most important to address (Butterfoss, 2007).

b) **Assessment Phase**

Once these questions have been answered, the partnership can proceed through the following steps to conduct their assessment. Technical assistance with the following steps is often available from local Extension offices, local health departments and other local non-profit organizations.

1. Determine the purpose and scope of the assessment.
2. Decide whether the assessment will focus on a specific population within the community versus the community at large.
3. Decide which health topics to prioritize, limiting the scope of the assessment to what can reasonably be accomplished.
4. Define the goals and objectives of the assessment.
5. Select data collection methods to use.
    (a) Find out whether the desired information exists or if a new data collection effort is needed.
    (b) Common methods for new data collection include surveys, interviews, focus groups and observation.
6. Select or design the necessary instruments and procedures for data collection.
7. Look for valid and reliable instruments that have been tested in similar communities with similar populations. It is much easier and less costly to adapt an existing instrument than to create one from scratch.
8. Pilot test the instruments and procedures.
9. Prepare a timeline and budget.
10. Collect the data.
11. Analyze the data.
12. Prepare and disseminate a report of the findings.

Post Assessment Phase

In this phase assessment's merit and worth is evaluated.

Lesson 39

SUSTAINABLE COMMUNITY DEVELOPMENT

TOPIC 147-150

Topic 147: Sustainable Community Development

Sustainable development can be defined as an approach to the economic development of a country without compromising with the quality of the environment for future generations. In the name of economic development, the price of environmental damage is paid in the form of land degradation, soil destruction, air and water pollution, deforestation, etc. This damage may surpass the advantages of having more quality output of goods and services.

One of the **main goals** of community development is to sustain places and people using all forms of community capital. Therefore, **sustainability is a critical feature of the community development process** and should play an explicit role in the practice of community development (Green & Haines, 2016).

What is sustainability?

Sustainability can be viewed as a concept, a method, or even a way of life. *"Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs". (*Bruntland Commission Report 1987).

Three **common themes** appear amongst the most widespread definitions:

(1) A focus on current behavior to benefit the future

(2) The link between the economy with ecology

(3) A general dissatisfaction with current human lifestyles and behavior.

According to the Sustainable Community Roundtable Report of 2006: *A sustainable community continues to thrive from generation to generation because it has:*

- *A **healthy and diverse ecological system** that continually performs life sustaining functions and provides resources for humans and other species*

- A **social foundation** that provides for the health of all community members, respects cultural diversity, is equitable in its actions, and considers the needs of future generations
- A **healthy and diverse economy** that adapts to change, provides long-term security to residents, and recognizes social and ecological limits."

A sustainable community uses its resources to meet current needs while ensuring that adequate resources are available for future generations. It seeks a better quality of life for all its residents while maintaining nature's ability to function over time by minimizing waste, preventing pollution, promoting efficiency and developing local resources to revitalize the local economy.

Decision-making in a sustainable community stems from a rich civic life and shared information among community members. A sustainable community resembles a living system in which human, natural and economic elements are interdependent and draw strength from

each other. Achieving sustainable community development means emphasizing sustainable employment and economic demand management (EDM). Sustainable employment includes, turning "wastes" into resources (e.g., recycling); improving efficiency with regard to energy and materials; converting to greater reliance on renewable energy sources; increasing community self-reliance (e.g., food and energy production.

Sustainable management of natural resources (e.g., community forestry). EDM shifts our economic development emphasis from the traditional concern with increasing growth to reducing social dependence on economic growth. Sustainable development can **reduce crime, conserve valuable resources**, reduce waste, attract viable economic development, preserve natural beauty and culture, and bring communities together.

Topic 148: Major Characteristics of Sustainable Community Development

There are eight major characteristics of sustainable community development.

1. **Active, Inclusive and Safe**

Sustainable communities offer:

- a sense of community and cultural identity, and belonging tolerance, respect and engagement with people from different cultures, background and beliefs
- friendly, co-operative and helpful behavior in neighborhoods
- social inclusion, equality of opportunity and good life chances for all

2. **Well Run**

Sustainable communities enjoy:

- representative, accountable governance systems which both facilitate strategic, visionary leadership and enable inclusive, active and effective participation by individuals and organizations effective engagement with the community at neighborhood level, including capacity,
- building to develop the community's skills, knowledge and confidence,
- strong, informed and effective partnerships that lead by example (e.g. government, business, community),
- strong, inclusive, community and voluntary sector,
- sense of civic values, responsibility and pride.

3. **Well Connected**

Sustainable communities offer:

- transport facilities, including public transport, that help people travel within and between communities and reduce dependence on cars,
- facilities to encourage safe local walking and cycling,

- an appropriate level of local parking facilities in line with local plans to manage road traffic demand,
- widely available and effective telecommunications and Internet access,
- good access to regional, national and international communications networks.

4. Well Served

Sustainable communities are:

- Well-performing local schools, further and higher education institutions, and other opportunities for lifelong learning,
- high quality local health care and social services, integrated where possible with other services,
- high quality services for families and children (including early years child care).

5. Environmentally Sensitive

Sustainable communities are environmentally sensitive:

- providing places for people to live that respect the environment and use resources efficiently,
- actively seek to minimize climate change, including through energy efficiency and the use of renewables,
- protect the environment, by minimizing pollution on land, in water and in the air,
- minimize waste and dispose of it in accordance with current good practice,
- make efficient use of natural resources, encouraging sustainable production and consumption.

6. Thriving

Sustainable communities should thrive with a flourishing, diverse and innovative local economy:

- a wide range of good quality jobs and training opportunities,
- sufficient suitable land and buildings to support economic prosperity and change,
- dynamic job and business creation, with benefits for the local community,
- a strong business community with links into the wider economy,
- economically viable and attractive town centers.

7. **Well Designed and Built**

Sustainable communities offer:

- user-friendly public and green spaces with facilities for everyone including children and older people,
- sufficient range, diversity, affordability and accessibility of housing within a balanced housing market,
- buildings and public spaces which promote health and are designed to reduce crime and make people feel safe.

8. **Fair for Everyone**

Sustainable communities:

- recognize individuals' rights and responsibilities,
- respect the rights and aspirations of others (both neighboring communities, and across the wider world) also to be sustainable,
- have due regard for the needs of future generations in current decisions and actions.

Topic 149: Principle Based Planning For Sustainable Community Development

Each community is different, with different resources, capacities, visions, and capabilities. Thus, the developmental goals, plans, and strategies of each community must be tailored to the community. However, the basic purpose and principles of sustainability are not arbitrary or voluntary. Sustainable community development must be planned and guided by a common set of **principles**.

- The purpose of sustainable development is *permanence*
- to create and maintain a social, economic, and natural environment for a desirable quality of life,
- over time, indefinitely, forever. Non-human communities are *designed by nature* for permanence.

1) Principle of Permanence

The principles necessary for permanence are ecological, social, and economic integrity. These principles are encoded both in Natural Law and in the Laws of Nature, which define the *rightness* of relationships among humans and between humans and their natural environment. Laws of nature have been defined in philosophy as the principles' which govern the natural phenomena of world. The principles needed to guide human communities toward permanence can be derived from the ecological, social, and economic principles that must guide sustainable living ecosystems, societies, and economies.

2) Principle of Integrity

A sustainable community must have integrity. Integrity suggests wholeness, completeness, strength, and soundness. Thus, sustainability requires ecological, social, and economic integrity, not only within ecosystems, communities, and businesses, but also among ecosystems, communities, and businesses. The same basic principles must permeate all aspects of a sustainable community, economy, or society.

3) Principle of Core Values: Human Relationships

The principles necessary for mutually beneficial *human* relationships are *trust*, *kindness*, and *courage*. These basic social principles reflect a set of common core values, which transcend religion, philosophy, race, nation, and culture. Different groups of people obviously have different values, but a select group of *core values* is held in common to all groups.

4) Principle of Economic Values

The principles of sustainable local economies include *value*, *productivity*, and *sovereignty*. Economic value is determined by scarcity. Money is a common measure of scarcity, because money can be traded for many different things. Economic **value differs from *intrinsic* value** in that the economy may place little value on things of great intrinsic value, such as air, ethics, or friendships. A sustainable community must produce economic value. The economic principle of sovereignty receives less attention than value and productivity, but is no less important.

5) Principles of Social Relationships

Members of sustainable communities must be sovereign. They must be free to choose ecological, social, and economic sustainability. *Sustainable relationships between the community and its natural environment can be derived directly from the principles of social relationships*. In using the resources of nature, the people of sustainable communities must reflect a sense of kindness and trustworthiness in their relationships with other people, including those of future generations.

And natural resources must be used not just to create economic value but also maintain the intrinsic value of living in a clean and healthy natural environment. **Ecological integrity** depends on social and economic integrity. And natural resources must be used not just to create economic value but also maintain the intrinsic value of living in a clean and healthy natural environment. Ecological integrity depends on social and economic integrity.

Relationships must be based on trust and trustworthiness, not just contracts and laws, and must reflect a sense of kindness toward others, including those of the future. **Economic integrity** is inseparable from ecological and social integrity. The most fundamental of principles are the timeless principles are faith, love, and hope for a sustainable community.

Faith is the ability to believe something that cannot be proven. Without love of life, there is no personal sense of ecological, social, or economic responsibility for those who will live on earth at some distant time in the future. Hope is the final principle.

Topic 150: Community Economic Development

Community Economic Development is an inclusive and participatory process by which communities initiate and generate their own multiple bottom-line solutions to economic problems by:

- Stabilizing local economies
- Creating long-term employment
- Contributing to the health of the natural environment
- Building on local resources and capacities
- Increasing community control and ownership

Community economic development (CED) is an approach to local economic development that is driven by a community's social, environmental and economic priorities. It is shaped by those who live, work and run businesses and public services within that community. A CED approach is for those with an interest in making a local economy function better for groups it doesn't serve well, or for those with a specific challenge such as tackling local unemployment, improving energy efficiency or boosting local spend. It will support your community to shape their local economic future both strategically and practically.

CED takes into account social, environmental, and economic outcomes and recognizes the links between the local, regional and national layers of the economy. Using a CED approach will enable community worker to build on the knowledge, experience and resources in the community, to identify and make the most of local economic opportunities.

Community Economic Development's **purpose** is to revitalize communities, develop and rehabilitate affordable housing, promote sustainability, attract investments, build wealth, encourage entrepreneurship, and create jobs. Community Economic Development identifies, disseminates and implements successful best practices for Community Action Agencies and related organizations.

It provides **strategies** by which local development organizations initiate and generate their own solutions to their community's economic problems and thereby build long term community capacity and foster the integration of economic, social and environmental objectives. Public programs may be used and corporate support attracted, but organizations representing the interests of the local community launch and direct the initiatives.

Examples include:

1. Micro or small business loan programs
2. Business classes
3. Counselling and technical assistance
4. Social enterprises
5. Commercial development

6. Incubators

7. Sectoral development strategies

As an alternative to conventional approaches to community economic development, CED focuses on developing sustainable communities based on the relationship between economic factors and social, environmental and cultural element of community well-being and resilience.

Lesson 40

STRATEGIC FACTORS FOR COMMUNITY DEVELOPMENT

TOPIC 151-154

Topic 151: Strategic Factors For Community Development -I

There have been several factors that can influence community development.

1. **Human Elements**- The human elements of a community are by far one of the more important aspects of community development. Some human factors include:

2. **Participation-** is something that is repeatedly brought up in regards to community development because it really does play a significant role in the process. The human element of community means that participation is practically mandatory on some level in community development. However, this does not mean that participation should be forced upon the community and its members; such authoritarian actions can backfire and are damaging to the process's results. Quite possibly, forced participation can lead to resentment and sabotage regarding the efforts being made.

3. **Interest**-To put it plainly, the success of a community development plan is going to link that how much people care about their community. When there is considerable interest, community members are going to willing put the work in for improvements. Little to no interest means it's unlikely that anything will get accomplished any time soon.

4. **Leadership**-It's the leadership that guides the community through things. The actions of a community's leader and their abilities are going to determine the outcome of the community development process. Poor or ineffective leadership, especially when there's a lack of communication, can be especially devastating and can destroy trust and credibility with community members. Strong, positive leadership, on the other hand, can bring the community together and set them on the path towards success in their efforts to improve themselves.

5. **Attitude**-Just because community members willing to participate and have a genuine interest in community development doesn't mean that their attitude will match. People do things that they don't necessarily like all the time, usually out of necessity, duty, morality, or other influence. Attitudes can impact the effectiveness of the efforts made in community development, and can be especially influential when there are conflicting attitudes involved.

6. **Errors**-People are, well, human. They're not perfect beings and they're going to make mistakes at some point. Even the most thoughtful person is eventually going to make an error. It shouldn't be something that is viewed as surprising in any situation, even community development. To some degree, human error should be expected and treated with the same regard as any other factor that may influence a situation.

Topic 152: Strategic Factors For Community Development -II

7. **Social Factors-** Social factors present in the community are often going to act as a negative influence rather than a positive one. This is because the sociocultural elements tend to be deeply ingrained in society, and it can be difficult to take action that may deviate from those values. Social factors can have one of the strongest impacts on community development because it can impact other factors on multiple levels.

8. **Discrimination and Prejudice-** Beliefs, misconceptions, and stereotypes are ingrained into society and they can dictate people's actions without much effort. This leads to prejudice towards others and instances of discrimination, which can both generate problems and block solutions. In a community setting, discrimination can be widespread if the rationale behind it is shared amongst the majority of the members. Because discriminating practices tend to be habitual in these communities, it can be quite a powerful obstacle to community development efforts.

9. **Expectations-** Every society has a set of expectations placed upon those who are active in it. They can dictate what is acceptable regarding actions, appearance, beliefs, and behavior in the public sphere. This extends into communities, which are essentially samples of society and may have additional expectations of their own. Actions taken in the community development process often need to meet the social and community expectations in order to have any support or success.

10. **Culture-** Many social elements are a part of the culture(s) present in the community. They bring their own belief systems, moral codes, expectations, and attitudes into the mix with varying degrees of effect. Elements of culture in a community can dictate how efforts of the community development process progresses, simply through the ways in which those efforts translate via the cultural norms.

11. **Religious Beliefs-** Religion is one of the tenants of society and community, with shared religious beliefs being one of the interests that communities have developed around for centuries. It can be a powerful catalyst for change and an equally powerful opponent, depending on the interaction between religious beliefs and the proposed changes. For community development, religion in the community should not be taken lightly.

12. **Political Views-** Everything as of late seems to be political, even things that have nothing to do with politics. This is because politics set policy, and the political beliefs of those in charge of a situation-such as community development-can dictate everything from management to decision making. Political problems, like corruption, are often behind many of the issues that are being addressed through community development. Political power in the community can also hinder any actions that go against the political views of the leadership, which can stagnate the entire process.

Topic 153: Strategic Factors For Community Development -III

13. **Environment and Geography-** The geographic location and the environment that a community is physically a part of are always going to impact whatever actions the community takes as a whole. There are going to be advantages and disadvantages to the community's physical location, and not all of them are going to be controllable.

14. **Legal Restrictions-** Laws are in place for a reason, but that doesn't mean that they are not problematic for development. In most cases, legal restrictions on community development are there to prevent an overstepping of boundaries and to ensure that social rules are followed. Any legal restrictions that are in place in a community will often help development leaders determine what changes and efforts are going to be feasible and beneficial to the community.

15. **Government Involvement-C**ommunity development does include some government involvement. This can vary based on existing laws and what it is that you are trying to accomplish with the process. Large-scale actions may require more government involvement than smaller actions. Event or building permits, for example, usually need approval from local government agencies in order to obtain them. Government involvement may pose some restrictions on the community development process, but it can also act as a guiding force.

16. **Economics-**The local economic factors are going to impact quite a bit when it comes to community development. Anything from community members' socioeconomic status to available resources, to their willingness to participate in the process can be tied to the economy. Poverty is one of the most common issues that community development is used to improve. Economies that are heavily impacted by poverty are often the ones that need community development the most, but their instability make it that much harder for the process to work.

17. **Natural Disasters-** Certain community development efforts are going to be centered on what goes on in the community's environment. This includes things like climate and weather. Geography plays a heavy role in how natural disasters like tornadoes and earthquakes impact communities, but not all community development efforts take such things into consideration. Depending on a community's location, many of the issues the process is setting out to address may be a byproduct of the damage caused by natural disasters common to those areas.

18. **Impediments-**Location-based obstacles, like geographic structures, can influence what community development efforts are needed and what will work. An island-based community is going to have different geographic impediments than a community that is inland. Such features can impact the availability of resources, and what elements of culture, social expectations, and belief systems are present in the community.

Topic 154: Strategic Factors For Community Development -IV

19. **Resources**, **Costs and Budgeting-** Money is already going to be an issue for some communities, but it is definitely going to be a factor in what can be done in the community development process. For many communities, access to the necessary financial resources are essential for them to reach their goals for improvement.

20. Even when there is money to use for community development, if it isn't used wisely and budgeted, then it's not going to be around for very long. Factors surrounding costs and budgets are largely going to impact the planning stages of the community development process, so some care is needed.

21. **Availability-**It's really difficult to accomplish anything in community development when the availability of your necessary resources is limited. This is applicable for financial, material, human, or social resources, as areas that are lacking tend to put added strain elsewhere. Many community leaders will shape their community development efforts around the resources they already have access to, which can cut down on any availability issues that can arise later on in the process. However, a lack of resources isn't the only way that the process can be impacted; an abundance of resources can be an issue because it can lead to waste.

22. **Sustainability-** The sustainability of the resources used by the community during the community development process can carry a lot of influence over other factors. Unsustainable resources can have damaging effects on the community's environment and can drain other necessary resources in their handling and acquirement. They also tend to have limited usage-mostly once and then that's it. be necessary. Sustainable resources, on the other hand, can often be used repeatedly before being discarded and they have a lower environmental impact. In some cases, such resources can be introduced to the community and flourish on their own for later usage. Depending on what it is that the community wants to accomplish, addressing the sustainability of their resources may be necessary.

Lesson 41

METHODS IN COMMUNITY DEVELOPMENT

TOPIC 155-161

Topic 155: Problem Solving Method of Community Development

There is more than one way to solve the problem. Problem solving is the act of defining a problem; determining the cause of the problem; identifying and selecting alternatives and implementing a solution. Problem solving method is used to address the many challenges that arise in the community:

- It's a process of transforming the description of the problem into solution by using our knowledge of the problem domain.
- Problem solving method is a process of finding alternatives and applying the one best solution.

Steps involve in problem solving methods

Following steps are involved in problem solving methods:

1. Identify the problem
2. Develop an assessment Plan
3. Analysis of assessment Plan
4. Generate a goal statement
5. Develop an intervention plan
6. Implement the intervention plan
7. Analysis of intervention plan

1. Identify the Problem

- It is the first step-in problem-solving method where community worker identify the problem, (a situation or condition that creates uncertainty, perplexity and difficulty.) In it the community worker defines the problem.
- It's the core and essential step that is concrete, observable and measurable. The purpose of defining the problem is to identify weather the problem is against the rules and regulation of that particular society or not.
- Proper understanding of the problem is important in order to figure out the best way to solve it.

2. **Develop an Assessment Plan**

- In this step we generate several hypotheses by collecting data to handle the problem. In it we formulate different questions related to the problem like,
- What is the reason of the problem?
- What could be the key elements of the problem?

3. **Analysis of Assessment Plan**

- Next community worker analyzes the type or domain of the problem in multiple dimensions.
- Highlight the major root causes of the problem and create a statement that what do we know about the problem?
- Brainstorm possible causes, verify that they could be the causes of the problem and identify the most likely causes.

4. **Generate Goals Statement**

- It is an important step in problem solving.
- The community worker set a goal. What should be the behavior? What should be the conditions? What is the level of expected behavior?
- Be as specific as possible and come up with a plan of action.
- Goal set should be SMART (specific, measurable, attainable, relevant, time bounded).

5. **Develop an Intervention Plan**

- Develop a positive attitude and good potential as the problem can be solved.
- Community worker generate multiple solution and alternatives in it.
- What needs to happen.

6. **Implement the Intervention Plan**

- In this step the community worker will implement plan by using specific method to address the root causes.
- Verify actions are completed.
- In intervention plan
    - Continuation of hypothesis-testing step occurs
    - Evaluate effectiveness of plan
    - Change as needed

- Reasonable plan for implementation.

7. **Analysis of the Intervention Plan**

- Analysis of the intervention plan evaluates the data. In this will see whether we meet ours goals?

- Ensure problem will not come back and communicate lessons learned.

Topic 156: Methods In Community Development-I

Assessing community need and motives for action

1. Public meetings
2. Questionnaire and survey
3. Suggestion boxes

It will **help the community worker to gain a deeper understanding of the community**. Each community has its own needs and assets, as well as its own culture and social structure -- a unique web of relationships, history, strengths, and conflicts that defines it. A community assessment helps to uncover not only needs and resources, but the underlying culture and social structure that will help you understand how to address the community's needs and utilize its resources.

An assessment will encourage community members to consider the community's assets and how to use them, as well as the community's needs and how to address them. That consideration can (and should) be the first step in their learning how to use their own resources to solve problems and improve community life.

It will help you make decisions about priorities for program or system improvement. It would obviously be risky to try to address community issues without fully understanding what they are and how they arose. By the same token, failing to take advantage of community resources not only represents taking on a problem without using all the tools at your disposal to solve it, but misses an opportunity to increase the community's capacity for solving its own problems and creating its own change.

It goes a long way toward eliminating unpleasant surprises down the road. Identifying needs and resources before starting a program or initiative means that you know from the beginning what you're dealing with.

Topic 157: Methods In Community Development -II

Who Should Be Involved in Assessing Local Needs and Resources?

Those experiencing needs that should be addressed. It's both fair and logical to involve those who are most directly affected by adverse conditions. They know best what effects those conditions have on their lives, and including them in the planning process is more likely to produce a plan that actually speaks to their needs.

1. **Health and Human Service Providers**

These individuals and organizations, especially those that are community-based, often have both a deep understanding of the community and a strong empathetic connection with the populations they serve. They can be helpful both by sharing their knowledge and by recruiting people from marginalized populations to contribute to the assessment.

2. **Government officials.**

Elected and appointed officials are often those who can help or hinder a community change effort. Engaging them in planning and carrying out an assessment helps to ensure that they will take the effort seriously and work to make it successful.

3. **Influential People**

These can include individuals who are identified as leaders because of their positions -- college presidents, directors of hospitals and other major organizations, corporate CEOs -- because of the prestige of their professions -- doctors, professors, judges, clergy -- or because they are known to be people of intelligence, integrity, and good will who care about the community.

4. **People whose jobs or lives could be affected by the eventual actions taken as a result of the assessment.**

These include teachers, police, emergency room personnel, landlords, and others who might have to react if new community policies or procedures are put in place.

5. **Community activists**

People who have been involved in addressing policy or issues that could come up in the course of the assessment have a stake in planning the assessment as well.

6. **Businesses, especially those that employ people from populations of concern.**

The livelihoods of local business owners could be affected by the results of the assessment, as could the lives of their employees. Needs and resources are really two sides of the same coin. In order to get a comprehensive view of your community, it is important to look at what you have and what you need. With these things in mind, you can have a positive impact on the problem you wish to address. Understanding the community's needs and assets will also help your organization clarify where it would like to go and how it can get there.

Topic158: Methods In Community Development -III

Importance of Communication in Community Development

Communication as a **process** and the activity of passing information from an individual to another person in the society (Okwor (2009). A process by which people exchange information, express their thoughts, feelings, ideas and views in discussion with other people using verbal or nonverbal expressions, signs and writing to convey message among themselves in the society. Communication is very critical to community development in the participating communities in the society. Communication is, indeed, central to every human activity in community development process.

Without communication no information will be provided to relevant stakeholders as a guide for effective promotion of community development. Communication is viewed as the means through which people of a community are linked together in order to achieve a common purpose of improving their living conditions in the participating community.

Communication is a very **powerful tool for group dynamics and coordination of activities** in social settings in human environment. Communication in community development is a group concern if the members of the participating communities want to achieve their objective of improving people's living conditions in their communities in human environment. In this circumstance, therefore, communication goes beyond interpersonal concerns to be more of a group concern in various communities in human environment.

Topic 159: Methods In Community Development -IV

Role of Communication in Community Development.

1. **Provision of Relevant Information**

The provision of relevant information is a role of communication in community development in the participating communities. Without provision of relevant information in communication, people will not be stimulated to take action in community development that will improve the living conditions of members of the participating communities in the society. Indeed, the information must be precise and relevant enough to enable people to take the intended action that will address their problems and impact positively on improving their poor living conditions in the participating communities.

2. **Provision of Opportunities for Dialogue and Discussion**

The provision of opportunities for dialogue and discussion with relevant stakeholders in community development is an important role of communication in community development process. Communication can be used in community development in dialogue and discussion session, especially during community consultations, community engagements and meetings with the members of participating communities to understand the realities of the problems in their localities. Through the process of discussion, new ideas and opinions are, indeed, highlighted in order to establish the new ideas and opinions or sometimes to change views and attitudes in the meeting (Okwor, 2009).

3. **Provision of Opportunities for Sharing Information and Ideas**

The provision of an opportunity for sharing information and ideas among people of various communities remains an important role of communication which people receive to facilitate people-oriented community development projects. Indeed, community development depends greatly on communication, especially in sharing relevant information and ideas necessary enough to enhance community development activities in the participating communities.

Community development consists of a transaction between the community development practitioners or change agents and project participants in the participating communities. Communication provides people with opportunities to share information and experience relating to community development activities such as participatory rural appraisal (PRA), explanation of community development process, community needs identification and prioritization, community development planning, implementation, management and evaluation.

Topic 160: Methods In Community Development -V

4. Communication as an Indispensable Tool in all Stages of Community Development

Communication as an indispensable tool for human existence in human environment applies to all stages of community development starting from awareness creation to community needs assessment, identification of community needs and prioritization, community development planning, implementation of community development projects and programs, management of community development projects and programs, project monitoring and evaluation.

5. Communication as a Unifying Factor in Community Development Activities.

Communication is an important unifying factor in community development activities in various communities in human environment. Communication is a unifier of community development activities in various communities in the society.

6. Communication as an Important Factor for Successful Community Development Projects

Good communication is very vital for successful community development projects in various participating communities in human environment. Without good communication in community development, it will be difficult to achieve good results in such human development initiatives to improve people's living conditions in the society. Good communication provides an opportunity for people to listen to each other in human environment. An important objective of communication is, therefore, to provide an enabling or conducive environment for promotion of community development in various communities in the society.

7. Communication Motivates the Target Audience to Promote Community Development

The objectives of communication help to generate ideas, information, suggestions, or solutions that will enable people to address specific human concerns in order to improve people's living conditions in human environment. A good objective of communication must, indeed, motivate the target audience to identify, assess, prioritize, accept, act and choose a desired approach to address prevailing issues of common concern for the ultimate purpose of improving people's living conditions in various participating communities in human environment.

8. Conflict Resolution

When communication is effective, there is no space for misunderstanding or alteration of information, which decreases the likelihood of conflict. In situations where conflict does arise, effective communication ensures that the situation is resolved in a respectful manner. Thus, when conflicts are resolved in a community and that too by the way of effective communication skills, the community prospers in every field of life.

In community development, the project participants must build confidence and trust in themselves. Effective communication empowers members of participating communities through provision of relevant information to be able to address prevailing community development challenges in their various communities.

Effective communication skills enable people at all levels of the community to work together to achieve the community's goals and move it forward on the path of success and development.

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Topic 161: Methods In Community Development -VI

9. Community Self Help Projects

Community Self-help Projects are an attempt to reduce poverty and satisfying basic needs by involving locals through community work. The Self-help project accelerates the pace of developing the concerned area such that the people themselves assert their economic, social, and cultural conditions maintaining the balance in concerned community ecosystem.

Community Self-Help is a regional resource mobilization system in which the conception initiative and best of the exceptional responsibility rest with the occupants of the region or community concerned (Igbozurike 1977). Self-help projects are an attempt to reduce poverty and satisfying basic needs (Onibokun and Kumuyi 1990).

Through community work, the self-help project accelerates the pace of developing the concerned area such that the people themselves assert their economic, social, and cultural conditions maintaining the balance in concerned community ecosystem. A community-based approach does not mean leaving communities to find their own solutions while the state retreats. Rather, it involves long-term support to marginalized groups within communities to increase their capacity for self-organization (Howard and Wheeler 2015).

Lesson 42

LOCAL LEVEL COMMUNITY DEVELOPMENT

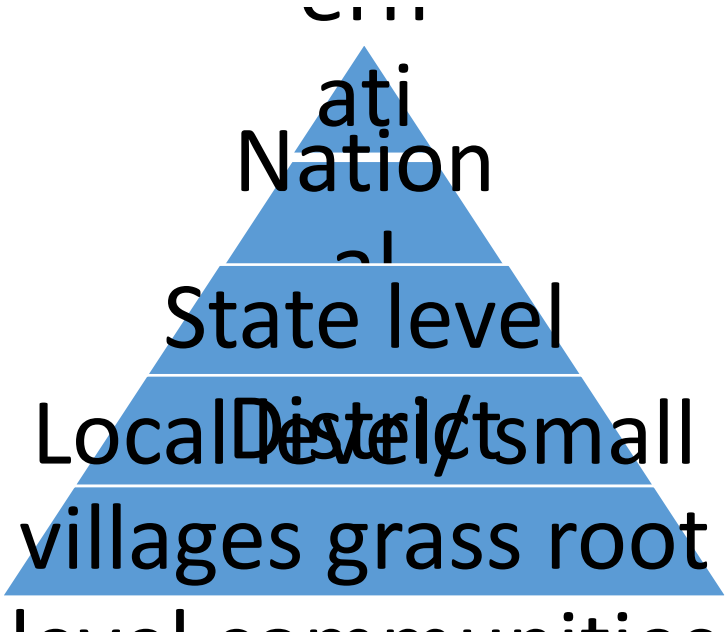
TOPIC 162-166

Topic 162: Local Level Community Development

Local level

There are **seven levels** of social development from International level to local level. Although all levels are important and social development should occur at all level our focus is on understanding what local level is. It is important to understand local level and community development.

Local level refers to the majority of grassroots-level communities and villages in both rural areas and parts of urban areas. The local level may also be conceptualized in terms of individuals, families, groups and communities, given the importance of all these types of units in their engagement in the majority of situations covered under local-level community development.



Social Level as Two-Way Process

In social development terms, it is important to see the development of local level as not only the development of the very foundations of a society but also as building at the local level a receptivity to national development initiatives. There is thus a **two-way process**.

On one hand, national-level development creates opportunities that then exist for individuals and groups to take advantage of. These may be capacity-building opportunities, as through accessing education and training systems, income earning opportunities, as through engaging in the emerging employment market, or the pursuance of personal and group interests through the

opportunities made available by national-level development, such as those offered by urbanization and international links

On the other hand, effective national-level development also reaches out to localities through the provision of services and opportunities; however, the ability of the local level to be receptive to these will depend in large part on the extent of existing local capacity building and local organizational development.

That is to say, a locality needs to be prepared for participation in mainstream national development. Hence, the role of local-level community development through a social development approach is to achieve both of these goals, namely, the preparation of localities for full and effective participation in whatever national- and state-level development offers, and preparation of the entities that constitute a locality to enable them to reach out and take advantage of emerging opportunities beyond the local level.

Topic 163: Rational of Local Level Community Development

In general terms, local-level community development is development that takes place at the local level and is ideally initiated by the local level. It is not essentially or ideally action that occurs at the local level as a result or flow-on of central-level planning and decision making (UN Centre for Regional Development, 1988, p. 14). Social development is said to occur when local people collaborate to strengthen community bonds and take rigorous action to improve their social and economic conditions. (Midgley 1992).

The philosophical base of local-level social development is that local people, through their community structures, are enabled to assume responsibility for their own development. The rationale for focusing directly on local-level community development, as set out in the above discussion, is threefold. Development at this level is designed essentially for three purposes:

1. To address years of neglect of development at the local level, usually reflected in extreme poverty and deprivation;

2. To compensate for failures in development at the national level; and

3. To prepare the local level for participation in further national level development, especially in terms of the local level being able to take advantage of opportunities that are opening up.

It is not unusual for local-level development to have all the three purposes in mind; however, differentiation between local-level situations in terms of which of these purposes is predominant is also important.

Difficult Situations in Initiatives

Undoubtedly, the most difficult situation is reflected in the **first** purpose, in that initiatives to overcome years of development neglect will invariably be confronted with the realities of extreme poverty, low levels of personal self-esteem and confidence and very little local organizational development.

The **second** most difficult situation will tend to be where there is minimal national-level development of which the local level can take advantage. The **third** situation put forward, namely that of enabling a local level to take appropriate and significant advantage of potentially beneficial national-level developments, is the easiest to respond to, especially if it is possible to work simultaneously at the national level to ensure that it does understand and respond appropriately to local-level development need.

In some situations, all three purposes are relevant reasons for engaging in local-level community development, and these are often both complex and extremely difficult situations for intervention.

Topics 164: Goals of Local Level Community Development

There are three broad **goals** behind local-level community development initiatives, the specific relevance of each being determined by the prevailing circumstances. These three goals are as follows:

1. To assist individuals and other social entities at the local level to overcome significant problems that represent a specific barrier to these individuals' or entities' social functioning and further development;

2. To strengthen the local level as a whole by strengthening individuals, families, specific population groupings and local organizations wherever possible and appropriate

3. To promote local-level community development within all dimensions where further development is clearly essential to achieving overall local-level community development.

Basic Requirements for Local-Level Community Development

The four most basic requirements for local-level community development are:

- **First**, where necessary, building of self-confidence and self-esteem and awareness raising;

- **Second**, capacity building with individuals, families and local organizations;

- **Third**, income generation; and

- **Fourth**, developing community resources. The balance and interaction between these in intervention at the local level is crucial.

In any event, it is imperative that workers do not overlook the importance of building self-confidence, regardless of how they choose to tackle it

Topic 165: Local Level Community Development & Social Development -I

Social development includes the understanding of existing conditions of local-level communities, setting goals by engaging local people and employing specific strategies by following values, principles and processes appropriate to all levels and dimensions. To achieve good results in the application of social development at the local community level, the

following six steps may be followed. The first three steps provide knowledge, skills and competencies, and the other three steps demonstrate their use at the local level.

1. **Understanding the Social Development Approach**

Anyone interested in practicing local-level community development, including social workers and social and community development workers, should understand the philosophy, spirit and functionality of the social development approach. Such understanding can be gained by self-reading; attending training programs such as relevant university courses, seminars and workshops; and by visiting and observing local villages and communities.

This should be kept in mind that social development is different from economic development. The focus should be on the current state of local community; the goals they want to achieve for their families and communities; how certain values, principles and processes need to guide action; and how the conscious use of a range of strategies can help make progress across all dimensions of communities.

2. **Sticking to Values, Principles and Processes**

The five key elements of the process are that it be participatory, empowering, equitable, based on human rights and sustainable or ecologically sensitive and sound. Taken together, these five aspects of the development process are very far-reaching and in practice quite difficult to implement, which explains why much local-level community development in practice fails to live up to these ideals.

It is much easier to do things to and for people without their participation; empowering people can backfire and lead to some people making inappropriate or difficult demands on other levels, such as the national level. People, communities, workers and organizations need to develop an uncompromising commitment to achieving the goals of promoting people's well-being or quality of life and empowering people to gain freedom in order to satisfy their aspiration and realize their potential.

While working with individuals, families, groups, communities and organizations, workers need to demonstrate respect for people and belief in their capacity and a holistic understanding of human existence, nature and ecology and support pluralism, non-discrimination and human rights. By enabling and engaging people, they need to follow empowering and participatory processes.

By practicing such values, principles and processes may appear challenging, at least initially, perhaps due to vested interests and dynamics of the community power structure, but in the long term it will prove effective and useful.

3. **Developing Competencies to Use Strategies**

The **four most basic requirements** for local-level community development are **first**, where necessary, building of self-confidence and self-esteem and awareness raising; **second**, capacity building with individuals, families and local organizations; **third**, income generation; and **fourth**, developing community resources. The balance and interaction between these in intervention at the local level is crucial.

In those situations where self-confidence and self-esteem are at a low level, it is imperative to address this need. At the same time, it may be difficult to address it directly and in isolation

from other needs, largely because the need may not be even recognized by many people. Indeed, building self-confidence may sometimes best be addressed indirectly by, for example, focusing on capacity building while carefully building self-confidence in the process.

Workers and organizations need to develop skills to use capacity building strategies to enhance capacities of individuals, families, small groups, local organizations, or other entities. The strategies may range from a very informal approach to a reasonably formal one. Workers and organizations first need to develop their own self confidence and self-esteem, awareness of these and similar strategies, and capacities and skills to effectively use them at appropriate levels within the local-level community. Most important, they need to focus on cultivating the virtues of courage, confidence, commitment, honesty, selflessness, love and hope.

Topic 166: Local Level Community Development & Social Development-II

4. Observing and Understanding the Local-level Community

Three steps provide knowledge and competency bases for workers and organizations and the next three steps focus on practice. By consciously using the knowledge, values, principles, processes, skills and strategies, it is important to identify the target local-level community or village or group. Workers and organizations need to engage themselves within the community to understand it. Workers can employ research, observation and interview and analytical skills in a nonjudgmental manner. Some understanding of the community can be gained by using secondary data such as census reports and historical records, if available.

The sense of the community needs to be gained from its people and their belief, faith, conditions and aspirations, geography and topography, demography, sociocultural norms, religious and spiritual practices, politics and power structure, exploitative dependency-discriminatory structures, groups and sub-groups, source of livelihood and economy and the needs and issues relating to health, education, housing, infrastructure, current community resources, linkages to other communities and urban centers and so on.

While observing the community and people, it is important to understand their past, present and where they want to go in terms of their hopes and aspirations. While understanding the current conditions of the community, it is important to visualize links to such conditions from other social development levels in terms of globalization processes and the role of international- and national-level institutions.

5. Organizing People, Agencies and Resources

Organizing is the essence of community development. It is important and often necessary to organize and mobilize individuals, families, groups, people's organizations, government organizations and NGOs, leadership and material resources to progress work in all the dimensions. Depending on the need, the strategies confidence and self-esteem building, awareness raising, capacity building and community resource building at individual to organizational levels can be employed to organize people, agencies and resources by engaging local-level people.

All this needs to be done in such way that organized work focuses on the needs, issues and specific tasks and goals as identified by the people and communities. This should result in functional leadership development, youth and youth group development, formation of people's organizations for a range of purposes as needed by the community, capacity building of

government and non-government organizations and appropriate linkages and coordination among them to facilitate the local-level community development.

Focusing on the Dimensions of the Community



On one hand, such practices build the **cultural dimension** of the community, and, on the other, they should be geared towards building values, character, virtues and commitment in people. Such positive values and strengths are embedded in almost every culture. Therefore, building such culture and channeling it for community development activities are practical as has frequently been found. Developing the **political dimension** of the community is as crucial as developing the cultural dimension, and they are closely connected. The economic dimension of the community is vital, as it is the source of livelihood and employment opportunities depend on it.

The **final dimension is the development of good citizenship and local institutions**. Simultaneous practice in the other dimensions should lead to the development of good citizens and their institutions. Capacity building of local governing institutions, including people's organizations, local NGOs, self-help groups, micro-enterprises, cooperatives and similar institutions, needs to be strengthened by providing appropriate capacity-building programs.

The scope of local-level community development is huge and the suggested social development approach is promising and practical for bringing about qualitative change in the lives of people and their communities.

Lesson 43

HUMAN RIGHTS BASED COMMUNITY DEVELOPMENT

TOPIC 167-170

Topic 167: Human Rights Based Community Development

Human rights values and principles may be followed in several ways in community development practice. In seeking to achieve social change, equality and social justice, it is necessary and important to include and address all the three types of rights—civil and political; economic, social and cultural; and collective rights. The conscious use of human rights values and principles helps to shift the focus from individual and community needs to individual and community rights.

Meaning of Human Rights

Human rights constitute both values and principles with both moral standards and guidelines for action inherent in them. United Nations (1992). Human rights have been **categorized into three types**:

1. Civil and Political Rights;
2. Economic, Social and Cultural Rights; and
3. Collective Rights.

They are also referred to, respectively, as first-, second- and third-generation rights.

1. Civil and Political Rights

These **first-generation rights** are individually based and mostly legalistic, and it is assumed that every individual possesses these rights and needs to be protected against their violation or abuse. Thus, these are called '**negative rights**'

These include everyone's entitlement to all the rights and freedoms set forth in the declaration, without distinction of any kind (race, color, sex, language, religion etc.); the right to life, liberty and security of the person; prohibition of slavery and torture and arbitrary arrest, detention, or exile; the right to a fair trial and equality before the law; the right to freedom of movement; the right to seek asylum; the right to a nationality. The right to property; the right to freedom of thought, opinion and expression; the right to freedom of assembly and association; the right to freedom of religion; and the right to participate in one's own government and civic life.

2. Economic, Social and Cultural Rights

The **second type of human rights**, namely, economic, social and cultural rights (Articles 22–27 of the UNUDHR), are treated as '**positive rights**'. These include the right to adequate food and clothing, the right to housing, the right to education, the right to employment, the right to an adequate wage, the right to adequate health care, the right to social security, the right to be treated with dignity in old age, and the right to rest and leisure from work. Although these second-generation rights do not have universal acceptance, they suggest active roles and responsibilities for governments in achieving these rights. Thus, they are referred to as 'positive

rights'. The main aim of the second-generation rights is social justice, freedom from want and participation in the social, economic and cultural aspects of life.

3. Collective Rights

The **third type of human rights** is known as 'collective rights', which are mostly captured in Article 28 of the UNUDHR in early form. Article 28 states, "Everyone is entitled to a social and international order in which the rights and freedoms set forth in this declaration can be fully realized. The third type of human rights, such as the right to economic development, the right to benefit from world trade and economic growth, the right to live in a cohesive and harmonious society, the right to breathe unpolluted air, the right to clean water and the right to experience 'nature' and "belong to a community, population, society or nation rather than being readily applicable to an individual, though individuals can clearly benefit from their realization.

Topic 168: Strategies For Human Rights Based Community Development -I

Human rights values and principles may be followed in several ways in community development practice. In seeking to achieve social change, equality and social justice, it is necessary and important to include and address all the three types of rights—civil and political; economic, social and cultural; and collective rights—in an interdependent and integrated way, for in community development practice all human rights are closely connected (Ghai, 2001).

The conscious use of human rights values and principles helps to shift the focus from individual and community needs to individual and community rights. Such a value orientation and the application of associated principles help to focus on claims and invoke the duties and responsibilities of the state and other social and economic institutions to address claims of their people and communities.

It also helps to move from charity, philanthropy and state benevolence approaches to structural change to serve rights-holders rather than passive beneficiaries. Human rights have moral and ethical connotations that invoke our conscience and obligation to act individually and collectively in dealing with issues of livelihood, hunger, poverty, health, education, housing, natural resources (right to water, land, clean air etc.), freedom of thought and expression and so on. All actions of community development practice must ensure that community members' human rights are not violated in the name of development or otherwise but are in practice achieved and protected.

1. Self-reliance

The Meaning of Self-reliance

The realization and protection of human rights, particularly food, clothing and shelter, and access to education, health and employment facilitate self-reliance on the part of individuals and communities.

Self-reliance in turn facilitates the realization of human rights. Self reliance is a value, principle, philosophy and way of life. To explore the conceptual discussion on self-reliance

In several dictionaries, the meaning of self-reliance is stated as capacity or ability to rely on one's own capabilities (power, resources, judgement, or ability to generate an outcome) and manage one's own affairs. It also means autonomy and independence

Self-reliance is both means as well as end (goal). It means not being dependent on others for day-to-day living. Self-reliance is not limited to individuals but extends to families, communities and societies. It is not limited to production and consumption in the economic sense and includes social, political and cultural dimensions in a comprehensive way.

Self-reliance is also based on the assumption that, everything being equal, no individual and community should have to beg, be at the mercy of others, or be dependent; on the contrary, everyone should lead a self-reliant and self-dignified life

Self-reliant communities are those that are able to produce and consume all goods, not just economic, according to their requirements, and to share surplus production with other communities. In this sense, self-reliance means individuals and communities are not dependent on others for their day-to-day living.

Such individuals and communities enjoy the sense of self-respect and dignity, although that does not preclude them from interdependency. Thus, the whole purpose of community development is to make communities self-reliant and resilient, so that they develop the capacity to meet their needs and effectively address issues

Topic 169: Strategies For Human Rights Based Community Development -II

2. Self-determination

Meaning of Self-determination

Self-determination is an important value and principle and a subject of analysis in many disciplines, including international law, political science, psychology and social work and community development. It is a right held by people rather than a right held by governments alone.

In community development practice, these conceptual developments in international law and politics, psychology and social work and at the three levels—individuals, groups and indigenous peoples— may be creatively employed. Self-determination as a human right, democratic governance in micro-level activities and motivating and enabling people to self-determine are very pertinent for practice.

Critique of Self-determination.

Although self-determination is a laudable value and principle, some people and communities cannot determine for themselves due to historical, health, or cultural factors. Many a time, peoples' and communities' self-determination is claimed without their genuine self-determination.

Self-determination is simply not acceptable and not allowed if the determination is harmful to individuals and communities. As self-determination involves making choices and decisions, if choices or alternatives are not available, self-determination has little meaning

Self-determination may also be significantly compromised if adequate time is not provided to consider and think over issues. Self-determination is constrained when people believe that they cannot influence events around them.

Strategies for Self-determination

The first step to facilitate self determination is recognizing and valuing people and communities and whatever is there with them. One of the core elements of self-determination is decision-making and decision-making involves thinking. Thus, an important strategy for community workers is to facilitate people's thinking about themselves and their communities

It is much easier for self-reliant people and communities to determine for themselves than it is for those who are not self-reliant. However, it does not necessarily follow that all self-reliant communities are able to self-determine for themselves or that communities that are not self-reliant cannot self-determine for themselves. Peoples' and communities' awareness need to be raised in regard to their right to self-determination.

In community development practice, it is important to develop a genuine commitment to self-determination, not just lip service. The use of self-determination principle helps to hold people and communities accountable and responsible (governance) for their decisions and consequences

Self-determination may be increased by efforts to increase opportunities in the environment—both by removing blockages within the environment and by helping individuals to remove blockages within themselves that limit their abilities to utilize environmental opportunities (Compton and Galaway, 1999).

Broadly, the community organization and development process can be consciously employed as a strategy to enable people to determine for themselves.

On the whole, the value and principle of self-determination contributes significantly to community development practice with a difference. Despite the critique and several obstacles, by employing systematic strategies people and communities may be enabled to determine for themselves.

Topic 170: Strategies For Human Rights Based Community Development -III

3. Participation

Meaning of Participation

The values and principles of self-determination and participation go hand in hand. Self-determination is an important element of participation, as people need to determine to participate in community development activities. Participation is a value, principle, method and strategy and, thus, both means and end or the whole process and outcome of community development.

Participation is also very much embedded in human rights. People have the right to participate in matters that affect their lives, communities and environment. In that sense participation is both a right and responsibility. The essence of various familiar phrases in community development such as 'bottom-up development', 'people-centered development', 'participatory development' and 'community-driven development' is participation.

The concept of participation has social, political, economic, developmental and cultural connotations. It means that, instead of being dictated to or imposed upon by someone, some structure or authority from the top, people—particularly, at the grassroots level, including the

marginalized and disadvantaged—should get involved, participate, plan and decide for themselves in social, political and economic affairs that affect their lives

Obstacles to Participation.

Although participation is one of the core values and principles of community development practice, ensuring the participation of all people in communities is a challenging task. Participation patterns suggest that only a small proportion of people actively participate in communities. This raises a basic question, why do people not participate in matters that concern them, their communities and environment?

- Obstacles to participation may be found in the environment and the individual, though both are closely connected.
- The main factors in the environment are non-participatory and non-democratic institutional structures that create significant hurdles for people's involvement in community activities
- Dictatorial or dominant leadership styles at various levels discourage people's participation. For example, feudal leaders and class structures in varied ways suppress common people's participation.
- Another important reason for non-participation, particularly in relation to gender, is discriminatory cultural practices in which women are directly or indirectly held back both within the family and outside family matters.
- Lack of cohesion in the community, distrust among people and officials, perception of lack of immediate gain, lack of confidence, lack of belongingness to the community and negative experiences of previous participation significantly reduce people's participation.

Strategies for Participation

Participation requires people to think critically about their situation and the causes of that situation and to explore ways of addressing their needs and issues, take individual and collective decisions, consistently work to implement those decisions and consume and share the fruits of their work.

Thus, the well-known phrase of 'of, by and for' applies. That is, participation in community development should be of the people, by the people and for the people (UNDP, 1992)

By understanding the heterogeneous life of the community, it is important to ensure that participation is representative of the diversity of the community (Ledwith, 2005, p. 35)

On the whole, participation may lead to positive outcomes, depending on the type of participation. Among the positive spin-offs is the fact that participation is both a means and an end in itself. It is a strategy as well as a value that underpins dignity and worth, self-reliance and respect and empowerment community development practice in any context needs to follow the values and principles of human rights, self-reliance, self-determination and participation, which are interconnected.

Lesson 44

COMMUNTIY ORGANIZATIONS IN PAKISTAN-I

TOPIC 171-175

Topic 171: Different Community Development Organizations Working In Pakistan -I

Organization for Community Development – OCD

Organization for Community Development (OCD) is a benevolent, non-governmental registered organization, promoting integral development and sustainable peace. Main aim of the OCD is to Promote Support and Sustainability.

Background

- OCD was established in 2001.
- Registration Law: Voluntary Social Welfare Organizations (Registration & Control) Ordinance 1961
- Major Focus: Education, Girls Education, Non Formal Education, Disaster, Peace, Interfaith Harmony, Health, Women, Children, Economic Empowerment
- Head office: Faisalabad

Major Focus of Organizational Work

OCD works for the holistic development of **marginalized segments** of the society without any discrimination of caste, creed, race, gender, religion, and ethnicity. The projects on which this community development organization is working involve and engage neglected, marginalized, and oppressed grassroots communities suspected to to risk.

OCD work towards the **socio-economic uplift** of women, children, youth, minorities, farmers, and other groups with special needs, living in poverty and social exclusion. The main thrust of the organization is to facilitate communities to take collective developmental actions for social transformation.

As a community-based organization, OCD is determined to work for **poverty alleviation** by sensitizing and organizing communities to mobilize resources for common actions to empower them by providing opportunities for their dignified lifestyle.

Thematic areas of OCD

There are two major thematic areas of OCD:

1. **Development**
    a. Agriculture and environment
    b. Formal and informal education
    c. Disaster response

2. Peace and Security

a. Human rights

b. Gender and good governance

c. Peace building

1. Development:

OCD's development area focuses on the following;

a. Agriculture and Environment

- Rehabilitation of barren (non-productive) land to agriculture land.
- Increasing yield per acre output of small farmers
- Introducing alternative/diversified farming for sustainable agriculture
- Enhancing access to water alternatives for sustainable agriculture

b. Formal and Informal Education

- Providing safe, secure and joyful learning environment to the children in rural settings
- Following modern curriculum compatible with urban education
- Promoting girl-child education and motivate drop-outs' to return back in schools.

c. Disaster Response

- In time of Natural / Man-made disaster OCD;
- Assesses the situation / damages both in context of Human and infrastructure losses
- Raises appeals to both local and international individual(s) / organization(s) for support

2. Peace and Security

OCD's peace and security area focuses on the following;

a. Human Rights

- Enhance capacities of Human Right Activists for promotion of right based approach.
    - Organize capacity building activities for staff, volunteers and beneficiaries to respond HR issues effectively on pre-facto basis.
    - Raise awareness for social justice and social cohesion.

b. Gender and Good Governance

- Advocate gender friendly spaces to eradicate discrimination
- Inclusion of women in socio-economic/decision-making processes at all level

c. Peace Building

- Promote social harmony among all faiths through peacebuilding campaigns/promotions.
- Arrange various capacity building activities for staff, volunteers and other beneficiaries to respond to any peace issues effectively
- Form and sustain Community Groups with members comprising of our alumni + volunteers + religious + strategic members'

Topic 172: Different Community Development Organizations Working In Pakistan -II

Sustainable Peace And Development Organization (SPADO)

Sustainable Peace And Development Organization (SPADO) is registered with 'Securities and Exchange Commission of Pakistan (SECP)' under Section 42 of the Company's Ordinance 1984 as a non-profit, non-political and non-government organization. Since its establishment in 2002 under the Societies Registration Act of 1860 SPADO has evolved as an experienced and dedicated peace and development organization. SPADO is located in Khyber Pakhtunkhwa.

Vision:

SPADO aims at providing a peaceful environment to all human beings especially those living in poverty and marginalized communities, where they can utilize their potentials for sustainable development.

Mission:

A culture of Peace, Justice, Empowerment and Development based on the human values of ethics

Thematic Areas

The organization focuses on the following areas.

1. Peace Building & Social Cohesion
2. Youth Engagement
3. Education
4. Good Governance
5. Emergency Reponses
6. Poverty Reduction

SPADO Leadership and Operation

The organization is **led** by a dedicated and committed team of local leaders having a global perspective and rich academic background and experience in the area of peace and development.

SPADO has **worked extensively both at grassroots and policy levels at the national, regional and international levels** where the organization through its engagement with a variety of stakeholders has positively transformed lives and influenced policies for the betterment of human life irrespective of faith, belief, color, ethnicity, nationality and gender.

Topic 173: Different Community Development Organizations Working In Pakistan -III

The Citizens Foundation (TCF)

The Citizens Foundation (TCF) is a professionally managed, non-profit organization set up in 1995 by a group of citizens who wanted to bring about positive social change through education. 25 years later, TCF is now one of Pakistan's leading organizations in the field of education for the less privileged.

Vision: Positive Change

To remove barriers of class and privilege to make the citizens of Pakistan agents of positive change.

Mission: Education / Future

Through the power of quality education enabling moral, spiritual and intellectual enlightenment

Values

Key values of organization include:

- Integrity
- Ownership
- Continuous Improvement
- The citizen foundation is transforming community lives through education.
- The organization is owned networks of low-cost formal schools in Pakistan.

Topic 174: Different Community Development Organizations Working In Pakistan -IV

Organization Charsadda

Organization Charsadda is a welfare and non-profitable organization, working for the uplifts of Community and its development. The organization was established in 1993 and registered with Directorate of Social Welfare KPK under Voluntary Social Welfare Organizations (Registration & Control) Ordinance 1961.

Mission

CDO is working together in harmony with a higher spirit to improve the quality of life of women and children and assist the needy and neglected people at grass root level and find access to sustain in the society with due dignity.

Therefore CDO takes all necessary initiatives /measures towards empowerment and self-determinations of community people enabling them to solve their Peace, Education, Health, and own socio-economic problems.

Objective

The objectives of the organization includes:

- Promotion of Community Development Activities.
- Promotion of Women, Youth and Children Development Programs.
- Advocacy on the identified issue.
- Promotion of Youth Development Activities and Programs.
- Prevention and Advocacy on Abuses.
- Protection of Environment and Culture Heritage.
- Promotion of health facilities and improvement of health situation as Well as provision of preventive health care and health education.
- Prevention of epidemics diseases such as T.B. Diabetic Hepatitis, HIV/AIDS & STDs.

Topic 175: Different Community Development Organizations Working In Pakistan -V

Hands

Hands is one of the leading non-profit organizations in Pakistan which is working towards improving health, promoting education, alleviating poverty, building infrastructure, and developing social institutions for community empowerment. Their aim is to empower the poor. HANDS strength is 14 volunteer board members, 10,000 workforce and thousands of community based volunteers of more than 6,300 partner organizations.

Vision:

Quality of Life for All in an Equitable, Humane, Peaceful and Sustainable World.

- **Goal 2030** is to establish 25,000 Model Communities
- **Strategy 2030** is Connecting Communities to 2030

Themes

HANDS is working in the following areas

a. Health Care

b. Shelter

c. WASH

d. Education

e. Self Employment

a. Health Care:

Has the honor to introduce a cadre of community based outreach health workers in areas where there is no Lady Health Worker (LHW) by a pilot project held in a remote district of Sindh during 1999-2003. These community based health workers are local literate/low literate/illiterate females selected as per defined selection criteria, to provide basic health services in their defined target area. The selected female is trained to serve her community as community based Marvi/Misali worker to provide services in under-served non-LHW areas.

b. Shelter:

IDEAS services are committed to providing low income housing projects with good quality infrastructure and alternate energy solutions to the target population.

c. WASH:

Water Sanitation and Hygiene (WASH) Department is committed to provide safe water and sanitation services to its target population. WASH department consists of a series of projects, based on the foundation of field tested best practices and proven capabilities. The innovative models by HANDS WASH Department are low cost, durable, socially acceptable and environmentally friendly.

d. Education:

The ultimate goal of Education & Literacy Department is to promote education for human and institutional development. The activities of Education and Literacy Department begin with the respective community and school assessment which gives complete information in terms of social values, norms, literacy level, educational facilities enrollment of students, teachers capacity of teaching, learning environment, learning facilities etc.

To ensure community participation in program activities, local Community Based Organizations (CBOs) / School Management Committees (SMCs) are formed / strengthened to meet HANDS ultimate goal of community development through quality education.

e. Self Employment:

Livelihood Enhancement Department was initiated in 1998 focusing on the development Projects of communities through income generation opportunities, skills enhancement and overall improvement in livelihood of underprivileged. This department has quite extensive activities divided in two components i.e. on-farm and off-farm.

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Lesson 45

COMMUNTIY ORGANIZATIONS IN PAKISTAN-II

TOPIC 176-180

Topic 176: Different Community Development Organizations Working In Pakistan -VI

Water, Environment & Sanitation Society (WESS)

Water, Environment and Sanitation Society (WESS) is a non-profit, non-political, non-government development organization dedicated to bring lasting improvements in the quality of life of the poorest communities in Balochistan. WESS was established as an independent NGO in July 1999 and is registered with the Government of Balochistan, under the Societies Registration Act.

A team of highly qualified professionals effort towards achievement of its strategic programmes of Environmental health, Child rights and Child protection, Education, Community Development, Economic and Social Empowerment of marginalized communities and Humanitarian assistance during disasters or displacement

The organization adopts participatory and rights-based approach to development. The organization believes that without participation and active involvement of people no change theory can ever be materialized.

Vision

A healthy and prosperous society where resources are equitably managed and sustained.

Mission

To bring lasting improvement in the quality of life of marginalized communities, especially women and children through policy and practice interventions in Environmental health, Child rights and Child protection, Community.

Mandate

To improve social and physical environment for the disadvantaged people, especially women and children to provide humanitarian assistance to those affected by disaster or displacement.

Objectives

HANDS have following objectives;

1. **Water, Sanitation, Hygiene**

To help increase community access to safe drinking water through provision and promotion of appropriate technologies to facilitate communities in adopting safe sanitation and hygienic lifestyle

2. **Community Development**

To contribute towards the community development and community empowerment to

protect their rights through awareness raising, advocacy and promotion, training & physical interventions.

Topic 177: Different Community Development Organizations Working In Pakistan-VII

WaterAid Pakistan

WaterAid is an international non governmental organization, focused on water sanitation and hygiene. It was established in 1981 in a response to the UN international drinking water decade 1980-1981. WaterAid Pakistan started its functioning in 2006 in Pakistan and remained focused on tackling the issues of water, sanitation and hygiene that contribute in people's lives.

Three goals. One team.

Clean water, proper sanitation and good hygiene help everyone around the world live happy and healthy lives. WaterAid is creating important linkages between communities and health and good hygiene practices such as handwashing, and encouraging them to build and use proper toilets. WaterAid is working with schools and the media to spread these messages as widely as possible.

Strategy:

The strategy is to expand the benefits of organization to **Everyone, everywhere by 2030.** WaterAid Pakistan's new Country Program Strategy sets out **five strategic objectives** to be achieved over the next five years. WaterAid Country Program Strategy (CPS) 2016-21 is aligned with WaterAid's Global Strategy and its aims of equality, sustainable services, integration and hygiene promotion.

Priorities for 2016–2021

The WaterAid Pakistan's new Country Programme Strategy sets out **five strategic objectives** to be achieved over the next five years:

1. **Sustainable WASH services**

WaterAid creates conditions where the most vulnerable people are able to access sustainable and disaster-resilient WASH services, understand the relationship of hygienic behaviour with the quality of life, and assume responsibility for sustaining WASH initiatives.

2. **Improved sector governance**

WaterAid actively support all collaborative efforts and mechanisms to strengthen institutional capabilities for delivering inclusive WASH services, effectively and sustainably.

3. **Cross-integrating WASH with other social sectors**

WaterAid proactively engage with other social sectors relevant to WASH such as education, health and nutrition in ways that help the cross-integration of approaches for effective programmes.

4. Improved sector coordination:

WaterAid engages meaningfully with stakeholders to help streamline effective programme coordination mechanisms within the WASH sector.

5. WASH legislation and prioritization

WaterAid provide support to all legislative efforts for the recognition of water, sanitation and hygiene as basic human rights.

Topic 178: Different Community Development Organizations Working In Pakistan-VIII

Agha Khan Development Network

Agha khan development Network(AKDN) is working in more than 30 countries around the world. It currently operates more than 1000 programs and institutions may of which date back 60 years and some over 100. AKDN has tried to create a critical mass of integrated development activities that offer people in a given area not only a rise in income, but a broad, sustained improvement in the overall quality of life.

It encourages self-reliance and a long-term view of development. In fact, many areas that received AKDN support in the past have well-educated communities that are now masters of their own development, building their own schools and health centers and taking other measures to care for themselves and those less fortunate.

Each year, in collaboration with its partners, the AKDN provides 5 million people with quality health care, through outpatient visits and community health program. Over 2 million students benefit from AKDN education programs annually. Programs range from early childhood development to primary and secondary schools, from vocational studies to university degrees. Programs include:

- Agriculture and food Security
- Civil Society
- Cultural development
- Early childhood development
- Economic development
- Education
- Habitat
- Health
- Humanitarian Assistance
- Micro finance

Programs initiated by Agha Khan Development Network

1. Aga Khan Rural Support Program (AKRSP)

In 1982, when the first Aga Khan Rural Support Program (AKRSP) was started in Gilgit-Baltistan and Chitral, Pakistan, the rugged region was one of the poorest areas in the developing world. Isolated and bypassed by advancements elsewhere, these rural communities of different ethnic and religious backgrounds struggled to eke out a meagre living, farming small holdings in the harsh environment of this mountainous desert ecosystem.

2. Aga Khan Historic Cities Programme (AKHCP)

The Aga Khan Historic Cities Programme (AKHCP) in Pakistan has restored a number of major forts, traditional settlements, mosques and public spaces in the high valleys of Gilgit-Baltistan province, most notably the Baltit Fort in the Hunza Valley and Shigar Fort in Baltistan. More recently, it has begun work on the restoration of the Walled City of Lahore, Punjab.

3. Aga Khan Development Network (AKDN)

The Aga Khan Development Network (AKDN) in Pakistan has been supporting Early Childhood Development (ECD) initiatives for many years, and was amongst the first organizations in the country to recognize the critical and long-term impact of the early years on individuals and society. The day-to-day operations of the Network's ECD initiatives are undertaken by the Aga Khan Foundation (AKF) and the Aga Khan Education Services (AKES).

4. Voluntary Programs

AKAH has trained tens of thousands of volunteers for disaster response and management across Central and South Asia, and many more in the other countries in which it works. For its work in Pakistan, it is the recipient of the Sitara-i-Eisaar award, which was conferred by the government of Pakistan in recognition of its humanitarian assistance during the 2005 Kashmir Earthquake.

Topic 179: Different Community Development Organizations Working In Pakistan-IX

Helping Hands for Relief and Development

HHRD is a global humanitarian relief and development organization responding to human sufferings in emergency and disaster situations around the world. In addition to emergency relief efforts in natural or man-made disasters, the organization also work on long term relief and development programs.

HHRD was established to fulfill our responsibility towards humanity regardless of race, gender, ethnicity, class, location, religion, color, cultural diversity and social background, with a special focus in countries where the majority of the population lives below the poverty line.

Mission

HHRD is committed to serve humanity by integrating resources for people in need. they strive to provide immediate response in disasters, and effective programs in places of suffering, for the pleasure of Allah.

Vision

Helping Hand for Relief And Development (HHRD) as a Leader in Empowering lives, creating opportunities and strengthening the bond of humanity.

Core Values

Core values include:

- Mutual Respect and Care for All
- Equity, Justice, Honesty and Transparency
- Self Respect and Solidarity with the Poor

Programs for Community Development

HHRD focuses on the following programs:

- Children with disability Program
- Education support Program
- Health care
- Inkind Gifts
- Infrastructure development
- Orphan supports
- Skill development and rehabilitation
- Physical rehabilitation

Topic 180: Different Community Development Organizations Working In Pakistan-X

HelpAge International

HelpAge International is the secretariat to a global network of organizations promoting the right of all older people to lead dignified, healthy and secure lives. HelpAge work with older women and men in low and middle-income countries for better services and policies, and for changes in the behaviors and attitudes of individuals and societies towards old age.

Five organizations in Canada, Colombia, Kenya, India and the UK set up HelpAge International in 1983 to provide a strong network to support older people worldwide. The HelpAge International network has since grown steadily in size and influence. They have over 130 network members and many more partners in 80 countries across the world.

Vision

HelpAge is a world in which all older people can lead dignified, healthy and secure lives.

Mission

To promote the wellbeing and inclusion of older women and men, and reduce poverty and discrimination in later life. The mission of the organization also include the following:

- Action against elder abuse
- Healthy ageing
- Inclusive humanitarian action
- Income security
- Rights of older people
- Society for all ages
- Campaigning to expose ageism

The organization believe that every older person should be able to face their future with confidence, reach their potential and play a full part in the society they live in. Every older person is a valued member of society who has the right, whatever their support needs, to participate in their families, communities and society, based on what is important to them.