

IMPORTANT QUESTIONS

20 MARKS

1. Different and similarities between CO & CD?

a. CO and CD

There is a common philosophical base between community organization and community development. Both aims to enable people to live happily and fully developed life. Both have basic faith in the common man and his right to self-determination in the framework of the society. Both give emphasis to self-help and help the people to help themselves to solve their own problems. However, community organization and community development should not be considered as synonymous.

CD is concerned with the promotion of all aspects of life including social, economical and cultural; both in rural and urban areas. While CO is concerned with adjustment of social welfare needs and resources in cities, states, Nations as well as in villages?

CO is practiced in the USA on a voluntary basis. While CD in almost all the developing countries is a government-sponsored program.

CO is a product of urbanization and industrialization. Here the main concern is problems of the population mobility, problems of the family, problems of the aged, problems of the juvenile delinquency, of unemployment and provision of social security. But CD is concerned with how to induce people to meet their basic human needs.

CO tends to be more process oriented while CD as practiced in India tends to be target oriented.

Distinguish between Community Organization and Community Development

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

- Community organization is a method of social work but community development is a programme for a planned change.
- Community organization emphasizes the processes, but community development emphasizes the end or goals
- Community organizers are mostly social workers and social change agents, But community development personnel can be from other professions like economics, Agricultural experts, veterinary experts, and other technical experts.
- 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.

- e. In community organization people's **participation** is important. But in community development people's **development** is important.
- f. In community organization government and external agencies assistances are not important and needed. But in community development external especially assistance from the government is considered as important.
- g. 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, programme, and movement for planned change.
- h. Community organization is used in all the fields but community development is used in mostly economic development and for the development of living standards of the people.
- i. In community organization planning is initiated by the people **participation**. But in community development planning is carried out by an **external agency mostly by the government**.
- j. 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.
- k. Community organization is universal to all communities. But community development programmes differ from people to people and according to the nature of the country.

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 same coin. The ideal community development is where community organization method is used without any mistake.

2. Describe the main principles of CO?

Principles

- Principle of specific objectives
- Principle of planning
- Principle of peoples participation
- Principle of inter group approach
- Principle of democratic functioning
- Principle of flexible organisation
- Principle of Optimum utilisation of indigenous resources
- Principle of Cultural orientation

3. Different phases of CO process?

Phases in community organization:

Study:

Collecting the basic information, base line information, and social survey, and community survey, formal or informal survey.

To understand the community the basic information about the community is needed for which a formal or an informal survey could be conducted. The community organizer could carry out the survey or the process could be initiated through the members of the community to collect the base line information about the community. As explained earlier participatory rural appraisal could be used to study the community.

Analysis:

Collating the information, bringing the commonality of the data, condensing the data, making it ready in a presentable form.

The collected information should be classified according to the common characteristics and quantify the information for its magnitude and severity. The analyzed information is ready for sharing with the others. Though the analysis appears to be a technical process the community organizer could carry this out or the members of the community are encouraged to analyze the data.

Assessment:

The symptoms, the causes, the magnitude, the needs and problems, the importance, urgency and severity are identified and categorized.

The situation of the community could be understood by identifying the situation or the issues for its cause and symptoms, importance, urgency and severity. In this phase the issues of the individual and the community or the needs and the problems are identified which could be taken up for further action. The needs and problems, which are widely felt by the community, are identified and given priority according to the urgency and severity.

Discussion:

The collated information is presented to the community; the priorities are given, why? How? What is to be done? What are the resources needed? Where to get the resources? Who will mobilize the resources and the action plan by considering the various alternatives are discussed with the community.

In the analysis and assessment phase at times only limited members of the community is involved and hence the whole community may not be aware of the issues and the problems. Therefore, it is essential to invite the attention of the community and initiate a discussion to highlight the issues and find out the ways and means to solve the issues and also to prioritize the issues. Work out the different alternatives to meet the prioritized problem or the need. Among the alternatives choose the best alternative. After prioritizing the issues it is further discussed about the resources required and the plan of action in addressing the problem.

Organization:

The role and responsibilities are identified and assigned, tasks are assigned to individual or groups, ad-hoc committees and group leadership is formed.

The community after having understood the situation, it is essential to locate the capable individuals and groups who are suitable to carry out the task. Committees are formed and roles and responsibilities are allocated. While assigning the responsibilities there should not be any compulsion on the members. The members of the community are encouraged to take part actively and accept responsibility so that the action plan can be implemented smoothly. The involvement of the community has to be ensured.

Action:

The plan of action is implemented and monitored by the members of the community; the action plan is known to every one and is prepared even to face the untoward incidents.

Implementation of the action plan has to take place with the active participation of the people.

The action plan has to be monitored by the members of the community to ensure that the activities are carried out within the time frame and the resources allocated. Since the benefits are going to be shared by majority of the community it has to be ensured that the whole actions are made known to the whole community and the community is even prepared to face the untoward incidents in case it happens in the implementation process.

Reflection:

An evaluation is done with the members of the community on the whole process and especially the action and the implementation process and the outcome of it, the positive and negative impacts, the success and failures are identified.

Evaluation of an activity is one of the phases of community organization where the community makes an assessment of the whole process the outcome, and the successes and also identifies the deviations or the failures. While reflecting on the outcome and the successes and also identifies the deviations or the failures. While reflecting on the outcome of the process the reasons for the failure are identified and assessed so that such things are avoided while implementing such task in the future.

Modification:

The changes based on the reflection are brought in the process.

In case the task has to be continued the modifications, which are needed as identified in the evaluation and reflection stage, are incorporated in this stage and continued.

Continuation:

The need or the problem from the priority list is taken up and the process is continued, if the taken up issue is not solved with the modified strategy the process is repeated.

From the list of issues the other issues are taken up and community organization process is continued. If the task undertaken is not successfully completed the strategy is modified and implemented and hence community organization is a process, which is continued, and the community is prepared to continue on its own without depending on the external agents.

4. Scope and objectives of social action?

Scope :

Scope of social action. is limited by the scope of social work

- Scope of social action is limited by the understanding of the causative factors of human problems
- Scope of social action. is determined by the convictions of the Social Worker

Objectives of social action is the proper shaping and development of socio-cultural environment in which a richer and fuller life may be possible for all the citizens, the following objectives have been identified:

- Solution of mass problems
- Improvement in mass conditions
- Influencing institutions to change the policies and practices
- Introduction of new mechanism/programs
- Re-distribution of power
- Resources like human, material and moral
- Decision making
- Improvement in health, education and welfare.

5. Role of SW in Social action movement, with ex?

6. How CO applied in various functional fields?

APPLICATION OF COMMUNITY ORGANISATION IN DIFFERENT FIELDS

EMPLOYMENT:

Problem- Affects groups like women, minorities, school drop out, disabled, etc. causes other problems such as vandalism, alcoholism, drug dependency, ill-health of body and mind, family breakdown and community disintegration, experience of poverty and demoralization.

Solution:

- Reconstruction of the economic base of communities
- Reconstruction of people's lives who have experienced long term unemployment
- Reconstruction of communities which have suffered disintegration from unemployment.
- Reconstruction of attitudes that look to state and private enterprises for creation of jobs.

Steps:

- Organizing- bringing people together
- Liaison- linking groups and coordinating local work
- Informal education

- Advice and information
- Research

HOUSING

Issues:

- Increase in number of homeless people
- Shortage in housing due to arrears in rent, rate and mortgage payment
- Inability of local authorities to respond to housing crisis

Alternatives looked upon:

- Public housing
- Government aid to private housing
- Urban dwelling
- Resources within and outside community
- Loans from banks
- Low cost material for construction

HEALTH

Problems:

- Water supply
- Sewage and refuse disposal
- Smoke nuisance
- Milk and food supply

How to overcome:

- Making health care accessible, particularly in areas where need is greatest
- Funding of community health projects
- Health education and action
- Providing health personnel
- Compulsory health and disability insurance
- Cash benefits
- Hospital service plans
- Special medical care for mothers and children
- Treatment of communicable diseases.
- Surveillance of non-communicable disease
- Treatment of terminally-ill patients
- Old age care.

EDUCATION

Issues:

- School drop outs
- Access to school, transport facilities
- Lack of proper infrastructure, toilets, etc.,
- Lack of teaching personnel.
- Mid-day meals scheme
- Affordability and other expenses
- Curriculum

Alternatives:

- Non formal education
- Facilitate with anganwadis, balwadis, local schools
- Curriculum development
- Work with special schools
- Resource mobilization

DEALING WITH CRIME

- Work with criminals-rehabilitation
- Correctional institutions-job training, vocational jobs
- Juvenile delinquencies
- Training education courses, occupation for prisoners

INDUSTRY

Problems:

- Welfare and health issues
- Wages and settlements
- Union issues
- Accidents in factory
- Stress
- Formation of cliques
- Hours of work issue
- Sexual harassment
- Other benefits

Alternatives:

- Work with seasonal and unorganized workers
- Employment services
- Working with unions
- Government safeguards like safety, sanitation, hours of labor, wages, protection of working women and children

- Social insurance-industrial injury compensation pension, etc.

EMERGING TRENDS IN COMMUNITY ORGANISATION

Current Trends in CO:

More changes have occurred in CO between 1955 & 1969 than any other period.

The trends are summarized under four general headings as follows.

- 1) Changes in conceptualization and philosophy
- 2) Changes in agencies and programs
- 3) Changes in the area of methods
- 4) Changes in relation to personnel and professional practice.

1) Conceptualization and Philosophy:

Heightened and persistent effort to develop a more adequate conceptual basis for CO:

- The need for a sound theoretical foundation is more widely recognized now than in the past
- This is evidenced more in CO literature and in course and content in schools of social work.

Search for a sound conceptual foundation is bound up with a close relationship between CO and the social sciences:

- Particularly sociology and social psychology
- Increasing number of CO teachers hold doctoral degrees either in a social science or in social work with a firm social science foundation.
- More social science literature is used today in the professional education of students preparing to practice CO.

Widespread acceptance by teachers and practitioners of process goals, as well as task goals, as a proper objective of community organization:

- Task goals are concerned with meeting specific needs, performing definite tasks, and achieving certain concrete objectives.
- Process goals are concerned with helping the people in a community or neighborhood or a particular constituency group strengthens qualities of participation, self-direction, and cooperation.

2) Agencies and programs:

- Emphasis on broad programs.
- Substantial shift from voluntary to government leadership in planning
- New agencies and organizations
- Greater concern by program planners for involving consumers in program planning and operation.

3) **Methods**

- Emphasis on the nature of planning and particularly on methods of implementing planning through organization, negotiation and social action
- With respect to social action, there is a clearer and more realistic conception of the place of conflict in a democratic society and the techniques and strategies of social action.
- Greater emphasis on communication and the education of the community. Education of the community is the most important single method when attempting to realize process goals.

4) **Personnel and Professional Practice**

- Larger demand for community organization workers, greater emphasis upon CO has inevitably led to a greater demand for community organization workers.
- Major job categories include those concerned with planning and program development, community development and neighborhood work, social action, and fund-raising and allocation.
- The only proper role of a community organization worker was that of an “Enabler”
- It is well accepted today that the community organization worker plays a variety of roles.
- That span from a highly permissive to the highly active and the directive role.

7. **Methods of CO practice?**

METHODS OF COMMUNITY ORGANISATION

- 1) **Locality Development**- Locality development means the improvement of a particular locality or area and stresses broader participation of people at the local level in goal determination and action. This is to create conditions for economic and social programs for the whole community as a whole with the view of a cohesive community. The consensus of the people assists them in goal determination and action. People’s participation is stressed in this model, because people are the ones who take part fully in the decision-making, implementing, etc. in other words, this model is entirely based on the capacity and the capability of the people.
- 2) **Social Planning**- It emphasizes a technical process of solving social problems, arranging and delivering goods and services to people who needs them.. the social planning model covers more of technical aspect of planning out the strategy for action and delivering goods and services. It may not be wrong to say that the model is for providing services to the needy, which means, external help is provided and the interest group within the community takes up the work. Therefore, the broader participation of the people is less likely to be present when more say is being given to a catalyst group which functions in smoothening the delivery system.
- 3) **Social Action**- Social action is directed towards basic changes in major situations and organizing segments of the population that are not so well off to make demands on the larger community for increased resources or treatment, more in accordance with social justice and democracy. The model seeks redistribution of power, resources or decision-making in the community, or changes in the basic policies of a formal organization. In this model, a discontented community whose needs are to be catered assumes a position of importance. The vulnerable or the weaker sections get organized to demand for equality, redistribution of power, resources, decision-making etc. the weaker sections of the community take part in the social action model.

8. Principle of social action

Principles of social action

- **Principle of credibility building**: it is a task of creating public image of the leadership. The organization and the participants of the movement as champions of justice and truth. Helps securing due recognition from the opponent, the reference public and the participants of the movements.
- **Principle of legitimization**: it is the process of convincing the reference and general public, that the movement's objectives are morally right. Movement maker might do the philosophical, physiological, legal, technical public opinion paths to establish the confident of the movement's objectives.
- **Principle of dramatization**: it is the principle of mass mobilization by which the leaders of the movement stimulate the population into action by emotional appeal to heroism, sensational news management, novel procedures, slogans and such other techniques.
- **Principle of multiple strategies**: there are two basic approaches to development. They are conflictual and non-conflictual. Taking a main trust of a program one can classify it has political, economic or social. 4 developmental strategies have been identified by Zelman and Duncan they are perceptual, education, facilitative, power.
- **Principle of dual approach**: activist has to build counter system which is thought to be beneficial to the needs of the mobilized public on a self-help basis without involving opponents. Counter system must be build up and traditional system must be transformed in any developmental operation
- **Principle of manifold programs**: social, economic, political programs.

9. Methods and strategy of social action

Ans:Methods: principle and objectives

10. Role of social actionist to promote social change and development.

8 marks

1. Definition of community. Its types with ex?

A community is a group of individuals in a given area and having a degree of we feeling -
Boguardos

Types of community:

Based on certain components like area, occupation, caste, class and religion.
Other components like institution, politics, relationship are not used as components to identify the different types of community. Because they need not be mutually exclusive like area, occupation, caste, class and religion.

Characteristics of community by Area:

Based on the residential area where the density of population, size of population, major occupation of the people will enable us to decide about whether the area is rural, urban, or tribal. If the density of population is less than 300 per sq km, size of the population is less than 5,000 (total population) and more than 75% of the people are engaged in agricultural activity that area is declared as a rural area.

If all the above components are not true, the area is declared as an "Urban area"

In case of tribal area all the rural characteristics has to be present and the geographical location has to be in hill area.

2. Define CO. its objectives

Murray G. Ross (1967) defines community organisation as a "process by which a community identifies its needs or objectives, gives priority to them, develops the confidence and will to work at them, finds resources (internal and external) to deal with them, and in doing so, extends and develops co-operative and collaborative attitudes and practices in the community".

3. Describe concept of community power structure in typical Indian village, highlight the role of community leadership.

4. Models of CO

(Ans: Q.No 7, 20 marks)

5. CO method of SW justify

CO as a Method of social work

Co is considered as a method of social work as they share common principles, values and philosophy

- Co deals with people who face certain social problem. It follows the similar way of problem solving as that of social work. Eg. Alcoholism, drug abuse
- Co enters into the community only after its acceptance given by the community
- Co never enters into the community with any present motions and judgemental attitudes. It shows respect for what the community believes in the worth of the individual and ultimately believes that the community will change.
- Co is not a one man show but it is the entire participation of the community
- A community organiser includes other methods of social work normally case work, group work, social action while dealing with the community
- In co the worker helps the community to identify its problem analyse it and also find a practical solution for it

- Like other methods of social work in co the works is not emotionally attached with the community
- Importance is given to the attitude of empathy and not sympathy
- Once the goal is attained, the community organiser becomes a mere spectator and guides the community
- As social worker he is trained professionally in this subject, he can handle a community organisation more effectively

6. Contribution of Paulo Friere to CO

7. Method of SA

8. SA lead to SC and development highlight the use of social legislation

9. What is power structure of a community? Types of leadership in community?

The Relevance of power in Community Organization.

Development is influenced by power structures of the community. People who are influential can mobilize a major segment of the community. For example; in fund raising drive some people can move behind other people and institutions. There are two models of community power structure. The stratification model and the pluralist mode are the two models of power structures. Stratification model suggests that social class principally determines the distribution of community power. According to this model the power structure in community is composed of stable upper class elite whose interest and out look on community affairs are relatively homogeneous. According to pluralist model, it rejects the idea that a small homogeneous group dominates community decision-making. But there are numerous small special interest groups that cut across class lines, which are represented in the community decision-making. These are interest groups with overlapping memberships, widely differing power bases, have influences on decisions. Community decisions are the result of the interactions of these different interest groups. This theoretical orientation can help the community organizer in his action. The organizer has to identify the members of the power structure for community organization. Floyd Hunter an executive director of a community welfare council wrote classic volumes on community power structure. His method of locating community elites is known as the reputation approach. The basic procedure is to ask a group of informants who are knowledgeable about the community to list the people they believe to be most influential in the community affairs. There may be variations on this procedure with regard to how informants are selected, and how questions are put in. By tallying those people most frequently named as influential leaders we can identify the core of the community power structure. Position approach is another method of locating the members of the power structure based on the assumption of stratification model. This approach assumes that people holding the highest office in the community are at the top of

the power structure. By scanning the executive lists of the important social political and economic organizations in the community, one can quickly compile a list of members of the power structure. This approach requires fewer efforts than the reputation approach. Community power is directly related with Community Organization. Participation of people is related with power. In Community Organization community power holders are involved to induce people's participation in order to achieve the organizations objectives. Some times if the existing power centers are not for Community Organizational objectives, then a new center of power is created to get people's commitment and mass participation. The organizer needs to study power structure and Community Organization process is carried out successfully through leaders. For example, people are organized to implement family planning. For this the leader is motivated for people's participation. In some villages the leader opposes family planning. In this situation the community organizer has to identify a new powerful leader to implement family planning. Other wise it is not possible to implement family planning in the village.

Leadership:

Leader is the one who enables a group to organize and accomplish goals.

There are 4 types of leadership they are

- 1) **Bureaucratic:** the bureaucratic leadership style was one of the styles described by Max Webber. Bureaucratic leadership style is based on following normative rules and adhering to lines of authority. The characteristics of the bureaucratic style include:
 - Leaders impose strict and systematic discipline on the followers and demand business like conduct in the workplace.
 - Leaders are empowered via the office they hold-position power
 - Followers are promoted based on their ability to conform to the rules of the office
 - Follower should obey leaders because authority is bestowed upon the leader as part of their position in the company.
- 2) **Autocratic leadership:** this is often considered the classical approach. It is one in which the manager centralizes power and decision-making authority in himself. The manager does not consult employees, nor are they allowed to give any input. Employees are expected to obey orders without receiving any explanations. The motivation environment is produced by creating a structured set of rewards and punishments.
- 3) **Democratic leadership:** participation is defined as mental and emotional involvement of a person in a group situation which encourages him to contribute to group goals and share responsibility in them. A participative manager decentralizes his decision making process. Instead of taking unilateral decision, he emphasizes consultation and participation of his subordinates. This process emerges from suggestions and ideas on which decisions are based.
- 4) **Laissez faire leadership:** it was first described by Lewin, Lippitt, and White in 1938 along with the autocratic leadership and the democratic leadership styles. This style is sometimes described

as a “hands off” leadership style because the leader provides little or no direction to the followers.

10. Strategy of SA

11. Compare and contrast CO and CD

Ans: (Q.no, 1. 20m)

12. Skill required for C organizer

Problem Analysis – One of the major tasks of the community organizer is to assist the people in arriving at a solution to the problem. The organizer is capable of identifying the problem and making the people to identify, analyse, give priorities, select an appropriate priority, mobilize resources, make a plan of action, implement, monitor, evaluate, modify and continue.

Resource Mobilization – Any problem of the community while working out the solution requires resources. The resources may be in terms man power, money material and time. On one hand the organizer is aware of the availability of the resources within the community or outside the community and on the other makes the people to identify the sources of resources and the way to tap such resources.

Conflict Resolution – Problems of the community involves the affected people by the problem and the others who are the causes for the problem. Therefore there could be a conflict between these two groups or between the people and the system. The organizer is equipped with the skill of identifying the conflicting situation and making the people to understand the conflict the work out the ways and means to find solutions to the conflict.

Organizing Meeting – Communication within the community and between the community and the organizer is inevitable. There needs to be transparency in the dealings for which formal and informal meetings have to be organized and information have to be shared. The sharing of information enables sharing of responsibility and decision making.

Writing Reports - documentation of the events for future reference and follow up is absolutely essential. Any communication or any written representation and the report of the dealings have to be recorded. This task is either done by the community organizer or delegate the task to some one else for this purpose.

Networking - in a community while working with the people the participation of the people strengthens or increases the power of the people. At times support from like minded people or organization has to elicit so that a pressure is built against the oppressive force and to create pressure and increase the bargaining power for which networking with other people and organization is done by the community organizer.

Training - capacity building of the people and the personnel of an organization is important while working with the community. In the process of capacity building the community organizer has to be a good trainer. The community organizer has to use his training ability and skills in this regard.