

962

G. 329

BLOCK PERSONNEL

UNDER COMMUNITY DEVELOPMENT
PROGRAMME

118

~~G. 446~~ C.

CD 22(e)



~~CD 21~~
1

CD 21
1



24, 16, 12

2154

301.340954 G.O.I

4 GOI

MINISTRY OF COMMUNITY DEVELOPMENT & COOPERATION
(DEPARTMENT OF COMMUNITY DEVELOPMENT)
GOVERNMENT OF INDIA

BLOCK PERSONNEL
UNDER COMMUNITY DEVELOPMENT
PROGRAMME



MINISTRY OF COMMUNITY DEVELOPMENT & COOPERATION
(DEPARTMENT OF COMMUNITY DEVELOPMENT)
GOVERNMENT OF INDIA

~~D 22 C~~

CD 21
1



~~CD 21~~
7

The Community Development programmes have undertaken a mighty task and they are gradually building up a trained and peaceful army of young men and young women. If they are trained properly and work well, they will be the salt of the Indian earth.

J. NEHRU.

2154

CONTENTS

	Page
1. Introduction	i—iii
2. Block Development Officer	I
3. Extension Officers	3
(a) Extension Officer (Agriculture)	
(b) Extension Officer (Animal Husbandry)	4
(c) Extension Officer (Cooperation)	5
(d) Extension Officer (Panchayat)	6
(e) Extension Officer (Rural Engineering)	7
(f) Extension Officer (Rural Industries)	8
(g) Social Education Organiser, Men and Women	8
4. Village Level Worker or Gram Sevak and Gram Sevika	10
5. Progress Assistant	11
6. Veterinary Stockman	11
7. Veterinary Messenger	11
8. Medical Officer	11
9. Compounder	12
10. Sanitary Inspector	12
11. Lady Health Visitor	12
12. Midwife	12
13. Conclusion	13

1. INTRODUCTION

Pre-independence administration, introduced under the British Government, was mainly a "law and order" administration. Its primary responsibility was the collection of revenues and the maintenance of law and order in the country. Welfare of the subjects, though some times spoken about, was not practised. Some sporadic and half-hearted attempts in providing amenities for the Indian subjects were rather personal efforts of a few administrators who went out of their normal duty to do something for the people. In course of time utility things like railways, posts and telegraphs were introduced which were primarily to serve the interest of the ruling class, and, incidentally, render some benefits to the Indian people. This was followed by the creation of departments like education, health and communication. With the progress of time and specially after the introduction of autonomy in the Provinces since 1935, various departments like agriculture, animal husbandry, public health, education, public works, communication etc., with their extension down to the district and sometimes to the sub-divisional headquarters, were created in addition to the administrative structure.

These technical departments were weak in both quantity and quality. In quality because there was much too much urban bias in the departments. Nor were the personnel oriented properly to handle the job. The departments were also weak in quantity because these did not extend below the sub-division; nor were there adequate number to handle the responsibility. Moreover, because of too much importance attached to the administration, technical departments were neglected. Those who could not get into the administration joined these departments as a second or third choice.

A sub-division, on an average, consists of a population of about four lakhs. It was impossible for one or two officials of any particular department to look to the needs of the entire population of the sub-division. Moreover, because of their urban outlook they often looked down upon the villagers. The spirit of service was utterly lacking. The dumb millions, in turn, came to suspect them and non cooperate with them. The result was that very little purpose was served through these officials or by the creation of such departments.

Besides, facilities for technical training had been very little. The then Government was more keen to have clerks to run its factories and man its offices than to have technical people to build up the nation. This attitude explains to a great extent, the scarcity of such institutions.

With the growth of political consciousness and clamour from the people for participation in the management of the country, the government created few more departments and offered many more jobs. The services were decentralised too. But still it remained ineffective not only because of the paucity in the number of personnel but also because of lack of proper orientation to handle the job.

Post-independence problem

With the attainment of Swaraj and the framing of the Constitution we have been able to establish the people's raj. The Government machinery is now in the hands of our own people. Through their votes, people decide as to who will represent them in the State Legislature or in the Parliament. Policies of Government are shaped according to the wishes of the people. Their representatives holding executive functions in the Government also reflect the views and wishes of the people in general. In a people's raj the administration carries out the wishes of the people. Unlike previously, we are now strengthening the welfare departments. Improvement of economic, social and cultural life is now the objective before us. Independent India's principal activities are now in the field of development. Technical departments are becoming more important and prominent as we are progressing. With that end in view the Government is making the best use of the resources it has at its command. We should improve our methods of farming and village industries, to mention just one or two items. The administration is also required to inspire confidence in people so that they can work together in the joint effort of rebuilding India. This could be possible if the Government servant was accessible to all and listened to the grievances of the people patiently and give due consideration to their points of view. In other words, his approach should not be, as in the past, authoritarian; nor should he remain aloof from the people.

The administration was reorganised into various departments. The broad divisions were generally administrative and revenue departments on one side and technical departments like agriculture, animal husbandry, cooperation, etc., on the other. The administration was there for the maintenance of law and order and to see laws made for the welfare and orderly existence of the society are observed by all. This administration, from the Central Government down to the village level functions effectively. Each department other than the administration or revenue, has also officers working at most of these levels *viz.* the block level, the tehsil or taluk level, the sub-divisional level, district level, the divisional level and the State level. This hierarchical system provides for the distribution of work at various levels and the exercise of different kinds of powers by officers working at different levels.

The agency at the block level has been created to reach governmental technical aid down to the people at the village level. Formerly it was

difficult for the villages to go to a government farm far away and see demonstrations of improved methods or consult the agricultural experts. There was no veterinary doctor, no medical officer, no overseer, no industries officer, near at hand from whom assistance could be taken. This has now been possible.

Specialists at Block Level

The Block specialists provided are :

- (a) Extension Officer, Agriculture,
- (b) Extension Officer, Animal Husbandry,
- (c) Extension Officer, Cooperation,
- (d) Extension Officer, Panchayat,
- (e) Extension Officer, Rural Engineering,
- (f) Extension Officer, Rural Industries,
- (g) Social Education Organisers, Men & Women.

The proposal of an officer to head this team of specialists was also considered. He was not only to co-ordinate the activities of these specialists, but to look after the administrative work as well. The Block Development Officer came into being.

One specialist for a population of about 60,000 was nothing compared to the vast needs of the people. His energy, with the best of intention, was likely to be frittered away as in the case of his predecessor. But more trouble was in store. It was found, after a careful analysis of our existing resources, that even such functionaries were not available at the block level. The programme had to be, per force, concentrated on a few selected pockets in the country.

Multipurpose Worker

What about the day-to-day contact with the people for whom the programme was being worked out? There should be a direct link between them and the service departments at the Block. Under the circumstances came the idea of a multipurpose worker who could represent, in a limited scale, all types of specialised activities at the village level. He would be offering "first-aid" to the village people in all technical subjects and receive expert advice of technical specialists for problems beyond his competence. He is the Village Level Worker or the Gram Sevak having charge of 10 villages with a population of six to seven thousand. He would be the grass-root worker for the programme and the essential link for the chain connecting the village people with the Block officers. His work, in general, would be supervised by the Block Development Officer and, in the technical field, by the extension officers attached to the Block. Of late, the multipurpose character of the Village Level Worker had been undergoing a change as will be seen in the relevant section.

2. BLOCK DEVELOPMENT OFFICER

Block Development Officer is an entirely new functionary conceived for the implementation of the rural development programme. The idea was, as has been narrated earlier, to provide for a general administrator but without his administrative functions, down below the sub-divisional level with a view to securing co-ordinated and integrated development in rural areas. The main drawback of the technical departments of the Government, so far, had been this lack of co-ordination even in places where there were technical personnel and money available. The result was that the benefits of schemes were not derived to the fullest extent. For example, even after executing an irrigation project utmost advantages could not be taken as simultaneous attention was not given to improved techniques of cultivation, use of improved implements, seeds or fertilisers, etc. Moreover the villager did not know whom to approach for essential things affecting his day-to-day life.

The functionary being a new one, posts were filled up from the existing services like the State Civil Service, Revenue Service or Agriculture and other departments. Some of them were also recruited from the open market. He is given a short orientation training, in the context of the welfare programme and the integrated approach to the Community Development scheme. He has to know the needs of the rural population and should have the necessary human approach to tackle the rural problems. Training centres for this particular purpose have been opened to train the Block Development Officer. To start with, it was six weeks' training course. This was subsequently extended to twelve weeks—six weeks for job training and the other six weeks for orientation training. The main purpose of the former training is to give the Block Development Officer an insight into the nature of duties he has to perform, the problems he is likely to face and their possible solutions. The objective of the latter type of training is "to ensure that all the functionaries, who have to work at the block level, get a common understanding of the objectives, methods and ways of measuring progress of the Community Development programme."

The Block Development Officer arranges programmes so that the rural population can be enlightened about the Community Development programme with the object of understanding the needs, aims and objects of community work. He organises meetings and group discussions of village leaders and initiates a process of formulating specific objectives for the Block with the help of the staff and the people. He has to assess the needs as also the resources of the Block, village by village. For that purpose he

draws on the information available like the national register, revenue records, settlement returns, gazettiers etc. He tries to make the people plan-minded so that each village, if not each family, can formulate its own plan. Through institutions like the panchayat and the co-operative, he is trying to get the village plans ready for execution. This village plan is part of the Block plan which is linked up to the District and State and ultimately to the Five Year Plan.

As an administrator, he secures collaboration among the staff and develops a spirit of departmental understanding and cooperation. He helps in overcoming departmental rivalries and tendency of narrow compartmental outlook. He is also expected to humanise the administrative machinery. Like charity, human relationship should start at home *i.e.* in his office, before its advocacy in the field.

He prepares the budget with detailed estimates for the various developmental activities like agriculture, irrigation, industry, communication or education, on the basis of the Block programme. He has to build up stocks of equipment and materials necessary for various developmental activities. He has to arrange for their proper storage and maintain an efficient supply line. He knows, through experience, the materials and equipments needed by subject matter specialists at the Block headquarters and by the Village Level Workers at the village level. He anticipates the requirements by reading correctly the village programme and the Block programme.

The Block Development Officer has to formulate the Block programme in terms of the development of (a) agriculture, (b) animal husbandry, (c) irrigation, (d) reclamation, (e) cooperation, (f) cottage and small scale industries, (g) communication, (h) education, social education and social welfare, (i) rural housing, health and sanitation, (j) programme for women and children; etc. There might also be other programmes to meet local felt needs.

He helps the technical experts in seeing that their plans are implemented. He secures the cooperation of the Village Level Workers in execution and follow up of their programmes. He helps in the preparation of the job chart for the Village Level Workers keeping in view the priorities. This chart is necessarily elastic and finds suitable adjustments, as required from time to time. He also draws up the detailed programme for the training of Gram Sahayaks and other non-officials who help in the implementation of the programme.

3. EXTENSION OFFICERS

Under the Community Development programme, provision has been made for specialists at Block level in the field of Agriculture, Animal Husbandry (in addition to the Veterinary Doctor), Cooperation, Panchayat, Rural Engineering and Rural Industry. They are persons who have received their technical training in institutions and colleges established for this purpose. After selection they undergo a special orientation in the Community Development programme and in better techniques of extension in their own field. Special training centres, for this purpose, have already been established by the Centre or by the State Governments in various parts of the country. The purpose of orientation is to see that the specialists working in the field have a common understanding of the objectives of the programme and its integrated approach.

Extension Officers are consultants in their respective technical subjects at the Block level. They are a direct link in the administration-cum-technical chain of their department, through the District Technical Officer with the Head of the Department at the State level.

They are expected to help plan the programme of their respective Department and see through its execution in the Block with the help of the Block Development Officer and the Village Level Worker on one side and the people on the other. Once the plan is formulated and put under operation, the specialists guide the Gram Sevak in its day-to-day implementation. If some big problems come from the field, which are beyond their competence to solve, those are sent higher-up to the District. They also look after the provision of supplies from the departments to the people in the villages.

(a) Extension Officer (Agriculture)

Though we have plenty of land and water in our country and our people are as hard working as others, our crop output is miserably low, lower than that of many countries. Only the adoption of scientific methods of cultivation can bring about a substantial increase in our agricultural production. The Agricultural Extension Officer's main job is to help the farmers in realising that.

He is in the know of up-to-date research experiments in the field of Agriculture. He spreads the knowledge of modern techniques among the cultivators, so that they can take to improved methods of cultivation.

He arranges for demonstrations to show the results of chemical fertilisers or improved seeds and implements or improved techniques of cultivation. Farmers are helped in growing improved seeds for the locality themselves. He helps in the distribution of improved implements and seeds and fertilisers and stands by the side of the farmers when their crops are attacked by insects, pests or plant diseases.

In fact, plant protection is an important item on which agricultural extension officer advises the farmers. Ten to twenty per cent of each year's crop is destroyed by insects and pests alone. By now the research institutes have evolved not only improved seeds which are disease resistant, but also various insecticides and chemicals to eradicate these pests. This knowledge, together with the equipments etc., is being given to the farmers so that they can themselves take care of the situation when it arises.

Bad storage is responsible for the waste of huge quantities of agricultural produce. The Government are helping in the establishment of a number of warehouses and godowns through cooperatives. Farmers are now encouraged to store safely their excess produce.

Soil conservation through tree plantation, contour bunding, terrace, etc., are being initiated by Extension Officer (Agriculture).

The Extension Officer is to help the people. But more important for him is to instil the spirit of self reliance among the farmers so that they, rather than depending on the government, can take initiative and solve their own problems. People should appreciate that the programme is very much their own and that the Government's participation is only to assist them when such assistance is necessary. For example, the Extension Officer encourages and actively helps the farmers to develop local manurial resources by conserving all local available wastes and turning them into compost. The farmers are also encouraged to take to the sowing of green manure, like sun-hemp, dhaincha, mung, etc.

He also helps in getting loans for agricultural purposes for the farmers.

(b) Extension Officer (Animal Husbandry)

In a predominantly vegetarian country like India where milk and milk products are valuable sources of protein, it is but natural that people's love for cattle will be great. Not only the milk and milk products, but the dead animals' skin, teeth, hooves, horns, bones, etc., are utilised for our various uses. The cowdung is, still now, farmers' most precious manure for the soil.

India has the largest number of cattle, but their quality is very poor. To improve the quality, key-village units have been set up at Community

Development Block headquarters. Scientific up-keep of the cattle in a sanitary cattle-shed, model poultry farm, apiary, unit for the improvement of sheep and goats, unit for the development of fisheries are all integral parts of this key-village scheme. The Block has improved bulls for breeding purposes. When bulls cannot be taken to the distant villages, artificial insemination is arranged. But mere improving the stock does not end the matter. There should be arrangement for quality fodder, large-scale use of oil-cakes and supply of clean water for its healthy growth. The Extension Officer advises and helps on all these matters.

Destruction of cattle on a big scale, from epidemics, is a regular feature in India. The Extension Officer, with his staff, now carries out vaccination campaigns. This prevents large-scale destruction of the cattle.

Poultry farming is encouraged by the supply of quality birds and by isolation of country ones with a view to stopping indiscriminate breeding. People are given loan to set up model pens. Whenever there are signs of epidemics, the Extension Officer makes arrangements to arrest these through various preventive measures. Through this officer, sheep rearing is also becoming a profitable industry in areas where there is scope.

The Extension Officer is responsible for the improvement of pisciculture schemes in the block areas. This he does in cooperation with the State fisheries department and with the help of the Block staff.

The Extension Officer is in addition to the Veterinary Doctor stationed at the Dispensary.

(c) Extension Officer (Cooperation)

Cooperative is one of the three basic institutions on which the whole rural development programme is to revolve. As such, it is assuming more and more importance. The Extension Officer in the Block is the specialist who educates the people in the principal tenets of co-operation and the advantages derived from it. He devotes his time to co-operative problems within his jurisdiction and supervises and guides the work of those below him, in all fields of cooperative activity. He activates the existing cooperatives, if any, in his area and persuades people to form one, where there is none, so that they can derive the maximum benefit. He organises village industries, both its production and distribution, on co-operative basis. Cooperative marketing, Ware-housing, Cooperative farming, etc., are the main instruments through which he tries to develop the economic condition of the people. He has to know details about cooperative laws, cooperative banking etc., so that he can be an effective Extension Officer in the field. He explains the possibilities under cooperative

activities to new entrants and propagates the philosophy of the cooperative movement. He tells the people as to how to take advantage of Cooperative Banks and the Land Mortgage Banks established in the country.

He arranges, through Societies, long term credit for the farmers, as also the short term one. He also helps in organising other non-credit co-operatives, like Marketing Societies, Housing Societies, Weavers' Cooperative Societies, Cooperative Farming, Sugar Cane Supply Societies, Cotton ginning and pressing Societies, Irrigation Societies, Milk Supply Societies, Cattle Breeding Societies and other agricultural and non-agricultural Societies.

(d) Extension Officer (Panchayat)

Formerly there was one Extension Officer both for the cooperative and the panchayat. Because of the importance attached to these two basic institutions, it has been decided that a separate functionary, to help promote the panchayat, should be attached in each Block. The Social Education Organiser (more about whom hereafter) is already in charge of community organisations. He will be given an intensive training in panchayat working and would, henceforth act as the Extension Officer, Panchayat.

As an Extension Officer he is supposed to, through educative means and with the help of various media of instruction, revitalise the existing moribund panchayats. He will also help people in relying more on their own strength and get things done mostly through their own efforts. Where there is no panchayat it will be his job to explain to the people the significance of this important institution as also the vital role it is going to play in the Welfare State. He should know panchayat rules and regulations by heart so as to explain these clearly to the people and encourage them to work through the village institution rather than moving individually.

Rural development has its various facets of activities. It is not easy, nor desirable either, for the panches to do all the work themselves. For that, they will be encouraged and helped by the Extension Officer to form necessary Functional Sub-Committees. To broad-base the panchayat and make it a true people's organisation members from Yuvak Mandal, Mahila Mandal, Dastkari Mandal, etc., will be taken in. Gram Sahayaks or people's associates with their expert knowledge in respective fields, are also to be absorbed in these sub-committees. The Extension Officer also helps, in cooperation with the Block Development Officer, in the training programme of these non-officials. After training they attend to different branches of work like agriculture, animal husbandry, irrigation, health, industries, etc. A time will come, and the Extension Officer will do his

best to see to it, when the panchayat will have its independent technical wing to look after rural development work. This entails (a) rural planning according to village requirement; (b) implementation of approved plans; (c) pooling all available resources, both human and material; (d) stock taking of the work done and its evaluation.

At the initial stages, the Extension Officer has to help the panchayat in framing its budget. He will also help it in fixing up priorities in the programme. There should be targets under each item so that the tempo of work is maintained. He will also help in maintaining close contact with the upper bodies, like Panchayat Samiti, for guidance, as and when necessary. As a specialist he would be advising both.

In short, he is the technical adviser to the panchayat on all matters. His method is primarily educative. But if the panchayat violates its obligatory duties, the Extension Officer is to take up the matter with the Panchayat Samiti or the Zilla Parishad so that these bodies adopt measures and help the panchayat to its proper place. But this is, obviously, in extreme cases.

(e) Extension Officer (Rural Engineering)

The Extension Officer or the Overseer as he is also known, officers technical aid in construction programme under health and sanitation, communication, housing, agriculture or minor irrigation. He looks after the construction of the Block office and the staff quarters now that the Public Works Department is no more constructing these. He studies water availability in a particular area, conducts surveys, levels grounds, assesses the requirements of the people, prepares estimates and arranges, with the help of the panchayat, for the construction and maintenance of minor irrigation works like channels, tanks or various types of wells. He also assists people in drawing up their plan for rural housing, taking into consideration the availability of cheap local materials. In linking up remote villages with the country outside through roads and connecting culverts and bridges, he is the man who is helping in breaking barriers, thus bringing the rural population out of their shell. Even in the construction of 'Kucha' road his expert knowledge is required for alignment levelling and assessment of earth work. He also plans for the construction of buildings for schools, community centres, dispensaries, etc. Pavement of village lanes, construction or renovation of wells for drinking water or the laying down of drains are done under his advice and supervision. Similarly in agriculture, particularly in storage and godown construction, his advice is invaluable. Agriculture also demands engineering skill in the construction of bunds, contour or terracing.

(f) Extension Officer (Rural Industries)

He is the officer responsible for the development of village and small scale industries. His job is not only to revive the old and decaying industries but also to introduce new industries taking into account the available resources. He assesses the industrial potential of the Block in respect of raw materials, spare man-hours, market and available skill. He finds out possibilities of new industries in the area. This not only gives employment to unemployed, but also it utilise under-employed human resources. He helps villagers in procuring technical and financial aid from the government. He helps in getting loans and secures raw materials and arranges for control commodities. He also tries to find out market for the produce of the Block.

The Extension Officer tries to find out the latest 'know how' of the industry and he transmits it to the interested persons. He brings the research organisations in touch with the problems in the field with a view to finding out solutions. Thus the latest research of the laboratory is projected for the industry's help. Research is done not only in the field of production, but also in the method of organisation and marketing. He also helps villagers to get higher training in the field of industry.

Through the help of the Boards, various improvements like Wardha Ghani have been introduced in the villages which is proving to be a very good oil seed crusher. Hand-pounding of rice, giving employment to thousands of women is also being popularised. Improvements in the implements like Chakki, Dhenki, etc., are being introduced.

Thousands of people are now-a-days spinning in their spare time to supplement their small income. The Cottage and Village Industries Board gives monetary assistance to these people. It also purchases yarn thus spun. The Extension Officer acts as a liaison between the Board and the villagers.

(g) Social Education Organiser, Men and women

After the scheme of Community Development was envisaged and the role of Extension Officers laid down, it was felt that there should be some one who would introduce the programme in all its totality to the people and organise the people to implement the whole project. In the execution of each item under the programme, the people's contribution was fixed. But how would the people contribute willingly unless they know the details of the programme? So came the Social Education Organiser who would be some sort of a "social agitator" trying not only to create the urge in people for a better and fuller living but also in organising them into various associations. He will also assist them in their day-to-day activities in the implementation of the development programme.

The conception, though an after thought, was an ingenious one, particularly in a country where the people, after a stagnant life of decades under foreign rule, had to be kindled with the fire of enthusiasm. The Social Education Organiser will not only present the programme in an integrated manner but would also unite people into dynamic groups. The limitations of time and resources made it imperative that the technique of approach to the people for introducing scientific knowledge should be discovered for each group so that that could be most effective in arousing the people's interest and sustaining the interest till the goal is achieved. The functionary thus visualised should not only have a comprehensive understanding of the whole programme but would also know the technique of mass communication and group and community formations.

The Extension Officers referred to earlier will individually present the programme from their own angle and assist the people in their respective fields. Moreover, his specialised training did not leave much scope for him to have specialised knowledge in mass communication and group or community behaviour. The Block Development Officer was the only man who could be trained and expected to do his duty in that line. But his administrative responsibility left little room to play the effective role of this new but vital assignment. This missing link was to be filled up with an additional Extension Officer serving as a member of the Block team but functioning as an officer attached to the Block Development Officer. He would present the overall programme to the people as an introduction to be followed more intensively by subject matter specialists or other Extension Officers dealing with the people's felt needs in a more detailed way.

The Social Education Organiser helps people in the development of community feeling. Through group discussions he makes them think together and work together. He creates a proper climate for villagers to accept radical changes in their way of living. Once the people are educated and enlightened, they can make demands on various technical officers for help. Thus trained, the villager, through community association, will be able to look after the welfare of the village. The Social Education Organiser should not only have the capacity to recognise and fish out existing leadership, but also to mark potential leaders with a view to assisting them to become full-fledged ones. The intensive training programme for Social Education Organisers, both men and women, helps in developing this knack.

The Social Education Organiser may look like a jack of all-trades with no special knowledge as attributed to other subject matter specialists. But this is not so when we consider his activities in the field of formation of people's institutions, reading rooms, community centres, adult literacy centres, recreation centres, etc. At the same time he is not expected to

care only for visible symbols of his achievement. In fact, social education is a means to achieve the objective of village work and should not be thought as an end in itself. It mainly aims at bringing a change in people and not merely in things.

After few years of working of the programme, it was realised that more intensive work should be done among women. As the Prime Minister said: "Women have to be awakened in order to awaken the people. Once she is on the move, the household moves, the village moves and the country moves." Not only one special Social Education Organiser (Woman) was earmarked for this purpose, but, later on two Gram Sevikas or Women Village Level Workers were specifically assigned in realising the objective of making women in the villages good house keepers, good mothers and good citizens, imbued with the desire for improvement in their living conditions and for the community welfare.

4. VILLAGE LEVEL WORKER OR GRAM SEVAK AND GRAM SEVIKA

The Village Level Worker or Gram Sévak occupies a pivotal role in the overall rural development scheme. In broad terms, his function may be defined as "making rural people aware of their problems, inspire in them the desire for better living, educating them to realise that improvement in their conditions can be secured only by their own effort and assisting them in formulating means, assessing their resources and securing the assistance of various supply and other services provided by governmental agencies for executing the programme drawn up by them."

The Gram Sevak rouses interest of village people in wanting to find out as to how other villagers made their condition better. He does not move with the assumption that all the villagers are conservative and that he is the custodian of all knowledge. Rather he tries to spot out the expert knowledge and experiences in the farmers. He will then make efforts to introduce new techniques through which a villager can make his material condition better. Not only in agricultural operations, but in other fields of developmental work he is with the villager as a friend, philosopher and guide.

In 1954 a decision was taken to have at least two 'Gram Sevikas' for each Community Development Block as it was found that unless simultaneous approach to the village women was made, the objective of the Community Development could not be ensured. Together with the Gram Sevaks, the total strength, in the Block, was raised to twelve. Gram Sevikas are carefully selected and properly trained.

Gram Sevak's was a multi-purpose role so long. But it was being increasingly felt that his time and energy should be devoted to a few important jobs. The Annual Conference on Community Development held at

Mysore recommended that his job chart should be revised to enable him to concentrate on the field of agricultural production. This would also include activities under minor irrigation and animal husbandry and assistance to the cooperative and the panchayat for agricultural production. Simultaneously his other assignments are to be reduced in scope.

5. PROGRESS ASSISTANT

He handles all statistical work in the Block in cooperation with Block staff. He collects data regarding the target fixed and analyses and scrutinises these for inter-Block and inter-State evaluation. The information collected is processed scientifically with the help of tables and charts.

His work is both indoor and outdoor. Field investigation is mainly outdoor work, but the analysis work is done indoor. It is he, who, through the statistics collected and evaluation made, can compare and contrast the progress made under various items of the development programme.

6. VETERINARY STOCKMAN

He is attached for the key-village scheme. His main job is to look after the village livestock. It is also his duty to take preventive measures for the control and eradication of animal diseases. He, through his assistant, renders first-aid to animals as and when necessary. He castrates all useless cattle and popularises artificial insemination for healthier livestock. There are two Veterinary Stockmen in each Block.

7. VETERINARY MESSENGER

He carries animal semen from the artificial insemination centres to the distant villages where bulls for breeding purposes, cannot be sent. He assists the Veterinary Officer and Stockman in their day-to-day routine work. There are two Veterinary Messengers in each Block.

8. MEDICAL OFFICER

He is in-charge of a primary health centre. Though his main job is to advise ways and means to prevent the recurrence of diseases, he also helps with curative prescription. Ordinary cases are treated at the primary health centre but in case of complicated ones, the patients are referred to the District hospital. DDT spraying, mass vaccination and inoculation for the control of epidemic diseases etc., are among his most important jobs. He also carries on health services and collects and maintains statistical records. He is the head of the public health staff comprising of compounder, lady health visitor, sanitary inspector and midwives.

With their help and with the cooperation of the villagers he keeps the surroundings of the village and village homes clean, keeps water free from contamination, and drainage and latrines flushed. He also sees that carriers of diseases like flies, mosquitoes, insects etc., are exterminated.

There is monetary provision in the Block budget for construction of wells, community latrines or drainage. He helps villagers, in groups, or through panchayat to avail of this.

9. COMPOUNDER

As in any dispensary, he prepares liquid medicines, ointments, powders, pills, tablets, etc., for outdoor and indoor patients. He also disposes medicines according to the prescription of the medical officer and dresses wounds, cuts, cores, etc. He inoculates patients and renders first-aid in emergency cases.

10. SANITARY INSPECTOR

He assists the medical officer to carry out health surveys of the villages within the Block. He collects and consolidates statistics and looks after environmental sanitation in the villages. He advises on the construction of wells, latrines, smokeless 'chullas', soakage pits and the like and visits schools regularly to look after the school sanitation. He takes measures to control communicable diseases.

11. LADY HEALTH VISITOR

Her job is to attend to pre-natal and ante-natal cases as also to look after the health of children. She arranges for individual or group talks for expectant mothers, pays visits to homes for giving advice on maternity and child health and carries out medical examination of the girl students at schools and sometimes gives advice on family planning. She regularly holds classes for village 'dais' or midwives and keeps them posted with up-to-date methods.

12. MIDWIFE

The midwife assists the Lady Health Visitor in her job. She also helps in the training of local untrained 'dais'. She encourages expectant mothers to come to the centre and take advantage of the latest medical facilities. There are four midwives attached to each Block.

OTHER OFFICE STAFF

Besides those mentioned above, there are one Accountant-cum-Store Keeper, one Senior Clerk, one Cashier, one typist, four Class IV servants, two sweepers, one driver of the jeep, in each Block.

13. CONCLUSION

The list of official workers working in a Community Development Block has been given. Though a skeleton staff to carry out welfare work has been provided in a Block, it is still, when compared to the vast need of the people, like a drop in the ocean. Community Development programme envisages people's participation in all forms and on every front. Therein lies the strength of the movement. That is how it is being converted into a people's movement.

Block Development Committee is the non-official body guiding the activities of the Block, which has been made, in accordance with the Balwantray Mehta Committee's recommendation, the unit for rural development. Similarly at the village level, the panchayat, the cooperative and the school are the organisations to plan and implement the programme. In fact they are the three basic institutions to look after the rural development programme. These bodies, together with their functional sub-committees and associate members, who are recruited from organisations like Yuvak Mandal, Mahila Mandal, Dastkari Mandal, etc., are assuming more and more responsibility. As in the case of the Block staff, a training programme for all such non-officials has been chalked out and is being implemented at the Block level.

As the Prime Minister said: "Officials and non-officials have both their part to play in this work. Both are essential. Officials should bring the experience of training and disciplined service. The non-officials should represent and bring that popular urge and enthusiasm which gives life to a movement. Both have to think and set in a dynamic way and develop initiative. The official has to develop the qualities of the popular leaders; the people's representatives have to develop the discipline and training of the official. So they approximate to each other and both should be guided by the ideal of disciplined service in a common sense."