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SUMMARY RECORD OF THE THREE WORKSHOP
SEMINARS ON RURAL YOUTH PROGRAMMES
(held during 1965)
at
EXTENSION EDUCATION INSTITUTES

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Government of India
Ministry of Food & Agriculture
(Department of Agriculture)
DIRECTORATE OF EXTENSION

Summary Record of the Seminar
on Rural Youth Programmes, 1965.

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FORWARD

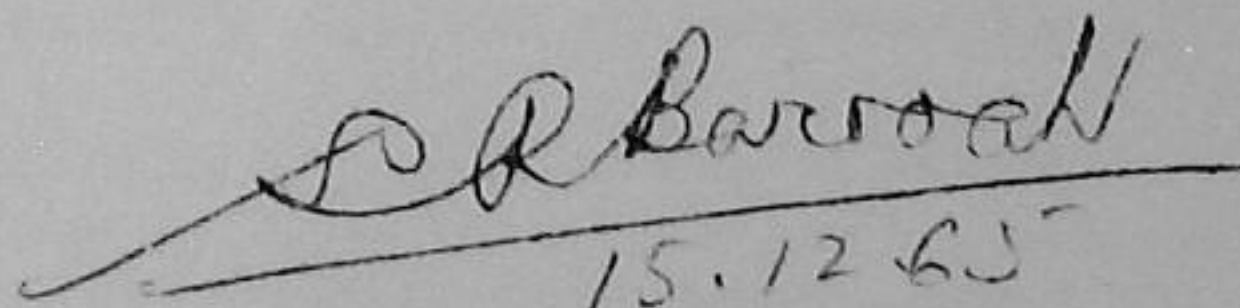
In view of the present food crisis and national emergency the activities of youth clubs should be strengthened and geared to agricultural production. This requires special efforts in terms of training on scientific lines to our trainers and workers for effective functioning of Rural Youth Programmes.

Accordingly, it was decided to organise two-days seminars and workshops on youth Programme at all three Extension Education Institutes in the months of July - August, 1965. The participants were the principals and Instructors of Gramsevak Training Centres and Home Science Wings who were undergoing two months training in extension teaching methods and techniques at these Institutes.

The first Seminar was organised on 20th and 21st July, 1965 at Extension Education Institute Nilokheri, the second on 29th and 30th July, 1965 at Extension Education Institute, Anand and the last Seminar was held on 4th and 5th August, 1965 at Extension Education Institute, Rajendranagar.

Experts on the subject and resource persons were invited to pool their experiences and to formulate recommendations to reorient the programmes on scientific lines.

We appreciate the assistance given by the staff of the three Extension Education Institutes and also the resource persons. We also appreciate the assistance given by the U.S.A.I.D. It is hoped that the report of the Seminars will be useful to all the persons who are engaged in Organisation or supervision of youth clubs.



(S. R. Barooah)

Director of Extension Training.

INTRODUCTION

In view of increasing the importance of Rural Youth Programmes and to channelize this effort to increase food production, some efforts are being made to train youth workers and trainers.

Therefore, it was decided to organize two-days workshop/seminars on Rural Youth Programmes at the three Extension Education Institutes for the participants i.e. Principals and Instructors of GTC's who were there for two months course in extension and teaching methods.

PURPOSE

The specific purpose of these seminars/workshops was to find out from the experiences of the participants what they are actually doing in the field of Rural Youth Programme. A result of these seminars has been to identify and define key problems and to clarify concepts.

SCOPE

These Seminars discussed in detail four aspects of Rural Youth Programmes.

1. Organizational aspects
2. Plans and projects
3. Leadership training and development
4. Supervision and evaluation

METHODOLOGY

Before organizing these seminars a Questionnaire was prepared and circulated among all the trainee participants.

The responses and answers were compiled in a summary form and were studied by experts and resource persons to provide answers on some of the important problems. At Anand, (EEI) the participants were asked to write a brief note on their experiences in the field and present it before the session.

At all three institutes the whole batches were divided into four small groups for the purpose of group discussions.

Workshop sessions were held under the guidance of resource persons and experts on the subject. Final sessions were followed up by the presentation of group reports and discussion on the specific points or suggestions. Trainee participants were also asked to prepare economic projects suitable to their areas for Rural Youth Clubs. A number of projects were prepared.

Resource persons and experts on the subject were also invited to speak before the trainees.

Here is a brief summary of the proceedings of these seminars and suggestions for future follow up.

Organizational Aspect: I

It was expressed that at present, the Extension Officers at the Block Level merely approach the youths interested in youth work and organize a club. Mostly the Extension Officers do not make any exhaustive survey, either formal or informal, before the organization of a youth club. Extension officers assume that the Gram Sevak knows all of the details about the youth in the village, thus no formal survey is conducted. A preliminary meeting is held where the parents and local leaders are exhorted to cooperate in the formation of the youth club. Generally meetings are held wherever the occasion demands. There is little follow up. Clubs are often organized then ignored.

1. Suggestions for effective steps in Organization of a Youth Club

Before establishing a club in the village, VLW should conduct a survey, which would be of two natures:

- i) General survey
- ii) Specific survey

In the general survey he should gather information regarding institutional organizations existing in the village; occupational pattern of the village, socio-economic conditions in the village, agricultural patterns and communication facilities available.

In the specific survey, he should gather the information about the age groups of the youth; educational status, school-going and non-school going boys and girls, their interests, needs, problems and desires.

Informal surveys are conducted through:

- i) Available village records;
- ii) Personal contacts with local leaders and youths;
- iii) Contact with teachers.

While conducting the survey, care must be taken to see that the information collected is accurate, objective and exhaustive.

2. Preliminary meetings and contacting local people

In the beginning, the Gram Sabha may be convened, to be followed by the meetings of the local leaders, selected parents and youths. Before organizing the above meetings, formal leaders, such as the Panchayat President or Sarpanch, and informal leaders, such as Caste leaders and promising youth leaders must be contacted and convinced of the need for organizing the youth club. Determining promising youth leaders is, of course, not an easy task. A youth leader may be discovered through informal talks with village leaders and youth.

The VLW should use a direct as well as an indirect approach with the members of the age group selected for the youth club. He should constantly work to create an atmosphere which will be conducive for the formation of the club. Meetings held in connection with the formation of the club should

be carefully organized. It was also suggested that the meetings be convened at such intervals which will allow maximum participation and cooperation from the community.

3. Involvement of local leaders

While the above steps are being taken the local leaders and persons who will prove helpful in the organization of the youth club will become interested. However, it is suggested that a lively contact may be maintained by the VLW and all information about the progress made be known to those potential leaders so that they will continue to take an adequate interest. It was suggested that local leaders may be associated with the organization and in the functions of a youth club in the following ways:

- i) Helping in the selection and enrolment of youths;
- ii) Helping in programme planning;
- iii) Presiding over the youth club meetings;
- iv) Helping in the finalization of projects;
- v) Financing individual projects;
- vi) Giving prizes to the winners in competitions;
- vii) Evaluating the youth club projects and offering practical suggestions;
- viii) Providing timely supervision.

4. Methods to attract boys and girls and parents to assist in the formation of the clubs

Methods to be adopted for attracting the boys and girls in the formation of a youth club are:

- i) Organization of village sports, games and recreational activities;
- ii) Conducting visits to model youth clubs;
- iii) Provision of incentives for achievement and success;
- iv) Visualizing the future role and development of boys and girls through mass communication media;

- v) Recognizing the work done by the members;
- vi) Inspiring the members for better living;
- vii) Supplying equipment and literature.

Experience has shown that merely attracting the youth alone will not suffice. They must also be educated about the importance of the youth work through the following extension methods.

- i) Personal contacts;
- ii) Prestige suggestions;
- iii) Film shows on successful youth organizations in the country and abroad;
- iv) Arranging talks by progressive youth workers;
- v) Conducting demonstrations on club programmes and projects;
- vi) Holiday training, excursions and study tours;
- vii) Group discussion: It will develop art of thinking and will also educate the members to pool their thinking for the common good.
- viii) Formation of interest groups: Selecting items of work or play that may be of common interest.
- ix) Study tour: To develop their outlook and give them scientific knowledge.
- x) Holding of discussion on program planning for the club: It will educate the members in drawing and adopting programmes in advance.
- xi) Observe parents day: On some auspicious day a meeting of parents and guardians of the members should be convened and the objectives of the club, the progress made and the plans decided should be made clear to the parents who will get convinced of the importance of the club. They will also develop a feeling that the club is a moral building organization for their wards. This feeling will go a long way in establishing the roots of the club.

5. Supporting framework for organization and administration

The existing framework within which to develop a youth programme is not encouraging. Mostly the SEO and VLW are held responsible for the organization of the youth club. There is little coordination between the Block and the State in the administrative framework with regard to the organization of

youth clubs. The Extension Officers do not consult the youth clubs when they effect supplies and services to the people. Youth clubs are either ignored or neglected for any kind of grants from the State Government.

The following framework at the block level was suggested:

All the Presidents of the Youth Clubs situated in a particular block should form a body at block level known as 'Block Youth Council'. These members should be asked to select the Chairman from amongst them and also a Secretary. The S.E.O. should act as Registrar of the Block Council. This Committee will be known as Executive Committee of the 'Block Youth Council' and will hold its monthly meeting at block headquarters to discuss plan and programme, give guidance and solve problems. The general body of the Council may meet as and when deemed necessary but at least twice a year to evaluate the programme and lay down policies in the interest of the youth clubs.

The role of the Committee is suggested as follows:

- i) Registration of youth clubs;
- ii) Programme planning;
- iii) Organization of games and project competitions;
- iv) Organization of study tours;
- v) Organization of inter and intra block visits;
- vi) Holding of debates;
- vii) Organization of training camps;
- viii) Evaluation and supervision;
- ix) Arrange supplies from outside;
- x) To function as a link between the district and the village.

Similar organization at district level will be necessary. The Constitution of district youth council may be as follows:

- i) Secretaries = 3
- ii) Treasurer
- iii) District Inspector of Schools
- iv) District Organizer of PRD

The following may be the functions of the Committee:

- i) Registration of Block Youth Councils;
- ii) Programme planning;
- iii) Games and projects competitions;
- iv) Inter and intra district visits;
- v) Organization of study tours and debates;
- vi) Evaluation and supervision;
- vii) Co-ordination at district level and arranging supplies from outside;
- viii) Youth Exchange Programme.

District Youth Councils may also contact big industrialists to obtain aids, namely fertilizers, insecticides, implements, feeds etc. as incentives for the youth clubs.

The Chairman of the Block Youth Council and the President of the district youth council should be co-opted in Khesotra Samiti at block level and in Zila-Parishad at district level.

At the state level the Director of Youth Programme, will have to co-ordinate the programmes of the Government and other All India Voluntary Organizations like Bharat Sevak Samaj, YMCA, Rotary Clubs etc.

The Presidents of district youth councils will again formulate a state level youth council with more or less same objectives as the district youth council.

Ultimately there should be a National Rural Youth Council to function at national level.

6. Role of Extension Officers and VLWs in the organization of youth clubs

The Extension Officers at the block level are not making use of youth clubs for the implementation of the Block Programmes. It was suggested that the Extension Officers and Gram Sevaks should work as Liaison Officers between the youth clubs at the village level and other administrative and organizational points at the Block and District levels. The role of Extension Officer may be to:

- i) Disseminate knowledge to the VLW for the formation of the club;
- ii) Make the objects of the club clear;
- iii) Contact, supervise and give guidance on the spot;
- iv) Provide technical know-how and do-how;
- v) Assist in solving local problems.

Subject matter Extension Officers should adopt a club for intensive programme under their subject and give technical guidance.

Every E.O. should make it a point to contact youth club members and channelize his departmental supplies and technical services through the youth clubs.

The VLW is the pivot of the programme. His personality and interest will help the youth club to function properly.

To this end each village worker should:

- i) Organize youth clubs in his circle wherever possible;
- ii) Conduct surveys on the lines suggested above;
- iii) Create a healthy atmosphere and involve local people who may be helpful in organizing the club;
- iv) Participate in the regular meetings of the club;
- v) Provide guidance wherever necessary.

II. PLANS AND PROJECTS:

The basic technique of rural youth organization is learning by doing. The members of youth clubs are expected to undertake various individual or group projects according to their aptitude and interest. They conduct farm, home and community enterprizes to develop profitable and desirable habits, increase their income, create better homes and environment, make better use of leisure and thus raise their level of living. For such a steady development they have to plan their programme and undertake suitable projects.

It was expressed that presently in such youth clubs where the members have either individual or group projects, they are not properly planned. Only a few individuals are persuaded to take up the projects. and as such, there is no maximum participation by the members.

Secondly, the projects of a youth club are also not being worked out on scientific lines. The educational values of the projects are ignored.

Thirdly, project records are opened, but not well maintained. One reason for the irregular maintenance of the youth club records is that most of the youth club members are not educated. In many cases, the Projects and Programmes Committees are not functioning properly. It was suggested that each and every project should be carefully planned and designed.

Kinds of projects

The projects are of three types relative to the involvement of individuals:

- i) Individual projects
- ii) Group projects
- iii) Community projects

Essentials of a project:

1. It should be based on the felt needs of the members;
2. It must include definite dates for starting and stopping;
3. It should be according to the aptitude of the members;
4. It should be compatible to the social values of the area;
5. It should ensure better quality, greater quantity, more income;
6. It must be educational and involve the learning process;
7. Facilities for supply and marketing should be available;
8. There should be opportunities for participation in competitions with similar people;
9. It must have scope for expansion and popularization when successful;
10. It must have valuable impact on the individual and the community.

A list of suggested individual and group projects is attached at 'Appendix A.

Selection and assignment of projects

Improvement of the present farm and village practices is a chief aim of the project. Individual members capacities, problems, needs, resources and family background may be ascertained through friendly, but frank talks. Individual projects may be evolved taking stock of the resources of the members and their interests. The Gram Sevak, the Extension Officer and the youth leaders must arrange meetings of parents and youth club members to plan individual projects. The community projects for the youth clubs may be selected and implemented with the cooperation of the village institutions and the influence of the elder leaders. The youth must be trained in the different skills which would enable them to accomplish the projects.

Most of the youth club members depend upon and work with their parents under their instructions. They have no freedom to act in their own way. Hence it will be necessary to win the confidence of village elders and parents.

Planning and Executing the project

For the formulation and execution of projects, two Committees may be formed, i.e.; 'programme committee' and 'projects committee'. The programme committee may consist of the following members;

- i) Executive Committee of the Youth Club;
- ii) Panchayat representative;
- iii) Representative of the Cooperative Society;
- iv) School teacher;
- v) Representative of Mahila Mandal;

The programme committee will have to be incharge of programme planning, evaluation and survey of resources and opportunities. It must lay down the general policy and programme of the youth club. The project committee may consist of:

- i) Youth club members (one for each subject);
- ii) Potential youth leaders;
- iii) Office bearers of the youth club;
- iv) Local leaders (one or two);

How to meet the financial requirements for particular projects?

- i) Membership fees
- ii) Subscription
- iii) Aid from local leaders (donations)
- iv) Through the panchayat
- v) Block Office
- vi) General grants
- vii) Reserved land for the club.

It is necessary to maintain the records of every project:

1. It shows progress, profit or loss of the project;
2. It helps to teach the techniques of keeping accounts;
3. It helps members to evaluate their work and performances.

Youth club should maintain the following records:

- i) Membership register;
- ii) Proceeding book;
- iii) Cash book;
- iv) Individual and group project records;
- v) Stock register.

III. LEADERSHIP TRAINING & DEVELOPMENT

It was expressed at all the three seminars by the participants that the area of leadership training and development for Rural Youth is of a vital importance. Particularly Anand Seminar pointed out that entire success of Rural Youth Programmes depends on the development of right type of leadership.

The area of leadership training and identification of potential leaders is sadly neglected in the rural development. In general, only a few special training camps are held for the training of youth leaders and for the development of responsive leadership in the villages. These training camps have very little impact as regards to the development of new leadership from the younger groups.

Rural youth clubs are generally organized without any understanding of the need to provide adequate situations in which youth club members have opportunities to become good leaders. Therefore, it has not been possible to develop adequate leadership qualities among the club members.

There has been little effort to design leadership training programme for rural youths. Besides organized training, there are other informal ways and means by which leadership can be developed. But these methods were rarely adopted. The Seminar discussed two aspects of leadership training and development; first identification of potential leaders, and second, techniques in leadership training.

"Leadership was defined as a process by which a group achieve common goals and bring together the members of the group into a harmonious team".

Some of the steps in the selection of potential leaders were suggested as following:

1. Observing and studying them;
2. Investigating their character;
3. Discussion with other persons concerned;
4. Creating an opportunity to study their abilities in their field work.

Factors for determining leadership qualities are: (i) willingness to work for and with the club, (ii) knowledge and training, (iii) capacity for working with the groups, (iv) encourage initiative and responsibility, and (v) maintaining friendly relations with all members.

Discussing qualities of leadership Nilokheri Seminar suggested the following:

A. Personal qualities: The leader should:

- i) have genuine interest and faith in the programme;
- ii) be physically active and have a pleasing personality;
- iii) be broad minded devoid of prejudice and be impartial;
- iv) possess good character;
- v) know his limitations.

B. Functional qualities: The leader should:

- i) have confidence in himself and capacity to make decisions;
- ii) have good understanding of programme, objectives, local conditions;
- iii) be receptive to new ideas, willing and able to learn and accept responsibility;
- iv) be resourceful.

C. Qualities in human relations: The leader should:

- i) be acceptable to group;
- ii) be social and able to work with people;
- iii) have faith in democratic methods and procedures.

Skills in functional leadership require a leader able to:

- 1. organize groups
- 2. plan and conduct meetings
- 3. conduct demonstrations
- 4. communicate ideas
- 5. organize projects and mobilize members to work.

Role of leadership:

- 1. To approach the block staff and agencies outside the youth club to convey its views and problems;
- 2. To make arrangements for all programmes of the club such as demonstrations and projects.
- 3. To help the group in the completion of programmes.
- 4. To guide and direct the group in achieving the desired objectives.
- 5. To resolve and reconcile differences of opinions which may arise in the group.

Techniques in leadership training

"Leaders are made, not born". Training for leadership assumes great importance. The nature and quality of training contributes to the effectiveness of leadership and the success of the club. Aims for leadership training are:

1. To develop the latent potentiality in the leader or the prospective leader.
2. To enable the leader to learn the various skills necessary to perform his function.
3. To develop the ability to analyse the situation and develop objectivity.
4. To develop the quality and competence of evaluation.

The content for courses in leadership training should include training in:

leadership
organization
plans and projects
techniques of evaluation

Training methods should include:

1. The organization of training camps:
2. Study tours.
3. Seminars, Conferences and Workshops.
4. Group discussion, including role play.
5. Annual youth rallies and organizing competitions as well as recognition of services at which certificates and symbols for meritorious work may be presented.
6. Handbook for leaders.
7. Books, pamphlets, leaflets, bulletins, circular letters, etc.
8. Film shows and other audio-visual aids.
9. Observations of other clubs and organizations.
10. Assigning specific responsibilities.

Development of leadership

1. Incentive and recognition:

It was expressed that monetary reward is not a good approach.

Reward in the shape of agricultural implements, insecticides, horticultural tools, plant protection materials, badges, ribbons plaques etc. should be given to the youth club members.

- b. To help members learn skills and the operation of new technique methods and practices.
- c. To inculcate the habit of group action.

The seminar has considered two kinds of yardsticks as a basis of evaluation in the youth club activities:

1. Those that measure the fulfillment of the objectives.
2. Those that measure efficiency of operations.

The first two questions always to be asked in the evaluation process are:

1. What did we want to accomplish, and
2. To what extent were we successful?

An example: Evaluation of a youth club: (an actual case)

1. What is the criteria for the selection of the members? (There is no criteria except age).

Suggestion: At the time of the formation of the club, due consideration must be given to the needs of the youths.

2. Who holds the first meeting? (Generally the Extension workers organize the first meeting).

Suggestion: The seminar felt that a number of meetings should be held before a final decision is taken by the members to organize a youth club.

3. Whether the meetings are regular? (Generally regular meetings are not held).

4. How many members attended the meetings? (Only those who are interested).

5. What is the function of local leaders, village and block officials? (Not well defined).

Efficiency of the youth club depends upon the administrative and organizational set up.

1. Who provides the administrative support for the youth club?

(It is being administered by the BDO and the Extension Officer or local leaders).

2. Who supervises, guides and finances the youth clubs? (The B.D.O.)

3. Is the supervision effective?

(It is just like an inspection or inquiry but it should suggest and provide technical guidance to the youth workers).

4. Do we get technical guidance from the experts?

(Generally not, in any case, limited).

Suggestion: It was suggested that the concerned state governments should provide sufficient literature, subject matter support on each economic project.

5. Are camps organized timely and according to the need of the members?

(There is no prescribed programme for holding the camps. But generally they are held with the emphasis on utilizing the funds allotted by the authorities).

6. Have clubs some relationship with the local institutions?

(They have very little).

7. Are the clubs project centered and how are economic projects selected?

(They are usually allotted by Extension workers)

(It was suggested that project should be selected from the educational point of view. Economic projects should be worthwhile and adapted to the local situation and such as bring quicker results).

8. Are project committees used?

(There should be different committees for the different projects to help create a sense of competition, enthusiasm and responsibility).

Leadership Evaluation:

A leader can be evaluated according to different qualities, for example, how far a leader has been successful?

The statements in parenthesis are the actual situation as it exists today.

The main points to consider for such an evaluation might be:

1. Is he prominent among his co-workers?

(This judgement can be made by comparison)

2. What is his working capacity?

(We can judge the working capacity by determining the quality and quantity of projects, taken up under his guidance).

3. How many projects he has introduced in his area?

4. How many meetings he has organized under his leadership?

5. How many decisions have been taken up at his own accord?

6. How many decisions he has taken from the group?

7. By whom he has been selected as a leader?

(Generally he is elected unanimously by the members of the club).

The rural youth club must be evaluated through the established norms and values. In evolving the standards, the following points must be kept in view:

- i. Educational value of the projects;
- ii. Skills;
- iii. Imparting of knowledge;
- iv. Changing of attitudes;
- v. Training in citizenship;
- vi. Acceptance of responsibilities.

Each norm must be defined precisely and clearly.

The Rajendranagar Seminar expressed that the concept of supervision is not clear at various administrative and organizational levels, therefore, supervisors are not functioning as resource persons. The supervisors must be able to suggest solutions to the problems faced by youth workers and youth club members.