

WELFARE SERVICES FOR THE AGED AND THE INFIRM

DR. G. A. AMESUR

In the changing sociological conditions, the problem of the aged and the infirm is becoming acute. It is further made difficult by urbanisation and disintegration of the joint family life. The author pleads in the following lines for the welfare services for the aged and the infirm.

Dr. Amesur, M.S. (Lond.) is a member of the National Advisory Council for the Education of the Handicapped, India, and Advisory Committee for the Special Employment Exchange for the Physically handicapped, Bombay. He was also sometime member of the Indian Planning Commission's Working-Group on Social Welfare (III) Plan and Chairman of its Sub-Group on the Welfare of the Handicapped, the Aged and the Infirm. He was Professor of Ear, Nose and Throat Diseases, Grant Medical College, Bombay and the President of the Association of Otolaryngologists of India.

This is a new approach to an old problem, necessitated by the changing sociological conditions. The problem was as old as the world itself, and was known to primitive societies as well. Solutions adopted have varied at different times. Initially it was the family group, later individual effort, savings—compulsory and otherwise—pension systems, mutual aid societies, etc., but all these provided a limited coverage and for a limited section of the population. Their failure has led to a special study of the problem. It had to be recognised that the prosperity of the present generation was made possible by the efforts of the older one. Study from the human angle, inspired by social justice was thus called for. A new social phase has thus set in, followed by formulation of provisions for social security.

India is primarily a land of villages. The basic factor in its family life has been respect for the older members. Age confers on them a prestige and authority which are hardly found elsewhere. This conception still holds good and the older members have taken for granted that they will be looked after by their children and relatives. The post-war and post-independence periods with their stress on rapid industrialisation, and with the resultant transition from a rural to an urban society, with the ever-growing economic difficulties,

the newer concept of small size families, the idea of living under one roof is breaking down and a tendency is growing up to regard that the older members are not the responsibility of the youngsters. This concept is growing and has to be accepted as a part of the new social order, to avoid dissensions in the family. The growing way of life is individualistic, where the conjugal type of family, i.e., the married couple and their unmarried children, offers limited scope for older people. This is not only due to constant increase in the number of aged group, because of the longer expectancy of life, but to a continuous process of urbanisation.

With the first symptoms of family disintegration the older members found themselves alone, lacking the basic means of subsistence and reduced to almost despair. Thus the psychological need for security was justified by the desire to avoid degradation of the individual and weakening of the family.

In formulating any plan, it has to be accepted that there is more room for old people in the traditionally rural family than there is in the urban one. Food and accommodation—two of the vital needs—are more easily secured in the village than they are in the town. Even with the present tempo of industrialisation, the changes in the villages

progress slowly, and the newer needs are few. It would, therefore, be desirable in formulating any plan to encourage looking after the old people in their village surroundings, looked after by their relatives, friends and neighbours. Attention even in a well-organised home does not come up to what a 'home' offers.

The problem in the urban population is somewhat different. Supporting those outside the family circle, i.e., unmarried children has become difficult, in fact impossible. It becomes of added significance as the aged group increases year by year, because of longer life expectancy. The progress that the medical science has made has considerably retarded senility, still the employers refuse to employ old people in paid jobs, beyond a certain chronological age limit, which is considered by most people to be notoriously low. The old age should be determined more by biological or physiological (or both) capacities than by chronological number of years.

There is considerable scope for employment for aged workers in alternative jobs. The tempo of modern industrialisation might not favour such a solution, but the study of alternative employment opportunities for the elderly has become an economic necessity. The prejudices of the employers and of the public have to be overcome and the problem calls for an urgent review.

Some suggestions of facilities to be provided:—

The approach should be conciliatory and courteous as old people may be unwilling to accept services provided, because such may be considered as 'charity' which the old people may not be willing to accept. The provision of welfare services will be the duty of the Local Bodies as also their administrative control, though the schemes drawn will have to be approved both by the States and the

Centre. The welfare officers should have a distinct duty to carry out certain aid programmes, the broad outlines of which are embodied underneath:—

1. *Living Aid Programme.*—This includes food, clothing and other items of daily life. The ideal accommodation will be the district where they have lived, not separated from their younger generation, in comfortable houses or flats with modern conveniences, shared domestic services offering maximum of independence and full recreational facilities. These can be substituted for normal homes, if they provided all reasonable needs and amenities.

The homes should be open to all residents of the area controlled by the specific local body, and will thus provide for the equitable distribution of the burden between one authority and another. As all people are entitled to a reasonable minimum standard of living, 'need' should be the sole criterion for admission. Certain limitations have obviously to be imposed depending on the income and property possessed by the individual. The public assistance programme should fill in the last resort, minimum requirements of the needy.

A standard charge should be laid down by the local body, which may vary from area to area. Ability to pay may have to be assessed by the local authority, taking full facts of the case in consideration, including any commitments that might have been entered into at the time admission is sought. Malnutrition, poor housing, overcrowding, lack of hygiene and most important psychological factors of stress and strain have to be eliminated.

Rules and regulations for admission should be simple but comprehensive; while providing for all comforts and freedom of residents should cover all possible contingencies. The homes should be of mixed nature so that husband and wife may not be separated.

Small rooms for married couples and larger ones accommodating four to five persons for those who desire, should not be left out.

The larger amount of spare time, unless well occupied, is liable to result in vegetative existence, senile decay, and loss of hope and the will to live, unless they are provided with suitable occupations in which they would feel happy. An administrative welfare officer should not only have an adequate training for his task but also have a flair for his work. Some of the accepted settings for this are listed below:

Facilities for conversation, exchange of views, indoor and outdoor games, walks, gardening, poultry keeping, basket making, reading, music, cinema, radios, *kathas*, (religious sermons), religious recitals, dances, excursions are some of the items for guidance to which many more could be added. There are pastimes in which old people can play an active part and there are others in which they merely sit back and watch and listen. The welfare officer should be fully conversant with the past histories of his men and should choose those that would be most suitable. The principle is that it should not be that years are added to life but that life is added to years.

2. *Medical Aid.*—For a successful, healthy, pleasant life at any stage an efficient medical aid both preventive and curative and a good standard of public services is of paramount importance. The more advanced the age and the more the under-development of the part of the country, the greater will be the need for an efficient service. While in towns there has been a growing number of government medical agencies and voluntary ones as well, the village conditions in this respect leave much to be desired. In villages clinics and hospitals such as exist, both under public and under voluntary auspices, should be enlisted for medical aid. There should be periodical

inspections and upgrading of such in order to maintain a minimum standard of efficiency. Mobile medical units, with specialists' visits should form a regular feature of this aid. Medical aid is a specialised form of social service and is characterised by the emphasis on help in the social and emotional problems that affect a patient during his illness and its cure.

A first aid box with the welfare officer will meet all emergencies; a part time officer for larger homes and a 'on when required basis' for smaller ones. For cases of serious nature needing hospitalisation, prior arrangements with hospitals in the neighbourhood will be necessary. So also for ambulance services.

A sort of home nursing, home help service, a family doctor, hospital facilities, hearing aids, spectacles, financial aid, friendly visits, personal visits, chiropody and barber's services, laundry, mobile meals, mobile libraries, film shows, recreation clubs, transport facilities for excursions, facilities for temple, mosque or church visits, facility for information and advice, emergency card for assistance, telephone numbers, for the same in places where such a system operates are likely to be highly appreciated. For purposes of revival of interest in the aged, debates, conferences, committees are helpful. Radio or Television broadcasts, newspaper publicity, specialised programmes on national holidays of importance, celebrations of 'special days for the old' will, one gathers, be highly appreciated.

Co-operation of voluntary bodies where they exist, on basis of subsidy or employment of their services on agreed terms will be a welcome innovation.

The budget for financing of the scheme will be borne by the local bodies, the State and the Centre on equitable basis.

3. *Assistance at Death.*—All old people in hospitals should be placed on the dangerously

ill list; when so placed they should have the benefit of full religious consolation. Provision for burial or cremation, etc., in the event of death in accordance with their religious faith or their expressed wishes be provided for.

The science and study of pathology of old age has already considerably advanced and specialised training of doctors be intensified, and Geriatrics be established in universities as a special science in the Faculty of Medicine.

Statistics for the aged can best be compiled from census figures. The figures for the last census and the anticipated figures for the next census are embodied herewith; this will form the basis of calculation for the numbers of old people in the Groups of (a) 65 to 74 and (b) 75 and over.

Population of India in 1951 was 361.3 millions and that of Jammu and Kashmir in 1952 of 3.67 thus totalling 364.97 millions. The normal growth during the last decade was 13.4%. From this one finds 202 lakhs of people over 60 in 1951, and in age-group, 65-74 there were 38,87,562 males and 39,75,667 females; and in age-group 75 and over 16,29,982 males and 17,56,145 females.

Expected population of India in 1961 will be 411.7 millions, in 1971 will be 463.1 millions and in 1981 will be 532.6 millions.

4. *Welfare for the Infirm.*—Most of the patients are discharged from the hospitals after their treatment and care but are not in a state to return to their duties. Their ordinary homes do not give them adequate facilities for their rapid recuperation.

Convalescence homes for such people would markedly help them to recuperate rapidly. The homes should be pleasantly situated with all modern conveniences and adequate medical supervision.

Stay should ordinarily be limited to four weeks except in the cases of the aged and very infirm—when it may be relaxed to six weeks.

Schedule of charges may be made in accordance with their incomes and capacity to pay may be formulated. This may be relaxed by the Superintendent in deserving cases.

As pointed out in an earlier paragraph India is a land of villages. The great majority of the population resides in rural environments. Consequently, the great majority of the aged and the infirm are also to be found in the villages.

Bearing this important consideration in mind it is necessary to suggest services which will reach at least a fraction of the rural population during the foreseeable future. The suggestions made in the preceding paragraphs would benefit a very substantial number of the aged and the infirm living in urban or even semi-urban areas. But the establishment of homes with modern conveniences will probably not be possible in rural areas in the near future, particularly during the Third Plan Period.

On account of the all most primitive state of communications in most rural areas, even the provision of spasmodic domiciliary services such as the supply of freshly cooked meals at reasonable prices, home helps, etc. might not be feasible in rural areas at the present stage. In view of this it seems that the best course will be to devise the means whereby the aged and the infirm continue to be looked after by their own family or relatives. But in days of ever growing consciousness of individual responsibility and the rising prices it is absolutely essential to provide an incentive for the family or for those relatives who undertake to look after their aged and infirm. This incentive should come in the form of a small pension which should be given by the State Governments or the Local Bodies. Perhaps the Government of India could share a part of the cost of pilot pension schemes undertaken by the State Governments or the

Local Authorities. This pension should be given after taking into account some other following factors:

- I. Whether or not the person concerned is a member of the joint family;
- II. The monthly income in cash or kind of the joint family;
- III. The income of the person concerned prior to his becoming unable to earn; and
- IV. Whether or not the person concerned owns land.

Since the number of persons who are likely to claim pensions of this nature must necessarily be very large and since the financial resources available for schemes of this kind will be very limited, it is suggested that schemes of this kind should be undertaken in select rural areas particularly where the population consists predominantly of landless labourers.

One of the inevitable concomitances of industrialisation is the steady movement of the population from rural to urban areas. On reaching old age many of the people who had migrated into cities and towns in search of work, would like to go back to rural areas where they can spend the evenings of their lives in an atmosphere of calm and quiet way from the hustle and bustle of work in the industrial towns. But they can do this only if some financial provision is made for them because they have quite often had to cut themselves off from the joint family and have in many cases had to either give up their rights on the land they own or are no longer familiar and capable of undertaking agricultural work.

At present those who sustain injuries during the course of their work are covered by the provisions of Workmen's Compensation Act. It seems that an amendment to

the Indian Factories Act to the effect that all the industrial workers who become incapable of work on account of advancing age or infirmity should be given a pension by their industrial establishments in accordance with their status, the number of years they have worked and similar other criteria, will go a long way in making a substantial provision for the aged and the infirm both in urban and rural areas.

Should I hire workers over 50? Should I retain workers over 65? How can I use older workers? Such questions are being thoughtfully considered every day by owners and managers of small businesses. There are nearly three million people over 65 working in a wide range of occupations in the U.S.A.

Older workers can be a bigger asset than many small business owners realise. Millions of these workers are available but are not being effectively used. Behind this fact are various management misconceptions about older people: for example, that there is greater absenteeism among them; that they have great accident rates; that they are less productive; and that they retain old-fashioned attitudes. Recent U.S.A. studies, however, dispute these generalisations. Older workers are often found to be better than the youngsters. As a class, they are absent less, have fewer accidents, produce at comparable levels at least until the late fifties, and frequently retain youthful, forward-looking attitudes past the seventies. There is no argument with the claim that older people have certain limitations. Physical strength decreases with age, so does speed. But many essential jobs demand neither. Assignments like quality control and inspection are often handled better by older workers. Employment services and sometimes large companies can help in finding capable older people. Careful selection and placement will make adjustments easier for them and for employees already in the company.

REFERENCES

1. "Aiding Older People," *Federal Council on Aging (U.S.A.)*, May 1958 pp. 1-34.
2. Baill, I. M. (1955)—"The Farmer and Old Age Security," pp. 1-5.
3. Cohen, Wilbur J. (1958): The Forand Bill: Hospital Insurance for the Aged. *The American Journal of Nursing*—Vol. 58.
4. Ewing, Oscar R., "Questions and Answers on Social Security in U.S.A."
5. *International Social Service Review*—1957 March.
6. Lakin, Martin and Dray, Melvin (1958): "Psychological Aspects of Activity For The Aged." *The American Journal of Occupational Therapy*: Vol. XII, No. 4, pp. 1-5.
7. Rosen, John C. (1957): "Utilizing Older Workers in Small Industries." *Small Business Administration*: March, 1957, pp. 1-4.
8. Social Welfare Services in Japan (1958).
9. Social Welfare in United Kingdom (1956).
10. Stahler, Abraham (1957) : "The Older-Worker, Job Problems and Their Solutions. *Monthly Labour Review*, pp. 1-7.
11. Towle, Charlotte (1957)—Common Human Needs.
12. United Nations (1956): "European Seminar on Social Services for the Aged (1955)."
13. United Nations (1955): "European Seminar on the Rehabilitation of the Adult Disabled."
14. Bluestone, E. M., "Current Problems in Geriatrics." *Geriatrics*, October 1954, pp. 1-10.
15. Reedy, Corbett, "Rehabilitation Problems of the Aging Chronically Ill," *Virginia Medical Monthly*, Vol. 84, April 1957, pp. 187-189.

The author expresses his very deep gratitude to the following for their co-operation:—

1. The Japanese Ministry of Health and Social Welfare.
2. The British Ministry of Health.
3. Department of Health, Education and Welfare (U.S.A.).
4. The Chairman of the Presidents (U.S.A.) Committee for the Handicapped People to People Programme.
5. The United Nations Geneva Office of the Technical Assistance Administration.
6. The Indian Ministry of Education and the Planning Commission.
7. Dr. R. H. Lulla whose assistance has been most valuable in the compilation of the material and preparation of this paper and finally
8. Shri Lal Advani of the Ministry of Education (India).

A TRAINED SOCIAL WORKER IN COMMUNITY PROJECT
ADMINISTRATION

SRI RAM GOPAL SRIVASTAVA

The author discusses in the following lines the community development programmes and points out that the people should be made to realise that they should not remain inert. This understanding, says the author, can be developed and the ego strengthened only when they interact with one another through various programmes.

Mr. Srivastava is a lecturer in the Institute of Social Sciences, Kashividyapith, Varanasi.

A committee for Evaluation and Public Participation in the community development programme was set up by the State Government in May 1958 under the chairmanship of Sri Govind Sahai M.L.A. to study and evaluate the working of the Community Development Programme in Uttar Pradesh. During the course of investigation the Committee visited Kashividyapith, Varanasi where discussion took place on various points of the Community Development Programme. On behalf of Kashividyapith, a memorandum, drafted by me, was submitted to the Committee. This Memorandum was prepared from social work angle, and was as follows:

Two hundred years of foreign rule had completely broken down the fine fabrics of old rural social organisation—a well-knit one. The social institutions of joint family, village panchayat, and village—community are no more in existence. Organised and planned group experience—the basis of individual and social progress—is no more a reality. Life has become more or less stagnant, as the very basis of social relationship is missing. Various attempts were made before independence to help the rural people to grow and develop, but never to participate in group life, much less to lead the group. The result of all this was that the departments of cooperatives, agriculture, health, animal husbandry, education and many others were meant just to give

individualised help, not an integrated approach to their living problems.

Realising all this lacuna in the former approach to help rural people, the national government, after independence, thought of a scheme of rural community organisation in the form of community development scheme. The scheme initially started as a Government's project with people's participation but later on reversed it to *People's Project with Government's participation*. This realisation came in the wake of experience that the Government should not dominate the whole show, but an urge to develop and grow must come from within the people, who are going to be the beneficiaries of the scheme. The persons, whose life is to be reoriented to suit the spirit of progress, must not remain inert and silent spectators. Unless they are enthused to understand, how their participation is going to do good to them in a short time, no Governmental efforts could solve their problems for long time to come, considering the vastness of India's territory and her increasing population. In other words, Government did right in recognising and accepting the right of people to manage their own affairs. The same thing is emphasised in training students for Social Work. The ego of people has to be strengthened, by helping the people to have a clear understanding of themselves, their strengths and weaknesses, and

their goals which they wish to achieve. This understanding can be developed, and the ego strengthened only, when the people will interact with one another through various programmes envisaged in the community development scheme. This interaction will provide an opportunity to analyse some of their expressed feelings—both negative and positive, without being lost in them. In Social Work, we help the students to understand and analyse the feelings of individuals and groups without feeling like them. Better understanding and ego strengths can also be developed, if the administrative machinery works with people in the way discussed below.

Right to Differ.—Each individual and group is unique, and each has a right to differ from one another. Just as they have right to differ at the time of voting, similarly we have the right to differ in shaping their own social and economic life. The administration should help the people to understand this that each should have respect for the differences with others, as every one has right to differ. In spite of differences, they should attempt to adjust, to coexist, work together, and to talk the point of difference again and again in a peaceful way so that a workable media is arrived at, and that will lead to further growth and development of the people and society. Whatever hostility and aggression that follows interaction among the people should be regarded by administration as normal reactions of human beings, because of the ambivalent nature and unconscious strivings of human beings. Administration must not be disturbed over it, but should talk the matter over with the people why they are hostile towards one another and what they want. If the administration is lost in the feelings of one group or another, it will lose the respect and confidence of the other group, which will very much hinder in its helping role. It cannot be a friend, philosopher and

guide of people—the same we wish in Community Development Scheme. The administrative ability is required in understanding the language of people's behaviour and to use its own behaviour to the best interests of the people. This is based on the concept that all behaviour is purposive and that the activity of people, individually as well as collectively, is significant of them even if it seems meaningless to the observer or layman. People react both positively and negatively to satisfy their ego and their needs. The work of the administration is to help people to analyse their own behaviour and what it will mean to them ultimately. If some people are not cooperating with others in constructing a road or keeping village clean and sanitary it may be due to their negative feelings towards some body—some group of people, village itself or against Government and so on, or it may be their lack of hope that their life can be better. These feelings are to be analysed by the administration and then help such people to understand that this work is not the work for Government or for some group of people, but it is for their own self. If village is clean and sanitary, if there are good roads, in between two villages, it will ultimately help them from sickness or in keeping contact with another villages. In all cases, administration has to accept people as well as the group of people as they are, (the level of their development) but not their behaviour, if it is worth disapproving. The disapproved behaviour has to be studied for understanding the ways in which they can be helped to change and grow.

Ability and Decision.—Administrative ability is required in supporting individuals and groups to make decisions and carry them out themselves. It is not the proper way for the administration to take decisions themselves, and then asking people to implement them. A decision to do whatever they like

for their uplift can only be taken by the people themselves, if we wish to make this scheme a people's movement. Of course, they will require help of others in making and carrying out those decisions. Even if they make wrong decisions, they must be allowed to carry those out, to see for themselves, the mistake they committed in rejecting the advice of administration. This trial and error method will earn for administration the respect and confidence of the people, which to me as a social worker is much more a real and tangible achievement, as compared to what material targets ignoring human development and growth, could be expected to achieve. What is required of administration is to help individuals and groups in widening the horizons of their knowledge and understanding, so as to prepare them for assuming greater and greater responsibilities to come in the wake of their social economic upsurge. The moment, the people begin to understand the benefit of self-help, mutual-help and the advantages of planned group life, they are likely to develop their ego into a social ego. There lies the seeds of progress.

So far two attempts have been made, not to help, but to dominate them through fair or foul means, to force them to cooperate by offering attractive of better seeds and fertilizers, irrigation facilities, housing materials and so on. This leads to the result of their having withdrawn so far their sincere participation. Whatever participation the administration claims is not the real participation, because it was just to extract material advantages to satisfy their personnel gains. The social gains, through planned group efforts, are yet a dream. A social worker well trained in the art of helping people, individually and collectively and consciously is expected to fulfil the duties of Block Development Officers in a proper way as discussed above.

The long awaited report of this committee came out only recently with hopes for trained social workers. The over-all findings of this committee in relation to objectives as enunciated by the planning committee are that so far as the short-term and limited objectives of the expansion of certain agricultural techniques, work programmes and to some extent the health programme in the country side are concerned, the agency of national extension service has rendered useful service by channelising people's energy towards the implementation of such programmes and by providing a new administrative machinery with a welfare bias. Assessment against the background of the bigger objectives as initiated by the Planning Commission and the National Development Committee, however, little progress has been made through these institutions in the direction of social and economic transformation and all-sided village development and of change in the mental attitude of the people towards progress in thinking and social cohesion. The committee also accounted for the following causes for this slow progress in this scheme.

(1) The programme and the objectives moved on parallel lines and were governed by a different set of conditions.

(2) The main emphasis remained on agriculture and work programmes and fulfilment of physical targets;

(3) Limitation of rules and procedures;

(4) Lack of emphasis on objectives, continuity of programmes, lack of constant mental feeding, disorganised nature of drives, etc.

On the basis of the above study and findings, the committee suggested:

(1) That simultaneous emphasis be made on making people conscious about every programme, providing activities for all age groups and every class of people, and linking schools with production.

(2) That certain structural changes from village to state level be made so that the pattern of administration may be simplified and the various functions from village to state level may be co-ordinated and integrated to their efforts.

(3) That side by side with development machinery the administration personnel as a whole must also be kept abreast of development programmes so that their overall attitude remains in conformity with the new ideals of the state.

(4) That the post of village level worker and panchayat secretary be merged so that greater integration and pooling at district and state level be possible. A separate ministry for community project and a greater association of the members of the state with the community project by way of allocating regions and districts to various ministries has also been recommended.

(5) That all the development departments should work under the broad guidance of the Development Commissioner who should co-ordinate their working.

(6) That the time has come when the community project programmes should be reshaped in furtherance of the overall objectives of socialistic transformation. Such a programme should be divided into four categories, viz.,

(a) Educational, (b) Economic, (c) Cultural and (d) Institutional, with an ideological bias permitting all these activities. The programme of transformation should be initiated under the broad leadership of Gram Panchayats and should aim at all-sided development.

(7) That measures should be adopted for evaluation of the programmes in future.

The above findings and suggestions of the committee are a great victory for the trained social workers, as they have been indirectly challenged to come to the field. The failure to

achieve physical target has been found out to be due to lack of conscious efforts for them. This cannot be done unless the Government Personnel themselves work consciously with people. A trained social worker is made to learn during his training period how to work consciously with the people, which includes conscious awareness of his self and self of others, and conscious application of knowledge of social work principles and concepts in the field situations. A trained social worker knows that no change in people is likely to come unless he helps the people, both individually and collectively, to gear their programmes towards goals they cherish. At no stage he could think of people moving away from their objectives, if he is working consciously with them. He will also help people to start with those programmes, where there is the greatest amount of agreement, and which could be started with least resistance from the people.

Co-ordination.—In social work training, we also emphasise co-ordination in welfare services to people. The greater the overlapping of welfare services by different departments the greater it will be confusing to the people, more so the illiterate rural people, over ridden with greater rigidity in their thinking and action. The recommendation of the committee on the need for greater integration and co-ordination among the welfare and development departments is no big a contribution to trained social workers in their thinking about community development scheme, as the same has always been advocated by them. The co-ordination of the activities should be one of the main functions of the block development officers, which could better be handled by a trained social worker than any body else because of his superior knowledge and understanding of the problems that develop in co-ordination at the individual, group and community levels and

how these could be tackled with the help of social work skills in co-ordination that he learns in training.

In terms of Committee's recommendation for reshaping the programmes in furtherance of the overall objectives of socialistic transformation under the broad leadership of Gram Panchayats, the trained social workers can do a lot. Take, for instance, the latest socialistic step taken for the rural areas, is starting of service co-operatives in each village, to develop a co-operative attitude among rural people, in terms of farming (production, distribution financing, etc.) and other activities of life, namely recreation education, health and sanitation special and cultural programmes. Transformation invariably brings disturbance in the emotional life of the people, as it makes them feel insecure in certain respects. They feel ambivalent in accepting or rejecting this change either in their thinking or action or both. Hence many problems will be arising out of this transformative step at individual, group and community levels, and can better be handled by a trained social worker, who has the understanding of the individual and group dynamics, and of the skills in social case work. Social group work, and Community Organization and their application.

Again the committee has given one more valuable suggestion in terms of adopting measures to evaluate the programmes in future. This means that no scientific evaluation has so far been possible for lack of proper records. Records of programmes should not be only of the activities that happen in the village but of the entire relationship and interactions that took place in the formulation and execution of programmes. The word "Programme" to a social worker includes the entire range of activities, relationship, interactions, and experiences—individual and group—which have

been deliberately planned and carried out with the help of worker to meet the needs of the individuals and the groups. The programmes is thus a process rather than the periodic culmination of a process. Hence complete record of programmes, in terms of above definition, of programmes, need to be maintained, to facilitate evaluation, which could bring forth what the people need, how they act and re-act as an individual and as a member of the group, how they want to proceed to their goals, what are the various blocks, which come in the way of smooth functioning of programmes and many other things. This unfolds the entire psychology of the rural people, which in term will help social workers to think and make their future plans.

To sum up, a trained social worker will like to work with rural people by accepting the following assumptions and principles:

(1) His respect for rural people as human being, and their social organizations and his belief in their right to manage their own lives.

(2) His acceptance of each individual and group in rural areas as unique, and of the right of each to be different from every other.

(3) His ability to feel with rural people individually and in groups, without feeling like them.

(4) His ability to accept the hostility and aggression as well as love and affection of individuals and groups with whom he works in rural areas, as normal reaction of human beings towards one another. He will not feel disturbed over their behaviour.

(5) His ability to understand the pattern of behaviour and to use his own behaviour to the best interest of the individuals and groups with whom he is working in rural areas.

(6) His ability to accept the concept that all behaviour is purposive and that the activity of the individuals and groups in rural areas is significant to the people involved even if it seems meaningless to observers.

(7) His ability to accept individuals and groups even if he must disapprove of their behaviour.

(8) His ability to accept the role of authority with those individuals and groups who need the security of limitations and narrowed horizons.

(9) His ability to use authority without passing judgment.

(10) His ability to be permissive and to widen horizon where individuals and groups need to be supported in assuming greater personal and collective responsibility.

(11) His ability to support individuals and groups in factoring out the issues in problems facing them, yet to refrain from indicating the solutions.

(12) His ability to support individual and groups in making and carrying out their own decisions.

(13) His ability to use his understanding of the structures of the particular group with which he is working and to interpret the limitations of the functions provided by the structure on the members of the group.

(14) His ability to accept the limitations of agency functions and to encourage the people to use the services of other agencies in the rural community for help with needs which his agency is not equipped to serve.

(15) His ability to represent his agency (Community Development Blocks) effectively in co-operative efforts of the rural community.

(16) His ability to see the relationship between the interests and needs of the particular rural people with whom he is working and those of the nation-as-a whole, and to take responsibility for participating in social action about the unmet needs as an employee of the Community Development Blocks, as a members of the social work profession, and as a responsible citizen.

The above material presented to show how a trained social worker is a best fitted person to help smooth functioning of the community development scheme, will help the Government to realize that a change is required in personnel policy to administer the scheme in the spirit in which it was thought out before. To visualize conscious efforts on the part of the rural people administration has to see consciously that in a people's movement Governmental efforts should come in, when it is needed and asked for by the people. Any thing short of this approach will collapse in at the start, and make people doubt the bonafides of Government in declaring this scheme a people's movement.