



The Community Developers' Role in the Development of an Inclusive Society

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Aim/Purpose	The study looks at how community developers (CD) work in society. It also define their role to educate members to change their mindsets in order to bring social and economic change by eliminate dependency and become self-sufficient.
Background	The role of community developers (CD) is to build an inclusive society where a cross-section of society benefits. It is an action to transform people's socioeconomic situation by sustainable means, not just to develop individuals. Community development is a social learning process in general where community members are brought together to take collective action and generate solution to common problem in villages that provide food security and nourish local requirements and enable all people to participate in social, economic, cultural and political life on the basis of equality of rights, equity and dignity.
Methodology	Exploratory research methodology has been used to explore the role of Social Worker or Community Developers to improve the life of communities in rural India. The paper is based on personal experience working in various Indian states to analyses the new wave of social/public service that is affecting the lives of India's weaker sections.
Findings	Overall, findings of this study suggest that: <ul style="list-style-type: none">-Community workers serve as a vital link between families and village development activities.-Social workers empower both themselves and their communities.-Involvement in day-to-day activities empowers the members.-Community workers can help marginalised people to tackle their problems.
Impact on Society	The role of social workers in the process of community development in rural communities is crucial. It is particularly important in tribal hamlets, where access to utilities such as education, health, and agriculture marketing, sanction, food and clean water is lacking.
Keywords	Community developer; Social worker; inclusive society; village economy; gender equality.

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		<input type="checkbox"/> Astronomy
		<input type="checkbox"/> Economics

Human Elements Addressed		
<input type="checkbox"/> Personality Traits	<input checked="" type="checkbox"/> Development	<input type="checkbox"/> Mental Wellbeing
<input type="checkbox"/> Behaviour	<input type="checkbox"/> Environmental	<input type="checkbox"/> Consciousness
<input type="checkbox"/> Cognition	<input checked="" type="checkbox"/> Social	<input type="checkbox"/> Physical Wellbeing

INTRODUCTION

WHAT IS MEANT BY AN INCLUSIVE SOCIETY?

An inclusive society is a society that over-rides differences of race, gender, class, generation, and geography, and ensures inclusion, equality of opportunity as well as capability of all members of the society to determine an agreed set of social institutions that govern social interaction. (United Nation Expert Group Meeting on Promoting Social Integration, 2008).

According to the 2011 census in India, there are a total of 6,49,481 villages in India out of which there are 1,45,000 tribal villages, which are included in 640 districts, which are the backbone of the country. 70 percent of its rural households still depend primarily on agriculture for their livelihood, with 82 percent of farmers being small and marginal. 42.6 percent of the workforce in India were employed in agriculture and contributing about 18 percent to India's GDP (Mahendra, 2014). When CD works in rural villages in India he has to focus on Agriculture development model or keep agriculture as core area of development. The principle of community development is to learn from the community and identify solutions that include people from all walks of life. The philosophy of community development is to learn rather than to teach respect for people's beliefs, cultures, and traditions. Community development is concerned with acts that not only influence but may also be affected by people (Christenson and Robinson, 1989; Sarjiyanto et al, 2022). Social inclusion is a multi-faceted process that aims to create conditions that allow every member of society to participate fully and actively in all parts of life, including civic, social, economic, and political activities, as well as decision-making processes (James & Lahti, 2004). The primary goal of community development in rural areas especially in tribal hamlets is to improve people's lives in a long-term fashion that benefits all members. Transparency, involvement, empowerment, equality, and education are all required for the reforms to take place (Green & Haines, 2015).

OBJECTIVES OF THE STUDY

- To get a better grasp of community development as a fundamental aspect of social work practice.
- The purpose of this study is to look into the roles of social workers in community development.

BACKGROUND

COMMUNITY DEVELOPER'S (CD)/SOCIAL WORKERS ROLE

Community developers are specialists who work to improve people's and communities' overall well-being by assisting with basic and complicated requirements. CD works with a variety of communities, with a special emphasis on those that are vulnerable, oppressed, or living in poverty. CDs have been educated and taught to address social issues and hurdles, collaborate with government agencies, and promote general well-being. Food security, basic education, poverty, unemployment, discrimination and lack of housing, water sanitation, women empowerment, equality, caste barriers, and household problems are a few of these issues (Brackmann, 2015).

Individuals are the focus of community development at the micro level. It is concerned primarily with people as stimulators of social action process (Christenson and Robinson, 1989). First, the community developer (CD) learns what the community's needs are. Development means a progression from a simpler or lower to a more advanced, mature, or complex form or stage (Oke, 2020). The prior process of benefiting all members and protecting all human rights, as well as respect for and value of each individual's dignity, diversity, pluralism, tolerance, non-discrimination, non-violence, equality of opportunity, solidarity, security, and participation of all people, including disadvantaged and vulnerable groups and persons, and moving toward a circular economy, are all part of development (Morgan & Awafo, 2021). Changes in rural India are only achievable if CD can handle agriculture issues, establish women empowerment initiatives, educate dropouts, and give strong health awareness program. When members work in groups and employ their indigenous talents, communication, and decision-making, they are benefited.

The first step is to approach the community with an open mind in order to learn, comprehend, and respect its beliefs, culture, and customs. After the focus group sessions, get feedback from different age groups. After a few months of constant discussion with the people in village social worker or community development coordinator, build a short-term and long-term strategy. Before implementing any program in the community, a community discussion should be held, and the convergence strategy should be used so that CD can encompass various departments working toward the same goal (James, & Lahti, 2004). Convergence tactics help him save program expendi-

tures while also allowing him to bring in more experts. To achieve common goals, community development is a process in which ideas must come from inside the community (Brackmann, 2015).

The World Summit for Social Development (Copenhagen 1995) defines an inclusive society as a “society for all in which every individual, each with rights and responsibilities, has an active role to play”. Such an inclusive society must be based on respect for all human rights and fundamental freedoms, cultural and religious diversity, social justice and the special needs of vulnerable and disadvantaged groups, democratic participation and the rule of law. It is promoted by social policies that seek to reduce inequality and create flexible and tolerant societies that embrace all people. By helping local microfinance institutions and other poverty-focused organizations become more effective we have helped millions pull themselves out of poverty (Banerjee & Jackson, 2017). Microfinance, or the provision of small loans to the poor with the aim of lifting them out of poverty, is a key poverty reduction strategy that has spread rapidly and widely over the last 20 years, currently operating in more than 60 countries (Andharia, 2009).

MATHEMATICAL MODEL OF COMMUNITY DEVELOPMENT

Draw a circle with various radius and through each radius CD has to walk. CD must walk across each radius. CD must identify all agriculture activities, natural resources, livelihood activities, production and micro enterprise activities in each radius and discuss them with all households. After completing a transect walk through each radius, he must return to the circle’s centre and complete community mapping, resource mapping, and a short and long-term plan keeping agriculture as the core area of development . When CD works in villages they have to work with responsibility and sensitivity towards social, cultural, economic and environmental issues (Figure 1).



Figure 1: Mathematical model of Community Development

BEHAVIOUR OF SOCIAL WORKER WORKING IN COMMUNITY DEVELOPMENT

Working with the communities, social workers strive to address the systemic factors that cause social problems. When working in the community, it is preferable for social workers to use their EQ (Emotional Quotient refers to a person's capacity to comprehend his or her own and other people's emotions) rather than their IQ (Intelligence Quotient refers to a person's level of intelligence). Understanding the culture, habits, traditions, language, and their needs is essential to engaging with the communities. There are no two villages alike in India. Working with the community entails gaining an awareness of the community's diversity, agricultural methods, languages, festivals, culture, and emotions, as well as varied practices within the community. Emotional intelligence enables us to comprehend how our emotions connect with those of

others, as well as how the community feels and engaged in day-to-day activities, all of which aid in the development of self-awareness and social interaction.

A set of major principles of community development guide a flexible process of action as follows:

1. Identify the location where community development is required.
2. Study about the culture believes, tradition, livelihood activities they following.
3. Have a discussion with people of various ages to learn about the significant difficulties that they are facing in their communities. (For example, a school groups, a college group, a women group, a farmer group, a pensioner group, etc.) The CD can identify level of education, dropouts, health issues, mental stress undergoing, etc. through the School and College group; the CD can identify livelihood activities, JLG and SHG activities, health issues, gender equality, etc. through the Women group; and the CD can identify existing and new natural resources, traditional methods, and knowledge absorption through the Farmers group. The CD can identify the problem of elderly persons in the community, the need for health and medicine, timely pension, and family assistance (Jaya et al, 2020).
4. Development of inclusive society involving majority of population in the identified location.
5. CD creates confidence in the community to address existing issues.
6. CD is powered by belief, commitment, long-term innovation, and motivation.
7. Develop new leaders who are change agents inside the society.
8. Decentralizing power, encouraging community members to make and implement decisions, and inclusivity, where all community members should be given an equal opportunity to participate (Melesse, 2020).
9. To maximize the use of locally accessible natural resources in order to fulfill the overarching objective of sustainable development.
10. Its good to have a variety of viewpoints and perspectives; success, no matter how modest, should be recognized and appreciated.

METHODOLOGY

Explorative research methodology has been used to explore the role of Social Worker or Community Developers to improve the life of communities in rural India. The paper is based on personal experience working in various Indian states to comprehend and analyses the new wave of social/public service that is affecting the lives of India's weaker sections, downtrodden, orphans, and

others. For any project, selecting a technique for preparing reports and implementing plans is critical.

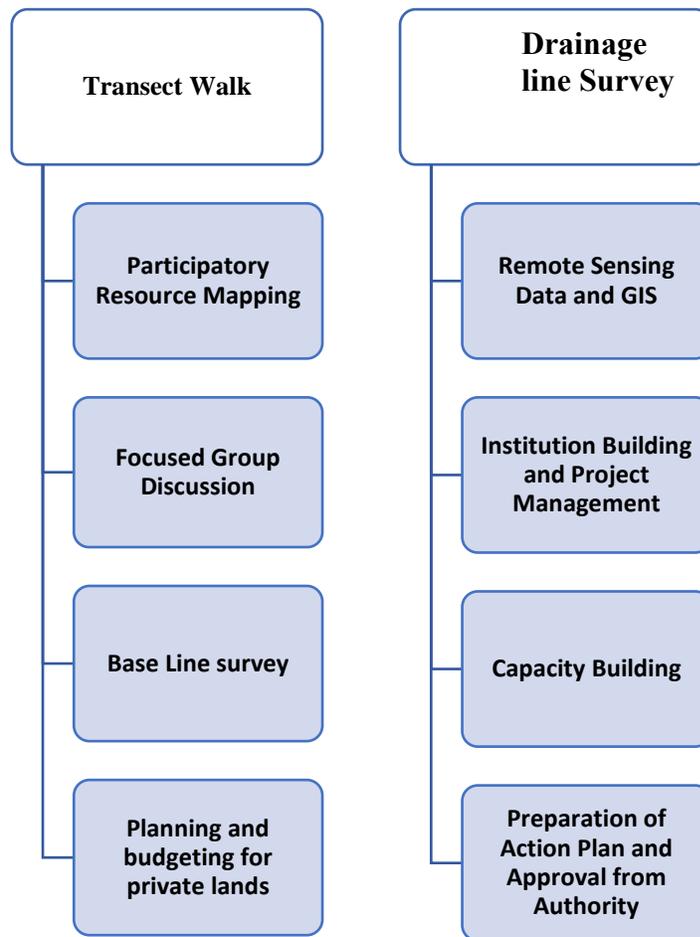


Figure 2: Technique of Reporting

TRANSECT WALK

A transect walk is a methodical walk with local people through a designated path (transect) across the community/project area to study current natural resources and demarcate the border of the village. During the exercise, the farmers in the catchment should be identified. Farmers and other stakeholders create the committee after the demarcation is completed. It aided the technical team members in comprehending the essential characteristics of the area and determining the way of treatment in each location based on geographical specialisations.

PARTICIPATORY RESOURCE MAPPING

Following the transect walk, the groups created resource maps of the entire area, including boundaries of private and common lands, ownership and use of lands and other resources, location of major gullies, water bodies and common lands, various types of vegetation and soil types in various parts of the village, and forest lands, if any.

FOCUSED GROUP DISCUSSION

Focus Group Discussions were held in order to get community approval for various requirements that had been identified. It was useful for supplementing the results of Participatory Rural Appraisal (PRA) and obtaining community feedback on a variety of concerns.

BASE LINE SURVEY

Survey forms were used to conduct a door-to-door baseline survey. The following topics were covered on the survey form: To arrive at a total cost, the following information should be obtained from all farmers and combined.

- Name of Farmer
- Address / Village
- Grama Panchayat
- Caste (SC, ST, OBC)
- APL/BPL
- Survey No. (Dry, Wet)
- Land Holding in Hectares (Dry, Wet)
- Present land use
- Proposed land use
- Method of Cultivation
- Cost per unit
- Total cost

PLANNING AND BUDGETING FOR PRIVATE LANDS

Planning for private lands is done by transecting each and every farmer's land in the area. The team should consist of representatives from the facilitating agency, Gram Panchayath Members, farmer, trained volunteers from the society. Based on the farmer's indigenous knowledge combined with the knowledge learned during the exposure, he or she can do a variety of tasks on

his or her land. The unit rates for various activities and the proportion of investment expected from the farmers should be spelled out clearly to help him/her take decisions (DeFilippis, Fisher, & Shragge, 2010). Transecting every farmer's land in the is used to plan for group farming. Representatives from the agriculture department, gram panchayat, farmers, and trained volunteers from the society should make up the team. Based on the farmer's indigenous knowledge combined with the knowledge learned during the exposure, he or she can suggest the activities which benefits the group. The unit rates for various activities from preparation of land to harvesting, as well as the expected proportion of investment from farmers, should be clearly stated to assist them in making decisions. The farmer should be consulted on the technical aspects of the activity. Wherever possible, indigenous knowledge should be honoured and considered. All of this information aids the farmer in making judgments about what activities to pursue on his or her land. The farmer must decide how to prioritise the actions offered and when he or she wants to begin them (Srinivasarao et al, 2021).

DRAINAGE LINE SURVEY

This is done by walking along the streams accompanied by the farmers particularly those owning land adjoining the streams. In the process, people's experience and knowledge must also be considered. All of the above plans have been combined for the entire area to provide overall data in terms of physical activities as well as their budget.

REMOTE SENSING DATA AND GIS

The remote sensing technology makes data on vegetation and topographical elements of any geographical area easily accessible. This information was utilised to assess crop coverage, wasteland, and hazard-prone areas in the area. GIS has been frequently used by CD's in characterization and assessment.

INSTITUTION BUILDING AND PROJECT MANAGEMENT

Project management is critical to the success of any project. Even after the initiative is implemented, the focus will be on equity and long-term benefits. During the project duration, a proper relationship will be established with relevant institutes and capacity-building organisations. They will serve as a primary kingpin in the post-implementation phase, scaling up the project success.

CAPACITY BUILDING

The process of assisting a group of individuals in identifying and resolving problems is known as capacity development. It also entails having the necessary insights, expertise, and experience to solve challenges and implement change. Stakeholder capacity building is becoming more commonly recognised as an important part of development programmes. It necessitates the participation of all stakeholders at all levels in order to be successful. Multi-level collaboration among farmers, organizations, extension and research agencies is required for all development.

PREPARATION OF ACTION PLAN AND APPROVAL FROM AUTHORITY

The data was examined and based on the requirements and challenges discovered in the area. A draught action plan was created and presented to the relevant committee for review and approval.

DIMENSION OF SOCIAL INCLUSION

To achieve social inclusion, CD must include the community at multiple levels. It has several dimensions and levels, beginning with individuals, households, and communities. It is a process in which the dignity of each individual is protected, as well as the interests and concerns of all, and each individual's voice may be reflects. CD's talents include how he or she exploits individual experiences and opportunities for self-actualization, as well as societal capacities for eliminating exclusionary practices and ensuring equitable opportunity for all (Figure 3). The success of social inclusion is directly proportional to how CD engages individuals and communities at the local level, which benefits and reflects at all levels (Mubita, Libati, & Mulonda, 2017).

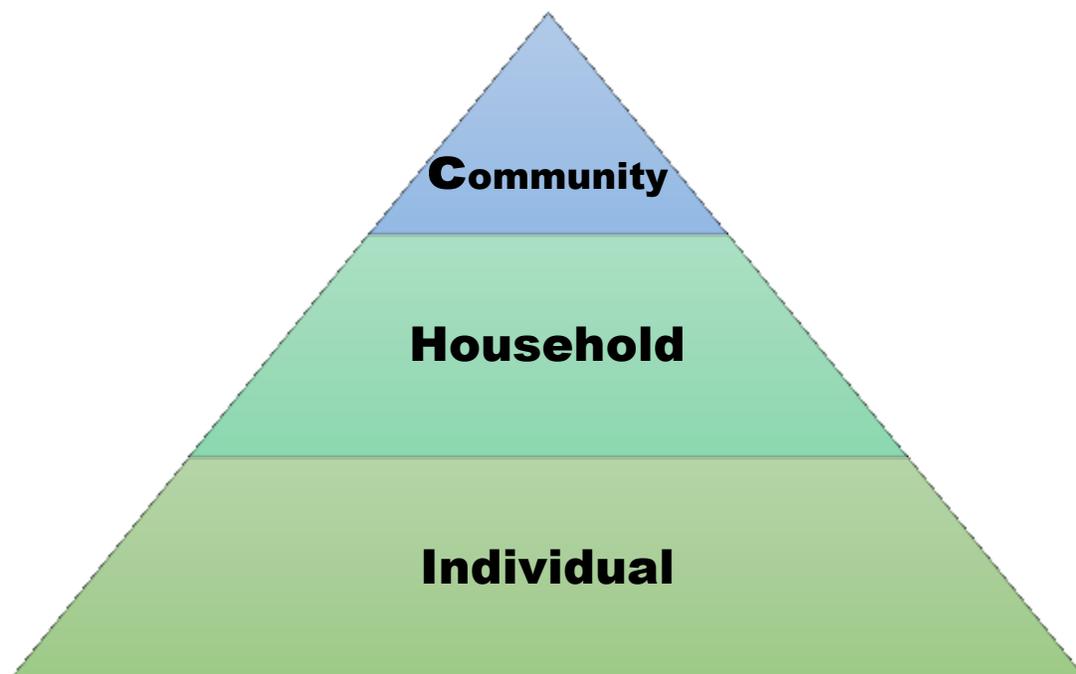


Figure 3: Dimension of Social Inclusion

SOCIAL INDICATORS

PARTICIPATION

Maximum participation is critical in all community development processes, and all points of view were taken into consideration. In contemporary development practice, there is a general feeling that the process of development through the implementation of projects and programs will only acquire full meaning if the local population participates fully in their planning and implementation (Sapru, 2013). Through different meetings different activities were chalked out and dedicated to various group. Thus, the locals are expected to make an input in development intervention that affect their lives backed by the belief that they are creative beings that are capable of conducting their own analysis and planning.

EMPOWERMENT

In the development process, empowerment involves giving emphasis to vulnerable groups or individuals. They are distinct groups of individuals who, for

various reasons, face discrimination and persecution and, as a result, require specific protection and programmes to help them integrate into society. CD's job is to gather these individuals, establish groups, and instruct them on various parts of group activity, such as (keeping minutes of meeting, banking, and accounting, preparing products, branding and marketing). When their products are valued by others, it builds trust and confidence.

EMPLOYMENT

In village development, long-term employment is crucial to eradicating poverty. When village members have work and a source of income, they naturally become economic stakeholders and are less inclined to engage in social evils. Many communities' women form Joint Liability Group (JLG) and Self Help Groups (SHG) groups, undergo training, and form their own units. As a result, participation in and access to technologically shaped creative jobs is the first and most important step in society economic processes. Employment and self-employment are the most apparent components of economic inclusion. Financial freedom, identity, and dignity, as well as access to a social network, are all benefits of employment.

GENDER EQUALITY

Women in rural India are under-educated, discriminated against, and do not have the same status as males. Women and girls must have equal rights and opportunities everywhere, as well as the ability to live free of discrimination and abuse (Kaur & Kapuria, 2020). Women's equality and empowerment are always critical for the development of an inclusive society. Gender equality is a fundamental human right and a prerequisite for achieving greater social, political, and economic development goals. Through education, gender-based violence may be combated, and patriarchal society can be reformed into ones that value equality, inclusiveness, and justice. As a result, CD develops programs that need a holistic approach in which everyone has an equal say (Datta & Sahu, 2021).

NO POVERTY AND HUNGER

CD has devised a strategy to use agriculture to alleviate hunger and poverty in society. CD can build a programme where women have an important part in agriculture by keeping agriculture as the fundamental sector of development. Women's empowerment, decision-making, and time for care work are all methods to use agriculture to feed people. Figure 4 illustrates the main social indicators of development.



Figure 4: Social Indicators of Development

KEY GROUPS TO BE INCLUDED: WHO IS MARGINALIZED?

In India, it varies from village to village. CD have the job and obligation of identifying issues that make the disenfranchised in villages visible. Women, those in poverty, individuals with disabilities, children, teenagers, and the elderly, as well as people from various ethnic, religious, and cultural origins, are

particularly vulnerable (Johnson, 2011). Typically, social groups with specific disadvantages and vulnerabilities are marginalised and excluded from inclusive policies. The purpose of community developers is to design a bottom-to-top strategy that includes planning and decision-making at the grassroots level. In recent time CD's has to address counter specific challenges such as inflation, impacts of global climate shifts, COVID-19 endemic. As a result, the inclusive society, sometimes known as "society for all" is both an abstract concept and a very practical policy aim.

FINDINGS

The main findings of this study are listed as below:

- Community workers serve as a vital link between families and village development activities.
- Social workers empower both themselves and their communities.
- Involvement in day-to-day activities empowers members in a variety of ways, including the formation of Farmers clubs, SHGs, JLGs, Women's Empowerment Programs, Primary Education, Health Care, Water Sanction, and educating people. Illicit drugs usage in villages , women's exploitation, and financial hardship.
- Community workers help people who are marginalised to tackle the problems that face their local area so the government and other agencies must better assist community workers and support them.
- To prevent a protracted rise in food inflation, CD must focus on the product-demand side, attempting to develop food that is both healthy and in high demand.
- To recover from COVID-19 endemic CD would support on recovery strategy especially on health, village economy, food inflation and support them in money management and livelihood

CONCLUSION

Community developers play an important role in society growth by fostering the development of new leaders and encouraging transformational reforms through which entire community became stronger. CD's passion and commitment to the village development efforts are critical to the project success. As a result, the process entails working with individuals in groups, programs that focus on women empowerment and that assist the most disadvantaged members of society in achieving economic and social gains. Community development

entails learning from others rather than pushing one's own beliefs on the rest of society. Important steps can be taken if CD can create a vision for the development of the villages in which he or she is involved that is accepted and communicated to the masses and stems from a collective agreement and provides equal opportunity for all people; respect and tolerance for other opinions, ideas, and values; promotes people of all ages, genders, ethnicities, and religions to participate in local production; and continues to work on sustainable models. It is critical to foster a common purpose among all members of society, including involvement from all sectors. The program must be built on the village economy sustaining itself at a lower level of income, resulting in youth and women's employment, increased productivity, and a robust village economy.

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