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## UNIT 13 VOLUNTARY EFFORTS IN RURAL DEVELOPMENT

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### 13.0 AIMS AND OBJECTIVES

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You must be aware that problems of rural society are multi-dimensional in nature. Therefore, issues and various aspects of rural development are also very complex. It requires multiagency and multi-dimensional approach to achieve its objectives. In this context the role of voluntary efforts becomes significant. After reading this unit, you will be able to:

- Conceptualize voluntarism and its evolution;
- Describe various types of voluntary organization;
- Differentiate between VOs and NGOs;
- Discuss the role of government in the promotion of voluntary efforts;
- Describe important features of CAPART;
- Explain the problems of voluntary organizations; and
- Suggesting efforts required for strengthening of voluntary efforts.

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## 13.1 INTRODUCTION

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It has been gradually realized that government alone cannot bear the responsibility of development of rural people and rural areas. It requires a lot of organizational and infrastructural support to activate/motivate human factors in the process of development. We are aware that voluntary efforts have always been an integral part of Indian social and cultural tradition. Thus it is deeply rooted in Indian society. As a consequence, voluntary efforts respond to the needs and aspirations of the society/community quickly and effectively. In this unit, efforts have been made to acquaint you with the concept of voluntarism, its evolution, types of voluntary organization, the differences between voluntary organizations and non-governmental organizations, governmental initiatives in its promotion, problems faced by voluntary organization and initiatives required to strengthen them.

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## 13.2 VOLUNTARISM: EVOLUTION OF THE CONCEPT

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Voluntary effort is an effort from one's own volition for the welfare of other fellow beings. It involves an active participation of people in the endeavour to enhance social and economic well-being of the community. Voluntary effort aims at helping people to help themselves by mobilizing their resources and tapping their potential to find collective solutions of their problems by implementing them to realize their goals. It is often the outcome of efforts of leaders and activists to mobilize people and motivate them to achieve certain growth-oriented goals. Voluntary effort need not always be in conformity or consistency with the current policies and programmes of the State. Quite a number of such voluntary efforts are of the nature of social activism in which individuals and groups organize themselves in protest against unjust national, state or regional policies and programmes which neglect issues of development, especially related to the marginal groups, and at the same time seek an alteration in the current social and economic systems and structures. Let us discuss some of the important features of voluntary effort.

### i) People's Participation

In its true sense, people's participation implies participation of people at all stages, i.e. planning, programme formulation, implementation, decision making, sharing of benefits, monitoring and evaluation. Development programmes conceived and developed with people's participation are closer to the ground realities. Because they are rooted in the community and perceived as its own activity. People's participation is advocated on the ground with a view that it is a potent instrument for empowering people and bringing an improvement in the situation to make it sustainable. Sometimes voluntary effort is used interchangeably with people's participation. However, the two terms have much in common but they are not quite identical. Let us take an example to illustrate this. A group of people may

decide to work for the programme of adult education and set up a VO to undertake this programme. This will be regarded as a voluntary effort. The organization would plan programmes and map out the strategies. It may not involve the people in the process of planning, programme formulation and for developing tools of monitoring and evaluation. However, if the programme of the VO is to become effective, it will need the active participation of members and representatives of the community i.e. people's participation at all stages, from project formulation to evaluation.

## ii) **The Third Sector**

In a societal context, VOs constitute the “third sector”, the first and second being the “government” and the “market” or private business. The “third sector” (VOs) is also known as the “independent sector” emphasizing the important role VOs play as independent force outside the realm of government and private business, though in financial terms, this sector depends heavily on both the government and private business.

The key factor that distinguishes an ordinary organization from a “voluntary organization” is the significant input that volunteers give to the management and operation of the organization. It is this factor that gives VOs the other commonly used name “non-profit” or “not-for-profit” organization (NPO). “Non-profit” or “not-for-profit” emphasizes the fact that the organization does not exist primarily to generate profits for its owners, managers or members.

Some VOs also prefix the term “private” and call themselves Private Voluntary Organizations (PVOs). Private, here, indicates that the organization is institutionally separate from the government. Hence, government-formed organization like National Dairy Development Board (NDDB), Council for Advancement of People's Action and Rural Technology (CAPART) etc., do not fall under the PVO category. Some VOs like to call themselves non-governmental organization (NGOs). This is, once again, to emphasize that the organization is not controlled by the government or any other outside agency.

## iii) **Features**

Voluntary effort and people's participation are often institutionalized through the setting up of a VO. You may have by now some notion of the features of VOs. Let us now try and enumerate them:

- VOs are formed through the initiative of persons interested in the welfare and development, particularly of the disadvantaged sections of society. These persons have a sense of commitment and dedication and are spurred by social consciousness.
- Membership of VOs is purely voluntary.

## Voluntary Action

- While some VOs may have specific areas of interest, others have macro-level and more global objectives.
- VOs are neither formed nor run for profit-making.
- VOs are governed by their own set of rules and regulations and do not function under the administrative control of the government. Some VO, however, seek grants-in-aid from government for which they are required to fulfill certain conditions indicated in the grants-in-aid rules.
- Most of the VOs are registered under the Societies Registration Act of 1860 or similar Acts of the state governments. Such registration entitles them to receive grants-in-aid from the government.

### **Importance of VOs in promoting national development**

Vos have been considered vital on the following grounds:

- VOs have a first-hand experience and knowledge of needs and problems of the community and resources at the grassroots level.
- VOs are closer to the people at the grassroots.
- The commitment and zeal of voluntary action accelerates development work.
- VOs provides services at a rate faster in striking contrast to the rigid bureaucratic system.
- The voluntary sector is more responsive and can operate with greater flexibility.
- Voluntary action is cost-effective as it does not have an elaborate bureaucratic set-up.

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## **13.3 PEOPLE'S PARTICIPATION AND DEVELOPMENT**

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Participation necessarily means direct involvement of the people and not indirect involvement through representation. Participation must be understood in terms of participation in:

- i) Decision-making;
- ii) Implementation of development programmes;
- iii) Monitoring and evaluation of the programme; and
- iv) Sharing the benefit of development.

Participation in the context of development has two distinct interpretations as below:

- 1) Participation as an input to development.
- 2) Participation is a means for empowering the rural poor to play effective role in rural development.

Thus, participation is recognized as an intrinsic part of the process of development rather than merely as a tool of facilitation. We need participation, because, it helps to increase the acceptability and utilization of the services. It provides additional resources to a field continually facing resource scarcity as community is seen as an untapped resource base by which services can be extended particularly to meet the needs of the under-served. People's participation is essential because it helps in breaking down existing structure obstructing development and replacing it with social, economic and political structures that are considered incompatible with development.

### 13.3.1 Factors Determining People's Participation

The process of people's participation is based on three assumptions as given below:

- The people as a community know, feel and accept responsibility for their own development.
- The people tap and develop their own resources to meet their needs; this includes personnel and material resources, professional and traditional, etc. This also includes private and government endeavours, institutions and organizations, local, provincial and national;
- Primary focus is put by the people in their own problems, resources and action according to community priorities.

Now let us see the various stages involved in the process of people's participation.

- i) **Conscientization:** Conscientization means process of building critical awareness. It is founded on the principle that all men are free to free themselves from any form of situational problems – fatalistic or deterministic. It is about building critical awareness based on a deep humanistic concern for people. Those being exploited or subjected to inhuman conditions may reflect over the situation and assess their needs from their own perspective. The voices of the poor and oppressed should be listened to and respected. They may be facilitated to reflect over their predicament. Based on the realization of deep crisis, appropriate action may be taken to liberate from oppressive forces. Thus, conscientization is an awareness building education process through which human beings perceive, interpret, criticize, and finally transform their own environment. In the words of David Hillwood, “conscientization is an awakening of consciousness, the development of a critical awareness of a person's own identity and situation; a reawakening of the capacity to analyze the causes and consequences of one's own situation and to act logically and reflectively to transform that reality”.
- ii) **Organization:** The next step involved in the process of people's participation is organization. Organization precedes action. Organization

is also a process in which the people come together with a common objective of solving their own problems. In this process, they identify their needs or objectives and rank them according to the priorities as all the needs cannot be met immediately. The means by which their needs can be easily met are also identified. The resources both available and required are identified. The type of action to be taken is also finalized. It is a process which provides for personal community integration and interaction.

It therefore entails the designing of appropriate organizational structure which is made of goals, tasks, resource relationship, etc.

iii) **Action:** In the analysis we have seen the stages that precede action in the process of people's participation. Taking measure or action is the final stage in which the people are given a chance to achieve what they want to. Action in the context of rural development can be broadly categorized into three components viz.,

- a) Effective utilization of the available resources and services,
- b) Demanding for the provision of more and better services, and
- c) Creating better social structure.

### **13.3.2 Factors Affecting People's Participation**

In the above analysis we have seen the meaning and the process of people's participation. Here an attempt is made to reveal the factors affecting people's participation in a democratic country like India. Among the many factors, we would like to present those identified in a National Seminar on Organizing the Unorganized Rural Labour held at the National Labour Institute, Delhi in 1984. According to this Seminar the following factors are inhibiting people's participation.

- i) The coercive power of the propertied class whose aim is not to relieve poverty; rather the country, to make sure that the incomes of the masses are kept low and social services restricted to them.
- ii) The complex relationship between the economic dependency of the poor in rich and the heterogeneity of the poorer sections of Indian society.
- iii) The in-built bias of the local law and order machinery to maintain the status quo.
- iv) The lack of supportive legislation and also non-implementation of the existing social legislations enacted in favour of the poor.
- v) A negative and repressive attitude of the lower echelons of the bureaucracy and misuse of legal and administrative power against the organizers of the poor.

Apart from these factors the "Will" of the ruling elite or the social leadership is very important in the process of development of the poor. It has been

opined that the present programmes of poverty alleviation need to be complemented by group ventures of rural poor and collective action by these sections. When the poor themselves become conscious, improve their educational capabilities and are organized, the objective of participative strategies for removal of poverty will be fulfilled.

### Check Your Progress 1

**Note:** a) Use the space provided below for your answers.

b) Compare your answers with the text.

1) Justify, in your own words, factors determining people's participation.

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## 13.4 MAJOR TYPES, ROLE AND FUNCTIONS OF VOLUNTARY ORGANISATION

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### Types of Voluntary Organizations

According to the approach and functions, the VOs can be broadly classified into:

- i) **Welfare Organizations:** These aims at meeting the minimum needs of the community, like food, shelter and also for providing facilities like education, health, water, etc. Often these organizations are managed by religious institutions and charitable trusts.
- ii) **Relief and Rehabilitation:** The organizations which respond to the problems arising out of natural calamities (floods, drought, famine) and manmade calamities (fire, ravages of war, communal riots). Their functions continue till the victims are rehabilitated.
- iii) **Activist Organizations:** These are the radical form of organizations. The personnel involved in such organizations believe in social action. Their main function is to conscientize people and assist them in taking necessary actions to solve their problems.

### The Role and Functions of the VOs

The country's social and economic problems are so vast and multifarious that the government administrative machinery alone cannot tackle them. The establishment of a self-reliant society implies that people's dependence on government can be curtailed. Moreover, the meaning of development has

become wider to encompass the involvement of 'humans. There is a stress on qualitative change. It includes the involvement of the masses in the process of decision-making in the economic, social, political and cultural spheres. In the rural development context, development particularly means not just a cluster of benefits given to the people in need, but rather a process by which a populace acquires a greater mastery over its own destiny. It is only such changes in economic life which are not forced upon from outside but arises through its own initiative from within.

In the light of the above, it can be said that VOs are the appropriate agencies for creating the right type of climate for change and development. One might even say that VOs have an edge over the government also because of certain characteristics described below:

- The VOs, being small and independent from bureaucratic and hierarchical constraints are flexible to a great degree. They can respond swiftly and efficiently to the local demands. Being based locally, they are aware of the local environment and are responsive to it. They can adapt their style of working to the changing rural conditions. They generally employ people from local areas who are familiar with the local conditions and problems.
- Voluntary agencies go in search of new needs or unmet needs, and after having discovered them struggle to meet them in their own way. They create public opinion and if necessary they get the State to act. They can play a meaningful role in three ways.
  - i) To catalyze the rural population towards developmental approach;
  - ii) Build models, experiment with new programmes and act as innovators; and
  - iii) Represent the people of the area by identifying the local needs and aspirations.

The VOs are supposed to be potentially superior to official agencies in three respects,

- a) Their workers are more sincerely devoted to the task of reducing the sufferings of the poor than government staff;
- b) They have a better rapport with the rural poor than government employees; and
- c) They have freedom to respond to the needs of people.

You may be aware of or can recall the important role played by the VOs in certain areas, like the following which require special attention:

- Arranging for proper wages to the landless labourers;
- Striving to stop humiliation and all kinds of exploitation of the Harijan families;



- Rehabilitation of the bonded labourers;
- Spearheading anti-dowry campaign, etc.

In the foregoing analysis you have seen the potential of the VOs mainly based on structural advantages. An unparalleled function of the VOs is involving people in the process of development.

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### **13.5 VOLUNTARY ORGANISATIONS (VOs) AND NON-GOVERNMENTAL ORGANISATION (NGOs)**

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#### **Voluntary Organizations (VOs) and Non-Government Organizations (NGOs)**

The differences between the VOs and NGOs need to be clarified because a lot of confusion exists in reference to their meaning. Some authors include the NGOs under the blanket of VOs while others treat the NGOs as distinct from the VOs. This is mainly because both have one thing in common, i.e., voluntarism. In the context of rural development when we talk about the VOs, the NGOs are generally included. The differences, however, remain and cannot be overlooked. Let us briefly go through them.

Both the VOs and NGOs differ widely in respect to its objectives, methodology, study of functioning, legal status, socio-political orientation, and economic strength etc. VOs are largely independent of the government and are not profits making enterprises. VOs are largely controlled and managed by an association of citizens. However, NGOs are different from other organizations of the state. The NGOs to be eligible for funding from various agencies, it should have legal status.

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### **13.6 INITIATIVES OF NGOs AND VOs FOR RURAL DEVELOPMENT**

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A wrongly prevalent view that the VOs and the governmental agencies function as parallels needs to be rectified. In fact, the government in its attempt to solve rural problems used to assist and facilitate VOs and NGOs. Thus collaborations are required to make the process of rural development effective. States can create a conducive environment for a healthy relationship through following policy measures:

- Social policies should strive to build a healthy civil society;
- Public accountability of state institutions;
- Taxation policies – providing incentives to VOs;
- Regulation to help and facilitate VOs;
- Elimination of corruption, restrictive laws and procedures;

- State's collaboration with voluntary organizations having a proven track record. This way VOs remain true to their agenda and accountable to their constituencies;
- Offering a role to VOs in public consultations, invitation to their leaders to serve on official commissions, dissemination of information and so on;
- State should frame mechanisms of coordination on the basis of mutual respect and not dominate unnecessarily the voluntary sector;
- Provision of state funds on the basis of performance without compromising the independence and autonomy of the voluntary sector; and
- Assisting in the training of manpower required by voluntary organizations.

### **13.6.1 State Assisted NGOs: CAPART and CSWB**

We have already discussed that both VOs and the NGOs are performing the same functions in the context of rural development. Let us study a typical case of an NGO, i.e., CAPART and CSWB to find out what are the areas of focus for the operation of NGOs.

- 1) **The Council for Advancement of People's Action and Rural Technology (CAPART)** The main focus of CAPART is to introduce new appropriate technological inputs for rural development. It acts at the national level as a coordinating agency for generating and dissemination of technologies relevant to rural development.

One of its main functions is to act as catalyst for development efforts and pilot projects of different agencies and institutions particularly voluntary organizations. It also plays a major role in organizing, guiding, developing and coordinating projects/schemes aimed at all round development and creation of employment opportunities, promotion of self-reliance, generation of awareness and improvement in the quality of life of people in rural areas. Besides these, CAPART is also entrusted with the task of carrying out a special scheme for organizing the beneficiaries of anti-poverty programmes. This scheme was conceived as a Seventh Plan Scheme by the Department of Rural Development, Government of India.

**Administration:** The scheme is monitored at three levels. At the central level the scheme will be executed through CAPART which will process the project proposals.

At the State-level, it could be implemented through other identified model non-governmental agencies. At the district and village levels the scheme would be implemented through institutions such as Nehru Yuvak Kendras, Voluntary Organizations, Mahila Vikas Kendra, and National Service Volunteer Corps.

**Target Groups:** The groups will be formed of families living below the poverty line from the following:

- a) Agricultural labourers;
- b) Bonded labour;
- c) IRD beneficiaries;
- d) Rural artisans;
- e) Scheduled Caste and Scheduled Tribes;
- f) Labour on NREP and RLEGP Schemes; and
- g) Small and marginal farmers.

**Strategy:** The strategy of implementation will be broadly in three stages.

**Stage-I:** The organizers will be identified from various non-governmental agencies/organizations such as those mentioned above. The organizer would be given intensive field training at various training institutions/agencies identified by CAPART. The training institutions and trainees will be identified by these non-governmental organizations/agencies involved in planning and implementation of rural orientation camps with support from CAPART.

**Stage-II:** The organizers will conduct awareness camps for beneficiaries at the block and village levels. The participants at those camps will be groups of beneficiaries, the organizers, the training institutions, public and non-governmental agencies and village-level government officials. The aim of these awareness camps will be to raise the level of consciousness, augment knowledge of schemes and create awareness about the benefits of group formation and action among the beneficiary groups.

**Stage-III:** This stage will comprise regular meetings of the group and contact with various agencies and wings of the government. It will be a continuing process which will ultimately culminate in the emergence of cohesive groups. The organizer, during these regular meetings, will create conditions to see that the leadership of the group is thrown up from within the group itself. Functional groups woven around a common economic activity have a better chance of success, and therefore, such groups should be encouraged. Ultimately, it is expected that these groups will become self-reliant.

## 2) Central Social Welfare Board (CSWB)

It is the major state funding agencies which provide grants-in-aid and other forms of support to registered VOs and NGOs working in the field of welfare and development for women and children. It functions under the administrative control of the Department of Women and Child Development; Government of India. Its State level Advisory Board served as its wings in State/Union Territories. It has nationwide network for the implementation of programmes in the areas of women literacy, micro credits to poor women,

formation of Self-Help Groups, employment and income generation activities, gender sensitization, fight against atrocities on women and girl child.

### 13.6.2 Voluntary Organizations (VOs)

There are large number of voluntary organizations working in the field of rural development and they have significant achievements in bringing awareness, people's mobilization, self-reliance and sustainable development. etc. Some prominent among these are as follows:

- 1) **Hind Swaraj Trust** – Anna Hazare's motivation created an unprecedented self-mobilization of local community to bring sustainable development Ralegan Siddhi.
- 2) **Self Employed Women's Association (SEWA)** – It strived to integrate poor self-employed women with mainstream economy through the twin strategies of struggle and development. The contributions of SEWA bank and its innovative integrated approach to micro credit for the poor self-employed women is significant.
- 3) **Professional Association for Development Action (PRADAN)** – It's contribution is significant in demystification and scaling down of technologies for comprehensive benefit of rural people.
- 4) **Social Work and Research Centre (SWARC)** – It has been successful in imparting sustainable development to rural communities in Tilonia, Rajasthan. SWARC has demonstrated that formal education or professional degrees are no more essential requirement in the process of rural development.
- 5) **Tarun Bharat Sangh (TBS)** – It has created a national awakening in rural communities about the value of existential linkage with natural resources for them. TBS has rejuvenated water harvesting structures in drought prone areas of Rajasthan. TBS has successfully imparted socio-economic prosperity, Self-Reliance and solidarity among rural communities in and around Bheekampura.
- 6) Thus, we can conclude that both the VOs and the NGOs have a common objective of the development of the rural area by involving the community and helping them to be self-reliant. The NGOs provide the necessary link between the VOs on the one hand, and the government on the other, to facilitate the achievement of development programs. It is significant in the ultimate analysis that VOs, the NGOs and the government are all working towards the same goal.

#### Check Your Progress 2

- Note:** a) Use the space provided below for your answer.  
b) Compare your answer with the text.

- 1) Distinguish voluntary organization and non-governmental organization.

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### 13.7 PROBLEMS OF VOLUNTARY ORGANISATIONS

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- You should not get the impression that because of the official policy of promoting and supporting voluntary effort and allocating funds to different ministries for grant-in-aid to VOs, their problems have been satisfactorily resolved. This is far from truth. In spite of the grants-in-aid now available to a large number of VOs, a majority of them still face an acute problem of lack of financial resources which hampers their functioning. At times, lack of financial resources may not be as severe a constraint as lack of assured funds on a continuing basis. Because of this problem, some VOs are forced to give up an activity half way through and pick up another for which funds are available. Some VOs depend heavily on foreign funds which are uncertain. Funding agencies have their own perceptions and often impose their priorities and programme designs on the VOs. Ad hoc grants from government or aid agencies tend to reduce them to faceless bodies running a variety of unlinked programmes. This threatens both continuity and expansion.
- VOs also face leadership problems. As the VOs expands the area and scope of their activities, some prominent personalities often begin to assume overriding powers in running the organization. Taking initiative and making decisions become the prerogative of a few at the top. This increasing centralization affects flexibility of functioning, hampers democratization of decision-making and obstructs the emergence of new leaders and team-work thereby gets compromised. The views and concerns of younger members of the organization are often overlooked and even suppressed. This gives way to groupism within the organization. Quite a few VOs suffer from the absence of a second line of leadership. The process of decision-making and style of functioning do not indicate a plan to build leaders, and to inculcate healthy organizational norms.
- It has also been seen that not many VOs pay adequate attention to build the target group’s capacity to change and develop, and identify their own leaders. The lack of efforts to develop viable organizations of the rural poor is one reason why despite the presence of NGOs and VOs for several decades, grassroots organizations have not really come up.

Absence of good grassroots VOs affects genuine empowerment of the poor.

- A low salary structure and inability to provide a career ladder limits the ability of VOs to recruit and retain qualified and trained staff needed for several types of activities. Paid workers of VOs often have a mixed set of attitudes; some are genuinely interested and committed while others perceive this as an interim arrangement till a better alternative emerges. The absence of a career ladder results in a larger turnover. This naturally tends to affect the functioning of the VOs.
- Poor maintenance of records and accounts and lack of attention to organization-building through maintenance of records and accounts. There is also a lack of administrative and technical competence to prepare project proposals and apply for grants.
- Uneven development of voluntary effort in different parts of the country is yet another constraint. In fact there seems to be no relation between the size of the state or its population and the number of active VOs. Several parts of the country, particularly the backward areas, suffer because of the absence of VOs which can utilize funds allocated by the government for implementing schemes through such organizations.
- Despite the official policy of encouraging voluntary effort, VOs do not get real support from the bureaucracy and political leaders. From the point of view of the VOs governmental agencies, including those at the district level and below, are not willing to shed their power and monopoly over the development programmes. They claim superior knowledge and expertise in the implementation of rural development programmes. Barring some exceptions, the attitude of these government agencies toward VOs is apathetic. They do not treat the VOs as equal partners in the process of large programme implementation. At the national or state levels there may be the best of understanding among them, but at the grassroots level, the relationship is not always promotive. The style of functioning remains bureaucratic and there is an expectation that VOs will show their obeisance in the corridors of power to get grants. The unfortunate result is that genuine grassroots level organizations get discouraged and are not able to procure grants. A large number prefer not to depend on government funding. In recent years there has been a tendency for several spurious organizations to be set up with the objective of getting grants from government which are often siphoned off or diverted for other purposes. Through their clout they are able to get grants even though these organizations exist only on paper. Adverse publicity about them has a fall out on the genuine organizations as well. It is now quite well known that several politicians and political parties use VOs to promote their own interests. This has become a matter of genuine concern.

There were moves, both official and non-official, in the mid-1980s to set up a Voluntary Council of India and have a Code of Conduct for Voluntary Organizations. This was expected to help in the formulation of a coordinated policy, facilitate selection of agencies for government funding, prevent misuse of funds, and safeguard the rights, privileges and interests of the voluntary sector, specially the smaller agencies. The idea, however, ran into strong opposition from several voluntary groups as it was feared that this would lead to control and regulation of the voluntary sector and, increased bureaucratization, thus adversely affecting the functioning of organizations working with marginalized groups.

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## 13.8 STRENGTHENING OF VOLUNTARY ORGANISATIONS

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Now that you are familiar with the role of VOs, their strengths, and some of their problems, you should also know some of the measures that could be taken to improve the situation. In this section we will take a look at the suggestions for promoting and strengthening voluntary effort. After going through them, you can see if you can add some of your own.

- The leaders should, through word and deed, promote voluntary effort. Industrialists, professionals and the academic community should demonstrate their commitment in this regard. This will give them much greater insight into the development problems of the poor.
- There should be a radical change in the manner in which the bureaucracy deals with VOs. An extension oriented promotive style of functioning is very important to accomplish the objectives.
- Grants-in-aid programmes should be widely publicized among VOs and assisted in applying for these grants since many of them have little experience in this regard.
- The flow of grants-in-aid is affected if there are no agencies to take them. Hence special effort at promoting voluntary effort should be made in those states or areas where voluntary agencies are non-existent.
- The system of grants-in-aid should be streamlined and simplified. Grants must be released in time as delays create problems in providing services and paying the staff.
- VOs must make a conscious effort to improve their own organizational structures and administrative competence, including accounts and housekeeping.
- They must develop competencies of volunteers in the relevant subject matter for problem solving and motivational techniques .

## Voluntary Action

- Continuous efforts should be made to motivate and build capacity of the community.
- There must be greater coordination among NGOs and VOs to avoid duplication of services. A Coordinating Council of Voluntary Organization will be useful for providing a forum for collaboration and co-operation and jointly taking up issues of concern with the government.
- A clear training policy must be implemented by VOs as motivation is not enough. A professional approach is always able to achieve better results.
- The larger VOs should develop appropriate personnel policies for the staff.
- Programmes of VOs must be documented and widely disseminated so that society is in a better position to assess their endeavours. This would also serve as resource material for others.

### Check Your Progress 3

**Note:** a) Use the space provided below for your answer.

b) Compare your answer with the text.

- 1) Briefly discuss the problems faced by voluntary organizations.

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## 13.9 LET US SUM UP

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Voluntary effort has a critical role in development as it shows how vibrant a society is trying to solve its own problems. In this unit, we discussed the concept of voluntary effort and its main features. We saw how VOs differ from NGOs not only in the matter of their origin and sponsorship, but also in terms of their funding, autonomy, style of functioning etc. We have also acquainted you with various initiatives of VOs and NGOs for rural development. In this context, we have dealt with state assisted NGOs like CAPART and WCWB and VOs like Hind Swaraj Trust, SEWA, PRADAN, SWRC and TBS. We noted that the main source of strength for voluntary effort are commitment and dedication, flexibility and ability to respond to local needs, close interaction with the community and innovativeness. VOs, however, have to face problems in terms of funding, concentration of decision-making in the hands of a few, unattractive service conditions of paid staff, apathy of the bureaucracy, and tendency of politicians and others to use VOs for personal or political gain.



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## 13.10 KEY WORDS

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- 1) **Extension Education:** It refers to non-formal education meant to educate/train/inform farmers/people in the community to bring desirable change in their behaviour. This knowledge may be in areas such as agriculture, animal husbandry, health, etc. Extension education has a promotive and developmental approach for building the capacity of the target group.
- 2) **Memorandum of Association:** A Memorandum of Association is drawn up for the registration of a society under the Societies Registration Act.
- 3) **NGO:** Non-Government Organization. VOs are also NGOs but not all the NGOs are VOs. Some VOs are also initiated, sponsored, and constituted by the government.

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## 13.11 SUGGESTED READINGS

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