

MALEGAON CLUSTER  
HUMAN DEVELOPMENT PROJECT

माळेगाव समूह मानवी विकास प्रकल्प

Wheel of Partnership  
सहभागाचे चक्र



The Institute of Cultural Affairs : India, Pune

# The Institute of Cultural Affairs : India

*Committed to the service of human development*

The Institute of Cultural Affairs (ICA) : India's programmes enable people to recognise and respond to the real opportunities for shaping their future. The ICA has been in the work of village development since 1975. Now it is designing and facilitating various programmes to motivate and equip individuals, organisations and local communities.

ICA is a voluntary not-for-profit organisation, registered under the Societies Act, 1860. The overall work is overseen by the Board of Directors and the ongoing activities are planned by the staff in the various locations.

The ICA : India is a registered member of the Institute of Cultural Affairs International (ICAI) in Brussels, Belgium, and has consultative status Category II with the United Nations Economic and Social Council.

The ICA : India has its offices at four places in India. Each office has been engaged in one or more activities, the ICA focusses on.

**SUSTAINABLE DEVELOPMENT** : The ICA is assisting the local communities with income generation schemes, leadership development and social services, as catalytic forces towards the self-developing process.

**LIFELONG EDUCATION** : The ICA is engaged in new experiments and model building in order to provide services to the education system, which emphasises human development as the key to the teaching-learning process.

**ORGANISATIONAL TRANSFORMATION** : The work involves working with Corporation, public and private organisations in seeking ways enabling individuals within the organisation to more clearly act out their functions and to become facilitator of the transformation process.

**PLANETARY ECOLOGY** : The ICA is researching to discern new ways of caring for the environment. The thrust is upon educating the people to establish a positive relationship with the earth's resources and integrating social and ecological development at grass root level.



The Institute of Cultural Affairs : India is a voluntary organisation working for socio-economic renewal. It is one of 30 nationally autonomous affiliates in developed and developing countries.

The uniqueness of ICA's approach is its emphasis on human development—on creating the desire and methods, whereby local people themselves plan and bring about lasting development in their own communities.

## BACKGROUND AND SITUATION

The project area, which is about 75 km. north-west of Pune, consists of the villages of Malegaon Khurd, Pimpri, Talpewadi, Malegaon Budruk, Kune, Ansute and Inglun/Parithewadi in Maval Taluka of Pune District. It is an isolated area having predominantly tribal population. The percentage of literacy is below the average percentage for the district, and it is lower still for women in this area. The local schools generally teach upto fourth standard. For further education they are to go either to Vadeshwar, where there is Ashram Shala (residential school for tribals) upto tenth standard or to Vadgaon or Talegaon.

2. The villages are isolated and underdeveloped. Main crops are rice and nachani (sorgam). The quality of milch animals is poor. The population engaged in small business and household industries is negligible. They are unable to raise crops even adequate for their own needs due to infertile land and absence of water for irrigation. Drinking water also becomes scarce in the summer.

3. Both health and nutrition are poor, with malnutrition and stunted growth seriously affecting children and women. Girls are discriminated from boys in nutrition and education.

4. With the active assistance of social institutions, private businesses concerned government departments and the initiative of the local people, we set out to

demonstrate that development is possible even in such an isolated area.

5. The major problems that were highlighted by the villagers during the sessions with them are given below :

- (1) Insufficient water for drinking and irrigation.
- (2) Inadequate transport and communication facilities
- (3) Less facilities for education and training.
- (4) Non-cooperative attitudes of the village residents.
- (5) Less effective organisation and planning.

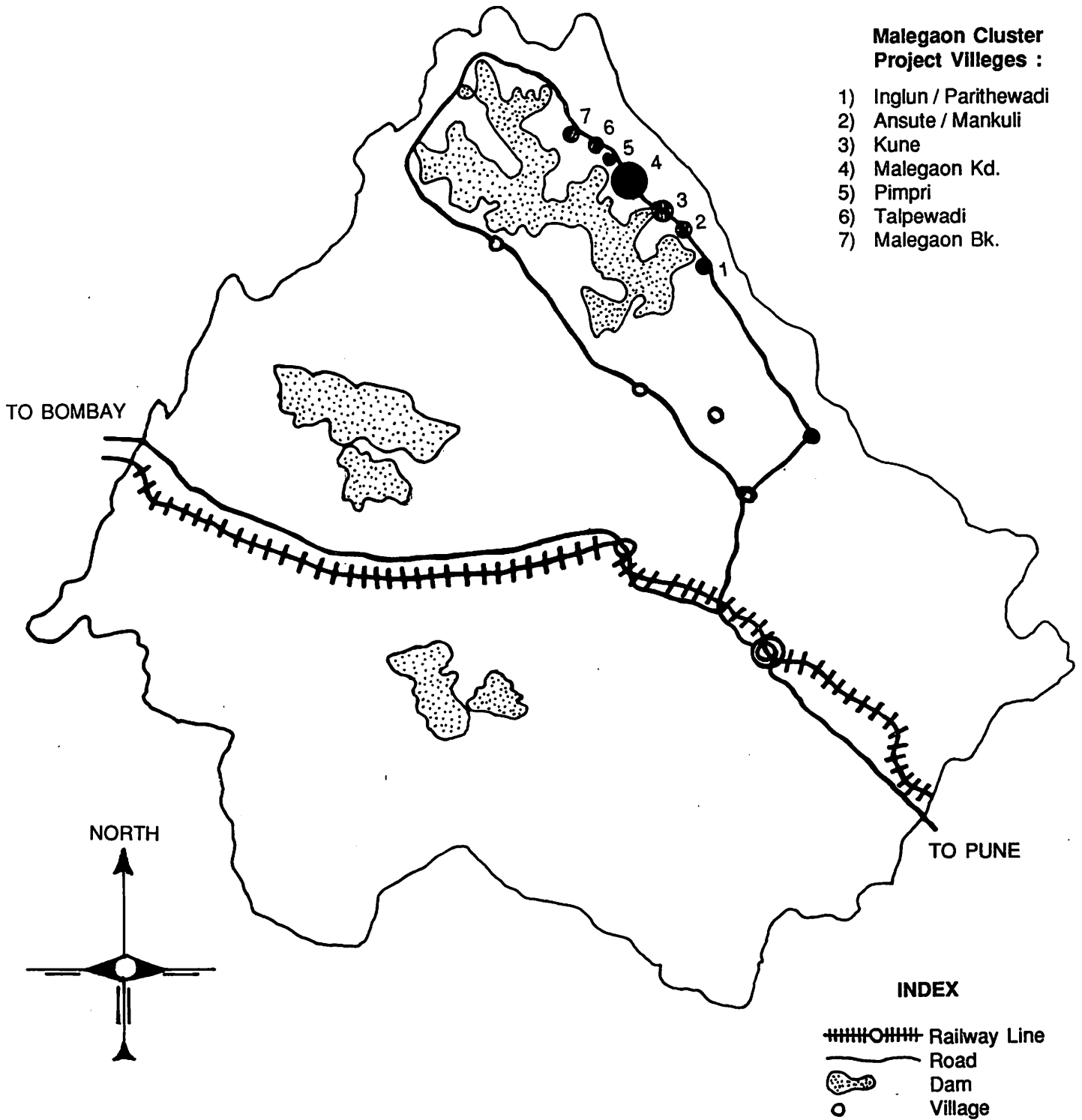
6. The project is on the way of becoming self developing-economically, socially and politically - and it is hoped that the villages in the surrounding area will come and learn from the process of development that the project has gone through. The Malegaon would then become a teaching village for the area.

7. In addition to the Institute of Cultural Affairs, the Voluntary organisations with different skills and resources that are working to develop this area are (a) Janakidevi Bajaj Gram Vikas Sanstha (b) Sevadharm Trust and (c) Bharatiya Agro Industries Foundation (BAIF).

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**Malegaon Cluster  
Project Villeges :**

- 1) Inglun / Parithewadi
- 2) Ansute / Mankuli
- 3) Kune
- 4) Malegaon Kd.
- 5) Pimpri
- 6) Talpewadi
- 7) Malegaon Bk.



## ICA'S APPROACH TO DEVELOPMENT

*"A community that has the opportunity to participate in the creation of its own development plan will be committed to the implementation of that plan, is a core belief of ICA".*

The Institute's approach to development is based on the principle that the people of a community have the right, the ideas and the resources to plan and direct their own development processes with temporary help from the outside. The initiation of any ICA project, therefore is a substantial participatory planning and consensus building event or series of events involving the entire community, assisted by those outside people the village invites.

2. The implementation phase of the process, ICA staff work closely with the villagers so that they experience the work they do, understand the methods and acquire the skills to do it themselves. While doing a project every effort is made to involve all the sectors such as Government, private sector, voluntary organisations, educational institutions and the local people, in roles of assistance in creating and implementing the schemes the villagers themselves decide.

3. ICA staff play the role of a catalyst, facilitator, organiser and trainer and let the villagers do their own development. The focus is more on developing the Human Factor, making people understand and enlarge their capacities so that they become agents of their own development.

4. The following are the basic principles which have guided all the ICA works for the past over thirty years :

- (a) Concentrate development efforts within a delimited geographical area.
- (b) Deal with all the problems, promoting a comprehensive approach.
- (c) Deal with the people (all ages, both the sexes, all the communities) so that every one can participate.
- (d) Promote the self-image of the people as being confident and capable.

# **MALEGAON CLUSTER HUMAN DEVELOPMENT PROJECT, MAVAL, PUNE**

## **BRIEF PROGRESS OF WORK DONE**

**From May, 1989 to March, 1994**

### **1. General :**

The Cluster consists of the villages Malegaon Khurd, Pimpri, Talpewadi, Malegaon Budruk, Kune, Ansute and Ingulun in Maval Taluka of Pune District. The villages being isolated were so far deprived of many facilities and even day to day needs of the villagers.

Initially all villagers were brought together and made aware the need for their coming together for development of their own villages. Gramsabhas (planning meetings of the villagers in a village) and Mahasabhas (meetings of the villagers of all the villages in the cluster) were organised. These meetings were very essential for preparing a document giving the visions and the contradictions in their ways, of all the villages. It was stressed that the development in all the fields - social, economical and cultural - would be achieved, mainly on the strength of the villagers. The voluntary organisations including ICA: India would be approached by them for technical or financial assistance, whenever needed.

### **2. Organisations :**

With a view to bringing all the villagers together for village development it was proposed to form organisations of (a) the youths and (2) the women. Such organisations infused confidence in them. The women and the youth who were hitherto practically neglected had come to limelight by forming the organisations. They are now carrying out activities for the welfare of the villages by offering their labour and/or funds. The works done by them are cleanliness in the villages, to keep the surrounding of drinking water well clean, soak-pits, construction/repairing of social buildings, etc.

Women's organisations in all the villages of the cluster are actively participating in all the development programme taken in the villages.

### **3. Education :**

The villagers have now realised the importance of education and hence they are sending their sons and daughters to schools regularly and the adults have started learning alphabets. Additional classes have also been opened in some villages.

Training programmes for motivating Primary Teachers, and Teachers and students in Ashram School, Vadeshwar were organised.

The primary school at Malegaon Khurd had started classes upto seventh standard during the year 1994-95, and hence 8th class has been started in the village Malegaon Khurd from the year 1995. Now the students wishing to go for further education are not required to go to Vadgaon or Vadeshwar for further education.

### **4. Educational trips :**

Education trips of the enthusiastic villagers were arranged to observe the developments taken place in other villages. Such trips were taken to Jawale (Satara Dist.), Adgaon (Aurangabad Dist.), Baramati (Pune Dist.), Sonori near Saswad ( Pune Dist.) and to Khadi & Village Industries Board, Pune. By seeing the achievements made by others the villagers get confidence.

### **5. Tree plantation :**

Under watershed afforestation project about 50 ha of land in four villages and 48 farmers are participating in the programme. About 60000 trees of different varieties ( fruit trees, trees for firewood, etc.) have been planted and are taken care of by the farmers.

## 6. Small businesses :

The villagers were given information and training about starting businesses such as rearing milch cattle, rearing goats, poultry. The dairying and goat rearing have been started by some villagers in Malegaon Kd.

So far financial and technical assistance has been given for 27 businesses .

## 7. Training Programmes :

Separate training programmes were organised for (a) men (b) women and (c) the youth. The topics such as methods of planning for village development, qualities of a leader, motivation, preparing an action plan and its implementation are dealt with in the

training. Generally workshops on such topics are arranged so as to give them practical experience. The participants are made to express their views and to remove their shyness in meetings and/or before audience. It is observed that the trainings have been useful in promoting the villagers including women.

Advanced leadership training programmes were specially organised for the men, women and the youth.

## 8. Water schemes :

Drinking water supply schemes have been implemented in the villages of Malegaon Khurd, Kune, Ansute, Inglun, Parithewadi.

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## Staff of ICA : India, Pune



SHAKUNTALA JADHAV



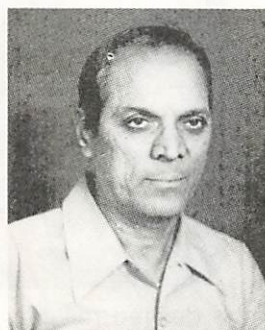
SHANKAR JADHAV



MUKESH TAKSANDE



SUBHASH PISAL



SHRIKANT PHADKE

# ANNUAL REPORT OF YEAR 1994-95

## LEADERSHIP

At the heart of the Institute of Cultural Affairs is the Technology of Participation, a series of methods which promote dialogue, produce consensus, and solve problems in today's working environment.

The keystone course in transferring these methods to others is GROUP FACILITATION METHODS which teach three essential tools for dialogue, decision-making, and planning in any organisational or community setting.

**1. Discussion Method :** It promotes dialogue and helps the participants learn to discuss issues in a manner which promotes maximum participation and incorporates diverse perspectives. It helps a group to journey to a new level of understanding and move any discussion to a productive end.

**2. Workshop Method :** It builds group consensus on critical questions. A blending of rational and intuitive approaches to generate group input results in a creative and practical product owned by the whole group.

**3. Action Planning Process :** It helps to formulate a short-term concrete plan for special events, launches new projects, or simply moves committees from talk to action.

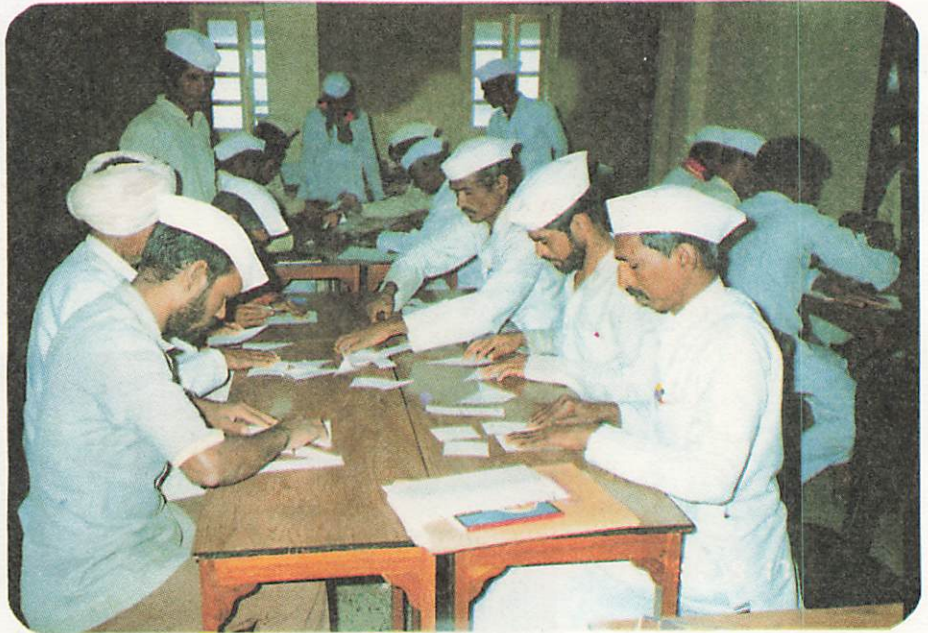
The process helps to determine the desired results, anticipate roadblocks, outline the advantages and

create an effective and realistic timetable of implementation.

This is the foundational methodology of leadership. Our main focus and intend was to train existing and potential leadership to ensure that the work was sustainable when we left. Following are the training programmes conducted :

### Advance and Emerging Leadership

\* Three days of Advance leadership training programme conducted for selected group of 26 people from cluster. These were core leaders who had been through several training programmes, and are actively



Village leaders engrossed in solving an exercise on cooperation.  
सहकार्य कसे करावे याबाबतचे कोडे सोडवण्यात दंग असलेले ग्रामनेते.

involved in village development process. Programme was to rehearse the learnings and provide advance techniques that are helpful for day to day work and building commitments toward sustainability of village development.

\* Nine days of leadership training programme conducted for 97 **Emerging Leaders** of the cluster. This was to create a supporting group to the core group, and to expand the number of trainees in each village. Programmes were residential, and out side the cluster villages.



Amateur and experienced village leaders presenting their visions.  
आपल्या कल्पना चित्रित करताना नवे व अनुभवी ग्रामनेते.



Training session of Women Leaders.  
महिला नेत्यांचे प्रशिक्षण.

\* Nine days of **Women's Leadership** training programme conducted for about 102 women from cluster area. Three days were for advance leadership and six days for emerging women leaders. It was to provide them basic development skills, generate confidence, bring awareness of their role and encourage their participation in village development activities.

## DEVELOPMENT OF WOMEN

*"Providing higher education to village women may well be the most route toward global environmental restoration and population stabilization."*

Though some women had participated in training programme along with men leaders, they were given special training in basic skills and emerging leadership. To balance the human development and economic development, the business management and technical training was included in the courses. They were also taken to places where women are running the businesses.

*"When a village woman gains a cash income source, her whole family benefits"*



Women meet to discuss their development activities.  
विकास कार्यावर चर्चा करण्यासाठी महिलांची बैठक.

The mahila mandal activity of cutting grass was efficiently managed. The money accrued was put in the mandal account of the bank. The management skills and the work norms taught in the training programme were effectively used in this activity. This small success made them plan this activity on a yearly basis and in all the seven villages in the vicinity, says Dr. Bambawale.

A women's business centre is constructed in Malegaon Khurd which is a central village. The centre will be utilised for the training programmes, and also will be a central place for experimental and/or pilot businesses to be set up.

**Educational Trip** was taken to Sonori village near Pune. Sonori village is an example of partnership development between the villagers and Rotary club. There is a women's business centre for economic

venture. About 68 women from the Malegaon project were taken to the village. It was for demonstrating the project run by women and to learn the basic management techniques.

During the same trip they were shown the project of Khadi Gramodyog in Pune, particularly the women's business of seri- culture. It is a government's project to encourage rural women to start small businesses for earning income.

## ECONOMIC DEVELOPMENT :

There are lots of training programmes conducted for various purposes. Now people are ready to take major projects such as running personal and community economic ventures. To use local expertise and resources we chose 27 families which set up small businesses such as tailoring, goat raising, grocery shop, vegetable stall, fishing etc. The women's groups are given training of manufacturing candles, rakhis, incense sticks and making soap powder. Two groups have already started the business on small scale.



Demonstrating manufacture of Incense Sticks, Rakhis, etc. to women entrepreneur.

नवीन महिला उद्योजकांना उदबत्त्या व राख्या तयार करण्याचे प्रात्यक्षिक दाखवताना.



Primary Teachers demonstrating their images about education by silent drama

मूकनाट्याद्वारे आपल्या शिक्षणविषयक कल्पना सादर करताना प्राथमिक शिक्षक.

## EDUCATION :

Education is an immediate need for long term future of this area. Without this the sustainability will never come to the social and economic development. We provided training programmes for parents, teachers, and students. The scope of this programme was twofold.

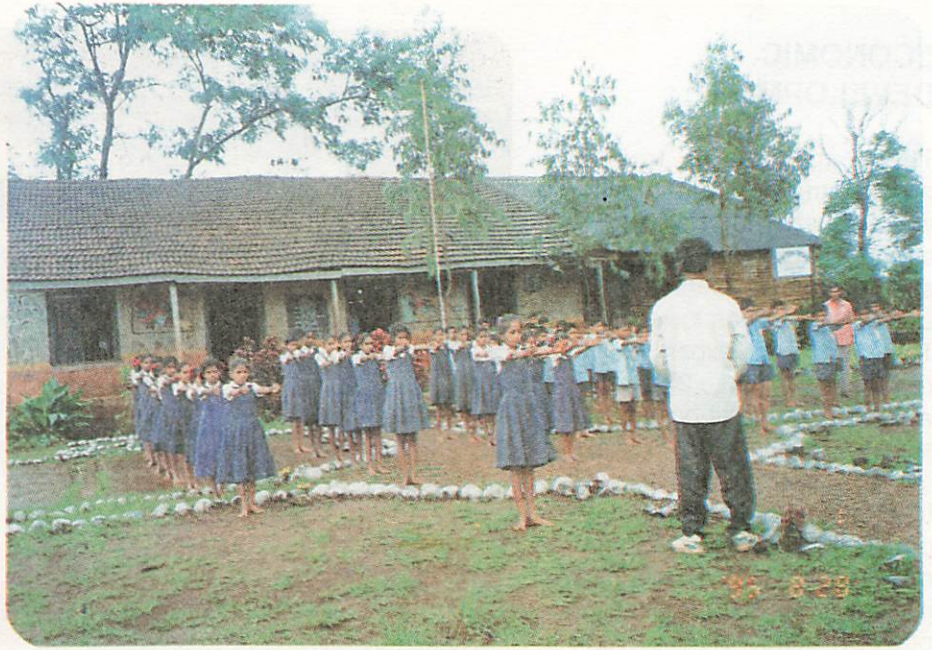
- To create an awareness of new changes, stress the importance of education, and demonstrate its changing role;
- To motivate both teachers and students to adopt new attitudes and methods to make education relevant in today's changing world.

**Education motivation programmes** are conducted for primary school teachers of Maval area.

Forty eight teachers from different schools in Maval Taluka participated in the programme. The programme was to motivate school teachers in their role, and provide them few new teaching techniques.

Four 'days' imaginal education course was conducted for 9th and 10th standard students of Vadeshwar Tribal Residential School. This was to expand their images of their role and life, as well as to provide them with the studying and learning methods.

The Primary School at Malegaon has now classes upto seventh standard. Primary school was provided with hostel facility during rainy season. Also books and sport equipment, and gardening and fencing material was provided. Student had to go to Vadgaon or Vadeshwar for further education. Hence, with the support from people



Students of Primary School at Malegaon Khurd doing drill.  
मालेगाव खुर्द येथील प्राथमिक शाळेतील विद्यार्थी कवायत करताना.

of Malegaon and other villeges an education organisation was approached to start Eighth Standard. which will ultimately promote the educational level in this area.

## PROVISION OF DRINKING WATER :

After successful implementation of the Malegaon Kh., and Kune/ Ansute water supply schemes,, Ingln and Patithewadi villages put up the proposal for similar scheme in their villages. They had promised that they will contribute through shramadan (free labour work) and the maintenance part of the scheme. Villagers jointly worked with Institute to fulfil the legal requirements, planning and implementing the scheme.



Drinking Water Scheme in a village.  
एका गावातील पिण्याच्या पाण्याची नळ योजना.

The scheme was implemented with the help of the Ministry of Foreign Affairs, Japan. MSEB and Zilla

Parishad provided the electrical supply. Water was lifted from Tata Lake, about two kilometers from the village. Two separate water reservoirs are installed at Parithewadi and Inglun. Eight water distribution points are given to group of houses. Now all the villages in cluster are having sufficient drinking water supply.

## AFFORESTATION IN WATERSHEDS :

The Environment being a global concern, Malegaon project is trying to meet the need. It is a pilot project being implemented with financial support from the Ministry of Foreign Affairs, Japan. At present 50 ha of land is taken for afforestation. It is a comprehensive project of land development through tree plantation



Tree plantation for improvement of environment and enhancing income.

पर्यावरण सुधारण्यासाठी व उत्पन्न वाढवण्यासाठी वृक्षारोपण.



Procession for propaganda of tree-plantation for improving environment.

पर्यावरण सुधारण्याच्या प्रचारासाठी वृक्षदिंडी.

and soil and water conservation programmes. The agroforestry and silvi pasture methods are also being introduced.

Forty eight farmers from four villages (Parithewadi, Ansute, Kune and Malegaon Bd.) have taken interest and taken their lands for this experiment. Villages are also supporting the project. The Forest Department, Social Forestry, and a voluntary organisation is also collaborating in this programme by taking separate land for the process. Nursery of 50,000 tree plants made locally having fruit trees of Cashunut, Mango, Jackfruit, Ber, Custard Apple, Guava etc. and other species are Eucalyptus, Suru, Akecia, Subabhul, Gulmohar, Bamboo, Bhendi etc. The nursery is also providing employment and additional income to some families.

Meetings were conducted in each village to provide information about the project, to get villagers' suggestions and plan together. Survey of land and requirement of trees were done with villagers.

Training programmes were organised on the field and out side of the village. A Dindi programme was arranged for seven villages to make awareness among the people about the environment. About 1500 people participated the programme.

**Environmental Education Centre** is being established in Talegaon, between Pune and the Project area. This centre will play coordinating and networking role between rural and urban, will provide education towards the environment through updated information, reading materials, Audio Visuals and the facility will be available for training programmes and conferences.

The intent at the Environmental Education Centre is to educate and make people aware of the environmental issues and its effects in various ways. Centre will also provide practical mechanism to deal with environmental problems, and to create a long term vision of sustainable and maintain ecological balance.

The benefits of the centre will reach to both urban and rural population. It will also provide some practical experiments and demonstrations of new methodology. It could become a teaching and learning place for people.

## NETWORKING :

Voluntary agencies working in Maval are meeting regularly to report work, put forth difficulties, share

learnings and support each other. Many of the programmes have been conducted together, using different resources and expertise.

Three days NGO seminar was conducted in Pune. There were about a dozen organisations working in Pune district participated in the seminar. It was to share different approaches and methods, also to introduce ICA's methodology that is being very effective in community development.

Several people from Pune visited the project, for example, HRD group, some individuals, government departments and some political leaders. A village Bopkhel near Pune, made an educational trip to study village and learn the methodology. Trip was taken with the help of Forbes Marshall company.



Network meeting of representatives of Non-Government Organisations.  
अशासकीय संस्थांच्या प्रतिनिधींचा परिसंवाद.

Representatives of several countries visited the project, during the International Conference of ICA held at Lonavala during October, 1994. There were also few families and individuals from USA, Japan, Canada, Australia, Africa etc. who made special trips to the project, being partners in the project.

Mrs. Shakuntala Jadhav, ICA staff member was invited by ICA Australia to make presentation to the partners in Australia and share the work of the project. She had also visited several locations in USA to report the work to our partners in the project.

We would like to give special thanks to few families and individuals who are constantly supporting,



A foreign guest being felicitated.  
परदेशी पाहुण्यांचा सत्कार.



People of Thermax physically participating in tree-plantation  
थरमॅक्स कंपनीचे कर्मचारी व अधिकारी वृक्षारोपणाच्या कार्यात सहभागी होताना.

particularly building the network, they are- Elaine and Nelson Stover, Greensboro, USA, Linda & John Cock, Galax, USA , Barbra and John Wilsons, ELprodo, NM, USA, and John Oyler.

#### **PARTNERSHIP :**

**M/s Thermax Limited**, a local company in Pune is a partner in the project, extending its support financially, morally and with manpower. This is one of the examples of local company who is demonstrating its role in participating in developing rural area. Blue Star Foundation has also taken keen interest and is

providing financial support on yearly basis.

Several of the International Funding agencies are supporting the project, particularly the Ministry of Foreign Affairs, Japan has been largely supporting the project. Ms. Shizuyo Sato, ICAI president and Mr. Wayne Ellsworth have committedly extended their partnership to the project. Their vision particularly is to make project sustainable so that it is run on its own.

**Evaluation of the Project** was done after 5 years by a third party (Streewani organisation, Dr. Usha Bambawale) to find out what has been done in the project, and what effect it has made on people in terms of sustainability of the project.

Dr. Usha Bambawale of Streewani Organisation evaluated the project. She says: that the objectives of the project have been realised. The last one of empowerment is the out-come of the sucess of the other objectives. There was a better ability of the people to plan, execute these plans and communicate about them which indicated empowerment.

ICA has done good work in the seven village cluster. It was pleasure to evaluate the project. I would say a modest beginning has been made in making people aware of their potential.

## SHARING OUR METHODS/HUMAN DEVELOPMENT SERVICES:

**Forbes Marshall Limited**, is one of the leading engineering companies in Pune. The ICA has long history with the company in relation with rural development. The relations came alive again in 1994 when Forbes Marshall decided to work with a new village, Bopkhel near Pune. ICA Pune is working with the Company, mainly for providing training and planning services in the village.

Bopkhel village was interested in networking with Malegaon project. So a trip was taken to Malegaon of 38 persons to study, share and learn from each other.

Seeing the effect of methodology in villages the Company decided to use our skills in the company for shop floor members. The personal development programmes are conducted for all of the shop floor members of the company.

**Life Style Simplification** : A programme was initiated to assist individuals with Life Style Simplification concepts as they relate to family, community, the environment, and the planet through a variety of consumption reducing methods. The LifeStyle series offers participants an opportunity to explore simpler, sustainable lifestyles in dialogue with others who share their concern. The programme helps individuals and families to redirect their resources towards a more satisfying life and a responsible use of the planet's resources.

A Programme was conducted by Mr. and Mrs. Stover, Co-Directors of ICA, Greensboro, N.C. USA.



Training of village leader of Bopkhel, the village taken by Forbes Marshall Ltd., for its development.  
फोर्ब्स मार्शल कंपनीने विकासासाठी घेतलेल्या बोपखेल गावात ग्रामनेत्यांचे प्रशिक्षण चालू असताना.

# दि इन्स्टिट्यूट ऑफ कल्चरल अफेअर्स : इंडिया, पुणे

मानवी विकास प्रकल्प, माळेगाव समूह, ता. मावळ, जि. पुणे  
(१९९४-९५)

स्वतःचा विकास करण्याच्या हेतूने कामाचे नियोजन करण्याची संधी ज्या समाजाला मिळते, तो समाज आपल्या नियोजनाची अंमलबजावणी करण्यासाठी आपले सर्वस्व पणस लावतो असा या संस्थेचा दृढ विश्वास आहे.

## संस्थेची पार्श्वभूमी:

दि इन्स्टिट्यूट ऑफ कल्चरल अफेअर्स : इंडिया या संस्थेचे विकासाचे धोरण जनतेवर केंद्रित आहे. स्वतःचा विकास करून घेण्यासाठी योजना आखणे व ती अंमलात आणणे, याबद्दल समाजातील लोकांच्या काही स्वतःच्या कल्पना असतात व त्या राबवणे हा त्यांचा हक्क आहे. या प्रक्रियेमध्ये ही संस्था लोकांना बाहेरून मदत करून त्यांना कामे करण्यास प्रवृत्त करित असते. गावातील लोकांच्या खांद्याला खांदा लावून काम करून सरकार, खाजगी क्षेत्रातील व्यक्ती, संस्था आणि स्वयंसेवी संस्था यांनाही गावाच्या विकासात सहभागी करून घेण्याचे प्रयत्न केले जातात.

ही संस्था गेली ३५ वर्षांपेक्षा अधिक काळ गावांच्या विकासासाठी काम करित असून पुढील तत्त्वांचा अंगिकार ही संस्था प्रामुख्याने करित असते.

- (अ) भौगोलिक दृष्टीने मर्यादित क्षेत्रात विकासासाठी एकवटून प्रयत्न करणे.
- (ब) सर्वकष मार्गाचा अवलंब करून सर्व प्रश्न सोडवणे.
- (क) विकासामध्ये सर्वांचा सहभाग असावा या हेतूने सर्व वयाच्या व सर्व जाती-जमातीच्या स्त्री-पुरुषांशी संपर्क साधणे.
- (ड) लोकांमध्ये आत्मविश्वास व क्षमता यांची जाणीव करून देणे.

यापूर्वी माळीवाडा (औरंगाबाद जिल्हा) व जवळे (सातारा जिल्हा) येथे विकासाची यशस्वी कामे केली. मे १९८९ मध्ये पुणे जिल्ह्यातील मावळ तालुक्यातील माळेगाव खुर्द, पिंपरी, तळपेवाडी, माळेगाव बुद्रुक, कुणे, अनसुटे-मानकुली व इंगळूण-पारिठेवाडी या गावांमध्ये विकासकार्यास सुरुवात केली. ही गावे विकासाच्या ओघापासून दूर असून या गावांत प्रामुख्याने आदिवासी लोक रहातात.

सामाजिक संस्था, खाजगी उद्योग, सरकारी कार्यालये व स्वयंसेवी संस्था यांच्या सहकार्याने व स्थानिक लोकांच्या पुढाकाराने

मागासलेल्या, भागातही विकास होऊ शकतो हे दाखवण्यासाठी संस्थेने पाऊल टाकले. या भागात (१) जानकीदेवी बजाज ग्राम विकास संस्था (२) सेवाधाम ट्रस्ट (३) भारतीय कृषी औद्योगिक फाउंडेशन या संस्थांचेही पूरक कार्य चालू आहे.

गावकऱ्यांशी खुली चर्चा केली असता त्यांच्या विकासाच्या मार्गातील पुढील अडचणी त्यांनी सांगितल्या.

- (१) पिण्यासाठी व शेतीसाठी अपुरे पाणी.
- (२) दळणवळणाच्या व संपर्काच्या कमी सोयी.
- (३) शिक्षणाच्या फार कमी सुविधा.
- (४) काही गावकऱ्यांमध्ये असणारी असहकाराची वृत्ती.
- (५) कमकुवत संघटना व कमी परिणामकारक नियोजन.

## संस्थेने केलेली कामे :

### गावातील मंडळे :

महिला मंडळे व तरुण मंडळे यांच्यामार्फत गावाच्या विकासाची कामे करता येतात, हे दाखवून दिल्यामुळे अस्तित्वात असलेली मंडळे कामास लागली व नवीन मंडळे स्थापन झाली. गावाची सफाई, पिण्याच्या पाण्याच्या विहिरीचा परिसर स्वच्छ करणे, शोष खड्डे तयार करणे, चावडीसारख्या समाजोपयोगी इमारती बांधणे किंवा दुरूस्त करणे वगैरे कामे या मंडळांनी केली आहेत, व करित आहेत.

### शिक्षण :

शिक्षणाचे महत्त्व पटल्यामुळे गावकरी आपल्या मुला-मुलींना नियमित शाळेत पाठवतात. शाळा व्यवस्थित चालेल याकडे लक्ष पुरवतात. पावसाळ्यात जवळच्या गावातून येणाऱ्या विद्यार्थ्यांची राहण्याची व जेवण्याची सोय माळेगाव खुर्द येथे गावकरी उत्साहाने (आय्.सी.ए. : इंडिया च्या मदतीने) करतात. प्रौढ साक्षरता वर्गात प्रौढ वाढत्या संख्येने जाऊ लागले आहेत.

शिक्षकांना प्रेरणा देण्यासाठी प्राथमिक शिक्षक व वडेश्वर येथील आश्रम शाळेतील शिक्षक यांचे प्रशिक्षण कार्यक्रम घेतले आणि नववी व दहावीच्या विद्यार्थ्यांसाठी सुद्धा प्रशिक्षण कार्यक्रम घेतला.

माळेगाव खुर्द येथील शाळेत आता सातवीचा वर्ग सुरु झाला व ९५-९६ या वर्षात आठवीचा वर्ग एक खाजगी संस्था सुरु करित आहे.

### शैक्षणिक सहली :

जवळे (सातारा जिल्हा), आडगाव (औरंगाबाद जिल्हा), माळेगाव, बारामती, गावडेवाडी व सोनोरी (पुणे जिल्हा) व पुणे येथील रेशीम उत्पादन केन्द्र येथे गावकऱ्यांच्या सहली नेल्या. तेथे झालेला विकास आणि चालू केलेले उद्योग यांची पाहणी गावकऱ्यांनी केली.

### पर्यावरण व वृक्षारोपण :

आता चार गावातील ५० हेक्टर जमिनीवर ४८ शेतकऱ्यांनी वनीकरणाचा कार्यक्रम आय.सी.ए. पुणे व जपान सरकार यांच्या सहाय्याने हाती घेतला आहे. निरनिराळ्या उपयोगासाठी सुमारे ६०,००० झाडांची लागवड केली असून त्यांची निगा घेतली जाते. या कार्यक्रमात एक वृक्षदिंडी सातही गावात नेली होती.

शाळेच्या परिसरात, सार्वजनिक ठिकाणी व घराच्या अवती-भवती गावकऱ्यांनी वृक्षारोपण केले असून त्या झाडांची निगा ते घेतात.

### उत्पन्न वाढीसाठी उद्योग :

दुधासाठी संकरित गार्ड पाळणे, शेळ्या पाळणे, कोंबड्या पाळणे, उदबत्त्या, लोणची, जाम तयार करणे, शिवण काम, किराणा मालाचे दुकान, भाजीचे दुकान यासारखे उद्योग चालू आहेत. पूरक उद्योगासाठी तांत्रिक व आर्थिक साहाय्य २७ व्यक्तींना दिले.

पूरक धंध्यासाठी प्रशिक्षण देण्यासाठी व जरूरी पडली तर काही कालासाठी धंदा चालवण्यासाठी माळेगाव खुर्द येथे प्रशिक्षण तथा तांत्रिक केंद्राची इमारत संस्थेने बांधली आहे.

### प्रशिक्षण कार्यक्रम :

गावाच्या सर्वांगीण विकासासाठी नियोजन कसे करावे, नेत्याच्या अंगी कोणते गुण असावेत, काम करण्यासाठी प्रेरणा कशी द्यावी, कामाचे आराखडे कसे तयार करावेत इत्यादी विषयांची माहिती कार्यशाळा पद्धती व सहभाग पद्धती यांच्या साहाय्याने विविध प्रशिक्षण कार्यक्रमातून दिली जाते. स्त्रिया, पुरुष व तरुण यांच्यासाठी असे प्रशिक्षण कार्यक्रम आयोजित केले. प्रशिक्षणात सहभागी

झालेल्यांना नवीन दृष्टी लाभली व ते विकासाच्या कामात सक्रिय सहभाग घेऊ लागले. या प्रशिक्षणाचा परिणाम म्हणजे आता स्त्रिया चर्चेत भाग घेऊ लागल्या आहेत व पुढाकार घेऊन लहान-मोठे कार्यक्रम राबवू लागल्या आहेत.

### पिण्याच्या पाण्याच्या योजना :

पिण्यासाठी पाणी लांबून आणावे लागे व हे काम प्रामुख्याने स्त्रियांकडे असे. आता आय.सी.ए. इंडिया, संस्थेने मिनिस्ट्री ऑफ फॉरेन अफेअर्स जपान यांच्याकडून अर्थसाहाय्य मिळवले आणि थरमॅक्स कंपनी व शासकीय अधिकारी यांच्या सहकार्याने माळेगाव खुर्द, कुणे, अनसुटे-मानकुली-व इंगळूण-पारिठेवाडी या गावांत पिण्याच्या पाण्याच्या नळ योजना पूर्ण करण्यात आल्या. नलिकासाठी खोदकाम करणे, व इतर कामे गावकऱ्यांनी स्वतः पुढाकार घेऊन केली. आता या गावात सामुदायिक नळकोंडाळी आहेत. वीज व संबंधित खर्च व देखभाल यांचीही जबाबदारी गावकऱ्यांनी घेतली.

### समन्वय :

विकासांच्या कामांच्या नियोजनासाठी प्रत्येक गावी सर्व गावकऱ्यांच्या बैठका घेतल्या. या बैठकांना ग्रामसेवक व प्राथमिक शिक्षक उपस्थित होते. पुढील तीन वर्षात त्यांच्या मताने कोणती कामे घ्यावीत याचा आराखडा या बैठकांमध्ये तयार करण्यात आला.

ग्रामसेवक व प्राथमिक शिक्षक यांना प्रशिक्षण दिल्यामुळे त्यांचा आपल्या कामाकडे पाहण्याचा दृष्टीकोन खूपच बदलला आहे. त्यामुळे ते गावांच्या कामात रस घेतात.

### सहकार्य :

माळेगाव समूहातील गावांच्या अविरत चालणाऱ्या विकासाच्या कामात (१) थरमॅक्स कंपनी, पुणे (२) द मिनिस्ट्री ऑफ फॉरेन अफेअर्स, जपान (३) ब्यु स्टार फौंडेशन, बॉम्बे, (४) कॅनेडियन इंटरनॅशनल डेव्हलपमेंट एजन्सी (सिडा) कॅनडा, (५) महाराष्ट्र राज्य वीज मंडळ, (६) जिल्हा परिषद, पुणे यांचा हातभार प्रामुख्याने होता हे नमूद करावेसे वाटते.

### भेटी :

पुण्यातील पुढारी, सरकारी अधिकारी, व ह्यूमन रिसोर्सेस डेव्हलपमेंट ग्रुप यांनी माळेगाव समूहातील गावांना भेटी दिल्या. फोर्ब्स मार्शल कंपनीने विकासासाठी दत्तक घेतलेल्या पुण्याजवळील बोपखेल गावातील काही मंडळीनीही विकास कसा झाला हे पाहण्यासाठी या गावांना भेट दिली.

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