THE INSTITUTE OF CULTURAL AFFAIRS : INDIA
PANVEL

Concerned with
the human factor in
world development

THE INSTITUTE OF

Committed to the Service

There is an increasing awareness of our common responsibility for the future of the Planet Earth. A spreading recognition of the importance of human development in the process of change. Whether facing poverty, vocational crisis or environmental degradation, the key is the total participation of the people affected in creating solutions.

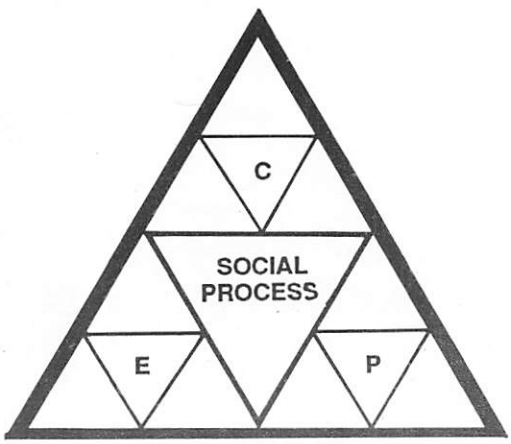
ICA : INDIA 25 YEARS OF SERVICE

For the past twenty five years, The Institute of Cultural Affairs : India has been actively involved in the field of human development, pioneering in new educational methods, participatory planning and demonstrating the possibility of creative options for a better life. The Institute's programmes enable people to recognise and respond to the real opportunities for shaping their future, provide people with practical ways to renew their communities and transform their organisations.

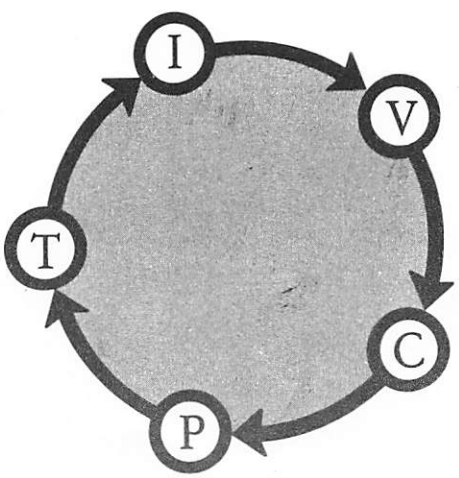
Out of the concern for rural development, the Institute's main work since 1975 has been in village development in the state of Maharashtra. The methods of human development were extended from one pilot project to more than 200 villages in Maharashtra and in other states of India.

The most recent years have seen the Institute responding to the world-wide recognition of the need for human development in all sectors of society. Out of the vast experience from its earlier works, the Institute today is designing and facilitating multiple forms of programmes, to motivate and equip individuals, organisations and local communities to effectively operate out of the spirit of human development.

The Institute of Cultural Affairs : India is a not for profit organisation, registered under the Societies Act of 1860. The overall work is overseen by the Board of Directors and the ongoing activities are planned by the staff in the various locations.



Comprehensive Thinking



Strategic Action

CULTURAL AFFAIRS : INDIA

of human development

GLOBAL NETWORK

The Institute of Cultural Affairs : India is affiliated to similar organisations in more than 20 countries. ICA : India is a registered member of the Institute of Cultural Affairs International (ICAI), in Brussels, Belgium. The ICAI has Consultative Status with the United Nations Economic and Social Council (Category II) and with the UNICEF.

The work of ICA : India offices focusses on four networks of activities. Each location is engaged in activities of one or more of the networks and interacts with the other ICA locations.

In the **Sustainable Development Network**. ICA : India has the longest history of comprehensive community development projects. Today, the Institute is assisting the local communities with income generation schemes, leadership development, and preventive health practices as catalytic forces towards the self development process.

In the **Life - long Education Network**, the Institute is engaged extensively 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.

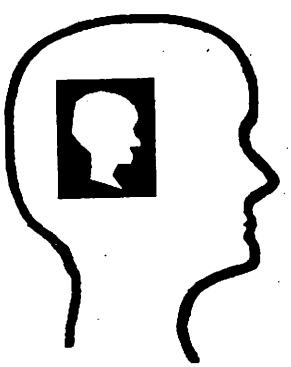
The **Organisational Transformation Network** involves working with corporations, public and private organisation, in seeking ways to empower the individuals within the organisation, enabling them to more clearly act out their functions, to become leaders and facillitators of the transformation process.

In the **Planetary Ecology Network**, the ICA is researching to discern new ways of caring for the environment. The thrust is upon educating the masses to establish a positive relationship with the earth's natural resourses and protect it from further destruction.

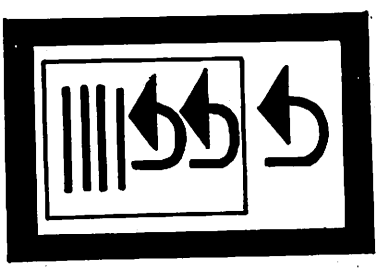
ICA : INDIA - PANVEL

It is one of the four programme offices of the Institute of Cultural Affairs : India at present. The Institute began working in this coastal belt of Maharashtra, in the year 1977. Since then, ICA : India has continued to expand its programmes in this area. Today with the team of experienced staff and volunteers this office is extending multiple forms of programmes, in three districts serving both rural and urban population.

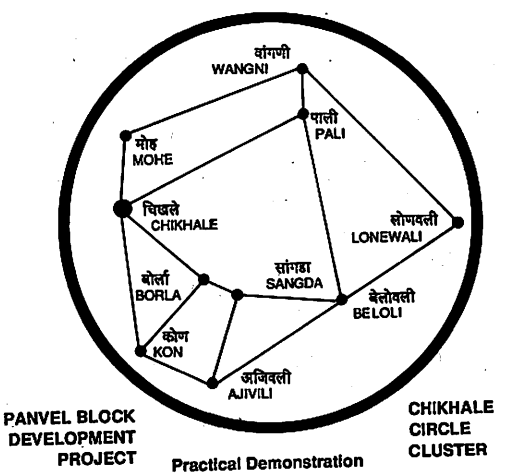
This BROCHURE describes the programmes and projects of ICA : India - Panvel.



Imaginal Learning



Critical Reflection



Introducing

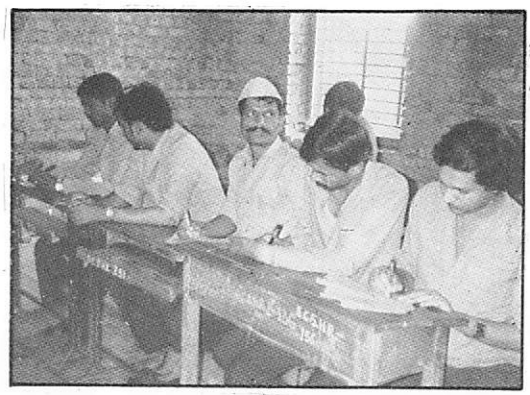
New Approaches

It is an established fact that our current education system is facing a major crisis. Inspite of this realisation, the system has distanced itself from real life situation. We continue to overburden a students with heavy syllabus through mechanical data input and a teaching approach based on memorisation. By doing so, we are completely ignoring the importance of human capacity development.

In 1989, ICA : India - Panvel launched education programmes to motivate local educational institutions with innovative methods of teaching - learning. In total, 25 high schools, 4 teacher training colleges, 3 primary schools and one pre-school benefitted from the programmes. The objective of the programmes was to introduce the teachers and high school students, to different methods and exercises to improve the quality of education. At the end of the third year it became clear that the impact of the programmes had developed a group of highly motivated schools across the district, which can function as laboratories for future experiments in innovative education. The Canadian International Development Agency has been the major financial supporter for this experiment.

EDUCATION MOTIVATION TRAINING FOR TEACHERS .

During these three years, short-term training programmes were facilitated with teachers from different academic levels. In total, 500 teachers from teachers 'training colleges, high schools, primary schools, pre-schools and technical schools participated in these training programmes. Most of the teachers, found these programmes to be fresh and useful tools for their teaching. These teachers, who have been confined to text book teaching, for the first time consciously decided that the purpose of education in the present context is to develop the best of the human potential of the student.



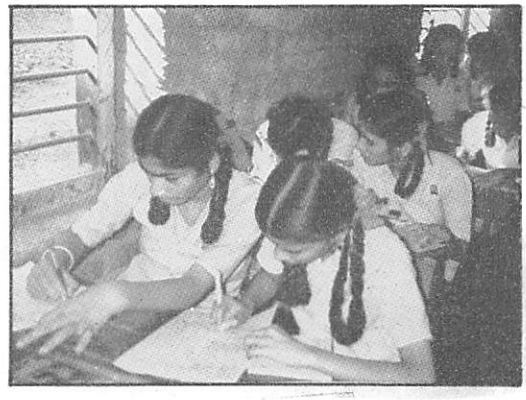
to Formal Education

EDUCATION PROGRAMMES FOR HIGH SCHOOL STUDENTS

Over 3500 students from 25 high schools, have participated in the education motivation programmes. These programmes are intended to generate greater interest among high school students in higher academic careers. In most cases during their school life, the students find themselves completely trapped in text book and exam oriented education. By the time they reach high school level, many of them find higher education boring or too complex to achieve, resulting in large number of students failing in their final examinations. The programmes facilitated by ICA Panvel provided opportunities to the students, to regain their interest and confidence. The students learnt that education is a life-long process and it should impart life related skills such as: independent thinking, creative learning and meaningful vocation.

MOTIVATION FOR HUMAN DEVELOPMENT IN INDUSTRIAL TRAINING INSTITUTE (ITI)

The ICA has been conducting short - term programmes for the teaching staff of the ITI and techinical schools to promote and demonstrate methods and techniques of how to effectively incorporate the development of human potential with technical skills training, so that the students become skilled and equiped to not only become effective in the work place, but can also pursue self-employment. The ITI Bombay has found the programme so much on target and essential that their excitement about the programme has catalised seven more programmes to train the Institutes total 170 staff. This new approach of effectively combining human development with learning technical skill is well accepted in other such institutes. During the course of the next five years, ICA - Panvel plans to conduct such programmes at Industrial Training Institutes across Maharashtra.



Creating

Methods for

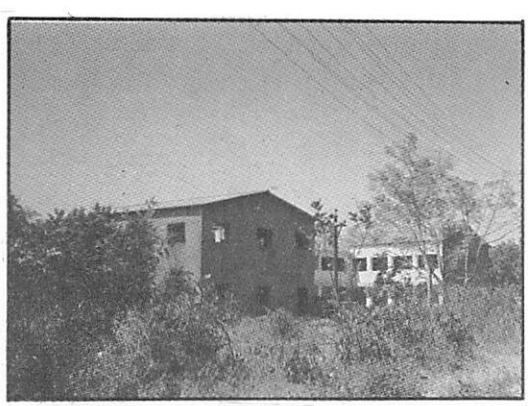
In education today there is a growing consensus that human development should be at the core of education. Yet efforts to alter the course of education to make it happened are low priority. The little that is done is overshadowed by the complexity of change that is required. This results in inertia and is demonstrated by educators who have stopped exercising their freedom to contribute towards change. There is a need for examplesof the possibility of locally initiated change. The ICA works towards creating such demonstrations of positive change in various educational institutions.

TEACHERS' INTERCHANGE PROGRAMMES -

Along with facilitating training programmes with indigenous schools and colleges, it is very important to create opportunities for teachers to interact among themselves, on a regular basis. Several teachers' interchange programmes during every academic year are being organised by ICA - Panvel. These, one or two day long events, have helped the Teachers to share and learn about new ideas and test new modes in different institutions. The highlight of these programmes is manifested by teachers from different schools taking assignments to assist other schools with their specific expertise.

BLOCK LEVEL HEAD MASTERS' SEMINARS

During the end of last year, a first seminar of this kind was organised in Khalapur block. The interest was to bring together, educational institution heads to create the opportunity for them to work as one team, to work in resolving common issues related to teachers and students. In this first seminar the head masters themselves decided to arrange more such seminars on a regular basis, and also to encourage head masters and supervisions from other blocks to organise seminar events.



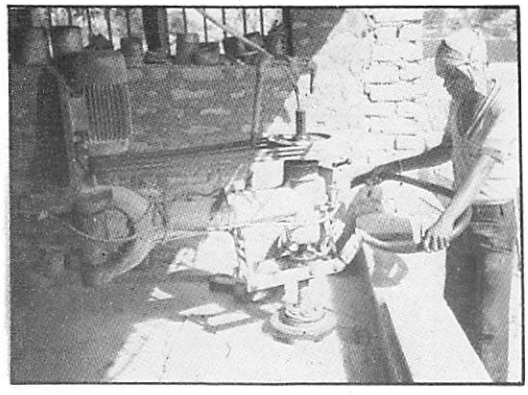
Innovative Teaching-Learning

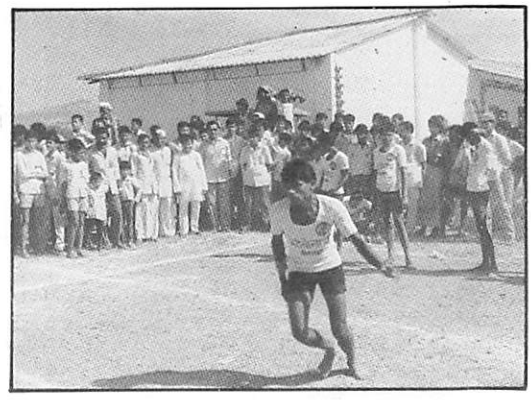
TRIBAL EDUCATION PROJECT

The tribal villages of the Maldunge - Dodhane area of Panvel Taluka have few services and no educational facilities for their inhabitants. This area is rapidly changing from an agricultural based to an urban - industrial based economy and traditional work roles will soon no longer be the only option as a means of support. Since education is preceived to be crucial in helping people adapt to these changes and allow them to take advantage of new opportunities, a residential school was started in June 1989 by ICA-Panvel. This Ashram Shala (School - cum - hostel), which is one of the laboratories for ICA's educational research, provides formal education to children, as well as caring for their social and physical needs. It is recognised by the Government of Maharashtra, from whom it receives a substantial grant. Each year the school will expand until it is of high school standard and in 1992 the school will move to the ICA centre at Chikhale village.

THE MODEL EDUCATION COMPLEX

This is a three year demonstration experiment launched in two schools, to occasion an environment for locally initiated change of all aspects related to education, through collaborative efforts between all sectors of society concerned in education. Though the teachers, students and parents will play a key role in this the ICA will help facilitate a journey of well-planned efforts and innovations in physical and educational qualitiative growth from primary to high school level education. Each Model Education Complex is made of one high school and fifteen to twenty surrounding primary schools.





Facilitating Change Through

The development community has long recognized the importance of people at grassroots level taking stock of their situations and consciously shaping their future, effectively taking charge of their own development. The ICA encourages this by helping men and women from the community to acquire leadership skills and to gain self confidence. In order for balanced development to take place it is necessary for all sections of socieity to be involved in the decision - making process.

LEADERSHIP DEVELOPMENT

Residential workshops have been held at ICA Training Centres to provide training to local development practitioners. The main intent of these schools is to improve the leadership techniques of local practitioners and to demonstrate methods of community transformation that are applicable at village level. Ultimately these practitioners can reach out and empower a wider circle of people. Modules of the Programme include : the human development process, participatory planning process, effective community organisation, project monitoring, individual skills development, corporate creativities and evaluation methods. Agencies that have benefitted from these programmes include the Family Planning Association and Sevadham Trust. In addition to these, the ICA offers similar programmes to organisations in other spheres, which enable them to increase their own operational effectiveness.

IMPROVING THE STATUS OF WOMEN

The greatest obstacle for women in Indian society is the absence of direct participation in economic activity. Although they perform diverse tasks, work long hours and shoulder the main responsibility for sustaining the family, their important contribution is not reflected in their status within society. The main reasons for this low status is that all their time and energy is consumed in caring for the family rather than in contributing financially to the household. The importance of women in the development process has by now become widely recognized. It has been observed that development efforts that concentrate exclusively on men invariable have limited success. Communities can only be successfully developed when the contributions and potentials of women as well as men are utilised to the full. However, unless the socio-economic utility of women is enhanced in the eyes of the family and society they will continue to be neglected and true development will not take place.

Leadership Development

DEVELOPING SELF-EMPLOYMENT OPPORTUNITIES FOR LOCAL WOMEN.

While much of Panvel Taluka has experienced rapid urban - Industrial growth women living in the economically depressed rural communities near Panvel, or those in the slum area in Panvel itself have failed to benefit from the changes. Having cut-short their academic careers to become housewives they find themselves ill- placed to take advantage of the new job opportunities that have been created. They can effectively take advantage only when they are first trained in income generation skills. There is, however, a shortage of appropriate and inexpensive training courses for women. For many years ICA : India has been involved with women's advancement through education, the creation of new social roles and the learning of income generation skills. The ICA'S self-employment project for women is designed to assist women in gaining greater economic independence and encourage them to be conscious agents of social change in their communities. A community centre in New Panvel will provide the women with the opportunity of gaining training in various trades. The women will also be taught production and marketing skills. This will enable them to eventually become self-sufficient in the running of their cottage industries.

Integrating Social and Ecological Development at Grass Root Level

The protection of the Earth's environment has become the primary concern for all. Never before has the question of the survival of the Planet Earth worried the human mind, as it does now. It has become very clear that the nature of this planet has to be preserved by ensuring ecological balance.

RURAL CHALLENGES

India is facing extraordinary challenges. The rapid increase in population has threatened the existence of forests, wildlife and environment. It is an established fact that forests play a vital role in keeping ecological stability. Indiscriminate felling of trees, excessive grazing and frequent fire have not only reduced the total forest, but have also hampered the rate of economic growth of the nation. Substantial chunks of good forest land have been diverted for non-forestry purposes like, hydro-electric projects, large irrigation projects, industries and agriculture in the last few decades.

Due to the ignorance of the environmental impact and the lack of alternative sources of fuel or income the habit of encroaching on the forest continues amongst local people in rural areas.

During the span of fifteen years of rural development work, ICA : India has initiated many environmental schemes in villages across Maharashtra. Several such schemes have seen successful implementation and are still being cared for by local villages. ICA - Panvel is in the process of launching a 5-7 year socio - ecological Project, in Madhya Pradesh. The Institute will work with local villages, district officers, and educational institutions in planning and implementing a comprehensive environmental project.

THREE YEARS TARGETS 1992-95

- **2 model education complex started**
- **500 women self employed**
- **3 new residential schools established**
- **100 institutions received Education Motivation Training Programme**
- **1 educational research and service centre in operation.**
- **Comprehensive environmental project launched in Madhya Pradesh.**

ICA : INDIA - Panvel wishes to thank the following supporters and many others for their valuable contributions during the year 1991 - 92.

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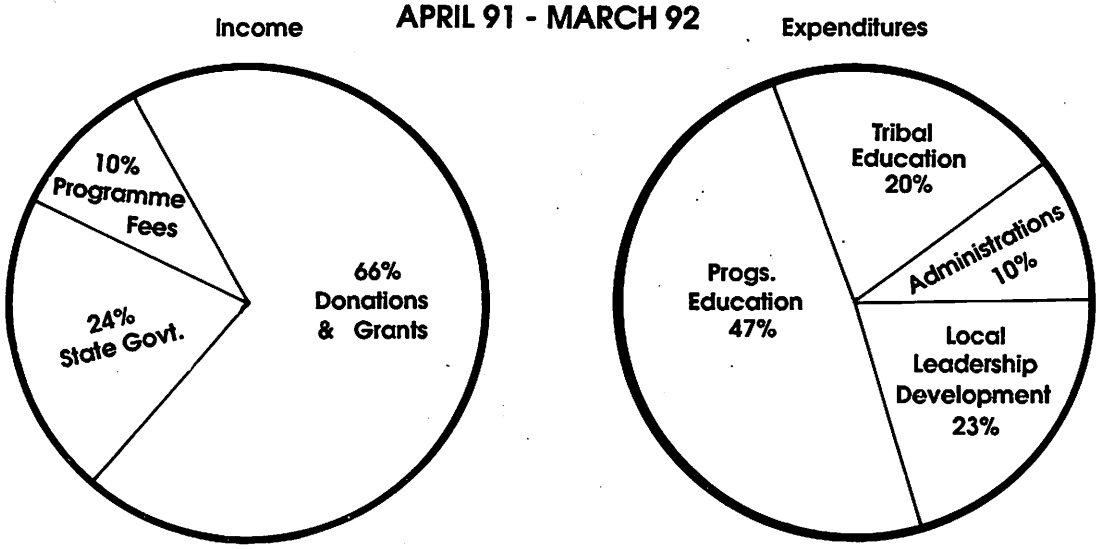
PANVEL OFFICE
FINANCIAL RESOURSES
APRIL 91 - MARCH 92



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