



# HUMAN DEVELOPMENT

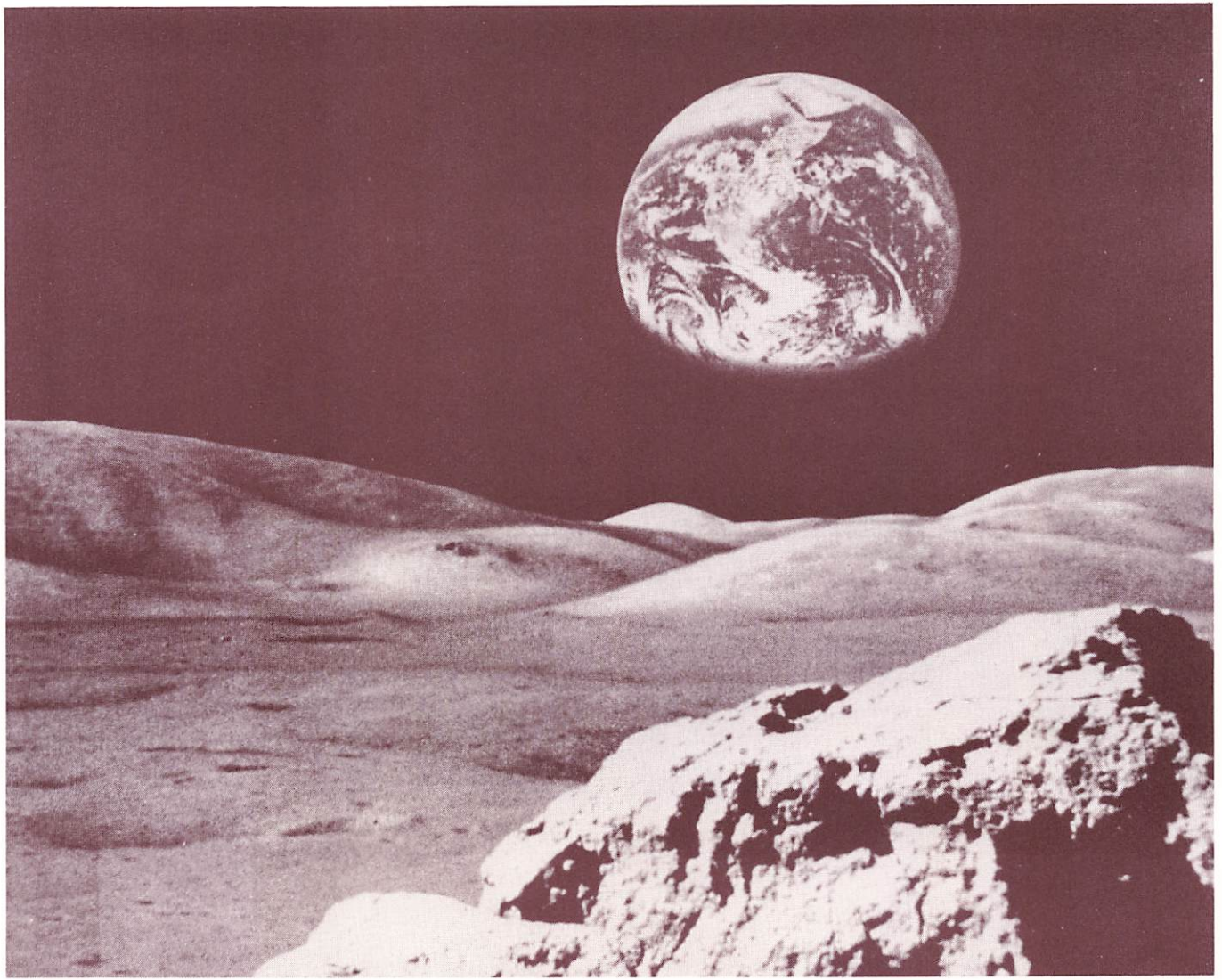
THE INSTITUTE OF CULTURAL AFFAIRS

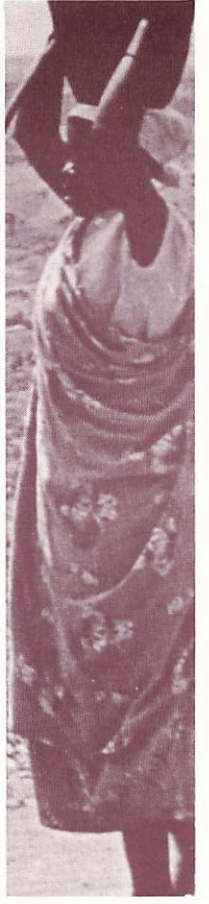
**"I would therefore put to you what I would call a modest hope. It is possible that in the latest age of turbulence and disaster, our science and our wisdom are coming together and our faith and our reality are beginning to coincide."**

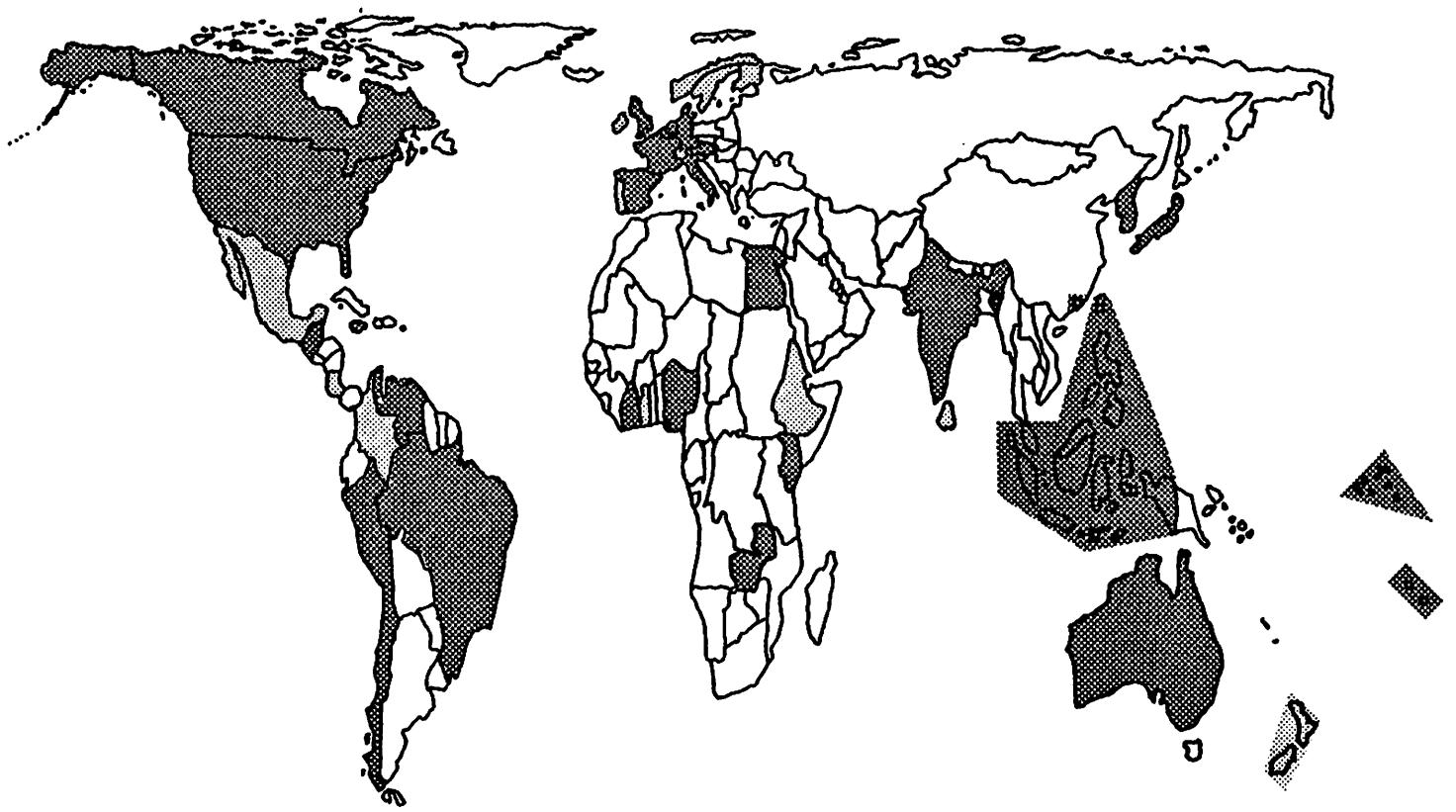
**- Barbara Ward -**

The Institute of Cultural Affairs is a research, training and demonstration group concerned with the human factor in world development. The purpose of the ICA is to devise and demonstrate practical methods of comprehensive development and to motivate co-operative action.

The ICA is an informal federation of national autonomous non-profit-making organisations. It has 107 offices in 40 nations with co-ordinating centres in Bombay, Brussels, Chicago, Hong Kong and Kuala Lumpur.







## **Programmes have been held in 47 countries:**

**COMMUNITY FORUM:** An opportunity for communities to draw up practical plans which can then be implemented for everyone's benefit.

**GLOBAL WOMEN'S FORUM:** Women discuss the implications of their changing role in today's society.

**COMMUNITY YOUTH FORUM:** A chance for young people to evaluate their lives in relation to their own and their community's needs.

**LENS (Leadership Effectiveness and New Strategies):** A seminar which helps people from businesses and institutes to increase the effectiveness of their operations and at the same time express their sense of social responsibility.

## **Human Development Projects in 25 countries**

The objective of Human Development Projects is to demonstrate the effectiveness of cooperative action by community residents. The emphasis is on the development of local initiative in the planning and implementation of social and economic programmes.

Human Development Projects operate in:

Australia, Brazil, Canada, Chile, Egypt, Germany, Guatemala, Hong Kong, Indonesia, Italy, India, Jamaica, Japan, Kenya, Malaysia, Marshall Islands, Nigeria, Peru, Philippines, South Korea, Taiwan, United Kingdom, United States, Venezuela, Western Samoa, Zambia.

# Research

## 'I trust nobody's optimism, nobody's despair. Not yet.'

The focus of ICA research is on developing methods which can be used by people involved in renewing local communities. The primary object of these methods is to involve people from different backgrounds, trades and professions in pinpointing the obstacles hampering development in their community.

From this base they can

develop a practical plan to deal with these obstacles. Broad participation in this research not only ensures the relevance and feasibility of the agreed plan, but also brings out the significance and value of each individual's involvement in the development effort. This, in turn, generates enthusiasm to become involved in action resulting from the plan.

- Theodore Roszak -

The results of 1000 Community Forums, which used this method in 13 countries in Europe, were analysed at an international conference in Brussels and used as a basis for considering the possible directions of development in the future.

It is from such different viewpoints and diverse backgrounds that Institute programmes are designed.

# Demonstration

## 'Action removes the doubt that theory cannot solve.'

Within a seemingly hopeless situation, the demonstration of hope is the basic premise of Institute programmes rather than protest against injustice. Since 1975, Human Development Projects have been launched in over 300 communities and have demonstrated the possibility of creating rapid economic and social de-

velopment within a clearly defined area such as a village or one area of a city. The projects also attempt to encourage residents to experiment with structural decision-making processes involving all sections of the community as well as taking account of its culture and traditions. As well as encouraging

- Tchi Hsich -

people to initiate the renewal of their own communities with their own resources, HDP's also bring residents together with government field workers, private businesses, and local volunteers to cooperate in a development effort that can be used as a demonstration for their region.

# Training

## 'Tightrope walking is, after all, learned best by walking ropes.'

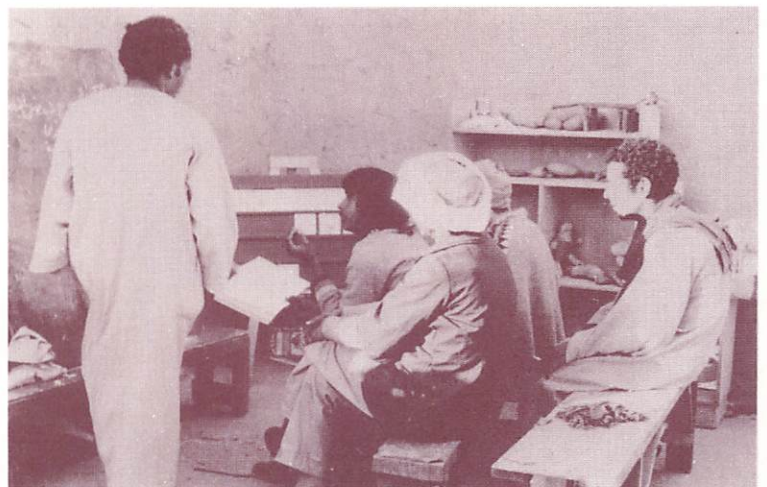
- Margaret Mead -

Training is an integral part of the ICA's work. Its emphasis is the development of practical skills and leadership abilities that strengthen initiative, self-reliance and self-confidence. Methods include consensus formation, planning, organisation and situation analysis; and training takes place through programmes such

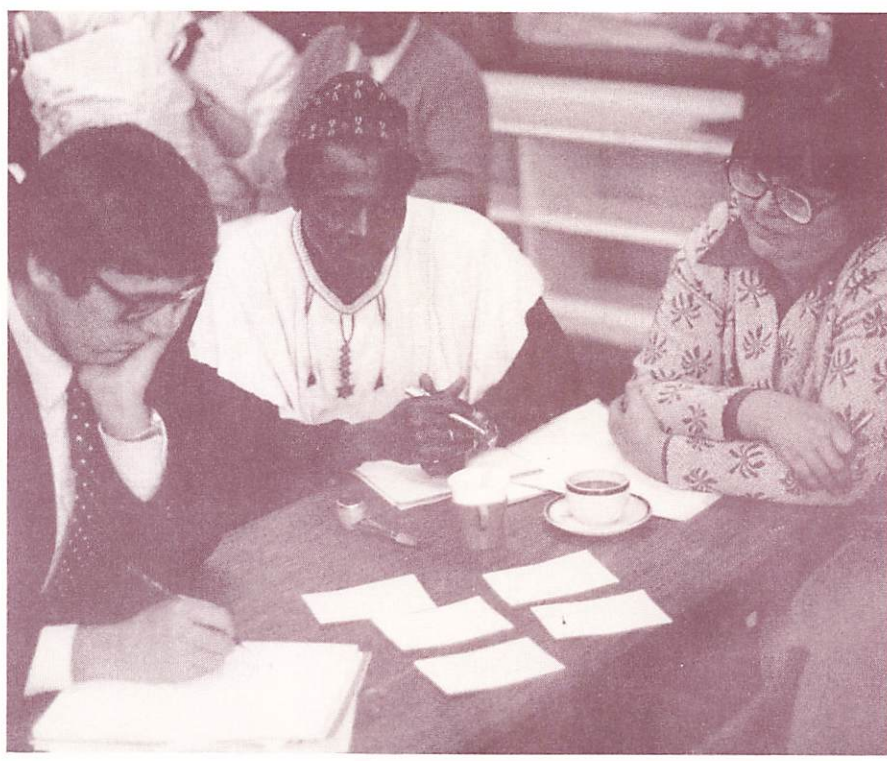
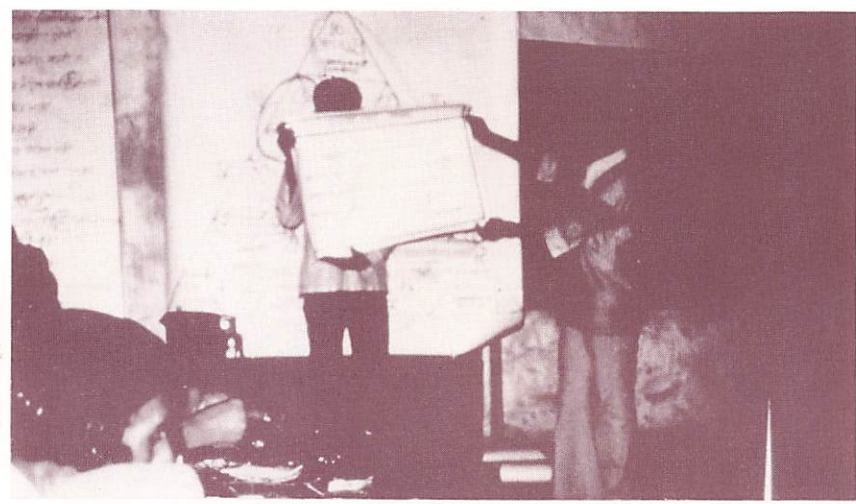
as Community Youth Forums, Global Women's Forums and LENS. More intensive training programmes such as the Human Development Training Institute, are intended to prepare people to participate in community renewal in developing nations. These have been used, for example, to extend a single village project to several villages. Resi-

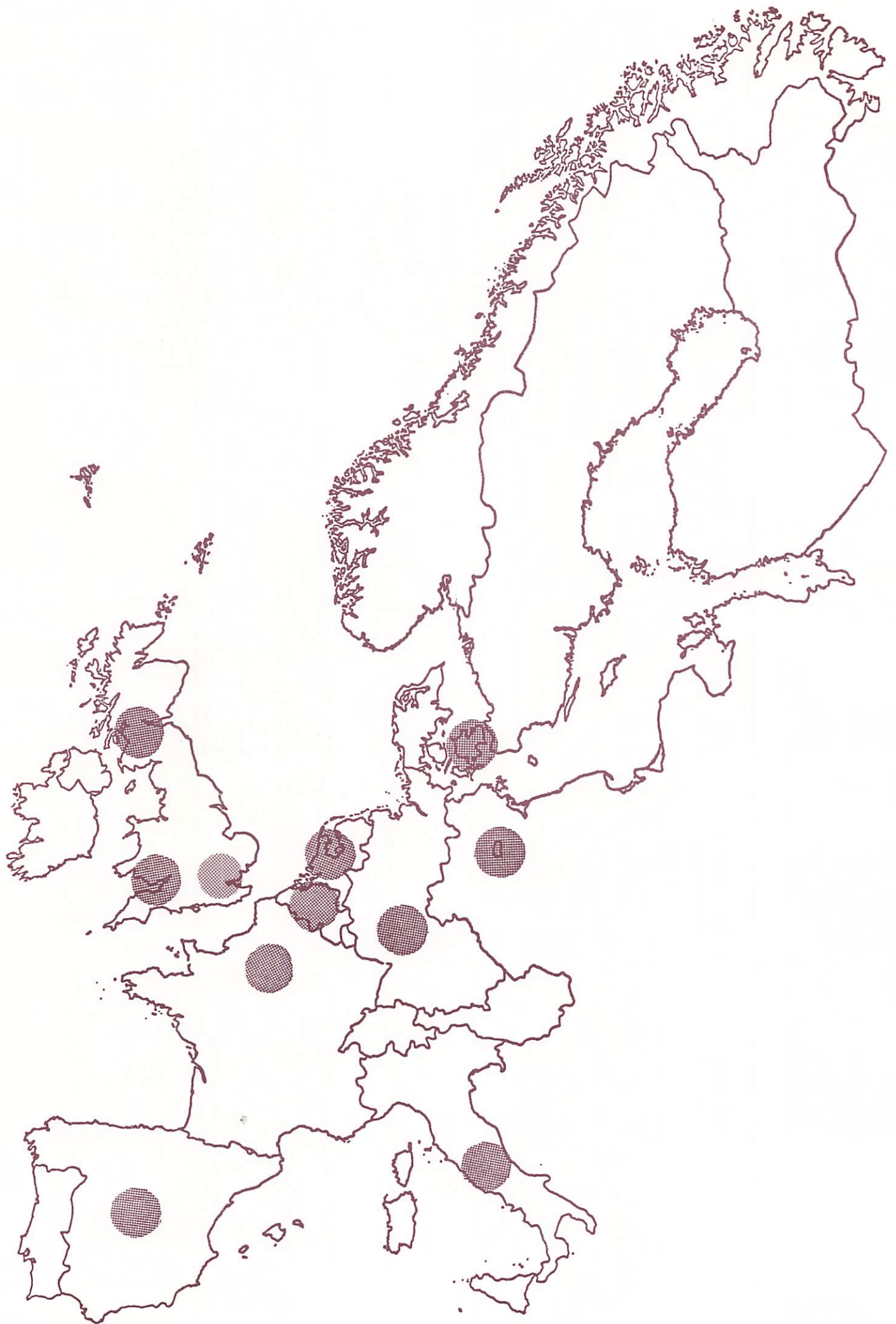
dents form part of the teaching faculty and share their experience with local volunteers, government field workers and people from other villages.

Around the world, nearly two million people have taken part in the ICA's many training programmes.









## THE UNITED KINGDOM

The London office opened in 1969. In the Isle of Dogs, a dockland community in the East End of London, a Human Development Project began in 1976. Another in

Tai'rgwaith, a South Wales mining village, was initiated in 1978. Over 200 Community Forums have been held and many volunteers have been trained for work in the develop-

ing world. The ICA has served as methods consultant to various government departments and management training centres.

## SCANDINAVIA

The Copenhagen office opened in 1980. Many people have volunteered for training as corporate planning facilitators, and

a series of Community Forums have been demonstrated throughout Scandinavia. National development agencies have been working with

ICA staff to raise money for the work of the Institute in the developing world.

## GERMANY AND AUSTRIA

Institute programmes have been organised in Germany since 1971. The Frankfurt office opened in 1975. In Kreuzberg Ost, a Human Development Project began

in 1976. 300 Community Forums have been held throughout Germany. In Austria, Community Forums and training events have been held since 1976.

Short-term volunteers from both countries have offered their services for Institute projects in the Third World.

## BENELUX

Offices opened in Brussels in 1973 and in Amsterdam in 1975. In 1974 the Brussels office also became the European coordination, training and

research centre. Volunteers have gone to Egypt, Indonesia, Nigeria, Kenya, Zambia, Peru and India. Community Forums in Belgian villages were held in

cooperation with national and local government, voluntary groups and companies.

## FRANCE

The Paris office opened in 1975. Since then, approximately 100 Community Forums have been held in rural villages in cooperation

with agricultural organisations. An Economic Community Forum was held in conjunction with a large agricultural

cooperative in the Creuse area. A nationwide symposium on rural development was held in cooperation with the Credit Agricole.

## ITALY

The Rome office opened in 1975, and a demonstration community was started in the Abruzzo region village

of Termine in 1977. Support from the religious orders has been organised for the third world. Over

50 Community Forums have been held in rural villages.

## SPAIN

The Madrid office opened in 1979. Community Forums have been held in many Spanish and Portuguese

villages. The lessons from these will enable the holding of "cluster" experiments with groups of

villages. Part-time volunteers have been trained in Encuentro Comunitario methods.

## Research and Training Programmes

Community Youth Forum, Women's Forum, LENS and special symposiums have been refined over several years and are now used, adapted to the local situation, in 47 countries.

IN THE UNITED KINGDOM a series of Community Youth Forums resulted in a number of young people volunteering for assignments to the developing world.

IN THE VILLAGE OF EL BAYAD, EGYPT the use of Women's Forum has allowed women to step out of the restrictions imposed on them by the traditional attitudes of the community and to participate as equal partners in the development of the village.

IN OSAKA, the LENS method used in a large department store engaged 2500 sales and management staff in the analysis and planning method to review and revitalise the outlook of both the store and the individuals involved.

IN BRUSSELS a symposium was held with representation from around Europe and the developing world on the shape of the next development decade. It was followed by a training session on methods of local community renewal.

# The Work of the Institute around the World

## Demonstration Projects

From 16 years of experience in Human Development Projects, the following principles were developed. Projects need to be undertaken in well-defined geographical areas. The approach should encompass all aspects of community life. It should involve all social and age groups. Fundamental issues rather than irritants should be tackled; and the

revitalisation of the community's heritage and social symbols is the key to sustained motivation. In 1974, 24 of these projects were started. Since 1977 experiments have been begun on ways of catalysing regional or national development efforts from the original pilot project. Since then, over 300 projects have been launched.

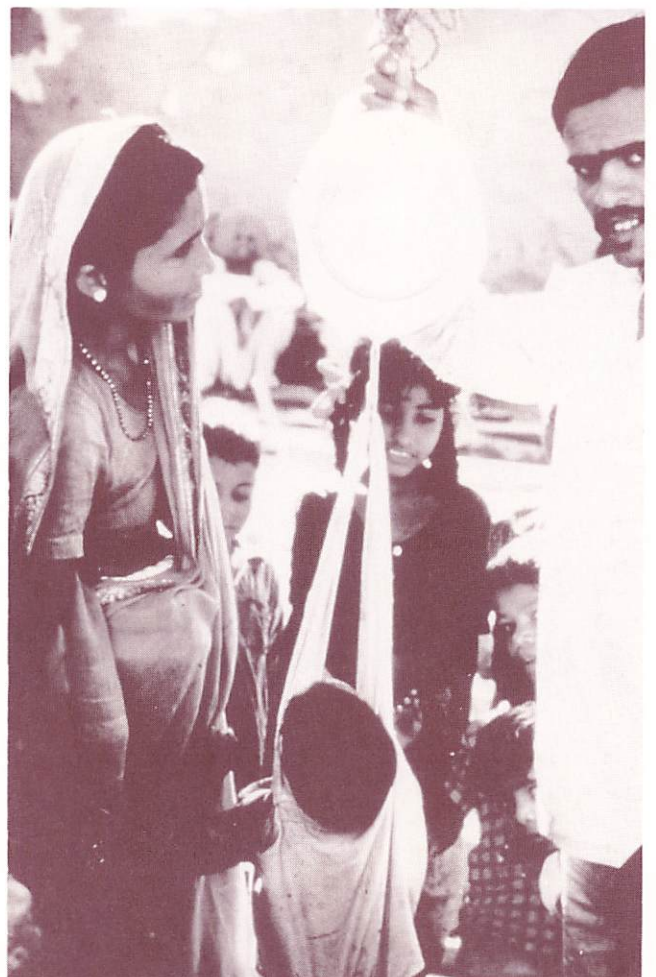
**In India** an experiment to initiate a "New Village Effort" (Nava Gram Prayas) around the state of Maharashtra is in progress. Working closely with over 300 Indian volunteers, as well as with voluntary associations and government field workers, ICA staff are stimulating development in at least 232 villages, one in each taluka of the state, by encouraging villagers to make and to implement plans together. A network of villagers has been formed who are willing to spend time visiting other villages to involve them in state-wide development.

**In Kenya** the pilot project of Kawangware has expanded to other communities, using the experience gained in India. With a combination of Community Forums and Human Development Projects, this effort is reaching 27 of 41 districts in Kenya, and is tackling the issues of industry, cooperative agriculture, education and preventive health care.

**In Indonesia** the provinces of North Sumatra and South Sulawesi are using the pilot projects of Bubun and Bontoa to begin an experiment in "cluster development". This is an attempt to

merge local experience and professional expertise within villages. The first cluster around the Bubun project has seen the formation of a core group of village leaders which has taken responsibility for the six villages involved. On the recommendation of their own villages, the core group has worked with the Provincial university and the local government to build a comprehensive plan, part of which is to form a six-village cooperative that, through wholesale buying and selling, will reduce considerably the costs for all essential goods.

These are examples of the attempt to involve local people, volunteers and the public and private sectors of society in comprehensive development relying on local resources and local participation.





# Staffing

The staff of the Institute is composed of individuals and families who share in structured community life similar to that of a family religious order. This community is called the Order Ecumenical. Individuals from many religious, political and ideological persuasions associate themselves with the Institute from a desire to respond creatively to the challenges of our time.

The staff live plainly and are self-supporting. A minimal stipend and living expenses are paid from a common fund of salaries earned by the staff through a variety of jobs and professions. This ensures that all donated funds go directly to the programme work of the Institute, not to the support of the staff.

Human development occurs through the decision of people to care for the future of their own communities and that of communities around the world. From the projects and programmes of the Institute, a network of local people involved in human development programmes have given up much of their time to extend their knowledge and concern to other communities. It is the emergence of these groups that is the final testimony to the work of the Institute.

In addition to the full-time staff there are many people who give their time, expertise and resources to the Institute's community renewal efforts. Some act as consultants to projects or as part of research and training teams. In all places the Institute works in conjunction with voluntary associations, business and government. These organisations contribute time and resources to human development efforts and provide much-needed expertise and guidance.

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