

Community Organization

Methodology and process

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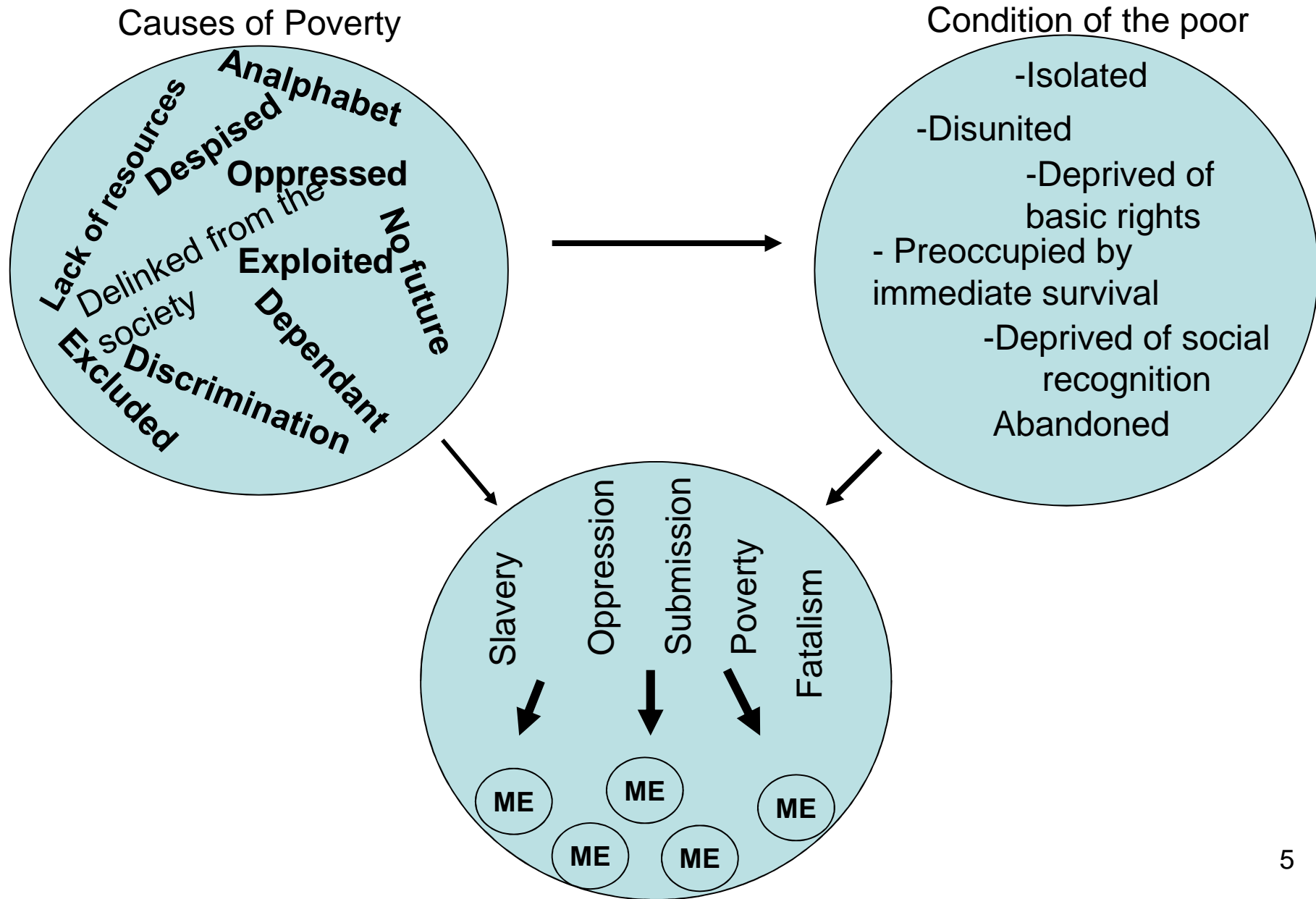
Introduction

- The community organization is one of the means for promoting participative micro development.
- It is the third generation strategy seeking changes in specific policies and institutions to achieve just, sustainable and inclusive development outcomes through accomplishment of changes in across nearly every sector of the society :Social, cultural, economic and political.
- It is a means for social transformation of the grass-roots and the global society, institutions and above all the change in attitude of the people.

Social Action – stages of growth

Strategy	Period	Model	Activities
Socio-Welfare activities	1950-1960	Religious obligations, Emergency & Welfare activities Individual Charity	Distribution of food, financial help and other individual help -Emergency activities
Individual social actions	1960-1980	Individual action in view of individual development.	Individual economic programs, Social actions in view of individual entrepreneurship
Community based social Action for peoples' empowerment	1980-	Animation et CBA, Community Organization etc. empowerment approach Rights based approach Collective Mobilisation	-CB Integral Development activities. -Community organizations -Peoples empowerment focused action Rights based orientations

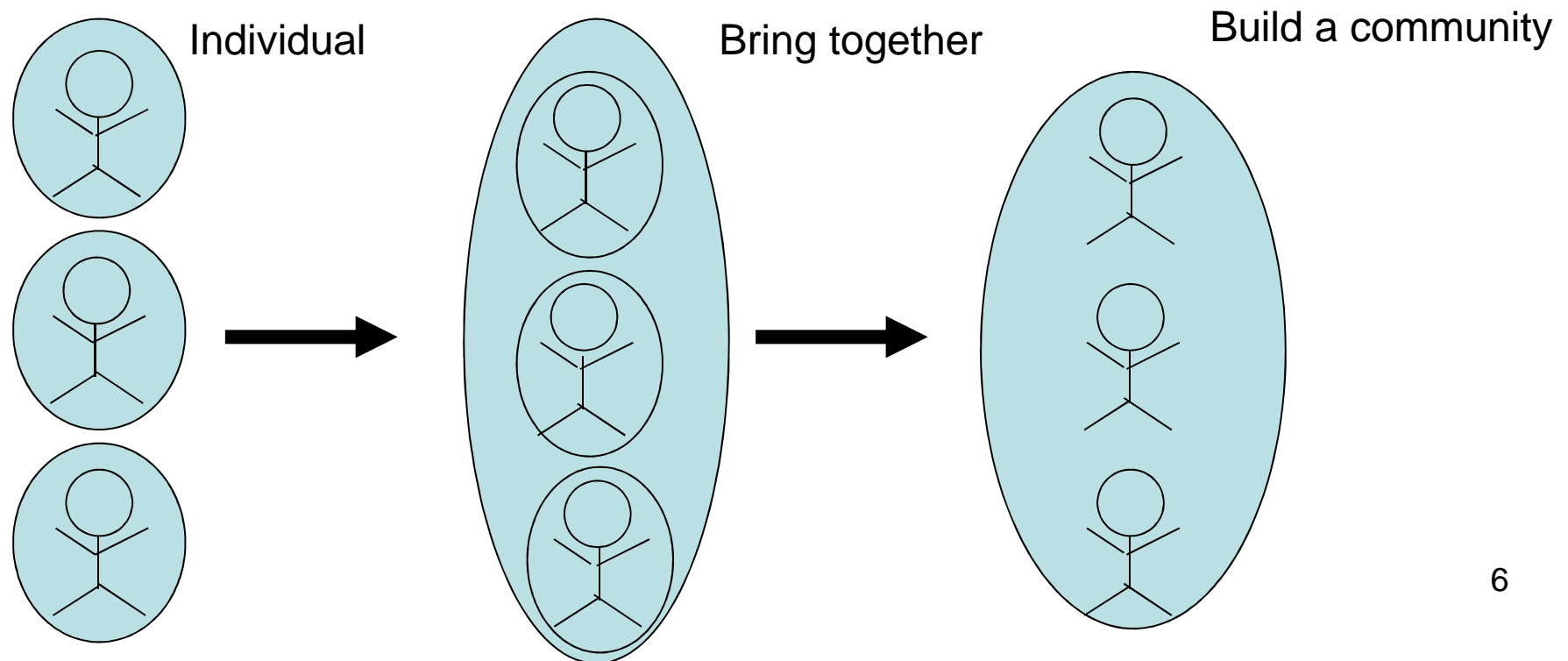
Analysis of the Condition of the poor



Organizing people – what it means

In situation of poverty, people tend to focus more on their survival than on their liberation. Often they adopt a fatalist attitude towards their own life and their environment. They tend to live isolated.

Organizing the people means inviting to share their common problems and interest, a common understanding of their humanity, a common vision of their role in the society. Motivate them to understand their collective force, their common well being and above all the need to take up common issues. The organizing process consists of making the « I » or « ME » become « WE », « OUR»



The Animator and his Role

Who is an animator

The animator is a committed person who has opted for the cause of the poor. He is animated by a vision of a just society.

He carries in him the liberative force and this force is a conviction that contributes to mobilize and motivate the oppressed.

He refuses and angers before the dehumanized condition of the poor. He is capable of understanding the sufferings of the poor, but does not suffer with them.

He has a price to pay for his commitment for the cause of the poor.

Animator's Role

The main role of the animator is to motivate, mobilize and organize the people into communities.

He is a catalyses who contributes to build awareness and leadership within the community. He builds common interest

Through personal contact with the people he is capable of sharing his vision and motivate them to become aware of their collective force to change their living condition and the unjust society.

He makes the poor and the oppressed aware that he is resourceful and must become an agent of social change.

His vision is people oriented

The animator is an important agent in community organisation. He knows the people with whom he works and knows how to get into their perspective to change the society.

He knows how to analyse the society and the different problems

Animation- The process : Individuals to group

Encounter with the poor

The animator goes to the Community, meets the people and lives with them. Through these encounters he establishes a personal relation of confidence with them. He Uses different methods to bring people together.

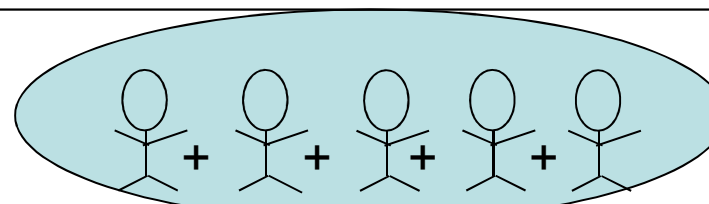
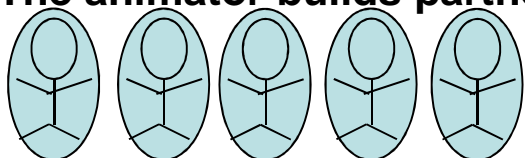
Bring individuals together

Through these encounters he shares his conviction and his vision. He brings people together and builds them into a group on the basis of common interest. This relation of confidence is a Contributing factor to build the group.

Builds a sense of belongingness

When people come together the animator tries to understand the different problems and the issues, both individual and collective. He makes them identify those problems or issues that can be shared by all During these contacts and discussions he identifies those who have leadership qualities. They will become future leaders.

The animator builds partnership with the poor



Building a common vision

Living with the people he shares a common experience & vision. He shares his vision of justice. People start to have confidence in the animator and accept him. He becomes the catalyses who brings the people together.

Analyse their life condition

Once people share a common Vision, they are motivated to think and look critically at their life condition. This gives them the possibility to interiorise the Vision and perceive their problem collectively and analyse them. They begin to develop a common attitude towards their life condition.

Creation of a group

The animator motivates and mobilises the group to think collectively in a spirit of dialogue and exchange. This creates the opportunity to form a group with a common vision. At this stage there is no leader ; the animator leads the group.

Animation- The process : Group become a community

A community emerges

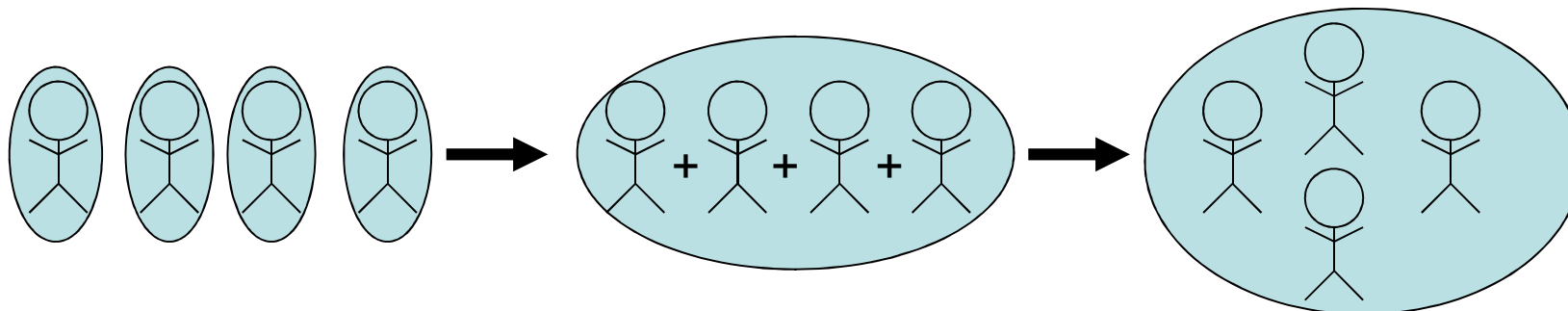
Having gained the confidence of the group, the animator motivates them to become a community for collective action. At this stage there is a shared vision and collective ownership of the different issues.

People feel the need for a leader and the animator helps them. At this stage there is emergence of structure leadership that is accepted by everybody within the group. The community gets a social Recognition.

Different activities are taken up

The community becomes active and different activities are carried out :

- Social analysis to understand their condition of poverty., analysis of the situation that needs to be Changed.
- Activities are planned collectively and people begin to understand their problems.
- Collective actions are undertaken with the oppressing forces.
- The community refuses collectively fatalism and takes up activities to ask for their rights.
- Capacity building is undertaken in the community
- The local leadership takes the lead.



The Community is formed when the notion of « I », « My destiny » gives place to the notion of « WE » « US » .

Organized community-Liberative process

1.The community is empowered

The community is now ready to plan out actions for change in the society. They have now achieved critical thinking, self esteem and a critical attitude towards their own conditions. Village level activities are undertaken.

Members are aware that alone they cannot achieve their vision. The activities are structured and well organized. The different capacity building and the leadership contribute to their success.

Trainings on social analysis and their basic rights motivate them to get collectively involved.

At this stage the activities are limited to the village

3.Semi-macro networking

Once the different existing groups become aware of the existence of each other, they come together to form panchayat level or taluk level groups.

The different groups form themselves into a panchayat or taluk level federation. Executive committee are formed at the village level, taluk level

Thus a semi macro-level inter-village groups are formed and take up issues at the taluk level.

The different programs need coordination of the groups and the issues need to be addressed at the semi-macro level.

Training sessions are organized at the different levels and each level of leadership owns the process.

2.Networking for development

The animator continues to play an important role in the field of Capacity Building, conscientises them and empowers the people.

He orients the community in the field of awareness building, problem solving, local leadership and informs people about the existence of other similar communities.

He also facilitates the meeting of the leaders of different communities to come together on common higher level issues and motivates them to find a common solution.

The different communities understand the need to act collectively to become a coherent and transformative force at the micro level.

Different village committees formed and become active.

4.Macro level federation

The village level and Panchayat level Organization once they are well established are motivated to get into a district level federation.

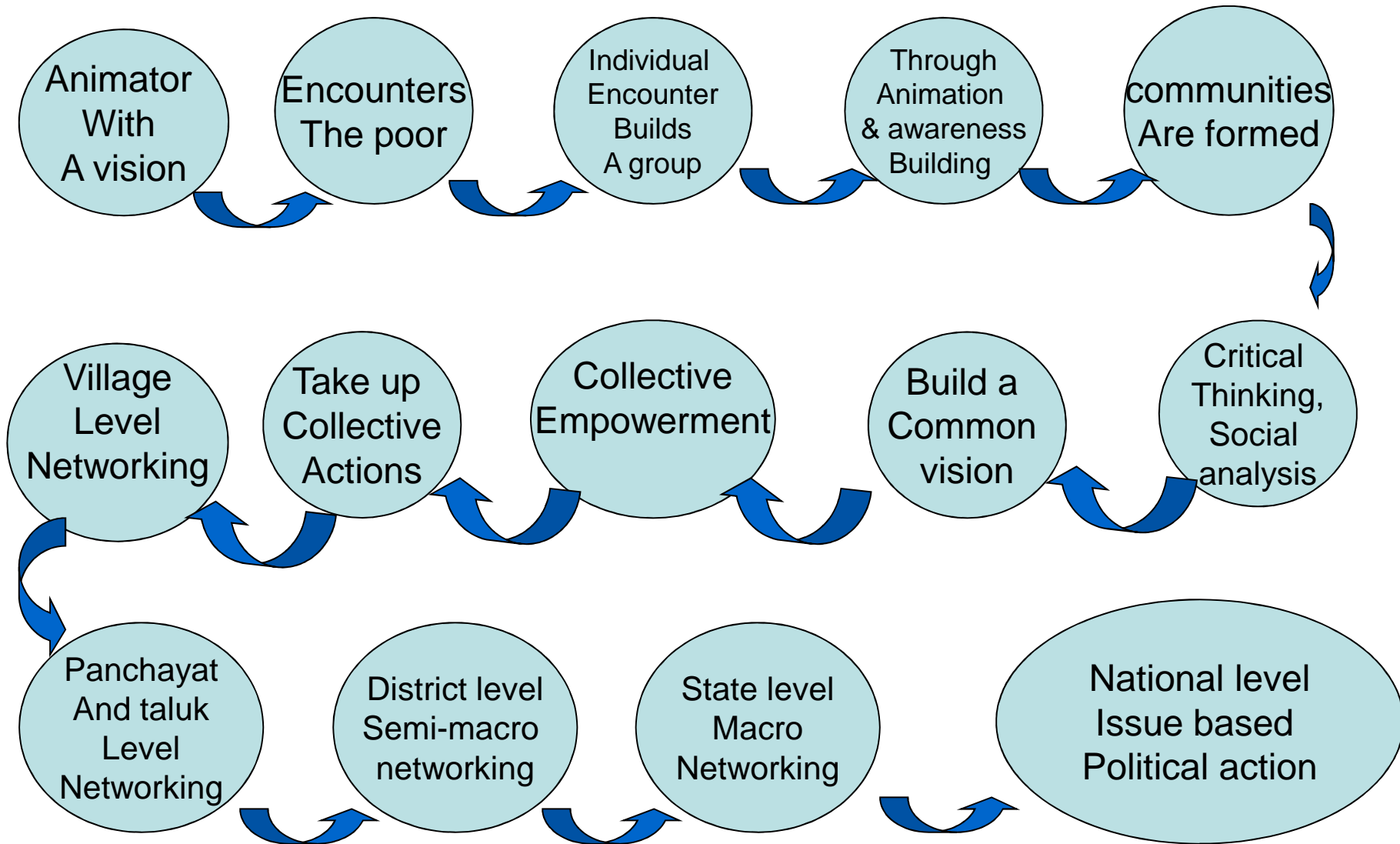
The different board members at the village level, panchyat level come together to form the district level apex committee. These committee are able to address the common problems, common preoccupations and they become a force.

The communities are empowered and are aware of their collective force and their capacity to take up actions and they are recognized by the society.

The communities become an organized force to fight injustice and attain the vision, social transformation takes place and the animator pulls out progressively.

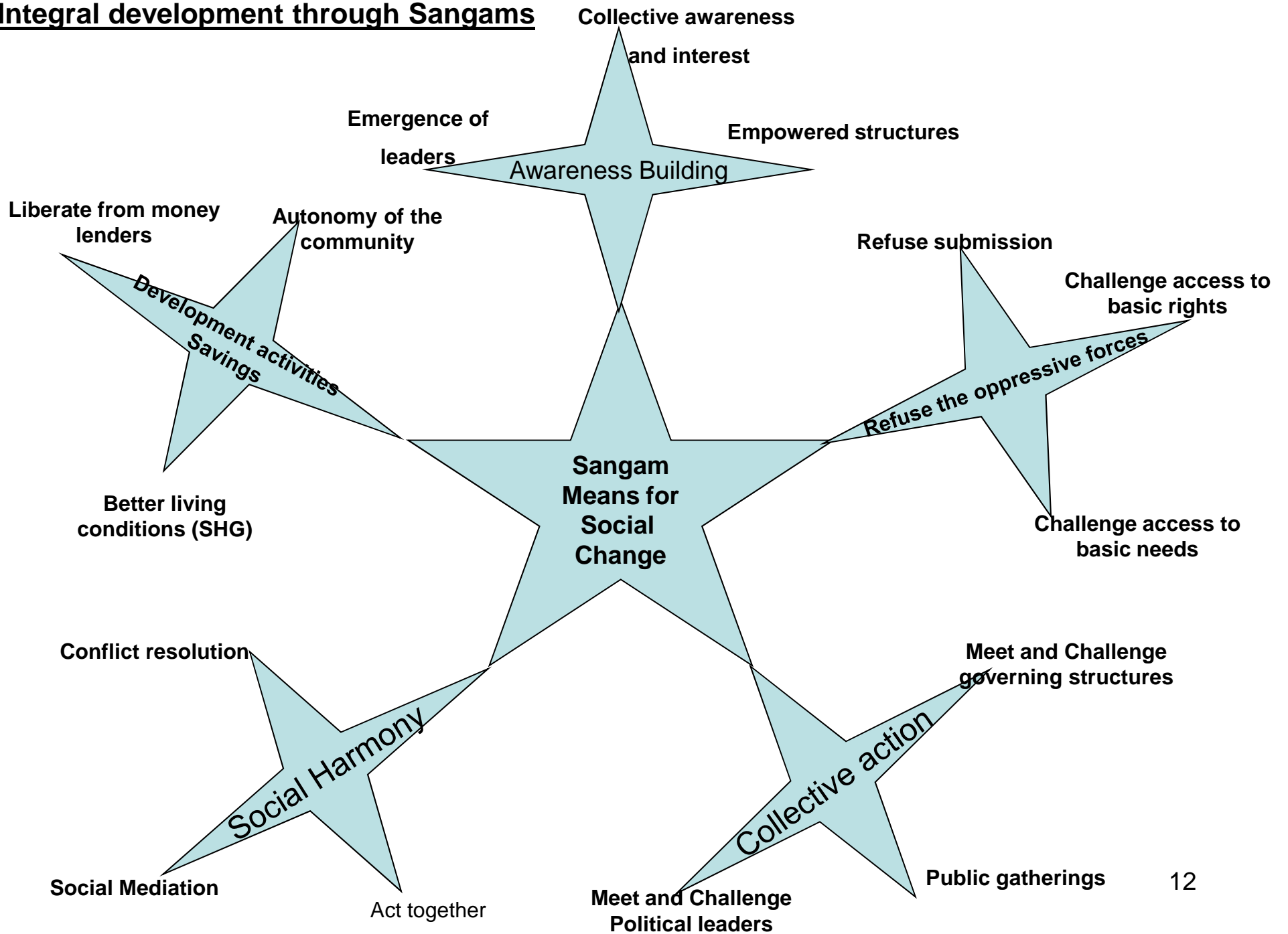
Organizing into a network is part of the liberative process

Community Organisation for Social Transformation



The organised community contributes to Integral development and social transformation.

Integral development through Sangams



Social analysis

The social Analysis is a systematic approach in the service of poverty reduction by focusing directly on equity and social sustainability to improve social development outcomes.

There are five entry points :

Social diversity and gender

Institutions, rules and behaviors

Stakeholders

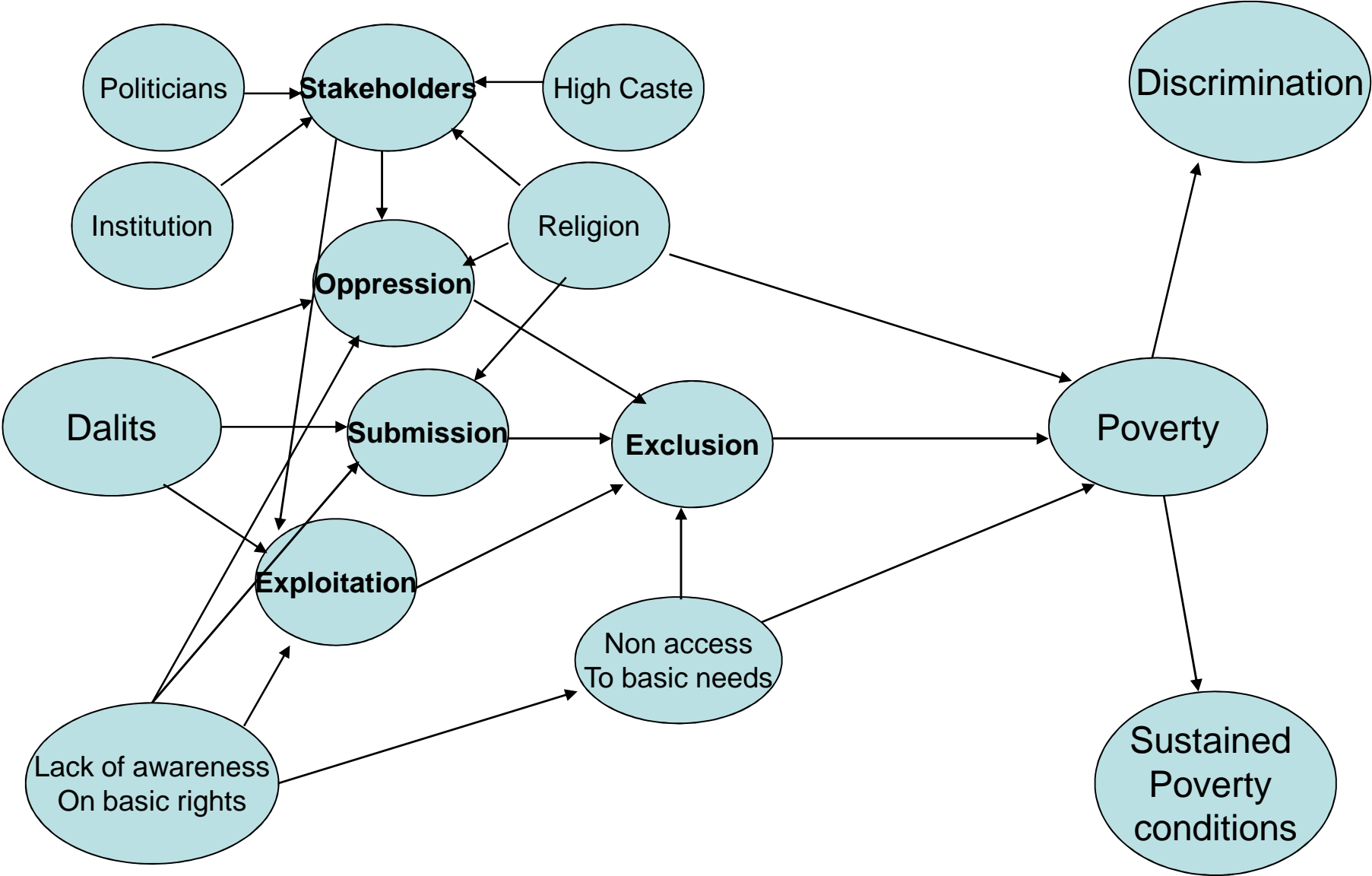
Participation

Social Risks

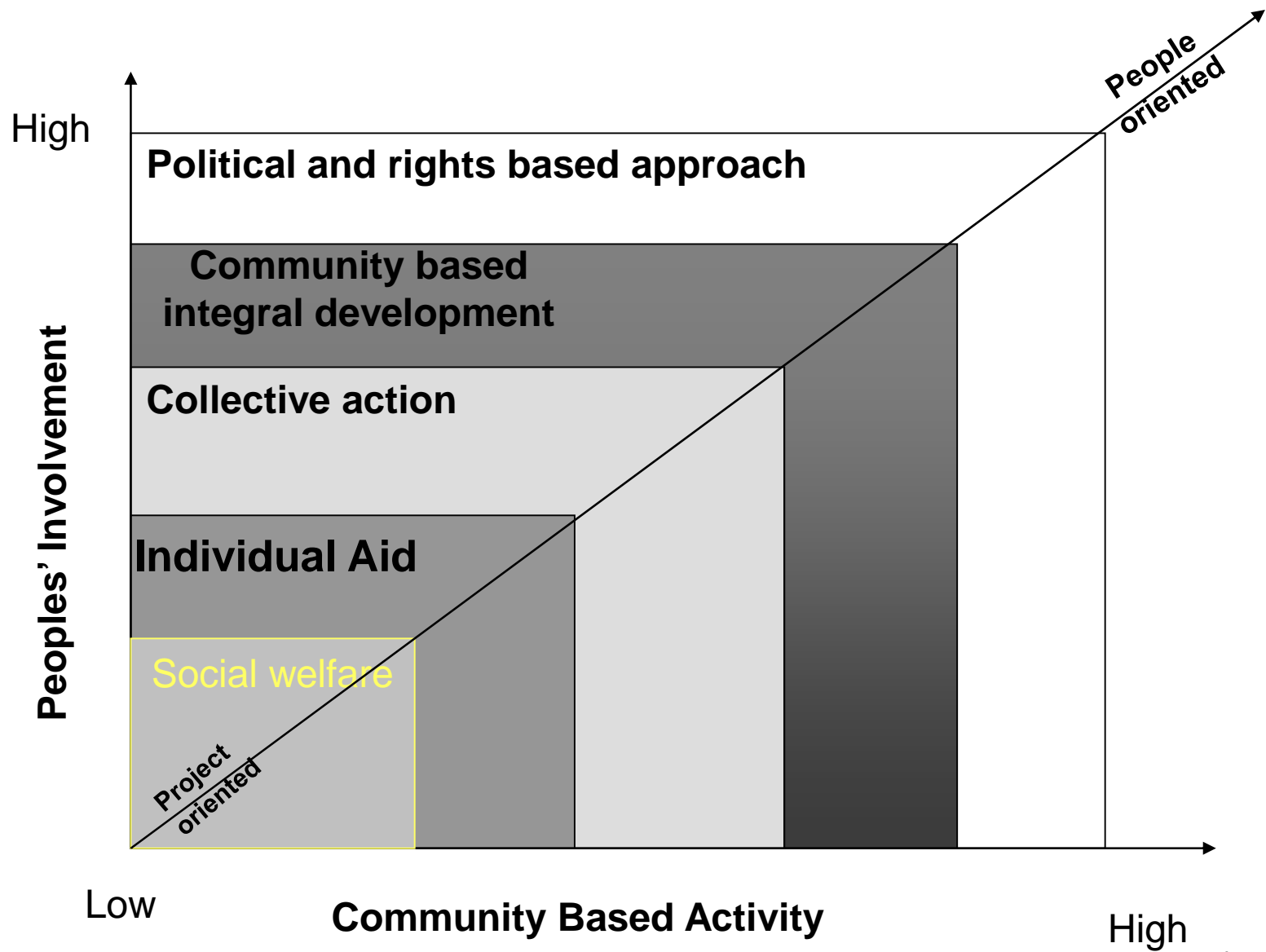
Social analysis is an important component of the community organization in order to make the people take action on issues that are interrelated and become oppressing forces.

Social analysis can be general analysis or a problem oriented focused analysis on a given issue. In any case Social analysis gives the possibility to understand the root causes of the problem, poverty situations and find adequate solutions to these problems. Done collectively it also contributes to build the community.

Situation of the Dalits in India



Stages of Growth of the Strategies



Organisation politique

