

Training Manual for NRI- Home Coming

(Everything which is stated here under, is only suggestive lists are short not exhaustive)

Let us start this with a small prayer, which goes as follows and word god can be replaced with any other suitable word Alah, Bhagwan , Jovah, Budha, Bhaey Guru etc.

GIVING

God gives us every thing, we should also learn to give.
What ever God has given we should learn to distribute...(1)

Air, light and water we get from clouds free of charge.
If we don't give any thing in return it will be cheating.
That's the reason we suffer, learn to remove these sufferings.
God gives us every thing, we should also learn to give...(2)

For walkers tree gives shelter or shade in scorching heat.
Tree by not eating it's own fruit, makes it's life meaningful.
One tenth of our income first give for charity, then use the rest.
God gives us every thing, we should also learn to give...(3)

Man's life is priceless we should make it more precious.
Bloomed flowers give smell, that the way we should be.
Worship, penance and social work should all be offered to God.
God gives us every thing, we should also learn to give...(4)

This God's world is nor untrue, neither this is problematic.
If we use heart and mind in right way then life is pleasure.
God gives every thing to man, but we learn to become man.
God gives us every thing, we should also learn to give...(5)

General

If we are going to live in a village in India in any one of 28 States, life will be hard and may not have all the sanitary facilities as we are used here in USA like Latrines, Baths with Tap water, bed rooms with light and mosquito proof screen windows. Hence it will require lot of mental preparation before we even think of going back in village for any period initially. The organizers of NRI-Home-Coming will try their best, to have these basic amenities (not luxury) available to you and your partner. This not to taken as discourage but to give information about the real conditions. You may have live there without even TV and Radio hence a battery operated Radio will be a must to keep in touch with News of the world. Regular Electricity supply will not be a normal thing to expect. Most of the year will be hot and temperature some time in May June July will be in excess of 110 degree F.

These are all bad news now we will talk about the good news, which is in plenty, and we will be creating news further with your help. There are no expectations from you, we are sure you will bring lot of new avenues and opportunities to the less informed people on both sides. We all must thank you from bottom of our heart even for showing up at this meeting, this is very brave first step and you are one in million type of person , pioneer in this new venture, you will be making a history and dream come true for real Gram Swaraj for rural India.

Please let us know your special dietary or medical needs in advance so that we can make some arrangements how those can be met. We will only be a call away for your rescue.

Seeing is believing, when you see the conditions of the village where you are going to live for extended time you will come up with radical solutions, we are sure as you have achieved perfection in problem solving by now, you will make a difference in many lives that you will be touching in future. The satisfaction you will be getting is going to be a milestone in your life and you will really be happy, as you are not expecting any material return from your work. Be ready to be a donor for any good cause. It will be a best decision you ever made to become the happiest pair on block.

**Congratulations! Welcoming your decision to join NRI-Home-Coming.
There are no short cuts and there is no substitute for hard work.**

Chapter One

(Data collection / Understanding / making rapport with people)

Unless we have reliable data we will not be able to design the future course of action correctly. It is phase of taking account of assets.

Question will be asked do we have such data like population, topography, geology etc.? If not can we get that; yes we can get these from Census Bureau, Survey of India and Geological Survey of India. Man/women/ children Ages Groups? Source of lively-hood? Crop type of area and land type can also be available from the informed farmers or block office. Have these records available in village by creating a place to keep these records may be with you initially. When we have reliable data we are talking fact otherwise we have opinion like any body else and we can't plan well in absence of facts.

How these crops were sold and when? Pay your self first. Return on Investment(ROI). Remember SHG - Store Hold and Gain is basic principle of economical success.

It will help us to break away from Mandi System prevailing now. Which means when every villager takes his/her produce and prices come down immediately that place is Mandi. Certain things like vegetable or fruits cannot be stored without storage facilities created for them in advance and so we think about grains as well but Neem can come to our rescue to store grains for longer periods.

Hence first phase of our stay –Collection of Data and Information in order to have good crop yield we need a reliable weather condition known in advance before even sowing, Prof. Shukla can be our source in this case.

During this time we should talk to villagers what are their need and please document these and keep a good record so every time we don't have to start our conversation from scratch. Please allot time for each problem so we don't have to get lost or drowned only in one problem, which is very common in villages. After the entire problem/problems discussed and the make a wish list.

What are the products made from these crops if any in the region; it has profound effect on the village's well being.

How many landless families are in the village and are these people engaged in gainful economic activities. As the needs of this category is entirely different from others. We should take inventory of their source of income.

How the crop is sold? What are the buying habits of villagers from the city?

Do they keep records of their income and expenses? Is there a cooperative in the village?

How many smokers, alcoholics are there in Village? Health facilities? These are money drainers for entire community and health cost goes up because of these addictions.

How is there general health? Is there a Self Help Group in Village?

What are Saving Methods? Buying Gold? Keeping money in homes/banks?

Are there any Artisans in the Village and are they following their family business?

Is there any factory in the village or nearby, who owns it? Is it helping the economics?

Have estimate that this village is a net Exporter or Importer of Money?

What percentage of women is gainfully employed? Time spend on fuel, fodder, Water?

IS water source, adequate for drinking farming? Quality? How much yearly is rainfall?

Are there any sun/wind/ water based energy equipments? What is normal wind speed?

What are revenue sources? Employment? Unemployment? Education Level?

(This phase can last any where from one to three months.)

Chapter Two - Planning Phase.

India is not a poor country but poorly managed one.

(Labor of love and labor paid well so it is worth the labor done.)

Remember these people living in villages are not poor but very hard working, hard work only pays when it is combined with knowledge, and unfortunately that knowledge is not with them. From where money /material will come and how shortfall be made?

Make the wish list of things, which they see as most important? How they want to get them completed. Who will do what and assignment be small and simple?

Any thing you do must have one prime factor that it is not your planning but of villagers you are here as only facilitator hence you are not emotionally involved for its success or failure. PSOUR- Problem Solving Observation Utilizing Resources

Please don't take up any projects, which will benefit only few.

Please don't take sides in case of dispute, be observer.

Priorities are to be decided by them after all the options are discussed.

Never promise money for any cause in full.

Don't take responsibility in completing tasks but be there to listen, enquire, & educate.

Help divide the tasks in such small pieces, so single person can complete it.

Be realistic in making plans as conditions always may not favor us Murphy's law if any thing can go wrong will go wrong.

Be patient. Unity is the key of success of any project all times and every time.

Measure results but ignore shortcomings and see what can be done next.

Some young student of the village in a notebook should note all meeting and no of people present should always be recorded. This record should be kept in a bonded notebook or legal size register. It can be used as future reference and will avoid any confusion.

Always remember first listen and understand then speak and be understood.

Remember villagers not only should plan but have to execute you are mere catalyst in the development process then only they will feel self-motivated and self-confident.

All meetings start by saying a prayer and end with prayer it can be in any language and religion. Teach them to be tolerant of all religion, people and faiths in harmony.

No idea is stupid but all ideas be discussed, decide the best one which suites the situation.

Once a decision is taken on any idea that is no more of some particular person's plan but now it is owned by all involved and its success is success of the village.

Planning should be in the following things but in any order:

Agriculture, Sericulture, Clean water, Health, Economics, Education, Library, Children Information, Jobs, Politics, Spirituality, Industry, Construction, Entertainment, Melas.

Make various committees and it should have enough people those who want to work.

This phase should also be of two to three months depending upon availability of people and frequency of meetings. Be patient and plan well. Know your mantra- Total Resource Utilization as Enterprise (TRUE) of Money Manpower and Materials (MMM) locally available. Do meetings in night as in day they had to earn living and have meetings short.

There is strength in unity it is universal golden rule.

(This phase can take longer than phase I may be up to six month)

GOOD LUCK

Chapter Three – Execution

This is most important part and always ready to revise the plan at moments notice where all your management skills will be used. That will be the key of all the difference between success and failure of our plan. No conflicts but cooperation is another key.

Teach Compassion don't show compassion

Always remember the Golden Triangle Rule At one end Government other edge is you or NGO with whom you are working and third and most important is People. For stability all the edges must work together and remain in tact. Key is again, we are not working against but working with each other and are complimentary to each other respect each other role and wants to live in harmony like solid triangle. Rules that does not encourage should make room for change. The key difference between USA form of democracy and Indian form is this US Government looks for encourage type of Governance whereas Indian government looks for how to obstruct type of Governance by proposing idealistic rules. Most of the rules are not enforced but can and always used to obstruct progress.

- I. **Economics** -* Income * Expenses * Record *Some Statistics
*saving way *Fodder and food *Pay Your Self First *Money Trail
*Rajeev Gandhi employment scheme ***Gram kosh** * **SHG**
***Sustainable Alternate Income, *Village companies *Revolving Fund.**

All the bullets are self-explanatory, but basic concept behind all this is to send finished goods from village instead of raw material, which became drain for jobs to cities. The best example is bakery units should be in villages. Whatever is the trend, it now had to be reversed. Such things do exits in India at Kutambakkam and Chitrakoot that we know so far. For this we have to have good data and village cluster concept (10 villages working together). The companies here we mean that serve the village and have some value added because when we add value we can add employment opportunities. Like some place in village a radio or TV station, Electric & water supply companies. City can have water department and electric departments etc why not cluster of villages have departments like this? Brown rice and organic produce are in greater demand and fetch more money. Drip irrigation is another way to save water for other things. Seri cultural activities like silk worm and honey bee faming can fetch cash, people have no land should encourage to have such activities. We have to have more and more farm products to save in the village as we can sell them later to our own villagers at cost or sell into market to earn more profit. We have seen food banks in Rajasthan villages many places in Bikaner, Barmer. It is good to Store and Hold and Gain (SHG) and sell at higher cost later do as much as you can each year your capacity to hold more will increase next year and ultimately you will be able to sell your produce whenever you want. Leaving smoking drinking tea will make you debt free ultimately it can be easily proved. We should work on pay your self first principle.

- II. **Security-** * Village protection force * Medical Emergency Response Team. * Karate. These type of units in village will give rise to cooperation which does not exists in the villages, but in some places in Orissa we have seen it Villages (Orissa Village Protection force). They don't allow the regular police to come in village, which most of the time create groups and take advantage of the situation. Divide and rule policy of old time both are not good in present day context neither dividing nor ruling the population. All women folks in city towns and village should give compulsory training in Karate for self defense it will not only increase their self confidence but also decrease the hooligans. It is happening in many schools around the country but should be done everywhere, we had witnessed in Sarswati Vidya Mandir Balika Vidyalaya Hapur UP school ourselves.
- III. **Medical** – Cleanliness is next to God * Why we had to spend on Medicine * Do medicine really cure * Yoga Whole world is after it why not we restart using it. * Self-curing Techniques * Is Dispensaries good * Swami's can play good part * Producing Medicinal plant *Dadi Maa ka Batua * Ayurveda Chitra Koot Declaration 2010. In case of medical we should know the golden rule that prevention is better than cure or treatment. For this we have to cultivate new ways of eating etc. may be drastic from their point of view but with data we can convince the greatest opponents. Let us take example of smoking it looks like so easy not a culprit a village of 300 families spent average 10 lakhs Rupees on smoking alone in a year. But story does not end there and smoke related medical expanses are many fold say 30-40 lakhs Rupees from a village of some 1200-1500 people and again 300 families. Are these villages poor or poorly informed about facts of health maintenance? They bag for merely 5-10 lakh rupees needed for Panchayat Hall or some School building, water structure. Often they sell their only source of income like land in order to save some loved one, some times unfortunately it is too late to save either land or loved ones. Let us not even talk about alcohol drinking. Here Rajendra Singh of Jal Biradari has one rule wherever he agrees to work with villagers they have to take oath not to touch a drink or hard addictive drugs, NRI-Home Coming should note. India is exporting some 1000 Crores of Ayurveda drugs and market is going to be exploded in near future so start thing producing them in village where else. Never distribute the medicine without the help of trained medical doctor at hand. Take help of Swami's who can teach Yoga to villagers we recruited few our self. Some seven eight items we can tell you works from our experience one if you have constipation put a thumb on your chin center and rotate it counterclockwise with in minutes you will have urge to have pressure. Second if you have head ache press between thumb and finger skin and it will be fine. Press your finger pores for ten second each day morning you will feel good throughout day good. If you have sugar type II place your thumb at center of palm and press each other hand for 20 seconds. If you have Asthma press below the thumb at palm. If you have back pain press other side hand below the thumb. What I wish to say that acupressure is

best cure without dispensing any medicine. Use of green vegetable in diet is better than having vitamin tablets. Sprouted beans are much more healthy than fried food which became fashion from towns to villages. This can substitute one meal imagine saving in fuel requirements and time saving for women folk in terms of time and energy and water savings. If you feeling drowned tighten your fingers in tight fist and try to break them loose you will instantly feel better. If you are feeling like vomiting or travel sickness press little finger bottom portion and you feel good. The good thing about acupressure is it does not have side effect and can be learn very easily with in few weeks under some expert. One such expert we know Dr. K C Jain of Ajmer Rajasthan and he can be called any place by just paying his fare and travel cost. If you know any such thing it will help you become friendly with villagers. We know and teach you some eight to ten ashans which can keep you fit if you can invest 10 minutes per day for your own health we had done that too in few villages. Keep records of local remedies used by elders and locally available medicinal plants as well. One day this will become may not be national treasure but village secret. Whole family can take wet hot towel bath each day in one bucket of hot water to keep family healthy.

- IV. **Politics** - * How democracy works * Structure of Government *How to protest * How to demand * How to raise money * Local police * Panchayat Hall * **Wall map*** Republic a reality *MP's Development fund *Committees. The politics used in village is very shallow and dirty never get involved. As said above try to explain the structure of Government. Explain there is no need to be fearful of public servants, police and never feed them as they get allowance for coming to you. Wall map of village with land marking, water bodies, public land etc. it help a lot and avoid most of unnecessary litigations. These we have seen in Rajasthan villages and we like it to see on each and every Panchyat hall walls. Politics aside if we are interested to take village forward we had to give up our differences. Simple rule for the Rules shake should go. The rule we make for village Panchayat can be overruled by any body, and Rules, which cannot be enforced, should be scraped. The Lagan should stay with Panchayat. Panchyat should be able to change it when it deemed fit in the interest of Village. Preference should be given to have a Panchyat hall and a meeting place and record keeper be appointed to keep the history of village. Gram swaraj only is possible when Panchyat have autonomy over their territory and able to raise necessary funds to do their job effectively and without interference. Freedom to act accordingly to suit local conditions. In Democracy public can and should write to any higher authority or elected leader to address their grievances as they choose which can by pass any appointed public servant.
- V. **Education** – * What is necessary * Question every thing * What is good for village should be encouraged * Training first get it and then train others * Library and Book Banks *Give scholarship but ask them to return twice in future * Vocational training *Out door teaching once a week *Keep school's surrounding clean *Opening

new colleges / Universities *RAM (Reliable Adoptable Methods) Vs MAR (Methods Adopted Repeatedly). Open schools are best for the village but education should be such that it connects students with daily reality of village life not that it alienates the pupil from its village roots, also it create opportunities to solve the day to day problems like jobs, cleanliness water and power etc. etc. That is why we need Reliable Adoptable Methods not Methods Adopted Repeatedly that every body wants to do and get over the problem on paper not in actuality. Problem solving and getting acquainted with local environment at an early age. Pupil who wishes/ perceived not to go out of village should get only working knowledge of local language, which she/he can write, read and speak in small time as possible. We have seen a crash course at Bikaner for girls up to age of 12 never went to school got this done in six-month. Pratham is doing similar things so is Swaraj/ Shikshantar. But library with local newspaper and small collection of books on different subjects which matter to local agriculture/sericulture local botanical plants Medicinal plants and textbooks for all grades a must in all villages be priority. The advantage of village clerks or record keeper is that any entitlements, which can be beneficial to villagers, will be kept up to date, and be told to everybody. Like old age pension, widow pension blind pension Below Poverty Line (BPL) housing medical etc. etc. All the correspondence done with Government should be kept in record on various matter so that when time comes it can be shown to all concern and unnecessary delay can be pointed out as well. Here one thing can be written that why not open college and other vocational institutions in villages, which can serve not only cluster but also expensive city education. Key is standard and less costly. Why there should be only Biswa Bharati in West Bengal, another source of employment in village. People go from village lives in unhealthy condition in cities, where as in village you can provide cost effective and healthy clean atmosphere. Now there is any body can open school/college/universities but have to follow guidelines laid by Government Prof Shukla, Prof Chaudhry and Prof Rastogi they all started schools and college in their villages and many others like him had shown the path that it can be done. Trust and encouragement should be norm of education. Handling tools at early age would enhance creativity, which means more opportunities. Factory approach is not working let us use freedom approach in education. But research is necessary to have appropriate type of education, which caters the need of local conditions. Once a week instead of classroom formal education it should be informal outdoor education. One in a year trip to a school in city and city students should visit village school. Show and tell program because it give rise to expression and creativity.

- VI. **Information** - *Internet * Entitlements * Water *Solar street lights, Lanterns * Solar Powered Cycle *Wind Energy * Gobar gas * Bullock Power Electric Generator* Mech. Plough * Golden Triangle NGO/GOVT/Public **Trust**. * Bio Gas Individual Plants. This is the most fundamental right of Democracy, right to information, which

is missing. Information bottleneck is biggest problem in India. We are there to break this bottle and bring out Gene out of Bottle. Some time by becoming a link in this chain or tell them how to get the information, they want. Books are one good source but for good book, fundamental is who will read them and from where they can get. Buying is another way hence has some budget to buy books for library. City library to be forced to have extension counter in major cluster of villages. Remember if we go on doing what we are doing so far results will not be unpredictable – same. Hence we have to think a fresh and come to solutions. Where ever we don't have electric supply by overhead wire. Try using alternate source of energy Solar hybrid Generators, Use of solar power bicycles for transport which go up to 20km /hr which at least need no diesel or fuel for 20 years. Initial cost is between Rs. 5-6 thousand. Av speed of state buses are 15-20 km and trains 30 km/hr and most advance trains on 80-90 km/hr. Similarly a bullock generator will cost 50,000 Rs. and can light up to 25/ 40 Watt bulbs and or a water pumping set for irrigation. If one person can't spend this much money how about make company of four or five and start this venture. Solar street lights are nothing new we have seen in many remote areas in HP WB etc' We are having in Sursardham a new village in making in Gujarat 20 such street lights. There is 50% Govt. subsidy on these and rest 80% loan can be taken From IREDA (India Renewable Energy Development Agency). Solar lantern is another good thing and similar schemes are there for them. Another invention is worth mention is here is Mechanical plough where a man or women can plough the field in 1/3 time and does not need Diesel cost only Rs 20,000. Invented in new by LN MODI Delhi India. Individual gobar gas plant can be set up if some one had 6 or more cattle will supply enough fuel for family of 4 –6 person cost again Rs. 4-5 thousand. If wind speed is sufficient than we can go for windmills it will be suitable in hilly tracks. Good part is if you make extra electricity Govt. had to buy it from you and it will be a source of income and wind is fee. How to cheaply purify the water to drink on Rs. 40 for a Porcelain filter which can be fit under a earthen water pitcher. Hence these types of information are out there but villagers who need them seldom have it or it may not show up in their priority list. Cooking gas from discarded Vegetable wastes. In this field SPRERI(Sardar Patel Renewable Energy Research Institute- Vallabh Vidya Nagar Gujarat) is doing wonderful job and sending such schemes to villages but we can become conduit for such thing.

- VII. **Entertainments** - * Revival of Festivals * Deepavalee Holi/ID Milan * Games like kho kho Kabadi * Plough race * Games competition *TV/Radios Studios, Drama groups. Everybody needs a break from his or her daily routine and hence that is when they have festival, games or religious ceremony. Every village had a history but unfortunately that is not recorded in most of the cases. But it can be done now when there are some young people who know how to read and write, speaking every body can do, but our memory's capacity to remember are short and varied, which can and does create confusion. It can be avoided when things are written. There is a professor Pullman in 1980's of Linguistic in University of Windsor

Canada who used to go to Tamil Nadu every year in different villages and only revived the old festivals. His idea was very vital to bring the people together- through old festivals and traditions of village. Games similarly can teach us to be competitive and are essential for our physical well being. In this reference cricket is worst game and best is hockey or football or running need less money as well in equipments.

VIII. **Temples Spirituality** * Is construction of temples necessary –God can live in same buildings as we live in * what is spirituality * Don't make priest rich, so they become moneylenders *

Discourses. The GOD certainly will not be a happy lone camper if the most people live in huts but he is placed in solid concrete house. Spirituality is same for mankind but religions can be different. Every problems has a solution in spiritual world where as in material world we can not solve any problem unless we create one/two for some one else. Suppose we wish to eliminate the poverty from village people who are rich always need these poor people to help them all the time at low cost to do many menial daily chorus will not like the idea of removing the poverty. But if you see this in spiritual world everybody has basic needs/aspirations and these should always be met in order to be sane, that is why I, you are going to villages and trying to improve the lot of things. We need unity in order to achieve progress in the villages, Unity is strength and to convince everybody that to work to together will only take all of us to progress, this may be a new thing for our culture. When we take everybody with us then only village will be going forward.

IX. **Construction** –* New Home (House building activities gives rise to at least 24 trades as its by product) * New roads * Drainage system *Garbage disposal system for Cities *Indira Awas Yogna *

Roadblocks. This I heard when I was young boy that Birlas were told by some fortune-teller, as long as they have continuous construction inside the Birla Temple in New Delhi their wealth will increase. There is a truth in this statement and it can be translated to all places and all the time. Home is very important unit which can take the economy forward. It was proved at Kutumbkkam , Chitrakoot and realized by GOI and started Indira Awas Yojana for people who are Below Poverty Line(Rs 23,000 /per house). But there is lot of red tape involved in getting this money some time the people were told that list is closed and many time it is not monitored or enough funds are allotted by Various State governments. Persistence always pays. Key is never go alone to get the money, act in group it works better and less corruption you have to face. Think it can teach few trade to the recipients as well which we had done in Our own village Sursardham Gujarat we had a condition that if we use any out side trader like Blacksmith brick layer concrete laying mason they have to take few young youth of the village and teach them the trade so they can earn a living in future. We are glad to inform you one energetic person from the village became civil contractor as well. Let us talk about Garbage disposal system in village for city garbage it will generate lot of opportunities and use less unproductive land can be used as

dump and organic manure can be produced and sold back to city dwellers as well. This not that to leave them on ground but cut open and make mound system. Technology is simple and available but very labor extensive but lot of money can be made if city Government can be convinced. Similar things can be thought of after you can study local conditions.

- X. **Industry**- * Resource based * Mandi system abolish * Food Banks (SHG) * Dry fruits * Dry Spices in small packets * Paper bags * Plastic Toys * Importing Used Water from Towns * Agriculture-organic, * Sericulture * Flour Mill * Pulse Processing * Note books * Oil processing * Roof Top Farming. The basic Idea behind this is to take back the labor intensive part of the finish product (agro based) any way is done by our own youth which migrate to city, but trade is now controlled by city dwellers. The idea of importing used water is nothing new it had been done in Ahmdabad but not done in planned way. I saw in the big open drains in city like never moving Pythons and spreading foul smell all over the town and dumped in most of the cases in nearby river where as near by Villages may have shortage of irrigation water. Plants have very good natural filtration process to take good water and leave rest as soil. Remember earlier this system was developed because of infrequent transportation and storage problems. We can save lot of money as real state and storage in big city are at premium and storing at village could be cost effective and can easily be taken when ever it is required at ease because of improved transportation and communication. We had witness this roof top farming. In one village in Maharastra one former lives in a concrete house on top of house he has spread three fit of soil and have wheat and other crops. Industries which need less machines and can be driven by hand like plastic toy manufacturing can be done in villages. Fruits are produced in villages most of the time and there is lot of sun hence the villages are perfect choice to dry them and package and be sold. Pulse processing and oil churning, peanut processing is now being done in Chitrakoot and Kutambkkam. The note books which are easily can be made in villages for their own use instead to import them from city to village. Villagers buy small quantities of pulses because of low purchasing power why not make small package and sell them at premium keep the profit in village. Example when they buy salt the price they pay at village is much larger than price paid by city people. Read the article by Harvard University Prof. "Serving the poor for a profit" Harvard Business Review June 2002. Keep a book of Small Scale Industries in village library or Panchayat office.
- XI. **Trade Trainings to Youth**- * Types of trade in demand * Vocation List * Who is provider. The following trades are in demand as per our observation: Welder, Electricians, TV Repairmen, Village Writer, Hand pump repairer, Wind mil operator, Solar lights repairer, Book Binder, Generator repairer, Cycle repairer, Tire/tube repairer, Stone polisher, Detergent maker, Packaging Fruits and other spices, Pickle making, Bakery, Hand paper making, weaving, carpenter, Iron smith, Driving auto mobile truck, Home repairing, Brick laying, Brick making, wooden toy making, Musical

instrument making. Health care workers like Midwifery Compounders dispensers X-ray tech. Blood testing Etc. Maintenance is big problem and it can create lot of jobs if it can be planned well in advance like preventing maintenance. Where it can be done if there is sufficient no of pupil who wants to learn in a cluster this training can be arranged locally otherwise there is one Institute which we had seen in Mulhar Lucknow UP Schumaker Institute of Appropriate Rural Technology which is ment for rural youth only. Many such agencies and Govt. facilities can be traced in the area. There should be list of such trades be kept with in village and time to time at younger ages should be exposed to such information so that proper interest can be created for different trades and job opportunities. I remember that when I was in seventh grade we were given such list in our schools and I was even tested by District Psy. Center for my aptitude in future, and they correctly predicted that I would be a Engineer. That was in 1956-57. I am sure such things do exists now but properly used is another question. If they exists we should not only use but extend such to villages as well with the cooperation with Government agencies like one we met and are going to use in our village to gain complete employment in our village Sursardham Center for Employment Development Board of Gujarat Government. Why we are writing this long story because various things which exists in various parts of India, but people in all the area are not aware and not properly utilized by persons for which they are created. Remember the Biz word Information Bottleneck at all levels. We had to break this bottleneck as soon as possible and then our country will progress with the speed which we all dreaming.

The following mantra will help you to get to your Destination.

XII. * Shidhi Mantra for every body welfare

I invoke your blessings
Kindly protect me
Kindly bless me
Kindly bless all
I invoke your blessings
Let sick be cured
Let sufferers be healed
Let this be done by my selfless service
I invoke your blessings to perform all these.

Normal Do's And Don't

Do's

1. Do recognize the poorest few to whom you and villagers both wants to help first.
2. Do some small projects, which can complete and show result during your visit.
3. Do try to start Library in the village and how to save news paper cuttings which are important for villagers and village.

4. Try to start a revolving fund for sustainable alternative Income.
5. Do try to cultivate the habit of going to use latrine, which may be primitive but covered.
6. Do tell them about your own examples of your good habits, be patient and persistent it pays in the end.
7. Try to start a Gram Kosh and bring the population together it could be as little Rs. 11/each family pre month.
8. Teach them about drip irrigation if you have not heard learn it before you go.
9. Plant a tree and take care as and when some one gets a gift of life a child.
10. Teach them how to solve problems and revise when things do not work as planned in simple terms.
11. Write down all the problems on a piece of paper rather in a notebook, refer these whenever a dispute. When written it becomes facts otherwise every body can have opinion or memory.
12. Please teach them how to dream and fulfill these dreams give them a road map.
13. You must go with a dream to a village and that dream should become their dream as well.
14. Do teach them to keep and account for income and expenses on a sheet of paper for each month.
15. Teach them methods to save money by changing eating habits, it only takes 45 days to change a habit.
16. Try to subdivide the assignment in such a way these can be handled by one person and independent of any body's else mess up, but remember that working together to achieve ultimate target is our aim. Hence working as group is important lesson to learn and teach which all of Indian's lack.
17. Silver Gold is not best saving or investment vehicles.
18. Make a list of local remedies used in the village by elders (Dadi Ma Ka Batua)
19. Collect data as much as possible, without which you have opinion not facts.
20. Try recruiting Retired civil, military personnel for mobilization and motivation.

Vision without Action is dream; Action without Vision is simply passing time. But Action with vision making a possibility and positive change in lives of other who are less fortunate and have less information, with your help.

Don'ts

1. Never take sides in case of dispute within village.
2. Never offer money as solution of a problem.
3. Never offer your own solution take them towards that and let them feel it is their solution.
4. Never fall for projects, which can benefit few wealthy only and powerful.
5. Unless they come up with some equity no projects.
6. Don't promise which you can't deliver.
7. Don't say you will raise money for some project.
8. Don't live there beyond planning time give them assignment and let them complete it whatever way they know best to do it.

9. Do not give scholarship unless they wish to return two in return.

Abbreviations:(For thinking and talk)

1. ABCD - Actions based on community development.
2. ABCDE – Akhand Bharat Chale Dhire Ethalake.
3. EATS – Encouragement Accountability Trust Service.
4. RAM – Reliable Adoptable Methods.
5. MAR – Methods Adopted repeatedly.
6. DAVP – Department Audio Visual Publicity. (A govt. of India Dept.?)
7. MMM M– Material Money Manpower Management.
8. PMS - Problem Mentor Solutions / Post Menstruation Syndrome (PMS).
9. PSOUR – Problem Solving Observation Utilization of Resources.
10. PRAN – People Retired but Active Nationalist.
11. PYF – Pay Yourself First.
12. SAI - Sustainable Alternative Income.
13. SHG – Self Help Group / Store Hold and Gain.
14. TRUE – Total Resource Utilization as Enterprise
15. KISS – Keep it simple so even Stupid (simple) can Solve (stupid)
16. SSMC- Space Saving Methods by Consolidation.
17. YNMTYSYNO – You Never Move Till You Stick Your Neck Out. (Turtle)
18. TYSMTOIST – Teach Your Successful Methods to Others In Simple Terms.
19. VAST- Village Adoption and Service Trust.
20. VOICE – Volunteer of India for Charitable Establishments.
21. NGO / GOI - Non Governmental Organization / Government Of India.

Reference Material for additional reading by Umesh Rashmi Rohatgi's articles on related subject of village development and in general about India problems:

In English

1. Money Trail
2. This is the way it happened
3. Are we afraid of failure
4. Dream Come True
5. Resolve
6. Reliability
7. Stagnation
8. Pran
9. Voice
10. Vichar Manch
11. Attitude
12. Fear
13. Anger
14. Water
15. GOVT.
16. ABCDE...

17. Neyer Neighbor Neighborhood
18. Problem
19. Mentor
20. Solutions
21. Unique approach
22. Compassion
23. Sursardham
24. Story of Sursardham
25. Angry discussions
26. O-she
27. India
28. Wish come true
29. Railway
30. Religion
31. Courage
32. Sapna
33. Proud
34. UPAD
35. Copy Cat
36. Couple Doing Social Work
37. Six month visit to India
38. Proud to be Indian
39. Thought Action and Cure
40. Yoga
41. Village story
42. Then what
43. Social Resume of Umesh Rashmi Rohatgi
44. List of NGO in India

The following articles are (In Hindi)

1. Ish Prathana
2. Srajan
3. Auo Chale Goan ki aur
4. Bharat ki Gaon
5. Mayusi
6. Niti aur Dharm ka Has
7. Bharat Samasyaen aur Mai
8. Bichar Praval
9. Achar Vichar Se Kare Upchar
10. Shiksha ke Nai Vishay
11. Jal ba Usake ke Upyog
12. Jal vigyan
13. Gao Jal Safai ba Bekari
14. Samaj Shilpi

15. Sewa Bharti ki Kritiya
16. Nivedan
17. Sangthan
18. Sapne Sach Huai
19. Ek Nai Disha
20. Hath Paron se Swastha
21. Kush Rahen ke Das Shithanta
22. Gussa
23. Sarak
24. Hamari Chay Maha ki Bharat Yatra
25. Bhaichara

To obtain a complete list- ask writer or go “[www. NRI-homecoming.org](http://www.NRI-homecoming.org)”-web page.

Following Templates are important to create or have from writer:

1. One Page Record Keeping, for Income and Expenses.
2. Agricultural - Important Questions.
3. Important Question Regarding Animals.
4. List of Government Entitlements.
5. Governmental Chart, explaining Democracy - How it Works.
6. Problem Analysis (steps: Problem Statement, Description, Distinction or Changes, Possible Causes, Testing, Verification or Action) / Problem Prevention (Steps: Planning Statement, List the Steps, Potential Problems, Prevention or Contingent, Modify Plan)
7. Decision Analysis (Steps: Decision Statement, Establish Criteria, Compare Alternatives, Access Risks, Best Choice) / Situation Analysis (Steps: Situation Statement, Separate, Set Priority, Cause or Effect, Action Plan)

Ten Clues for Personal Growth :

1. Be honest 2. Be loyal 3. Be friendly 4. Be competent 5. Be Impartial
6. Be independent 7. Be a Thinker 8. Be a Square 9. Be helpful 10. Be prepared.

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