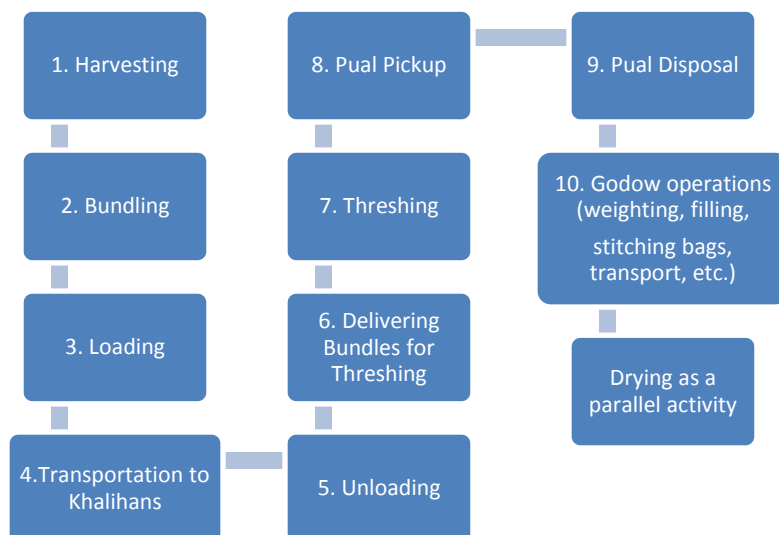**j. Manpower management**

In spite of various technological adoptions, Dayalbagh works based on human labour model in fields. These tools are generally used for few activities and community members do rest maximum work. Dayalbagh works on semi-mechanized model and encourages human labour (shramdan) in fields in order to maintain essence of human effort and to make members physically active. All the members work together in the farms, which increases the cooperative functioning and mutual understanding among members.[7]

Plan and Arrangements (Paddy Harvesting in Dayalbagh)

Objectives: To draw up a practicable plan for the paddy harvesting and threshing in such a manner that the manpower available is fully utilized, and all the three activities namely harvesting, threshing and storage of pual are synchronously conducted, with proper arrangement of transport of sewaks, carriage and unloading of paddy, its threshing and removal of pual.[7]

Sequence of Major Operations:

1. Harvesting	8. Pual Pickup	9. Pual Disposal
2. Bundling	7. Threshing	10. Godow operations (weighting, filling, stitching bags, transport, etc.)
3. Loading	6. Delivering Bundles for Threshing	Drying as a parallel activity
4.Transportation to Khalihans	5. Unloading	

Data:

- ✓ Area sown= 100.39acres (approx)
- ✓ Average speed of harvesting= 0.5acre area per hour by a party of 100 men and women working at average speed
- ✓ Average number of bundles per acre of crop= 250 bundles of average size
- ✓ Average time taken in tying the harvested crop into bundle= A men team of 15 men can tie 250 bundles in about 50-60 minutes
- ✓ Approximate number of bundles loaded on average on different trucks and trolley-
  - ➢ 4 trucks and 4 trolleys
  - ➢ 125 bundles can be loaded on a truck/ trolley on average
- ✓ Average time taken in loading the bundles on a truck or trolley= 25 minutes
- ✓ Average turnaround time by a loaded vehicle (carrying the bundles from the field to threshing site and back, including unloading time) = 45 minutes
- ✓ Average number of loaders assigned per truck=6-8
- ✓ Average number of unloaders assigned per truck=10-12

- ✓ Average time taken in unloading a truck= 15-20 minutes
- ✓ Average number of bundles threshed in a day= Equivalent to 15 acres of harvest with 1500 volunteers approx threshing for about 9hours

7.Source: Interview; Primary Data